

Almanac

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Funds for General Education, Technical Specialties

New gifts and grants to the University totaling more than \$7.25 million announced at autumn Trustees meeting



Bruce Rosenblum

Chairman Paul Miller, President Martin Meyerson and Exxon's Robert Payton

With many trustees on campus last week for the Corporation's autumn stated meeting, the University took the opportunity to announce more than \$7.25 million in new gifts and grants.

The gifts raised the total to date for Penn's Program for the Eighties to \$211 million, which is 83 percent of the campaign's goal of \$255 million.

Reginald Jones, chairman of General Electric and a University trustee, told the Corporation that the campaign's business and industry committee has already exceeded its goal. Gifts in that category currently total \$34.2 million; the committee's objective had been to raise \$33.7 million by Fall 1980.

A key gift announced at an open session of the trustees was \$600,000 from the Exxon Education Foundation. According to Robert L. Payton, president of the foundation, this award sets a precedent in foundation gifts to higher education in that it is intended for general undergraduate education.

"We are committed, as you are, to the general education of undergraduates," Payton said to the trustees. "We believe there is a core of knowledge and skills and methods on which subsequent learning is based. It is a core that all students should share."

Provost Vartan Gregorian will control the flow of monies from what has been designated the Exxon Development Fund. According to Payton, the provost has "pledged to let outsiders come and evaluate the results" of how the funds are administered.

Other major gifts announced at the trustees meeting last week include:

- The Peat, Marwick, Mitchell Professorship in Professional Accounting for the Wharton School, a grant from the Peat, Marwick, Mitchell Foundation;
- The Alfred Newton Richards Professorship in Pharmacology for the medical school, a grant from the Merck Company Foundation;
- The George W. Taylor Professorship in Entrepreneurial Studies for the Wharton

School, a grant of \$574,000 from Mr. and Mrs. Frank K. Greenwall of New York;

- \$250,000 toward the renovation of Dietrich Hall, from Ford Motor Company;
- \$3.5 million to complete construction of and subsequently equip the veterinary school's Small Animal Hospital, from the foundation established by the Pew family through the Glenmede Trust Company; and

- A gift that will enable a clinical diabetes center to be developed at the University hospital, from Everett and Grace Rodebaugh—both Penn alumni—who made their gift in honor of Dr. G. Clayton Kyle. The University was named a National Diabetes Research Center by the National Institutes of Health in 1977.

In addition to these gifts, the University last week announced that it has been awarded more than \$2 million in grants to be used in medical areas.

The Department of Health, Education and Welfare awarded the medical school \$1.4 million to be used over the next three years to train physicians as generalists. Generalists are non-specialist physicians who treat most of their patients' medical problems. Dr. John Eisenberg, will administer the program.

The School of Medicine also has received \$300,000 to be used over a three-year period for the expansion and further development of its program in clinical epidemiology. The grant was awarded by the Rockefeller Foundation. Dr. Paul Stolley, head of the clinical epidemiology unit, will direct the program.

Finally, the dental school announced last week that it had been granted \$633,000 by the National Institutes of Health to establish a clinical research center. According to Dr. Irwin Ship, who will direct the program, the grant will fund the employment of six researchers for three years.

INSIDE

- Annenberg Study Looks at Women and Minorities on TV, page 2
- Faculty Senate Meets, page 2
- Of Linguistics and Culture, page 8



To the Editor:

My high regard for your writing ability (which I know as the editor of a scholarly journal that published your work) only increases my dismay over the editorial direction of the ALMANAC. Recent attempts to justify it made matters worse. It now is clear that the direction is as determined and deliberate as it is wrong.

The most recent case in point (and the one that finally compelled me to write) is the front-page story in the last (October 25) issue, dealing with our own national conference on *Public Views of Doctors and Lawyers* (a title never mentioned in the story). The story was written by the News Bureau's Sue Kinard who worked very effectively in helping to publicize the conference in outside media. But ALMANAC is *not* outside media. It need not be governed by their warped news values, celebrity cult, cute headlining, and paternalizing tone.

At our two-day conference, leading government figures, judges, heads of professional organizations, and distinguished social scientists reported surveys of public knowledge about professions; discussed professional training and prestige; dealt with consumer, patient, and client criticism; explored problems of innovation in established fields; released new studies of public images of lawyers, doctors, and hospitals; related the difficulties of specialized press coverage; and confronted issues of patient and client rights, professional advertising, and concentration of power. These, or any combination of these, are the themes and people relevant to the conference and the academic community ALMANAC serves. None of these could be surmised from ALMANAC's story. Until the final few paragraphs of recommendations, the story features only the entertaining luncheon and dinner speakers. The pictures and slant of

the story exploit the celebrity angle and trivialize a broadly based conference of scholars, executives, writers, editors, and other experts.

The problem is not length or comprehensiveness (in fact, the attention is, I am sure, intended to be gratifying) but wrong selection and values characteristic of the new direction.

Nor is the problem "the subtleties of life at an Ivy institution" as your editorial note suggests in the same issue. The problem is the fundamental misconception of the purpose, role, and style of an official organ which should represent the authoritative voice of university governance and reflect the authentic spirit of academic activities.

I realize that the current editorial effort is well intended. But that does not make it valid. Good pictures and lively design make editorial misdirection all the more glaring. We do not need people-boosting, program puffery, gee-whiz publicity, or hype of any kind reminiscent of a slick employee newsletter.

ALMANAC does not need an editorial voice pleading for more time and promising improvements. The direction is already too evident, and the need is not for improvement but for change.

George Gerhner

Professor of Communications
and Dean

The Annenberg School of Communications

Editor's Note: While the ALMANAC staff might have liked to publish a more extensive account of the Annenberg School conference, space constraints dictated a story of modest length and, consequently, limited details. We did, however, judge the conference to be of significant news value, which is why we put our story on the front cover. Those readers who now are more curious about the proceedings will, we trust, inquire at the Annenberg School. On the matter of the "outside media" being prone toward "warped news values, celebrity cult, cute headlining, and paternalizing tone," we certainly agree that *some* media exhibit some or all of the above. However, we do not count ourselves among those and are distressed by the implication that we now belong in that category. We believe our handling of the conference in question was responsible. Indeed, we even noted in our headline that the conferees themselves were a "serious" lot. Furthermore, it is our judgment that the photograph of actor John Houseman (with two Annenberg School Ph.D. candidates) did not "exploit" the celebrity angle: Houseman's appearance at the conference was legitimate news, and his celebrityhood was being used, we think, not by ALMANAC but rather by those who invited him and then publicized his willingness to participate.


To the Editor:

It was very disturbing to read Dr. Roger Linnemann's statements about nuclear energy in the October 11 ALMANAC front-page article without reference to the wealth of information contradicting his position, or at least a clarification of his professional situation as a spokesperson for the nuclear industry. Radiation Management Corp., of which Linnemann is president, is a wholly owned venture of six utilities in the Philadelphia area which are involved in nuclear technology or own nuclear power plants; one of these utilities is Philadelphia Electric Co.

The nuclear issue has become highly charged emotionally, so it is important that valid and balanced information be presented in the media; perhaps this is even more important when it is presented to the academic community than to the public at large, because the former has such a strong subjective investment in the idea that the realm of science and technology is only characterized by rationality and responsibility. And then too, all of us would rather believe that everything is fine, that there is no real danger. History is full of disasters caused by people choosing not to see an approaching horror, despite repeated warnings.

Contrary to Linnemann's statement that opponents of nuclear energy are "acting in an information vacuum," better qualified figures in the academic world, who are without the questionable affiliations that Dr. Linnemann has, present an entirely different set of facts and figures concerning the dangers and past effects of radiation of all levels.

Dr. John W. Gofman, Professor Emeritus of Medical Physics at the University of
(continued on page 5)



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Editor
CABLE NEUHAUS
Assistant Editor
C. ANNE VITULLO
Editorial Assistant
ELIZABETH ENGL
Designers
CAROL ROESCH LOMBARDI
ROBIN RYAN
Work-Study Assistant
VIOLETTE PHILLIPS

Editorial Office: 513 Franklin Building (16), 3451
Walnut St., Philadelphia, PA 19104. Phone: 243-
5274. Please direct all subscription inquiries to the
editorial assistant.

Victims of Neglect and Inequalities

Annenberg School releases latest findings on women and minorities on TV

The more television most people watch, the more sexist their views are as they observe a world in which women and most minorities, including children and older characters, form cultural ghetto.

These findings are part of a 10-year study by a research team at the Annenberg School of Communications. Released earlier this week in collaboration with the Screen Actors Guild, the study traces women and minorities on television in a sample of 1,365 network dramatic programs with 16,888 characters from 1969 to 1978.

Highlights of the study include findings that in the television world:

- Men outnumber women three to one.
- The more viewers watch television, the higher they score on a sexism index and the more they believe, contrary to fact, that older people are a diminishing segment of society.
- Hispanics are the most underrepresented minority, while Orientals number more than their share.
- In 1969, 68 percent of all prime time characters were white males. Nearly a decade later, 62 percent were white males.
- The proportion of female leads has been rising, but the percent of all female characters has changed little, if at all, since 1969.
- The gains of blacks, Hispanics and

Orientals through the mid-seventies were not sustained into the late seventies.

- Children and old people are grossly underrepresented.
- Women age faster than men; more women are cast in older roles than male characters of the same chronological age.
- Weekend daytime (children's) program-

TV: Creating Reality?

"These days nearly everyone 'lives' to some extent in the world of television, so that the problem of studying television's effects is a difficult one. Without control groups of non-viewers, it is hard to isolate television's impact. Experiments do not solve the problems, for they are not comparable to people's day-to-day viewing of television. Our approach reflects the hypothesis that heavier viewers of television—those exposed to a greater extent than lighter viewers to its messages—are more likely to understand social reality in terms of the 'facts' they see on television... Younger viewers who were already born into a television world are even more imbued with its depiction of people and less likely to express an independent view of reality."

—from the Annenberg study

ming further extends many inequities of prime time.

Casting in the world of television drama reflects status, income and power, the researchers concluded. They emphasized that faithful proportional representation of reality is not necessarily the aim of drama.

"The important question is not so much whether there are deviations from reality but what kind, with what justification, and with what consequences for thinking and action," said George Gerbner, professor of communications and dean of the Annenberg School.

Minorities, besides being fewer in number, are defined as having less than their proportionate share of values and resources. In the world of television drama, this means less usefulness, fewer opportunities, and fewer roles that are more stereotyped than other characters.

Underrepresentation leads to restricted scope of action, diminished life chances and undervaluation ranging from relative neglect to symbolic annihilation, the study said.

The study released is part of a larger study called *Cultural Indicators*, that is funded by several government and private foundations.

Gerbner and Dr. Nancy Signorielli, research coordinator of the Annenberg School, were the authors of the study.

—Sue Steward Kinard

Senate Acts on Clinician-Educators

The Faculty Senate voted Monday to allow clinician-educators—who by definition are not on a tenure track—to become members of the Senate, with the restriction that they not be permitted to vote on matters related to tenure or compensation of tenured faculty.

In addition, the Senate passed a resolution in which it recommended to the trustees that clinician-educator faculty be designated standing faculty/medical school, a subset of the standing faculty. The wording of the resolutions will of course not be reflected in the new edition of the faculty and administration handbook, to be issued next week.

In connection with the actions concerning clinician-educators, the Senate Advisory Committee placed before the body a resolution calling for clearer definitions of, and protections for, clinician-educators.

President Martin Meyerson, who said he supported the actions of the Senate on these matters, pointed out that some 100 members of the University community currently hold the title of clinician-educator. The full texts of the resolutions adopted by the Senate appear below.

Monday's Senate session also was marked by Provost Vartan Gregorian's maiden speech to the body in the role of provost.

In his prepared remarks he spoke of the need to strengthen the provost's office and his progress toward that goal.

He also spoke on the subject of OMB Circular A-21, which he said he perceives as a threat. "These regulations," he said, "can devastate the quality of our graduate education." But compliance with the guidelines is essential, he said, because the University currently accepts about \$80 million annually for federally-supported research.

President Meyerson addressed the Senate on the University's general financial condition. He said, among other things, that the Program for the Eighties was behind schedule, which he suggested might be because of "the decline of and uncertainty about the U. S. economy." He also said the University's investment portfolio had not performed particularly well, but that there was a "modest" possibility that the state legislature would fund the University at an acceptable level for the coming fiscal year.

Faculty salaries would not be able to keep current with the inflationary cycle, the president said. Resolutions approved by the Senate are as follows:

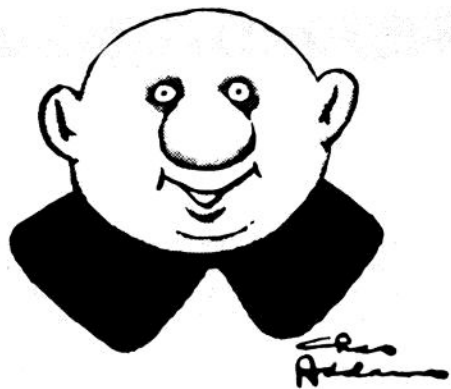
1. The Faculty Senate shall consist of all (standing faculty) members of the standing

faculty and of the clinician-educator faculty in the medical school holding the rank of professor, associate professor, or assistant professor, and having the right to vote in their respective faculties. *On issues directly related to tenure, or on issues involving the compensation of tenure faculty, voting shall be exclusive of the clinician-educator faculty of the medical school. The Senate chairperson, with the advice of the Senate Advisory Committee, shall identify issues subject to this regulation.* Emeritus members of the faculties shall be non-voting members of the Senate.

2. Recommendation to the trustees that the clinician-educator faculty be designated as standing faculty/medical school, a subset of the standing faculty.

3. The Faculty Senate is seriously concerned about the ambiguity of the phrase, "failure to generate an appropriate level of practice funds," which is listed as a permissible cause for termination of an appointment within the clinician-educator track. This lack of clarity might well endanger academic freedom and make it difficult to obtain relief through existing grievance mechanisms should this cause for termination be improperly invoked. The Senate therefore believes

(continued on page 8)



'Uncle Fester' Visits Penn

The clever and the subtle, the wit and the wry, the droll and the impish come to Penn tomorrow when an exhibition of original Charles Addams cartoons opens at the University's Faculty Club.

Addams, who attended the University in the 1930s and who has been drawing for *The New Yorker* since 1933, will be on hand for the opening of the exhibition.

Thirty-five of Addams' *New Yorker* cartoons, including two that were magazine covers, will be exhibited and offer for sale for prices ranging from \$450 to \$1,550.

The cartoons to be exhibited include one in which an old Russian is lying on his death bed and whispers weakly to the five members of his family who surround him: "To hell with yogurt."

Another wordless cartoon has four Goldilocks-type characters in a police lineup being viewed by three bears.

Then there is the exterminator being greeted at the door of a residence by a very large insect. Another cartoon depicts slaves working the oars of a galley ship with a suggestion box under the table of the burly slavedriver.

Or, a group of children in Spanish warrior dress standing with cups around a spring and a Ponce de Leon character remarking, "Now that we've discovered the Fountain of Youth, who's going to sail the old tub back?"

In addition to all these, Addams is creator of the Addams Family, which appears in *The New Yorker* and was the basis for a long-running television show, featuring characters that include Morticia, Gomez, Lurch, and Uncle Fester, which is Addams as he sees himself.

The exhibit will run until November 16.

(SPEAKING OUT, from page 2)

California at Berkeley, who made the discovery of the fissionability of U^{233} with slow and fast neutrons (which made possible the availability of U^{233} for use in nuclear power plants), states: "There has been gross public deception and public misunderstanding concerning the so-called 'permissible' or 'tolerance' dose of radiation. The public has been misled into believing that such doses are without medical effect, when in truth such 'permissible' doses represent nothing other than a legalized permit to commit random murder upon members of the population." He also states: "A favorite cliché of the proponents of nuclear power is that there have been no radiation deaths caused by the nuclear industry. One wonders where the 100 lung-cancer deaths in uranium miners which had already occurred by 1967 fit?"

In further response to Linnemann's statement that "there has never been a single injury to a person in a nuclear power plant in 25 years of operation," what about the accident at the AEC's Idaho Falls testing ground in 1961 where three men were killed, one of them impaled to the ceiling by part of a control rod when a reactor went out of control?

(continued on page 5)

ON CAMPUS

Items for On Campus should reach the *ALUMNI* office by noon the Thursday preceding desired publication.

November 1-11

1 Thursday

Alumni Events: The Office of Alumni Relations and the General Alumni Society sponsor *The Alumni Leadership Conference* beginning today with cocktails and a buffet dinner at the University Hilton Hotel. Call Ext. 7811 for information.

Blood Drive: The University Hospital sponsors a blood drive from 11 a.m. to 5:30 p.m. in the Veterinary School.

Coffee Hours: The Modern Language College House hosts coffee and conversation hours for students of Italian and German at 4 p.m., Class of 1925 House.

Lectures: The microbiology department features Dr. Nancy Kleckner of Harvard University on *Translocatable Drug Resistance Elements in Prokaryotes* at 11:30 a.m. in Room 153-64 Mezzanine, Medical School.

The Women's Faculty Club presents Professor Emily Mudd of the family studies department and Dr. Sara Taubin of Drexel University on *What is Success in Family Living and Does it Last?* at noon in Room 152 of the Veterinary School.

The Center for the Study of Aging sponsors Dr. Robert Snyder on *Aging Studies in Exotic Animals* at 4 p.m. in Room 113, Nursing Education Building.

Movies: Leto's *Black Holiday* and Ozu's *Record of a Tenement Gentleman* are shown in the International Cinema Series at 7:30 and 9:30 p.m. in the International House. Admission is \$1.50.

Seminar: Dr. Leonard Swidler of Temple University leads the discussion on *Responding to the Visit of Pope John Paul II* at this week's Brown Bag Lunch Seminar at noon, University Lutheran Church, 37th and Chestnut Streets.

Theater: The Goodman Theater Company's production of Mamet's *A Life in the Theater* continues at the Annenberg Center through Sunday. Call Ext. 6791 for information.

Quadratics opens the season with its production of Bruce Jay Friedman's *Steamboat* at 8 p.m. in the Studio Theater of the Annenberg Center. The show continues through the weekend with performances on Friday at 8 p.m. and Saturday at 6:30 and 10 p.m. Admission is \$3.

2 Friday

Alumni Events: The General Alumni Society sponsors a seminar on *Investments* featuring George W. Connell and Ted Aronson from 10 a.m. to 2 p.m. in Vance Hall.

The Engineering Alumni Society invites all alumni to its Annual Dinner Meeting at 6 p.m. in the University Museum. Call Ext. 6564 for information.

The Alumni Soccer Club hosts its Homecoming Reception and Dinner in Weightman Hall at 6 p.m. Call Ext. 7811 for information.

The Alumni Leadership Conference begins its seminars at 8:15 a.m. Call Ext. 7811 for a schedule of topics.

Coffee Hours: The Modern Language College House holds coffee and conversation hours for students of French, Spanish, and Russian at 4 p.m., Class of 1925 House.

Exhibit: A show of art from the Fabric Workshop opens in the Houston Hall Gallery from 5 to 7 p.m.

Lecture: The department of English presents Professor Robert Gleckner of Duke University on *The Voice of the Ancient Bard* at 3 p.m. in the first floor conference room, Van Pelt Library.

Movies: Meszaros' *Women* is shown at 4 and 9:30 p.m. and Ozu's *Record of a Tenement Gentleman* at 7:30 p.m. in the International House. Admission is \$1.50 and \$1 for matinees.

The Penn Union Council offers Pakula's *All the President's Men* at 7 and 10 p.m. in Irvine Auditorium. Admission is \$1.

Sports: Penn plays Princeton in men's soccer at 8:30 p.m. on Franklin Field; Penn competes in the HEPS meet in men's cross country at Lehigh; Penn plays in the Ivy Championships for women's volleyball at Brown through Saturday; the last session of the Penn figure skating group meets today, 4 p.m., Class of '23 Ice Rink.

3 Saturday

Alumni Events: The Graduate School of Education sponsors Educators Day at 8:30 a.m. in the International House. Call Ext. 7811 for information.

The Alumni Leadership Conference concludes with the discussion *The University as Big Business* at 10 a.m. in Room 200, College Hall. Call Ext. 7811 for information on Homecoming activities.

Lecture: The Folklife Center of the International House features the second in a series of five lectures entitled *Making Music Together: An Introduction to Improvisational Music* at 8 p.m. in the International House. Jazz will be discussed by Professor John Swed and performed by Anthony Davis. Admission is \$1.50 for house members and \$2 for others.

Movies: Penn Union Council shows Mel Brooks' *Frankenstein* at 7:30 and 11:15 p.m. and his *Silent Movie* at 9:30 p.m. in Irvine Auditorium. Admission: \$1.

Sports: Penn meets Princeton in football at 1:30 p.m. on Franklin Field; Penn plays Princeton in freshman football at 10 a.m. on Franklin Field; Penn takes on Rutgers in lightweight football at 1:30 p.m. at Rutgers; Penn competes in sailing in the MAISA Monosloop Championships at Kings Point and the Women's Dinghy Championships at Navy.

4 Sunday

Lecture: The Tarzian Chair of Armenian History and Culture presents Professor Frederick Feydit on *Foreign Policy Influences on the Development of St. Mesrob's Alphabet* at 8:30 p.m. in Room B-21, Stiteler Hall.

Movies: The University Museum Film Series features *Old Treasures from New China* and *Autobiography of a Princess* at 2:30 p.m. in the Harrison Auditorium, University Museum.

Seminar: Reverend Gil Doan, Regional Director of Campus Ministry, LCA, leads this week's forum on *Loren Eiseley, A Modern Renaissance Man* at 6 p.m., University Lutheran Church, 37th and Chestnut Streets. Call 387-2885 for information.

5 Monday

Concert: The Tarzian Chair of Armenian History and Culture presents Berj Zamkochian in an organ recital at 8 p.m. in Irvine Auditorium.

Lectures: The department of chemical and biochemical engineering features Professor J. M. Prausnitz of the University of California at Berkeley on *Molecular Thermodynamics for Chemical Process Design* at 3:30 p.m. in Alumni Hall, Towne Building.

The Folklife-Folklife Colloquium presents Ms. Carolyn Mosley on *The Parlour Song Tradition* at 4 p.m. in the Folklife Lounge, fourth floor, Logan Hall.

There is much authoritative information available on all aspects of radiation and nuclear energy. The Union of Concerned Scientists recently published a report on the events at Three Mile Island, which I would be happy to share with anyone who would like to read it. On November 27, Dr. Helen Caldicott, pediatrician at Boston's Children Hospital Medical Center and author of *Nuclear Madness*, will be speaking at Presbyterian Hospital in the Powelton Conference Room at 11 a.m., at LaSalle College at 12:30 p.m., and at the Unitarian Church at 21st and Chestnut at 7:30 p.m.

I urge everyone to listen as carefully to the unpleasant information about nuclear energy as to the comforting statements of Linnemann, and I look forward to seeing ALMANAC articles of primary exposure on the visit mentioned above.

Beth Little
Systems Analyst
Management Information Systems

■ Recent excavations and research, as well as innovative approaches to interpretation of Maya glyphic writing and the theories they have fostered, will be discussed in a series of eight Tuesday evening lectures, beginning October 30 at 7 p.m. at the University Museum. The lecturers are Robert J. Sharer, associate curator of the American section and field director of the Quirigua project, and Arthur G. Miller, director of the Maya art program of the University Museum. The cost for the entire series of eight lectures is \$80 for museum members and \$100 for nonmembers. For details and registration, call 243-4026.

■ The University Museum will now offer free 45-minute gallery tours on Sundays at 1:30 p.m. so that visitors may enjoy the tour without missing the Sunday film, which begins at 2:30 p.m. On November 4, the film, *Old Treasures from New China*, will be preceded by a gallery talk in the Chinese rotunda. The showing of *History of Jazz* on November 18 will follow a tour of the African gallery, with special emphasis on African musical forms. On February 3 the film, *Champollion: Egyptian Hieroglyphics Deciphered*, will follow a tour of the

Egyptian galleries, with emphasis on the inscriptions. On December 9 and March 16, when films are replaced by concerts, tours will illustrate the use of musical instruments in ancient cultures, or the importance of music as part of a ritual.

■ The deadline for submitting Rosengarten Reserve requests for the Spring 1980 semester is November 15. Items requested for reserve by this date that are part of the Van Pelt collection will be ready for reserve use by the first day of classes. Please remember that there are copyright restrictions on photocopying and that there is a 20-item limit on reserve requests. Items are processed in the order that they are received; items that have to be ordered should be submitted as soon as possible. Forms are available in the Rosengarten Reserve Room in the Van Pelt Library. For more information, call Extension 7561 or 7562.

■ The University Council Committee on Undergraduate Admissions and Financial Aid invites commentary by students, faculty, and staff on any and all aspects of admissions and financial aid at the University. Send your comments to committee chairman Kenneth A. Fegley, 367 Morre/D2.

The Communications Colloquium sponsors G. Russell Pipe, president, Transnational Data Reporting Service, on *What's Behind the Transnational Data Flow Controversy?* at 4 p.m. in the Colloquium Room of the Annenberg School.

The department of history and sociology of science features Professor Thomas F. Gieryn of Indiana University on *Hedgehogs and Foxes: Styles of Problem Choice in Science* at 4 p.m. in Room 107, Smith Hall.

The Architecture, City Planning, and Urban Design Studio features Alan Lapidus on the *Architect and Atlantic City Today* at 7 p.m. in Room B-3, Fine Arts.

6 Tuesday

Blood Drive: The University Hospital sponsors a blood drive in McClelland Hall from 1 to 7 p.m.

Lectures: The department of psychiatry presents Dr. Charles P. O'Brien on *Developments in Understanding the Clinical Relevance of Endorphins* at 11:30 a.m. in Medical Alumni Hall, University Hospital.

Connaissance presents a dialogue between Benjamin Hook, president of the NAACP and Rabbi Alexander Schindler of the American Union of Hebrew Congregations at 8 p.m. in Irvine Auditorium.

The department of psychology features Dr. Ned Block of the Massachusetts Institute of Technology at 4:45 p.m. in Room B-21, Stiteler Hall.

Seminar: Dr. Gail Gunter of Johns Hopkins University leads this week's Respiratory Physiology Seminar on *Some Physiological Functions of Oxygenases* at 12:30 p.m. in the Physiology Library, fourth floor, Richards Building.

Sports: Penn faces off against Rutgers in women's field hockey at 2:30 p.m. at Rutgers.

7 Wednesday

Lectures: The department of romance languages sponsors Professor Lucius Keller of the University of Zurich on *Auto-Citation et Autocritique chez Marcel Proust* at 4 p.m. in the West Lounge, Williams.

The History and Policy Colloquium Series presents Professors Michael Katz and Mark Stern on *History and the Limits of Population Policy* at 3 p.m. in Room 107, Fine Arts.

The Student Lecture Series of the Graduate School of Fine Arts features Emilio Ambasz at 6:30 p.m. in Alumni Hall, Towne Building.

The Language in Education Colloquium Series sponsors Professor Gillian Sankoff on *Learners or Teachers? The Role of Children in Language Change in Tok Pisin* at 7 p.m. in Room B-21, Stiteler Hall.

Movies: The Exploratory Cinema offers Litvak's *The Nazi Strike*, Brandes' *The Camera Goes Along*, Jennings' *Diary for Timothy*, and Von Sternberg's *The Town* at 7 and 9:30 p.m. in Annenberg's Studio Theater. Admission is \$1 for students with I.D. cards and \$2 for others.

Museum Tours: The University Museum sponsors weekly guided tours of its collections at 1 p.m. Admission is free but a \$1 contribution is suggested.

Seminar: The Center for the Study of Art and Symbolic Behavior presents the third in a series of five seminars by Professor Arthur Danto of Columbia University on *Artworks and Representations* at 4 p.m. in Room G-29, Annenberg School.

Sports: Penn plays Temple in men's soccer at 2 p.m. at Temple; Penn meets Temple in women's volleyball at 4 p.m. at Temple.

8 Thursday

Coffee Hours: The Modern Language College House hosts coffee and conversation hours for students of Italian and German at 4 p.m., Class of 1925 House.

Lecture: The microbiology department presents Dr. Ahmad Nukari of Cold Spring Harbor on *Transposition of Bacteriophage* at 11:30 a.m. in Room 163-64 Merzanne, Medical School.

Seminar: Reverend Festo Mutashobya of Tanzania leads the discussion of *Third World Missions to the United States* at this week's Brown Bag Lunch Seminar at noon, University Lutheran Church, 37th and Chestnut Streets. Call 387-2885 for information.

Theater: Quadramics continues its production of *Steamhath* and runs through the weekend with shows on Friday at 8 p.m. and Saturday at 6:30 and 10 p.m. Admission is \$3.

9 Friday

Coffee Hours: The Modern Language College House hosts coffee and conversation hours for students of

French, Spanish, and Russian at 4 p.m., Class of 1925 House.

Concert: The University Symphony Orchestra plays Beethoven's *Leonore Overture No. 3*, Tchaikovsky's *Symphony No. 5*, and Webern's *Pasacaglia* at 8:30 p.m. in Irvine Auditorium. Admission is free.

Movie: The Penn Union Council offers Bakshi's *Wizards* at 7:30 and 10 p.m. in Room B-1, Fine Arts.

Sports: Penn plays Columbia in freshman football at 6 p.m. on Franklin Field; Penn takes on Navy in lightweight football at 2 p.m. on Franklin Field; Penn competes in the Ivy Championships for women's cross country at 4 p.m. on the Fairmount Park home course.

10 Saturday

Children's Programs: The Institute of Contemporary Art presents the program *What is Real?* for members' children at 11 a.m. in the ICA Galleries.

Movies: The Penn Union Council shows *Harold and Maude* at 9:30 p.m. and DeBroca's *King of Hearts* at 7:30 and 11:15 p.m., Irvine Auditorium. Admission: \$1.

Sports: Penn takes on Harvard in football at 1:30 p.m. at Harvard; Penn faces off against Dartmouth in women's field hockey at 11 a.m. on Franklin Field; Penn meets Harvard in men's soccer at 11 a.m. at Harvard; Penn competes in the War Memorial Sailing Competition at SUNYMC through Sunday.

11 Sunday

Movie: The University Museum Film Series presents Pontecorvo's *Burn* at 2:30 p.m. in Harrison Auditorium, University Museum.



OPPORTUNITIES

The following listings are condensed from the personnel office's bulletin of October 25. Because of the delay occasioned by printing schedules, these listings should not be considered official. Some of the positions may no longer be available. Bulletin boards at several campus locations list full job descriptions. For further information, 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

Applications Programmer Analyst II (2473) consults with users of systems and programs, analyzes segments/systems for computer operations, develops system flow charts. (B.A. in computer science or experience with PL/I or Cobol, IBM 370 RCL; three years' experience in programming concepts using large operating system) \$14,850-\$20,550.

Assistant to the Associate Provost (2573) helps plan and maintain academic programs and budgets. (Ph.D., M.B.A., or terminal degree) Salary to be determined.

Assistant to the Comptroller (2434) helps manage payroll accounting and special line accounting interface. (B.A. in accounting) Salary to be determined.

Assistant Controller of Physical Plant (two positions) assists operating accounting functions and managing personnel. (B.A. in accounting with budget, audit, finance, and statistics course work) Salary to be determined.

Assistant Director (2569) collects and analyzes energy data for the University conservation program data base, performs technical analyses of various conservation projects, and assists in the formulation and implementation of special procedures for energy calendar management. (degree in architecture, mechanical, or electrical engineering, knowledge of Fortran, APL, or Mark IV helpful) Salary to be determined.

Assistant to the Director, Annual Giving (2607) encourages large gift totals, cultivates and solicits major gift prospects, coordinates design and writing of solicitation material (3 years direct fund raising preferred, graduation from recognized college or university, preferably Pennsylvania) \$10,375-\$14,375.

Assistant to the Vice-President of Commonwealth Relations (2542) helps represent the University's interests to the General Assembly, the Governor's office, civic organizations, the school board, et al. (B.A., preferably from Penn. teaching, academic administration, and/or administration of student activities experience; familiarity with socioeconomic and political problems of the Commonwealth) \$16,125-\$22,725.

Associate Development Officer II (two positions) (2518) manages fund-raising program, implements corporate communications projects, prepares major gift appeals. (three to five years' experience in public relations or promotional or fund-raising work); (2409) plans and implements fund-raising for professional schools, develops and implements cultivation, solicitation and stewardship techniques for various constituencies of the schools, liaison with deans and faculty of the schools to develop fund-raising objectives. (bachelor's degree, 3-5 years experience in institutional fund-raising, public relations, or marketing) \$16,125-\$22,725.

Associate Development Officer III (2541) coordinates fund-raising activities, works with dean on campaign objectives, presents attractive programs to bring in funds. (fund-raising experience in higher education and academic administration work) \$24,650-\$34,750.

Associate Editor (867) supervises institute's technical communications, edits scientific documents, procures photographic and printing services. (B.A. in English, journalism, or related field, extensive writing and editorial experience, knowledge of scholarly research writing processes) Salary to be determined.

Biostatistical Data Manager (983) constructs and maintains computerized clinical data based on melanoma; prepares reports. (experience in computer programming, statistical software, and medical base data management) Salary to be determined.

Buyer (two positions) is responsible for procurement of services, supplies, and equipment, prepares invitations to bid, determines capacities of vendors, interviews salesmen. (business background desirable or comparable education, five years' experience in purchasing and procurement) \$12,900-\$17,850.

Comptroller (2403) maintains accounting systems and financial reports, monitors receipts and disbursements. (advanced degree in accounting, five years' experience with financial and administrative duties) Salary to be determined.

Department Head II supervises and operates technical services, acquisitions, cataloging, and serials; plans procedures, supervises work in technical services and photocopy input into on-line cataloging data base. (M.A. in library science from ALA accredited school with medical, computer, and natural sciences background; three years' technical processing experience) \$14,850-\$20,550.

Director (two positions) (a) serves as chief executive officer of the trustees' publishing arm, plans budgets, contracts, editorial program, establishes basic production and marketing strategies. (minimum of ten years' experience in publishing scholarly books, extensive knowledge of financial aspects, acquisition, editorial procedures, familiarity with shipping, printing, and promotion); (b-A992) directs a research center involved in the study of contracts and the management process. (M.B.A., D.B.A., or Ph.D. degree, ten or more years' experience with a leading management consulting firm) Salary to be determined.

Fiscal EDP Coordinator (2415) handles systems planning, researches and designs approach to data generated within the organization. (B.A. in business administration, experience with budgets, accounting, and data analyses procedures) \$12,900-\$17,850.

Junior Research Specialist (five positions) (A643) assists with biochemical experiments, prepares and purifies membrane components, performs assays and binds them with radioactive material. (B.S. in chemistry, biochemistry, or biology, research experience); (A896) performs biochemical analyses of subcellular fractions of bacteria, researches molecular aspects of bacteria pathogenicity. (M.A. in biology or chemistry, two years' experience); (B26) prepares specimens, operates and calibrates instruments, orders and stocks laboratory supplies, makes routine use of column separation and gel electrophoresis techniques. (B.S. in biochemistry or biology, experience in quantitative biochemical procedures); (B19) performs standard hematological tests. (college graduate, research/laboratory experience, biochemical or hematological background); (A945) fabricates electrodes, produces and tests microelectrodes for measuring pH, K⁺, CA²⁺, O₂, and H⁺, responsible to PI (B.S. in biophysics or biochemistry) \$10,375-\$14,375.

Personnel Relations Assistant (2599) assists in the selection of job applicants and interviews for promotion within the University (B.A. in business administration, personnel administration, or liberal arts or specific work experience) \$11,250-\$15,850.

Programmer Analyst I (B2) conducts daily computer programming for projects, maintains records for ongoing studies in genetics of diabetes (B.A. in statistics, knowledge of FORTRAN) \$12,900-\$17,850.

Programmer Analyst II (two positions) (B25) defines and implements computer-related tasks, identifies issues of statistical methodology and analytic techniques for data analysis activities, translates research needs into data management and statistical programming tasks, selects appropriate statistical design and testing procedure for Center research projects. (M.A. in sociology, economics or related field, strong quantitative emphasis, two years of statistics courses); (B22) develops and implements comprehensive systems programming, works with Project Investigators in statistical and computer processing. (degree in mathematics or business administration, two years' systems programming, programming languages: Basic, Fortran, Assembly) \$14,850-\$20,550.

Project Manager develops application software, plans network expansion, deals with vendors, servicemen, and Uni-Coll technicians, trains operators, coordinates installations in physical plant (four years' experience with programming systems, programming languages, and heavy PLI and CICS on-line development) \$16,125-\$22,725.

Regional Director of Admissions is responsible for developing programs for the recruitment of secondary school students (college graduate with educational background and at least three years' experience) \$14,850-\$20,550.

Research Coordinator prepares clinical studies, directs research protocol, interviews patients, orders diagnostic procedures, collates clinical data (nursing skills, familiarity with hemodynamic monitoring equipment, and resuscitation procedures including cardiopulmonary and clinical studies) \$12,900-\$17,850.

Research Specialist I (four positions) (A954) prepares tissue cultures, produces cell lines and monoclonal antibodies. (tissue culture and biochemistry experience); (A957) designs and performs experiments on experimental demyelinating diseases in small animals. (B.A., four years' experience in biology or immunology laboratory); (B30) performs *in vitro* cell hybridization derivation of hybridoma cell lines, antibody assay of hybridoma supernatants and biochemical characterization of secreted immunoglobulins. (B.S., two to three years' experience with tissue culture techniques); (B31) collects data for the determination of amino acid sequence of a large protein, purifies proteins and peptides, makes amino acid analyses of protein and peptide hydrolysates, prepares peptides and determines their amino acid sequences. (laboratory experience in liquid chromatography) \$11,250-\$15,850.

Research Specialist II designs and develops electronic systems for particle physics research (knowledge of modern digital electronics, experience with minicomputers) \$12,900-\$17,850.

Research Specialist III (three positions) (A958) makes cultures of blood, spinal fluid, and thymic lymphocytes and monoclonal antibodies with autoimmune diseases (B.A. in science geared to this position); (2544) maintains, troubleshoots, and repairs Bruker WP-250, NMR Spectrometer, JEOL-PS-100 NMR Spectrometer, Varian A-60A NMR Spectrometer (advanced degree in electronics, physics or chemistry or training with five years' in nuclear magnetic resonance spectroscopy); (B24) performs computer programming and data processing on clinical research projects, prepares and analyzes statistical reports. (M.A., M.S. in biostatistics or applied statistics, three to five years' experience, preferably in biomedical research) \$14,850-\$20,550.

Secretary of the Corporation is responsible to the president and the chairman of the trustees for trustee affairs and for commencement and special projects, assures staff support for the internal governance operations of the University and its committees (education and experience in academic, administrative, supervisory and communicative functions) Salary to be determined.

Senior Systems Analyst (three positions) (a) creates on-line data acquisitions systems for compatibility with other facilities; prepares programs for colliding beam experiments; consults on physics problems (Ph.D. in physical science, knowledge of Fortran on IBM + DEC, CDC computers and PDP II Macro and Graphics); (A918) submits program applications for series 1, evaluates application programs for series 2 assembler and data base applications (B.A., experience with Fortran and IBM equipment); (2072) prepares feasibility studies, systems designs, programming specification; trains user groups (B.A. in business, several years' experience in data processing and systems analyses, ability to design on-line, real-time computers) \$16,125-\$22,725.

Staff Dentist (two positions) examines, treats, and prescribes for patients, maintains records and questionnaires on patients. (graduate from a recognized dental school with certificate in appropriate field of specialty) \$28,325-\$39,950.

Staff Nurse (2355) serves as clinic coordinator and teacher, assumes CPR and emergency team duties, administers general anesthesia in oral surgery. (B.S.N., training in critical care nursing, anesthesia, and surgical nursing in oral surgery) \$10,375-\$14,375.

Support Staff

Abstractor I (2603) maintains prospect records, updates prospect files from newspaper clippings, keeps files, types cards and forms (high school graduate, at least two years clerical experience) \$6,875-\$8,750.

Administrative Assistant I (four positions) (2565) takes dictation, types manuscripts, reports, grant applications, prepares budgets, maintains financial records, handles departmental purchasing and personnel forms and records. (college degree desirable, shorthand, accurate typing, familiarity with medical vocabulary desirable); (A994)* works closely with the director, handles a variety of administrative and informational responsibilities, is familiar with the personnel and operations. (typing: minimum 50 w.p.m., good telephone manner, able to work with a variety of people); (2526) assists in preparation of schedules, orders materials, works on faculty evaluations, types large volume of correspondence, maintains files, handles telephone calls and appointments. (high school graduate with college and/or medical experience, office experience)

rience, accurate, neat typing, command of the English language); (2382) processes summer school enrollees, handles patient complaints, acts as secretary to Clinical Review Board; handles requests for repairs, processes patient income tax statement requests. (ability to type with speed and accuracy and interact with the public) \$7,975-\$10,150.

Administrative Assistant II (A808) maintains budget and employee time sheets, buys and leases equipment, schedules farm collections (minimum two years' college, business and accounting experience, typing) (*New Bolton Center*) \$8,625-\$10,950.

Clerk I prices, stocks, and arranges merchandise, takes inventory and performs other duties in various departments. (knowledge of retail sales) Minimum wage.

Data Control Clerk (2522) organizes data for reports, maintains data files (experience in computer programming desirable, statistical data and research design) \$7,975-\$10,150.

Editor, Office Automation (2629) operates IBM 6 System 6 word processor, maintains files, keeps up to date log of work produced, orders supplies for system, assists in training back-up operator. (experience with computer-based word processing systems, highly developed typing skills, ability to work with mathematical symbols and Greek characters) \$7,975-\$10,150.

Electronic Technician Trainee learns to design, assemble, test and troubleshoot modern digital electronic circuits. (mechanical aptitude, high school or vocational school, preferably with courses in electronics) \$6,700-\$8,450.

Electron Microscopy Technician II (two positions) (a) embeds tissues for thin sectioning examination, develops EM negatives, prints, and micrographs; dissects animals, prepares chemical solutions (B.S. in biology or chemistry, experience in EM laboratory); (b) processes a variety of granocological and reproductive tissues, performs routine electron microscopic duties, and prepares photographic projection prints (B.S. in biology, one year of experience as an electron microscope technician) \$9,650-\$12,225.

Groom (2618) cares for mares, feeds, waters, loads and unloads animals, assists herdsman in pasture and ground maintenance, repairs fences, rails, observes hospitalized animals, assists veterinarians. (graduation from elementary school, one year's experience in the care and maintenance of large animals) *New Bolton Center* \$6,550-\$8,375.

Herdsman II (2562) conducts evaluation of dairy cattle, observes health of animals, feeds and cares for calves, and performs other tasks. (course work in the sciences, experience in handling dairy cattle, interest in veterinary medicine) \$6,275-\$8,025.

Herdsman II (A833) conducts service evaluations with dairy cattle, observes health of animals. (high school graduate, courses in animal husbandry, experience in milking cows) *New Bolton Center* \$5,725-\$7,325.

Junior Accountant (2610) adjusts bills according to financial aid, collects payments, checks delinquencies, answers inquiries about billing. (some college preferred, course work in accounting, good aptitude for clerical work and figures) \$7,975-\$10,150.

MCST Operator (2482) transcribes correspondence, types, operates various magnetic memory media (excellent typing, spelling, grammatical skills, experience in a word processing environment) \$7,425-\$9,450.

Office Automation Operator operates word processing equipment on computer-based system using remote control terminal, prepares drafts. (highly developed typing skills, experience with standard and power typewriters) \$6,875-\$8,750.

Programmer I (two positions) (a) programs applications software; writes, maintains, and documents programs for data acquisition, reduction, display, and instrument control on mini/micro computers. (knowledge of DEC RT11 Macro, Fortran and TTL devices); (B23)* writes and debugs program requests, inputs and verifies computer data, aids in preparation and processing of statistical programs. (college training in math or computer discipline, experience in mini-computer environment, knowledge of Basic and Fortran) \$9,275-\$11,800.

Project Budget Assistant (2555) assists business administrator in completing data and grant proposals, budgets, records, and expenditures; keeps summary sheets (some college or business school, good typing, and bookkeeping skills, knowledge of University procedures) *New Bolton Center* \$7,975-\$10,150.

Pharmacy Assistant I (2619) dispenses all types of medication, maintains files and inventory. (some college science course work preferred, ability to type accurately 45 w.p.m., one year's experience) \$8,575-\$10,850.

Psychology Technician I assists in interviewing psychiatric patients, keeps record of ongoing clinical studies, assists patients with self-rating scales. (B.A. in psychology or equivalent experience) \$9,650-\$12,225.

Receptionist Medical/Dental types from notes, manuscripts, and tapes, locates doctors by page. (high school graduate, good typing, experience in medical office) \$6,875-\$8,750.

Recorder handles general office functions, distributes information, assists with orientation, posts grades on transcripts, other projects related to grading system. (two years' college, two years' experience in similar office, typing, dictaphone, organizational ability) \$7,425-\$9,450.

Research Laboratory Technician I (four positions) (a) isolates and characterizes bacterial mutants, maintains stocks, performs bacterial genetic techniques and enzyme analyses (B.A. or medical training); (b) sets up experiments, records data for small animals, assists in therapy sessions acting as an in-chamber patient assistant (B.A. in science and knowledge of hyperbaric medicine procedures preferred, one year laboratory aide experience); (c) — *New Bolton Center* performs isolation of glucose for radiochemical assays; assists in experiments with animals; processes blood samples (three years' experience, ability to care for and handle animals); (d) maintains lab, purifies proteins, column chromatography, gel electrophoresis, enzyme assays (chemistry through organic required) \$7,575-\$9,600.

Research Laboratory Technician II (seven positions) (2447) performs radioimmunoassay of thyroid hormones; general laboratory work (B.S. in biology or chemistry preferred); (A988) performs routine laboratory work; orders supplies; injects animals and removes tissue (B.S. in the sciences required, laboratory experience); (B9) grows virus in tissue culture, conducts serological tests including neutralization, CF, immunodiffusion and RIA, conducts *in vitro* lymphoblast transformation and cell-mediated cytotoxicity assays (B.A. in biology or physical sciences, ability to work with laboratory animals and knowledge of infectious agents); (868) performs blood and analysis for carbon monoxide, blood gas and pH measurements, routine laboratory duties (B.S., experience in research setting, basic chemical skills); (B12) prepares and maintains lymphocyte cultures, assay of lymphocyte cultures for cytotoxicity and blastogenesis, lymphocyte separation, cell freezing (B.A. or B.S. in biology, microbiology or related field, one year direct laboratory research experience) *New Bolton Center*; (B20)* assists in research on the biosynthesis of phospholipids in bacteria, preparation of media, culturing bacteria, isolation of lipids, gas-liquid chromatography, thin-layer chromatography (B.A., courses in organic chemistry); (B35) injects small laboratory animals, performs usual laboratory chores. (B.S. in biology, chemistry or related areas) \$8,575-\$10,850.

Research Laboratory Technician III (11 positions) (A611) fabricates microelectrode and animal experiments with tissue measurements (B.A./B.S., prior experience preferred); (A911) prepares *in vitro* and *in vivo* studies and gastric analyses; uses dynographs, recorders, transducers; draws blood for samples (B.A. in life sciences, one year's experience with patients); (A693) prepares and uses tissue cultures, reagents and radioisotopes (B.S. in biology; sterile technique, tissue culture and hematology experience); (A941) performs immunofluorescent and cytotoxic studies of cultured peripheral and central nervous system cells, makes studies of cell-mediated immunity to isolate nervous system cells (academic background specifically directed to this specialty, laboratory experience essential); (A880) produces radio-pharmaceuticals labeled with short-lived isotopes (B.S. in chemistry, chemical engineering, physics, or biochemistry); (A736) prepares sterile media, enzyme assays, radioisotopes, enzyme purification (experience with tissue culture and general laboratory techniques, particularly sterile techniques); (B17) carries out acute animal experiments, physiological monitoring using polygraph equipment, prepares brains for autoradiography, maintains laboratory (biological science background including physiology, experience in a biological laboratory, interest in animal research); (B16) handles radioactive materials, uses atomic absorption spectrometer, and x-ray fluorescence, high pressure liquid chromatography, measures mitochondrial activity in bone and cartilage, performs trace element analysis (B.S. and knowledge of routine biochemistry); (B4) research in molecular genetics, use of recombinant DNA techniques, nucleic acid hybridization and gel electrophoresis (B.A. in biochemistry, biology, or chemistry); (B15) immunochemical and immunobiological tech-

niques, tissue culture with human and animal cells (research or clinical lab experience, medical technology training helpful); (B36) prepares reagents, purifies and analyzes proteins, performs immunological tests of viral proteins. (degree in biology, chemistry, or related field) \$9,650-\$12,225.

Research Machinist I (B28) operates all standard metal working machine tools, fabricates, modifies, repairs, and assembles experimental apparatus. (completion of four-year apprenticeship or equivalent experience, knowledge of shop mathematics and the working properties of all metals, alloys, and synthetic materials) \$9,525-\$12,200.

Residence Hall Clerk (2579/2580) answers telephones, provides information, keeps records of maintenance work and reports any disturbance to security (high school, some college preferred, mature individual) \$5,570-\$7,088.

Secretary II (13 positions) \$6,875-\$8,750.

Secretary III (20 positions) \$7,425-\$9,450.

Secretary Medical/Technical (five positions) \$7,975-\$10,150.

Sergeant (two positions) (a) supervises campus police (six months' active police duty and Commonwealth-approved police academy training; (2567/2568) supervises fifteen police officers; is responsible for emergency decision making in the absence of higher ranking departmental personnel (six months' active police duty, Commonwealth-approved police academy training program) \$11,550-\$14,775.

Supervisor, Accounts Payable (2609) executes accounting procedures, schedules work in accordance with deadlines, distributes cost analyses and budget summaries (college course work in accounting, five to ten years' experience in an accounting department) \$9,250-\$11,750.

Veterinary Anesthesia Technician II (*New Bolton Center*) manages research projects involving anesthetization of animals, instructs students and lower level technicians, may be assigned to emergency call, weekend and/or holiday duty (knowledge and technique in handling anesthesia equipment, biomedical education and previous experience with horses, at least two years' direct professional level experience in the specialty) \$14,100-\$17,850.

Word Processing, Secretary/Technician operates Lexitron for scientific manuscripts, transcribes from dictating machine (excellent typing, word processing, and medical terminology) \$7,975-\$10,150.

Part-Time

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

Job Postings

Information on job openings can be obtained at 13 campus bulletin boards. New listings are posted every Thursday. Bulletin board locations are:

Franklin Building: outside 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/Caster Building: first floor
Richards Building: first floor, near mailroom
Law School: Room 28, basement
Dietrich Hall: first floor, outside E-108.

Football Tickets Available

Half-price tickets for Saturday's football game are available from the A-3 Assembly on a first-come, first-served basis. Cash or checks for these tickets must be delivered to John Walters, 748 Franklin Building, by Friday afternoon. *Call Ext. 5831 for details.*

Of Linguistics and Culture

Dell Hymes devotes both summers and winters to studies of different ethnic minorities

Dell Hathaway Hymes is not a Wasco. But, every summer since 1970, the dean of the Graduate School of Education has immersed himself in the culture of the Native American tribe on the Warm Springs Reservation in central Oregon.

Dell Hymes is not black. But during the academic year, he gets very involved in the activities of black school children in West Philadelphia.

Dell Hymes is interested in culture and behavior and the development of people within their own culture. He has spent most of his adult life trying to better understand the culture of people and how it affects behavior.

As early as 1951, while a graduate student at the University of Indiana, Hymes ventured into the Warm Springs Reservation with one of his professors. His fascination with the culture and, particularly, the language, brought him back in 1954, 1956 and 1957. He has returned every summer since 1970, studying the language and the culture.

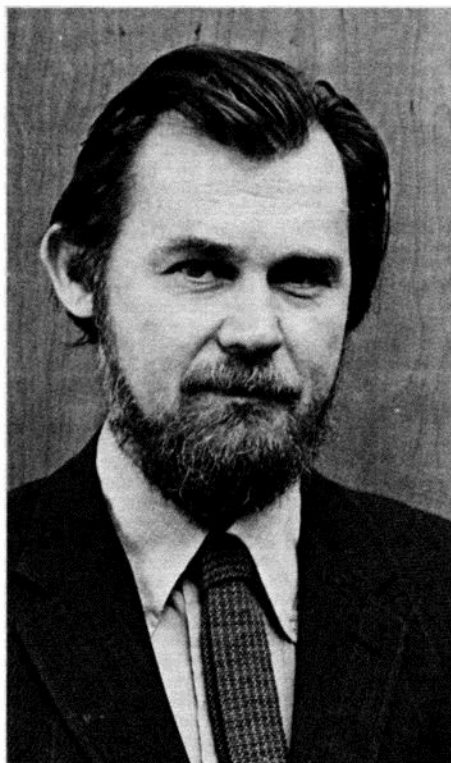
"My purpose in visiting the reservation has evolved over the years," the 52-year-old dean explained. "I started out working on the Wasco language, recording and analyzing it," he said. "That evolved into working with oral language: the myths and folklore of the people. Now, my concentration is on using the language to interpret the myths and written texts," he continued.

Each summer, Dell and Virginia Hymes pack their bags and head for their cabin in the Mount Hood National Forest, about an hour's drive from the heart of the reservation. Because the Native Americans "would never sell reservation land to a white man," the Hymes got a place near both the reservation and his family near Portland.

Virginia Hymes, a doctoral candidate in linguistics, is just as involved in the Native American culture as her husband. She's developing a Sahaptin dictionary for the other major language—besides Wasco—spoken on the reservation.

During the academic year, Hymes turns his attention to another ethnic minority. He and other members of the Graduate School of Education have been deeply involved in the education of black school children in Philadelphia. They are working with the principals of predominately black Longstreth, Comegys and Dunlop primary schools in West Philadelphia. The principals of all three schools are doctoral candidates in education.

Using a grant from the National Institute of Education, the research team has been observing students in class and other social



Mike Rosenman

Dell Hymes

settings to pinpoint what teachers perceive as problem behavior, and then try to understand the behavior's root.

For example, Hymes pointed out, "one problem most teachers agreed upon was that many children do not pay attention in class. Several students speaking out loud at once may be perceived as disruptive behavior and a sign of not paying attention," Hymes continued. "However, often that kind of activity could be an indication of several students overtly supporting one another in the classroom situation," he said. "We're working with a full range of child behaviors."

Hymes explained that many teachers do not live in the communities in which they teach and do not have the chance to see students outside the school. Hymes and his staff are observing students in a wide range of settings. The dean is the principal researcher and is working with his fellow researchers on interpreting the findings.

Hymes came to the University in 1965 as a professor of anthropology from the University of California at Berkeley. By 1972, he was a professor of folklore and linguistics, and in 1973 became a professor of sociology as well. In 1975, he became dean and professor of education.

Hymes took the helm at the Graduate School of Education after what may have been its lowest point in history. In 1975, President Martin Meyerson and then-provost Eliot Stellar proposed to either "significantly reduce the scope of" or close the school.

That proposal and the adverse publicity it generated—headlines like "Education School at Penn is periled," and "U. of Pennsylvania plans cuts in graduate education" in the *New York Times*—were devastating to the school, according to some of the faculty who lived through the period. And Hymes said he still hears from people who think the school has been closed.

Hymes was recently reappointed to his position as dean, and many see that as a vote of confidence by the University in the school's renewed success and growth. In the five years since his original appointment, Hymes, working with the faculty, has managed to get the school back on its feet. Many of its programs have been consolidated and the budget kept balanced. Indeed, the school now pays the University more in tuition than it receives back in subvention, according to Hymes. At the same time, important appointments and new programs have been started with the limited resources the school has, putting new emphasis on certain areas to achieve selective excellence.

—Robert Mitchell

(FACULTY SENATE, from page 3)

it is essential that an adequate definition of the obligation to generate an appropriate level of practice income be formulated in the near future, if the clinician-educator track is to be continued. The definition should include:

- a. A guideline for determining what level of practice income is "appropriate"
- b. Specification of who is to decide whether that level of income is being generated by individual faculty members
- c. Specification of the minimum period of inadequate income that must precede initiation of termination action
- d. Specification of the procedures (including review mechanisms) for termination for generation of insufficient practice income

The Senate Committee on the Faculty should cooperate with the medical school in formulating a definition. The Committee should report to the Spring 1980 meeting of the Senate.