

# Almanac

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- News Briefs • Bulletins
- Speaking Out: On Things Artistic
- A Women's Program for the Eighties
- On Divestment and South Africa
- Appointments • Promotions • Leaves
- Supplement: Personnel Relations Newsletter

## Girifalco Named Vice-Provost for Research

Louis A. Girifalco, associate dean for graduate studies and research for the College of Engineering and Applied Science since 1974, will become vice-provost for research on July 1. Provost Vartan Gregorian announced the appointment at the executive board of trustees meeting on May 17.

Girifalco came to Penn in 1961 as an associate professor of metallurgy and materials science. From 1967 to 1969 he served as the director of the Laboratory for Research on the Structure of Matter. In 1969-70 he took a one-year leave of absence to become president of the CARA Corporation, then returned to the University to teach in 1970. In 1972 he became chairman of the Department of Metallurgy and Materials Science and was promoted to associate dean in 1974.

Girifalco is the author of several books and many articles. His current research is concerned with electronic theory of alloy formation, the metallic bond and the theory of intercalated graphite compounds. He received his B.S. from Rutgers University in 1950 and earned his M.S. and doctorate from the University of Cincinnati. Before coming to Penn he worked as a research chemist for the DuPont Company and as a physicist and researcher for NASA at the Lewis Research Center in Cleveland, Ohio.

Girifalco succeeds Donald G. Langenberg as vice-provost for research. Langenberg, a physicist, plans to return to teaching and research.

## Trudeau, Others Receive Honorary Degrees

Garry Trudeau, winner of a Pulitzer Prize for his syndicated cartoon strip *Doonesbury*, spoke at the University's 223rd commencement exercises, Monday, May 21. The originally scheduled speaker, Pulitzer Prize winning playwright Tennessee Williams, had to withdraw because of sudden illness. Trudeau was to have addressed the baccalaureate service on Sunday, May 20. Jacqueline Wexler, president of Hunter College and a University trustee, agreed to give the baccalaureate service address.

Trudeau, Wexler and six others received honorary degrees during the ceremonies, during which approximately 3,500 graduate and undergraduate students received their degrees. The recipients of honorary degrees are:

**Ruth Josephine Dean**—Doctor of Humane Letters. Decorated *Chevalier Ordre des Palmes Académiques*, Dean is Mount Holyoke French Professor Emerita and Mary Lyon Professor Emerita; she is emeritus professor of English and Romance languages and former chairman of the medieval studies committee at the University of Pennsylvania.

**William Theodore Golden**—Doctor of Laws. A trustee of Mt. Sinai Hospital, Barnard College, the American Museum of Natural History and many corporations, he is a member of New York's Mayor's Committee on the Delivery of Personal Health Services and serves on the Advisory Task Force on CATV and Telecommunications.

**Joshua Lederberg**—Doctor of Laws. President of Rockefeller University, he was a Nobel Prize recipient in physiology and medicine for his research on the genetics of bacteria.

**Charles Brelsford McCoy**—Doctor of Laws. Chairman of E.I. Du Pont de Nemours' finance committee and trustee of the University of Pennsylvania, he is director of the Wilmington Trust Company and Bethlehem Steel Corporation.

**Wade Hampton McCree, Jr.**—Doctor of Laws. Solicitor General of the United States, he is a member of the law faculty at Harvard and at the Salzburg seminar on American studies and is a

vice-president of the United Foundation and a trustee of Fisk University.

**Robert K. Merton**—Doctor of Humane Letters. Professor of sociology at Columbia University, former president of the Community Service Council and trustee for the Center for Advanced Study of Behavioral Sciences, he is the author of *Social Theory in Seventeenth-Century England*, *Social Theory and Social Structure* and *The Sociology of Science*.

**Garry B. Trudeau**—Doctor of Laws. Cartoonist and creator of the cartoon strip *Doonesbury* and Pulitzer Prize recipient, his publications include *Trout Fishing in the Reflecting Pool*, *I Have No Son* and *As the Kid Goes for Broke*.

**Jacqueline Wexler**—Doctor of Humane Letters. She is president of Hunter College and a University trustee.

## Veterinary School Appropriation Increased

The Appropriations Committee of the Pennsylvania House of Representatives has approved an increase of \$730,000 in the appropriation for the School of Veterinary Medicine for 1979-80. The increase, which would bring the school's total allocation to \$4,502,000, was included in the University's appropriations bill, reported to the floor of the House by the committee last Thursday.

Other line items in the bill followed Governor Dick Thornburgh's earlier recommendations. These include \$7,287,000 for instruction (an increase of \$224,000 over the current year); \$2,926,000 for the School of Medicine (the increase of \$44,000 reflects an anticipated rise in enrollment); \$3,798,000 for student aid (no change); and \$600,000 for dental clinics (no change).

The total appropriation for the University under the bill would be \$19,113,000, an increase of \$998,000, or 5.5 per cent over the amount received this year. Final action on the bill is not expected until the General Assembly reaches agreement on tax matters.

At an Appropriations Committee hearing in Harrisburg May 3, President Martin Meyerson and Veterinary School Dean Robert R. Marshak urged approval of an increase of \$775,000 in the Veterinary School appropriation in order to, according to the dean, "maintain the extraordinary services of this school without continuing to impose extraordinary tuition burdens on the students."

## Trustees

### Executive Board Looks at Campaign Figures

At the executive board meeting on May 17, chairman Paul F. Miller, Jr., announced that as of May 15, the Program for the Eighties had received \$189,310,995, or 74 percent of the \$255 million campaign goal. "This is up by about \$10 million since April 4," Miller said. "We're going to do everything we can by June 30 to reach \$255 million—with \$65 million still to go. . . . We've been busy and productive in the last month, and we need seven more months like it, and we'll be home free."

President Martin Meyerson gave a brief review of the last four years—the four years which the Class of '79 spent at the University. "We saw a few years of blood, sweat and tears," Meyerson said. "But despite those difficulties, we managed . . . probably to have a greater faculty and student involvement than elsewhere. . . . It was a period of economy, but we tried to keep salaries and student aid up. We had to give up on certain things—the hockey team last spring, for instance."

Meyerson announced that Robert Erwin has resigned as director of the University of Pennsylvania Press in order to head a press in New England. The board passed a resolution of thanks to Erwin.

In a resolution regarding the reapplication for a license for campus radio station WXPB-FM, the board authorized the president "to file on behalf of the University a new application...to do all he deems necessary to assure that any radio station, which is licensed to the University, performs responsibly under the rules and regulations of the Federal Communications Commission and all applicable federal and state laws...[and to] form and consult such boards and committees and...make such delegations of administrative responsibility as he deems appropriate." The board voted its thanks to the chairman of the Electronic Communications Subcommittee, Morton H. Wilner.

In other business, the board nominated Gloria Twine Chisum for reelection as a term trustee, Anthony S. Minisi and Richard P. Brown as term trustees and Charles D. Dickey, Jr., as a life trustee. The board approved the change in name of the Astronomy Department to the Department of Astronomy and Astrophysics and approved the establishment of two untenured full professorships in the Wharton School carrying titles in the form "Practice Professor in \_\_\_\_\_." The board also authorized the construction of additional teaching facilities at the New Bolton Center Clinic at a cost not to exceed \$927,000.

## News Briefs

### Annenberg Center Receives Grant, Looks Ahead

The Philadelphia Foundation has awarded \$29,000 to the Annenberg Center to be applied to six performing arts activities: the Off-Broadway's Best Series, the Theater for Children Series, Artsfest, the Community Outreach Program, the Cinematheque Film Series and to aid local performing groups using the Harold Prince Theater.

According to Judith Kidd, director of development for the Annenberg Center, the current year's operating budget is down by over half of the projected deficit. The success of the Theater for Children series and a dramatic increase in subscription and ticket sales account for that in part, she said.

The Theater for Children series, mounted as a pilot project during the 1978-79 season, attracted maximum audience capacity, Kidd said. Next year, the series will bring at least three shows to the center; this year the series presented only two.

While the Western Savings Bank series drew an average of 80.9 percent audience capacity during the 1977-78 season, this past season saw the Zellerbach theater filled to an average 91 percent capacity. The Off-Broadway's Best series attracted an average capacity of 65.8 percent in 1977-78; that figure rose to 84.9 percent in 1978-79.

Kidd attributed the increase to sold-out subscription sales in the Western series and to the high caliber of the plays in the off-Broadway series. As for next year, four plays in each series are projected, the same number as this year for the Zellerbach Theater series, one less than in 1978-79 for the off-Broadway series. "We do hope to bring in more shows that play for one or two nights," Kidd said. "We're concentrating on the larger regional theaters for plays for both the off-Broadway and the Zellerbach Theater series. There won't be as sharp a delineation between the two as in the past."

### Levy Park Dedication Set for June 8

President Martin Meyerson and the board of trustees invite the University community to attend the dedication of Blanche P. Levy Park on June 8 at 4 p.m. in front of College Hall. Martin Meyerson, Trustee Chairman Paul F. Miller, Jr., and Rabbi Michael Monson of Hillel will speak. Trustee Robert P. Levy will represent the Levy family.

### Trustees Meeting Scheduled for June 7 and 8

The full board of the trustees of the University of Pennsylvania will meet Thursday, June 7 and Friday, June 8. An open stated meeting will convene at 2 p.m. on Friday, June 8 (place and agenda to be announced).

### Morris to Head Wharton Forecasting

Dr. Lee R. Morris has been named president and chief operating officer of Wharton Econometric Forecasting Associates. Formerly vice-president for Hahnemann Medical College and Hospital's administration of corporate affairs, he succeeds Dr. David Rowe in his new post. WEFA has released its Wharton Quarterly Model forecast for the U.S. economy every three months since 1963.

### U. of P. Press Announces Prizes

In order to encourage writers to publish with the University of Pennsylvania Press, starting this year two awards of \$5,000 each will be given annually to the press's most distinguished books in the humanities and social sciences, according to Warren Slesinger, marketing manager for the press. The Haney Prize, as the awards will be called, will be financed by the Haney Foundation. So far Robert Heilbroner and Paul Fussell have agreed to serve on the panel of judges.

In other news at the press, approximately one-half of the spring and summer book list will be published concurrently in Great Britain. Excerpts from some of the books have been published in *Psychology Today*, *Society Magazine* and *Human Nature*. Last year's *Gladly Learn and Gladly Teach* by Martin Meyerson and Dilys Pegler Winegrad received a Certificate of Award at the 1979 Philadelphia Book Show. The citation reads: "In recognition of meeting the industry's highest standards of design, printing and binding." Joel Katz designed the book.

During the summer, two hardback titles, *Daily Life in the World of Charlemagne* by Pierre Riché and translated by Jo Ann McNamara and *Philadelphia Gentlemen* by Penn's E. Digby Baltzell will appear in paperback. Books to appear in hardback include: *Aging, Death and the Completion of Being*, edited by David D. Van Tassel; *The Bicentennial Conference on the United States Constitution*, Vols. I and II, published for the American Academy of Political and Social Science; *The Concept of Style*, edited by Berel Lang; *Methods for Assuring the Confidentiality of Social Research Data* by Robert F. Boruch and Joe S. Cecil; *On the Making of Americans: Essays in Honor of David Riesman*, edited by Herbert Gans, Nathan Glazer, et al., and with a foreword by Martin Meyerson; *Politics and Economics in an Interdependent World*, the collected papers of Arthur Ross, distributed by the press; *Repression of Heresy in Medieval Germany* by Richard Kieckhefer; *The Royal Forests of Medieval England* by Charles R. Young; *Technometry* by William Ames, translated by Lee W. Gibbs; *Weinreich on Semantics*, edited by William Labov, a Penn faculty member, and Beatrice S. Weinreich.

### Law School Names Wald Honorary Fellow

Patricia McGowan Wald, assistant attorney general for legislative affairs with the Justice Department and a nominee for the District of Columbia Court of Appeals, was named an honorary fellow of the University's Law School on May 21. This annual honor is presented by the Law School faculty to a lawyer who has combined an active professional career with public service in law related fields.

Wald, a graduate of Yale Law School, has worked with the Institute of Medicine at the National Science Foundation, was a member of the board of directors of the American Bar Association Journal and acted as attorney to the Mental Health Law Project from 1972 until 1977.

### Wernick Conducts Crumb Composition

The Philadelphia Orchestra under the direction of Richard Wernick, professor of music and director of the Penn Contemporary Players, performed George Crumb's *Star-Child* at concerts May 17, 18 and 19 at the Academy of Music and on May 22 at Carnegie Hall. Crumb, professor of music and 1968 Pulitzer Prize winner for his *Echoes of Time and the River*, composed *Star-Child* under a grant from the Ford Foundation. The work, subtitled *A Parable for Soprano, Antiphonal Children's Voices and Large Orchestra*, is a setting of two Medieval texts, the *Dies Irae* and *Massacre of the Innocents*.



# Speaking Out

## On Things Artistic

To the Editor:

Year after year I marvel at the transformation of the campus as it sheds its winter shroud and becomes engulfed in spring. This year, though, there's something very special: the Blanche P. Levy park has greatly enhanced the change, not only because of its inherent beauty but because it is nearly complete. We have not only experienced a winter-to-spring contrast but also a new design and a change from a muddy under-construction mess into an essentially finished product.

Into this enhanced environment I have renewed difficulty fitting the large black monochromatic "thing" next to Logan Hall called *We Lost*. I know that this, along with the red "thing" opposite Harnwell House, was very expensive and was supposed to be of high artistic value. However, I know of many items of construction equipment, of which *We Lost* reminds me, which are also expensive, but not necessarily artistic.

Now a third "thing" has appeared next to the Fine Arts building. Perhaps it is an offspring from the other two. After all it is diminutive and of similar color to the older red "thing." The possibility of having the "things" breeding uncontrollably on campus is as worrisome as it was unexpected, even though the youngster is cute compared to its awesome senior at the other end of the Blanche Levy Park. As to that, I adjust to its existence, without regard to any artistic value, by thinking of Stonehenge. No one would want the world to be without Stonehenge, though what remains is certainly bulky

and forbidding. The sarsen stones which stand on a lonely moor as a gaunt, mysterious landmark of ancient man are relatively monochromatic and, one might say, even "drab."

Evidently *We Lost* is out of place—in time and space. It is simply lost. It needs to be given to a new environment and some subtle celestial orientation. Has anyone got a lonely moor they're not using?

—R. Ian Harker,  
Professor of Geology

**Editor's Note:** The modern sculpture *We Lost* is the work of New York artist Tony Smith. The sculpture was completed in 1962 and purchased by the University through the Committee on the Visual Environment. Installed in 1975, *We Lost* is welded steel painted black and measures 10.8 by 10.8 feet. Artist Tony Smith received a Fine Arts Medal from The American Association of Architects in 1971 and has had several individual exhibitions of his sculpture.

The "red thing" opposite Harnwell House, also known as *Covenant*, is the work of photographer, painter and sculptor Alexander Liberman. The first commission of the Committee on the Visual Environment, the 40-foot red sculpture was installed in the High Rise Complex at 39th Street and Locust Walk in 1974. Liberman was born in Kiev in 1912. His works have been exhibited in the United States and abroad.

Located between the Fine Arts building and the Furness Library, the third "thing" is a free form steel sculpture by Alexander Calder. The large, orangy-red

stable is an exact model, on a smaller scale, of an earlier Calder stabile. Both the original work, which stands on Holland Square in Jerusalem, and the smaller replica are gifts of Philip and Muriel Berman of Allentown, Pennsylvania.

Director of Facilities Development Titus Hewryk's only response to Dr. Harker's letter was, "All works of fine arts are considered and approved by the Committee on the Visual Environment."

## Publication Schedule

With this issue *Almanac* ceases its weekly publication schedule for the academic year. *Almanac* will appear monthly in June, July and August. The weekly publication schedule will resume after Labor Day.

## For the Record

The telephone numbers for the program coordinators of the International Classroom were inadvertently omitted from last issue's listing of *Corrections and Additions to the 1978-79 Faculty Staff Directory*. Their extensions are 4065, 4066 and 4067.

In the May 1 issue of *Almanac* Lindback award winner Dr. Robert C. Jones was listed incorrectly as assistant professor of statistics, Wharton School. He is associate professor of statistics.

## Letters Welcome

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

*Speaking Out* is a forum for readers' comment on University issues, conducted under the auspices of the *Almanac* Advisory Board: Robert L. Shayon, chairman; Herbert Callen, Fred Karush, Charles Dwyer and Walter Wales for the Faculty Senate; Curtis L. Barnes, director of communications services; Valerie Pena for the Librarians Assembly; Shirley Hill for the Administrative Assembly; and Virginia Hill Upright for the A-3 Assembly. Copies of *Almanac's* guidelines for readers and contributors may be obtained from *Almanac's* offices at 513-515 Franklin Building.

## Chinese Scientists Visit Penn

Twenty-six scientists from the People's Republic of China arrived at the University on May 17. Their visit marked the second half of a scientific exchange program with the American Association for the Advancement of Science; last fall a group of American scientists visited the People's Republic of China. The Chinese delegation attended dinner Thursday night as guests of the University, then split into five groups on Friday morning for separate tours of the Hospital of the University of Pennsylvania, the School of Veterinary Medicine, the University Museum, the Laboratory for Research on the Structure of Matter and a discussion on economic forecasting with Dr. Vincent Su at the Wharton School. The delegation also visited the Institute for Scientific Information. After sightseeing in Philadelphia Saturday morning, the group left for Princeton; they will visit New York, Boston, Chicago, Seattle and Los Angeles before returning to China on June 4.

## John Rave Appointed Publications Director

Vice-President for Administration D. Bruce Johnstone and Director of Publications Curtis L. Barnes have announced the appointment of John Rave as associate director of communications and director of publications. Rave was director of college relations at Muhlenberg College and before that director of public information at Northfield Mount Hermon School.

## Moore School Professor to Teach in China

Dr. Y. H. Ku, emeritus professor of systems engineering in the Moore School and a recipient of an honorary degree from the University, will lecture this June and July at Chiao Tung University in Shanghai and in Sien. The last Moore School professor to lecture in China was Dr. John W. Carr, III, in 1978. Dr. Harvey L. Garner, professor of computer science in the Moore School, was a member of a group from the Institute of Electrical and Electronics Engineers invited to China in 1978.

# A Women's Program for the Eighties

*A Women's Program for the Eighties at Penn*, a conference for all women at the University of Pennsylvania, took place on Sunday, November 5, 1978. It was the first major conference for Penn women since 1971, and in those seven years the position of women at Penn had changed. First, the number of women admitted to the various schools has increased considerably. Employment practices have changed so that more women—though still not enough—can now be found in administrative posts. More women—again not enough—are on the faculty. And senior administrative posts—deanships, vice-presidencies and the like—for the most part remain the domain of men. A Women's Studies Program exists, though the Faculty of Arts and Sciences Committee on Instruction has chosen to scrutinize this program with unusual severity. The Penn Women's Center, an umbrella for women's organizations on campus, acts as an advocate on safety, health and affirmative action issues. HERS (Higher Education Resource Services) Mid-Atlantic is housed on campus. And a crime prevention specialist monitors security, coordinates crime and rape prevention programs and helps provide services for victims. (There has been no rape reported in a campus building for over a year.)

The Women's Center and the Women's Studies Program arranged last November's conference to answer the following questions:

*How has the position of women at Penn changed?*

*Where has progress been made in education and employment?*

*What still needs to be done?*

*How do we solidify what gains we have made and move on to further improvement?*

*How do we regain the momentum of several years ago?*

And we expected, and hoped, that other issues would emerge from our discussions.

The conference began with a plenary session at which Janis Somerville, secretary of the corporation (she will become viceprovost for University life on July 1), addressed *Women's Presence at Penn*; Odessa McClain, office of personnel relations, discussed *Minority Women at Penn*; Ann Beuf, director of the Women's Studies Program, spoke on *Women's Studies at Penn*; and Carol Tracy, director of the Women's Center, reported on *The Women's Movement and Women's Resources at Penn*. (Copies of the speeches may be read at the Women's Center.) Conference participants then adjourned to constituency workshops—administrators, faculty, staff, undergraduate and graduate students, faculty wives, student wives. Recommendations were solicited on ways to improve the situation of women in each category. Later in the day theme workshops featured panel discussions of issues the Women's Center and the Women's Studies Program believe crucial to the quality of the lives of women at Penn: professional development, including visibility, assertiveness and leadership; external pressures, such as dual career marriages, single mothers, single women; and student life—activities, governance, athletics and student health. Again, recommendations for improvement and change were solicited.

What follows are the edited recommendations we received from those workshops. Since we received close to 200 recommendations, many of which overlapped, we found it made the most sense to organize them in groups by goals. Some of the recommendations will not be feasible or even desirable for all women at Penn, and occasionally the recommendation has already been acted upon—though not enough publicized for women to be aware of it. We do recognize that each recommendation came out of a problem encountered once, probably many times, by women at this university and probably by women elsewhere, and we therefore kept our editing to a minimum. Read what follows as a spectrum of the range of problems women at Penn still face. If we can help it—and if the administration will help us—that range will narrow considerably.

In many cases, the recommendations are vague because we lacked adequate information to present at our opening session. We asked the University administration for employment and salary statistics in order to present a measure of our progress, and we were told that these statistics were inaccessible or did not exist. The recommendations reflect a belief on the part of the conference participants that discrimination against women in employment is still prevalent at Penn. Lacking any documentation to the contrary, we were unable to disprove this perception.

One of our recommendations—to make this information public record—may indeed be realized with the help of the U.S. government. The University's affirmative action plan is currently under review by the Department of Labor's Office of Contract Compliance. Though the federal government does not regulate University policies regarding internal dissemination of employment and salary statistics, it certainly does allow public release of information after the review has been completed. Women and minority groups have been excluded from assisting in the affirmative action review. We look forward to seeing that plan published in *Almanac* when the government completes its review.

The major recommendation of the conference calls upon the University to conduct a study of the status of women at Penn. This study should present a quantitative measure of the number of women at Penn with a breakdown by school and department. It should further present the status, promotion patterns and salary levels of these women. Demographic information on graduate and undergraduate student body—sex, race, age—as well as attrition rates should be included. This study should be designed so that it can be updated easily each year. An office should be assigned this last task, and information should appear yearly in *Almanac*.

At the moment, these recommendations are recommendations only. Read them, discuss them, think about them. Then let us act upon them.

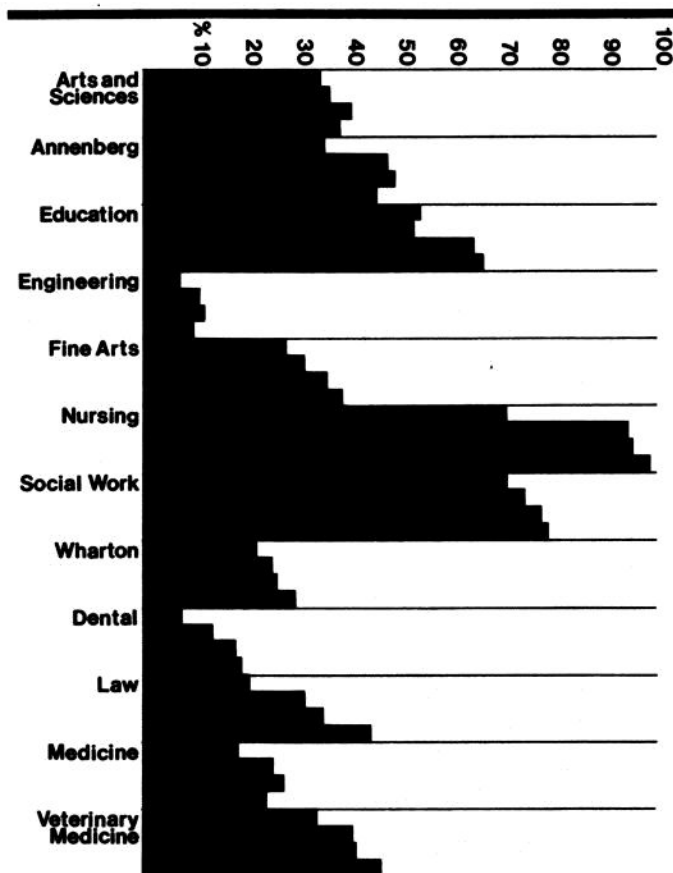
—Carol Tracy, Director, Women's Center  
Ann Beuf, Director of Women's Studies

## Goal: To provide greater opportunities for career advancement for women.

### Recommendations:

1. Create a position at the level of assistant or associate provost to deal with faculty affirmative action, women and minority concerns. This person should monitor the provost's staff conference's decisions in regard to faculty promotions where affirmative action is involved and should keep track of data on women at the University.
2. Enforce a policy whereby performance, in training and on the job, is used as the basis for promotion.
3. Institute a structure for informing search committees of qualified women and minorities.
4. Gather information on departments where overt and covert discrimination is occurring.
5. Institute advocacy systems within departments for junior faculty applying for tenure.
6. Demonstrate commitment to equality in hiring, promotion and tenure for women and minorities.
7. Reorganize the placement service to make sure that it meets the needs of all women students and graduate students in the non-professional schools.
8. Create an option for women to delay the tenure decision in relation to the female life cycle and to family responsibility.
9. Hire more women faculty, especially in departments with low representation of women.
10. Encourage accessibility of mentor-role models.

**Percent Women in Graduate & Professional Schools:  
1975, 1976, 1977, 1978**



**Goal: To provide women with information and mechanisms for ascertaining their goals and assessing the skills they need to reach them.**

**Recommendations:**

1. Provide adequate career option counselling.
2. Institute interviewing protocol whereby interviewers give feedback to rejected applicants when requested.
3. Allow release time for meetings involving women's job-related concerns.
4. Sponsor special programs for graduate student career development through HERS.
5. Set up discussion sessions that would lead to understanding of power structures at Penn.
6. Hire an internal career development specialist for A-1 and A-3 employees.
7. Organize and increase the visibility of Penn women as role models and mentors in management, on the faculty and in graduate schools.
8. Support a performance review program.
9. Re-educate managers to perceive women as upwardly mobile workers who are as able as men to switch career tracks in promotional moves.
10. Solicit current job descriptions from employees in order to update job titles and official descriptions.
11. Delineate job responsibility carefully and on paper.
12. Enlarge the personnel department by 600 percent to bring it in line with personnel departments at comparable institutions, thereby enabling it to carry out personnel functions more effectively.

**Goal: To improve the quality of life on campus for women students.**

**Recommendations:**

1. Offer periodic, comprehensive safety and security orientations.
2. Provide educational programs and written material on birth control and family planning services.
3. Sponsor undergraduate information days with conferences during New Student Week.
4. Offer more personal, holistic advising programs—academic, activity and career—with some continuity.
5. Provide pre- and post-matriculation career and curriculum advising for older and returning students and a choice of "general fee" benefits relevant to their needs.
6. Create an orientation program, designed by WEOUP and financed by student fees, for all incoming women graduate students.
7. Create a Women's Graduate Student Caucus within WEOUP.
8. Continue the training of resident advisors with emphasis on needs of women students in areas such as safety and contraception.
9. Revise University resource directories.
10. Offer more outreach to incoming undergraduates.
11. Form a University Review Board to deal with policy concerning women's issues in relation to financial aid and tuition fees.
12. Revise financial aid policy for older and returning students.
13. Set up meetings between graduate students and chair-people to discuss questions concerning job placement and curriculum issues.
14. Develop a flyer written by the Penn Women's Alliance Task Force on student health services for women.

**Goal: To improve the quality of life on campus for minority women.**

**Recommendations:**

1. Give attention to minority population statistics, both in employment and admissions and in retention.
2. Arrange to monitor compliance with affirmative action.
3. Examine salary scales for minorities.
4. Incorporate Hispanic women's advisors into any of several student service agencies.
5. Employ Hispanic women in administrative and faculty positions.
6. Integrate courses of interest to the Hispanic population into the general curriculum.
7. Recruit Hispanic women interested in business, engineering and the health care professions.
8. News media reaching the Hispanic community should make known Penn employment opportunities.
9. Student organizations should try to attract Hispanic women.
10. Increase awareness and responsiveness to needs of foreign students.
11. Encourage the admissions office to recruit Hispanic students while the students are in their junior year of high school in order to allow for special adjustment and recruitment problems.

**Goal: To improve the curriculum in such a way that it reflects women's needs and interests.**

**Recommendations:**

1. Institute part-time graduate programs.
2. Conduct SCUE surveys which address both traditional women's fields and the special problems women face in traditionally male fields.
3. Expand the nurse-midwife program.
4. Establish an intensive, non-credit math clinic in conjunction with the learning clinic.



5. Set up an internship program with Wharton through which women students work in athletic administration.
6. Create a graduate program in women's studies.
7. Include representatives from women's studies on dissertation committees.
8. Have the Committee on Instruction accept women's studies courses.
9. Offer tenure to women's studies faculty.
10. Set up a "Women in Sports" course through women's studies.

**Goal: To provide opportunities for women to develop the skills they need both to do their jobs well and to improve their chances of career advancement.**

**Recommendations:**

1. Set up management training workshops.
2. Provide assertiveness training courses.
3. Provide public speaking courses.
4. Institute a leadership training program.
5. Provide special training for A-3 employees in management, budget, etc.
6. Disseminate information on all courses and programs already available.

**Goal: To improve communications among all women at Penn and to develop formal and informal links between staff, faculty and students.**

**Recommendations:**

1. Publish a women's newsletter dealing with all concerns of Penn women.
2. Facilitate networking through information exchange among WEOUP, Women's Faculty Club, A-1 and A-3 Assemblies and women student groups.
3. Organize ongoing women's support groups for sharing concerns.

4. Sponsor regular coffee hours for women and women's groups.
5. Set up consciousness-raising groups in various schools.
6. Disseminate demographic information about women on campus.
7. Create a speaker's bureau on women's issues.
8. Distribute more widely information on Penn Women's Center activities.
9. Set up meetings of dissertation students.
10. Organize networks of peer advising between younger and returning students, graduate and undergraduate students, faculty and graduate students, junior and senior faculty.
11. Provide adequate funding for communications materials.

**Goal: To improve the quality of life on campus for all women.**

**Recommendations:**

1. Develop a strong policy against sexual harassment and mechanisms for enforcement.
2. Increase A-3 salary scales.
3. Sponsor workshops to improve A-1—A-3 employee relations.
4. Institute a policy that leave on dependents' sick days is a legitimate use of earned sick time.
5. Provide psychological and career counselling for staff and administrators.
6. Institute unisex retirement benefits.
7. Offer flexible program of personnel benefits.
8. Meet child care needs of students, faculty and staff by offering more services. Make cash allotments toward private services or set up a baby-sitting co-op.
9. Spouses' groups organized in various schools of the University should provide social activity, advice and a communications network.
10. Allow "flex-time" (flexible working hours) wherever possible to allow workers to put in an adequate work week and meet external obligations.
11. Monitor safety measures in University buildings and on campus.

## Weibel Named Committee Chair

Dr. Thomas W. Langfitt, vice-president for health affairs, has announced the appointment of Dr. Robert Weibel, associate professor of pediatrics in the School of Medicine, as chairman of the Committee on Studies Involving Human Beings. Weibel, a six-year member of the committee and chairman of its Task Force Three since 1977, replaces Dr. Bryan Marshall, professor of anesthesia. The committee, divided into three task forces, reviews University research involving human beings as subjects to insure that participants are informed of their role and that they have consented to their participation. Weibel assumes his post on June 1.

## Vanpools Spell Relief for Harried Commuters

Do you enjoy driving in traffic? Do you look forward to waiting for a train in the rain? If not, consider vanpooling.

To join an existing vanpool call:

Drexel Hill—Tom Cooper, Ext. 5831.

Media/Swarthmore—Marge Morgan, Ext. 8325.

South Jersey (Black Horse Pike)—Tom Leary, Ext. 7216.

Main Line—Dave Balinski, Ext. 5831.

Aldan—Margie Mansfield, 662-3183.

Springfield—Mike Wisniewski, Ext. 7566.

Drivers and riders are needed for the following vanpools now being formed:

Northeast Philadelphia (Roosevelt Blvd.)—Jim Walsh, Ext. 8752.

Chester—Gwen Willis, Ext. 8445.

West Chester (Route 3)—Barbara Riebe, Ext. 7261.

## Summer Campus Bus Schedule Announced

A courtesy bus, operated by the Office of Transportation and Communications, provides evening transportation around campus and nearby West Philadelphia. Passengers are required to show University of Pennsylvania or HUP identification cards upon boarding the bus, which departs from Houston Hall at the following times:

4:30 p.m.	7:20 p.m.	10:40 p.m.
5:10 p.m.	8:00 p.m.	11:10 p.m.
5:55 p.m.	8:40 p.m.	11:50 p.m.
6:40 p.m.	10:00 p.m.	12:30 a.m.

The bus makes regular stops along the following route:

33rd & Walnut	43rd & Baltimore
33rd & Market	46th & Springfield
36th & Walnut	48th & Springfield
38th & Walnut	47th & Baltimore
39th & Spruce	47th & Pine
40th & Baltimore	44th & Pine
42nd & Baltimore	44th & Spruce
42nd & Chester	42nd & Spruce

Starting with the 5:55 p.m. run, the bus follows the same route but will deviate from it, upon request, to leave riders at off-campus residences. Persons wishing to return to campus after 5:55 p.m. from West Philadelphia residences should call 243-7297 to schedule a pickup. The bus operates Monday through Friday all summer, starting June 1. There will be no service on July 4.

# On Divestment and South Africa

*The following statements were delivered at an open hearing sponsored by the Trustee Committee on University Responsibility on April 30, 1979 on the subject of investments in South Africa. Excerpts from an earlier open meeting on the subject, sponsored by the committee and the Council Steering Committee, appeared in the April 3, 1979 issue of Almanac.*

*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.*

*Trustees Chairman Paul F. Miller, Jr., and Judge A. Leon Higginbotham, Jr., chairman of the Trustee Committee on University Responsibility, have assured students that no decision will be made on the issue without students being in session.*

## Burying the Sullivan Principles

My name is Kenneth Martin. I wish to address this gathering first as a delegate from the Philadelphia Yearly Meeting of Friends to the Summit Conference of Black Religious Leaders on Apartheid held in New York two weeks ago; and secondly as a member of the International Division Executive Committee of the American Friends Service Committee (AFSC), which shares not only a common Quaker heritage with the University, but also some bonds of investment in common.

Some of you may also have encountered me on this campus as a member of the Philadelphia Namibia Action Group, which held a vigil here last month to protest Penn's investments in Newmont Mining Corporation—which does *not* subscribe to the Sullivan Principles and which continues to do its exploitative business in Namibia in defiance of international law and of U.S. government policy.

With regard to Newmont and this University's commitment to compliance with the Sullivan Principles, let me just ask, at the stockholders' meeting of Newmont tomorrow in Wilmington, does the University intend to raise the issue of adherence to the Sullivan Principles, or will the University's commitment to those principles be addressed only to the media and to those who call for more effective policy regarding investments in South Africa and *not* to the corporations themselves?

Of course, in fact, the preponderant majority of votes have already been cast by proxies, and, had the University wished to raise the issue of adopting the Sullivan Principles, it should have initiated such a resolution some weeks ago so that stockholders could have considered it. (I have been told, however—and I hope it is not true—that the University has never independently considered any stockholders' resolutions and voted on their merits, but has automatically cast its votes with management on all its holdings.)

I am here, however, not to uphold the Sullivan Principles, but to bury them, I hope. As one of the 212 delegates from 38 states at the Summit Conference of Black Religious leaders, I listened to Canon Burgess Carr of the All Africa Conference of Churches, to the Reverend Jesse Jackson of PUSH, to the Reverend William Howard of the National Council of Churches, and others, all pointing to the crucial role of foreign investment in maintaining the sin of apartheid. And I listened to the defense made by Reverend Leon Sullivan: that, given time, his principles would make changes or else he would abandon them. And I heard Reverend Sullivan apologize to the representative of the African National Congress (ANC), the oldest black South African political party—the party of Nobel Peace Prize winner Chief Albert Luthuli. I heard Reverend Sullivan apologize because he had never consulted the ANC before or since expounding his principles.

And I joined with the unanimous vote of those black religious leaders to call for a total end to the economic, political and social ties between the United States and South Africa, as the most effective policy of opposition to apartheid. We voted against the Sullivan Principles not merely on the narrow grounds that adherence to those principles could not be monitored because recent South African legislation makes reporting on industrial

conditions a crime, nor that such adherence would violate South African law. We voted down the Sullivan Principles because the notion that enhancing the economy of the oppressor would best provide some relief for the oppressed was a morally noxious concept. Would we suggest that more investment and higher pay by foreign firms in the Third Reich would somehow have prevented Hitler's holocaust? I have heard no one argue that more foreign investment in Uganda might have improved the lives of blacks under Amin, though the rationale would be the same as that offered by proponents of the Sullivan Principles. The summit conference voted against the Sullivan Principles because the role of foreign investment in South Africa, to quote a white South African professor, is to be the "best shield" of South Africa against foreign criticism. It is also the necessary economic bulwark for the apartheid system.

Let me make this last point clearer by reference to three of Penn's major investments: the Insurance Company of North America (INA), International Business Machines (IBM) and General Motors (GM).

INA has participated in underwriting \$150 million in loans directly to the South African government and government-run industries. It supports the Sullivan Principles. It has agreed to underwrite no further loans to the South African government but will not agree to do the same with regard to ESCOM and ISCOR, the state owned and operated corporations which supply 80 percent of South Africa's electricity and 75 percent of its iron and steel. Significantly, five-sixths of the loans INA has underwritten for the South African government have been to ESCOM and ISCOR, only one-sixth for the Republic of South Africa directly.

How did the University of Pennsylvania vote its \$1.5 million in INA last week on the American Friends Service Committee resolution to cease underwriting loans to all agencies of the South African government, including ESCOM and ISCOR? Did it vote to continue underwriting loans to an agency which refuses to provide electricity to the million black inhabitants of Soweto while the South African government spends more on public television than on black education? Can it divorce the actions of one from those of the other? Could Penn have invested in Germany's steel industry in 1938 and claimed to be opposed to the Third Reich?

Because only four percent of the stockholders voted for the AFSC resolution—and apparently Penn was not among that four percent—AFSC will divest INA stock as it has divested stock in all other companies doing business in South Africa.

Penn has \$5 million invested in IBM, which also supports the Sullivan Principles. It also supplies the computer technology which maintains the pass book system in South Africa, the bureaucratic heart of the apartheid system. No black can live in South Africa without the hated pass book. Almost half of the arrests in South Africa annually are due to violations of the racist pass book and trespass laws which restrict the movements of blacks in their own country. That system is maintained with IBM computers.

The brutal war machine which carries on its illegal war of occupation in Namibia and against neighboring Zambia, Botswana



and Angola is programmed on IBM computers. Would the improvement of working conditions for the minority of black employees in South Africa by IBM reduce the level of IBM involvement in the murderous violence of the South African regime, a violence which former Prime Minister Vorster described as a "war of low intensity" against the black populace?

Consider the \$1.3 million Penn has in GM stock. GM has adopted the Sullivan Principles. It argues that, by remaining in South Africa, it is helping to improve conditions and prevent black unemployment. Yet, in 1978, only 10 percent of its work force was black, only 375 Africans in 1978 as compared to 633 two years earlier. And the wage gap between white and black workers' earnings continues to widen.

But the South African soldiers and police travel routinely in GM trucks and vans which, the company explains, it does not sell to the military, only to a South African government central purchasing agency. And, when South African Chevy dealers ran an ad, "They are our South African soldiers. Nationwide Chevrolet dealers believe we can never do enough for them," GM believed the dealers were merely acting "in a socially responsible way."

Presumably, in a similar sense of social responsibility, GM secretly drew up a memorandum to aid and abet the South African government in the event of civil disorders.

Foreign investment is, indeed, South Africa's "best shield." It cannot offer a solution because it is an essential part of the problem. If the University of Pennsylvania insists that it must profit from South African racism, then let it declare that openly and not hide behind the tawdry subterfuge of concern for black people.

—Kenneth K. Martin

## A Question of Complicity

The question of divestiture is a question of complicity. It is simply a question of whether the University of Pennsylvania desires to, can afford to or needs to be an accomplice of the apartheid system at a time when the rest of mankind is committed to an end to colonialism and racial oppression and when this country is specifically committed to the expansion of human rights. But some will say the word accomplice is too strong, and therefore the act cannot be complicity. According to *Webster's New International Dictionary*, an accomplice is one that participates with another in a crime as a principal or as an accessory, or more generally an accomplice is any associate in an undertaking. It would appear that the first definition is the more appropriate, for, since apartheid and the murder and torture of Africans is certainly immoral, to be in any way an accessory to such action is to be an accomplice in an immoral act and a crime.

Put tersely, by seeking to obtain fiscal gain through investments in companies whose own good future depends on the effective working of the apartheid system, this University links itself to the success of a policy of oppression, brutality and inhumanity. To the extent that profits earned in South Africa are returned to this University as part of the earnings of American corporations, to that extent every faculty member's own salary contains coins minted in African blood and each student receives an education supported, in minute measure, by torture. It is of some note that gentlemen of this board, whose votes create this condition, are themselves unaffected by it.

Some will say, however, that almost nothing involving foreign investments can be touched without some degree of complicity in

inhumanity. If the University wishes to divest itself of all such holdings, that would be a position of principle. However, in the case of apartheid, it is the existence of racially based oppression and the University's alignment with a colonial oppressor and against the freedom efforts of the people whose land and country it is that makes the critical difference.

There are numerous reasons why any support, direct or indirect, demeans the position of any University and greatly demeans the position of a great University. First, a University is a moral entity; it stands for the transmission of the knowledge and of the great philosophies of mankind to each of mankind's succeeding generations. This role as guardian and transmitter can only be traduced by contamination with doctrines of race superiority and other such dogmas. Second, universities instill the values of the society of which they are the leading intellectual institutions; the ethics of apartheid can in no way be made compatible with the values of our society. Thirdly, the university is an example; it is a role model for society's institutions. If to its public connection with the support of apartheid is acceptable, then acceptance by the public of apartheid is also acceptable. The fourth reason is that Penn's status as an international university will be adversely affected by our indirect relations with South Africa. The independent African states can hardly regard us with fullest confidence as a partner in ventures involving the needs of their own educational systems. Finally, we are deeply aware of the struggle, at cost to life and limb, of Africans for freedom; are our remembrances of our origin so dim that we choose to place ourselves on the other side of this struggle? Why should we not seek to influence this constructively?

But many will argue that it is not the University's business to police the world or to act in judgment over other people and their governments. This argument was used before in many ways, and Hitler came to power. What if, in a hypothetical situation, today this University were called upon to divest itself of bank stocks because the bank A was the main lender to a German involved with concentration camps. Who knows? We might even denounce bank A for its immorality. Yet is this any different from apartheid and South Africa? Are not Afrikans equivalent in many ways to Hitler's storm troops? Does not South Africa have a Gestapo? Is the difference that the victims are not white Judeo-Christians?

We must also ask whether the Sullivan Principles are a morally acceptable answer to this dilemma. I think not. The Sullivan Principles do not oppose the philosophic doctrine of apartheid; they accept it. So these so-called principles accept for South Africans what we in our law reject (segregation, exclusion). These principles do not ameliorate forced search, torture, pass laws, raids on settlements, inhuman treatment, etc. They are an attempt to stabilize the economic scene against the efforts for freedom and to help rather than oppose apartheid. They are morally unacceptable.

The conflict in South Africa is approaching a violent resolution. Insofar as we strengthen in any way the apartheid government, we help to increase the bitterness of the struggle and the depth of the violence which will attend its resolutions. The example given by divestiture can, in however small a measure, help to resolve the conflict with less suffering. At any event, it will not continue our complicity with anti-humanity.

—Dr. R. J. Rutman,  
Professor of Biochemistry

## Save Energy This Summer

The energy office offers these special energy tips for the summer:

1. When the weather is hot, close blinds during the day to reduce heat; open blinds at night to allow heat to escape.
2. If you have a unit air conditioner:
  - a. Set thermostat at 78° during the day.
  - b. Choose high fan speed setting, except in very humid weather. (Choose low setting then to permit removal of moisture.)
  - c. Use the "fan only" setting or open your window if the weather is cool.

d. Setting the thermostat lower than normal will not reduce the amount of time required to cool the space; it will only cool the room to a lower temperature than needed.

- e. Keep doors to non-air conditioned spaces closed.
3. If you use heat producing devices less—including lights—the room will stay cooler.
4. Try to schedule use of energy intensive laboratory equipment for off-peak periods (before 10 a.m. and after 4 p.m.), especially on hot, humid days.



# Appointments

Following are **Appointments** approved by the trustees between January 1, 1979 and March 15, 1979. They are based on actions taken by the Provost's Staff Conference. A bullet (•) before a standing faculty name indicates that the faculty member achieved tenure. Under the listings for secondary appointments, the primary appointment appears within parentheses. For a description of the structure of the academic staff and definitions of standing and associated faculty, refer to Almanac supplement, April 19, 1977, pp. IV-V ("Draft Revision of Basic Documents on Academic Governance at the University of Pennsylvania").

## College of Engineering and Applied Sciences

### Associated Faculty

Dr. Gershon Buchsbaum, visiting assistant professor of bioengineering.

### Secondary Appointments

Dr. Jonathan Black (associate professor of research in orthopaedic surgery) associate professor in bioengineering.

Dr. Wilson C. Hayes (associate professor of research in orthopaedic surgery) associate professor in bioengineering.

## Faculty of Arts and Sciences

### Standing Faculty

Dr. Michael R. Liskay, assistant professor of biology.

• Dr. Samuel H. Preston, professor of sociology.

• Dr. Gillian E. Sankoff, associate professor of linguistics.

Dr. David Silverman, assistant professor of Oriental studies.

• Dr. Rosemary Stevens, professor of history and sociology of science.

### Associated Faculty

Dr. Ronald Caridi, adjunct associate professor of history and American civilization.

Dr. Walter Isard, adjunct professor of regional science.

Dr. Deborah G. Kemler, adjunct associate professor of psychology.

### Other Changes

Dr. Ralph Ginsburg, from associate professor of sociology in the standing faculty to associate professor of regional science in the standing faculty.

## School of Medicine

### Standing Faculty

Dr. Albert L. Blumberg, assistant professor of radiation therapy.

Dr. Steven Carabell, assistant professor of radiation therapy.

Dr. Richard L. Cumberlin, assistant professor of radiation therapy.

Dr. Frederick Share, assistant professor of radiation therapy.

### Associated Faculty

Dr. Robert E. Booth, clinical assistant professor of orthopaedic surgery.

Dr. Alfred A. Bove, adjunct associate professor of medicine.

Dr. Beverly S. Emanuel, research assistant professor of pediatrics (secondary appointment as research assistant professor of pediatrics in human genetics).

Dr. Andrew T. McLellan, clinical assistant professor of psychology in psychiatry.

Dr. Barry J. Schwartz, clinical assistant professor of psychiatry.

Dr. Richard Whittaker, clinical assistant professor of orthopaedic surgery.

Dr. Sam W. Wiesel, clinical assistant professor of orthopaedic surgery.

### Secondary Appointment

Dr. Spencer Borden (clinical associate professor of radiology) clinical associate professor of radiology in pediatrics.

### Other Changes

Harry J. Aponte, from assistant clinical professor to clinical assistant professor of social work in psychiatry in the associated faculty.

Dr. Henry G. Berger, from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. Hugh Bonner, Jr., from assistant clinical professor of pathology and assistant clinical professor of pathology in medicine in the associated faculty to clinical assistant professor of pathology and clinical assistant professor of pathology in medicine in the associated faculty.

Dr. David D. Burns, from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. Paul J. Dormont, from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. Jeffrey W. Dubb, from assistant clinical professor to clinical assistant professor of medicine in the associated faculty.

Dr. Loretta J. Giuffra, from assistant clinical professor to clinical assistant professor of physical medicine and rehabilitation in the associated faculty.

Dr. Martin H. Goldberg, from associate clinical professor to clinical associate professor of psychiatry in the associated faculty.

Dr. Robert A. Greenstein, from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. Dick D. Harrell, from assistant clinical professor to clinical assistant professor of medicine in the associated faculty.

Dr. Peter T. Hesbacher, from research assistant professor of sociology in psychiatry to clinical assistant professor of sociology in psychiatry in the associated faculty.

Dr. George L. Hoffman, from associate professor to clinical associate professor of obstetrics and gynecology in the associated faculty.

Dr. Henry A. Jordan, from associate clinical professor to clinical associate professor of psychiatry in the associated faculty.

Dr. Kristine Knisely, from associate clinical professor to clinical associate professor of pediatrics and clinical associate professor of pediatrics in obstetrics and gynecology in the associated faculty.

Dr. Charles R. Koch, from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. Samuel M. Levit, from assistant clinical professor to clinical assistant professor of medicine in the associated faculty.

Dr. Leonard S. Levitz, from assistant clinical professor to clinical assistant professor of psychology in psychiatry in the associated faculty.

Dr. Edgar P. Nace, from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. Michael J. Palmieri, from assistant professor of research pediatrics in the standing faculty to research assistant professor of pediatrics in the associated faculty.

Dr. Joseph E. Pappano, Jr., from assistant clinical professor to clinical assistant professor of medicine in the associated faculty.

Dr. Alfred S. Roberts, Jr., from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. Elliott Rosenberg, from assistant clinical professor to clinical assistant professor of medicine in the associated faculty.

Dr. Morton E. Schwab, from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. Levon D. Tashjian, from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. Robert M. Toborowsky, from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. Robert G. Trout, from assistant clinical professor to clinical assistant professor of surgery in the associated faculty.

## School of Veterinary Medicine

### Associated Faculty

Dr. Ronald Fayer, adjunct associate professor of parasitology in pathobiology.

## Wharton School

### Secondary Appointments

Dr. William Hamilton (Halcon Professor of Management and Technology) in Decision Sciences.

Dr. Jack H. Nagel (associate professor of political science) in the Public Management Unit.

Dr. James A. Spady (assistant professor of political science) in the Public Management Unit.

# Promotions

The following **Promotions** were approved by the trustees between January 1, 1979 and March 15, 1979. They are based on actions taken by the Provost's Staff Conference. A bullet (•) before a standing faculty name indicates that the faculty member achieved tenure. Under the listings for promotions in secondary appointments, primary appointments appear within parentheses. For a description of the structure of the academic staff and definitions of standing and associated faculty, refer to Almanac supplement, April 19, 1977, pp. IV-V ("Draft Revision of Basic Documents on Academic Governance at the University of Pennsylvania").

## Faculty of Arts and Sciences

### Standing Faculty

• Dr. Francine R. Frankel to professor of political science.

• Dr. Lucienne Frappier-Mazur to professor of Romance languages.

- *Dr. Anthony Garito* to professor of physics.
- *Dr. Janice F. Madden* to associate professor of regional science.

## School of Dental Medicine

### Standing Faculty

*Dr. Klara Alperstein* to assistant professor of restorative dentistry.  
*Joyce Levy* to assistant professor of dental hygiene.

## School of Medicine

### Standing Faculty

*Alexander M. Capron* (professor of law) in a secondary appointment as professor of law in human genetics.  
*Dr. Martin Morad* to professor of physiology.  
*Dr. David F. Wilson* to professor of biochemistry and biophysics.

### Associated Faculty

*Dr. Howard S. Baker* to clinical assistant professor of psychiatry.  
*Dr. David Berd* to adjunct assistant professor of medicine.  
*Dr. Anthony J. DiMarino, Jr.*, to clinical associate professor of medicine.  
*Dr. Kenneth D. Frank* to clinical assistant professor of medicine.  
*Dr. Larry S. Janoff* to clinical assistant professor of neurology.  
*Dr. George G. McDonald* to research associate professor of biochemistry and biophysics.  
*Dr. Leldon P. Pitt* to clinical assistant professor of surgery.  
*Dr. Clyde Rapp* to adjunct assistant professor of pediatrics.  
*Dr. Richard H. Rothman* to professor of orthopaedic surgery.  
*Dr. John H. Valentine* to clinical assistant professor of psychiatry.  
*Dr. Howard A. Zaren* to clinical assistant professor of surgery.

## School of Social Work

### Standing Faculty

- *Eleanor Ryder* to professor of social work.

## School of Veterinary Medicine

### Standing Faculty

- *Dr. Joan A. O'Brien* to professor of medicine.

### Associated Faculty

*Dr. William White* to adjunct associate professor of laboratory animal medicine in clinical studies.

## Wharton School

### Standing Faculty

- *Dr. Thomas W. Dunfee* to professor of legal studies.

# Leaves

*The following Leaves were approved by the trustees between January 1, 1979 and March 15, 1979. Editor's note: Individual faculty members sometimes reschedule their leaves after formal approval, and this may not be reflected in the listings below.*

## Faculty of Arts and Sciences

*Dr. Fay Aizenberg-Selove*, professor of physics, on a scholarly leave of absence (fall 1979 and fall 1980).  
*Dr. William M. Evan*, professor of sociology and management, on a scholarly leave of absence (fall 1979).  
*Dr. J. M. G. Fell*, professor of mathematics, on a scholarly leave of absence (1979-80).  
*Dr. J. M. G. Fell*, professor of mathematics, on a scholarly leave of absence (1979-89).  
*Dr. Oscar Goldman*, professor of mathematics, on a scholarly leave of absence (fall 1979).  
*Dr. Robert M. Hartwell*, professor of history, on a scholarly leave of absence (fall 1979).  
*Dr. Renata Holod-Tretiak*, assistant professor of art history, for employment elsewhere (1979).  
*Dr. Eitan Muller*, assistant professor of economics, for employment elsewhere (1979).  
*Dr. Lee D. Peachey*, professor of biology, on a scholarly leave of absence (spring 1980).  
*Dr. E. Ward Plummer*, professor of physics, on a scholarly leave of absence (spring 1979).  
*Dr. David Premack*, professor of psychology, on a scholarly leave of absence (fall 1979).

*Dr. Shoichiro Sakai*, professor of mathematics, for employment elsewhere (1979-80).

*Dr. Russell P. Sebold*, professor of Romance languages, on a scholarly leave of absence (1979-80).

*Dr. Walter Selove*, professor of physics, on a scholarly leave of absence (fall 1979).

*Dr. Stephan S. Shatz*, professor of mathematics, on a scholarly leave of absence (fall 1979).

*Dr. Amos B. Smith, III*, associate professor of chemistry, on a scholarly leave of absence (1980).

*Dr. W. John Smith*, professor of biology, on a scholarly leave of absence (1979-80).

*Dr. Yoshitaka Suyama*, professor of biology, on a scholarly leave of absence (spring 1980).

## Graduate School of Fine Arts

*John A. Bower*, associate professor of architecture, for employment elsewhere (spring 1979).

## School of Dental Medicine

*Dr. Phoebe S. Leboy*, professor of biochemistry, on a scholarly leave of absence (spring 1980).

*Dr. Malcolm A. Lynch*, professor of oral medicine, on a scholarly leave of absence (April-September 1979).

## School of Medicine

*Dr. Joseph N. DiGiacomo*, associate professor of psychiatry, on a scholarly leave of absence (July-September, 1979).

## School of Veterinary Medicine

*Dr. Charles W. Raker*, Lawrence Baker Sheppard Professor of Veterinary Surgery, on a scholarly leave of absence (1979-80).

## Wharton School

*Dr. Monique Guignard-Spielberg*, associate professor of statistics and operations research, on a scholarly leave of absence (1979-80).

*Dr. Adrian M. McDonough*, professor of management, on a scholarly leave of absence (fall 1979).

*Dr. Howard E. Mitchell*, 1907 Foundation Professor of Human Resources and Management, on a scholarly leave of absence (fall 1980).

# Bulletins

## 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.

## Programs to Israel Offered

The Jewish Campus Activities Board offers two programs to visit Israel. A student tour (December 25-January 7) is designed for undergraduate and graduate students visiting Israel for the first time; the fee is \$760. For \$775, the faculty seminar (December 23-January 2) provides an educational tour for faculty and spouses who have never been to Israel. For information, call the Jewish Campus Activities Board, 202 S. 36th Street, at Ext. 8265.

## Bulletin Boards for Job Openings

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

Franklin Building, outside the personnel office, room 130  
 Towne Building, mezzanine lobby  
 Veterinary School, first floor next to directory



Leidy Labs, first floor outside room 102  
 Anatomy-Chemistry Building, near room 358  
 Rittenhouse Labs, east staircase, second floor  
 LRSM, first floor opposite elevator  
 Johnson Pavilion, first floor next to directory  
 Logan Hall, first floor near room 117  
 Social Work, first floor  
 Richards Building, first floor near mailroom  
 Law School, room 28 basement  
 Dietrich Hall, first floor outside room E-108

## Openings

*The following listings are condensed from the personnel office's bulletin of May 17, 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.*

*During the summer months, when Almanac appears monthly instead of weekly, job listings will not be published in these pages. The openings column will resume appearing weekly when Almanac does, after Labor Day. For information on job openings consult postings on campus bulletin boards.*

### Administrative/Professional

**Accountant III** (1-16-79).

**Assistant Basketball Coach** (two positions—4-10-79).

**Assistant Director, Personnel Relations** (4-3-79).

**Assistant Director, Physical Plant** serves as liaison between the Wharton School and physical plant departments, engineering, construction and facilities development; reviews repair and maintenance of school buildings. Five years' managerial experience, preferably with building operations, engineering background. Salary to be determined.

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

**Business Administrator III** functions at all organizational levels; holds data processing, general administrative and budget responsibilities. B.A. in business administration and accounting with contract or clinic administration experience, five years in business with industrial or institutional administration at management level. \$11,525-\$16,125.

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

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

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

**Director Regional Offices (New York)** directs New York development office, organizes meetings and events, develops programs. Graduation from a recognized college or university, preferably Penn; five to eight years' progressive experience in fund-raising, public relations, marketing. \$16,625-\$23,725.

**Director of Technical Assistance** manages program and development, develops and executes non-academic personnel policies. B.A. in business administration. Salary to be determined.

**Head Teacher** supervises class group teachers and work-study students, plans work schedules, assists director. B.A. in early childhood education or related field, day-care administration experience, administrative and class group teaching. \$10,050-\$14,325.

**Junior Research Specialist** (four positions) (a) (10-31-78); (b) (4-24-79); (c) samples microscopic structures of the inner ear and cochlear nucleus, performs microanalytical examinations (college graduate with a science major, experience with small laboratory animals and basic tools of chemistry); (d) develops purification methods for protein biosynthetic factors, produces gram amounts of elongation factors Tu and Ts from *E. coli* and *B. stearothermophilus* (science degree, five years' experience in bacterial protein preparations and studies). \$9,275-\$13,000.

**Manager, Museum Membership** (5-8-79).

**Placement Counselor** (5-8-79).

**Placement Officer II** (5-8-79).

**Project Coordinator** serves as business manager for treatment and research project dealing with depressed, suicidal patients; prepares and reviews budgets, purchases supplies; identifies psychopathological emergencies. Training in psychology or mental health; some office experience, bookkeeping/budget work; telephone reception and interviewing. \$9,275-\$13,000.

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

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

**Research Specialist I** (4-3-79).

**Research Specialist II** (four positions) (a) (two positions—4-17-79); (b) (5-1-79); (c) designs and develops electronic systems for particle physics research including interfacing to computer data system (knowledge of modern digital electronics and mini-computers). \$11,525-\$16,125.

**Research Specialist III** serves as a field representative, visits assigned hospitals to instruct the tumor registrar on procedures for identifying reportable cases, assists the Pennsylvania Cancer Registry staff in the coding of reports. B.S., ability to work independently in initiating contacts and assignments, knowledge of medical terminology and anatomy. \$13,250-\$18,575.

**Research Specialist IV** (5-1-79).

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

**Staff Dentist** (5-8-79).

**Superintendent—Utilities** directs the operation and maintenance of electrical, steam, chilled water, air conditioning and mechanical systems; supervises foremen. B.S. in mechanical or electrical engineering or equivalent training. \$13,250-\$18,575.

**Technical Support Programmer** (4-17-79).

**Vice-Dean Continuing Education** (see Director, Continuing Education—5-8-79.)

### Part-Time

**Research Specialist III** (see above); hourly wages.

### Support Staff

**Accounts Payable Clerk** (5-1-79).

**Administrative Assistant I** (five positions) (a) (4-17-79); (b) (5-8-79); (c) types grants, teaching material and manuscripts, composes correspondence, supervises (high school graduate, office experience, typing 60 w.p.m.); (d) makes appointments, keeps records, interviews patients (experience with public, typing and dictaphone); (e) performs general administrative and secretarial duties, handles budgets and bookkeeping, arranges conferences and travel reservations (two years' college or business school, typing, University experience). \$7,150-\$9,150.

**Administrative Assistant II** coordinates personnel activities, handles secretarial and budget duties. B.A., experience, ability to type from transcriber. \$7,700-\$9,850.

**Admissions Assistant** (5-8-79).

**Budget Assistant** assists in completing data for grant proposal and budget allocations and expenditures; maintains records, checks expenditures and reports. High school graduate with some business school in accounting, two years' experience in budget work, preferably at Penn. \$7,150-\$9,150.

**Clerk IV** (two positions) (a) (5-1-79); (b) coordinates student records; processes record changes, registration forms, grades (typing and organizational skills, two years' experience). \$6,700-\$8,575.

**Coordinating Assistant II** organizes and maintains information system, assists with newsletter, organizes conferences. B.A., research and writing experience. \$7,700-\$9,850.

**Coordinator, Services** (5-1-79).

**Data Control Clerk** codes data entry and files cancer reports from hospitals, implements document control procedures, reviews data. High school graduate, two years' typing and clerical experience, knowledge of medical terminology. \$7,150-\$9,150.

**Driver/Clerk** (two positions—4-3-79).

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

**Electronic Technician Trainee** learns to design, assemble, test and troubleshoot modern digital electronic circuits. High school or vocational school graduate with courses in electronics, mechanical aptitude. \$5,975-\$7,650.

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

**\*Expeditor** (5-8-79).

**Junior Accountant** (six months) prepares folders, determines schedules and conducts meetings for borrowers, coordinates data and accounting records. High school graduate, some accounting in college preferred. \$7,150-\$9,150.

**Laboratory Assistant (New Bolton Center)** launders and sterilizes surgical linens, bandages; inventories linens; performs general housekeeping duties in laboratory. High school graduate with two years' experience in laundering/sterilizing. \$5,300-\$6,775.

**Medical/Technical Receptionist** (4-24-79).

**\*Production Supervisor** (5-8-79).

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

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

**Project Budget Assistant** handles all non-salary expenses, prepares reports, makes budget changes, deals with faculty. Knowledge of accounting

principles, ability to use computer terminal, University budget administration experience. \$7,150-\$9,150.

**Receptionist** answers phone, opens mail, deals with foreign students and faculty. High school graduate. \$5,400-\$6,925.

**Research Bibliographer I** collects and analyzes medical records, accumulates and organizes data, edits and types manuscripts. College education or medical librarianship experience. Good typing, capable of learning word processing, knowledge of medical terminology. \$7,150-\$9,150.

**Research Laboratory Technician I** (*three positions*) (a) (4-24-79); (b) is responsible for storage and care of laboratory instruments and supplies, prepares chemical solutions, stock cultures and preserves organic materials (high school graduate, ability to work with chemicals, laboratory supplies, lab experience preferred); (c) performs routine clinical microbiology of human and animal cultures, identifies anti-microbial susceptibility of isolates (medical lab technician, two years' clinical training or four year degree with lab experience). \$6,775-\$8,675.

**Research Laboratory Technician II** (*four positions*) (a) (3-27-79); (b) (4-10-79); (c) (5-8-79); (d) does general laboratory work and routine assays, maintains notebooks, prepares media and solutions, performs spectrophotometric analyses (B.S. in biology, experience in cellular assays and microbial growth, six months' lab experience). \$7,650-\$9,800.

**Research Laboratory Technician III** (*10 positions*) (a) (2-20-79); (b) (3-27-79); (c) (4-3-79); (d) (5-1-79); (e) (*two positions*—5-8-79); (f) prepares and uses tissue cultures and reagents, uses radioisotopes and microscope (B.S. in biology sterile technique, tissue culture and hematology experience); (g) analyzes histamine and prostaglandin levels in tissues and tissue fluids, uses radioenzymes, radioimmunoassays and column chromatography (chemical or biochemical laboratory experience); (h) uses stable isotopes and mass spectrophotometer for basic biomedical research (college graduate in chemistry, physics or engineering, familiarity with electronics and high vacuum systems); (i) prepares mitochondria and microsomes, uses differential centrifugation, spectrophotometry, fluorimetry and chromatography (ability to do systematic laboratory work and record detailed data). \$8,625-\$11,050.

**Secretary I** (5-8-79) \$5,800-\$7,400.

**Secretary II** (*15 positions*) \$6,225-\$7,975.

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

**\*Secretary IV** assists senior administrative officer, handles confidential material. High school graduate, some college or business school, eight years' secretarial experience. \$7,700-\$9,850.

**Secretary Medical/Technical** (*five positions*) (a) (*four positions*) (b) (4-10-79). \$7,150-\$9,150.

**Senior Admissions Assistant** coordinates and participates in recruitment of graduate students, assists student application evaluation, coordinates application materials, compiles and maintains statistical reports and records. High school graduate, some college, two years' clerical experience, good typing. \$7,700-\$9,850.

**Senior Data Control Clerk** assigns and reviews the work of the data control clerks, implements document control procedures, reviews and codes medical and demographic data from reporting forms into computer terminals. High school graduate, two years' clerical and typing experience, supervisory ability. \$7,700-\$9,850.

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

**Supervisor of Accounting** (5-1-79).

**Typesetting Operator** (4-24-79).

**Typesetting Supervisor** supervises type room operations, orders and maintains inventory of machine supplies, performs typesetting duties. Three years' typesetting and AM Varityper experience. \$7,700-\$9,850.

**Typist I** (4-10-79).

**Word Processing Technician** types mass production of letters, reports, statistics, manuals, manuscripts; maintains log of assignments; proofreads. High school graduate with business training, good typing. \$6,700-\$8,575.

## Part-Time

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

**Medical Technician** performs compartmental analyses on clinical patients using radionuclides. Two year training program in clinical lab medicine, knowledge of radionuclides and experience in clinical chemistry desirable. Hourly wages.

**Permanent Extra Person** (3-27-79).

**Permanent Part-Time** (*two positions*) (a) coordinates clerical duties using independent judgment, prepares students' files, composes and types correspondence (high school graduate, some college or business school); (b) reviews PAF's, detects erroneous information, files documents, receives requests (high school graduate with some college or business school). Hourly wages.

**\*Permanent Part-Time Secretary** types and posts grades, answers phone, operates mimeograph machine, performs general office work. Experience,

some typing and shorthand, knowledge of general office routine. Hourly wages.

**Project Budget Assistant** (5-8-79).

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

**Secretary** (5-8-79).

**\*Temporary Laboratory Assistant** washes laboratory glassware. Alert, careful and vigorous. Hourly wages.

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

## Things to Do

Dr. F. Peter Ford of the General Electric Research and Development Center conducts a colloquium on **Designing Against Environmentally Enhanced Cracking—The Scientist's Contribution**, May 22 at 4 p.m., Room 105, LRSM § The Italian Studies Center and the Faculty of Arts and Sciences honor the **Mayor of Florence, Italy, Elio Gabbuggiani** and his wife, at a reception in the Faculty Club, 4:30-6 p.m., May 22. § **The Wharton Graduate Alumni Affairs Lifelong Education Seminar** features one-day programs in Paris and Cleveland, May 23. For information call Ext. 8478.

## Summer Hours Announced

### The Eatery

11 a.m.—2 p.m., 3—7 p.m., Monday through Thursday; 11 a.m.—2 p.m., Friday.

### Faculty Club

11:30 a.m.—2 p.m. (cafeteria), Monday through Friday; the main dining room will be closed for lunch and dinner through the summer.

### Gimbel Gymnasium

Noon—7 p.m., Monday through Friday; noon—5 p.m., Saturday; closed on Sunday.

### Hillel Foundation

9 a.m.—5 p.m., Monday through Friday until July, and 10 a.m.—4 p.m. in August.

### Houston Hall

9 a.m.—4:30 p.m., Monday through Friday, beginning May 29.

### Institute of Contemporary Art

The galleries will be open June 13 through July 21, 10 a.m.—5 p.m., Wednesday through Friday; 10 a.m.—7:30 p.m., Tuesday; noon—5 p.m., Saturday and Sunday; closed on Monday.

### Levy Tennis Pavilion

8 a.m.—11 p.m., Monday through Friday; 9 a.m.—5 p.m., Saturday and Sunday (unless private parties have been scheduled from 8 p.m. to midnight).

### Morris Arboretum

9 a.m.—5 p.m., Monday through Sunday; 9 a.m.—8 p.m., Wednesday, beginning June 1.

### University Bookstore

9:30 a.m.—4:30 p.m., Monday through Friday, beginning May 29; closed on May 26 and May 28.

### University Museum

10 a.m.—5 p.m., Tuesday through Saturday; 1—5 p.m., Sunday; closed on Sunday and Monday in July and August.

### Van Pelt Library and Lippincott Library

May 22—June 29: 8:45 a.m.—9 p.m., Monday through Thursday; 8:45 a.m.—5 p.m., Friday; 10 a.m.—6 p.m., Saturday; closed on Sunday. May 28: 8:45 a.m.—5 p.m. **Rosengarten Reserve Room:** May 22—June 29: 8:45 a.m.—9 p.m., Monday through Friday; 10 a.m.—6 p.m., Saturday; 2—10 p.m., Sunday. May 28: 8:45 a.m.—9 p.m. June 29: 8:45 a.m.—5 p.m.

### Weightman Gym. Closed for the summer.

All University residence halls will be closed between May 22 and August 30, except High Rise North, Graduate Towers and Mayer Hall. All residence halls will open for the fall at 9 a.m. on August 30.

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