

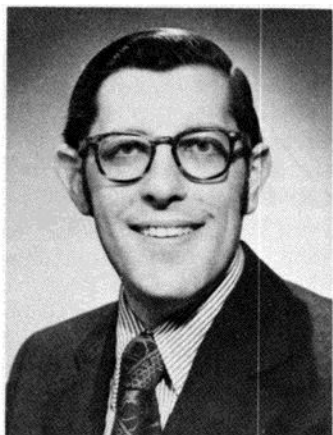
Almanac

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Trustees

Freedman Named Law School Dean



James O. Freedman, associate provost and professor of law, was appointed dean of the Law School, effective January 1, 1979, at the December 21 meeting of the executive board of trustees.

Freedman, who joined the Law School faculty in 1964 and became a full professor in 1969, replaces Covey T. Oliver, acting dean since September 8. Oliver, Ferdinand Wakeman Hubbell Professor of Law Emeritus, came out of retirement to serve in that post when former dean Louis H. Pollak was appointed

United States district court judge for the district of eastern Pennsylvania.

University ombudsman from 1973 to 1976, Freedman was president of the University of Pennsylvania chapter of the American Association of University Professors in 1971-72. In 1976 he received a fellowship for independent study and research from the National Endowment for the Humanities and spent the 1976-77 academic year as a visiting fellow at Clare Hall, Cambridge University, England. Before being named associate provost in July, 1978, he was associate dean of the Law School.

A scholar in the field of administrative law, Freedman is the author of *Crisis and Legitimacy: the Administrative Process and American Government*, recently published by Cambridge University Press.

Before coming to Penn, Freedman was, in 1962-63, a law clerk to Judge Thurgood Marshall (then of the United States Court of Appeal for the Second Circuit) and subsequently an associate in the New York firm of Paul, Weiss, Rifkind, Wharton and Garrison. He graduated from Harvard College and received his law degree from Yale, where he was a member of the Order of the Coif.

Resolution of Appreciation to Eliot Stellar

The executive board of trustees passed the following resolution in appreciation of Eliot Stellar upon his leaving the post of provost. A separate resolution of appreciation honored Paul O. Gaddis, senior vice-president for management and finance, a position that was phased out at the end of 1978.

Whereas, Eliot Stellar has served with dedication and distinction as provost of the University of Pennsylvania for six years, from January 1, 1973, until the end of December, 1978; and

Whereas, he has brought to the post great intellectual leadership combined with great personal warmth and the most humane concern for our faculty, students and staff; and

Whereas, he helped chart the path for Pennsylvania toward the eighties through the Development Commission, which he co-chaired, and, under his leadership, much of the vision of that mission has been made through concentrating on those programs which are most effective; and

Whereas, he has brought to the office of provost an unwavering

commitment to academic excellence throughout the University; therefore, be it

Resolved that the trustees hereby convey their warmest thanks to Eliot Stellar for his leadership and service as provost, and offer him their good wishes, support and encouragement as he becomes provost emeritus and returns to full-time teaching and scholarship.

Reports on Budget, Reorganization Heard

"As near as we can tell, we should be ending the year either directly on budget or slightly ahead," Jon Strauss, who became vice-president for budget and finance on January 1, told the executive board of trustees at the open stated session, Thursday, December 21, 1978. Strauss also provided a status report on the Wharton Econometric Forecasting Associates. At the September 21, 1978 executive board meeting, a resolution was passed outlining a Memorandum of Understanding between WEFA and the University.

Chairman of the Trustees Paul F. Miller, Jr., told the executive board that "good progress is being made" on the reorganization of the trustee structure. He announced the appointment of three committee chairmen: Jacqueline Wexler, external affairs; Reginald Jones, resources; Judge A. Leon Higginbotham, Jr., University responsibility. Miller will present a further report on the new committee structure at the meeting of the full board of trustees, January 18-19.

General Counsel Stephen B. Burbank suggested that the Law School's restructuring of admissions procedures (see *Almanac*, December 19, 1978) can be used by the University "to reaffirm the University's commitment to minorities The Law School has demonstrated a greater commitment to minority students than any law school in the state."

Provost Eliot Stellar stated that admissions applications are currently 15 percent above the number received in previous years. Vice-Provost Donald G. Langenberg reported that research grants appear to be up over previous levels as well, although it is still early in the year.

At the conclusion of the meeting President Martin Meyerson and the executive board presented Stellar with a framed copy of the resolution of appreciation printed above. Stellar, whom the trustees gave the title provost emeritus, will take a scholarly leave of absence for one year in order to "reenter the field of neurobiology," he said.

In other business, Ragan Augustus Henry was appointed to a one year term as an associate trustee member of the Board of the Hospital of the University of Pennsylvania.

News Briefs

What the New Year Brings

At the start of 1979, Vartan Gregorian began his term as provost of the University. Robert Dyson, associate dean of the Faculty of Arts and Sciences, has taken on the acting deanship of FAS until a new dean is appointed. Vice-Provost Donald G. Langenberg, who announced his resignation from that position last September, will serve as vice-provost for research until a successor is found. Philip G. Mechanick will continue as acting vice-provost for undergraduate studies and University life. Newly appointed Law School Dean James O. Freedman has announced that he will continue to carry

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(Continued from page 1)

some of his responsibilities as associate provost until a successor is appointed to that post. (For announcement of the search committee for a new dean of FAS, see *Almanac*, December 5, 1978; see *Almanac*, December 19, 1978 for information on nominations and applications for the posts of associate provost, vice-provost for University life and vice-provost for research.)

Trustees to Meet January 19

The open stated meeting of the full board of trustees is scheduled for Friday, January 19, 2 p.m., Council Room of the Furness Building. The agenda includes a report by Chairman Paul F. Miller, Jr., on trustee committee reorganization, an annual state of the University report from President Martin Meyerson and reports from trustee committees. The trustees will meet in closed session Thursday, January 18 and Friday prior to the stated meeting.

Council Meeting Scheduled for January 17

The University Council will meet Wednesday, January 17 from 4 to 6 p.m. in the Council Room of the Furness Building. The preliminary agenda includes action on the revised report of the ad hoc Committee on University Relations with Intelligence Agencies (CURIA), discussion of University holdings in corporations which operate in South Africa and action on resolutions regarding sexual discrimination.

Nominations for FAS Dean Requested

The Consultative Committee for the Selection of a Dean of the Faculty of Arts and Sciences wishes to remind members of the University community that it would be grateful for suggestions and nominations. These should be sent to:

Consultative Committee for the Selection of a Dean of the
Faculty of Arts and Sciences
Dr. Alfred A. Mann, Chairman
c/o Office of the President
100 College Hall/CO

Festival Features Rochberg's Chamber Music

The George Rochberg Chamber Music Festival continues Thursday, January 18 and Saturday, January 20 with performances by the Concord String Quartet and soprano Susan Davenney Wyner. Saturday night's performance features the world premieres of the String Quartets No. 4-6, which have been designated *The Concord Quartets* in honor of the string quartet. Both concerts begin at 8 p.m. and take place at the University Museum. Tickets cost \$6 each, \$3 for students and senior citizens. For information, call Ext. 7544 or 6244. Funding for the series, which was arranged by the University Department of Music, was provided by the Philadelphia Savings Fund Society.

Rochberg, 60, joined the music department in 1960 and was named the first Annenberg Professor of the Humanities last October. He is currently collaborating with his wife on an opera based on Herman Melville's last novel, *The Confidence Man*, for the Santa Fe Opera Company.

ICA Names Chairman, Board Members

Margery Peterson Lee of Haverford has been named chairman of the Institute of Contemporary Art Advisory Board. She is a member of the Associates Committee of the Philadelphia Museum of Art and a longtime supporter and benefactor of ICA.

Named as members of the ICA Advisory Board are: Margaret R. Mainwaring, Harvey S. Shipley Miller, Suzanne Morgan, Charles Warren Nichols and Frederick Thomas.

Wanted: Work-Study Student

Almanac has an opening for one work-study student, to start immediately. Interested, or know someone who is? Call Ext. 5274.

Founder's Day Celebrations Set for January 20

The University's General Alumni Society will celebrate Benjamin Franklin's 273rd birthday on January 20. As part of its annual tribute to Franklin, the society will present its 1979 Alumni Awards of Merit at a reception and lunch at the University Museum. This year's recipients are: Norma S. Ashbrook (Ed'31), George M. Fern (C'51), William T. Fitts (M'40), Carol McC. Fitzgerald (CW'63), Donald A. Mackie (W'53), H. Walter Rowan (W'43), Jerome M. Schlakman (W'47) and Eliot Stellar, provost emeritus and professor. Call Ext. 7811 for further information on the luncheon.

Off-Broadway Series to Present Pins and Needles

The Organic Theater Company has cancelled its Annenberg Center run of Kurt Vonnegut's *The Sirens of Titan*. *Pins and Needles*, Harold Rome's classic 1936 musical revue about labor unions, will substitute in the Zellerbach Theater from February 14 through 18 (preview February 13). Tickets purchased for *The Sirens of Titan* will be honored for *Pins and Needles*. For information, call Ext. 6791.

Career Planning Workshop Offered

Resources for Women, a non-profit career services center for women, begins a five-week workshop on life and career planning this week (\$25 fee). Sponsored by the Faculty Tea Club, Resources for Women offers job bank placement (\$1 fee), career and resume counseling (\$10 fee for each) and information and referral services (no fee). To register, call Ext. 5537 between 9:30 a.m. and 12:30 p.m. weekdays. Resources for Women is located in the Women's Center, Houston Hall, second floor, east.

Insomnia Clinic to Help the Sleepless

The Insomnia Clinic of the Hospital of the University of Pennsylvania offers a nine-day treatment and medication program for insomniacs. A full physical and brief psychological examination will determine if any medical or other causes may be contributing to sleep problems. For information and to set up an evaluation appointment call 662-3462. Physicians should refer their patients to M. Rohtbart, M.D., clinical associate in psychiatry, at 662-2844.

Contributions Invited

A Voyage Out, Penn women's literary magazine, requests contributions of poetry, photographs and artwork from members of the University community. Submissions should be sent with a self-addressed stamped envelope to Penn Women's Center, Houston Hall/CM, Ext. 8611, by February 15.

Of Record

Method for Distribution of W-2 Statements, 1978

Distribution of 1978 W-2 tax statements is scheduled to begin Monday, January 22, 1979.

They will be forwarded through intramural mail for active employees; inactive employees will receive their W-2's via U.S. mail at their last known home address.

Should your department receive W-2's for an inactive employee (because the personnel action form was not updated) please return them immediately to payroll accounting, Room 116, Franklin Building/16.

Inquiries regarding W-2's should be made by calling Ext. 4233.

—L.R. Gustin, Director, Payroll Accounting



Speaking Out

Bottlenecks and Confusion

To the Editor:

As an A-3 employee here at the University, I have encountered the following two potentially problematic situations:

1) Excessively lengthy "bottlenecks" in the administrative processing of job postings, in reclassifications and in the initial payments to new employees. It is not uncommon for a new employee to wait six weeks or more for his/her first paycheck. Job posting and reclassification delays cause the employees promoted from within to lose a substantial amount of their due retroactive pay, since this pay can only be dated to the time of actual job posting, although the employee assuming the new responsibilities may actually have been *trained* to perform them and also have been *required* to perform them (in the absence of any other qualified personnel) for some length of time prior to the time of his or her pay increase. I feel that the University pay system has not properly compensated an employee in this instance. In my case, I waited two months from the time the former employee trained me to perform his duties (at which time he left and I took over) and the time the job was posted. I not only cannot be financially compensated for this time but must accept several thousand dollars less than a person hired from the outside would receive because I, as a University employee, am not permitted more than a thousand or so dollars pay raise at one time (which I received and for which I am grateful).

2) I have also encountered a surprising amount of confusion and lack of procedural guidelines in the newly implemented system for employees registering for courses in the spring semester. I have found myself travelling from my course department (Williams Building) to Logan Hall (CGS) to College Hall (FAS) to Franklin Building (bursars) back to Logan Hall (financial aid), back to my employer for newly required permission notes not specified anywhere, only verbally at the Financial Aid Office. (I must emphasize that everyone with whom I came in contact in my travels was pleasant, helpful and understanding. If only there was some continuity from office to office!) So far I have completed all my registration forms, permission forms (two), received my bill (for the complete tuition), and I still have before me another visit to financial aid and a later visit to the bursars, when in a few weeks I hope to receive another bill for the nominal employee's fee (\$5.00 per course). I mentioned jokingly to one of the personnel on the aforementioned odyssey that if I didn't know better I would assume the University is trying to discourage employees' academic involvement. But I know this isn't the case. It's a simple case of disorganization.

—Leslie Ann Kelly,
Data Coordinator,
Division of Computer Services

On Religious Holidays

To the Editor:

The intention of the members of the Senate Advisory Committee in writing

the letter about religious holidays that appeared in *Almanac* (December 12, 1978) was to urge members of the faculty to adhere to the letter and spirit of University regulations designed to avoid any academic disadvantages accruing to students who observe the three holidays to which the rules refer. The headline under which the letter was published—"Students' Religious Holiday Proposal Rejected"—misplaces the emphasis we intended.

—Irving B. Kravis,
Chairman, Faculty Senate

To the Editor:

I am disconcerted at the inconsistency of the opinion of the Senate Advisory Committee that *Rosh Hashanah*, *Yom Kippur* and Good Friday not become official holidays of the University. The reason offered by the committee was that "it would be unwise in view of the secular character of our University to move in this direction." Is it a coincidence that the winter break comes at Christmas time? Or is it that the University does not consider the day commemorating the birth of Jesus Christ a religious holiday?

—Michael Pliskin,
Assistant Professor,
Department of Pathology

Letters Welcome

Almanac invites all members of the University community—administrators, faculty, staff and students—to submit letters on relevant University issues to *Speaking Out*.

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, Charles Dwyer 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.

To Serve on Penn Committees

To the University Community:

Once again the Committee on Committees begins its work with an invitation to the faculty and administrative staff to nominate themselves and their colleagues for service on University committees.

We will be spending most of the spring term assembling lists of prospective members who are most interested in and most qualified for service on the 18 key committees listed here. They are the advisory bodies which will help shape academic/administrative policy, administer certain all-University projects such as faculty awards and honorary degrees and assist operations such as the bookstores and libraries to be of greater service to the campus.

To make our committees effective we need to consider the largest possible pool of candidates with the broadest range of experience and viewpoints. Before submitting your own name or that of a colleague, you may wish to have a better understanding of the work being done by a particular committee. One way to obtain such information is by studying the committee reports which have been published from time to time in *Almanac*. [See October 17, October 31, November 14, November 21 and December 19, 1978 issues.]

Except where noted, all of the committees listed here are open to both faculty and staff. We plan to submit our recommended committee membership lists to the Steering Committee in late

April. In order that we may meet this deadline, we ask you to make your nominations by February 15.

The 1979 Committee on Committees

Henry M. Hoenigswald, Chairman

*Andrew J. Condon
Steven Isser
Joseph F. Kane
Fred Karush
Mark Lamensdorf*

*John A. Lepore
Almarin Phillips
Carroll Smith-Rosenberg
David Solomons*

Committees and Their Charges

University Bookstore (12 members). Watches the operations and financial policies of the bookstore and assists in planning its future.

***University Budget** (15 members). Deals with matters of policy relating to University budgets and participates in the formulation of the annual budget. Vacancies are scarce. Committee meets weekly.

Committee on Committees (9 members). Organized on a calendar-year basis, with most of its business conducted during the spring term. Fills occasional vacancies on the committees under its purview, oversees and evaluates their work, and presents lists of potential committee members to the Steering Committee of the University Council for its consideration.

Community Relations (15 members). Examines the University's activities in regard to community and metropolitan affairs and makes recommendations for improvement.

***Disability Board** (7 members). Administers the University's Long-Term Disability Income Plan and annually examines existing cases and considers a steady docket of new cases.

Facilities (15 members). Concerns include the maintenance and operation of the physical plant; planning, design and project management; new construction.

***Faculty Affairs** (12 members). Scope includes the general welfare and interests of the faculty and its relationship to the administration.

***Faculty Grants and Awards** (10 members). Recommends policy on University research grants to faculty members, reviews applications for these grants and makes annual awards.

***Honorary Degrees** (10 members). Does most of its work during the fall term. Solicits recommendations for honorary degrees from faculty and students and submits nominations to the trustees; also makes recommendations to the president on a commencement speaker and on special convocations.

***International Programs** (12 members). Advisory to the coordinator of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs and cooperative undertakings with foreign universities.

Library (12 members). Advisory to the director of libraries on matters of library policy within and without the University community; also instigates scrutiny of policy concerning collections, facilities and the general use of the University's libraries.

Personnel Benefits (12 members). Deals with policies and procedures relating to all employment benefits for faculty, administrators and non-union support staff. Special expertise in personnel, insurance, taxes or law is often helpful.

***Recreation and Intercollegiate Athletics** (13 members, plus 2 trustees and 2 alumni members). Has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics. Advises the athletic director in operations and recommends changes in policy when appropriate.

***Research** (14 members). Generally concerned with research and the environment for research at the University; the assignment and distribution of indirect costs another primary interest.

Safety and Security (12 members). Advisory to the director of public safety with emphasis on personal safety in the campus area.

Student Affairs (15 members). Concerned with the quality of student life at the University, allocations from the University to student activities and with residential arrangements.

Student Fulbright Awards (8 members). Active early in the fall. Evaluates applications from graduating seniors and graduate students and makes recommendations to the Institute of International Education, which awards Fulbright grants on behalf of the State Department.

Undergraduate Admissions and Financial Aid (22 members). Meetings cover recruiting, admissions and financial aid matters that concern the University as a whole but are not the specific responsibility of individual faculties.

**Open to faculty only. One or more administrators serve as liaison to most of these committees.*

Note: The Committee on Committees does not nominate members to the Budget Committee, Committee on Committees or Educational Planning Committee, but transmits volunteer lists for the first two committees to the Steering Committee, which is pleased to consider them in making appointments. Members of the Educational Planning Committee are selected by the Steering Committee entirely from nominations by the president and provost and the Senate Advisory Committee.

Mail to: Committee on Committees,
Office of the Secretary, 112 CH/CO

Committee _____

Candidate _____

Title or Position _____

Campus Address _____

Committee _____

Candidate _____

Title or Position _____

Campus Address _____

Committee _____

Candidate _____

Title or Position _____

Campus Address _____

Committee _____

Candidate _____

Title or Position _____

Campus Address _____



A cartoon by Salih Memecan, whose work will be on exhibition at the Faculty Club Gallery from January 23 through February 16. Memecan, a Ph.D. candidate in architecture at Penn, has contributed regularly to the Philadelphia Bulletin as well as newspapers in Ankara, Manheim, Yugoslavia and Belgium.

At Council on November 22, 1978, three committees studying the future role of athletics at the University presented reports. These were the Joint Subcommittee of the Budget and Educational Planning Committee (EPC), the University Committee on Recreation and Intercollegiate Athletics, and the Undergraduate Assembly Task Force on Intercollegiate Athletics. (See Almanac, December 5, 1978 for coverage.) On December 4, 1978, President Martin Meyerson requested that the Senate Advisory Committee present its views on the subject. SAC's report appears in full below. The administration, taking into account all of the reports mentioned above, has now issued a statement of policy on athletics. It appears in full following the SAC report.

Athletic Policy

On December 4, 1978, the Senate Advisory Committee was requested by President Meyerson, acting on behalf of Provost Stellar, Provost-designate Gregorian and himself, for its views on problems relating to the future financial planning for the Division of Recreation and Intercollegiate Athletics (DRIA). Specifically, the president called attention to three areas which ought to be considered: (1) the nature and significance of athletics on our campus; (2) the general priority of athletics in our financial planning; and (3) the practical choices open to us given our attachment to the Ivy League.

The committee had the advantage of three prior reports dealing with these issues submitted by (1) the Joint Subcommittee (of the Educational Planning Committee and Budget Committee) to Study the Resource Centers (Prof. Jean Crockett, chairman), (2) the University Committee on Recreation and Intercollegiate Athletics (Prof. Thomas H. Wood, chairman), and (3) the student Task Force on Intercollegiate Athletics (Mr. Gary Gensler, chairman).

Following these reports the Budget Committee recommended that the subvention for DRIA be stabilized at the FY 1978-79 level (\$2.695 million) for a three-year period, except for salaries and benefits which would increase within University guidelines. The annual subvention is not to exceed the 1978-79 percentage of total University subventions. The Budget Committee also recommended "that DRIA be given appropriate support by the development office in the identification of and cultivation of prospective donors in order that DRIA may have full opportunity to increase income through gifts."

The Educational Planning Committee subsequently endorsed these recommendations, "subject to the provision that the support of the development office be clearly subordinated to the academic goals of the development program."

The Senate Advisory Committee was provided with detailed data on admissions and matriculations and on financial aid by athlete and other student categories. It was provided also with overall financial data. SAC is grateful to the vice-president for development and University relations, William Owen; the budget director, Jon Strauss; the associate director of admissions, William Brest; the regional director of admissions, Decker Uhlhorn; the director of student financial aid, George Koval; the associate director of student financial aid, William Schilling; and the associate director of DRIA, Charles Scott; all of whom appeared before the committee on short notice and gave generously of their expert knowledge. Provost Stellar and Associate Provost Freedman also attended some of the meetings at which SAC dealt with this problem. Important contributions to SAC's deliberations were made also by Professors Jean Crockett, Paul Taubman and Thomas Wood, each of whom had chaired one of the committees that had previously considered athletic policy.

Both the charge and the inclination of the committee led it to consider athletics in the educational setting of the University. This is reflected in the attention given in this report to admissions and financial aid and their relationship to academic performance. At the same time, the committee was very much concerned with the budgetary aspects of the athletics program in the light of the tightening financial situation of the University.

General Principles

The primary mission of the University of Pennsylvania is to add to the world's knowledge and to disseminate knowledge. In the pursuit of these objectives it seeks excellence.

Although it is to the intellectual life of a man or woman that the main thrust of the University is directed, SAC feels that it is important to provide opportunities for men and women to seek the physical well-being and the sense of team and community that are promoted by participation in athletic activities. For students who participate more intensively by engaging in intercollegiate athletics, there are often significant additional benefits, the most important being the educational and personal nature of the relationship between the coach as teacher and the athlete. In this regard, Pennsylvania is most fortunate in having a number of loyal and dedicated men and women serving the University as coaches.

Athletics is not, however, an end in itself. The University's primary mission must be to seek excellence in its academic fields. It wants each discipline and each school to be among the most distinguished in the country and indeed in the world. What it should seek in athletics is not national or world renown, but wide participation. Athletics at Pennsylvania should be for all students, not primarily for a few who are sought out for their exceptional athletic prowess. Among students selected for admission primarily for academic reasons, the more talented athletically and the more interested may seek to participate in intercollegiate athletics. Others will choose intramural or personal sports activities. These objectives are supported by the scholar-athlete model contemplated in the original Ivy League agreement, which provides "... that the players shall be truly representative of the student body, and not composed of students offered admission or support by any different standards than apply to the rest of the student body."¹ We have been distressed to learn, however, that this principle of the scholar-athlete has largely been ignored by the Ivy group, and that the admission of athletes through a special, less academically demanding category is a common practice. In addition to violating the central principles of the University and of the Ivy agreement, this policy may have the undesired consequence of denying intercollegiate participation to the less athletically able, but true scholar-athlete for whom our athletic program was originally intended. That is not a wise practice for any academic institution.

The pressure on Penn and other such institutions to elevate the expertness of their intercollegiate teams is particularly intense with respect to a few spectator sports of which football is the most conspicuous. The spectator sports add color and excitement to student life and help sustain the interest and loyalty of alumni. These are valued outcomes. However, there is no reason to believe that they could not be achieved if all the Ivy League schools lived up to the original intent of the Ivy League agreement.

Membership in the Ivy League adds to the attraction of Penn to incoming students. It is true that the main link among the Ivy schools is based on the athletic agreement, but the attraction of these institutions depends on their academic stature not on their athletic prowess. Furthermore, continued participation in the Ivy League does not require that the present scope of Penn's program of intercollegiate athletics be maintained. Indeed, Pennsylvania is

near the upper limit in the number of varsity teams it fields. Penn has 20 different varsity sports for men and 16 for women. The numbers for the other Ivy schools range from 14 (Columbia) to 23 (Cornell) for men and from nine (Barnard) to 17 (Cornell and Yale) for women.

SAC strongly supports the principle of parity for women's athletics at Pennsylvania. We have been pleased to learn that there has been very substantial progress made towards that goal. While currently there is parity on a per capita basis, the number of women participants may increase sharply. Accommodation to such a shift in relative numbers of men's and women's sports participation will, in all probability, have to be achieved by transfers from men's sports rather than by the use of new resources.

Future planning for athletics at Penn must take account also of the darkening financial picture. Academic programs have already been adversely affected. Faculty salaries have not kept pace with the cost of living. Computing facilities have substantially deteriorated for a significant segment of the faculty. The costs and benefits of athletic programs must be weighed more carefully than ever.

Recreation and Intercollegiate Athletics at Pennsylvania

The widespread use of Penn's fine recreational facilities has been noted in previous reports. The University Council committee estimated that 6000 persons engage in intramural sports and that 2400 persons per day participate in other recreational activities.² Like the other committees, the Senate Advisory Committee finds this extensive use of our recreational facilities gratifying. Our present concerns, however, are with intercollegiate athletics.

Costs. The direct expenditures on intercollegiate athletics have risen from \$1.8 million in fiscal year 1970 to \$3.1 in 1978, and the excess of direct expenditures over its revenues from \$1.2 million to \$1.9 million.³ As a basis of comparison, it may be mentioned that the direct costs of intercollegiate athletics relative to the instructional costs of the University have fluctuated around four percent. Indirect costs increased the deficits in recent years by about \$1.1 million.

In addition, some costs of financial aid for students recruited as athletes should be included, but it is very difficult to form an accurate assessment of how much money is involved. The University currently allocates about \$700,000 to about 265 of the athletes especially admitted under a five percent athletic quota out of a total of approximately \$8 million of undergraduate scholarship funds.⁴ Not all of this money would be saved, however, if the present group of athletes had not been admitted and full paying replacement students had been obtained. The reason is that state and federal funds are obtained by the University on the basis of the needs of these and other students. A more realistic alternative would be to keep the same level of scholarship expenditures and to replace these athletically qualified students with better academically qualified students from similar socio-economic and locational (residents of Pennsylvania) pools.⁵

Participants. The number of student participations in intercollegiate athletics is around 1000 with about three-fourths by men and one-fourth by women. This number compares with an undergraduate student body of nearly 9000 and a total student body of 16,500 (full-time only).

The four classes now matriculating (1979, 1980, 1981 and 1982) had a total of 830 matriculants who were designated in admissions office files as athletes as a result of recommendations by coaches.

Of the 830 matriculants identified as athletes upon admission 384 were admitted under the 5 percent quota for athletes recommended by the McGill committee report on Admissions Policy in 1967. It may be mentioned that the size of the entering class has risen by nearly 25 percent in the intervening years, and thus the number of special admission athletes that could be admitted has expanded.

The academic qualifications of all athletes and of special admission athletes are shown in the accompanying table for the

Class of 1981, which is typical of the other classes now matriculating. The 97 matriculants who were admitted under the five percent special quota for athletes had average verbal SAT's and average achievement levels 100 points lower than the average freshman matriculant and average math scores 70 points lower. The predictive index for these matriculants was 27 percent below the class average. The large difference between the scores of all athletes and the special admissions athletes indicates that there are a number of non-special admissions athletes with strong academic qualifications. Some athletes (26 in the four classes) were also admitted under the special admissions procedures for socio-economically handicapped groups.

Nearly a third of the special admission athletes were recruited for football; football, basketball, track and rowing combined account for about half. Among the other sports, special admissions were sufficient in number to make up nearly the entire squad in lacrosse, and almost every men's varsity team has an annual recruitment target of at least one or two students.

Thus about 40 percent of the students who participate in intercollegiate athletics have been especially admitted for the purpose. They are students who probably would not have been admitted to Pennsylvania were it not for intercollegiate athletics. To this degree, the claim that a broad spectrum of intercollegiate athletics is a significant attraction for well qualified students is greatly weakened. Indeed, the true scholar-athlete may be discouraged from applying to Pennsylvania, and may opt instead for one of the many academically excellent but athletically less competitive smaller colleges.

It is estimated that about 70 percent of the special admissions athletes receive financial aid. An even rougher estimate indicates that aid per student provided from the unrestricted funds of the University is currently around \$2000.⁶ On these bases, the possible annual savings in replacing 100 special admissions athletes in each class with full-paying students could total to as much as \$560,000⁷ in University funds. This would be the upper limit of savings: it assumes that present admissions policies would be changed to reflect ability to pay. If present policies were continued and the special athlete admissions were replaced by regular admissions students, approximately 50 percent of the students would require aid at about \$2000 per student. This would reduce the saving to \$160,000 per annum⁸ but would yield a better academically qualified group of students. If athlete special admissions other than for football, basketball and soccer were eliminated, there would be on the campus about 150 matriculants who had been especially admitted rather than 400 as at present.

None of this is intended to suggest that efforts by coaches, alumni and others to recruit outstanding athletes for Pennsylvania should be terminated. Such students should in general meet the usual admission standards. Truly exceptional athletic ability should be weighed in the admissions process in the same way as truly exceptional talent in say, art or music. Indeed, Penn's search for diversity in admissions—only the top quarter of the class is admitted on the basis of complete reliance on academic qualifications—already accounts for some athletic admissions that are not assigned to the athlete component. What we should move away from is a special category for athletes with its own standards and from quotas, team by team, for such special admissions. Each case should be considered in terms of the merits of the applicant, not in terms of the needs of teams.

Recommendations

1. The committee affirms the importance of an athletic program that provides ample opportunity for participation by students, faculty and staff.

2. The committee endorses the view that the opportunity for intercollegiate competition provides an important dimension in the experience available to the undergraduate student body. Parity for women in this area should continue to be pursued. Membership in the Ivy League should be maintained.

3. However, the committee believes that athletic opportunities should benefit students who would be selected for Pennsylvania in the normal course of the admissions process. The original ideal of the Ivy League, calling for competition from students drawn from the normal student population of each school, should be reaffirmed. SAC recognizes that substantial numbers of participants in intercollegiate athletics do at present conform to the scholar-athlete model.

4. For the immediate future, the committee recommends that special admissions be permitted only for spectator sports—that is, football, basketball and soccer. For these sports, the aim of near term admissions policy should be to limit special athlete admissions so that no more than half of each traveling squad is made up of special admissions students.⁹ We hope that through a mutual agreement of the Ivy schools to live up to the ideal of the scholar-athlete, even this special admission category can be dropped in the near future.

5. For non-spectator sports, schedules—inside or outside of the Ivy League—should be arranged with other colleges so that Penn teams are matched against teams that are roughly equivalent. This may yield some travel economies as well.

6. The possible economies suggested by the Joint Subcommittee to Study the Resource Centers should be pursued. In particular, a gradual reduction in expenditures on coaching would be consistent with a scholar-athlete philosophy of intercollegiate athletics. There might be a doubling up of coaching duties where not practiced now and part-time coaches might replace full-time coaches in certain sports. Ivy League agreement should be sought to replace the limit

on the number of coaches in football (now seven full-time persons and some part-time persons at Penn).

7. SAC supports the recommendation of the Educational Planning Committee in calling for a three-year freeze on the DRIA subvention except for salaries and benefits.¹⁰

The Senate Advisory Committee believes that these recommendations will produce some notable savings as they are instituted over the coming year. What is equally important, the recommendations will produce a better qualified student body from an academic standpoint and an athletic program that will better serve that body.

We will contact the faculty leaders of other Ivy League universities to enlist their support for these recommendations.

January 11, 1979

—Senate Advisory Committee

Jean V. Alter (*Romance languages*)

Eugenio Calabi (*mathematics*)

Peter J. Conn (*English*)

Helen C. Davies (*microbiology*)

Robert Inman (*finance and economics*)

Irving B. Kravis (*economics*), chairman

Paul M. Lloyd (*Romance languages*)

Robert F. Lucid (*English*)

Seymour J. Mandelbaum (*city and regional planning*)

Daniel D. Perlmutter (*chemical and biochemical engineering*)

Irene Pernsley (*social work*)

W. Allyn Rickett (*Oriental studies*)

Walter D. Wales (*physics*)

Comparison of Means for Matriculants: Class of 1981 Freshman-Athletes-Special Admissions

	No.	SAT- Verbal	SAT- Math	Avg of Achiev Tests	Conv Class Rank*	Relative Predictive Index	No. of Athletics Included
<i>All Freshman Matrics</i>	2020	580	630	610	650	100	230
<i>All Athlete Matrics</i>	230	520	610	560	620	85	230
<i>Athlete Special Admissions</i>	97	480	560	510	580	73	97
<i>All Special Admissions Procedures Matrics</i>	358	480	550	530	600	73	119

*Converted rank in class relates the high school performance rank in class to a 200-800 scaling.

Footnotes

1. Council of Ivy Presidents, *The Ivy Agreement*.

2. The costs of recreational athletics are difficult to estimate. The direct cost is budgeted this year at \$342,000. These costs are covered by program fees (locker fees, etc.) and from part of the general fee. By far the larger costs, however, are space related and implicit rental costs which may be in the neighborhood of \$950,000. In addition, the pro rata share of general administrative overhead costs that might be charged to recreation is about \$35,000. The total direct and indirect costs of recreational athletics would thus come to \$1.365 million. University accounting does not assign any indirect costs to recreation, and the schools and centers therefore bear these costs.

3. Excludes Palestra (Big Five) basketball and recreation. Palestra basketball expenses and revenues are shared among the participating schools. Basketball team expenses are charged against the DRIA budget and any Palestra revenues accruing to Penn in excess of its share of Palestra expenses are counted as DRIA revenues. DRIA also received some

basketball revenues from games not played at the Palestra.

4. The basis for the financial aid award is need.

5. See chart for an estimate of possible savings.

6. The University contribution has possibly been less for needy students than for others because of the availability of state and federal funds. However, this will change to some degree with new federal provisions for aid to middle-income students.

7. The calculation is $70\% \times 400 \text{ students} \times \$2000 = \$560,000$.

8. The cost would be \$400,000 ($50\% \times 400 \text{ students} \times \2000) instead of \$560,000.

9. Our calculations indicate that a target of 20 special admission matriculants per year for football, basketball and soccer should satisfy this objective. We propose that this target of 20 be approached from the present level of 35 to 40 gradually over a three to five year period. Even before this transition is completed, we hope that a general Ivy agreement will eliminate athlete special admissions.

10. Given the internal accounting this would not adversely affect the recreational program.

Financing Intercollegiate Athletics, 1979-80

The University's intercollegiate athletic program has been carefully scrutinized this year. One object of this scrutiny was the cost of intercollegiate athletics. Another object, which arose particularly within the Senate Advisory Committee, was the University's admissions practices with regard to athletes and our (and the entire league's) adherence to the stated goals of the Ivy Group.

The principal study and deliberative bodies involved in this process were the following:

- A joint subcommittee, under the chairmanship of Professor Jean Crockett, of the University Budget Committee and the Educational Planning Committee was established in October to study the resource centers, beginning with the Department of Recreation and Intercollegiate Athletics (DRIA). This subcommittee reported on November 21 first to the Budget Committee, which passed a recommendation based on its report, and then to the Educational Planning Committee, which approved the Budget Committee's recommendation.

The summary of the recommendations of the joint subcommittee as reported in *Almanac* (December 5, 1978) included four goals for University athletics: (1) to remain in the Ivy League; (2) to provide opportunities for student participation; (3) to provide opportunities for interactions within the University community and for linkage with alumni and other interested constituencies; and (4) to support existing excellence within our means. Professor Crockett noted that "while we are in no position to recommend a precise subvention figure for DRIA, nor to recommend deemphasis or deletion of any particular sport," the subcommittee "would be inclined to maintain program subvention at the 1978-79 level, with the University picking up increases in salary and employee benefit costs. In addition, DRIA would be "required to absorb current expense and indirect cost increases through some combination of additional fund raising from appropriately selected development prospects and reallocations within the priorities of the department."

- The University Committee on Recreation and Intercollegiate Athletics, under the chairmanship of Professor Thomas Wood. Its report was heard by the Budget Committee and the University Council.

The summary of this report (see *Almanac*, December 5, 1978) included the committee's recommendations that: the director of DRIA should report directly to the provost, the University should support recreational programs at levels that will allow them to serve the academic community, and the University should remain an active member of the Ivy Group. The committee also recommended that "the subvention currently being applied to the non-salaried portion of the DRIA budget be frozen at its present level for a five year period; any additional expenses in this portion of the budget, including those due to inflation, must be met by fund raising activities specifically related to athletics, and that these activities be coordinated with those of the development office."

- An *ad hoc* student task force appointed by the chairman of the Undergraduate Assembly and chaired by Gary Gensler. This task force also produced a report that was heard by the Budget Committee on November 21 and by the University Council via the University Committee on November 22.

The Gensler committee's report (*Almanac*, December 5, 1978) called for the drafting of a formal policy paper on athletics, recommended that the athletic director report directly to the provost and that DRIA should develop its own source of income through increased fund raising efforts. It further stated, "With a recognition of this increased emphasis on fund raising, it is recommended that future subvention allocations be set to preserve the present scope and quality of the program and to meet the cost of inflation. It is our feeling, however, that only when externally raised funds can be accurately and confidently counted upon, should they be reflected in subvention allocations."

- The University Budget Committee on November 21 heard reports from the first three groups and passed a resolution calling for a subvention increase to DRIA limited to the smaller of: (a) that amount necessary to cover salary increases or (b) a subvention increase to DRIA limited to the 1978-79 share of the total University subvention. The Budget Committee also called for increased revenues, mainly through gifts, and for DRIA to be held accountable for current and future debts. The Educational Planning Committee, meeting with the joint committee that same day, approved the Budget Committee's recommendations.

- The University Council, on November 22, heard a report on behalf of the three groups that had studied DRIA. Discussion followed, but no action was called.

- The chairman of the Senate Advisory Committee noted that it had not been asked to report. Thus the president, on behalf of the then provost, the provost-elect and himself, invited the Senate Advisory Committee to review the reports on hand and to give supplementary attention to the nature and significance of athletics at Pennsylvania. The report of the Senate Advisory Committee affirmed the recommendation of both budget and EPC on financial support—i.e., a subvention increase limited to salaries and benefits, and the pursuit of savings, including a reduction of coaching expenditures. The SAC report went farther than the others into the nature and role of intercollegiate athletics at Penn and recommended an end to special admissions in all sports but football, basketball and soccer, and a reduction of special admissions in these sports.

The groups mentioned above went at their tasks with energy and with respect for the pressures of time and the search for a new athletic director. We welcome their advice. On the basis of the above recommendations, as well as advice from other sources, we propose the following policy.

1. We reaffirm, as have each of the study groups, the value of a vigorous, competitive, broad-based program of intercollegiate athletics for men and women.

2. We shall remain in the Ivy Group. We shall work to strengthen the league and the principles that set its members apart from most universities. We shall be competitive in those sports in which we continue to compete at the Ivy level.

3. Academic concerns must be paramount. Participants on our athletic teams ought to be students first. The Ivy Group presidents have asked the Ivy Policy Committee to begin refining revised principles.

4. The president will continue within the group to reinforce the basic Ivy ideals and practices derived from them on such matters as financial aid, scheduling, recruiting and admissions.

5. In the meantime, we ought not to unilaterally abandon Ivy practices, nor adopt a policy that will, in itself, greatly diminish our competitive position within the league.

6. Among other things, we have adhered to the guidelines of the McGill report (which set aside 10 percent of the places in an entering class for special cases, up to half of whom may be athletes, who are judged capable of the work but who would probably not have been admitted without some special consideration). The provost is asking the acting vice-provost and the director of admissions to review appropriate targets for student athletes. Recent changes have included more women, more women-athletes, more transfer students, less attrition and therefore increases in the student body, and may suggest alterations in the McGill ratios.

7. We are proud that our intercollegiate athletic program for women is moving toward parity with the men's program, and we shall protect this achievement. Indeed, under Title IX of the Education Amendments of 1972 we are required to do so.

8. We shall continue to provide a strong program of recreational activities.

9. For 1979-80 the subvention for DRIA will be the same as for 1978-79, except for an addition for increases in salaries, wages and employee benefits. All of the inflationary increases for direct or indirect expenses will have to be provided by added private giving and, if possible, from the student fees. Many financial savings have been made in the last five years; costs will have to be even more carefully controlled.

10. In increasing its income through such fund raising, DRIA should not divert funds from academic programs seeking support.

11. Meanwhile we shall use this period to develop with our new athletic director, who as in the past will be in the office of the provost, and in light of possible changes in Ivy Group policies, a long-term strategy for athletics and recreation.

January 12, 1979

—President Martin Meyerson
Provost Vartan Gregorian

Promotions

The following Promotions were approved by the trustees between March 2, 1978 and September 13, 1978. They are based on actions taken by the Provost's Staff Conference. A bullet (•) before a standing faculty name indicates that the faculty member achieved tenure. Under the listings for promotions in secondary appointments, primary appointments appear within parentheses. For a description of the structure of the academic staff and definitions of standing and associated faculty, refer to Almanac supplement, April 19, 1977, pp. IV-V ("Draft Revision of Basic Documents on Academic Governance at the University of Pennsylvania").

College of Engineering and Applied Science

Standing Faculty

- Dr. John D. Keenan to associate professor of mechanical engineering.
- Dr. Noam Lior to associate professor of mechanical engineering.
- Dr. Sohrab Rabii to professor of electrical engineering and science (tenured).

Conversion to Tenure

- Dr. William R. Graham, associate professor of metallurgy and materials science.

Faculty of Arts and Sciences

Standing Faculty

- Dr. Roger J. Bagshaw to associate professor of anesthesia.
- Dr. Ronald P. Daniele to associate professor of medicine and, in a secondary appointment, to associate professor of medicine in pathology.
- Dr. Malcolm Campbell to professor of history of art (tenured).
- Dr. Michael Friedman to associate professor of philosophy.
- Dr. Torgny Gustafsson to associate professor of physics.
- Dr. Victoria E. Kirkham to associate professor of Romance languages.
- Dr. Lynn Hollen Lees to associate professor of history.
- Dr. Ponzy Lu to associate professor of chemistry.
- Dr. Ann R. Miller to professor of sociology (tenured).
- Dr. James Muhley to professor of Oriental studies (tenured).
- Dr. Edward N. Pugh, Jr. to associate professor of psychology.
- Dr. Jose Regueiro to associate professor of Romance languages.
- Dr. Amos B. Smith, III to associate professor of chemistry.
- Dr. Cecil Striker to professor of history of art (tenured).
- Dr. Charles W. Thayer to associate professor of geology.
- Dr. Hugh H. Williams to associate professor of physics.

Law School

Standing Faculty

- Alexander M. Capron to professor of law (tenured).
- Gerald E. Frug to professor of law.

School of Allied Medical Professions

Standing Faculty

- Barbara Bourbon to assistant professor of physical therapy.
- Carol Oatis to assistant professor of physical therapy.

School of Dental Medicine

Standing Faculty

- Dr. Heber Graver to associate professor of restorative dentistry and a secondary appointment in the Department of Histology.
- Dr. Larry Laster to associate professor of biostatistics.
- Dr. William McArthur to associate professor of pathology.
- Dr. Gerald Weintraub to associate professor of restorative dentistry.

Associated Faculty

- Dr. Ernest Dellheim to clinical assistant professor of form and function of the masticatory system.
- Dr. Jeffrey Ingber to clinical associate professor of form and function of the masticatory system.
- Dr. Samuel Yankell to research assistant professor of periodontics.

School of Medicine

Standing Faculty

- Dr. Joseph R. Ashman (professor of anatomy, School of Dental Medicine) to professor of anatomy in a secondary appointment.
- Dr. Roger J. Bagshaw to associate professor of anesthesia, and in a secondary appointment, to associate professor of anesthesia in physiology.
- Dr. Robert L. Barchi to associate professor of neurology; secondary appointment as associate professor of biochemistry and biophysics.
- Dr. Richard R. Bartkowski to assistant professor of anesthesia.
- Dr. Marta I. Blesa to assistant professor of pediatrics.
- Dr. R. Michael Buckley, Jr. to assistant professor of medicine.
- Dr. Edward B. Charney to assistant professor of pediatrics.
- Dr. Alan S. Crandall to assistant professor of ophthalmology.
- Dr. Ronald P. Daniele to associate professor of medicine, and in a secondary appointment, to associate professor of medicine in pathology.
- Dr. Maria Delivoria-Papadopoulos (professor of pediatrics and obstetrics and gynecology) to professor of physiology in a secondary appointment.
- Dr. Steven Edell to assistant professor of radiology.
- Dr. Maria Erecinska to associate professor of pharmacology, and in a secondary appointment, to associate professor of pharmacology in biochemistry and biophysics.
- Dr. David L. Gasser to associate professor of human genetics.
- Dr. Mark E. Giesecke to assistant professor of psychiatry.
- Dr. Alan F. Horowitz to associate professor of biochemistry and biophysics.
- Dr. Savitri P. Kumar to assistant professor of pediatrics.
- Dr. Samuel O. Okpaku to assistant professor of psychiatry.
- Dr. Charles Reid (professor of radiology, Department of Clinical Studies, School of Veterinary Medicine) to professor of radiological sciences in radiology in a secondary appointment.
- Dr. Milton D. Rossman to assistant professor of medicine.
- Dr. Gerard A. Ruch to assistant professor of pharmacology.
- Dr. J. Sanford Schwartz to assistant professor of medicine.
- Dr. R. William Soller to assistant professor of pharmacology.
- Dr. Jonathan Sprent to associate professor of pathology.
- Dr. James M. Springstead to assistant professor of anesthesia.
- Dr. Marc Yudkoff to assistant professor of pediatrics.

Associated Faculty

- Dr. Balu H. Athreya to associate professor of pediatrics at Children's Hospital.
- Dr. William W. Beck, Jr. to associate professor of obstetrics and gynecology at Pennsylvania Hospital.
- Dr. Ellen Berman to associate professor of psychiatry at the Marriage Council of Philadelphia.
- Dr. Frank W. Bora, Jr. to professor of orthopaedic surgery at the Hospital of the University of Pennsylvania.
- Dr. Peter L. Brill to clinical assistant professor of psychiatry.
- Dr. James M. Clark to clinical associate professor of environmental medicine in pharmacology.
- Dr. Marilyn R. Curran to clinical assistant professor of psychiatry.
- Dr. Newell Fischer to clinical associate professor of psychiatry.
- Dr. Ellen Freeman to research assistant professor of obstetrics and gynecology.
- Dr. Allen S. Goldman to research professor of pediatrics.
- Dr. John E. Gordon to clinical assistant professor of psychology in psychiatry.
- Dr. Charles L. Hamilton to research professor of physiology and research professor of psychology in psychiatry.
- Dr. John C. Haselgrove to research assistant professor of biochemistry and biophysics.
- Dr. William B. Kennedy to adjunct assistant professor of medicine.
- Dr. Hans H. Koepke to adjunct assistant professor of psychiatry.
- Dr. Howard U. Kremer to clinical associate professor of medicine.

Dr. James R. Leyden to associate professor of dermatology at the Hospital of the University of Pennsylvania.

Dr. Sheldon A. Lisker to clinical associate professor of medicine.

Dr. Khalil Maghen to clinical assistant professor of psychiatry.

Dr. Charles W. Nichols to associate professor of ophthalmology at Presbyterian-University of Pennsylvania Medical Center and, in a secondary appointment, to associate professor of ophthalmology in pharmacology.

Dr. Tomoko Ohnishi to research associate professor of biochemistry and biophysics.

Dr. Gaylord W. Ojers to clinical associate professor of ophthalmology.

Dr. Ovide F. Pomerleau, Jr. to associate professor of psychology in psychiatry at the Hospital of the University of Pennsylvania.

Dr. Stephen Prevostnik to professor of anesthesia at the Hospital of the University of Pennsylvania.

Dr. Nathaniel Reichel to associate professor of medicine at the Hospital of the University of Pennsylvania.

Dr. Wolfram Rieger to associate professor of psychiatry at the Hospital of the University of Pennsylvania.

Dr. Peter J. Savino to clinical assistant professor of ophthalmology and neurology; secondary appointment in neurology.

Dr. Arthur P. Schless to clinical associate professor of psychiatry.

Dr. Leslie Shaw to associate professor of pathology at the Hospital of the University of Pennsylvania.

Dr. James L. Stinnett to associate professor of psychiatry at the Hospital of the University of Pennsylvania.

Dr. Joseph W. Ternes to clinical assistant professor of psychology in psychiatry.

Dr. Herbert W. Wallace to professor of surgery; secondary appointment as professor of surgery in physiology.

Dr. Chung-Hsiu Wu to associate professor of obstetrics and gynecology at the Hospital of the University of Pennsylvania.

Conversion to Tenure

• **Dr. Chester Zmijewski**, associate professor of pathology.

School of Nursing

Standing Faculty

Dr. Clifford Jordan to professor of nursing (tenured).

School of Public and Urban Policy

Standing Faculty

• **Dr. Janet R. Pack** to associate professor of public policy.

School of Veterinary Medicine

Standing Faculty

• **Dr. Gustavo D. Aguirre** to associate professor of ophthalmology, Department of Clinical Studies.

• **Dr. Narayan G. Avadhani** to associate professor of biochemistry, Department of Animal Biology.

Dr. Kenneth C. Bovee to professor of medicine, Department of Clinical Studies (tenured).

• **Dr. Adelaide Delluva** to professor of biochemistry, Department of Animal Biology, School of Veterinary Medicine (tenured).

Dr. William J. Donawick to professor of surgery, Department of Clinical Studies (tenured).

Dr. George C. Franback to assistant professor of neurology, Department of Clinical Studies.

Dr. John S. Reift to professor of epidemiology and medicine, Department of Clinical Studies (tenured).

Wharton School

Standing Faculty

Dr. Jerry Rosenbloom to professor of insurance (tenured).

• **Dr. Arnold Rosoff** to associate professor of legal studies.

Conversion to Tenure

• **Dr. Andrew Van de Ven**, associate professor of management.

Books Briefly Noted

Peter Gaeffke: *Hindi Literature in the Twentieth Century*. 118 pages. Otto Harrassowitz. 68 DM.

In the first descriptive and critical study of the history of modern Hindi literature to be written in the West, Gaeffke examines a large number of novels, poems, short stories and plays. The author is professor of modern Indian literature in the department of South Asian regional studies.

Rochel Gelman and C.R. Gallistel: *The Child's Understanding of Number*. 260 pages. Harvard University Press. \$13.50.

Drawing upon six years of research with very young children, the authors develop a model of the child's acquisition of numerical ability. Gelman and Gallistel are professors of psychology at Penn. **Louis I. Grossman:** *Endodontic Practice*. 540 pages. Lea and Febiger. \$19.95.

Addressing both the theoretical and practical sides of endodontics, this widely acclaimed book has been deemed the "bible" of endodontics and has been translated into six languages. Grossman is professor emeritus of endodontics at the dental school.

Herbert H. Hyman, Charles R. Wright and John S. Reed: *The Enduring Effects of Education*. 314 pages. University of Chicago Press. \$5.95.

This work examines the results of the first long-term, wide-scale investigation into the nature and magnitude of the effects of formal education. Contrary to recent claims that the quality and duration of schooling is unrelated to later interests, the authors suggest that the continued propensity to seek new knowledge is related to the number of years spent in school. Wright is professor of communications at Penn.

Aron Katsenelinboigen: *Studies in Soviet Economic Planning*. 229 pages. U.E. Sharpe, Inc. \$22.50.

The author shows how Soviet economists and policy makers have developed a variety of approaches to the problems of money, prices, incentive, competition, inflation and reality of markets within the Soviet economy. Katsenelinboigen is research professor of social systems services.

Howard Kunreuther with Ralph Ginsberg, Louis Miller, Philip Sagi, Paul Slovic, Bradley Borkan and Norman Katz: *Disaster Insurance Protection. Public Policy Lessons*. 400 pages. Wiley Interscience. \$20.95.

This is the first study to explore the decision-making processes of individuals and the institutional arrangements that have led to a failure of people to protect themselves against low probability disasters. Kunreuther is professor of decision sciences and chairman of that department.

Wilfred Malenbaum: *World Demand for Raw Materials in 1985 and 2000*. 126 pages. McGraw-Hill Inc. \$12.50.

New projections using intensity of use measures suggest that significantly lower growth demand rates will prevail in future years than have operated over past decades. The study predicts the future demand for 12 major metals in 10 regions of the world. Malenbaum is professor of economics and South Asian regional studies.

Edward K. Morlok: *Introduction to Transportation Engineering and Planning (plus Instructor's Manual)*. 761 pages (manual, 196 pages). McGraw-Hill Inc. \$23.50.

Morlok presents the basic principles related to the functioning of the transportation system and its role in the economy and society. Morlok is UPS Foundation professor of transportation.

Robert L. Sadoff, Editor: *Violence and Responsibility. The Individual, the Family and Society*. 139 pages. Halsted Press. \$14.95.

This book offers a sample of the papers presented at two multidisciplinary conferences in Philadelphia in 1976. Sadoff is clinical associate professor of psychiatry and director of the center for social-legal psychiatry at the School of Medicine.

If you have published a book during the past year, or know of someone from the University community who has, please notify Almanac. Include title, author, the author's position within the University, number of pages, price, publisher and a précis of the book's content. We regret we are unable to publish notices of monographs, lectures or articles due to lack of space. Send information to Almanac, 513 Franklin Building/16.

Staff Changes

Dr. Robert Duvall's title is now assistant dean for development of the Faculty of Arts and Sciences. He was associate development officer.

Toby Frank was appointed coordinator of foreign student programs of International House. Frank was most recently coordinator of community educational services at the University of Pittsburgh's School of General Studies.

Phyllis Hess, formerly business administrator of the Wharton Applied Research Center, is administrative and financial officer of the finance department and the Rodney L. White Center for Financial Research.

Judith Kidd is the new director of development for the Annenberg Center. She previously served as acting director of the Delaware State Arts Council, Wilmington, and performing arts manager of the University of Delaware, Newark.

Dr. Martin Stamm has been appointed director of fraternity affairs. Dr. Stamm was formerly associate director of placement and director of educational placement of the Career Planning and Placement Service as well as a judicial inquiry officer. **Robert Wurm**, the previous director of fraternity affairs, is budget administrator of the School of Veterinary Medicine.

Openings

The following listings are condensed from the personnel office's bulletin of January 11, 1979. Dates in parentheses refer to the Almanac issue in which a complete job description appeared. Bulletin boards at 14 campus locations list full descriptions. Those interested should call personnel services, Ext. 7285. The University of Pennsylvania is an equal opportunity employer. Where qualifications include formal education or training, significant experience in the field may be substituted. 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

Accountant III supervises and assists in preparing accounting reports and reconciliations, administers funds, budget accounting, payroll operations. College graduate with a major in accounting, five years' experience. \$14,400-\$20,550.

Application Programmer Analyst I (12-12-78).

Assistant Chairman for Administration (10-31-78).

Assistant to Dean coordinates student affairs and admissions. College graduate; knowledge of University's offices of the registrar, admissions, comptroller and personnel. \$9,275-\$13,000.

Assistant Program Director (11-14-78).

Benefits Counselor (11-14-78).

Coordinator advises students on course offerings, creates co-curricular programs. College graduate, several years' experience in management, employee relations, counseling. \$10,050-\$14,325.

Curriculum Coordinator (11-21-78).

Director of Admissions (School) administers admissions and financial aid. Advanced degree, preferably an M.B.A., recruiting and admissions experience. Salary to be determined.

Director of Computer Center (12-12-78).

Director of Recreation and Intercollegiate Athletics (11-14-78).

Head of Laser Operation (11-21-78).

Engineer, Pressure Chamber Operator (9-19-78).

Junior Research Specialist (four positions) (a) (10-31-78); (b) (11-14-78); (c) (12-12-78); (d) involves tissue culture, chemical analyses, column chromatography electrophoresis and centrifugation (advanced scientific training, experience, professional level competence in tissue culture techniques). \$9,275-\$13,000.

Manager, Personnel Benefits Counseling (12-19-78).

Management Research Analyst assists in project activities while completing academic program requirements. Advanced Ph.D. candidate working on dissertation in area related to center research. \$10,150-\$14,325.

Nurse Practitioner I (12-19-78).

Office Manager (11-7-78).

Placement Counselor (9-12-78).

Programmer/Technical Support maintains system, consults on operating system problems. College graduate or equivalent experience; knowledge of operating systems (MVS), internal, high level language and BAL, access/method and production systems. \$13,250-\$18,575.

Production Control Technician (12-19-78).

Programmer Analyst I (12-5-78).

Programmer Analyst II does advanced scientific research in statistics and computer science, designs and executes scientific projects. Master's degree or extensive course work in statistics or computer science, one year of experience. \$13,250-\$18,575.

Research Administrator is responsible for administrative functions and research and educational programs. General business administration experience. \$14,400-\$20,550.

Research Dietician (12-12-78).

Research Specialist (three positions) (a) (11-7-78); (b) (12-19-78); (c) interviews patients and abstracts medical records, designs questionnaires (registered nurse with experience interviewing patients and abstracting data). \$10,050-\$14,325.

Research Specialist II (two positions) (a) (9-12-78); (b) performs animal research in radiology and nuclear medicine under the supervision of department physicians (B.S. in science with three to five years' experience in animal anesthesia and surgery, radiology, nuclear medicine and computer programming). \$11,525-\$16,125.

Research Specialist III (11-21-78).

Senior Administrative Fellow (12-12-78).

Senior Systems Analyst (two positions)—9-19-78).

Support Staff

Administrative Assistant I (three positions) (a) (12-12-78); (b) is responsible for budget and maintenance and processing of personnel records (some college preferred, three to five years' experience); (c) maintains personnel records, screens and replies to correspondence (two years' college or business school, four years' experience, typing). \$7,150-\$9,150.

Administrative Assistant II (two positions) (a) (12-12-78); (b) manages office and three research grants, orders supplies (experience in supervisory capacity). \$7,700-\$9,850.

Admissions Assistant receives, acknowledges and prepares applications files. Two years' college, experience. \$7,150-\$9,150.

Assistant Supervisor (12-12-78).

Billing Assistant handles patient complaints, insurance returns and bills. Two years' office experience, medical billing experience preferred, typing. \$7,150-\$9,150.

Cashier (9-12-78).

Clerk II receives visitors, handles faculty and staff inquiries. High school graduate, two years' experience. \$5,800-\$7,400.

***Clerk IV** analyzes and codes research data. College degree and experience with survey research procedures. \$6,700-\$8,575.

Communications Analyst does field surveys, processes and writes telephone orders, manages telecommunications area. College graduate, knowledge of telecommunications. \$8,250-\$10,550.

Custodian (four positions) is responsible for cleaning and moving tasks. Experience with floor cleaning equipment or general housekeeping. \$4.34 per hour. Union job.

Data Control Clerk establishes and maintains data and quality controls for preparing, screening and auditing administrative data processing documents. High school graduate, training in computer operations, two years' experience. \$7,150-\$9,150.

Dental Technician I (12-5-78).

Duplicating Machine Operator II (11-7-78).

Electrician (10-24-78).

Electron Microscopy Technician II cuts electron microscopy sections, prepares photographic prints, assists in electroradiography experiments. Ability to use specialized lab equipment, familiarity with e/m procedures, one year experience in lab. \$8,625-\$11,050.

Facilities Coordinator acts as buildings and grounds liaison, manages duplication services. Knowledge of duplication and medical equipment necessary, typing helpful. \$7,150-\$9,150.

Herdsmen I collects blood samples from experimental animals, performs routine farm duties with dairy herd. High school graduate, one year experience working with farm animals. \$5,125-\$6,550.

Information Systems Technician (11-21-78).

Junior Accountant (9-26-78).

Lab Technician I assists with experiments in dogs involving anesthesia and minor surgery. Some college training preferred, experience with animals. \$5,300-\$6,775.

Mechanic operates lathe, drill press and band saw, drives a pick-up king cab truck. High school or trade school education in mechanical or machine shop, driver's license. Union wages.

Office Automation Operator sets up and operates model 431 addressograph heat transfer machine. Addressograph operating experience preferred. \$6,225-\$7,975.

Programmer I (10-3-78).

Residence Hall Clerk (hours: 4 p.m. to 12 a.m.) (12-19-78).

Research Lab Technician I extracts, purifies and biochemically characterizes the collagens present in the skin. Experience with protein purification method, including chromatographic techniques and radio isotopes. \$6,775-\$8,675.

Research Lab Technician II (six positions) (a) (12-19-78); (b) calculates and administers chemicals and drugs for use with experimental animals (degree in life sciences, experience working with humans and lab animals); (c) uses atomic absorption spectrophotometer for measurement of inorganic cations, injects small lab animals (bachelor's degree); (d) grows and maintains cell cultures, does serological and virological testing (college graduate with a major in biology, microbiology or virology); (e) prepares lymphocytes from blood and short term lymphocyte cultures (B.S. in biology, immunological or tissue culture experience); (f) performs immunohistochemical staining for cyclic nucleotides and other antigens (chemical lab experience on a collegiate or practical level). \$7,650-\$9,800.

Research Lab Technician III (five positions) (a) (11-14-78); (b) performs *in vitro* techniques (experience in *in vitro* cell culture); (c) performs animal surgery, brain tissue sectioning, blood gas analysis (bachelor's degree); (d) performs routine and special chemical determinations on blood and urine (B.S. preferred, three years' college with lab technician training, one year of experience in clinical chemistry); (e) maintains life cycle of the parasitic helminth, *S. mansoni*, performs *in vivo* procedures (experience handling small animals, principally mice and guinea pigs). \$8,625-\$11,050.

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

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

Secretary IV (12-5-78).

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

Senior Admissions Assistant (11-14-78).

Sergeant (11-7-78).

Stack Attendant (12-19-78).

Student Records Assistant (12-19-78).

Typist I prepares target cards for microfilm publication. 50 wpm typing. \$5,400-\$6,925.

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

Veterinary Anesthesia Technician I anesthetizes different species of animals, assists in anesthesia research projects. Anesthesia and lab experience. \$8,625-\$11,050.

Part-Time

One administrative/professional and seven support staff positions are listed on campus bulletin boards.

Things to Do

Send listings for *Things to Do* to Almanac, 515 Franklin Building/16. Deadline for inclusion is the Tuesday before the Tuesday of the issue in which the listing will appear. Announcements that are typed double-spaced are particularly welcome.

Lectures

Dr. J. Mead, physiology department, Harvard University School of Public Health, speaks on **Operational Length Compensation in Respiratory Muscles**, January 16, and Dr. V. Fencel, anesthesia department, Peter Bent Brigham Hospital, Harvard University Medical School, speaks on **Cerebral Fluids in Goats Acclimatized to High Altitude**, January 23, in the respiratory physiology seminar series, physiology library, fourth floor, Richards Building, 12:30 p.m. § Dr. Alan Laties of the Scheie Eye Institute discusses **The Eye and Aging** with the Center for the Study of Aging, January 17, 4 p.m., Room 204, Medical Education Building. § Dr. Norman D. Palmer, professor of political science, examines **Changing Patterns of Electoral Behavior: The Impact of Adult Suffrage on Popular Attitudes and Forms of Participation** in a South Asia seminar, January 18, 11 a.m., University Museum. § Peter C. Bunnell, McAlpin Professor of the History of Photography and Modern Art, Princeton University, examines **Aspects of Contemporary Photography**, January 24, 8:30 p.m., Fine Arts Auditorium (sponsored by the Institute of Contemporary Art and the Department of the History of Art). ICA galleries housing the *Some Twenty Odd Visions* exhibit are open until 8 p.m. that evening.

Music/Theater

The Annenberg Center Western Savings Bank series features **Petticoat Lane**, a new musical written and composed by Judd Woldin, Tony award winning composer of *Raisin*, January 17 through January 21 (preview January 16), Zellerbach Theater. Box office: Ext. 6791. § The Annenberg Center's Off-Broadway's **Best** series presents the Ridiculous Theatrical Company production of **Camille**, a freely adapted version of Alexandre Dumas's *La Dame aux Camilias*, January 24 through February 4 (preview January 23), Annenberg School theater. Information: Ext. 6791. In conjunction with the production, the center shows the movie *Camille*, starring Greta Garbo, January 22, 7:15 and 9:30 p.m., in its studio theater (\$1 students, \$2 general admission). § **Monique LeDuc and Charles Engel**, a duo-piano team, perform at the University Museum, January 24, 8 p.m. Call DA 9-0151 for tickets.

Sports

Men's Basketball: Penn plays St. Joseph's at the Palestra, January 16, 9 p.m.; Richmond at Richmond, January 18, 8 p.m.; and Georgetown at the Palestra, January 20, 1:30 p.m. § **Women's Basketball**: the team plays Immaculata at the Palestra, January 17, 7 p.m. and Trenton State at Trenton State, January 20, 2 p.m. § **Men's Junior Varsity Basketball**: Penn meets Delaware at the Palestra, January 16, 4 p.m.; Lafayette at Lafayette, January 20, 1 p.m.; and Camden Community College at the Palestra, January 23, 7:30 p.m. § **Women's Fencing**: Penn plays Paterson and Jersey City at Paterson, January 20, 11 a.m. § **Men's Gymnastics**: Penn takes on Cornell at Hutchinson Gym, January 17, 7 p.m. and Madison and Towson State at Madison, January 19, 8 p.m. § **Women's Gymnastics**: Penn competes against Madison, Towson State and Appalachian State at Madison, January 19, 8 p.m.; and Trenton State at Trenton State, January 23, 7 p.m. § **Men's Swimming**: the team swims in competition at Dartmouth, January 20, 2 p.m. § **Women's Swimming**: Penn competes against Villanova at Sheerr Pool, January 23, 4 p.m. § For information call Ext. 6128.

Mixed Bag

The **Levy Tennis Pavilion** sponsors three three-week tennis exercise and instruction classes (January 15 through January 31, February 5 through February 21, March 5 through March 21), Monday and Wednesday, 9:30 a.m. to 11 a.m. (\$60 for a three-week class). Call Ext. 4741 to register. § **Landscape Illuminations** are on display at the Crafts Gallery of the Women's Cultural Trust, January 16 through February 1 (opening reception, January 16, 5-7 p.m.), Christian Association Building. § The Department of Recreation and Intercollegiate Athletics and the General Alumni Society sponsor a **Family Day Sports Festival** at Hutchinson Gym and the Palestra, January 20. For information, call Ext. 7811. § **Visions by Young Philadelphians**: a city-wide photography contest for children concludes January 20 with entries on display at the Institute of Contemporary Art. § Beginning January 20, the **Department of Recreation** offers Saturday morning children's classes in swimming and fencing at Gimbel Gym. To register call Robert A. Glascott, Ext. 6101. § For children the University Museum offers **Peter Rabbit** and the **Tales of Beatrix Potter**, January 20, and **Digby, the Biggest Dog in the World**, January 27, 10:30 a.m., Harrison Auditorium. § For adults the University Museum features **The History Book**, January 21, and **Geisha**, January 28, 2:30 p.m., Harrison Auditorium. § **Morris Arboretum** offers a workshop on plants for the cool greenhouse, January 24, 10 a.m. to noon (\$6 members, \$8 non-members). To obtain a copy of the arboretum's spring course brochure, call 247-5777. § Cartoons by **Salih Memecan**, a Ph.D. candidate in architecture and a regular contributor to *The Philadelphia Bulletin*, are on exhibit at the Faculty Club gallery, January 23 through February 16 (opening reception, January 23, 4:30-7 p.m.). Hours: Monday through Friday, 9 a.m. to 9 p.m. § The **Faculty Tea Club** meets January 23, 1 p.m., Faculty Club, to discuss a change of name for the club. Dr. Louise P. Shoemaker, dean of the Graduate School of Social Work, provides a *Comparison of the Role of Women in the Middle East with that of the Western Woman* at 1:30 p.m. § Annenberg School's Exploratory Cinema series begins its spring schedule with **The Dove, Speeding, Rendezvous, Kudzu, Dangling Participle and Eat the Sun**, January 24, 7 and 9:30 p.m., Annenberg Center Studio Theater (\$1 students with I.D., \$2 others).

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