

# Almanac

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*Editor's note: The snowstorm that blanketed the Philadelphia area with more than 14 inches of snow and closed the University on Monday, February 19 also delayed the publication of this week's Almanac by one day. We regret any inconvenience this may have caused.*

## Search Committees Formed

The offices of the president and the provost have announced the formation of search committees for the positions of associate provost, vice-provost for University life and vice-provost for research. (For a description of the responsibilities and qualifications, see *Almanac*, December 19, 1978.)

Members of the Search Committee for Associate Provost are:

Dr. Regina Austin (law)  
Dr. Clifton C. Cherpak (Romance languages)  
Dr. Benjamin F. Hammond (dental)  
Dr. Richard J. Herring (finance)  
Dr. E. Gerald Hurst, Jr. (decision sciences)  
Dr. Aravind K. Joshi (computer and information science)  
Dr. Jack H. Nagel (political science)  
Dr. Rosemary Stevens (history and sociology of science)  
Dr. David White (chemistry)  
Dr. Oliver E. Williamson (economics), *chair*  
Linda A. Bell, undergraduate.

One graduate student is to be appointed. Applications and recommendations with supporting materials may be sent to Oliver E. Williamson at his office, 520 McNeil/CR.

Members of the Search Committee for Vice-Provost for University Life are:

Dr. Charles D. Graham, Jr. (metallurgy and material sciences)  
Dr. Phoebe Leboy (dental)  
Dr. Madeleine Joulle (chemistry)  
Dr. Jack Reece (history)  
Dr. Robert Shiller (economics)  
Dr. Susan Wachter (finance), *chair*  
Ernest Wilson (political science)  
Dr. Thomas Wood (physics)  
Marty O'Malley and Joel Siegel, undergraduates  
Mark Lerner, chairman of the Undergraduate Assembly, *ex officio*.

Graduate representatives will be appointed. Send applications and recommendations with supporting materials to the Office of the Provost, 102 CH/CO.

Members of the Search Committee for Vice-Provost for Research are:

Dr. Richard Clelland (statistics and operations research), *chair*  
Dr. Lucy Creevey (city and regional planning)  
Dr. Robert Forster (physiology)  
Dr. Stephen Gale (regional science)  
Dr. Louis Girifalco (graduate education and research)  
Dr. Julius Wishner (psychology)  
Annemiek Noordergraaf, undergraduate.

One graduate student will be appointed. Send applications and recommendations with supporting materials to the Office of the Provost, 102 CH/CO.

## Intercollegiate Conference to Meet at Penn

Students from eight Ivy League schools and two other major universities will meet at the University for a four-day student Intercollegiate Conference, February 22-25. Participating schools include the Ivy League—Brown, Columbia, Cornell, Harvard, Princeton and Yale Universities, Dartmouth College and the University of Pennsylvania—as well as Stanford University and the University of Chicago. The Massachusetts Institute of Technology

had originally planned to participate—hence the original “Little Eleven” conference title.

The purpose of the conference is to exchange ideas on topics ranging from minority recruitment to university ties to South Africa. Each school will send 20 delegates to Philadelphia. According to Leonard Ginsburg, a junior at Penn and chairperson of the convention, each school will contribute approximately \$2,000 toward the cost of the convention; university trustees and others contributed money to cover planning costs.

## Discussion on South Africa Scheduled

The Trustee Committee on University Responsibility and the University Council will sponsor a discussion on University investments in South Africa, Monday, February 26 at 3 p.m. in Room 200, College Hall. Discussion will focus on the three resolutions Council will consider at its February 28 meeting (3 to 5:30 p.m., Council Room, Furness Building): to divest, to allow economic principles alone to guide University investments, or to actively pursue adherence to the Sullivan Principles. According to Matthew H. Hall, associate general counsel, the fact-finding meeting will allow all interested parties to make known their opinions on South Africa. People who wish to appear at the meeting should call him at Ext. 7660.

## Religious Holidays: Spring Term, 1979

Provost Vartan Gregorian requests that no examinations be given, or assigned work made due, on Good Friday or on the first two days of Passover. This year the holidays occur together on Thursday, April 12 and Friday, April 13. The provost's official policy on religious holidays appears in this issue of *Almanac*.

## Penn and Fox Chase Center Sign Agreement

The Fox Chase Cancer Center and the University have signed an agreement of affiliation to develop and plan programs of mutual interest and benefit in cancer research. Dr. Timothy R. Talbot, Jr., president of the cancer center, and Dr. Edward J. Stemmler, dean of the University's School of Medicine, have announced.

The University has completed similar agreements with the American Oncologic Hospital and the Institute for Cancer Research. The hospital and institute make up the cancer center and are located on the Fox Chase campus. The agreement commits the hospital, the institute, the cancer center and the University's School of Medicine to work cooperatively on research, education and health care delivery. The University and the institute previously worked together under an agreement signed in 1962.

## Anderson Named to Rockefeller Foundation Post

Bernard Anderson, associate professor of industrial research at the Wharton School, has accepted a position as director of the social sciences division of the Rockefeller Foundation. Anderson, who will take a two-year leave of absence from the University, assumes his new post March 1. At the Rockefeller Foundation Anderson will develop a new program in urban unemployment and youth employment and will administer a broad range of social science programs, both here and abroad, having to do with urban economic development, poverty, the conquest of hunger and equal opportunity. “I’m sad to be leaving the University,” Anderson said. “This will be a new experience and a challenge. But I also look forward to returning to University life in the future.”



For years the University has wrestled with the problem of how simultaneously to respect the personal rights of students with religious commitments or obligations, to maintain the secular non-denominational character of the University, and at the same time to provide sufficient instructional time in each semester to maintain the academic standards of the University. Provosts Goddard, Reitz and Stellar maintained a policy of continuing classes on religious holidays, but urged faculty not to schedule examinations or major assignments on *Rosh Hashanah*, *Yom Kippur* and Good Friday and to allow students an opportunity to make up any work missed due to observance of these or other religious holidays.

Recently the issue arose again, and the Undergraduate Assembly presented a thoughtful proposal to declare these days to be University holidays and to make up the lost time by starting classes one day earlier and ending one day later. I was very supportive of this proposal, since a faculty member who wishes to observe a religious holiday may cancel or reschedule a class or ask a colleague to meet with it, and staff may take a personal leave day. Only the students are placed in the quandary of choosing between their academic and their religious obligations. When I became provost-designate, I promised to study the issue carefully, consult widely and issue a report early in the spring term.

In recent weeks I have met with members of the Undergraduate Assembly, twice with the Council of Deans, the former provosts, the Steering Committee of Council, the chairman and chairman-elect of the Faculty Senate, the campus ministry and religious leaders and a number of student and faculty leaders and members of the administration. I have made a survey of practices at a number of peer institutions, and I have given the matter a great deal of thought.

Initially I favored a plan which would have made these religious holidays extra mid-semester reading days, in which all offices would remain open but classes would not be held. There were serious difficulties with this plan, however, and the arguments against it which I have found most persuasive are these:

1. The University traditionally has been a secular non-denominational institution with students of many religious backgrounds. Serious objections were raised to me that the University should not put itself in a position to determine which religious holidays are most significant. Furthermore, if the principle of University observance of religious holidays is established, it would be difficult to find a fair basis for deciding which holidays should be observed and which ones should not. A week-long midwinter break encompassing Christmas and New Year's Day has become a universal pattern among American universities. Good Friday has become a holiday for non-academic staff, but is not observed in the academic calendar. All other University holidays are set without regard to religious holidays.

2. There are many national secular holidays commonly observed by public offices, banks, etc., which the University does not observe.

3. The academic deans have pointed out that the fall term is already shorter than the spring term (typically 67 days compared to 70 in recent years), and we already use every possible day which can be used for classes unless we were to begin classes before Labor Day.

4. The other institutions I consulted do not cancel classes for religious holidays; these include Brown, Columbia, Cornell, Dartmouth, Princeton, Yale, the University of Michigan, Stanford, the University of California, Emory, Temple and Harvard. Most have policies similar to our own in which exams are prohibited or discouraged, and students are allowed an opportunity to make up missed work. Stanford's policy statement is typical: "Although religious holidays, as such, are not observed as official Stanford University holidays, it has long been the University's policy that

every reasonable effort should be made to avoid the imposition of penalty or disadvantage upon a student for tardiness in the meeting of his or her academic obligations as the result of absence in the fulfillment of his or her religious obligations." Harvard's policy is even more ambiguous, leaving matters entirely to the discretion of faculty and students.

After considering the issues, I have decided not to cancel classes on these holidays, but to strengthen the protection for students who wish to observe religious holidays. I am, therefore, announcing the following policies:

1. Examinations may not be given, and no assigned work may be required, on the following days: the two days of *Rosh Hashanah*, and *Yom Kippur* in the fall term; and Good Friday and the first two days of Passover in the spring term. A schedule of the dates of these holidays will be published each semester in *Almanac* and *The Daily Pennsylvanian* and in a provost's memorandum to remind faculty of the University's standard policy.

2. Students who observe religious holidays will be given an opportunity to make up missed work. If an examination is given on the first class day after one of these holidays, it must not cover material introduced in class on that holiday. Instructors in charge of laboratories must provide opportunities for make-up. Instructors in lecture courses should hold either alternate class meetings or arrange to video-tape the lectures when possible or at least make available outlines of lectures given on these days.

3. Instructors who must miss classes for any reason, including their own religious observances, should arrange alternate class meetings at times convenient for students, have colleagues cover the classes, or both, so that instructional time is not lost.

4. Students who wish to observe important religious holidays other than those listed above, such as *Sukkoth*, or the last two days of Passover, etc., should inform their instructors during the first two weeks of the term so that alternate arrangements can be made, if necessary, for the convenience of both the students and the faculty. Make-up examinations must be made available for students who miss examinations because of observance of other religious holidays for which appropriate arrangements have been made.

5. Faculty should realize that Jewish holidays begin at sundown on the evening before the published date of the holiday. Late afternoon exams should be avoided on these days.

6. No examinations shall be held on Saturday or Sunday in the undergraduate schools. Graduate and professional schools, which traditionally make their own examination schedules, are urged to adopt this policy also.

7. No seminars or other classes designed for the general student body should be scheduled on Saturdays or Sundays unless they are also available at other times. (This is not intended, however, to prohibit classes such as CGS or Wharton programs for special weekend students, or special events or conferences on weekends.)

8. To make maximum provision of instructional time, we will plan to build future calendars to come as close as possible to 70 class days in each term.

9. In order to encourage greater awareness throughout the University community, I will welcome statements by campus religious leaders on the significance of holidays in their religious traditions.

I have committed my full support to these policies, and I expect that all members of the University community will join in full implementation of them. Any questions about the observance of these policies should be referred directly to my office. I believe that these policies constitute the best balance between the academic and personal considerations which have been raised, and I believe they are consistent with my pledge to bring the issue to a prompt and fair resolution.

—Provost Vartan Gregorian

## Bulletins

### Free CPR Classes Scheduled at HUP

The Hospital of the University of Pennsylvania will offer a number of four-hour courses in cardiopulmonary resuscitation (CPR) on March 5, 14, 22 and April 2, 18 and 26 at 6 p.m. in Medical Alumni Hall. CPR is an emergency first aid procedure to help keep victims of heart attack, drowning and other serious accidents alive until medical help arrives. Designed by the American Heart Association, the classes are sponsored by the United Way of Southeastern Pennsylvania. For information call the CPR hotline, 629-8CPR.

### CGS Offers Philadelphia Affairs Seminar

Nobel laureate Baruch Blumberg, state representative Robert O'Donnell and playwright Edward Albee are among the scientists, politicians, theater people and other professionals who will participate in this semester's Philadelphia Affairs Seminar, a series of seven non-credit courses on social and public policy issues, research and the arts. Sponsored by the College of General Studies (CGS), the courses will meet during March and April. Course fees vary from \$50-\$75, but many lectures may be attended individually for \$12, or \$60 for five lectures. Registration deadline is February 28. For information call Ext. 6479.

### Career Day Planned

The Career Planning and Placement Service sponsors its annual Career Day, Wednesday, February 28, in the Annenberg Center lobby from 10 a.m. to 1 p.m. and from 2:30 to 4 p.m. Alumni and friends of the University will discuss various career options. Also planned are three 45-minute seminars on communications (11-11:45 a.m.), training programs (12-12:45 p.m.) and government (2:30-3:15 p.m.), all in the Annenberg Studio Theater. Designed for undergraduates, the program is open to everyone. For information, call Jo Porter, career program coordinator, Ext. 5261.

### Undergraduate Study Abroad Deadlines Set

Faculty members are asked to remind undergraduates of the deadlines for the following programs of study abroad for the fall term 1979-80: March 2, Pennsylvania-Edinburgh Exchange; March 15, Junior Year in Munich; March 15, Penn-Seville Exchange; and April 1, Reid Hall in Paris.

Students who presently receive assistance through the Office of Financial Aid are eligible for aid for the above programs. Applications and information can be obtained from the International Programs Office, 133 Bennett Hall, Ext. 4661.

## Openings

*The following listings are condensed from the personnel office's bulletin of February 15, 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).

**Administrator, Education and Standards** coordinates standards manual, analyzes the benefits of standards and evaluates courses. Data processing, teaching experience. \$16,625-\$23,725.

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

**Assistant Program Director** (11-14-78).

**Benefits Counselor** (11-14-78).

**Curriculum Coordinator** (11-21-78).

**Director of Admissions (School)** (1-16-79).

**Director, Computer Center** (12-12-78).

**Group Practice Administrator** (2-13-79).

**Junior Research Specialist** (two positions) (a) (10-31-78); (b) (2-6-79).

**Management Research Analyst** (1-16-79).

**Nurse Practitioner I** (12-19-78).

**Programmer Analyst I** (12-5-78).

**Programmer Analyst II** (1-16-79).

**Research Administrator** (1-16-79).

**Research Dietician** (12-12-78).

**Research Investigator** (1-23-79).

**Research Nutritionist** (2-6-79).

**\*Research Specialist I** isolates and characterizes nucleic acid and protein, generates recombinant DNA. Two years' experience in nucleic acid techniques. \$7,275-\$13,000.

**Research Specialist II** (two positions) (a) (1-16-79); (b) (1-30-79).

**Senior Administrative Fellow** (12-21-78).

**Senior Systems Analyst** (9-19-78).

**Systems Analyst** (2-13-79).

**Staff Auditor I** (1-30-79).

**Staff Writer II** (two positions—1-30-79).

### Support Staff

**Administrative Assistant I** (three positions) (a) (2-13-79); (b) supervises and facilitates departmental work flow, prepares and types correspondence (several years' administrative secretarial experience); (c) handles advance payments and travel reimbursements (high school graduate, five years' experience). \$7,150-\$9,150.

**Admissions Assistant** coordinates transcripts and supporting materials for applicants. Typing and record-keeping ability. \$7,150-\$9,150.

**Billing Assistant** (1-16-79).

**Cashier** (9-12-78).

**Clerk III** (two positions) (a) (2-6-79); (b) (2-13-79).

**Communications Analyst** (1-16-79).

**Contract Accountant** prepares journal entries, contract invoices, research agreements and financial statements. Accounting certificate or two years' experience in University fund accounting. \$7,700-\$9,850.

**Custodian** (two positions) is responsible for a variety of cleaning, moving and security duties. Experience with floor-cleaning equipment or general housekeeping experience. Union wages.

**Delivery Clerk** (2-6-79).

**Duplicating Machine Operator I** operates duplicating machines. High school graduate, six months' experience. \$5,050-\$6,450.

**Editorial Assistant** (2-6-79).

**Electrician** (10-24-78).

**Engineer, Pressure Chamber Operator** (see administrative professional—9-19-78).

**Facilities Coordinator** controls resources, handles work-study payroll. Experience, typing. \$7,150-\$9,150.

**Library Clerk** (2-13-79).

**Parking Attendant** operates parking lot. High school graduate. Union wages.

**Programmer I** (10-3-78).

**Receptionist** (two positions—2-13-79).

**Research Laboratory Technician II** (five positions) (a) (12-19-78); (b) (1-23-79); (c) (two positions—2-13-79); (d) assists in cell culture laboratory, prepares media and lung cells (B.S. in biology or chemistry, knowledge of microscopy, histological staining). \$7,650-\$9,800.

**Research Laboratory Technician III** (seven positions) (a) (two positions—1-16-79); (b) (1-23-79); (c) (2-6-79); (d) (2-13-79); (e) maintains mice and rats, prepares cell suspensions, performs skin grafts and assays (M.A. in biology or equivalent); (f) uses standard laboratory equipment, performs experiments on amphibian lungs and blood (B.S.). \$8,625-\$11,050.

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

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

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

**Secretary IV** maintains and coordinates admissions files. High school graduate, some college preferred, three years' experience. \$7,700-\$9,850.

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

**Sergeant** (11-7-78).

**Student Records Assistant** (2-6-79).

**Technical Secretary** (2-6-79).

**Typist II** (1-16-79).

### Part-Time

Five administrative / professional and 13 support staff positions are listed on campus bulletin boards.



# Things to Do

## Lectures

Dr. Darwin J. Prockop, Department of Biochemistry, College of Medicine and Dentistry, Rutgers Medical School, speaks on **Collagen Biosynthesis: Implications for Diseases of the Lungs**, February 20, and Dr. Alex Stalcup, Department of Pediatrics, Columbia University Presbyterian Hospital, discusses **Modulation of Converting Enzyme Activity by Oxygen**, February 27, 12:30 p.m., physiology library, fourth floor, Richards Buildings, in the Respiratory Physiology Seminar series. § Dr. Max A. Listgarten, professor of periodontics, School of Dental Medicine, examines **Periodontal Disease in Aging** in a Center for the Study of Aging seminar, February 21, 4 p.m., Auditorium A, Medical Education Building. § The Writing Program of the Department of English sponsors a **Poetry Reading by Marvin Bell**, author of *Stars Which Sing, Stars Which Do Not Sing*, February 21, 4 p.m., Philomathean Rooms, fourth floor, College Hall. § The South Asia Seminar series studies **The Bureaucracy** with Ralph Braibanti of Duke University, February 22, 11 a.m., University Museum. § Dr. Victor Lesser of the University of Massachusetts explains **Cooperative Distributed Problem Solving**, February 22, and Dr. Chip Bruce of BBN explains **Analysis of Interacting Plans**, February 27, 3 p.m., Room 23, Moore School. § Shmuel Schnitzer, co-editor of the Israeli newspaper *Maariv*, speaks at Hillel, February 22, 4 p.m. § The Department of Geology studies **Storm Erosion and Overwash Processes Along the Delaware Bay Shoreline**, February 22, 4 p.m., Room 104, Hayden Hall (coffee, 3:30 p.m., Room 256). § In observance of Black History Week, Barry Clayton Black, I.T. Chaplain Corps U.S. Naval Reserve, speaks to the Midshipman Battalion on **Why Black History?** February 22, 8 a.m., Room 309, Hollenback Center. § Dr. Richard P. Bunge, professor of anatomy and neurobiology, School of Medicine, Washington University, St. Louis, Missouri, discusses **Stages of Neuron Development: Observations from the Study of Autonomic Neurons in Tissue Culture** in the eighth annual Louis B. Flexner Lecture, sponsored by the School of Medicine, February 26, 4

p.m., Room 10, Leidy Labs Building. § Dr. D.M. Himmelblau of the University of Texas analyzes **Facts and Folklore in Optimization** in a Department of Chemical and Biochemical Engineering seminar, February 26, 3:30 p.m., Alumni Hall, first floor, Towne Building (coffee, 3 p.m.). § The Annenberg School of Communications Colloquium Series presents Susan Stewart of the English and folklore departments of Temple University on **Making Nonsense and Making Sense—Some Paradoxes of Communication**, February 26, 4 p.m., Colloquium Room, Annenberg School. § **Is There a Technological Determinism in Medicine?** is the topic of Dr. Rosemary Stevens in a Department of History and Sociology of Science colloquium, February 26, 4 p.m., Room 107, Edgar Fahs Smith Hall (coffee, 3:30 p.m.).

## Music/Theater

Harpisichordist **Igor Kipnis** performs in concert, February 21, 8 p.m., University Museum. Call DA 9-0151. § Penn Players presents John Guare's **The House of Blue Leaves**, February 22 through March 3 in the Harold Prince Theater, Annenberg Center. For tickets (students \$2, general admission \$3), call Ext. 6791. § **Peter Stukane**, organist and harpischordist, plays the Curtis Organ in a benefit concert, February 25, 4 p.m., Irvine Auditorium (students \$1, general admission \$2). § The La Mama production of **The Tempest** begins a two-week engagement at the Zellerbach Theater, Annenberg Center, February 28 through March 11 (preview February 27). Call Ext. 6791.

## Films

The School of Medicine's Medicine in Cross-Cultural Perspective Film Series presents **The Work of Gomis** February 21, 5:30 p.m., West Auditorium, Medical Education Building. § Penn Union Council has **Chinatown** (February 23, 7 and 9:30 p.m.) and **Let It Be** (February 23, midnight), Irvine Auditorium (\$1, midnight 75c). § The University Museum's Children's Film Program features **Big Henry and the Polka Dot Kid**, **Hailey's Gift** and **The Mitt**, February 24, 10:30 a.m., Harrison Auditorium. § Annenberg Cinematheque sponsors the **12th International Animation Tournee** (February 24, 9:30 p.m., February 25, 4:30 and 7 p.m.) and shows **Five Chaplin Masterpieces** (February 24, 7 p.m.; February 25, 9:30 p.m.), Studio Theater, Annenberg Center (students \$1.50, general admission \$2.50). § The University Museum's Sunday film is **Die Nibelungen (Kriemhild's Revenge)**, February 25, 2:30 p.m., Harrison Auditorium.

## Mixed Bag

**Penn Women's Center** offers writing workshops and classes in assertiveness training, consciousness raising and leadership training. Call Ext. 8611. § The English House sponsors **Careers Night**, February 20, 7:30 p.m., Kings Court Auditorium. Call Ext. 6871 for information. § The University Museum Luncheon Lecture series presents guided gallery tours of **The Roman World**, February 21, and **Ancient Writing Systems**, February 28, 1 p.m., University Museum (members free, non-members \$1). § Dr. Nicola Patruno, professor of Italian at Bryn Mawr College, is the guest of the **Circolo Italiano**, February 21, 4 p.m., Modern Languages College House. § The ERA Task Force meets February 21, 7:30 p.m., Penn Women's Center, Houston Hall. § Donate blood, February 22, Vance Hall, 11 a.m.-5:30 p.m., and February 27, Hill House, 11 a.m.-6 p.m. (sponsored by the **Blood Donor Program**). § The University Museum opens **The Search for Ancient Egypt**, a special exhibit celebrating the museum's excavations, February 23. Call Ext. 4016 for information. § The School of Medicine's Department of Psychiatry and the School of Nursing's Center for Continuing Education sponsor a one-day seminar on **The Borderland of Neurology and Psychology**, February 24, 8:30 a.m.-4 p.m. (\$50). Call 662-2849 to register. § The Morris Arboretum's workshop looks at **Little Plants for Small Spaces**, February 26, 10 a.m. (members \$6, non-members \$8). The arboretum's short course focuses on **Japanese Gardens** beginning February 27, 10 a.m. (members \$15, non-members \$20). Call CH7-5777. § Dr. Henry Glassie, chairman and professor of folklore and folklife, discusses **The Log Cabin as an American Symbol** in a Faculty Tea Club meeting, February 27, 1:30 p.m., Faculty Club (tea at 3 p.m.). § For information on all **Penn Sports Events**, call Ext. 6128.



The Penn Glee Club presents **The Magus**, February 22-24, 8 p.m., Zellerbach Theater. Call Ext. 6791. Alumni are invited to dinner preceding the February 23 performance. Call Ext. 7811.

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