

# Almanac

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*Meshach Taylor and Lionel Smith (left to right) share a prison cell in The Island, Athol Fugard's play about two South African political prisoners, at the Annenberg Center through April 8.*

## FCC Denies WXPB Petition for Reconsideration

The Federal Communications Commission has denied the University's petition for reconsideration of the commission's decision of October 27, 1978 to deny the license renewal application of WXPB-FM, the student-run radio station on campus. (See *Almanac*, October 24, November 7 and November 14, 1978.) While the FCC informed the University of its decision on Friday, March 30, the opinion has not yet been released. According to President Martin Meyerson and General Counsel Stephen B. Burbank, the University has 30 days from the issue date of the commission's opinion to determine what, if any, legal action is appropriate. The station may continue operations for 60 days from the date of the opinion, or if judicial review is sought until 30 days after a final court decision is reached.

"Counsel has informed me that the commission found 'premature' the University's request for waiver of the rule that would normally prevent it from filing a new application for one year as well as its request for interim authority to operate the station," Meyerson said.

"I am obviously very disappointed by the news of the commission's action," he continued. "Once I have received a copy of its opinion, my associates and I will undertake a deliberative process to decide the best course of action from this point."

## Alert: Rubella Outbreak Reported

A number of cases of rubella (German measles) have been identified among our students. Rubella is a viral infection with a mild disease, the most obvious manifestation of which is a rash. Ordinarily this disease has little significance, except to the pregnant woman in whom it may cause fetal abnormalities.

Our experts in infectious diseases have advised us that those women who are pregnant should ask their physicians for a rubella antibody test if they have been exposed to a case of rubella or if they come down with a rash. Non-pregnant women who contract the disease normally have no problem. If they wish to ensure protection for the future, however, they should be aware that there is a vaccine available against rubella. Women seeking the vaccine must be screened for pregnancy. Women vaccinated against rubella must

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not become pregnant for three months thereafter and should, therefore, be on a medically accepted program of contraception.

The University is making the vaccine available to women students, faculty and staff. A blood serum pregnancy test is required before administration of the rubella vaccine as the vaccine may be harmful to a fetus. Non-pregnant women who wish to ensure protection for the future will be given the vaccine if their tests indicate that they are not pregnant.

This service will be offered from 8-9:30 a.m. *only* on the following days: Friday, March 30 and Monday-Friday, April 2-6. University faculty and staff women should report to HUP Employee Health (ground floor Ravdin, entrance through the Silverstein lobby) and students to Student Health. Women will be told at the time of the test when to return for the vaccine.

Students will be covered for the test and vaccine by Student Health; faculty and staff will be required to pay at the time of the test a fee of \$10, which represents cost.

Any questions concerning the above should be directed to Student Health, 662-2850, between 9 a.m. and 4 p.m.

—Omar D. Crothers, M.D., Acting Director  
of Student Health Service

Thomas W. Langfitt, M.D., Vice-President for Health Affairs  
Philip G. Mechanick, M.D., Acting Vice-Provost  
for University Life

If you are in the first six months of pregnancy and have not been vaccinated for rubella, you must immediately see your doctor to be tested for immunity. If you are not immune, and have certification to that effect, you are urged to take sick leave at once. The usual incubation period is about three weeks. At the end of that time you may safely return to work unless otherwise notified.

—Gerald L. Robinson, Executive Director of Personnel Relations

## Trustees, Council Meetings Scheduled

The executive board of trustees will meet on Thursday, April 5 from 3 to 4 p.m. in the first floor Conference Room of Van Pelt Library. The provost's report will include a resolution on administrative appointments.

The University Council will meet Monday, April 9 from 3 to 5 p.m. in the Council Room of the Furness Building. The agenda features a continuation of the discussion of the report of the Council Review Committee.

## Reminder: Religious Holidays April 12-13

Provost Vartan Gregorian wishes to remind the faculty and students that no examinations should 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.

Some students may wish to observe the last two days of Passover (Wednesday, April 18 and Thursday, April 19). The religious holidays policy (see *Almanac*, February 20, 1979) does not prohibit examinations on these days, but make-up examinations must be provided for students who miss examinations because of observance of religious holidays. Students who expect to miss examinations on these days should make appropriate arrangements with their instructors immediately.

Passover begins at sundown, Wednesday, April 11 and ends at sundown, Thursday, April 19. The traditional *seder*s take place on Wednesday and Thursday nights, April 11 and 12. Restrictions on work, including writing, are in effect during the first two and last two days of the holiday. The four middle days (April 14-17) do not carry these restrictions.

## News Briefs

### Center for Art and Symbolic Behavior Formed

A new Center for the Study of Art and Symbolic Behavior will focus on the interdisciplinary study of the arts, language, literature and other forms of symbolic behavior and will encourage the exchange of ideas between the humanistic and social-scientific disciplines. Drawing faculty members from the anthropology, art history, communications, folklore, linguistics, music, sociology and psychology departments, the center will sponsor a residence program for junior fellows and senior scholars, seminars and lectures by visiting scholars, research projects and workshops for non-academic participants interested in applying such research to their own fields, colloquia, conferences and publications.

According to Barbara Herrnstein Smith, professor of English and communications and the center's director, topics to be studied include the social and psychological functions of art; the ways speech, literacy and other symbolic skills are learned and transmitted; and the relation among aesthetic forms and values in different cultures, classes and ethnic groups. Serving on the center's governing board are Dan Ben-Amos (folklore and folklife), Larry Gross (communications), Leonard B. Meyer (Benjamin Franklin Professor of Music) and Gerald Prince (Romance languages). A grant from the National Endowment for the Humanities will partially fund the center's first year of operation.

### Albee Directs Albee at Annenberg Center

Pulitzer Prize winner Edward Albee will visit Penn April 17 through April 22 as part of his 40-week tour of American universities and theaters. Albee's six-day engagement at the Annenberg Center will feature eight of the playwright's one-act plays, all directed by Albee: *The American Dream* and *The Zoo Story* (April 17-19 and April 21), *Fam and Yam*, *The Sandbox*, *Box* and *Quotations From Chairman Mao Tse-Tung* (April 20 and April 22) and *Counting the Ways* and *Listening* (April 19 and April 21). Albee will speak at two InterActs discussions—at the matinee on April 19 and the evening performance on April 20. For reservations and information call the box office at Ext. 6791.

### Editing and Publishing Program Offered

A new Editing and Publishing Institute will help train students planning to enter those fields. The program, offered by the College of General Studies in collaboration with the Department of English, will run from May 22 to June 28. Paul J. Korshin, associate professor of English, will direct the institute. Morning sessions will feature visits from professionals in the publishing world, while afternoon sessions will focus on editorial training. Because the program provides course credit for an undergraduate course, English 150, University employees will be eligible for the tuition remission benefit for the course portion of the institute fee. For information call CGS at Ext. 7326 or Paul Korshin at Ext. 7348.

### Parsons Donates Collection to Library

Coleman O. Parsons, author of *Witchcraft and Demonology in Scott's Fiction* and professor emeritus of English literature, has contributed 327 volumes to the University Library. Among the volumes donated by the bibliographer and scholarly collector are early English translations of classical authors and editions of eighteenth-century English literature, Scottish literature and early nineteenth-century literature. Twelve volumes are seventeenth-century imprints, and 49 are eighteenth-century. Two of the older books are the *Historie of Twenty Roman Caesars* by Herodian of Alexandria, published 1635 (the oldest), and the *Mowing-Devil: or strange news out of Hartford-shire*, a five page pamphlet published August 22, 1678. Among the eighteenth-century books are the third edition of Oliver Goldsmith's *The Vicar of Wakefield*, London, 1766, published the same year as the first edition; James Beattie's

*Scoticisms*, arranged in alphabetical order, designed to correct improprieties of speech and writing, Edinburgh, 1787; and *A Collection of Gaelic proverbs, and familiar phrases*, to which is added *The Way to Wealth* by Dr. Franklin, translated into Gaelic, Edinburgh, 1785. The third edition of Thomas Campbell's *Gertrude of Wyoming*, London, 1810, a lengthy poem dealing with an Indian raid on Wyoming, Pennsylvania in 1778, was also among the books received. Parsons will speak on book collecting on April 10 at 4 p.m. in the Rosenwald Gallery of Van Pelt Library.

### HERS Schedules Spring Conference Here

HERS (Higher Education Resource Services), Mid-Atlantic and the University of Pennsylvania will sponsor a leadership and management conference for women administrators, Sunday, April 29 through Tuesday, May 1 at the University. Women as leaders and human resources will be the focus of the conference. Speakers include Mary Rowe, special assistant to the president and chancellor for women and work, Massachusetts Institute of Technology; Lee Salamon, executive assistant to the president at the University; and Marilyn Morgan, assistant professor of management at the Wharton School. The conference fee is \$125, and registration deadline is April 16. For information call Ext. 5425.

### McFall Named News Bureau Chief

Edward J. McFall, UPI bureau manager in Philadelphia since 1966, will become associate director of communications and head of the news bureau on April 15. Ron Hurt, who directed the news bureau for the last year, left Penn to assume the post of assistant director of publications at Temple University. McFall graduated from Temple in 1954 and has worked with UPI for 27 years. He plans to continue as a part-time journalism instructor at Temple.

### New Athletic Director Search Panel Formed

Provost Vartan Gregorian has formed a consultative panel composed of faculty members, coaches and students to advise on the appointment of a new director of recreation and intercollegiate athletics. The original search committee was disbanded on February 23 as a result of what Gregorian called "serious breaches of confidentiality." Andy Geiger resigned as Penn's athletic director in December to accept a similar post at Stanford.

Lawrence Klein, Benjamin Franklin Professor of Economics and Finance, will chair the panel. John DeCani (statistics), Leena Mela (physical biochemistry), Howard Mitchell (1907 Foundation Professor of Human Resources and Management), Roland Frye (Schelling Professor of English) and David Rowlands (pathology) complete the faculty membership. Kathy Lawlor, coach of the women's swimming team, and Al Molloy, coach of the men's squash and tennis teams, will serve on the panel, as will three students, not yet named.

### Good Friday Holiday, April 13

Good Friday, April 13, 1979, will be observed as a holiday for all administrative and support staff personnel in accordance with University policy.

Support staff personnel required to work on the holiday are compensated at the holiday rate, i.e., the employees' regular daily pay plus one and one-half times their regular hourly rate for all hours worked.

For employees covered by collective bargaining agreements, the applicable provisions of each agreement shall govern.

Classes are not canceled on Good Friday. According to the policy promulgated by the provost and printed "Of Record" in *Almanac*, February 20, 1979, examinations may not be given and no assigned work may be required on that day. For further details of that policy as it affects the academic program, faculty are referred to *Almanac*.

—Gerald L. Robinson,  
Executive Director of Personnel Relations



# South Africa, the University and Divestment

*In January the Trustee Committee on University Responsibility reaffirmed its opposition to the apartheid policies of the South African government and stated its continued support of the Sullivan Principles. (See Almanac, January 23, 1979.) At its meeting February 28, Council passed a resolution that would have the University "urge all companies in which it has holdings to adopt the amplified Sullivan Principles" and would further have the University divest itself of holdings in companies not adopting the principles or their equivalent. (See Almanac, March 6, 1979 for full text of the resolution.) Since investment policy is set by the trustee investment board, the resolution represents Council's recommendation to the administration and the trustees. The full text of the amplified Sullivan Principles appeared in the January 30, 1979 issue of Almanac.*

*The Trustee Committee on University Responsibility and the University Council Steering Committee jointly sponsored a discussion on University investments in South Africa on February 26. The fact-finding meeting attracted more than 50 people, mostly students. Speakers addressing the issue were Ernest J. Wilson III, lecturer in political science; Bary Sirmon, a South African graduate student in the history department; Richard Bissell, managing editor of Orbis; Thomas Dunfee, associate professor of legal studies; Marshall Blume, professor of finance; Bernard E. Anderson, associate professor of industrial research, currently on leave as director of the social sciences division of the Rockefeller Foundation; Russell Brooks and Mark O'Brien, undergraduates representing the Committee on Divestment; and Duane Thompson, chairman of the Undergraduate Assembly Investment Study Group. Excerpts from the proceedings of the meeting appear below.*

## Historical and Political Themes

South Africa is a complex and in many ways unique country whose very tangled and discordant history is sometimes difficult for outsiders to appreciate. Nevertheless, there are certain themes, certain historical and political continuities which emerge quite sharply. These themes, as much as the tortured complexities and details of its 300-year history, are what make the Republic of South Africa stand out internationally as a contemporary symbol of oppression and the denial of those human rights which Americans hold to be fundamental and inalienable.

The first theme is the existence of a structure of domination within South Africa which is based upon the separation of the races, a segregation enshrined in the laws and judicial system of the country. At the top, 4,160,000 whites, or 16.7 percent, of the population control all of the institutions of political, economic and social power through which they have been able to conquer and dominate 17,747,000 Africans. Between the whites on top and the dominated blacks on the bottom are two additional groups, those of Indian and Asian descent, numbering 709,000, and 2,306,000 people of mixed blood called coloureds. The domination of the African majority by the white minority is achieved through the minute control of every aspect of black life. There are two principal mechanisms for this domination. The first aspect is apartheid. This set of policies, which literally means "apartness," restricts the life of the African at the workplace and in his daily comings and goings. It is a form of minutely detailed segregation which operates in those areas of the country which are officially reserved for whites. This includes severe restrictions limiting blacks to non-skilled jobs, or those jobs which are supervised by whites. The second mechanism for control is the institution of the bantustan. Bantustans are the areas of land which the white population has set aside for blacks to live on. Ten in number, they are usually on the worst land, and are "dumping grounds" inhabited by women, the very young and the very old, while the able bodied men work in the mines and factories located in the white-designated areas.

The second major theme concerns the *dynamic* which has been generated within this structure of domination. Since the Second World War the economic, political and social conditions of blacks relative to whites have demonstrably worsened. This stark fact stands in opposition to our expectation that as industrialization proceeds living conditions and democratic rights will tend to improve. In South Africa this has not been the case. Political rights have been more narrowly circumscribed. Citizenship in South Africa has been effectively eliminated for blacks, who are now thrown back into the reservation-like artificial "homelands." Wage levels relative to whites have declined. For example, the real cash earnings received in the key South African industry of mining has increased by only one percent between 1911 and 1969 for blacks, while for whites it has increased by two-thirds. Important for our

purposes is to recognize that this kind of dynamic, increasingly discriminatory pattern has occurred at the same time that *foreign investment from the United States, West Germany and Britain has dramatically increased.*

The final theme to keep in mind is that the blacks are constantly resisting the conditions of their oppression in South Africa. They are not pushing, in most cases, for "equality" within the repressive system as it now exists, but the elimination of these repressive structures and the building of a new, more genuinely democratic society. One of the things that many of these groups are calling for is an end to foreign investment in their country. They argue that the continued activity of foreign firms serves only to increase the strength of the apartheid regimes. They argue that even though blacks will bear the burden of a divestment campaign, they are willing to suffer short-run dislocations in order to hurry the collapse of the racially based political system:

"The economic boycott of South Africa will entail undoubted hardship for Africans. We do not doubt that. But if it is a method which shortens the day of blood, the suffering to us will be a price we are willing to pay. In any case, we suffer already, our children are often undernourished, and, on a small scale (so far), we die at the whim of a policeman." —*The late Chief Albert J. Luthuli, Nobel Prize winner and president of the African National Congress.*

—Ernest J. Wilson III

## Implementing the Sullivan Principles

The first point I would like to make is that divestment presents American corporations with a very clear-cut decision. In 1977-78 legislation was passed which prevents multinational corporations from withdrawing their capital investment from the country. It further goes on to prevent any profits that have been reinvested in South Africa by those corporations from being withdrawn. Unless the corporation had in fact withdrawn those profits... by the end of the 1977-78 financial year, such profits will remain in South Africa *ad infinitum*. American corporations now in South Africa may withdraw their yearly profits; in other words, the profits made from the 1977-78 financial year can be withdrawn. However, if they are not withdrawn, and they are left in the country, then those profits may never again be withdrawn. In other words, they must remain in South Africa unless they are withdrawn at the end of each year. There is a host of technical data that has gone along with these regulations to try and prevent companies from boosting their profits for any particular year... through portfolio swaps and so forth and trying to get the money out in other ways. Undoubtedly there are some loopholes in this, and undoubtedly such loopholes are taken advantage of. But essentially the major amount of capital that has been invested in South Africa cannot be withdrawn. And when we speak of divestment we are speaking about a clear-cut issue of losing large sums of money in trying to withdraw or divest

from South Africa. The other option is continuing to operate in South Africa and withdrawing yearly profits or reinvesting yearly profits, whichever the case may be.

The next issue I want to address is that of the Sullivan Principles...

I believe that the Sullivan Principles provide a very good starting point for bringing about change in South Africa, but the fact is that the way in which you Americans interpret them and the way you perceive them as operating is entirely different from the way that I as a South African or my fellow South Africans would...

The first principle reads: *Non-segregation of the races in all eating, comfort and work facilities.* This is against the law. Recently there were some minor digressions made and a few of the larger international hotels in the larger cities of South Africa were made multiracial and could then cater to an international, multiracial clientele. The numbers are, I think, around the 20-mark. For the corporation to provide non-segregated facilities they would first have to apply for permission from the Ministry of the Interior. Then there is a law that states that corporations have to provide segregated facilities whether or not they provide desegregated ones. So that in providing segregated facilities, they would have white toilets in restaurants, black toilets in restaurants and desegregated toilets in restaurants, provided they obtain permission to do so. The social constraints on both black and white South Africans... are such that there would probably be two white toilets and one black as opposed to one white and two black. Personally, I do not see it as very possible that such facilities would be truly integrated. There is no way that a company or corporation could forcibly integrate such facilities within their own industry.

The second principle reads, *Equal and fair employment practices for all employees.* Three and four are also linked to that so I will go through those as well. The third principle reads, *Equal pay for all employees doing equal or comparable work for the same period of time.* The fourth is, *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.* Now again, in terms of an American understanding, these would be illegal. Nevertheless, as a South African I would say to you that they can be implemented legally; but then I am using a South African rationale for this. Equal and fair employment practice for all employees is quite conceivable, provided that that happens within jobs created for blacks. That is, blacks will receive fair employment practices within the jobs that are reserved for black people, and whites will receive fair employment practices within the jobs reserved for white people. So that point two is essentially quite implementable.

As for principle three, well, again, no blacks do the work that whites do, and no whites do the work that blacks do, by legal definition. And so we obviously pay people an equal amount of money for an equal amount of work. The fact is, however, that South Africa suffers from a relatively large shortage of technical artisans and personnel and so forth, and therefore we are forced to employ many black, Asian and colored people in the sphere of mechanics, plumbers, bricklayers and so forth.

However, I, as a director of a company, cannot employ a black within the white area, as a mechanic... When I employ a black as a mechanic, I write down his position in the books as an *assistant mechanic*. He can be a mechanic in the homelands—there are very few garages in the homelands, but nevertheless he can be a mechanic there. And he can be a bricklayer for a construction company in the homelands; again there are very few construction companies in the homelands. But he cannot be a qualified mechanic, he cannot be a qualified bricklayer within the white area. He can be employed as an assistant mechanic, even though he has a certificate saying he is a mechanic, but the fact is that he cannot be employed legally as a mechanic.

There is also a law which provides that if you have a garage, you must have mechanics. Therefore you have to employ at least one mechanic on the floor of the firm, and that mechanic will obviously be white because only whites can be employed as mechanics in the

white area. This is not to say that the black assistant mechanic will not do the work of a mechanic. It is quite conceivable that nearly all of the black assistant mechanics will be doing the work of qualified mechanics. It is quite conceivable that some of them would be qualified mechanics. They would nevertheless be listed as assistant mechanics and would have a white mechanic in a supervisory position over them. Now the way I see this point as being implemented is that within the black areas blacks can be employed as mechanics and in managerial positions. And it is quite fair, in South African terms, that whites should have the same privileges in white areas...

As for the fourth principle, there is nothing preventing the companies from initiating these training programs, and some of them do; and they can, in fact, train blacks to be mechanics and give them certificates to be mechanics, artisans, or whatever kinds of skills they may be training to do. However, once they have been given that certificate, that certificate can only be used in the black area if the man wants to work in his qualified profession. If a black man continues to work in the white area, he cannot be employed—using the mechanic as an example. So in point four we see that there is scope for programs for training black people, but once they have been trained they cannot be used in that capacity... Although I must say that the companies are expanding and broadening the programs, that increasing the black enrollment is quite conceivable.

Principle five: *Increasing the number of blacks and other non-whites in management and supervisory positions.* This can only be done in the black areas. Or it can be done in positions in which blacks have authority over other blacks, i.e., positions in the reservations, in townships that surround the white cities. It can only be done in personnel management where you can promote blacks to managerial positions in black personnel. You cannot promote them to the same positions in white personnel or financial management of a white firm, etc., etc. Essentially in my terms we can implement this point, provided we implement it within the [black] area. This legislation is commonly known as the Job Reservations Act...

The most important people in South Africa are probably the white labor unions. They are the people the Nationalist Party initially obtained its support from, and certainly it still obtains the majority of its support from the so-called white working and the white agrarian class, which are mostly Afrikaans. If they were to change this law and make it legally possible for firms to employ blacks in the professions they are qualified for, I have no doubt that they would be voted out in the next election. The Nationalist Government is responsible to the white electorate, and the white electorate do vote. And therefore the Nationalist Government has to follow the ideals and policies that the white electorate has given it a mandate for. And the policy that the white electorate has given it a mandate for includes as a cornerstone job reservations. And it has been explicitly stated by Vorster... and his predecessors that the job reservations must stay. It is part of apartheid, it is part of the legislation that revolves around apartheid, and it cannot be withdrawn without basically changing the whole system, without eradicating apartheid as a political system.

There is one more point. Principle six reads, *Improving the quality of employees' lives outside the work environment in such areas as housing, transportation, schooling, recreation and health facilities.* Firstly, blacks can't own land in the white area, so that whatever improvements that are made in the black areas or in the townships are not theirs... The land is all white land—it cannot be owned by black people. Any housing that is bought for blacks is restricted purely to the walls and the roof. They cannot own the land on which such improvements might be made. To do any of this kind of improvement, the corporations would have to receive permission from the government to go into the townships or black reservations. They need permits—no white can go into any township or reservation without a permit. And we as students found it... impossible in '75 and '76 to get permits to go into these areas, one of the reasons being political instability within the townships and the repercussions that have come from that. Also, the improvements that may be necessary, that the corporations may



want to do in such areas as housing, schooling, transportation, health facilities, would have first to be approved by the South African government and passed by the Ministry of Bantu Administration. And this in itself would place severe restrictions on just what companies could do and how they could go about doing it—in other words, any kind of improvement that is seen as beneficial by the South African government, and I sincerely think that, considering their record to date, I have my doubts as to how effective this kind of provision would be.

That really ends what I had to say about companies actually divesting, the problems they face, which is a very severe problem if you are running a corporation.... And in terms of the Sullivan Principles how, in American terms, these really are not implementable in South Africa. The way in which they have been designed and conceived I don't have anything against, and I think Americans can only see these principles as being beneficial. But when it comes down to implementing them within a South African context, it is impossible to do so within the American conception of them. Now within the South African conception of them, these can be done, and they certainly probably are done. But there is a vast gap, a vast difference between the way in which they were meant to be implemented and the way in which they have been implemented, and the way in which they could be implemented in the future by any country which may subscribe to them.

—Bary Sirmon

## The Parameters of Corporate Responsibility

The particular perspective that I bring will be from the viewpoint of the trustees of this university.

I can personally decide that I will not buy products from South Africa. I can personally decide that I will not invest in companies that have subsidiaries in South Africa, and I do not have to account to anyone, not even my children, for that decision. However, the trustees of this University, or any other University, are not in the same position. They have an obligation to the University entity, and it is an obligation that they cannot delegate; they have both a legal obligation and a personal obligation stemming from their role as a trustee. So the basic question is what is the duty of the trustees, how can they consider the context of the question of investments in South Africa within the context of that duty? I think we need to divide the trustees' function into two parts. One is the function where they direct the University's role as a trader, that is in the buying and selling of securities. The second aspect of their role is when they direct the University as a shareholder, and the exercise of shareholders' rights. I'd like to focus first on the trustees' role in regard to buying and selling stocks.

I think that it is quite clear that it is the primary obligation of the trustees to consider investment security and return. The question then is, may they consider other factors? You can point to a number of other universities that have said yes, they may consider other factors, and in fact the University trustees have taken the position that they may consider other factors. In October 1972 the trustees passed an investment guideline that summarized the non-financial factors that the trustees felt it would be appropriate to consider. In regard to the University's role as a trader, the trustees indicated that they would either sell the stocks of a company or refuse to buy the stock of a company which might be considered, "on balance, unconscionable." Now that is, in my opinion, a very narrow standard. I think that it would be difficult to characterize any major American corporation as "on balance, unconscionable." And I will later suggest that perhaps it would be possible to expand this definition to consider other factors.

Well, if it is possible to consider factors beyond unconscionability, what other factors might be appropriate?

I'd like to suggest two. One is general principles of humanism. I think that this university is a humanistic institution, it stands for certain humanistic principles, and I think it would be appropriate for the trustees to consider such principles in their role in directing the University's investments. The second is that the University has a particular societal role, and I think that also could be considered.

Then if we were to propose that the trustees broaden their standard, to consider both the University's role and humanistic criteria, how then does this relate to the question of divestiture of holdings in South Africa? I think to consider that we first have to know a couple of facts. One is that I think the case can be made that apartheid is not consistent with the humanistic principles of the University, and that it is appropriate to consider this. A second factor is the fact that virtually every American corporation—this is a sentence from the Investment Responsibility Research Center—"virtually every major American corporation has some sort of involvement with South Africa." We might also note that American investment in South Africa has increased. Further, that South Africa has been described as the Saudi Arabia of mineral wealth. One consequence of that is that I suspect it is a reasonable proposition that every person in this room has purchased something that has a component that has come from South Africa. If you have a bumper on your car, or jewelry made of gold or silver, or components of your watch, so on and so forth. These facts have to be considered in determining how the University trustees might consider what they might do in regard to the question of investments in companies that have subsidiaries in South Africa.

There are a wide variety of options that are available to the trustees. I will suggest just a few. One is that they might establish a pre-set policy of not purchasing the stocks of companies with subsidiaries in South Africa. They might have a pre-set policy of selling stocks of companies that they presently hold that have subsidiaries in South Africa. They might have a pre-set policy that they will not hold securities in companies that have not endorsed the Sullivan Principles. They might develop instead an *ad hoc* approach, that they would attempt to evaluate the impact of American companies in South Africa to come up with a finer assessment of the nature and character of the relationship between the company and South Africa.

Well, under the current standards, the unconscionability test, it would seem to me that it would be reasonable to conclude that the University could not consider this.

If, instead, a broader standard is adopted that includes the humanistic and societal role criteria, then how might that apply? I think that it would be, even then, and I am venturing my own opinion, difficult to sustain the view of absolute divestiture of stocks of companies that do business in South Africa for the following reasons.

In the first place, any consideration of non-financial criteria of a humanistic standard must then involve the University taking a step that has a reasonable relationship to their goal. And if they are concerned with humanistic principles and do not sort among American companies in terms of their involvement with South Africa, I think you might have difficulty in showing this reasonable relationship.

Secondly, I think that such a policy might well have ironic results. For example: the University would decide to sell the securities, would decide to sell the stock of a company that has a subsidiary in South Africa. Then, in going to reinvest this money, it reinvests it in a company—one of the 5,500-plus American companies that do business in another connection in South Africa—that is selling through an agent some sort of computer service that is being used by the police in South Africa. So this arbitrary division has to be tested under a standard of reasonableness in terms of the goal.

My conclusion in regard to the role of the University as a trader is that the language should be broadened—it should include humanistic and societal role criteria—secondly, that on an *ad hoc* basis the nature and character of the American companies involved in South Africa should be evaluated. There are services that provide information of this sort.

O.K. Let's turn now to the second role of the University, and that is as a shareholder. Here there are again several different strategies that the University could follow. These relate to their voting on shareholders' resolutions, secondly, introducing shareholding resolutions and thirdly, communicating directly to management.

Again, in the trustees' actions in this area, they must consider investment security and return as a component of their decision. But again, I think in regard to their role as a shareholder, it is appropriate for the University to consider broader criteria. This is reflected to some extent in the trustees' 1972 resolution. Their standard for considering non-financial criteria in this context is as follows: "If the proposal is unconscionable the University will not support it or vote against it," rather than the corporation as a whole on balance being unconscionable, or if the proposal itself is illegal. That again is a very narrow standard, and I think it could have an ironic application in the context, for example, of a shareholders' resolution advocating the Sullivan Principles.... I think we should look for a moment at the role of the shareholder. There have been quite a number of shareholders' resolutions relating to American firms' involvement in South Africa, and they invariably lose. There are vast numbers of shareholders who are antagonistic to or indifferent to the position that I think many of you hold on this issue. If those institutions which are humanistically concerned pull out under a policy of divestiture, that reduces the support that would be available for shareholders' resolutions that might result in a modification of management practice in South Africa. It is true that very few shareholders' resolutions ever pass that relate to non-financial factors. In 1977, 114 out of 114 shareholders' resolutions were defeated....

Well, if you get three percent of the vote you can bring it up again. And there have been a number of situations where three to five percent of the vote was obtained on shareholders' resolutions, and management, seeing the resolution coming up for a third time, decided to change its practices. In fact, you can point to some instances where this has happened in regard to South Africa. Thirty-two shareholders' resolutions were introduced relating to corporate policies in South Africa. Five of those resulted in a compromise in which management agreed to change some of its practices in response to this effort. So I think consideration should be given to the University's role as a shareholder and to the possible impact that that might have on questions of this sort.

## **The Financial Impact of Divesting** —*Thomas Dunfee*

Before getting into the costs of divestment, I think we should examine what the purpose of divesting is. I recall St. Jerome wrote the following: "Avoid as you would the plague a clergyman who is also a man of business." He did that. He went up into the caves and provided us with the Vulgate, a very useful document. But he avoided contact with people he didn't like. Now we could do the same thing with divesting and take a nihilistic, a negative view and just not associate with South Africa. I think, however, from the discussion that has gone on before me, we are really worried about a positive view—we want to influence South Africa to change its policies. Now once we do that, we have a completely different criteria of what we should do. In the first part you just bury your head and you don't see what's happening. In the other part, we really get our hands dirty occasionally, trying to influence people, and then there's a trade-off between the effect of a particular strategy and the cost of that strategy. The University has very limited resources. The question is how can the University use its very limited resources to achieve in the best possible way its objectives?

In my opinion, if the University were to divest itself of South African holdings, it would have virtually no impact on the South African government. Moreover, it is also my opinion if the University and all universities together divested all their holdings in South African companies there would be virtually no impact. Let me explain why.

At the end of 1976, universities owned \$10.4 billion worth of stock in the whole portfolios; \$945 billion worth of stock is outstanding. Thus universities own 1.1 percent of all stock in the United States. If 1.1 percent of all stock were sold, it would have very little impact on the financial markets and very little impact on how corporations would behave. Moreover, if you take a broader view that we just don't want to sell companies in South Africa

which have subsidiaries, but let's take what I think is a more defensible view that we should not invest in any company that has any dealings in any knowing way within South Africa, once we do that we are talking about 6,000 U.S. businesses. These businesses either have sales agents in South Africa or some sort of manufacturer's representatives in South Africa. So that we're talking about a very large part of the U.S. capital market. And 1.1 percent of that is not very substantial.

Let's say we did want to divest. How much would it cost? This is really what we're saying: here's the cost, what are the benefits? The cost I have estimated for the initial costs, which are really just the commission costs of selling the securities—we'd have to sell about \$24.5 million worth of securities. That represents about one-third of our equity holdings. And that would probably cost slightly under \$.5 million. That would be an initial, one-time cost. We now have ongoing costs. By restricting our investment strategies, we are foreclosing certain profitable investments for the University. Now if foreclosing those profitable investments would have the desired purpose, we might want to go ahead with it. The ongoing costs in terms of investment performance will probably be somewhere around \$250,000.

But there's another cost, and it's a very real cost to the University, and it's a cost which is very, very difficult to estimate. It's a cost in terms of contributions which are no longer given to the University. Over the last 10 years, about \$1.1 million worth of stock or contributions per year was given to the University from companies that have businesses in South Africa. It would be quite likely that if we consciously divested ourselves of these companies that we would not be receiving these \$1.1 million worth of gifts. And more recently, with inflation, that is going to be a higher figure. I would therefore estimate that the ongoing costs of a divestiture policy would be somewhere between \$1.4 and \$1.9 million per year. And so we're talking about a \$500,000 initial cost and something between \$1.3 and \$1.9 million in the future.

The question then becomes a very straightforward one. If we wanted to budget \$1.9 million to try to change South Africa, the question is, is this the most effective way to invest it, or are there more effective ways? And I would think that there are probably more effective ways. And this is to take a more active role as a stockholder. Two universities or colleges have recently taken this tack—Bryn Mawr and Oberlin have taken a tack in which they have instituted shareholders' resolutions. Now we may well be able to do a similar type of thing. Pick a couple of target companies and have instituted stockholder questions on their prospecti and then try to get support, public support, for those few companies, and we may very well be able to have an impact that way. But I really don't think we're going to have an impact by selling.

Moreover, I think that you could even take a position that if you really want to influence South African companies what you should do is you should have one or two target companies and then buy them up. And that will change them. If we own them, we don't have to worry about them. Now I think that's an extreme position, but I think that we could take that extreme position. That is the active role of influencing, and I think you could do something like that more cheaply and effectively than the divestiture approach. But basically it's a matter of benefits versus cost. And the costs I can estimate quite carefully, the benefits are much, much more difficult to estimate.

## **Weighing Costs and Benefits**

—*Marshall Blume*

A few comments before beginning the report. First of all, Dr. Blume quite correctly gave the three costs of divestment as the transaction costs, the loss of profitability and the loss of corporate contributions. I'd just like to say that there is some dispute about item two, the loss of profitability. There is a study by a professor at Stanford named Massey that indicates that the cost of loss of profitability might be substantial. There was, however, another study done, whose name I forget but which was in the University Council report, which indicates that these costs may be minimal or non-existent.



The second point is the effect of divesting, the effect that the whole Ivy League divesting would have. It has been pointed out that the stock we own is a small percentage of the total stock outstanding, and so what effect could it have on pressuring companies to get out of South Africa or indeed on the South African government itself? It's true that financially we would have a hard time pressuring them, but what is a university about? Universities are often the centers of public opinion, and a university is where movements get started, so I don't think that you could say that divestment would have no impact because we don't have enough stock or financial leverage.

The third point is just the tactic of using prominent blacks to dissipate anger over apartheid. Rev. Sullivan, Andy Young are both blacks, obviously, and they have both done a lot of good work for the black community and the American community as a whole. But I would not look to them to voice black sentiment on this issue, particularly as they have interests—in Rev. Sullivan's case in GM, he's on the board of directors, and Andy Young is a member of the administration. I would rather look to institutions and organizations like the NAACP which have come out against apartheid.

I am chairman of the Undergraduate Assembly Investment Study Committee, and we tried to do just what these other people tried to do—weigh the cost and the benefits of shareholder resolutions, divestitures, etc. We didn't have sufficient expertise or resources to estimate the costs of divestiture, but we did, we felt, have sufficient knowledge to estimate the benefits.

The first thing we tried to say is why we, as comfortable Ivy League students, care about what's happening in South Africa as long as it's profitable for us. The answer to that is simply that we cannot countenance murder. Make no mistake about it, what we're talking about here is murder. The apartheid system that restricts freedom of movement, the right to unionize is also a system that puts 11 million blacks in bantustans which the South African government itself estimates can only support about two-and-a-half million people. And infant mortality rates are extremely high—some estimate that one out of every four children will die by the age of three. I consider that murder. Therefore, we felt that it was indeed unconscionable to not come out in a position against apartheid.

Now so far I have said nothing different from what the trustees have said and from what all the administrators have said. The difference we have with them is the method of coming out against apartheid. They believe that through corporate presence we can have influence in the area and be involved as a force for change. We believe the contrary. We believe that American corporate presence in South Africa has at least done nothing to alleviate the situation and very probably has accentuated the situation. As Professor Wilson pointed out, conditions have been getting worse despite increasing American investment over the past few years. But the biggest reason why we think that corporate presence can't have a big effect is that it doesn't address any kind of structural change. Things like the Sullivan Principles are very fine and nice; however, they do represent very superficial efforts.

One thing important to understand is that South African blacks are not asking for civil rights. It's not an analogous movement to the American blacks' civil rights movement, where we were the minority and asking to participate in the system. They believe the existing system is wrong, it's racist, and that it must fall. They're not asking for participation in that system, and therefore they don't want civil rights in that system, they want the simple rights to determine their own future. And to that extent things like the Sullivan Principles, U.S. corporate presence cannot act as the vehicle for a substantial change. It has been pointed out, by the South African ambassador himself, and a U.S. Senator said it in committee, and so we don't feel there can be any possibility for change. We do, however, recognize that some investments contribute more directly to oppression in South Africa than others. For instance, computer technology, which can be used to keep track of blacks, the car industry which can be used for light-weight trucks for military. However, we feel that all investments by the

very nature of them lend credibility and tax revenue to the South African regime, and therefore all must be withdrawn.

Specifically we'd like to see divestiture. We do, however, recognize that this cannot be an immediate thing. Therefore, we would like to see it done within 15 months of the next trustees meeting. Specifically, we'd like to see the trustees who have substantial interest in companies that operate in South Africa—i.e., they sit on the board of the directors or they own substantial stock—disqualify themselves from voting on the South Africa issue, although we believe it is perfectly appropriate for them to participate in discussion on South Africa. We'd like to see more participation and student input into the decision-making. The guidelines for investment in publicly held corporations made a departure from the past when it said that risk-adjusted return on investment would not be the only criteria for investment. However, it said that when political decisions did have a part to play, those decisions would be judged by the trustee body itself, without necessarily soliciting or listening to opinions from the University community at large. This, we believe, is clearly wrong. I believe the trustees have admitted this themselves when they made some moves to get some student representation on the Committee on Corporate Responsibility. This we commend, but we hope it will be followed through.

In summary, our basic position is that we have studied the issue from different angles, weighing the benefits and the costs to students but in the end we have not been able to come up with any other conclusion but that it is in fact inexcusable to allow continued investment in South Africa.

—Duane Thompson

*From the question and answer period:*

**Q.** My name is Peter Fritchie, and I'd like to put a question to Professor Wilson. I know that political scientists are not supposed to be making predictions. But do you think that in the next 10 years the black majority will liberate themselves politically in South Africa, and if so, if you were a corporate adviser, especially in light of events in Iran, would you advise them to perhaps change their policy toward the minority government, taking into consideration that within the next years there would be a change towards the majority?

**Wilson:** ... Yes to both questions. I think that probably will occur within 10 years. Dramatic change will occur within 10 years. One reason that I wanted to draw out this comparison between Iran and South Africa, and to have people think about what is happening in Iran is that what we find is whole-hearted U.S. support for a repressive regime.

In Iran, there was an overly great focus on the short-term benefits of petroleum flowing from Iran into the United States. There was an overly great focus on the need for stability within the region. In 1972, there was a notion that with the withdrawal of British power from this area, it would be necessary for the United States to step in and provide a certain amount of stability. But at the same time the war in Vietnam was drawing to a close, and there was an unwillingness, as I see it, for the Congress to commit large amounts of U.S. resources to these areas. A notion of a surrogate was developed, a pillar of strength in a potentially troubled region. Iran served as that great pillar of strength from 1972-79. An explicit policy decision was made roughly at that same time, 1969-70, something that came to be known as the Tar Baby Report, a National Security Council memo which said that the U.S. government should support the minority regime and provide lip service to human rights in South Africa. We can see the consequences of that policy in Iran today. What I would argue is that if we look at what has happened in Iran, United States official policy, and those of us who as citizens are concerned about our relationship with all parts of the world and especially with parts of the world which provide us with a fair amount of resources, that then we should take the long view, and in fact try to promote as much change as possible and not define South Africa in terms of the regime that is in power today, but to define South Africa in terms of the long-term needs and interests of the majority of the population.

University of Pennsylvania

# Dental Care Center

## New Facility Offers Convenient Quality Treatment on Campus

Do you see a dentist regularly?

If you'd almost rather fight alligators or pay taxes than face the prospect of the drill, you're not alone. According to a U.S. Public Health Service survey, less than half of the people in this nation have dental examinations in any given year. That's the kind of neglect which sows the seeds of dental disease, from tiny cavities to the loss of a mouthful of teeth.

Since experts claim this situation is almost always preventable, what's the reason behind our big national toothache? A combination of fear and apathy is usually the culprit; we have an "I'll get around to it" attitude which causes more grief in the long run, both in the mouth and in the wallet.

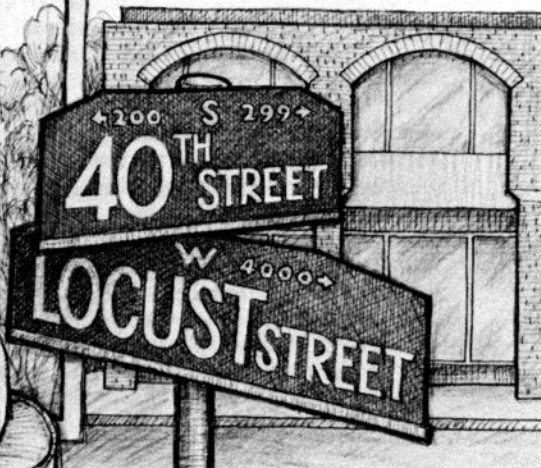
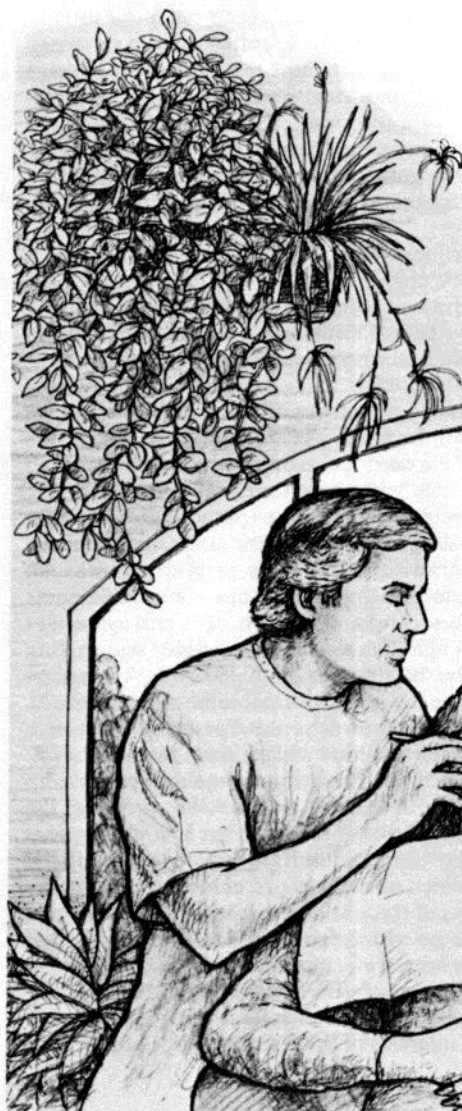
But now there's good news for those of us who place the panic of periodontal surgery only slightly behind fear of flying. The University has just opened its new Dental Care Center—a total dental care facility that makes quality treatment convenient for everyone who works and/or lives in the area.

Located on the second floor of the University City Mall at 40th and Locust Streets, the Dental Care Center offers comprehensive dental services in a private practice setting. Appointments are set in advance, and fees are competitive with dental practice in the

community. Along with regular day-time, evening and Saturday hours, the new facility has a provision for emergency situations—no waiting for hours with a throbbing jaw.

The Dental Care Center is staffed by members of the full-time faculty of the University's School of Dental Medicine; using the team approach, a full range of services can be offered. These services range from preventive dentistry for anyone to pedodontics and orthodontics, the "kids specialties," to periodontics, endodontics and oral surgery. The object is total treatment under one roof, a sort of "one-stop dentistry" a short walk, bus or car ride from office or home.

The 10,000 square feet of the Dental Care Center boast the latest in facilities and equipment. Some 16 separate treatment rooms are arranged in two convenient clusters, each with laboratory, sterilization, supply and storage rooms for support services. Each cluster also features a special treatment room, as well as a preventive dentistry unit. An area has also been included for efficient processing of patient records, and there is a location for a continuing education program for the Center's staff.





One of the most attractive features of the Dental Care Center, the spacious, picture-windowed reception area overlooking the campus, is expected to retain its unharried, open atmosphere. The emphasis on efficient handling of patients with appointments is expected to improve the old waiting room image and help relieve the anxiety and stress too often associated with dental treatment. Also helping to soothe jangled nerves is the array of modern equipment, specifically designed to make procedures as painless as possible.

Since a happy approach to the dentist's chair begins in childhood, the Dental Care Center is placing a particular emphasis on the care kids take of their teeth. Trained auxiliaries and assistants are working with dentists to encourage the good habits which will mean less trouble when the young patient grows up. With statistics disclosing that nearly 50% of the children under 15 years of age have never been to a dentist, the need is obviously great.

Older folks are far from forgotten in this new facility. Restorative dentistry will help replace missing teeth with bridges and partial or full dentures, while work in periodontics will treat gums and underlying bone. This is an area of major concern, since half of our adult population has inflammation of the gums and nearly a quarter of us suffer from actual gum disease.

There is little in the spectrum of dentistry not covered by the Dental Care Center. From the simplest fluoride treatment to the more complicated healing of diseased root canals in endodontics, the goal is quality work in a comfortable, convenient setting. Developed as part of a long range plan

of the School of Dental Medicine, the Center stresses group practice and teamwork between general dentists, specialists and auxiliary personnel.

The Dental Care Center was in the planning for more than two years, and became a reality through a grant from the Pew Memorial Trust. Its creation was spurred by a study by the American Health Management and Consulting Corporation, which assessed the market for dental services in West Philadelphia.

Among the study's findings was the large potential dental patient market among those who work and reside in the area. It was indicated that many people are beginning to seek health care near where they work, as well as near where they live. In addition to the University, large employers in the community include Drexel University, Children's Hospital, the Hospital of the University of Pennsylvania, Presbyterian University Medical Center,

Philadelphia College of Pharmacy and Science and the University City Science Center.

The study also found that, although there is a projected increase in the southwest Philadelphia population, there is a relative shortage of dentists to serve this group. Further, the reputation of the University as a source of quality patient care, as well as of training and research, was emphasized.

Going to the dentist may never replace Penn basketball as a source of fun, but the University's Dental Care Center is working to make a necessary part of everyone's life at least bearable and certainly convenient. As Dean D. Walter Cohen of the School of Dental Medicine says, "We care about our community, and hope that everyone who lives and works nearby will think of the Center as a focus for all dental care. We believe that together we can prevent or alleviate most dental problems."

## About the Dental Care Center

### When can I call for an appointment?

Beginning April 1, appointments can be made Monday, Wednesday and Friday, 9 to 5; Tuesday and Thursday, 9 to 7; and Saturday mornings, 9 to 1. Call 243-4615.

### Can I get there by public transportation?

The 42 Septa bus along Spruce Street, the D Septa bus along Chestnut Street and the D Septa bus along Walnut Street run regularly, stopping within a block of the Dental Care Center. There is a subway stop at 40th and Market Streets, as well as #11, #13, #33 and #36 subway surface car stops at 40th and Baltimore Avenue.

### What about parking?

Inexpensive parking is available at lots at 40th and Walnut Streets and the top of the University City Mall itself (enter from Locust Street).

### What happens if I have an emergency?

Registered patients may call the Dental Care Center, 243-4615, evenings and weekends as well as during the day. A member of the Center's staff will be on call to help.

### How do prices compare to private dentists?

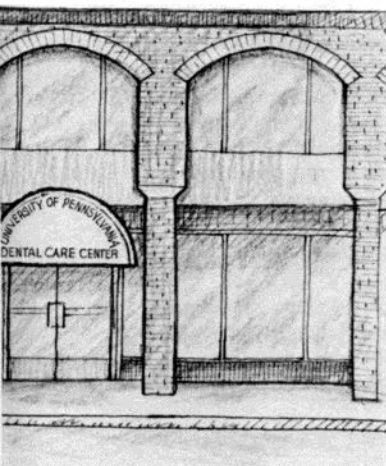
Fees are generally competitive, but often are less expensive than many private dentists.

### Who is on the staff?

Full-time faculty members from the School of Dental Medicine whose primary responsibility is patient care.

### What if I need a specialist?

Specialty care as well as general dentistry will be provided in the Dental Care Center.



# Report of the Council Ad Hoc Committee on University Relations with Intelligence Agencies

*Previous drafts of the report appeared in Almanac on February 21 and November 7, 1978.*

The report of the *Ad Hoc* Committee on University Relations with Intelligence Agencies is the product of a long effort to address the special problems posed by relations with the CIA and other intelligence agencies. We commend the committee for its thoughtful work on so sensitive and difficult a set of issues. We are grateful, too, for the views of the members of the University Council, which had a lively and productive discussion of the report at its January 17, 1979 meeting, and for the views of others as well.

We accept Part II of the report as amended by the Council as a basis for University policy. At the same time, the two sentences in the original CURIA report recognizing the "... importance to the nation of effective intelligence organizations" and the "... desirability [we would substitute the word 'propriety'] of assistance to such organizations by the University and by members of the University community where that assistance does not compromise academic integrity," although struck by a 21-20 vote of the Council, ought also to remain part of the basis of University policy. Therefore, while we respect, and have learned from, the opinions of the 21 members who voted to strike the sentences in question, the sentiments of those sentences will continue to be reflected in University policy toward intelligence agencies.

Part III of the report calls for additional reviews of University policies on conduct of research, conflict of interest, confidentiality of personnel records and enforcement. These matters are under discussion in the Steering Committee of Council.

—President Martin Meyerson  
Provost Vartan Gregorian

## I. Introduction

On October 12, 1977, the University Council, amid growing local and national concern about relationships between academic institutions and members of their communities and intelligence organizations, and in response to a recommendation of President Meyerson, established an *ad hoc* Committee on University Relations with Intelligence Agencies (CURIA). On November 9, 1977, the Council approved a charge to CURIA (appendix), calling for an examination of relevant University policies and public documents, consideration of the desirability and propriety of policies specific to relationships with intelligence agencies and recommendations for appropriate policy modifications and additions.

In approaching our charge, we took the view that, insofar as possible, University policies applicable to intelligence organizations should be identical with those applicable to all other extramural organizations. We also sought to achieve our objectives by identifying appropriate modifications of existing policies rather than by developing a special set of guidelines. As our work progressed, however, it became clear that a separate policy statement was necessary. Several existing University policies contain appropriate and useful provisions but reflect too narrow a range of concerns or apply to too narrow a segment of the academic community to be adequate for present purposes. Furthermore, some of the abuses which appear to have occurred in relationships between intelligence organizations and academic institutions and their members seem to have resulted from the special character of intelligence organizations and are not adequately covered by any of our present policies.

At the same time, in formulating policies to govern relationships with intelligence organizations, and having in mind our desire that, to the extent appropriate, all extramural organizations should be treated alike, we concluded that some concerns were not specific to intelligence organizations and that the policies treating them should accordingly be more broadly based.

The recommendations which follow are therefore of two kinds: proposed general policies regarding issues of special concern in relationships with intelligence organizations but which in some particulars are not confined to such organizations, and a set of suggestions for modifications in several existing policies. We have devoted most of our effort to the development of the general policies, which we recommend be adopted in the form presented here. In presenting our suggestions for modifications in existing policies, our intention is merely to adumbrate desirable changes and not to recommend specific language, with the view that the development of such language is more properly the responsibility of other committees.

## II. General Policies

We recommend adoption and implementation of the following general policies regarding issues of concern in relationships between the University and members of the University community, and intelligence organizations. The explanatory notes are an integral part of these policies.

### *General Policies Regarding Issues of Concern in Relationships between the University of Pennsylvania and Members of the University Community, and Intelligence Organizations*

#### A. Introduction

The generation, preservation and dissemination of information and ideas are primary functions of an academic institution. They are also primary functions of intelligence organizations. From this functional congruence have stemmed relationships between the academic and intelligence communities which in many instances are both proper and beneficial. There are, however, profound differences between the two communities which invest such relationships with potential for harm to the integrity and/or effectiveness of both. Open and unfettered exchange of information and ideas is the life blood of the academic community. For the intelligence community, on the other hand, secrecy is an inescapable fact of life. Furthermore, reports of questionable activities of intelligence organizations must influence consideration of relationships between such organizations and an academic community. It therefore is appropriate for the University to establish policies regarding issues of concern in relationships between itself and members of the University community and intelligence organizations in order to protect its interests in any such relationships.

In adopting such policies the University recognizes the importance to the nation of effective intelligence organizations. Further, it recognizes the desirability of assistance to such organizations by the University and by members of the University



community where that assistance does not compromise academic integrity. University policies regarding issues of concern in relationships between members of the University community and intelligence organizations must also be consistent with the maintenance of individual rights and freedoms. Finally, the University recognizes that some of the issues raised by relationships with intelligence organizations are not specific to such organizations and that, therefore, policies designed to govern these issues should be more broadly based.

These considerations have guided the development of the following policies which shall govern issues of concern in relationships between the University of Pennsylvania and members of the University community, and intelligence organizations.

## **B. Definition of Terms**

*University*: the corporate entity formally known as the Trustees of the University of Pennsylvania.

*Intelligence organization*: any organization or part thereof which has as its primary function the collection, analysis or dissemination of information in aid of the security objectives of a domestic or foreign government.

*University community*: the set of individuals who are employed by, or who participate in the educational and other activities of, the University, at times when they are, or may reasonably be thought by others to be, acting in their capacity as employees or participating in such activities.

*Explanatory note*: The definition of University community is intended to reflect the fact that relationships between members of an academic community and intelligence organizations may pose a threat to the integrity of that community and to the academic community at large, even at times when the individuals in question are, in their own minds, pursuing private interests or conducting personal affairs. In attempting to achieve a balance between this concern and its concern for individual rights and freedoms, the committee concluded that adherence to policies in this area could legitimately be expected when individuals are conducting University business or participating in University activities and also when they "may reasonably be thought by others to be" doing so.

The committee appreciates the difficulty of applying the definition of University community in some cases but nevertheless believes that it provides necessary and useful guidance. As an example, consider a situation in which a University faculty member and an employee of an intelligence organization find themselves participating as members of a church choir, a patently non-University activity. In terms of our definition, the faculty member could not normally be construed to be a member of the University community in these circumstances. However, if the employee of the intelligence organization were to take advantage of his proximity to question the faculty member about a University student or colleague for intelligence purposes, in the committee's view the faculty member should reasonably be thought to be responding as a member of the University community because the information in question would normally have been learned at a time when the faculty member was acting in his capacity as an employee of, or was participating in the activities of, the University.

The terms defined in section B are hereafter indicated by *italics*.

## **C. Research and Technical Service Agreements**

The *University* may properly enter into an agreement with an *intelligence organization* for the conduct of a research program or for the provision of technical services, provided that the terms and conditions of such agreement are consistent with the Integrated Policy on Conduct of Research Programs and with any other *University* policies and practices governing agreements with extramural organizations.

## **D. Consultation**

Individual members of the *University community* may properly enter into an agreement with an *intelligence organization* to act as a

technical or professional consultant or practitioner, with or without fee, *provided* that the general nature of the proposed agreement is reported to the appropriate dean (for faculty or students) or other administrative officer (for others) prior to the provision of any services thereunder. The dean or other administrative officer shall consider whether the proposed agreement is consistent with existing *University* policies, e.g. the Policy on Extramural Consultative and Business Activities of Fully-Affiliated Faculty Members or the Guidelines for Extramural Activities, Associations and Interests for Administrative and Professional (A-I) Staff. The dean or other administrative officer shall also consider whether the proposed agreement would compromise the individual's participation in, or the integrity of, *University* programs or activities. If the proposed agreement appears to be in conflict with existing policies or to be inappropriate on the grounds stated in the preceding sentence, and if the matter cannot be resolved with the member of the *University community*, the dean or other administrative officer shall report that fact to the provost and president and recommend appropriate action.

*Explanatory note*: Existing *University* policies require reporting of extramural consultative and business activities for a fee by fully affiliated members of the faculty, and reporting of such activities, whether compensated or not, by administrative and professional (A-I) staff. Their purpose is to prevent excessive diversion of effort into extramural activities and to avoid conflicts of interest. Because recent events have raised concerns about the potential effect of agreements with *intelligence organizations* on an individual's ability to function properly in a free and open academic community, we believe that a reporting requirement for such agreements should be extended to all members of the *University community* and should apply whether or not a fee is involved. Such reports are not intended for public release.

The requirement that the dean or other administrative officer "consider whether the proposed agreement would compromise the individual's participation in, or the integrity of, *University* programs or activities" reflects a standard that is, at least in part, already embodied in the existing *University* policies mentioned in this section. However, these policies presently apply only to fully affiliated faculty members contemplating an extramural consultative or business activity for fee and to administrative and professional (A-I) staff. The committee's intent here is both to extend the standard of existing policies to all members of the *University community* in the case of a proposed relationship with an *intelligence organization* and to make it clear that in exceptional cases such a relationship may be objectionable for reasons not reflected in existing policies.

## **E. Information Concerning Members of the University Community**

Members of the *University Community* who provide any factual information or opinion about other members of the *University community* to extramural organizations or individuals (e.g., in connection with possible employment) must at all times exercise good judgment and discretion and distinguish clearly between factual information and opinion. In addition:

1. Any member of the *University community* who has an agreement or understanding with an extramural organization or individual to provide any factual information or opinion about other members of the *University community* on a regular basis, for recruiting purposes, must identify himself to the appropriate dean or other administrative officer and to the appropriate *University* placement officer as a recruiter for the specified extramural organization or individual.

2. Members of the *University community* should require extramural organizations and individuals soliciting any factual information or opinion about another member of the *University community* to identify themselves fully and accurately and to indicate the expected use of the information or opinion.

3. A member of the *University community* who is asked by an *intelligence organization* or representative thereof to identify for recruiting purposes or to provide factual information or opinion about another member of the *University community* should consider whether the exercise of good judgment and discretion requires obtaining the prior informed consent of the individual in question. If the individual in question is a currently enrolled student, prior informed consent should always be obtained before factual information (including the individual's name) is provided. The requirement of prior informed consent is not applicable when information is sought by an *intelligence organization* in connection with the investigation of alleged specific criminal activity. The requirement of prior informed consent shall be deemed to have been satisfied if the person requesting information provides proof that the student has given written consent (which may be a blanket consent) or, in the case of an application for employment, proof of such application.

*Explanatory note:* The committee understands that the identity of "recruiters" is a matter of public record within the *University*. Subsection E.1 requires that this record shall include the names of all recruiters for extramural organizations as defined in that subsection.

The *University Guidelines on the Confidentiality of Student Records*, which reflect and elaborate the requirements of federal law, specify the circumstances in which personally identifiable information may be disclosed from a student's education records without his prior written consent. Even in such circumstances, the guidelines require the exercise of informed discretion by the person disclosing the information. The guidelines do not apply to information which is not part of or derived from a student's education records and, although individual departments of the *University* have policies regarding the confidentiality of other (e.g., employment) records, there is no comprehensive *University* policy with respect to such records.

We believe that the standard set forth in this section provides appropriate guidance for those providing factual information or opinions about any member of the *University community* to any extramural organization or individual. In light of reported abuses in the use of information provided to *intelligence organizations* by academic institutions or persons affiliated with them, particularly information about students, we believe that the requirement for the exercise of good judgment and discretion set forth in section E applies with particular force in this context. The committee notes, for example, that the director of the Central Intelligence Agency has recently confirmed that the agency currently has and intends to maintain secret contacts with *University* personnel for the purpose of recruitment of students, including foreign students. For this reason, we believe that a requirement of informed consent prior to the release of factual information about currently enrolled students is appropriate. Unless students can be assured that activities of this sort will not be abetted by other members of the *University community*, the atmosphere of trust that is essential to the academic enterprise will suffer.

In cases where there is doubt about the purpose of an investigation, members of the *University community* who are requested to provide information shall refer the person making the request to the general counsel, who shall determine whether a response is appropriate under these guidelines.

#### **F. Operational and Other Activities**

1. Members of the *University community* may not undertake activities on behalf of an *intelligence organization* which are inconsistent with their normal *University* activities.

2. Members of the *University community* may not knowingly lend their efforts, names or positions to the production or dissemination of information known to them to be false or misleading.

3. Members of the *University community* may not cooperate with an *intelligence organization* in obtaining the unwitting services of any other individual.

*Explanatory note:* Although the committee understands that the prohibition in section II.F.2 should be unnecessary, we note that the Senate Select (Church) Committee's report indicates that the CIA has used academics who "occasionally write books and other material to be used for propaganda purposes abroad."

It is an announced policy of the CIA not to obtain the unwitting services of American staff and faculty members of U.S. academic institutions.

#### **G. Interpretation of These Guidelines**

In the first instance, the responsibility for interpretation and implementation of these guidelines rests with the appropriate dean or other administrative officer. If such interpretation is disputed, all parties to the dispute have the right of appeal to the president of the *University*, who has the ultimate responsibility for interpretation of these guidelines.

*Explanatory note:* It is understood that any member of the *University community* who is party to a dispute over interpretation and implementation of these guidelines may have recourse to one or another of the existing *University* mechanisms for resolution of disputes, e.g. a committee on academic freedom and responsibility, a grievance procedure or the office of the *University* ombudsman.

### **III. Modification and Review of Existing Policies**

We recommend the following modifications to existing *University* policies, for referral to the cognizant *University* committees.

#### **A. Integrated Statement of University Policy on Conduct of Research Programs**

1. Language should be added to the effect that the *University* requires open identification of all actual sources of funding for sponsored programs. Reference to this policy should be required in all proposal transmittal letters, thus placing the burden of responsibility on the primary sponsor to identify any other organizations contributing support through the primary sponsor.

2. The traditional *University* practice of maintaining a public record of all sponsored programs should be explicitly required. This record includes, for each program, a title, name of sponsor, name of principal investigator or equivalent responsible person, term covered by agreement and funding amount.

3. The wording of section B.1, second paragraph, lines 3 and 4, of the Integrated Statement should be modified to make clear that "protection of identity of sponsor" is *not* intended to bar identification of the sponsor in the public record of a sponsored program.

#### **B. Policy on Extramural Consultative and Business Activities of Fully Affiliated Faculty Members**

1. The principal objectives of this policy are to prevent undue diversion of effort from the faculty members' primary *University* function(s) and to prevent real or perceived conflicts of interest. The committee feels that neither of these potential abuses is necessarily confined to situations in which there is a fee or other financial reward, and that consideration should be given to modifying this policy to cover all extramural activities where such undue diversion of effort or conflicts of interest may occur, whether or not personal financial gain is a significant factor. The committee appreciates the difficulty of formulating a policy which will not encroach upon the private affairs of our faculty but nevertheless feels that prudence dictates that an attempt be made to do so. The committee notes that the *University's* existing Guidelines for Extramural Activities, Associations, and Interests for Administrative and Professional (A-I) Staff do apply in circumstances where no personal gain is involved.

2. The committee feels that existing requirements for reporting of extramural professional activities by faculty and staff should be clarified and enforced.



### C. Confidentiality of University Records

We recommend that a review of policies regarding the disclosure of information from University records other than students' education records be undertaken to ensure that adequate and uniform safeguards exist.

### D. Enforcement of University Policies and Regulations

In the course of its deliberations, the committee has become aware that there exists no generally accepted system of sanctions or penalties for enforcing adherence to *University* policies and regulations by faculty, staff and students. We recommend that an appropriate Council committee consider whether such a system should be established.

—*Ad Hoc Committee on University Relations  
with Intelligence Agencies*  
*Stephen B. Burbank*  
*Murray Gerstenhaber*  
*Larry Gross*  
*Shiv Gupta*  
*Dennis Klineman (Served through April, 1978)*  
*Malcolm Laws*  
*Anthony Merritt*  
*Daniel Segal*  
*Henry Wells*  
*Jessica Williams*  
*Donald Langenberg, Chairman*

## Appendix

### *Charge to the University Council Ad Hoc Committee on University Relations with Intelligence Agencies (CURIA)*

(Approved by Council, November 9, 1977)

The committee will:

1. Examine established University policies such as the Integrated Statement of University Policy on Conduct of Research Programs, the Policy on Extramural Consultative and Business Activities of Fully Affiliated Faculty Members and the Guidelines on the Confidentiality of Student Records and determine on the basis of the Church Committee report and other public documents (e.g., testimony before and reports of other committees, press accounts) whether such policies adequately protect against possible abuses in the relationships between the University and/or individuals affiliated with it, and external agencies.

2. In the context of the above, consider to what extent it may be desirable or proper for the University to establish distinct policies and guidelines governing relationships between the University and/or individuals affiliated with it, and intelligence agencies.

3. On the basis of the results of its deliberations recommend to the University Council such modifications of, and additions to, established policies as may be appropriate.

## Honors

**Dr. Robert Austrian**, professor and chairman of research medicine at the University's School of Medicine, was named to a five-year position on the Expert Advisory Panel on Acute Bacterial Diseases of the World Health Organization. Dr. Austrian's research led to the development of the bacterial pneumonia vaccine.

**Dr. Bruce Kuklick**, professor of history and currently on leave as a fellow at the Center for Advanced Study in the Behavioral Sciences in Palo Alto, California, received the Ralph Waldo Emerson Award for his book, *The Rise of American Philosophy: Cambridge, Massachusetts, 1860-1930* (Yale University Press). Phi Beta Kappa presents the award yearly in recognition of studies on the intellectual and cultural conditions of man. According to the

citation, "...the book contains a penetrating examination of the rise of academic specialization and its various consequences—disciplinary specialization, departmentalization, bureaucratization, academic entrepreneurship and a decline of the public, almost ministerial, role of the philosopher."

**Dr. Jerre Mangione**, professor emeritus of American literature and acting director of the Italian Studies Center, was elected to the editorial board of *The Humanist*, the publication of the American Humanist Association.

**Dave Micahnik**, fencing coach at the University, has been named assistant coach of the United States fencing team, which will participate in the World University Games in Mexico City this summer, and of the USA Under 20 team, which will compete at Notre Dame next month.

**Dr. Roy Middleton**, professor of physics, has been chosen by the American Institute of Physics to receive the Tom W. Bonner Prize for nuclear physics.

**Dr. Jonathan E. Rhoads**, professor of surgery at the University's School of Medicine, will serve on a seven member board of trustees to administer a newly instituted \$2 million fund to support three annual cancer research awards. General Motors sponsors the awards. **Dr. Werner Henle**, professor of virology at the University's School of Medicine, will serve on the selection panel.

**The University of Pennsylvania Mathematics Team** received honorable mention in the William Lowell Putnam Mathematical Competition; the team ranked sixth out of 245 competing teams. Representing the University were **Hal Switkay**, '82, **Deane Yang**, '79—and **Robin Forman**, '81, who placed among the top 40 contestants out of 2,019 participants.

## Deaths

**Dr. Charles C. Chapple** (March 23 at 75), pediatrician at the Hospital of the University of Pennsylvania and senior physician at Children's Hospital. After retiring in 1966, he became chief of clinical studies at the Veterans Administration, editor of the administration's research publications and professor of pediatrics at the University of Nebraska's medical center. He invented the isolation incubator for infants and was the first physician to diagnose congenital dislocation of the hip in an infant.

**Gene Ginsburne** (March 20 at 64), dean of admissions and assistant dean and vice-president for student affairs from 1941 to 1965. After leaving the University, he became director of education at the Scott Paper Company.

**Dr. Laura Hooper** (December 27 at 86), professor emerita in the Graduate School of Education and former director of the Illman-Carter Unit of the School of Education. She had served as director of the Page Memorial School at Wellesley College, director of the elementary education section of the Newton, Massachusetts public school system and as a faculty member of the National College of Education in Evanston, Illinois.

**Dr. Pascal J. Viola** (March 14 at 55), assistant professor of pathology at the University's School of Medicine since 1958 and director of the division of laboratory medicine and of the William Pepper laboratories at the Hospital of the University of Pennsylvania since 1976. He had served on President Gerald Ford's *Ad Hoc* Investigating Committee on Medical Education, as a consultant to the United States Attorney General on clinical pathology and as associate director of nuclear medicine at Delaware County Memorial Hospital.

**Dr. Arthur P. Whitaker** (January 30 at 83), professor emeritus of history since 1965 and former chairman of the history department.

**John S. Wilson** (February 8 at 84), a gardener in the botany department from 1923 until his retirement in 1964.

## Help Us Help You

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

## Bulletins

### Gregorian to Speak at A-3 Assembly Meeting

Provost Vartan Gregorian will address the A-3 Assembly, Tuesday April 3, noon to 1 p.m. in the Franklin Room of Houston Hall. James J. Keller, associate director of personnel relations, and Jon C. Strauss, vice-president for budget and finance, will also speak. Topics under discussion include equalization of benefits, training personnel for upward mobility and University guidelines on salary increases. For information call Inga Larson at Ext. 4840.

### 20th Century Dutch Works Exhibited

*De Stijl 1917-1931*, a photography exhibition of the works of early 20th century Dutch artists and architects who were associated with the *De Stijl* ("the style") aesthetic, will be on display in the second floor gallery of the Fine Arts Building, April 3 through April 18. Dutch Consul General Leopold Quarles van Ufford will open the exhibit at a reception on Tuesday, April 3 at 8:15 p.m.; following the reception, Elizabeth Anderson of the Philadelphia Museum of Art will present a lecture on *Mondriaan and De Stijl*. The Dutch Studies Program and the Graduate School of Fine Arts are sponsoring the reception and exhibit.

### Fulbright Awards Competition Announced

The Institute of International Education has announced the opening of the 1980-81 Fulbright Awards competition in which 500 grants to 50 countries will be awarded. The Fulbright Awards, established under the terms of the Mutual Educational and Cultural Exchange Act of 1961, are for graduate study or research in foreign countries. Candidates must possess U.S. citizenship, a bachelor's degree and, in most cases, proficiency in the language of the host country. Creative and performing artists need not have a bachelor's degree.

Information and applications may be obtained from James B. Yarnall, Fulbright Program Advisor, International Programs Office, 133 Bennett Hall. The deadline for application is October 12, 1979.



This kneeling statue of a king (circa 1350 B.C.) could be Tutankhamun. It and 200 other artifacts can be viewed as part of the University Museum's exhibition, *In Search of Ancient Egypt, Celebrating the University Museum Excavations, 1890-1979*.

### Continuing Medical Education Course Offered

The Philadelphia Psychiatric Center and the Department of Psychiatry of the University's School of Medicine offer a seminar on *Psychiatry—The Primary Care Perspective*, Saturday, April 7, 8 a.m. to 3:30 p.m. Focusing on depression, patient compliance and treatment of the patient with multiple complaints, the seminar meets criteria for continuing medical education credit. A confirmed reservation is required. For information call 877-2000, Ext. 249 or 255 at the Philadelphia Psychiatric Center.

### Diabetes Center Invites Research Proposals

The University's Diabetes Research Center, which is applying for continued support from the National Institutes of Health, encourages new and established investigators in the field to submit support proposals through the Center by June 15. The projects should be pilot or feasibility studies not exceeding three years. An intramural advisory group will review applications for inclusion in the center grant application. The expected funding date is March 1981, but currently available grant money will allow some earlier funding (September 1979 and March 1980). Send applications, on standard NIH forms for research grants, to Joanne Siemering, Diabetes Research Center, 414 Anatomy/Chemistry Building/G3.

### AAUP Luncheon Planned for April 10

The spring luncheon of the American Association of University Professors will take place at noon on Tuesday, April 10 at the Faculty Club. Morton Baratz, AAUP general secretary, will discuss *Is AAUP Important to the University of Pennsylvania?* The cost of the luncheon is \$3.45 per person, and reservations are required. Call Barbara Lowery at Ext. 8293.

### Nominations Sought for Ware House Fellows

Applications are now being accepted for the positions of administrative fellow and graduate fellow with the Health and Society Residential Program at the Ware College House in the Quadrangle for the 1979-80 academic year. For information call the Quadrangle Office (37th and Spruce Streets), Samuel Martin at Ext. 4311 or Albert Glowasky at Ext. 8582.

### Reservation Applications Due April 20

Student organizations and department coordinators must reserve campus facilities for their summer and fall events by April 20. Applications are available from the Office of Student Life or by calling Ext. 7583.

### Faculty Club Reduces Its Dues

The Faculty Club will reduce its membership dues next year. The fee for 1979-80 University personnel will fall from \$92 to \$75 for members earning less than \$13,000 as nine-month appointees or \$17,000 as 12-month appointees. Members earning more than that will continue to pay the current \$135 fee. Call Gladys Kolodner, membership secretary, at Ext. 4621 for information on joining the club.

### Reserve Your Court Time Now

The Levy Tennis Pavilion offers summer contract time, seven days a week, for a minimum contract period of six weeks. Applications are available from the Levy Tennis Pavilion, 3130 Walnut Street, or by calling Ext. 4741. Information on spring and summer tennis classes may be obtained from Scott Zumwalt, Ext. 4741.

### Fraternity/Sorority Workshops Scheduled

The Fraternity Affairs Office will present a series of workshops on fraternity and sorority leadership, April 3-10. Topics include *Alumni Relations, House Plant Operations, House Stewardship, University Resources, Fraternities/Sororities as Consumers and House Management*. For a schedule of workshops call Ext. 5263. The workshops are open to students, alumni, faculty and staff.



## Conference Addresses Age and Gender

A two-day conference on *Age and Gender* will examine continuity and change throughout the female life cycle. Students, social scientists, lawyers and medical professionals will participate in panel discussions on adolescence, young womanhood, motherhood and old age.

The conference, organized by the Women's Studies Program, begins at 7:30 p.m., April 6, and continues through the afternoon of April 7 in the second floor conference room of the McNeil Social Science Building. For registration and program information call Ext. 8740.

## Mask and Wig Rathskeller Offers Membership

The Mask and Wig Rathskeller, located in the basement of Houston Hall, will accept applications for a free trial membership (good through graduation weekend) from April 3 through April 6 between noon and 4 p.m. Membership is open to all members of the University-HUP community who are over the age of 21. The pub will sponsor a summer softball league for its members. For details call Ed Stevens at Ext. 5415.

## Openings

*The following listings are condensed from the personnel office's bulletin of March 29, 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** (two positions) (a) (1-16-79); (b) (3-27-79).

**Administrator, Education and Standards** (2-20-79).

**Assistant Director** (2-27-79).

**Assistant Director, Personnel Relations** monitors affirmative action compliance, assists top-level management on personnel matters, develops planning studies and reports. College graduate, master's degree preferred, concentration in personnel administration, knowledge of MARK IV. \$14,400-\$20,550.

**Assistant Football Coach** (3-6-79).

**Assistant Manager** (3-20-79).

**Assistant to the Program Director** (3-20-79).

**\*Assistant to Vice-Dean** (3-20-79).

**Business Administrator II** manages department offices, budgets, grants, payroll, trains staff and prepares research proposals and fellowships. Administrative skills, five years' University experience, accounting. \$10,050-\$14,325.

**Contracts Administrator I** (3-20-79).

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

**Director** (3-27-79).

**Director of Administrative Affairs** (3-27-79).

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

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

**\*Executive Director, Administrative Affairs** coordinates and administers budgets and personnel matters. Several years' administrative experience and knowledge of University's administrative, budget and organization procedures. Salary to be determined.

**Junior Research Specialist** (two positions) (a) (10-31-78); (b) (3-20-79).

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

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

**Research Immunologist** (2-27-79).

**Research Specialist II** (3-27-79).

**Research Specialist III** (two positions) (a) isolates, purifies and analyzes neuronal proteins from mammalian tissues, monitors and interprets results, develops techniques (B.S. with graduate training, experience, knowledge of gel electrophoresis and column chromatography). \*(b) studies neuronal protein metabolism using pulse-labeling techniques; applies immunochemical techniques to neuronal proteins, presents and publishes results (B.S., background in biochemistry and/or neurobiology with graduate training, experience, familiarity with immunochemical techniques). \$13,250-\$18,575.

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

**Senior Research Coordinator** (3-20-79).

**Staff Writer II** (1-30-79).

### Part-Time

**Assistant to the Director** coordinates and administers new program. B.A., experience administering conferences, knowledge of business and academic community. Salary to be determined.

**Chief Social Worker** counsels pet owners, consults with veterinarians, administers the department. Three years' experience in social work, experience with small animals and ability to counsel individuals on their pets. Salary to be determined.

### Support Staff

**Accounts Payable Clerk** (3-20-79).

**Administrative Assistant I** (four positions) (a) (2-13-79); (b) (three positions—3-20-79).

**Clerk II** (2-27-79).

**Clerk III** researches, copies and mails student transcripts and corrects their cumulative records. High school graduate, two years' office experience, typing skills. \$6,225-\$7,975.

**Clerk IV** processes purchase requisitions and bills, maintains logs, prepares distribution of steam and electricity costs. Two years' college in business administration, three to five years' experience. \$6,700-\$8,575.

**Computer Operator** (3-27-79).

**Data Control Clerk** (3-27-79).

**Delivery Clerk** delivers and collects mail, operates Xerox machines and assists with clerical duties. High school graduate with Pennsylvania driver's license. \$5,050-\$6,450.

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

**Editorial Assistant** (3-20-79).

**Electrical Operator** (3-20-79).

**Electron Microscope Technician II** (3-20-79).

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

**Fellowship Assistant** (2-27-79).

**Herdsman II** milks dairy herd, observes its health and maintains and operates milking and other power equipment. High school degree with courses in animal husbandry, experience. \$5,000-\$6,400.

**Library Door Guard** (3-27-79).

**Plumber** constructs and maintains all types of plumbing. Journeyman apprenticeship with five years' experience. Union wages.

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

**Programmer II** (3-20-79).

**Research Laboratory Technician II** (1-23-79).

**Research Laboratory Technician III** (10 positions) (a) (2-20-79); (b) (2-27-79); (c) (four positions—3-20-79) (d) (3-27-79); (e) performs laboratory analyses, radioimmunoassay, drug reception analysis and microsomal enzymology (college graduate with chemistry, biochemistry or physiology major, biochemical experience, familiarity with electronic equipment and assays); (f) performs serological, hematological, bacterial and microbiological analyses, assists in laboratory procedures (college graduate with science major); (g) processes tissues, handles small laboratory animals and serves as a liaison between laboratories and operating room (B.A. with one year of experience in an EM or histology laboratory). \$8,625-\$11,050.

**Research Specialist I** works with cell cultures, histology and *in vivo* techniques (rats, rabbits). B.A. in biology and three to five years' experience with electron microscopy. \$10,050-\$14,325.

**Residence Hall Clerk** (3-20-79).

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

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

**Secretary IV** (2-20-79).

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

**Secretary Technician, Word Processing** (2-27-79).

**Senior Admissions Assistant** (3-27-79).

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

**Supervisor I** (3-20-79).

### Part-Time

**Clinical Laboratory Technician** (2-13-79).

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

**Permanent Extra Person** restocks supplies and has other duties. Knowledge of art history, experience. (Hours: Tuesday-Saturday 10-5 p.m., Sunday 1-5 p.m.) Hourly wages.

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

**Secretary** (1-30-79).

**Temporary Secretary** (1-30-79).

**Typist II** (1-30-79).

# Things to Do

## Lectures

The Faculty Tea Club sponsors **Changing Roles for Women Around the World**, a seminar by Theresa Cole, community development worker, April 3, 10:30 a.m., and has its **Annual Meeting** on April 10 at 1 p.m. in the Faculty Club; the meeting focuses on a name change vote for the club. Immediately following the Tea Club's meeting, at 1:30 p.m., Dr. Florence Seaman, clinical psychologist and executive director and founder of the Zestran Institute, addresses **Coping with Criticism and Rejection**. § Edward V. Sparer, professor of law and social welfare at Penn, speaks on **Legal Rights and Institutional Care for the Aged**, April 3, 4 p.m., Auditorium A of the Medical Education Building. § The Geology Department Seminar features **Ecology and Biology of Nautilus in the Western Pacific: A Key to Fossil Cephalopod Paleobiology?** by Dr. W. Bruce Saunders on April 3; Dr. George R. Tilton lectures on **Isotopes, Lavas and Ores: Some Andean Tracer Studies** on April 5; and Dr. Albert Jambon delivers **Kinetic Partitioning Between Crystals and Magma** on April 9. All seminars begin at 4 p.m. in Room 104 of Hayden Hall. § The Graduate School of Education sponsors Dr. Marie Peters on **Socialization in the Contemporary Black Family**, April 4, 2:30 p.m., Room D9/10 of the Education Building. § Dr. Kenneth Matthews speaks on **Etruscan Italy**, April 5, 5:30 p.m., Rainey Auditorium of the University Museum. § **Smithsonian Events in Philadelphia** presents Dr. S. Frederick Starr on **Bewitched by Buildings: Melnikov, Rusian Visionary**, April 5, 8 p.m. in the Harrison Auditorium of the University Museum; and anthropologist Donald Ortner on **Captured in Bone: Man's Biological Past**, April 9, 6 and 8 p.m. in the Harrison Museum of the University Museum; for information call the Greater Philadelphia Cultural Alliance, 567-2822 (free tickets are required for admission). § Martin Lipton, a New York City attorney, presents the Thomas A. O'Boyle lecture on **Current Federal-State Tensions in Securities Regulation**, April 6, 4 p.m., Room 100 of the Law School. § Edward Carter discusses **Editing and Publishing the Papers of Benjamin Henry Latrobe**, April 9, 4 p.m., Room 107, Edgar Fahs Smith Hall. § Dr. Richard I. Mateles addresses the Chemical and Biochemical Engineering Seminar on **Some Aspects of Single-Cell Protein Production**, April 9, 3:30 p.m., Alumni Hall of the Towne Building. § Dr. Richard Beard of the Drexel biomedical engineering department speaks at the Bioengineering Seminar on **In Vivo and In Vitro Electrode Polarization Studies on Cardiac Stimulating Electrodes**, April 9, noon, Room 554 of the Moore School. § Nancy Hewitt of the history department addresses the Workshop for Research on Women on **Women's Activism and Social Change: The Case of Rochester, New York, 1822-1872**, 12:30 p.m., April 10 in 106 Logan Hall.

## Music/Theater

**Pianist Susan Kagan**, professor of music at the City University of New York, lectures on and performs the music of Archduke Rudolph, Beethoven's patron, on April 5, 4 p.m., Room 210, Music Building Annex. § The Goodman Theater Company's production of **The Island**, the companion piece to *Sizwe Bansi is Dead*, continues at the Annenberg School Auditorium through April 8. For tickets call Ext. 6791. § **Pianist Agustín Anievas** performs in concert, April 4, 8 p.m., University Museum; for information call DA9-0151. § The **University Choir**, conducted by William Parberry, presents Bach's *Cantata No. 196*, Hindemith's *Five Songs on Old Texts*, Marian motets by Gombert, Josquin and Gallus and an excerpt from the Tallis *Lamentations of Jeremiah*, April 6, 8:30 p.m., Tabernacle Church. § **Artsfest** presents a number of musical and theatrical events, including: the **Penn Players Children's Theater Dance Troupe**, April 3, noon, Annenberg Center Plaza; the **Penn Balalaika Orchestra**, April 4, noon, Annenberg Center Lobby; the **Arts House Dance Troupe**, April 5, noon, Annenberg Center Lobby; **Theater Lab One-Acts**, April 5, 6 and 7 at 8 p.m., Harold Prince Theater, \$1; **Penn Players**, April 5, 6 and 7 at 8 p.m., Houston Hall Auditorium; the **All Star Student Jazz Group**, April 6, noon, Annenberg Center Plaza; and the **Philadelphia Dance Alliance Festival '79**, April 7 at 8 p.m., Zellerbach Theater, \$5-\$6. For tickets call Ext. 6791; for information call Ext. 7038.

## Films

Artsfest presents two evenings of *Hepburn and Harlow* with **The Philadelphia Story**, April 3 and 4, 7:30 p.m., and **Dinner at Eight**, April 3 and 4, 10 p.m., Zellerbach Theater (tickets \$1). § Exploratory Cinema features **Number Our Days** and **Trobriand Cricket: An Ingenious Response to Colonialism**, April 4, 7 and 9:30 p.m., Studio Theater, Annenberg Center (students \$1, others \$2). § The International Cinema Series offers the Senegalese film *Njangaan*, April 5, 7:30 p.m. and April 6, 4 and 9:30 p.m.; and *Salt of the Earth*, April 5, 9:30 p.m. and April 6, 7:30 p.m., International House (evenings \$1.50, matinee \$1). § The Penn Union Council brings **Catch-22**, April 5, 7:30 and 10 p.m.; **Girl Friends**, April 6, 7:30 and 10 p.m.;

and *Casablanca*, April 6, midnight, to Irvine Auditorium (\$1, midnight 75c). § The Annenberg Cinematheque shows Gregory Shuker and Richard Leacock's *Crisis*, April 7, 7 p.m. and April 8, 9:30 p.m. and Elia Kazan's *Baby Doll*, April 7, 9:30 p.m. and April 8, 4:30 and 7 p.m., Studio Theater, Annenberg Center (students \$1.50, others, \$2.50). § The University Museum's Sunday Film Series features Satyajit Ray's *The Middleman*, April 8, 2:30 p.m., Harrison Auditorium. § The Festival of Jewish Life presents Yiddish film classics *The Cantor's Son*, *Mirele Efros* and *Yiddle with his Fiddle*, April 8 at 5, 7, and 9 p.m., International House.

## Mixed Bag

The **Sam Maitin** exhibit continues at the Faculty Club through April 20. § ICA features **Late Twentieth Century Art: The Sydney and Frances Lewis Foundation Collection** through May 2 at the ICA galleries. § ICA presents **David Tudor's Rainforest**, a dramatic sculptural and musical environment, April 4-7 at the Drexel-First National Bank Building. For information call Ext. 7108. § The **Undergraduate Assembly Coffee Hour** takes place every Tuesday at 11 a.m. in Houston Hall. § The Departments of Physics and of the History and Sociology of Science present **Einstein: A Celebration**, April 3, 3:30-5:30 p.m. in 102 Chemistry Laboratories. § The Wharton Graduate Alumni Affairs Lifelong Education program offers seminars on **Career Planning**, April 4 in Hartford, Connecticut and on **Mergers and Acquisitions**, April 5 in New York. For information call Ext. 8478. § The sixth annual meeting of the **Joint Atlantic Seminar** in the History of the Physical Sciences convenes at the David Rittenhouse Laboratory, Room A1, April 6-7. For information call Ext. 8400. § The Morris Arboretum offers a short course on **Bonsai: Back to Basics**, four Mondays, April 9-May 7, 10 a.m.-noon (members \$30, non-members \$35) and workshops on **Terrace Gardening**, April 4, 10 a.m.-noon (members \$6, non-members \$8); **Rose Pruning Demonstration**, April 7 at 1 p.m. (free to members, \$1 gate fee for non-members); and **Spring Flower Arranging**, April 10, 10 a.m.-noon (members \$12, non-members \$15); for information call CH7-5777. § Annenberg's Artsfest features a seminar on **The Visual Artist's Perspective on the Performing Arts**, April 5 at 4 p.m. in the Annenberg Center Studio Theater. § The Levy Tennis Pavilion hosts the **Middle States Indoor Senior Tennis Championships**, April 6, 7 and 8. For information and entry blanks call Ext. 4741. § The Philadelphia Gay Cultural Festival features the Theatrical Outfit of Atlanta, Georgia in **Rites of Passage**, April 6 and 7 at 8 p.m. (tickets \$3.50) and the film *Outrageous*, followed by a discussion led by Martha Kearns and Edmund White, April 10, 7 p.m. (admission \$3.50). Both events are in the Christian Association Auditorium; for information call 386-3916. § The Department of Recreation offers Saturday morning **Swimming and Fencing** classes for children; for information call Ext. 6102.

## Sports

**Women's Softball:** Penn competes with Ursinus at River Field, April 3, 4 p.m.; Temple at Temple, April 5, 3:30 p.m.; Trenton at River Field, April 7, 2 p.m.; and Swarthmore at River Field, April 10, 4 p.m. § **Women's Lacrosse:** Penn plays West Chester State at Franklin Field, April 3, 7 p.m.; Glassboro at Glassboro, April 5, 3:30 p.m.; Harvard at Franklin Field, April 7, 11 a.m.; and Swarthmore at Franklin Field, April 10, 7 p.m. § **Men's Lacrosse:** Penn takes on Navy, April 4, 2 p.m. § **Men's Baseball:** Penn plays Temple at Temple, April 4, 3 p.m.; Yale at Bower Field, April 6, 3 p.m.; Brown at Bower Field, April 7, 1 p.m.; and Lehigh at Lehigh, April 10, 3 p.m. § **Men's Tennis:** the team takes on Yale at the Lott Courts, April 6, 3 p.m.; Brown at the Lott Courts, April 7, 2 p.m.; and Swarthmore at Swarthmore, April 9, 2:30 p.m. § **Women's Crew:** Penn competes with Connecticut College, MIT and Northeastern at Connecticut, April 7, 9 a.m. § **Women's Tennis:** Penn takes on Harvard at the Lott Courts, April 7, 10 a.m. § **Men's Outdoor Track:** Penn races Princeton at Franklin Field, April 7, 2 p.m. § **Men's Lightweight Crew:** Penn rows against Rutgers in the Schuylkill River, April 7, 3 p.m. § **Men's Heavyweight Crew:** the team competes in the San Diego Classic April 7 in San Diego, California. § **Women's Track:** Penn takes on Princeton, Trenton and Temple, April 7 at Princeton. § **Sailing:** Penn competes in the Mono Area Three Eliminations at Princeton; the Owen Trophy at Navy; and the Kennedy Cup Eliminations at Navy, all April 7-8. § **Men's Golf:** the team plays Temple at Temple, April 9, 1 p.m., and St. Joseph's and Delaware at the Kimberton Golf Club, April 10, 1 p.m. § *For information on all Penn sports events, call the Sports Information Office, Ext. 6128.*

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