

Almanac

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Cohen Nominated State Revenue Secretary

Pennsylvania Governor Dick Thornburgh has nominated Dr. Howard Cohen, chairman and associate professor of the Public Management Unit of the Wharton School, as secretary of revenue, a post that must be confirmed by the state Senate.

The revenue department, with an annual budget of \$57.5 million and a staff of 4,000 employees, collects \$5-6 billion a year in taxes, administers a property tax and rent rebate program for senior citizens and directs the state lottery program. Cohen will be responsible for the department's cigarette and beverage tax bureau, which was cited by *The Philadelphia Inquirer* as being considered "the single most corrupt agency in state government." Milton Lopus, the last of five revenue secretaries appointed by former Governor Milton Shapp during his eight year term, took actions to reform and depoliticize the bureau.

Cohen, a Republican, will take a two-year leave of absence from the University. He has previously held a number of government positions, including special counsel and executive assistant of the Civil Aeronautics Board, special assistant to the Department of Transportation, assistant director of the Cost of Living Council, special assistant to the presidential personnel office of the White House during the Ford Administration and former President Richard Nixon's liaison to national youth organizations.

Cohen, 37, taught criminal law at Dickinson Law School, Carlisle, Pa., prior to coming to Penn. He graduated in 1963 from Rutgers University, received a law degree in 1965 from Rutgers Law School and a master's degree in business administration in 1977 from George Washington University.

Women's Studies Receives NEH Grant

The National Endowment for the Humanities has awarded the University's women's studies program a development grant totalling approximately \$60,000. The money will be used to fund four new courses, sponsor an international conference to be given next fall in memory of Margaret Mead, provide a weekly faculty seminar for curriculum and program planning and improve and supplement the program's library and resources.

The four new courses will take as topics the caretaker role in society, a history of the family, literary and religious images of the mother and a senior seminar that will look at the family from the viewpoints of sociology, psychology, biology, history and law. The grant will also provide funding for publication of the proceedings of the proposed conference, which will focus on a cross-cultural study of the family, and other materials and research produced by women's studies.

"This is our third grant from NEH," Women's Studies Coordinator Ann Beuf said. "With it NEH reaffirms the legitimacy of women's studies as a scholarly enterprise and indicates that they see our program as a success—successful enough to reinvest in it."

Symposium on Black Reparations Scheduled

The concept of reparations is the theme of a two-day symposium to take place at the University's Law School, Thursday and Friday, February 1 and 2. *Race and Law: Black Reparations and the Idea of Compensatory Justice* will explore the implications of black reparations as it relates to affirmative action, preferential treatment, reverse discrimination and national welfare policies.

Participants include: Arnold Schacter, author of *Reparations, the Black Manifesto and Its Challenge to White America* and *White Power/Black Freedom*; Derrick Bell, author of *Race, Racism and*

American Law and professor of law at Harvard Law School; James Nickel, professor of philosophy at Wichita State University and fellow at the National Humanities Center, University of North Carolina at Chapel Hill; and Ewart Guinier, professor of Afro-American Studies at Harvard.

The symposium, sponsored by the Law School, Black Faculty and Administrators of the University and the Black Law Student Union, has been funded by a grant from the Public Committee for the Humanities in Pennsylvania, a state-based affiliate of the National Endowment for the Humanities.

Nurses Protest Carter Veto

Approximately 1,300 nurses from hospitals, schools of nursing and community health agencies in Pennsylvania, New Jersey and Delaware attended a rally Thursday, January 25 in Irvine Auditorium to protest President Jimmy Carter's recent veto of the Nurse Training Act, and to call for immediate passage of a new act by Congress.

The Nurse Training Act supports nursing education through capitation grants to 1,082 schools and 150 special educational and research projects; 80 grants for nurse practitioner training; advanced training grants in 54 schools; and loans, scholarships and traineeships affecting some 300,000 students. Funds authorized by the bill, which was passed by the House and Senate, totalled \$208 million for 1979 and \$209 million for 1980.

Women's Cultural Trust Closes

The four-year old Women's Cultural Trust closed its doors December 22, 1978. Located in the Christian Association Building at 3601 Locust Walk, the Trust's crafts gallery exhibited works by women artisans—pottery, jewelry, woven rugs, batik pillows and other objects, both practical and decorative. The Trust's bookstore specialized in women's literature. Rose Weber, one of three trustees and manager of the bookstore, said that the trust had fulfilled its original purpose because women artists exhibit more widely now and the books the store carried are more easily obtainable. Elsa Green and Trish Inman were the two other trustees, Pat Sons was director and treasurer, Barbara Yonker exhibit coordinator and Linda Mongeau gallery manager.

News in Education

What Carter's Budget Would Cut

Within the four pale green volumes containing his proposed federal budget for 1980, President Jimmy Carter proposed cuts to some of the same student-aid programs that he had recommended to Congress last fall. While Carter would cut student aid of all types from \$4.8 billion to \$4.6 billion, every student whose family income totalled less than \$25,000 would continue to be eligible for a Basic Educational Opportunity Grant (BEOG) of up to \$1,800 yearly, as legislated by the Middle Income Assistance Act passed by Congress last year, and would be assured access to a federally subsidized student loan from a private lending institution.

However, Carter would cut by about a third funding for the National Direct Student Loan Program, by which students receive low-interest loans directly from the federal government; and, inflation notwithstanding, funding for the work-study program and for the Supplementary Educational Opportunity Grant program would remain at their respective 1979 levels. According to Secretary of Health, Education and Welfare Joseph A.

(Continued on page 6)

The Sullivan Principles

In July 1978 Rev. Leon H. Sullivan published an amplified version of his six principles of equal employment practices for U.S. firms operating in South Africa. The principles have been signed by 107 companies.

At its February meeting, the University Council will discuss a resolution calling for the University to divest itself of all investments related to South Africa. At the meeting of the full board of trustees on January 19, the Trustees Committee on University Responsibility, chaired by Judge A. Leon Higginbotham, reaffirmed adherence to the Sullivan Principles in regard to such investments. According to President Martin Meyerson, he and Provost Vartan Gregorian are in the early stages of exploring action on the issue. (See Almanac, January 23, 1979.) Other universities confronting the issue have chosen various courses of action: to press companies active in South Africa to adopt the Sullivan Principles, to divest, to pursue a course of shareholder activism, to study further the cost of divestment. Almanac invites comment from members of the University community on the issue of investments in South Africa.

The full text of the amplified principles follows.

Principle I: Non-segregation of the races in all eating, comfort and work facilities.

Each signator of the Statement of Principles will proceed immediately to:

- Eliminate all vestiges of racial discrimination.
- Remove all race designation signs.
- Desegregate all eating, comfort and work facilities.

Principle II: Equal and fair employment practices for all employees.

Each signator of the Statement of Principles will proceed immediately to:

- Implement equal and fair terms and conditions of employment.
- Provide non-discriminatory eligibility for benefit plans.
- Establish an appropriate comprehensive procedure for handling and resolving individual employee complaints.
- Support the elimination of all industrial racial discriminatory laws which impede the implementation of equal and fair terms and conditions of employment, such as abolition of job reservations, job fragmentation and apprenticeship restrictions for blacks and other non-whites.
- Support the elimination of discrimination against the rights of blacks to form or belong to government registered unions, and acknowledge generally the right of black workers to form their own union or be represented by trade unions where unions already exist.

Principle III: Equal pay for all employees doing equal or comparable work for the same period of time.

Each signator of the Statement of Principles will proceed immediately to:

- Design and implement a wage and salary administration plan which is applied equally to all employees regardless of race who are performing equal or comparable work.
- Ensure an equitable system of job classifications, including a review of the distinction between hourly and salaried classifications.
- Determine whether upgrading of personnel and/or jobs in the lower echelons is needed, and if so, implement programs to accomplish this objective expeditiously.
- Assign equitable wage and salary ranges, the minimum of these to be well above the appropriate local minimum economic living level.

Principle IV: Initiation of and development of training programs that will prepare, in substantial numbers, blacks and other non-whites for supervisory, administrative, clerical and technical jobs.

Each signator of the Statement of Principles will proceed immediately to:

- Determine employee training needs and capabilities, and identify employees with potential for further advancement.
- Take advantage of existing outside training resources and activities, such as exchange programs, technical colleges, vocational schools, continuation classes, supervisory courses and similar institutions or programs.
- Support the development of outside training facilities individually or collectively, including technical centers, professional training exposure, correspondence and extension courses, as appropriate, for extensive training outreach.
- Initiate and expand inside training programs and facilities.

Principle V: Increasing the number of blacks and other non-whites in management and supervisory positions.

Each signator of the Statement of Principles will proceed immediately to:

- Identify, actively recruit, train and develop a sufficient and significant number of blacks and other non-whites to assure that as quickly as possible there will be appropriate representation of blacks and other non-whites in the management group of each company.
- Establish management development programs for blacks and other non-whites, as appropriate, and improve existing programs and facilities for developing management skills of blacks and other non-whites.
- Identify and channel high management potential blacks and other non-white employees into management development programs.

Principle VI: Improving the quality of employees' lives outside the work environment in such areas as housing, transportation, schooling, recreation and health facilities.

- Evaluate existing and/or develop programs, as appropriate, to address the specific needs of black and other non-white employees in the areas of housing, health care, transportation and recreation.
- Evaluate methods of utilizing existing, expanded or newly established in-house medical facilities or other medical programs to improve medical care of all non-whites and their dependents.
- Participate in the development of programs that address the educational needs of employees, their dependents and the local community. Both individual and collective programs should be considered, including such activities as literary education, business training, direct assistance to local schools, contributions and scholarships.

• With all the foregoing in mind, it is the objective of the companies to involve and assist in the education and training of large and telling numbers of blacks and other non-whites as quickly as possible. The ultimate impact of this effort is intended to be of massive proportion, reaching millions.

Periodic Reporting

The signator companies of the Statement of Principles will proceed immediately to:

- Utilize a standard format to report their progress to Dr. Sullivan through the independent administrative unit he is establishing on a six-month basis, which will include a clear definition of each item to be reported.
- Ensure periodic reports on the progress that has been accomplished on the implementation of these principles.

Affirmative Action Program for Handicapped Individuals

To the University Community:

In the last issue of *Almanac* we presented to you the Affirmative Action Plan for Disabled Veterans and Veterans of the Vietnam Era. In our letter of transmittal we referred to the University's distinguished record of efforts on behalf of the handicapped and disabled and informed you that, despite numerous similarities, the plans would be kept separate.

Since we strongly support the policies and procedures of both plans, we have decided to update and distribute the text of the Affirmative Action Plan for Handicapped Individuals in order to reinforce our expectation that all members of the University community will be mindful of the University's commitment and will continue to take the necessary action toward its implementation. We have also asked James Robinson, administrator of the Office of Equal Opportunity, to summarize some of our efforts on behalf of the handicapped. His report is printed below.

—Martin Meyerson, President
Vartan Gregorian, Provost

The University's commitment to the creation of a supportive environment in which its handicapped members can work, study and live has been one of long duration.

Although not all campus buildings are fully accessible, for several years individual needs have been accommodated through the cooperative efforts of the Office of the Registrar and the various schools. Classes have been relocated to meet the needs of handicapped students and teachers. In addition, special efforts have been made by the Offices of Admissions and Financial Aid to facilitate the application, interviewing and campus visitation of handicapped applicants. Special tours tailored to their individual interests have been conducted by the Kite and Key Society and by the members of the Student's Committee on the Disabled.

The Student's Committee on the Disabled is but one of a number of committees whose members have served with insight and dedication and whose contributions have enhanced the quality of life for all handicapped individuals in the community. These groups include: the Executive Committee for University Services to the Handicapped, which oversees all of our efforts in this important area; the Transition Plan Committee, which provided the plan to meet our obligation to make all of our programs accessible by June of 1980; the Institutional Self-Evaluation Group, which conducted a required study of our policies and procedures, and the Human Services Committee, which is concerned with providing assistance to handicapped students in advising, counseling, tutoring, health care, meeting personal needs and employment. One of the many excellent facilities at our distinguished hospital, the Piersol Rehabilitation Clinic's Rehabilitation Commission, has also been an active and interested advocate of the improvement of the quality of life for handicapped individuals, not only with respect to health care but more generally.

The work of these groups of dedicated people, among others, has yielded tangible results. Some architectural improvements have been completed; other plans for barrier removal highlighted in the transition plan are being carried out. Learning and employment opportunities are being expanded. Courses for training handicapped individuals are being conducted on our campus.

All of these programs are ones of which the University community can be justifiably proud. However, as a reminder of the necessity for the continuation of our efforts to employ and advance

in employment qualified handicapped individuals, the Affirmative Action Plan for Handicapped Individuals is printed in this issue of *Almanac*.

—James H. Robinson,
Administrator, Office of Equal Opportunity

I. Introduction

The University, as a government contractor, is required by Section 503 of the Rehabilitation Act of 1973 (the "Act") to take affirmative action to employ and advance in employment qualified handicapped individuals*. This affirmative action program has been adopted pursuant to 41 C.F.R. Section 60-741.6 and will be kept separate from the University's other affirmative action programs.

Annual Review and Update

This affirmative action program will be reviewed and updated annually. Insofar as the annual review results in significant change in procedures, rights or benefits such changes will be communicated to employees and applicants for employment by memoranda posted on the personnel relations bulletin boards throughout the campus.

Availability for Inspection

a) This program is available for inspection to any employee or applicant for employment upon request. Employees may inspect the full program between 10 a.m. and 4 p.m. at the Personnel Benefits Office, Room 116 Franklin Building, 3451 Walnut Street, Philadelphia, Pennsylvania, 19104, or, by appointment, at the Office of Equal Opportunity, 3537 Locust Walk, Philadelphia, Pennsylvania, 19104. Applicants for employment may inspect the full program between 10 a.m. and 4 p.m. at the Personnel Relations Employment Office, Room 130 Franklin Building, 3451 Walnut Street, Philadelphia, Pennsylvania, 19104.

b) A notice of availability of this program is posted on the personnel relations bulletin boards throughout the campus.

Self-Identification

The University of Pennsylvania invites all handicapped individuals who wish to benefit under this program to identify themselves. This invitation is contained in a memorandum from the executive director of personnel relations, which is annually made available through publication in *Almanac* (see *Almanac*, January 23, 1979) and other means of employee communication. Applicants for employment are invited to identify themselves as handicapped individuals on the University's application form and are provided with the text of the executive director's memorandum in the information and instruction sheet.

*The regulation implementing Section 503 of the Act defines "handicapped individual" as "any person who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment. For purposes of this Part, a handicapped individual is 'substantially limited' if he or she is likely to experience difficulty in securing, retaining or advancing in employment because of a handicap." It defines a "qualified handicapped individual" as "a handicapped individual who is capable of performing a particular job, with reasonable accommodation to his or her handicap."

II. Affirmative Action Policy, Practices and Procedures

The University of Pennsylvania recognizes its obligations under the Act and will take affirmative action to employ and advance in employment qualified handicapped individuals at all levels of employment. Such action will apply to all employment practices, including but not limited to hiring, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation and selection for training.

Toward this end the following policies and procedures are in effect:

a) In order to ensure careful, thorough and systematic consideration of the job qualifications of known handicapped applicants for job vacancies filled either by hiring or promotion and for all training opportunities, commencing on February 1, 1979, the following procedures will be used by the personnel office:

1) The application or personnel form of each known handicapped individual will be annotated to identify each vacancy for which he or she was considered, and the form will be quickly retrievable for review by the Department of Labor and the University personnel officials for use in investigations and internal compliance activities.

2) The personnel or application records of each known handicapped individual will include (i) the identification of each promotion for which he or she was considered and (ii) the identification of each training program for which he or she was considered.

3) In each case where a handicapped individual is rejected for employment, promotion or training, a statement of the reasons will be appended to the personnel file or application form.

4) Where applicants or employees are selected for hire, promotion or training and the University undertakes any accommodation which makes it possible for it to place a handicapped individual on the job, the application form or personnel record will contain a description of that accommodation.

b) Job qualification requirements are reviewed on an on-going basis by the Office of the Executive Director of Personnel Relations to ensure that physical or mental job qualification requirements are job related and are consistent with business necessity and the safe performance of the job.

c) The University will continue to make reasonable accommodation to the physical and mental limitations of handicapped individuals unless it can be demonstrated that such accommodation would impose undue hardship on the conduct of the University's business.

d) The University does not, in offering employment or promotions, reduce the amount of compensation offered because of any disability income, pension or other benefit the applicant or employee receives from another source.

e) University programs provide the required affirmative action for employment and advancement of qualified handicapped individuals. In addition:

1) The University communicates internally its obligation to engage in affirmative action efforts to employ qualified handicapped individuals so as to foster understanding and support among University executive, management and supervisory personnel as well as other employees and to encourage such people to take the necessary action to aid the University in meeting its obligation.

2) The University periodically informs all employees and prospective employees of its commitment under this plan.

3) The University will enlist the assistance and support of recruiting sources including state employment security agencies, state vocational rehabilitation agencies, state education agencies and labor organizations of or for handicapped individuals. Further, meaningful contacts will be established with social

service agencies and organizations of and for handicapped individuals for such purposes as advice, technical assistance and referral of potential employees.

4) The Office of Personnel Relations will review the employment records of employees who self-identify in order to determine the availability of promotable and transferrable qualified known handicapped individuals employed at present and will determine whether their present skills are being fully utilized or developed.

5) Commencing February 1, 1979, the University will notify, in writing, vendors and suppliers as to these policies and will require appropriate action on their part.

III. Internal Dissemination of Policy

The policy contained in this plan is internally disseminated as follows:

a) It is included in the University of Pennsylvania Personnel Policy Manual.

b) It is publicized annually in *Almanac*.

c) Meetings will be held with executive, management and supervisory personnel to explain the policy, its intent and individual responsibility for effective implementation, making clear the attitude of the president.

d) Special meetings will be scheduled, open to all employees, in order to discuss the policy and explain individual employee responsibility.

e) Orientation sessions and management training programs will include thorough discussions of the policy.

f) Union officials are informed of the University's policy and their cooperation is requested.

g) Non-discrimination clauses are included in all union agreements, and all contractual provisions are reviewed to insure that none is discriminatory.

h) OFCCP-1420 is posted on personnel bulletin boards, as is a statement that employees and applicants are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under the Act.

IV. Responsibility for Implementation

The administrator, Office of Equal Opportunity, Mr. James H. Robinson, is the director of this affirmative action plan. His name appears on all internal and external memoranda regarding the plan.

The director's responsibilities and activities include:

a) Development of policy statements, affirmative action programs and communications techniques and advising supervisors that:

1) Their work performance is being evaluated on the basis of, among other criteria, their affirmative action efforts and results.

2) The University is obligated to prevent harassment of employees placed under the plan.

b) Identification of problem areas in conjunction with management and known handicapped individuals, particularly with respect to accommodations requirements.

c) Design and implementation of audit and reporting systems that will:

1) Measure effectiveness of the University's programs;

2) Indicate need for remedial action;

3) Determine degree to which the University's objectives have been attained;

4) Determine whether the University's educational, training, recreation and social programs have been open to all;

5) Determine that all parts of the University are in compliance.

d) Serving as liaison between the University and the Office of Federal Contract Compliance Program.

e) Serving as liaison between the University and organizations of and for handicapped individuals and arranging for the active involvement of University people in their community service programs.

- f) Keeping management informed of the latest developments in the entire affirmative action area; and,
g) Arranging for career counseling for known handicapped individuals.

V. Development and Execution of the Affirmative Action Programs

a) Job qualification requirements are made available to all members of the University management involved in recruitment, screening, selection and promoting of applicants for employment or employees at all levels and to selection committee members when appropriate.

b) The University does not stereotype handicapped individuals in any manner which limits their access to all jobs for which they are qualified.

c) The University will continue carefully to select and train all

personnel involved in recruitment, screening, selection and related processes to insure their commitment to this plan and affirmative action programs pursuant thereto.

d) Formal briefing sessions will be held at the University for representatives of recruiting agencies and sources. Further, formal arrangements will be made for referral of applicants, follow-up with agencies and sources and feedback on disposition of applicants, as well as active participation in job fairs for handicapped individuals.

e) A special effort will be undertaken to include on the personnel relations staff qualified handicapped individuals.

f) Efforts will be made to participate in work-study programs with rehabilitation facilities and schools which specialize in training or educating handicapped individuals.

g) The University will endeavor to continue or establish on-the-job training programs.

Trends in Sponsored Research, Fiscal Year 1978

There are many ways to assess the state of health of the University, to judge where we stand or, more important, how we are moving among that singularly small set of centers of learning where the world's new leaders and new knowledge are mostly spawned. One may sample the discourse in seminar rooms and around luncheon tables, one may count laboratory and library lights lit in the small hours of the night, one may check budgets or alumni giving (even football scores), or one may interrogate one's peers. But there can be few more telling measures than our degree of success in persuading outsiders who have money to spend for academic purposes that they should invest it in our projects and our programs. Such external sponsors are usually expertly critical, and the competition for their favor and their funds is fierce.

In the *Research Administration Activity Report, Fiscal Year 1978* (from which this article is excerpted), we present a statistical picture of the state of the University's sponsored programs for the academic and fiscal year, July 1, 1977 to June 30, 1978 (FY78). By sponsored programs we mean here those projects or programs for which funds are provided by an extramural sponsor under a grant or contract agreement and for which the Office of Research Administration and the vice-provost for graduate studies and research have administrative responsibility. Gifts are excluded. The majority of our sponsored programs are research programs, and most of the remainder provide student aid in one form or another.

In FY77 the University experienced a drop in total sponsored program awards for reasons which were discussed in our FY77 report. In FY78 we returned to the upward trend in support which has characterized the past two decades. Total awards in FY78 exceeded \$85 million, an increase of 20 percent over FY77. Of this total, just under \$66 million went for research projects, an increase of 15 percent over FY77. For comparison, we may note that the estimated increment in total federal support for research and development was 7 percent and for federal support of colleges and universities, 6.9 percent.

Looking at our increments between FY77 and FY78 by principal sponsors, we find:

All Sponsored Programs	
<i>Public Health Service/DHEW</i>	11.3%
<i>Office of Education/DHEW</i>	
<i>Primarily Student Aid Funds</i>	78.0%
<i>National Science Foundation</i>	16.4%
<i>Private Sponsors</i>	56.4%
<i>State and Local Governments</i>	-25.2%

Research Programs Only

<i>Public Health Service/DHEW</i>	8.4%
<i>National Science Foundation</i>	17.9%
<i>Department of Defense</i>	11.9%
<i>Department of Energy</i>	23.4%
<i>Private Sponsors</i>	95.3%
<i>State and Local Governments</i>	-29.5%

The significant increase in Department of Energy support is not surprising, given the growing national interest in energy research. The substantial increase in NSF support is both unexpected and encouraging. The nearly 100 percent increase in private sponsor support reflects intensive (and successful) efforts, by the Wharton School and the College of Engineering and Applied Science especially, to attract non-governmental support. On the negative side, we see a continuing decline in support from state and local governments, largely due to decreases in program funding by the Commonwealth of Pennsylvania and the City of Philadelphia. While these are not major traditional sources of support for basic research, it is apparent that their current interest in university programs is minimal.

The University responsibility centers most responsible for this year's growth are:

	All Sponsored Programs	Research Programs Only
<i>School of Veterinary Medicine</i>	45.8%	43.3%
<i>School of Dental Medicine</i>	77.5%	40.2%
<i>College of Engineering and Applied Science</i>	23.0%	35.6%
<i>Wharton School</i>	32.0%	33.2%
<i>Faculty of Arts and Sciences</i>	33.4%	20.8%

These figures not only highlight areas where sponsor support is increasing (e.g., energy as represented by CEAS), but also the results of increased faculty efforts to obtain external funding for their programs, frequently with strong encouragement from their deans and chairmen! One of the most notable features of this list is the absence of the School of Medicine, our single largest recipient of sponsored project funds; Medicine showed a minimal growth of

1 percent overall and 2.5 percent in research. This relatively weak growth pattern deserves further study and concern.

Proposal activity continued at a strong pace with an increase of 8 percent in the number of proposals submitted and an increase of 3.7 percent in dollar amount proposed. (One might deduce from the latter relatively small figure that our proposers may not be inflating their budget requests sufficiently rapidly.)

Of significant interest to our principal investigators is the fact that direct-cost dollars available increased this year by 6 percent, following a decline in FY77. The direct-cost dollars available represent the funds the researcher has to spend for personnel, supplies and services, equipment and the like in direct support of the research effort. The availability of these funds correlates almost exactly with actual expenditures for direct costs, which increased by slightly over 6 percent also. Although a growth rate of 6 percent is barely enough to keep pace with inflation, it does represent a reversal of the decline in expenditures experienced in the previous year.

In our overall level of research and development activity relative to other universities, we were seventh in FY76 and eleventh in FY77, the most recent year for which national data are available. Since our FY78 performance was significantly better than our FY77 performance, we may perhaps expect a return to the top ten

in FY78. In any event, it seems fair to characterize our current time averaged rank among our research university peers as about tenth, and to suggest that continued aggressive approaches to our sponsors might place us well up in the top ten in the future.

By way of placing our sponsored program support in the context of the total University budget, it may be noted that it is comparable to our total gross tuition income: undergraduate, graduate and professional.

While statistics provide grounds for some satisfaction with the state of our sponsored programs, we cannot afford to rest on our laurels. The future of support for academic research in the United States is clouded at best. Although the attitude of the present federal administration toward fundamental research is generally positive, we face growing pressures toward increased control and accountability in our research programs, together with the uncertain consequences of the "Proposition 13 fever." At the very least, we must continue to be aggressive, imaginative and responsive in our pursuit of support for our programs.

—D.N. Langenberg,

Vice-Provost for Graduate Studies and Research

—Anthony Merritt,

Director of Research Administration

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Califano, the elimination of ineligible students and a reduction in the loan default rate would allow the government to make the cuts without decreasing the number of students aided by the programs.

Carter presented his federal budget for fiscal year 1980 to Congress on January 22, but Washington correspondents report that by next summer and early fall, when the House and Senate begin to vote on the spending bills, other recommendations will be vying with the President's. And according to Kurt L. Kendis, policy analyst at the University's Higher Education Finance Research Institute, "what the entire educational community is gearing up for now is the reauthorization in 1980 of Title IV of the Higher Education Act, which concerns all student financial aid."

Bulletins

For Snow Information, Call 243-6358

To learn if the University will close due to inclement weather, call 243-6358 (the numbers spell Aid-Melt). The radio and television announcement snow emergency code numbers remain 102 for closing of day sessions and offices and 2102 for cancellation of evening sessions.

Cancer Research Awards Available

The University's Cancer Center reminds the University community that March 1 is the deadline for submitting proposals for an American Cancer Society Institutional Research Grant. The one-year, non-renewable awards of \$3,000 to \$5,000 are effective July 1. Investigators should submit a one or two page summary of the project, a detailed budget and an indication of why other funding is not available, to Ralph Czachowski, Administrator, University of Pennsylvania Cancer Center, 7 Silverstein/G12 (662-3910).

For Nurse's Education Building: S2

According to Steven Murray, director of transportation and communication, the building mailing code for the Nurse's Education Building has been changed from SX to S2, effective immediately.

Daily Pennsylvanian Installs New Staff

Almanac congratulates the members of the 95th Editorial Board of *The Daily Pennsylvanian* upon their installation. May the deadlines be met without crisis, the typographical errors be few, and the editorial rewards many.

Bulletin Boards for Job Openings

Information on job openings can be obtained from postings on 13 campus bulletin boards. The list normally changes every Thursday. Bulletin board locations are:

Franklin Building, outside the personnel office, room 130
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
LRSM, 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

Help Us Help You

If you have problems receiving *Almanac*, call Karen Dean, editorial assistant, at the *Almanac* office, Ext. 5274, or write her at 515 Franklin Building/16.

Honors

Dr. C. Gene Cayten, assistant professor of surgery, was named a fellow of the American Association for Surgery of Trauma and chairperson-elect of the Injury Control and Emergency Health Services Section of the American Public Health Association.

Dr. Stuart Churchill, Carl V.S. Patterson Professor of Chemical Engineering, received the 1978 Warren K. Lewis Award, and **Dr. John A. Quinn**, Robert D. Bent Professor of Chemical and Biochemical Engineering, received the 1978 Alpha Chi Sigma Award, both from the American Institute of Chemical Engineers, for their contributions in chemical engineering research.

Dr. Helen O. Dickens, associate dean for minority affairs and professor of obstetrics and gynecology of the University's School of Medicine, received an honorary doctorate of medical sciences from the Medical College of Pennsylvania at the investiture ceremony for the college's President Robert E. Cooke, January 13.

John W. Eckman, University life trustee, was elected a fellow of the New York Academy of Sciences.

Dr. Renée C. Fox, Annenberg Professor of Social Sciences, was elected to the governing council of the Institute of Medicine, National Academy of Sciences.

Anthony Merriitt, director of research administration, has been elected an executive committee member and Mid-Atlantic regional chairperson of the National Council of University Research Administrators.

Dr. Michael Neiditch, director of the Alumni Council on Admissions, has been appointed to the B'nai B'rith National Young Leadership Committee.

Dr. Joseph Rabinowitz, acting chairman and professor of biochemistry of the dental school and chief of radio isotope research at the Veterans Administration Hospital, received an honorary degree from the University of Bordeaux.

Dr. Richard L. Solomon, James M. Skinner University Professor of Science, has been named the 1979 recipient of the Monie A. Ferst Award from Sigma Xi, the Scientific Research Society of North America.

Dr. Marvin E. Steinberg, associate professor and vice-chairman of the Department of Orthopaedic Surgery at the medical school and assistant orthopaedic surgeon at Children's Hospital, was elected president of the Pennsylvania Orthopaedic Society for 1978-79. **Dr. Henry H. Sherk**, assistant clinical professor of orthopaedic surgery of the medical school and assistant orthopaedic surgeon at Children's Hospital, was elected program chairman. **Dr. Martin L. Beller**, assistant clinical professor of orthopaedic surgery of the medical school, is immediate past president.

Openings

The following listings are condensed from the personnel office's bulletin of January 25, 1979. Dates in parentheses refer to the Almanac issue in which a complete job description appeared. Bulletin boards at 13 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 (1-16-79).
Administrative Assistant to the Provost (1-23-79).
Application Programmer Analyst I (12-12-78).
Assistant to Dean (1-16-79).
Assistant to the Director/Administrative Services (1-23-79).
Assistant Program Director (11-14-78).
Benefits Counselor (11-14-78).
Business Manager (1-23-79).
Curriculum Coordinator (11-21-78).
Director of Admissions (School) (1-16-79).
Director, Computer Center (12-12-78).
Director of Recreation and Intercollegiate Athletics (11-14-78).
Engineer, Pressure Chamber Operator (9-19-78).
Head of Laser Operation (11-21-78).
Junior Research Specialist (three positions) (a) (10-31-78); (b) (11-14-78); (c) assists in questionnaire development, coordinates study, interviews subjects (R.N. or college graduate with medical experience and knowledge of descriptive statistics). \$9,275-\$13,000.
Management Research Analyst (1-16-79).
Nurse Practitioner I (12-19-78).
Programmer Analyst I (12-5-78).
Programmer Analyst II (1-16-79).
Program Director (1-23-79).
Programmer/Technical Support (1-16-79).
Research Administrator (1-16-79).
Research Dietician (12-12-78).
Research Investigator (1-23-79).
Research Specialist I (11-7-78).
Research Specialist II (four positions) (a) (1-16-79); (b) (two positions—1-23-79); (c) performs enzyme purification, enzyme assays, peptide analysis, radioimmunoassays in relation to human biochemical genetics (Ph.D. desirable, biochemical experience, ability to design and execute experimental studies and to evaluate research data). \$11,525-\$16,125.
Research Specialist III (11-21-78).
Senior Administrative Fellow (12-12-78).

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

Staff Auditor I develops systems flow charts and documentation, designs and drafts audit programs, assists the University's public accountants in their audits. College graduate with accounting degree, two years' public accounting or audit experience. \$10,050-\$14,325.

Staff Writer II (two positions) maintains and improves University communications with local and national news media, plans and holds news conferences, originates and places stories with editors. B.A., several years' experience in professional news writing, copy editing and in higher education press relations. \$11,525-\$16,125.

Unit Manager supervises unit operations; trains and schedules employees; delegates and has responsibility for the ordering, receipt, storage and issuing of food, small equipment cleaning and other supplies; is responsible for payroll figures, profit and loss statements and weekly inventories. College graduate with degree in institutional or restaurant management, five years' supervisory experience. \$11,525-\$16,125.

Part-Time

Assistant Coordinator assists in formulation of program policies, compiles and drafts research reports and grant proposals. B.A. preferred, some work in publishing. Salary to be determined.

Information Scientist (five to six months) is responsible for literature searching and library research. Must have knowledge of cardiology terminology, German and Russian; experience in statistics, medical and drug terminology, electrophysiology. Salary to be determined.

Nurse Practitioner I (two positions) makes professional recommendations regarding home care needs, reviews referrals from hospitals and makes recommendations to area office, develops procedures for nursing/health needs. B.A. or M.A. in nursing, preferably in the field of community health; experience in community work. \$11,525-\$16,125.

Support Staff

Administrative Assistant I (five positions) (a) (12-12-78); (b) (two positions—1-16-79); (c) (two positions—1-23-79).

Administrative Assistant II (two positions) (a) (1-16-79); (b) (1-23-79).

Assistant Supervisor (12-12-78).

Billing Assistant (1-16-79).

Cashier (9-12-78).

Communications Analyst (1-16-79).

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

Electrician (10-24-78).

Laboratory Technician I (1-16-79).

Licensed Practical Nurse weighs patients, obtains and tests specimens, prepares rooms and patients for physician's examination, obtains patient information, works some Saturdays. Must be dependable, able to work under stress. \$6,775-\$8,675.

Nurse Assistant (1-23-79).

Office Automation Operator (1-16-79).

Programmer I (10-3-78).

Research Laboratory Technician II (six positions) (a) (12-19-78); (b) (two positions—1-16-79); (c) (three positions—1-23-79).

Research Laboratory Technician III (four positions) (a) (three positions—1-16-79); (b) (1-23-79).

Secretary I (two positions). \$5,800-\$7,400.

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

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

Secretary IV (two positions) (a) (1-23-79); * (b) has dual secretarial responsibilities to the director, types confidential material from handwritten notes, shorthand or dictation, arranges appointments, conferences, meetings (high school graduate, some college or business school preferred, six years' secretarial experience, preferably at the University, typing). \$7,700-\$9,850.

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

***Secretary to the Dean** maintains and supervises office files; works with senior administrative officers, department chairmen and visitors; arranges appointments, conferences, meetings; prepares agendas and makes travel arrangements. High school graduate, some college or business school preferred, six years' secretarial experience, ability to type and take dictation. \$9,500-\$11,650.

Sergeant (11-7-78).

Student Records Assistant (12-19-78).

Typist I (1-16-79).

Typist II (two positions) (a) (1-16-79); (b) (1-23-79).

Part-Time

Health Room Technician (32½ hours per week—June 30 termination date) performs first aid, maintains health room schedule, handles phone calls,

performs secretarial duties. High school graduate and completion of an approved first aid course. \$5.23 per hour.

Librarian classifies and catalogues scientific books; maintains and handles periodicals, serials and journals. M.S. in library science, five years' experience in academic and special libraries. Hourly wages.

Research Laboratory Technician III performs varied laboratory analyses, e.g., serological, hematological, bacteriological or microbiological tests. College graduate with a science major, preferably in biology, zoology or microbiology, four years' experience. Hourly wages.

Secretary (two positions) (a) (10 to 12 hours per week) types, files, answers telephone, makes appointments and reservations, Xeroxes (typing ability, several years' experience preferred); (b) performs routine office work and acts as receptionist (high school and some college/business school preferred, ability to use dictaphone). Hourly wages.

Temporary Secretary (four positions) (a) takes dictation, types, Xeroxes and does bibliographic work (knowledge of general office machinery, typing); (b) types reports and letters, performs daily clerical duties (high school graduate, experience preferred, 50 wpm typing); (c) does mathematical typing by use of symbols and formulas (typing, experience); (d) acts as receptionist, types letters and manuscripts, sorts mail and performs general office duties (three years' experience, typing). Hourly wages.

Typist II (20 hours per week) performs extensive typing of manuscripts, course work, exams and correspondence. Minimum 50 wpm. Hourly wages.

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

Carlos Fuentes, author of *The Hydra Head* and *Terra Nostra* and adjunct professor of English and Romance languages, examines **The Masks of Mexico**, January 30, 4 p.m., Alumni Hall, first floor, Towne Building. § State Senator Julian Bond (Ga., D.) discusses **What Next?** January 30, 8 p.m., Irvine Auditorium (sponsored by Connaissance). § The Foodways Group and the Graduate Group in Folklore and Folklife study the **Program of Research on Culture of the Russell Sage Foundation, Gastronomic Categories**, a comparative research program on how food patterns relate to social organization within a given culture, with the director, Dr. Mary Douglas, January 31, 12 noon, Room 401 Logan Hall. § The Department of Insurance and the Department of Mechanical Engineering and Applied Mechanics sponsor a seminar on **Staying Alive in a Dangerous World: A Comparison of Risks to Life and Limb**, with Dr. Richard Wilson, Physics Department, Harvard University, January 31, 3 p.m., Alumni Hall, first floor, Towne Building. § The South Asia seminar series studies **The Division of Pakistan and the Formation of Bangladesh: Problems of Creating a New Political Order** with M. Rashiduzzaman, Glassboro State College and the University of Dacca, February 1, 11 a.m., University Museum. § **Mary Daly**, author of *Gyn/ecology: The Metaethics of Radical Feminism*, will speak at the Christian Association Building, February 3, 8 p.m. (\$2 donation). (A reception and autograph session is planned between 5 and 6:30 p.m. in Giovanni's Room, 1426 Spruce Street.) § Dr. John W. Servos of Princeton University reviews **Physical Chemistry in America, 1890-1926: Rate of Expansion, Centers of Training and Patronage and Sources of Growth** in a Department of History and Sociology of Science colloquium, February 5, 4 p.m., Room 107, Edgar Fahs Smith Hall. § Dr. Norman Edelman, Departments of Medicine and Physiology, Rutgers University, analyzes the **Effects of Brain Hypoxia on Neuromechanical Control of Ventilation**, February 6, 12:30 p.m., physiology library, fourth floor, Richards Building, in a Respiratory Physiology Seminar. § **Adventures with Manuscripts: Or, How to Be a Medievalist in a Depression** is the topic of Dr. Ruth Dean, professor emeritus of French and English, February 6, 5 p.m., sixth floor, Van Pelt Library (sponsored by the Medieval Studies Group). § Dr. Gian Caprara, Institute of Psychology, University of Rome, discusses **The Politics of Violence: The Case of Italy**, February 7, 4 p.m., Franklin Room, Houston Hall (sponsored by the Center for Italian Studies and the Leon Lecture Series).

Films

Tomas Gutierrez's **The Last Supper** is featured by the Latin American Cinema series January 31, 7:30 and 9:30 p.m., International House (\$1.50). § International Cinema presents Claude Jutra's **Kamouraska** (February 1, 7:30 p.m.; February 2, 4 and 9:30 p.m.) and Lev Kuleshov's **The Extraordinary Adventures of Mr. West in the Land of the Bolsheviks** (February 1, 9:45 p.m.; February 2, 7:30 p.m.), International House

(evening \$1.50, matinee \$1). § The Penn Union Council features **Looking for Mr. Goodbar** starring Diane Keaton, February 1, and **Close Encounters of the Third Kind**, February 2, 10 p.m., Irvine Auditorium (\$1). § The University Museum Children's Film Program presents **Kim**, an adventure story filmed in India, February 3, 10:30 a.m., Harrison Auditorium. The Sunday Film Series offers **How Yukon Moved the Mountain**, February 4, 2:30 p.m., Harrison Auditorium. § **Exploratory Cinema** repeats its January 24 selections on February 2. *A Wedding in the Family*, *We Get Married Twice* and *My Girlfriend's Wedding* are shown on February 7, both evenings at Annenberg Center Studio Theater (students with I.D. \$1, general admission \$2).

Music/Theater

The Ridiculous Theatrical Company's production of **Camille** continues at the Theater of the Annenberg School through February 4. Call Ext. 6791, Annenberg Center box office, for reservations. § **The Oberlin College Choir**, conducted by Daniel Moe, performs in concert, February 1, 8 p.m., University Museum Harrison Auditorium (students \$2.50, general admission \$5). § Classical guitarist **Oscar Ghiglia** performs at the University Museum, February 7, 8 p.m. For tickets call DA9-0151.

Sports

Women's Squash: the team competes against Wesleyan at Wesleyan, February 1, 2 p.m., Yale at Yale, February 1, 7:30 p.m. and for the Howe Cup at Yale, February 2 through 4. § **Women's Swimming:** Penn swims against LaSalle at LaSalle February 1, 4 p.m., and against Swarthmore at Sheerr Pool, February 6, 4 p.m. § **Women's Basketball:** Penn plays Brown at Brown, February 2, 5:30 p.m., Dartmouth at Dartmouth, February 3, 2 p.m. and Lehigh at Lehigh, February 6, 8 p.m. § **Men's Basketball:** Penn plays Brown at Brown, February 2, 7:30 p.m. and Yale at Yale, February 3, 7:30 p.m. § **Women's Gymnastics:** competitions against Bryn Mawr and Ursinus at Bryn Mawr are February 2, 4 p.m. § **Men's Indoor Track:** Penn takes on Navy at Navy, February 3, 7:30 p.m. § **Wrestling:** Penn meets Harvard and Connecticut at the Palestra, February 2, 12 p.m. and Yale at the Palestra, February 3, 1 p.m. § **Men's Swimming:** Penn's team swims against Yale at Yale, February 3, 1 p.m. and Navy at Sheerr Pool, February 7, 4 p.m. § **Men's Squash:** the team plays Williams at Ringe Courts, February 3, 1 p.m. and Navy at Ringe Courts, February 7, 4 p.m. § **Women's Fencing:** the team takes on Yale at Yale, February 3, 2 p.m. § **Men's Fencing:** Penn plays Yale at Yale, February 3, 2 p.m. § **Men's Junior Varsity Basketball:** Penn competes with Ft. Dix at the Palestra, February 6, 7:30 p.m. § **Women's Badminton:** the team meets Swarthmore at Weightman Hall, February 6, 4 p.m. § *For more information, call Ext. 6128. Ticket Office: Weightman Hall, EV6-0961 (open 11 a.m. to 4:30 p.m.).*

Mixed Bag

The Women's Health Committee of the Penn Women's Alliance shows the film *From Our End of the Speculum* and discusses **Women's Health Issues and Self-Help**, January 31, 8 p.m., second floor, Houston Hall. § The University's **New Bolton Center** is featured in a five-minute segment of *Razzmatazz*, a new CBS children's program, February 1, 4 p.m. § **Donate Blood**, February 1, Hillel, 11 a.m. through 6 p.m. (sponsored by the **Blood Donor Program**). § The School of Medicine's Department of Psychiatry and the School of Nursing's Center for Continuing Education sponsor a one-day seminar on **Schizophrenia: A New Look at An Old Problem**, February 3, 9 a.m.-4 p.m., \$50. Call 662-2849 to register. § **The Levy Tennis Pavilion** offers a three-week tennis exercise and instruction class, February 5 through February 21, Mondays and Wednesdays, 9:30 to 11 a.m. (\$60). Call Ext. 4741 for information. § The **University Museum** features a lunchtime lecture and gallery tour series every Wednesday beginning February 7, 1 p.m. This week: *Archaeology* (museum members free, non-members \$1). § The American Association of University Women (AAUW), Higher Education Resource Services (HERS), National Organization for Women (NOW) and Penn's Women's Center are participants in **An Evening of Presentations by Organizations for and about Women**, February 7, 6:30-8 p.m., Room C-34 Graduate School of Education. For more information call Sally Archer of the Eta Chapter of Pi Lambda Theta at (609) 771-2430. (Snow date: February 21, same time and place). § The Lippincott Library exhibits **Commodity Futures: Booming Markets of the 70s** through February, first floor, Lippincott Library.

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