

Almanac

Published Weekly by the University of Pennsylvania
Volume 26, Number 3 August 16, 1979

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Arnold, Webber Named To President's Staff

President Martin Meyerson has announced the appointment of two key members of his executive staff. Professor Morris ("Buzz") Sheppard Arnold has been named executive assistant to the President and director of the office of the president, and professor Ross A. Webber has been appointed faculty assistant to the President and Provost.

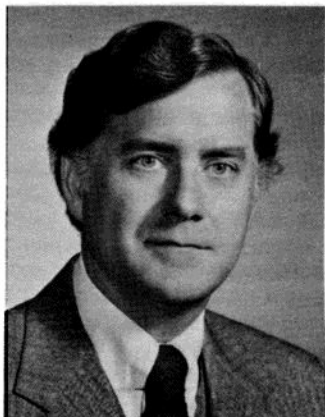
Arnold, 38, has been associate dean of the Law School since 1978, having joined the faculty in 1977 as professor of law. In his new position he will be the principal administrator in the office and will continue to teach in the Law School.

Webber, 45, has been a member of the faculty of the Wharton School since 1964, where he specializes in organizational behavior and management, managerial psychology and comparative management.

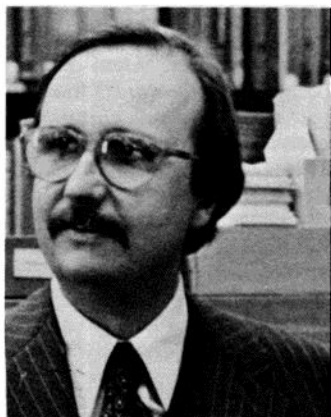
In announcing the appointments, Meyerson cited Arnold's "...wide-ranging background with deep interests in the humanities and the arts, technology, philosophy and history, as well as law." He brings to his post "a deep commitment to excellence and administrative efficiency," Meyerson said.

The President noted that Webber "is a specialist in organizational development, and this is an important area where he will work closely with me, Professor Arnold, the Provost, and others of our associates. I have admired his talents for a long time.

"I am delighted by the opportunity to work closely with these two extraordinary colleagues," Meyerson said.



Ross A. Webber



Morris S. Arnold

Arnold came to the University during the 1977 spring term as a visiting professor of law. He left the University during the summer of 1977 to serve as visiting professor at the University of Texas. The following year he was a visiting fellow commoner at Trinity College of Cambridge University in England before returning to the University as associate dean of the Law School in 1978.

Arnold's diverse academic background includes a bachelor's degree in electrical engineering and a law degree from the University of Arkansas, where he served as editor-in-chief and note editor of the *Arkansas Law Review*. He was a teaching fellow at Harvard Law School from 1969 to 1970, during which time he earned his LL.M. and S.J.D. degrees from Harvard. From 1971 to 1976 he taught at the Indiana University Law School in Bloomington. In the School of Law he is responsible for the history and law project.

A member of the Bar of Arkansas and an associate of Arnold and Arnold, attorneys, he was a legal adviser to the Carter campaign in 1976 for a district of Indiana and has been a videotape engineer for various television stations and for CBS-TV.

Webber, professor of management at Wharton, has had a distinguished career at the University. He is director of the Philadelphia National Bank-Wharton Advanced Management Program for Overseas Bankers. He has been a member of the University Council since 1975 and has served as coordinator of the Organizational Behavior and Management Group.

Webber's recent and current research interests have focused on the effects of age on problem solving groups, majority and minority relations in groups, relations between males and females in groups and career problems of young managers. A prolific writer, he is the author of four books and numerous articles which have appeared in scholarly and professional journals.

Prior to coming to Penn, Webber was a research assistant and associate in business on the faculty of the Graduate School of Business at Columbia University. He was also an industrial engineer for the Eastman Kodak Company in Rochester, New York.

Webber received a B.S. degree with honors in mechanical engineering from Princeton University and a Ph.D. in business from Columbia University where he was a Ford Foundation fellow.

Judicial Inquiry Officer Named

Denis Elton Cochran-Fikes, a 1979 graduate of the Wharton School and a runner in training for the 1980 Olympics, has been appointed University judicial inquiry officer.

Cochran-Fikes, 28, will investigate formal complaints of University regulations infractions that have been referred to the University judicial system.

In 1974, as a member of the Penn cross-country team, Cochran-Fikes recorded a 3:55.0 mile, the fastest mile recorded by a black American.

A native of North Carolina, Cochran-Fikes entered the U.S. Marine Corps in 1974 after receiving his bachelor's degree in political science from the University and then spent three years as a second lieutenant designing physical training programs. He returned to the University in 1977 and will graduate this month with an M.B.A.

Cochran-Fikes will continue to train for five or six hours a day for the Olympics. He hopes to compete in the 1,500 or 5,000 meter races or the 3,000 meter steeplechase.

Opening Ceremonies Scheduled Sept. 2

All members of the University community are invited to welcome the Class of 1983 by attending freshman convocation/opening exercises on Sunday, September 2 at 1:30 p.m. in the Zellerbach Theater. Provost Vartan Gregorian will serve as guest speaker of the ceremony, and President Martin Meyerson and Vice-Provost for University Life Janis Somerville will also address the audience. Although no formal academic procession is planned, student leaders, faculty and administrators will lead a procession from College Hall to the Zellerbach theater prior to the ceremony (they begin formation at 12:45 p.m. at 200 College Hall). All information concerning the event will be sent to the faculty. For further details, call the office of the secretary, Ext. 7005.

News Briefs

Agenda of Important Dates

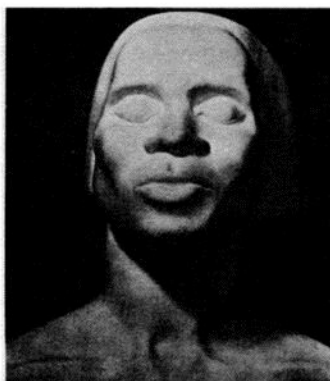
Thursday, August 30—Students move into resident halls.
Thursday, Friday, August 30-31—Parents' orientation programs are held.
Sunday, September 2—Opening exercises and freshman convocation take place at 1:30 p.m.
Monday, September 3—Labor Day.
Wednesday, September 5—Classes begin.
Thursday, September 6—Ambassador George Bush delivers address on domestic policy in Irvine Auditorium at 11 a.m.

Trustees Executive Board Meets Today

The executive board of trustees will meet today at 3:30 p.m. to discuss resolutions on the mortgage for New Bolton Center, the sale of Henry House, the purchase of 4013-15-17 Walnut Street and an appointment of the Institute of Contemporary Art advisory board members. The agenda also includes resolutions on appointments and promotions and a name change for the College of Engineering and Applied Science. Steve Burbank will deliver the federal contracts compliance programs review and Job Strauss the budget review.

Marian Anderson and the University Honored

August 22 has been designated "Marian Anderson Day" in Philadelphia as part of a major tribute to the 77 year-old Philadelphia-born opera singer and the University of Pennsylvania. Highlighting the festivities is a solo concert by world-renowned tenor of the Metropolitan Opera Luciana Pavarotti. (See Almanac, July 19, 1979.) The recital is organized by the National Committee to Honor Marian Anderson at the University and to benefit the Marian Anderson Library and Music Scholarship Fund which was established on the basis of Anderson's gift in 1977 of her personal papers, memorabilia and collection of music. Her donations are housed in the University library's rare books and manuscripts departments.



Art Museum Displays University's Collection

"The University of Pennsylvania: Collector and Patron of Art, 1779-1978" will be shown at the Philadelphia Museum of Art from August 12 to September 16. Saluting the vast art holdings of the University, the exhibit includes 43 outstanding works ranging from the "Agnew Clinic" by Thomas Eakins, Philadelphia's most renowned nineteenth-century painter, to contemporary sculpture. Of special interest are "Still Life with Flowers" and "Still Life with Brïoches," two works recently discovered and tentatively attributed to Edouard Manet which have never been on public display. In the special exhibitions galleries on the first floor hang Albrecht Durer's engravings, Andrew Wyeth's watercolors, Louis Kahn's studies and current works by University faculty members such as Rebecca Young's photography and Neil Welliver's landscapes.

According to the catalogue, coauthored by President Martin Meyerson and Museum director Jean Boggs, "The University's associations with the world of art ... result primarily from its

historical functions of teaching and research. ... The University has almost incidentally become a collector; it appears as patron and, more importantly, a repository for the arts."

University and Teamsters Agree on New Contract

Marathon negotiations that lasted into the early morning hours of August 1 resulted in agreement on a new labor contract for 327 physical plant and housekeeping personnel. (The old contract expired on July 31, 1979, and the new pact expires on July 31, 1980.)

The one-year contract between the University and Teamsters Local 115 provides for a wage increase in conformity with University guidelines. It was unanimously approved by the union membership on August 2.

Gerald L. Robinson, executive director of personnel relations, said he was "pleased at the efforts devoted by both parties to reach a fair and reasonable settlement." Robinson said that "a great deal of give and take developed during the talks which helped both sides better understand each others' needs and develop a satisfactory working agreement."

Local 115 won the right to represent the employees during a lengthy dispute that began in the spring of 1977 when the University decided to contract out the housekeeping functions.

The dispute continued until December 13, 1977 when the University and Local 115 reached an agreement. The housekeepers returned to work on January 9, 1978.

Bulletins

University Publications Earn National Awards

The University received a special award for the second-best overall showing in the 1979 Recognition Program in alumni relations, development and public relations sponsored by the Council for Advancement and Support of Education (CASE). The alumni relations office received an award for its series of calendars known as "omnibus" mailings (edited by Doris Cochran-Fikes); the development office won two awards for a fund-raising booklet (written by Don Fey); and the publications office earned two awards for student handbooks (edited by Carol Richter and James Morris) and one visual-design award for a fund-raising booklet (designed by Howard Kline).

The Pennsylvania Gazette, the University's alumni publication, received the Grand Award for Public Affairs Reporting (for four articles written by Marshall Ledger and one by Patricia McLaughlin); the Excellence in Writing Award—judged by the editors of *Harper's Magazine*—for entries by Ledger and McLaughlin; honors for some of the magazine's illustrations; and, for the ninth consecutive year, the *Gazette* was chosen as one of the "Top Ten" alumni magazines in North America.

Volunteers Sought for Hypertension Study

Volunteer patients with essential hypertension are needed for outpatient studies using the newest type of anti-hypertensive drugs. During the course of the study, volunteers receive free medical care and drugs for treatment of their hypertension and a modest honorarium on completing the study. Those who are interested should call Dr. Karl Engelman, chief of the hypertension section of the Department of Medicine of the Hospital of the University of Pennsylvania, or Martha Hill, R.N., at 662-2641.

Polo Tournament to Benefit New Bolton Center

Two teams of polo players compete on Sunday, September 2 at 3 p.m. at the Brandywine Polo Field in a benefit for the New Bolton Center, the large animal hospital of the School of Veterinary Medicine. The outcome of the contest determines the winner of a week-long Gerald Balding Polo Tournament which has brought together nation-wide teams. Adding to the festivity's spirits, a

group of vintage carriages will arrive at the field 30 minutes prior to the games. Tickets are \$3, or \$10 per carload; they may be obtained at the office of the dean of the school, 3800 Spruce Street, or by calling 444-5800. All proceeds go to benefit the center.

(Take U.S. Route 1 to the Toughkenamon exit; follow signs to the Brandywine Polo Field.)

Symposium Offered on Athletic Injuries

The orthopaedic surgery department and the Sports Medicine Center is offering a "Symposium on Athletic Injuries to the Head, Neck and Face" from September 10 through September 12. The course, which will be taught by Dr. Joseph S. Torg, professor of orthopaedic surgery and director of the Sports Medicine Center, consists of four sessions which include causes and prevention of athletic injuries, eye, face, spinal, brain and skull injuries, emphasis on cervical spinal fractures and dislocations and intracranial hemorrhaging. The course fee is \$200 for practicing physicians, \$100 for resident physicians (with a letter from the department chairman) and \$50 for non-physicians. The symposium, designated by the medical school's office of continuing medical education, meets the requirements for 22 credit hours of Category I of the Physicians' Recognition Award of the American Medical Association. Call Nancy Wink, program director, at Ext. 8006 for information.

University Recognized for Telephone Call System

The University received an honorary mention award from the National Association of College and University Business Officers' Cost Reduction and Incentives Award Program. The program was designed to identify unique ideas representing substantial savings and which would have applicability to other campuses. Steven Murray, director of communications and transportation, formulated the metropolitan Philadelphia flexible route selection telephone call processing system for which the University won recognition. Under Murray's system, the University has saved \$88,884 per year in local and suburban calls and \$350,000 per year in long distance calls, thus saving more revenue in this area than any known organization.

Hospital Infection Surveillance Improved

Maryanne McGuckin, an instructor in medical technology at the School of Allied Medical Professions, has developed a new surveillance method for the early detection of hospital acquired infections. McGuckin's technique uses the results of routine patient laboratory tests to identify problem areas and enables infection control practitioners to locate and control infections before they spread. Traditional infection control techniques rely on the recognition of such symptoms of patient infection as increased white blood cell counts, elevated temperatures or an intensification of the need for antibiotic therapy, as reflected in patients' charts. McGuckin's method, which can identify an increase in infection 10 days before it would be detected by the conventional method, has two advantages: collection of the necessary data takes less time, and the specificity of the microbiological tests permits the identification of a localized infection source. McGuckin's proposal to develop the surveillance program won the 1977 Bac Data Award of the Association for Practitioners in Infection Control.

Books Briefly Noted

Alexander M. Capron, et al., Editors: *Genetic Counseling: Facts, Values and Norms*. 346 pages. Alan R. Liss. \$34.

This work consists of a series of critical inquiries into the conceptual problems and policies raised by current practices in genetic counseling. It is primarily geared to genetic counselors, clinicians and investigators in medical genetics, pediatrics and obstetrics and to those concerned with the ethical, social and legal aspects of medicine. Capron is associate professor of law.

Stephen H. Putman: *Urban Residential Location Models*. 183 pages. Martinus Nijhoff. \$19.95.

This study seeks to expand our understanding of the determinants of urban spatial patterns by analyzing previous attempts at urban spatial modeling and analyses. It describes the theoretical and empirical antecedents of current work in the field. Putman is associate professor of city and regional planning.

Edward E. Wallach, M.D. and Roger D. Kempers, M.D., Editors: *Modern Trends in Infertility and Conception Control, Volume 1* 452 pages. Williams and Wilkins. \$21.50.

This anthology consists of 36 articles and studies which appeared in *Fertility and Sterility* over the last few years. It focuses on the clinical developments in contraception, gynecologic endocrinology, sterilization and the medical and surgical aspects of male and female infertility. Wallach is professor of obstetrics and gynecology.

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*.

Honors

Dr. Stella Kramrisch, emeritus professor of South Asian art, was awarded the Austrian Cross of Honor for Science and Art by the Austrian Consul; she is one of approximately 30 Americans ever to receive this recognition.

Dr. Jonathan E. Rhoads, professor of surgery at the School of Medicine, was awarded an honorary doctor of literature degree from Thomas Jefferson University.

Dr. Francisco Gonzalez-Scarano, research fellow in neurology and microbiology at the Hospital of the University of Pennsylvania, was awarded a \$64,300 three-year fellowship by the National Multiple Sclerosis Society to continue his research on why some viruses affect the nervous system more than others; he will focus on California encephalitis, a virus that specifically attacks the brain.

Dr. Jerry Wind, professor of marketing, has been honored by the editors of *Expansion*, who named his forthcoming work, *Product Policy*, "the best management book of the year." A special issue of *Expansion* was devoted to selected chapters from the book.

Things to Do

The International Women's Coffee Hour takes place every Wednesday from 10 a.m. to noon at the International House; children are welcome. **The International House Bazaar Shop** displays extensive selections of Indian crafts through August. The shop is open from 10 a.m. to 8 p.m., Monday through Friday. **An Evening of Philadelphia Gospel** takes place on August 16 at 8 p.m. in the International House; admission is \$1. **The Neighborhood Film Project** at the International House presents **Films for Summer Nights**; Hitchcock's **The 39 Steps**, August 22, and **His Girl Friday** by Howard Hawks, can be seen on August 29. Both films begin at 8 p.m.; admission is free. **Dr. Fredrick Hagerman**, professor of physiology, lectures on **Physiological Performance Testing in Elite Athletes** in a seminar sponsored by the Institute for Environmental Medicine, August 22, 3:30 p.m., Seminar Room, 14 Medical Laboratories Building, 36th Street and Hamilton Walk. **The Marygold Theater Company** performs **Jacques Brel is Alive and Well and Living in Paris**, September 7-8, 8 p.m., St. Mary's Parish Hall, 3916 Locust Walk. Tickets are \$3 and are available at the Christian Association or at the door. For information call 386-3916.

Send listings for *Things to Do* to *Almanac*, 515 Franklin Building/16. Deadline for inclusion is the Tuesday before the Tuesday of the issue in which the listing will appear. Announcements that are typed double-spaced are particularly welcome.

Openings

The following listings are condensed from the personnel office's bulletin of August 9, 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 I \$10,373-\$14,375.
 Administrative Assistant to the Dean \$10,375-\$14,375.
 Assistant Comptroller Salary to be determined.
 Assistant Controller of Physical Plant (two positions). Salary to be determined.
 Assistant Dean (two positions). \$14,850-\$20,550.
 Assistant Director \$14,850-\$20,550.
 Assistant Director \$18,625-\$26,250.
 Assistant Director of Athletics for Women \$11,250-\$15,850.
 Assistant General Counsel Salary to be determined.
 Assistant Regional Director (4-10-79).
 Assistant to the Director Salary to be determined.
 Assistant to the Vice-President for Budget and Finance Salary to be determined.
 Associate Administrator \$16,125-\$22,725.
 Associate Dean Salary to be determined.
 Associate Development Officer II \$16,125-\$22,725.
 Associate Director \$14,850-\$20,550.
 Associate Director for Staffing and Programs \$10,375-\$14,375.
 Associate Director of Admissions Salary to be determined.
 Associate Editor Salary to be determined.
 Benefits Counselor \$11,250-\$15,850.
 Business Administrator II \$11,250-\$15,850.
 Clinic Director Salary to be determined.
 Clinical Psychologist \$16,125-\$22,725.
 Clinical Supervisor Salary to be determined.
 Club Manager Salary to be determined.
 Comptroller Salary to be determined.
 Contracts Administrator I \$12,900-\$17,850.
 Contracts Administrator II \$14,850-\$20,550.
 Director Salary to be determined.
 Editor/Writer I \$12,900-\$17,850.
 Electrical Engineer III \$16,125-\$22,725.
 Executive Assistant to the Provost Salary to be determined.
 Junior Research Specialist (three positions). (a) (10-31-78); (b) (4-24-79); (c) (5-22-79).
 Junior Research Specialist (four positions). \$10,375-\$14,375.
 Librarian II \$12,900-\$17,850.
 Managing Editor Salary to be determined.
 Nurse Practitioner I \$12,900-\$17,850.
 Personnel Officer \$16,125-\$22,725.
 Pre-Law Advisor \$11,250-\$15,850.
 Production Control Technician Junior \$10,375-\$14,375.
 Programmer Analyst II \$14,850-\$20,550.
 Research Specialist II (4-17-79).
 Research Specialist II \$12,900-\$17,850.
 Research Specialist III (5-22-79).
 Research Specialist III \$14,850-\$20,550.
 Senior Systems Analyst \$16,125-\$22,725.
 Staff Nurse \$10,375-\$14,375.
 Superintendent—Utilities (5-22-79).
 Technical Director (two positions). \$14,850-\$20,550.

Support Staff

Administrative Assistant I (5-22-79).
 Administrative Assistant I (15 positions). \$7,975-\$10,150.
 Administrative Assistant II (three positions). \$8,625-\$10,950.
 Air Conditioning and Refrigeration Mechanic Union wages.
 Anesthesia Veterinarian Technician I \$10,900-\$13,800.
 Assistant Computer Operator \$7,425-\$9,450.
 Clerk I \$5,500-\$7,000.
 Clerk II (two positions). \$6,375-\$8,100.

Clerk III (two positions). \$6,875-\$8,750.
 *Clerk IV (two positions). \$7,425-\$9,450.
 Coordinating Assistant I (two positions). \$8,625-\$10,950.
 Custodian (five positions). \$4.34 per hour—union wages.
 Data Control Clerk (5-22-79).
 Data Control Clerk \$7,975-\$10,150.
 Data Entry Operator (three positions). \$7,425-\$9,450.
 Duplicating Machine Operator I \$5,500-\$7,000.
 Duplicating Machine Operator II \$7,425-\$9,450.
 Electronic Technician Trainee (5-22-79).
 Embalmer \$9,650-\$12,225.
 Executive Secretary \$10,000-\$12,725.
 *Executive Secretary to the Provost \$10,000-\$12,725.
 Executive Secretary to the Vice-President \$10,000-\$12,725.
 Greenhouse Person \$9,050-\$11,575.
 Herdsman II (4-3-79).
 Histology Technician II \$9,650-\$12,225.
 Laboratory Assistant (two positions). \$5,925-\$7,525.
 Mechanician I \$8,325-\$10,675.
 Nurse Assistant \$6,775-\$8,600.
 Programmer I (10-3-78).
 Project Budget Assistant \$7,975-\$10,150.
 Psychology Technician I \$9,650-\$12,225.
 *Receptionist \$5,900-\$7,525.
 Receptionist (two positions). \$5,900-\$7,525.
 *Receptionist, Medical/Dental \$6,875-\$8,750.
 Research Bibliographer \$7,975-\$10,150.
 Research Bibliographer I \$7,975-\$10,150.
 Research Bibliographer II (three positions). \$8,625-\$10,950.
 Research Laboratory Technician I (three positions). \$7,575-\$9,600.
 Research Laboratory Technician II (two positions). \$8,575-\$10,850.
 Research Laboratory Technician III (5-22-79).
 Research Laboratory Technician III (11 positions). \$9,650-\$12,225.
 Residence Hall Clerk (three positions—nine-month position). \$7,425-\$9,450.
 Secretary I (three positions). \$6,375-\$8,100.
 Secretary II (17 positions). \$6,875-\$8,750.
 Secretary III (18 positions). \$7,425-\$9,450.
 Secretary Medical/Technical (five positions). \$7,975-\$10,150.
 Secretary/Technician, Word Processing \$7,975-\$10,150.
 Senior Admissions Assistant \$8,625-\$10,950.
 Senior Data Control Clerk (5-22-79).
 Senior Greenhouse Person \$8,650-\$11,075.
 Sergeant (11-7-78).
 Supervisor I \$7,425-\$9,450.
 Supervisor, Scientific Glass Washing \$7,575-\$9,600.
 Technician, Operating Room \$8,575-\$10,850.
 *Technical Secretary \$6,875-\$8,750.
 Word Processing, Secretary Technician \$7,975-\$10,150.

Part-Time

Clerk-Typist Hourly wages.
 Desk Clerk (two positions). Hourly wages.
 Part-Time Secretary/Typist Hourly wages.
 Permanent Extra Person Hourly wages.
 Research Laboratory Technician II Hourly wages.
 Secretary (two positions). Hourly wages.
 Secretary Limited Services Hourly wages.
 Technical Typist Hourly wages.
 Temporary Secretary Hourly wages.
 Typist II (1-30-79).

Help Us to Help You

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

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 Acting Assistant Editor..... Adele Wolfe