

Almanac

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Council to Discuss South Africa February 28

University investments in South Africa will be the main topic of discussion at the University Council meeting Wednesday, February 28, from 3 to 5:30 p.m. in the Council Room, Furness Building. Three resolutions will go before Council. They are:

1. *Resolved*, That the University should pursue the policy of seeking the maximum expected risk-adjusted return on its investments in companies operating in South Africa as it does under normal circumstances in all of its other investments.

2. *Resolved*, That the University urge all companies in which it holds common stock to adopt the amplified Sullivan Principles or their equivalent, to implement them vigorously, and to pursue other means at their disposal to insure equal treatment of non-whites and to promote meaningful participation by them in the economic and political affairs of South Africa.

Be it further resolved, That the University take suitable action, including divestment of stock if appropriate, in the event that companies do not take these actions.

3. *Resolved*, That this University should divest itself of holdings in those corporations which continue to operate in the Republic of South Africa and in those banks which continue to extend loans to that nation.

The Trustee Committee on University Responsibility and Council jointly sponsored an open meeting on Monday, February 26 on the issue of South African investments.

Athletic Director Search Committee Disbanded

Provost Vartan Gregorian disbanded the search committee for a new director of recreation and intercollegiate athletics as a result of "serious breaches of confidentiality" related to the search, Friday, February 23. According to search committee procedures and the by-laws of University Council, members who accept appointment to a search committee must adhere to strict confidentiality. This precludes releasing the names of or commenting about potential candidates.

The decision was "agonizing, but essential under the circumstances," Gregorian said. He emphasized that his decision in no way reflected upon the character of the members of the search committee or on the quality of the candidates. He will announce a new search and selection mechanism after consulting with President Martin Meyerson, faculty, students and other members of the University community. Acting Vice-Provost for Undergraduate Studies and University Life Philip G. Mechanick was chairman of the committee. (See *Almanac*, November 7, 1978 for the committee's full membership.)

"During the past month, I have become aware of serious breaches of confidentiality by some members of your committee. These actions have embarrassed candidates and have led to public discussion of the merits and qualifications of candidates. As a result, the President's and my ability to effectively review the credentials of, and to negotiate with, candidates has been compromised," the provost wrote in a letter to Mechanick. "It is therefore with gratitude and sadness that I have determined to discharge the committee from the task entrusted to it by Provost Stellar."

National Student Congress to Meet Here

Undergraduates from nearly 50 colleges and universities are expected to attend the first National Student Congress, which will meet here at Penn, March 1-4. Student delegates will attend from

schools as diverse as California Tech., the University of Arkansas, Vanderbilt University and Yale. From the Philadelphia area, Penn, Temple University and Haverford and St. Joseph's Colleges plan to participate.

Topics to be discussed at the conference include unemployment, education, urban redevelopment and foreign policy. The idea for the national gathering originated with Henry Teune, chairman of the University's political science department. Sophomore Gregg Coodley is co-chairman of the event.

While they will be housed in Penn dormitories and their meals will be provided by the dining service, the delegates are responsible for their own transportation and the \$20 fee. Provost Vartan Gregorian has provided \$2,960 to cover organization and publicity costs.

Penn Women Protest "Playboy"

About 80 men and women staged a demonstration on Thursday morning, February 22 to protest *Playboy* magazine's recruitment of University undergraduate women as subjects for a photographic essay on women in the Ivy League. *Playboy* plans to run two such articles next fall. The demonstration took place outside the Hilton Hotel, where *Playboy* photographer David Chan was staying. Carol Tracy, director of the Penn Women's Center, and Judy Leventhal, Penn Women's Alliance coordinator, organized the protest.

"It is true that this demonstration and others like it on Ivy League campuses where *Playboy* has recruited is giving more publicity to *Playboy* magazine," Tracy said. "On the other hand, *Playboy* has rekindled more feminist activity on this campus than any other single issue in the past few years. Many serious discussions have taken place among students about sexual exploitation and objectification, about women's role in society and about the issues of pornography and censorship."

News in Education

Carter Proposes New Education Department

President Jimmy Carter has proposed a new plan to create a Cabinet-level Department of Education. Last year the Senate passed a bill forming such a department, but the House took no action on the measure. Senator Abraham Ribicoff (D-Conn.), a major sponsor of last year's bill, has introduced a similar one this year. President Carter's proposal was contained in a supplemental State of the Union Message sent to Congress on January 25.

While last year's plan would have earmarked a \$17.5 billion annual budget and employed 23,000 federal workers, the new, toned down plan calls for a budget of \$13.5 billion and 16,000 employees. The proposed plan would combine most of the education programs now under the Department of Health, Education and Welfare as well as some administered by the Defense, Labor, Agriculture, Justice and Housing and Urban Development departments and by the National Science Foundation.

While some higher education groups, fearing that a separate department of education might mean increased federal planning for education, have opposed the idea of a separate department, the administration claims that almost 100 education organizations have endorsed the creation of such a Cabinet-level department.

Speaking Out

The University, South Africa and the Sullivan Principles

To the Editor:

The Trustees Committee on University Responsibility has recommended that Penn retain investments in companies adhering to the Sullivan Principles. The committee believes that by this policy "the University can better improve the conditions of non-whites in South Africa." American corporations, they claim, can use their economic power to pressure the National Government into changing its racist policies.

But the facts say otherwise. Adoption of the Sullivan Principles alleviated none of the poverty and inhuman living conditions that led to the Soweto uprising. And although 107 companies have now signed the principles, little has changed. While per capita income for whites remains more than 10 times that for blacks, profits for multinationals in South Africa are among the highest in the world. To black Africans seeking change, the Sullivan Principles offer empty rhetoric. That the National Government

itself endorsed them underscores their ineffectuality.

1. *The Sullivan Principles do not mandate any basic change in the status of black workers.*

There is no demand that blacks have the right to form trade unions; in a nation where union membership is a prerequisite for most skilled positions, this right is fundamental. There is no attempt to challenge South African laws prohibiting blacks from obtaining a decent education and no challenge to laws restricting black access to skilled trades. Desegregation? In some companies blacks drink coffee in integrated canteens, use integrated bathrooms and play ball in integrated recreation areas, but no blacks sit at the table when the board of directors meets.

2. *The Sullivan Principles do nothing to prevent corporations from investing in South African police and military technology.*

Mobil Oil signed the principles yet sells petroleum to the South African military. Ford also signed, yet they sell trucks and jeeps to the South African police. IBM signed, and they supply computers used

by the South African intelligence.

3. *The Sullivan Principles do not call for an end to apartheid.*

Only worldwide condemnation of the National Government, backed up by strong economic sanctions, can truly support the black Africans in their struggle for freedom. This is what Africans themselves want—American capital out of Southern Africa. If Penn is genuinely committed to its pledge to help rid the world of apartheid, the only course of action is immediate and total divestment.

—*The Committee for Divestment*

The Committee for Divestment is composed of students, faculty and employees of the University who favor divestment by the University of investments related to South Africa. The committee's coordinator is Mitch Corinaldi.

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; Curtis L. Barnes, director of communications services; 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.

News Briefs

Workshops on Administration Offered

HERS (Higher Education Resource Services), Mid-Atlantic, the University of Delaware's Office of Women's Affairs and the Division of Continuing Education will offer a two-day workshop on *Effective Administration and Human Behavior Skills: Personal Power and Organizational Power* for women with three or more years of experience in higher education administration or supervision, March 4-6 at the Brandywine Hilton Inn, Wilmington, Delaware. George L. Peabody, an international consultant, will lead workshops on organizational power. Suzanne Drury, a clinical psychologist, will lead personal power workshops focusing on risk-taking and negotiation. The \$125 fee includes instruction, materials, two luncheons and one dinner. For information call Mae Carter, executive director, Commission on the Status of Women, University of Delaware, Newark, Delaware 19711, (302) 738-8063.

Local Companies Participate in AIESEC

The University chapter of AIESEC (International Association of Students in Economics and Business Management) has negotiated agreements with Delaware Valley companies to provide work for 11 foreign interns. This in turn entitles AIESEC-Penn to send 11 Penn students to work with companies abroad.

Jody Samuels, president of AIESEC-Penn, says that AIESEC, managed entirely by students, may place more than 4,500 student interns with companies in 56 countries this year.

At the AIESEC-U.S. conference in December, the Penn group received a citation as the most improved local chapter (there are 67 U.S. chapters) and was named the National Computer Center for the national organization.

Fager to Head Student Health

Dr. Samuel Fager will assume the post of director of student health services in July. The appointment comes after a 17-month search to fill the position. Fager, 31, will receive a faculty appointment in the medical school. He is a graduate of Princeton and of the Hahnemann Medical School and performed his residency at the Children's Hospital of Philadelphia.

University to Renovate Furness Library

The Office of Historic Preservation, Pennsylvania Historical and Museum Commission, has awarded the University a matching grant of \$50,000 to prepare architectural plans for the renovation of Furness Library. The proposed renovations include upgrading the electrical and mechanical systems, repairing the roof and drainage system and masonry facade and rehabilitating safety systems (smoke detectors, emergency lighting, exit signs, alarm systems) to conform with city regulations, according to Robert Zimmering, facilities information systems manager of the facilities development office.

Report of the Committee to Review University Council

The Council Review Committee, chaired by Peter Conn, will present its report at the February 28 meeting of Council.

I. Background

According to its bylaws, the University Council "exists to discuss and formulate for recommendation to the president general policies of the University which may affect its educational objectives by consultation among elected representatives of the faculty at large, administrative officers and elected representatives of the undergraduate and graduate-professional students."

Because of widely perceived weaknesses in the Council's functioning, plans to assess its effectiveness have been discussed for many months. Prior to the March 1978 sit-in and its aftermath, the Steering Committee appointed an ad hoc committee consisting of Ms. Claire Kogler, Senate Chairman Irving Kravis and Provost Eliot Stellar, whose task was to appoint a Council study committee and to formulate its charge. The student sit-in, the Faculty Senate meeting of April 1978 and other events of the spring persuaded the Steering Committee that the Council review was especially timely. Therefore, on May 10, Provost Stellar, writing on behalf of Ms. Kogler, Professor Kravis, President Meyerson and himself, invited a number of faculty, students and representatives of other constituencies to join the Council Review Committee. The charge to this committee reads:

The purpose of the committee is to reassess the role of University Council in the light of the widely expressed doubts about its usefulness. This requires a reexamination of the functions it is intended to serve and the efficacy with which it accomplishes its purposes. Account should be taken of recent events in which two important constituencies—students and faculty—did not use Council mechanisms in matters affecting the governance of the University.

More or less simultaneously, but as a direct consequence of the sit-in, the president convened a new Task Force on University Governance. Because of the probable intersections between the work of the task force and that of the Council Review Committee, it was decided that the chairman of the Council committee should also serve as a member of the task force.

By way of informing itself about the issues involved, the committee solicited the views of the campus community at large. In addition, the committee's chairman was instructed to interview a large number of faculty and administrators to obtain their information and opinions.

II. Assessment

A. The Problems

The committee began by attempting to specify and clarify the causes that are felt to have inhibited Council's work. There is widely felt frustration about the efficacy of Council's advisory role. Among the sources of this frustration is the administration's perceived failure to ask Council for advice in a systematic and timely manner. There is, furthermore, confusion about the relationship between University Council and the rest of the machinery of governance.

A good many observers feel that Council will at best reflect and at worst exacerbate polarities between constituencies. A different risk consists in the possibility that Council's advice—especially when its advice comes in the form of a vote—dilutes the opinions of the individual constituencies. And following from that is the additional likelihood that controversial issues, whether substantive or trivial, will lead to impasse. Some observers detect a collective fixation on the process of decision making (and an excessive concern with parliamentary procedures).

Council's representatives are not closely enough connected with the constituencies they represent. Similarly, too large a distance separates Council from its own committee system. Those committees in turn exhibit a hugely various effectiveness, depending to too large an extent on the idiosyncratic talents of chairpersons.

Finally, the size of Council elicits some complaint (most witnesses considering it too large, with a handful judging it too small).

It should perhaps be pointed out that many of these problems will recur in any governance system that is widely but only intermittently participatory. In his recent book, *New Structures of Campus Power*, John D. Millett describes the results of his national survey of campus governance systems. Referring to assemblies resembling University Council, Millett draws the following, rather gloomy conclusions:

- Campus-wide governance has demonstrated only a very limited interest in reviewing program objectives. Campus-wide governance has had almost no impact upon the determination of program objectives in instruction, research, public service, hospital operations or student financial aid.
- Campus-wide governance has been utterly ineffective in clarifying budget priorities.
- Campus-wide governance has rarely undertaken to discuss, much less to evaluate, program accomplishment.
- Campus-wide governance has had no visible impact upon the generation of additional income for financing the programs of colleges and universities.
- Campus-wide governance has played no role in relieving the particular campus tensions that helped to spark dissent and disruption in the 1960s.

Millett concludes: "I believe it may be said that campus organization for decision making became dysfunctional in the early 1960s because it had failed to clarify faculty power and had lost acceptability on the part of some articulate and determined students. The new arrangements of the 1960s responded to these failures but at the sacrifice of effectiveness, the most important criterion of all."

Much of what Professor Millett claims to have discovered about the deficiencies of campus governance throughout the United States resembles more or less closely the particular complaints voiced about our University Council. Millett's findings may not provide much consolation beyond the suggestion that other universities have had as much difficulty in dealing with these matters as has Pennsylvania.

Taken at their most fundamental level, the problems that impede the effectiveness of University Council appear to involve a conflict between information and judgment. Council is not well equipped, by virtue of its size, its pattern of infrequent meetings, the immense and often quite technical difficulty of the problems it confronts, the heterogeneity of its membership and the apparent gulf between the parent body and its committees, to deal with its own agenda in a manner that is at once expeditious, well-informed and coherent.

B. Strengths

Council's problems are evidently many and real. Its strengths, however, are equally real; the committee wants to emphasize some of them. For one thing, Council provides the most visible and regular opportunities for discussion, questions and debate between the University's administration, in particular the president and provost, and representatives of all the constituencies. Perhaps most valuably, Council provides an opportunity for its members to elicit detailed information from the administration and to hold

administrators accountable for their decisions. We offer specific recommendations below designed to enhance the quality of these discussions. Whether those recommendations are adopted or not, however, the committee believes that this uninhibited and unprogrammed interchange provides a most valuable community service.

Also, awkward as its discussions often are, the Council affords the most substantial opportunity for the exchange of opinion and for debate among the several constituencies. There resides a special value in the bargaining that goes on publicly across constituency boundaries.

Furthermore, what we might call the aggregated knowledge of all the Council members provides an immense resource (at least potentially). The diverse experiences and perspectives arrayed around the Council table are unmatched by any other University gathering. The committee feels that organizing and exploiting this rich resource more effectively is far preferable to dismantling it.

Finally, while the issues on which it deliberates ought to be selected with care, Council has a central role to play in the formulation of University policy. The advice it offers the president will take many forms, from the disposition of its committee reports, to formal votes on formal resolutions, to the unrehearsed ideas, suggestions, objections that are raised in Council debate.

III. Recommendations

After assessing Council's weaknesses and strengths, the committee decided that the real and potential advantages of a continued Council significantly outweigh the disadvantages. The subsequent discussion here is therefore grounded upon this committee's principal recommendation: *that the University Council be maintained.*

Although complaints about Council far outnumber compliments, the majority of the committee's members, as well as the majority of those colleagues who gave their views to the committee, feel that a body either identical to or closely resembling the present Council is a most useful part of the University's structure of governance. The specific proposals offered below will, if implemented, substantially alter the shape and function of Council. Nonetheless, the altered Council would share with the present one this basic, two-fold purpose: to provide a forum for the widest possible discussion of issues confronting the campus community as a whole; and to advise the president.

In order that Council address itself to its purposes with more dispatch, the following issues require attention: the committee system must be improved; the committees must be more precisely monitored and they must be linked more closely to Council; the University community must be kept better informed of Council's activities, both regarding what has already taken place and what is about to occur; the connections between Council and other deliberative bodies must be clarified (this is an especially pressing problem in the case of the Senate Advisory Committee); the Council agenda must be more shrewdly established, so that it makes the most productive use of the 15 or so hours per year devoted to Council meetings. In short, the problems itemized in Section II of this report must be faced and solved.

The committee recommends the following specific changes in the Council's structure and operations:

1. The committee urges that the elected faculty constituency representatives to Council meet on a regular (perhaps monthly) basis with the Senate Advisory Committee. In this way, the Senate leadership and the Council will be brought closer together, and the faculty voice will be made more coherent.

2. We endorse the recommendation of the Task Force on Governance that student and faculty liaison members be added to several standing trustee committees. When appropriate student and faculty nominees should be selected from current and former members of Council committees whose jurisdictions overlap those of trustee committees.

3. Council must be large enough to provide meaningful access to representatives from all the constituencies. At the same time,

Council must be small enough to permit at least the opportunity for orderly and informative discussion. While there is surely no single "right" formula, the committee believes that Council's current size approximates a sensible balance. The committee recommends therefore that Council's size not be changed.

4. The Steering Committee ought to meet during the summer to formulate the basic, long-range agenda for Council for the coming year. To a considerable, though always limited, extent, careful advance planning ought to be able to identify some of the issues which, while not at the stage of crisis, are of critical importance to the University. Many such issues, needless to say, are perennial: admissions, Commonwealth relations, intercollegiate athletics, the minority presence, financial planning, governance and matters of educational philosophy. Some of this summer planning will of course eventuate in specific charges to standing committees. Other matters may require the creation of ad hoc arrangements. To undertake such planning effectively, the Steering Committee would have to meet for a considerable period—perhaps one or two entire Saturdays.

Committees, then, ought not to be routinely activated. Indeed, as a general principle, committees ought to be regarded as "stand-by," and ought only to respond to matters of significance. Normally, the Steering Committee, in consultation with each committee chairperson, will decide as part of its summer planning whether a committee has some substantial task to perform. Less typically, a committee will itself identify a significant issue to which it feels it ought to direct its attention. The chairperson of such a committee will propose that assignment to the Steering Committee, which will give great weight to the proposal in deciding upon a charge for that committee. In either case, as suggested above, committees that are to be activated should receive their specific charges from the Steering Committee by no later than the end of September, and preferably by the end of the summer. Since they will derive from the Steering Committee's efforts to plan the Council's annual work, all committee reports will automatically be incorporated into the agenda at some point in the year.

No amount of planning, however thoughtful or detailed, will be able to predict all the issues that will, for one reason or another, emerge during each year and require Council consideration. Having established the annual agenda, therefore, the Steering Committee will expect that a sizeable portion of the items actually to be taken up at each meeting will be additions to its advance plans. Especially in the case of such items, it is the Steering Committee's major responsibility to find the difficult balance that will permit Council to make a response that is timely but at the same time reasonably well-informed.

5. At the monthly Steering Committee meetings, the president and provost should discuss their forthcoming Council reports. This will give the members of the Steering Committee an opportunity to propose the addition to those reports of topics that are likely to be of concern to the Council membership as a whole.

6. *Almanac* should be encouraged to provide improved communication between the Council and the University community. *Almanac* might, for example, carry a detailed agenda for each forthcoming Council meeting. When it is feasible, brief statements of information or opinion relating to certain items might also be published. These announcements should conclude with an explicit request for comment from all members of the University community.

7. The Steering Committee should publish an annual report to the University community. This report, to be published early in the academic year, should include a review of the previous year's Council deliberations (highlighting both significant discussions and the formal votes taken on matters of substance) and a survey of major issues to be taken up by Council during the coming year. Many of those issues will, of course, have taken the preliminary form of charges to Council committees (cf., recommendation #4); those charges, then, will be part of the annual report.

8. One representative of the A-3 Assembly should be added to the Council membership. This member would replace the current

A-3 observer. In addition, Council bylaws should be changed to add A-3 representatives to the Committee on Open Expression and Committee on Recreation and Intercollegiate Athletics. An A-3 representative ought to attend meetings of the Committee on Committees as warranted, and, when the Steering Committee consults constituencies in appointing ad hoc committees, it should consult with all appropriate constituencies.

9. The Council moderator should be made an official observer of the Steering Committee.

10. Because of the nature of its association with the administration, the Council Committee on Facilities ought to be redefined as an operating committee.

The work of the Senate Committee on the Faculty makes that of the Council Committee on Faculty Affairs generally redundant. Therefore, the Council committee should be abolished.

11. Whenever possible, chairpersons of standing committees ought to be selected from among members of Council. Chairpersons who are not Council members should continue to be invited to attend Council meetings.

12. Each member of Council ought to serve on at least one Council committee. At the very least, all committees ought to include at least one Council member.

13. Terms of service of up to half the members of each committee should be increased to three years.

14. All standing and ad hoc committees should be monitored by the Committee on Committees, on behalf of the Steering Committee, to assess their continuing usefulness. The Steering Committee should not be reluctant to abolish a committee which no longer seems necessary.

The scope and intentions of these recommendations are modest. A number of fundamental tensions are built inescapably into any deliberative mechanism based upon the assumptions underlying University Council. To begin with, student and faculty members of Council have other, preemptive concerns, and therefore do and ought to dedicate only part of their time to University governance. But this perfectly appropriate arrangement means inevitably that faculty and students will generally be unable to inform themselves in detail about the annual Council agenda.

A second cause of the inescapable tensions that will continue to trouble Council derives from the advisory nature of Council's resolutions. A precarious balance maintains between the president's statutory independence and the views of his or her constituents, as they are distilled through Council and other bodies. This is not a problem to be "solved," cleverly or otherwise, but a permanent fact of educational and political life at this university. The best the participants can do is deal with it candidly, maturely and in good faith. Council will not wisely insist on legislative prerogatives that do not belong to it. But, on the other side, the president will not systematically neglect Council's views. (Equally important, when the president does reject the advice of Council, he or she ought to make explicitly clear why.) And it must be emphasized that Council is often not the only source of advice to the president or even, on some questions (e.g., tenure), the primary one. Since the Council and such other bodies as the Faculty Senate are desirably independent of each other, their advice may differ and even conflict. Thus, accepting some of the advice he or she receives may perforce require the president to reject other advice.

No amount of procedural tinkering is going to eliminate many of the most basic sources of the discontent that Council's thoughtful observers have so abundantly documented. At the same time, this committee believes that Council will have a vital and continuing part to play in University governance, and that it can be made to do so with enhanced efficiency. The specific recommendations enumerated above are offered toward that end and in that spirit.

Council Review Committee

Ralph D. Amado (resigned December 12, 1978)

Steven C. Batterman

Michael Cohen

Peter Conn (chair)

Joseph F. Kane

Diane Kasrel

Claire Koegler

Barbara J. Lowery

James L. Malone

Janis I. Somerville

Bulletins

Lord Trevelyan to Speak at Annenberg School

Lord Trevelyan, British diplomat and chairman of the board of trustees of the British Museum, will lecture on *Toward A British Role in Foreign Affairs* at the Annenberg School of Communications, Tuesday, March 6, from 3 to 5 p.m. in the Colloquium Room. The lecture, arranged at the request of former ambassador to Great Britain and University life trustee Walter H. Annenberg, is sponsored by the Annenberg School, the International Relations Graduate Group, the Department of Political Science and the University Museum.

Credit Union Schedules Meeting

The University's Federal Credit Union will meet on Wednesday, March 21 at noon in Houston Hall. The credit union, open to all full-time employees of the University, pays six percent compounded quarterly on savings and six percent compounded quarterly on Christmas and Vacation Club accounts. For information call Ext. 8539, third floor, One University City, 4025 Chestnut Street.

Women and Folklore Is Theme for Conference

The Women's Studies Program, the Department of Folklore and Folklife and the Faculty of Arts and Sciences will sponsor a conference on *Women and Folklore*, Friday, March 23 through Sunday, March 25. Folklorist and anthropologist Elli Kongas-Maranda will give the keynote speech on March 23. Dr. Kongas-Maranda is professor of folklore at the Université Laval, Quebec City, and is on the staff of the *Centre des études sur la langue, les*

arts et traditions populaires des francophones en Amérique du Nord (CELAT).

The conference will feature panels and workshops, an exhibit of photographs and artifacts and a concert on March 24 with folksinger Hazel Dickens. For information write or call Women and Folklore Conference, Department of Folklore and Folklife, 415 Logan Hall/CN, Ext. 7352.

Stouffer Announces Resident Positions

Stouffer College House has openings for one faculty fellow and two graduate students. Compensation for the faculty position includes an apartment and five meals a week; for the graduate student positions, a room and five meals a week. To apply call Beverly Borg (Ext. 6827) by March 9.

For the Record

The executive board of the trustees will meet March 8, April 5, May 17, August 16 and September 6, *not* September 20 as reported in the February 6 issue of *Almanac*.

Please note that *Almanac* will not be published March 13, the week of spring break. Events that normally would appear under *Things to Do* March 13 will be listed March 6. *Almanac* will resume publication on March 20.

—The Editors

Mortar Board Alumni Sought

The 1978 chapter of the Mortar Board Senior Honor Society asks University faculty and staff who were members of Mortar Board at their undergraduate institutions to call Barri Bernstein, 349-9987, 2414 High Rise North/B8.

Summer Program in Israel Offered

Hillel and the Jewish Campus Activities Board invite Philadelphia area college students to apply for a Summer in Israel Program. Designed for undergraduates and graduate students visiting Israel for the first time, the program will provide an introduction to the country and its people. For brochures and information call Hillel, Ext. 8265.

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

Morris S. Arnold, professor of law, and **Dr. George L. Haskins**, A. Sydney Biddle Professor of Law, have been elected members of the Society for the Comparative History of Law and Institutions of the Socialist Republic of Roumania.

Dr. Joseph Eyer, lecturer in biology, received the John Kosa Memorial Prize from the *Social Science and Medicine* journal for his paper, "Prosperity as a Cause of Death," published in the *International Journal of Health Services* in 1977.

Dr. Marshall Fisher, assistant professor of decision sciences, received the 1977 Lanchester Prize as co-author of a paper, "Location of Bank Accounts to Optimize Float: An Analytic Study of Exact and Approximate Algorithms," which appeared in the April 1977 issue of *Management Science*. The Operations Research Society of America presents the award yearly for the best English language publication in the field of operations research.

Dr. Walter Isard, professor of regional science, received an honorary Doctor of Economics degree from Erasmus University of Rotterdam in November 1978, an honorary doctorate from the faculty of economic sciences of the University of Karlsruhe in February 1979 and a Founders' Medal from the Regional Science Association. The association awards this medal once every four years to someone who has contributed to the development of regional science.

Dr. Michael B. Katz, professor of education, history and public policy, received the Albert B. Corey Prize for his book, *The People of Hamilton Canada West: Family and Class in a Mid-Nineteenth Century City* (Harvard University Press), from the American Historical Association and the Canadian Historical Association. The two associations award the prize every other year for a book treating both Canada and the United States.

Dr. Richard A. McFeely, professor and associate dean of the New Bolton Center, received the Pennsylvania Veterinarian of the Year Award for 1978 from the Pennsylvania Veterinary Medical Association for his "outstanding contributions in veterinary

research, teaching and extension service regarding the food animal industry and particularly for his motivating of veterinary students to prepare themselves for large animal veterinary practice."

Ian L. McHarg, professor and chairman of the landscape architecture and regional planning department, was named an honorary member of the American Institute of Architects. He and 11 other members chosen this year will receive awards at the 1979 national convention in Kansas City, June 3-7.

Dr. Ruth Patrick, adjunct professor of biology at the University, limnologist and honorary chairman of the Philadelphia Academy of Natural Sciences, was one of five recipients of awards from the New York Botanical Garden. Patrick won the 1978 scientific award for her work in developing means to protect the purity of bodies of fresh water and for her biological studies of diatoms—microscopic shelled organisms that live in streams.

Dr. Ruben E. Reina, professor of anthropology and curator of the American section of the University Museum, has been appointed a member of the Committee in Anthropology, Commission on History, Pan-American Institute of Geography and History (1979-81).

Dr. Philip Rieff, Benjamin Franklin Professor of Sociology, was the principal speaker at the second of three Lionel Trilling Seminars for 1978-79 at Columbia University. His topic for the February 1 seminar was *Revelation and Repression: the Return of the Sacred in Freud's Theory*. Dr. James Cameron, Department of English, St. Michael's College, University of Toronto, and Dr. Christopher Lasch, Department of History, University of Rochester, also participated.

Dr. J. Sanford Schwartz, assistant professor of medicine and a Robert Wood Johnson scholar since 1976, was chosen by the American College of Physicians as a teaching and research scholar. He was one of five scholars to receive the award, which includes a three-year stipend to support teaching and research efforts. Schwartz will evaluate the costs and efficacy of medical technology and explore incentives influencing the behavior of physicians.

Dr. Russell P. Sebold, professor of Spanish and general editor of *Hispanic Review*, was awarded a fellowship for 1979-80 from the American Council of Learned Societies to research and write *Poética y técnica poética en España, 1680-1870*.

Dr. J. Thorsten Sellin, emeritus professor of sociology, received an honorary doctorate in jurisprudence, and **Dr. Lawrence Klein**, Benjamin Franklin Professor of Economics and Finance, an honorary doctorate from the Faculty of Social, Political and Economic Sciences, University of Brussels, Belgium, January 26, 1979.

Dr. Franklin B. Zimmerman, professor of music, has received a grant from the Public Committee for the Humanities in Pennsylvania to support a series of public presentations of seventeenth and eighteenth century music at the Free Library of Philadelphia during 1979. Zimmerman is musical director of the Pennsylvania Pro Musica.

Deaths

Fred M. Barnett (December 21 at 26), a student in the School of Dental Medicine.

Thomas J. Butera, Jr. (December 20 at 23), a student in the Faculty of Arts and Sciences and a sports columnist for *The Daily Pennsylvanian*. He died as the result of a heart attack.

Bernard McGlade (December 27 at 73), a gardener in the buildings and grounds department from 1948 until his retirement in 1970.

Joseph Reagan (November 19 at 66), a senior clerk from 1966 until his retirement in 1971.

Minnie M. Roche (February 4 at 76), a clerk-typist in the purchasing department from 1958 until her retirement in 1968.

Florence E. Stanley (November 3 at 73), a clerk in the purchasing department from 1954 until her retirement in 1971.

Dr. Robert Tauber (February 8 at 85) professor emeritus of obstetrics and gynecology. A chief surgeon at St. Luke's and Children's Medical Center for many years, Dr. Tauber invented several surgical instruments used today.

Dr. Samuel Wright (December 22 at 64), associate clinical professor of psychiatry at the University, a consultant with the West Philadelphia Mental Health Consortium and a senior attending staff psychiatrist at the Institute of Pennsylvania Hospital. A 1942 graduate of the medical school, he was a preceptor for resident-training at the University and the institute.

Pamela Zbehlik (January 16 at 18), a freshman in the Faculty of Arts and Sciences.

Openings

The following listings are condensed from the personnel office's bulletin of February 22, 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 (2-20-79).

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

Assistant Director schedules, coordinates and supervises staff and budget, edits and places news and feature material. Five years' professional experience in newspaper, radio and TV, or non-profit organization, extensive writing and editing experience. \$13,250-\$18,575.

Assistant Program Director (11-14-78).

Associate Director is responsible for coordinating, supervising and training personnel involved in editorial, creative, purchasing, budget and related management functions. College graduate, five years' experience in creative leadership position in college, university or non-profit organization, strong background in writing, editing and creative design areas. \$14,400-\$20,550.

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) grows cells; performs polyacrylamide gel electrophoresis, protein purification and radioimmunoassay (B.S. in biology or biochemistry, laboratory experience in cell culture or immunological techniques, tissue culture and immunobiochemistry). \$9,275-\$13,000.

Management Research Analyst (1-16-79).

Programmer Analyst I (12-5-78).

Programmer Analyst II (1-16-79).

Research Dietician (12-12-78).

Research Immunologist prepares pure protein and antibody fractions, develops quantitative measurements of IgE by radioimmunoassay or ELISA. Ph.D. and five years' immunological and biochemical experience. \$11,525-\$16,125.

Research Nutritionist (2-6-79).

Research Specialist (see *Research Investigator*—1-23-79).

Research Specialist I (two positions) (a) (2-20-79); (b) supervises laboratory, performs electron microscopy, oviduct surgery, spectrophotometry, photography, light microscopy, enzyme inhibitor assays, advanced microbiological testing (B.S. in biology or chemistry, graduate level coursework, three years' experience.) \$10,050-\$14,325.

Research Specialist II (1-30-79).

Senior Administrative Fellow (12-21-78).

Senior Systems Analyst (9-19-78).

Systems Analyst (2-13-79).

Staff Nurse is responsible for patient care in clinic relating to protocol treatment, dispenses experimental drugs and collects necessary data. R.N., five years' experience. \$9,275-\$13,000.

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

Part-Time

Nurse Practitioner (two positions—1-30-79).

Physician (two positions) provides general physician services for University students. M.D. Salary to be determined.

Support Staff

Administrative Assistant I (three positions) (a) (2-13-79); (b) (two positions—2-20-79).

Admissions Assistant (2-20-79).

Animal Laboratory Technician II (New Bolton Center) feeds and cares for calves, cats, dogs and other animals. Two years' college with major in animal science or veterinary technology. \$7,650-\$9,800.

Billing Assistant (1-16-79).

Cashier (9-12-79).

Clerk II files, types, sorts and posts data. High school graduate, two years' experience. \$5,800-\$7,400.

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

Communications Analyst (1-16-79).

Contract Accountant (2-20-79).

Delivery Clerk (2-6-79).

Duplicating Machine Operator I (2-20-79).

Editorial Assistant (2-6-79).

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

Facilities Coordinator (2-20-79).

Fellowship Assistant (position terminates June 30, 1979) prepares files, maintains personal contact with students, faculty and administration. High school graduate, five years' experience. \$7,150-\$9,150.

Library Clerk (2-13-79).

Parking Attendant (2-20-79).

Programmer I (10-3-78).

Project Budget Assistant maintains log of requisitions and charges, prepares periodic statements. Bookkeeping background and experience. \$7,150-\$9,150.

Receptionist (2-13-79).

Residence Hall Clerk (nine month position) performs public information services, maintains records. High school graduate, experience in related fields. \$6,700-\$8,575.

Research Laboratory Technician II (three positions) (a) (1-23-79); (b) (2-20-79); (c) assists in electroretinography experiments, routine animal care, general laboratory work (degree in animal technology, experience with animals). \$7,650-\$9,800.

Research Laboratory Technician III (seven positions) (a) (1-16-79); (b) (1-23-79); (c) (2-13-79); (d) (two positions—2-20-79); (e) (New Bolton Center) performs routine benchwork in hematology, clinical chemistry, urinalysis and parasitology (degree in medical technology, ASCP certification); (f) prepares isolated hepatocytes, involves use of hepatocytes for metabolic regulation studies (B.A. or equivalent, several years' laboratory experience). \$8,625-\$11,050.

Secretary I \$5,800-\$7,400.

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

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

Secretary IV (2-20-79).

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

Secretary/Technician, Word Processing does typing, dictation/transcribing, uses word processing equipment. High school graduate, experience. \$7,150-\$9,150.

Sergeant (11-7-78).

Technical Secretary (2-6-79).

Typist II (1-16-79).

Part-Time

Clerk prepares mailings, runs errands. Light typing, general office experience. Hourly wages.

Clinical Laboratory Technician does hematology, urinalysis, CFS and parasitology tests on veterinary samples. Experience, works independently. (Monday-Friday, 7-10 p.m.; Saturday and Sunday, 1-4 p.m.). Hourly wages.

Data Entry Operator is responsible for key entering and verification of alphabetic and numeric data. Experience on IBM 129 and 3742 data entry station. Hourly wages.

Electron Microscope Technician I (2-6-79).

Health Room Technician (1-30-79).

Research Laboratory Technician II (2-6-79).

Secretary (two positions—1-30-79).

Temporary Secretary (two positions—1-30-79).

Typist II (1-30-79).



The Collegium Musicum, Mary Anne Ballard, director, presents "Fantasia," a program of fantasias and canzone for viols, lutes and Renaissance wind instruments, March 2, 8 p.m., University Museum. Call Ext. 6244 for tickets.

Things to Do

Lectures

Alain Connes of the *Institute des Hautes Etudes Scientifiques* examines *Von Neumann Algebras, Foliations and the Index Theorem for Homogeneous Spaces of Lie Groups* in the Hans Rademacher Lectures in Mathematics series, February 27, February 28 and March 1, 3 p.m., Room A-6, David Rittenhouse Laboratory. § The Department of Oriental Studies and the East Asian Club study *Recent Archaeological Discoveries and their Significance for Our Understanding of Early China* with Robin D.S. Yates, Society of Fellows, Harvard University, February 28, 4 p.m., Room B-13, Fine Arts Building. § Dr. George F. Bass, president of the Institute of Nautical Archaeology, discusses *Excavating Shipwrecks on Four Continents*, March 1, 5:30 p.m., Rainey Auditorium, University Museum (sponsored by the University Museum and the Archaeological Institute of America). § *The Military* is the topic of a South Asia Seminar with Stephen P. Cohen of the University of Illinois, March 1, 11 a.m., University Museum. § The University's Department of Chemical and Biochemical Engineering and Drexel University sponsor a seminar with Dr. Paul McCormick of E.I. duPont de Nemours and Company, speaking on *Problems in Industrial Drying*, March 5, 3:30 p.m., Drexel University, Main Building, Room 341. § Les Brown, *New York Times* television correspondent, speaks on *Reporting the Changing Scene in Communications* in an Annenberg School colloquium, March 5, 4 p.m., Colloquium Room, Annenberg School. § Dr. Sally G. Kohlstedt of Syracuse University reviews *A Study in Public Science: the Natural Science Museum Movement, 1860-1900* in a Department of History and Sociology of Science colloquium, March 5, 4 p.m., Room 107, Edgar Fahs Smith Hall. § Dr. George Koelle of the Department of Pharmacology analyzes *Physiological Implications of Light Microscopic and Electron Microscopic Localization of Cholinesterase*, March 6, 12:30 p.m., physiology library, fourth floor, Richards Building, in a Respiratory Physiology Seminar. § Dr. Mohammad R. Chahida of Isfahan University, Iran, examines *The Neogene Sedimentary Basin in Central Iran and Its Relationship with Europe and the Indopacific Area*, March 6, 4 p.m., Room 104, Hayden Hall. § *The Predicament of Modern Poetry* is the topic of the Leon Lecture by Denis Donoghue, professor of English and American literature, University College, Dublin, March 6, 8 p.m., Auditorium, Annenberg School. § Dr. Regina Flesch of the Eastern Pennsylvania Psychiatric Institute discusses *Helping the Grief Stricken* at a Women's Faculty Club meeting, March 7, 12:15 p.m., Room C-34, Education Building.

Music/Theater

The La Mama Production of Shakespeare's *The Tempest* opens at the Zellerbach Theater, Annenberg Center, February 28 (preview February 27) and continues through March 11. For tickets, call Ext. 6791. § Penn Union Council's A Little Night's Music features *An Evening with the James Cotton Band*, March 1, 8 and 11 p.m., Houston Hall Cafeteria. Tickets (\$5.50) are available at the Houston Hall Ticket Agency. § Penn Players concludes its production of *The House of Blue Leaves*, March 1, 2 and 3. Call Ext. 6791 for tickets (students \$2, general admission \$3). § The Mask

and Wig Club performs *You Bet Your Assets*, March 1, 2 and 3, in the Theater of the Annenberg School. Call Ext. 6791. The club continues its cabaret performances at its clubhouse, 310 S. Quince Street, through March 31. Call WA 3-4229. § The Performing Arts Society Chamber Music Series features the *Guarneri Quartet*, March 3 and 4, 8 p.m., University Museum. For information call DA 9-0151.

Films

The School of Medicine's Medicine in Cross-Cultural Perspective series shows Frederick Wiseman's documentary *Titicut Follies*, February 28, 5:30 p.m., West Auditorium, Medical Education Building. § Agnes Varda's *Women's Answer*, Bob Aibel and Lynn Fagan's *Nancy, Henri and Elizabeth* and Frank Simon's *The Queen* are the Annenberg School Exploratory Cinema selections, February 28, 7 and 9:30 p.m., Studio Theater, Annenberg Center (students \$1, general admission \$2). § The International Cinema series offers Aleksandar Petrovic's *I Even Met Happy Gypsies* (March 1, 7:30 p.m.; March 2, 4 and 9:30 p.m.) and Jon Jost's *Angel City* (March 1, 9:30 p.m.; March 2, 7:30 p.m.), International House (evening \$1.50, matinee \$1). § *Doctor Zhivago* (March 2, 8 p.m.) and *Sex Madness (They Must Be Told)* (March 2, midnight) are the Penn Union Council films, Irvine Auditorium (\$1, midnight 75¢). § The Science Fiction Club shows *The War of the Worlds* and *The Day The Earth Stood Still*, March 3, 7 p.m., Fine Arts B-1 (\$1). § The University Museum's Children's Film is *Where the Red Fern Grows*, March 3, 10:30 a.m., Harrison Auditorium. § The University Museum's Sunday film is Max Ophuls's *Caught*, March 4, 2:30 p.m., Harrison Auditorium. § Annenberg Cinematheque features Kon Ichikawa's *Conflagration* (March 3, 7 p.m., March 4, 9:30 p.m.) and Jean-Luc Godard's *Sympathy for the Devil* (March 3, 9:30 p.m., March 4, 4:30 and 7 p.m.), Studio Theater, Annenberg Center (students \$1.50, general admission \$2.50).

Sports

Women's Swimming: Penn competes with Trenton State at Sheerr Pool, February 27, 7 p.m. § **Women's Basketball:** the team plays LaSalle at the Palestra, February 27, 7 p.m., and Villanova at Villanova, February 28, 6 p.m. § **Women's Gymnastics:** Penn takes on Temple and Maryland at Temple, February 28, 4:30 p.m. § **Men's Fencing:** Penn plays Harvard at Weightman Hall, February 28, 7 p.m., and Cornell at Cornell, March 3, 2 p.m. § **Men's Swimming:** the team swims in the EISL at Harvard, March 1-3. § **Women's Fencing:** Penn meets Temple at Temple, March 1, 4 p.m., and Cornell at Cornell, March 3, 2 p.m. § **Men's Basketball:** Penn plays Yale at the Palestra, March 2, 6 p.m., and Brown at the Palestra, March 3, 7 p.m. § **Women's Squash:** Penn competes in the U.S. National Intercollegiate at Wesleyan, March 2-4. § **Men's Squash:** Penn plays in the ISA Championships at Army, March 3-4. § **Men's Indoor Track:** the team races in the IC4As at Princeton, March 3-4. § *For information on all Penn sports events, call Ext. 6128.*

Mixed Bag

Registration for spring **Recreation Classes** continues through March 2, noon-4 p.m., Room 202, Hutchinson Gym. § The **Faculty Club** displays the sculpture of Cheryl Aaron and Jill Sablosky and the graphics of Hitoshi Nakazato now through March 23 (opening reception February 27, 4:30-7 p.m.). Faculty Club. § The University Museum Lunchtime Lecture series offers guided gallery tours of *Ancient Writing Systems*, February 28, 1 p.m., University Museum (members free, non-members \$1). § Pamela Williams of the folklore and folklife department is the featured speaker at a workshop on *The Goddess and the Witch: Depictions of the Feminine in Art from Ancient Times to the Renaissance*; (sponsored by the Women's Studies Program), March 1, 12:30-2 p.m., 106 Logan Hall. § The **Levy Tennis Pavilion** sponsors a tennis exercise and instruction class March 5-21. Call Ext. 4741 for information (three-week session: \$60). § The Morris Arboretum's short course series focuses on the **History of Landscape Architecture**, March 5-26, 7-9 p.m. (members \$20, non-members \$25). Call CH 7-5777. § **Donate blood**, February 27, Hill House, 11 a.m.-6 p.m. and March 6, Dental School, 11 a.m.-5 p.m. (sponsored by the **Blood Donor Program**).

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