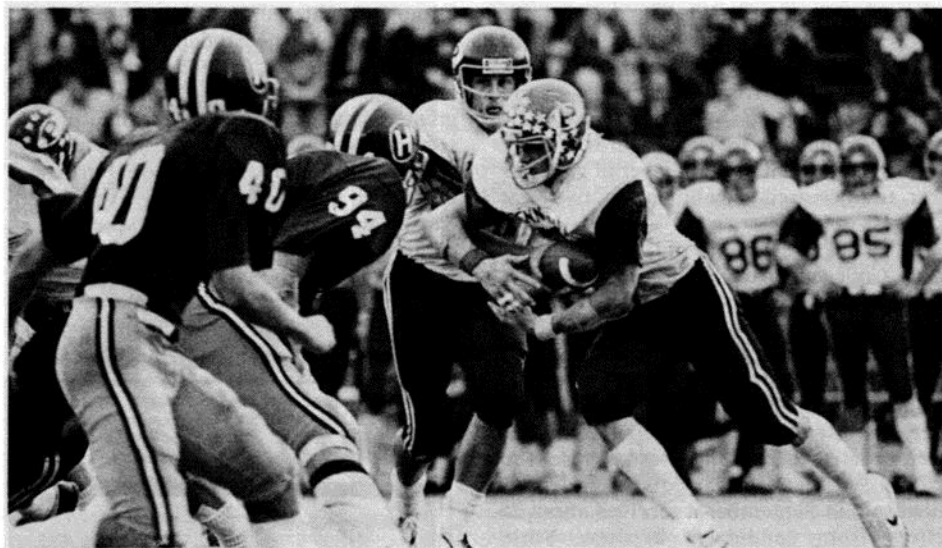




## Remaining Competitive in the Ivies

*DRIA Director Charles Harris looks at  
University athletics and the 1980s.*



**C**harles Harris, the University's new director of recreation and intercollegiate athletics (DRIA), will meet with President Meyerson and Provost Gregorian in the near future to begin organizing the alumni review committee which he told the trustees last month he hopes will help define the role and scope of his division over the next decade.

Harris said he expects that the alumni committee will be small "so we can convene on a regular basis and have a report ready by early January."

He said he planned to use the alumni committee's report, along with reports recently produced by faculty and student groups, to draft a document "of some specificity" which he intends to have ready by spring when his budget is submitted.

"Not since 1965 have we [the division] asked alumni for their perceptions of what they wanted in terms of athletics," Harris said in an interview this week. "I asked the trustees for this committee so we 'could evaluate our current program and look to the future. My mandate was to chart a course for the Eighties. Well, the alumni are a major constituency' of the University.

While the trustees fully support the alumni review committee, no trustee will be a member of it, Harris said.

Harris, who was appointed to his position over the summer and has not yet been involved in the preparation of a budget for his division, said that his "primary task" at the moment "is to establish what it takes to run this division from a monetary standpoint."

He noted that the "huge growth" in recent years in the areas of intramurals, recreation, and women's sports has outstripped the growth rate of his division's budget.

"If we are committed to all of these programs we have to be in a posture to give them the support they need," Harris said. "Pennsylvania has a tradition of excellence in all areas. Athletics should be no different.

"We'll have to take a look at the whole Ivy concept to see if in some areas we intend to remain competitive and in others areas become competitive."

At the same time, Harris said that he has not yet decided whether the University would be better off by increasing its subvention to its diverse recreation and athletics program or by reducing the number of programs presently supported.

"Some tough budgetary decisions are going to have to be made," Harris said, adding that "it's my most difficult assignment. Persuasive arguments can be made on both sides."



*Athletic Director Charles Harris*

The University currently supports 34 varsity sports, including crew, squash, lacrosse, soccer, and lightweight football. By comparison, many major universities, including the Big 10 conference schools, sponsor only about 20 varsity sports.

No varsity sport at Pennsylvania has been turning a profit, Harris said (nationally, few collegiate athletic teams do), although the school's highly ranked men's basketball team last year managed to cover most of its expenses.

*(continued on page 12)*

## INSIDE

- It was an interesting week for campus lectures. Jean Kilbourne looked at sexism and sexual stereotypes in advertising while rabbi Alexander Schindler and NAACP director Benjamin Hooks discussed the rift in black-Jewish relations, page 3.
- University Council Reports in "For the Record," page 6.

## AROUND ACADEMIA

• Harvard University researchers are beginning a three-year study on the medical value of health practices and beliefs of other eras and cultures. Herbert Benson, director of the study, believes that ancient healing methods and even witchcraft-like techniques could provide safe and inexpensive alternatives to modern medicine. Benson bases his assumptions on his own studies of the body's ability to activate self-healing mechanisms.

• Fifteen colleges and universities have received grants from the Fund for the Improvement of Postsecondary Education to study alternative forms of liberal education and to set up a national task force on the problems involved. The 15 grants, which totaled \$449,946, included \$77,254 to the University of Michigan, which will serve as coordinator of the project.

• Paul R. Ehrlich, professor of population studies at Stanford University and author of *The Population Bomb*, won first place in the Mitchell Prize Program at the Third Biennial Woodlands Conference on Growth Policy in Texas. Ehrlich received a \$10,000 award for his winning paper, "Diversity and the Steady State," which discusses the need to maintain diversity in the ecosystem.

• Grants to improve the teaching of accounting will be awarded by the American Accounting Association (AAA) from a grant of \$100,000 provided by Coopers & Lybrand, the international accounting firm. Proposals will be screened by an AAA advisory committee which will be responsible for awarding grants, monitoring progress of each research study, and controlling fund expenditures. A brochure describing the project can be obtained from Mort Meyerson, director of communications, Coopers & Lybrand, 1251 Avenue of the Americas, New York, N.Y. 10020.

• University of Michigan researchers believe they have devised a cure for student examination jitters. James D. Papsdorf at the university's Institute for Human Adjustment has used "bio-feedback," "concept revision," and other modern psychological and sociological techniques to control test-anxiety symptoms. The bad news, however, is that reduced test anxiety does not necessarily mean higher grades. Some 1,200 now-calm students are being sent to the Reading and Learning Skills Center, where they are being taught better study skills.

• John E. Worthen was appointed president of Indiana University of Pennsylvania, Indiana, PA.

• Wilbur J. Cohen, former HEW Secretary and dean of the school of education at the University of Michigan, has been appointed first occupant of the Sid Richardson Chair in Public Affairs at the Lyndon B. Johnson School of Public Affairs at the University of Texas at Austin. The chair was endowed by the Sid Richardson Foundation of Fort Worth. Cohen will assume his new post in January.

• The Philadelphia Academy of Psychoanalysis was recently formed to offer the best possible psychoanalytic training for physicians. The faculty consists of psychoanalysts whose intensive and extensive experience ranges from 10 to 40 years, educators all, who'd like to develop psychoanalysis as both a science and a healing art. Application forms may be obtained from Leon J. Saul, M.D., dean, 275 Highland Avenue, Media, PA. 19063.

• Women outnumber men for the first time on American college and university campuses, reports the National Center for Education Statistics. Women account for 50.7 percent of an estimated total enrollment of 11.7 million, the agency said. Estimates, based on figures from 1,033 colleges and universities this fall, show an increase of 2.4 percent compared to final figures for fall 1978. NCES attributed the overall gain this year to increased enrollment in two-year colleges.

• Frances T. Farenthold, president of Wells College, Aurora, N.Y., will resign next May to return to her family in Houston.

• A state supreme court justice in New York has ruled that there was no evidence of cheating by persons who took the nursing examination in New York State last summer; the state education department has been ordered to grant licenses to those who had passed the test. The education department said in September it received about 26 letters from candidates in New York, Chicago, Detroit and Philadelphia stating that copies of the nursing examination had been available for prices ranging from \$300 to \$2,000. According to investigators, these turned out to be booklets used in examination review courses, not copies of exams.

• Audrey K. Doberstein was appointed president of Wilmington College in New Castle, Delaware.

• President Carter announced October 30 that he will nominate Shirley M. Hufstедler, a U.S. appeals court judge in California, to be the first secretary of the new Department of Education. Hufstедler, until recently, was the highest ranking woman judge in the nation. The nomination is subject to confirmation by the Senate Labor and Human Resources Committee and the full Senate. In his statement, President Carter said he "wanted a strong creative thinker who could take a fresh look at the way we educate our children."

## SPEAKING OUT

*To the Editor:*

On Friday, November 2, I received an advertisement through intramural mail reading as follows: "Mask and Wig Rathskellar invites you to bring your Hardee's lunch any day this week and get two cocktails for the price of one."

I have been working at the University of Pennsylvania for quite some time—since 1969, as a matter of fact. During that time I have learned, both from authoritative sources and through my own observation, that alcoholism is almost an occupational disease in the academic world. To have liquor insinuated upon the faculty and staff (and probably the student population as well) of this university in the middle of what are presumably working days is, I believe, a great mistake. For the intramural mail service to be used for pushing midday drinking compounds the error. Further, if personnel records were made available to Mask and Wig Rathskellar for use in compiling their mailing list, then this was a gross lapse in the confidentiality of those records. On all counts, I object.

*Matha Rosso*

Department of Sociology

# Almanac

Volume 26, Number 14

The news magazine of the University of Pennsylvania, published weekly in Philadelphia throughout the academic year, monthly during June, July, and August

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

ALMANAC Advisory Board: Robert Lewis Shayon, chairman; Herbert Callen, Fred Karush, Paul Bender, Charles Dwyer and Walter Wales for the Faculty Senate; Curtis L. Barnes, director of communications services; Valerie Pena for the Librarians' Assembly; Shirley Hill for the Administrative Assembly; Virginia Hill Upright for the A-3 Assembly. Copies of ALMANAC's guidelines for readers and contributors may be obtained from ALMANAC.

Editorial offices: 513-515 Franklin Building (16), 3451 Walnut St., Philadelphia, PA 19104. Phone: 243-5274. Please direct all subscription inquiries to the editorial assistant.

## Almanac Deadlines Approach

Items for the Spring 1980 campus calendar, to be published in a January issue of ALMANAC, are due at the ALMANAC office, 513-515 Franklin Building, by noon, Monday, December 3. The calendar will include ongoing events, lectures, colloquia, film series, sports events, and the like.

In addition, University departments and programs interested in publishing an ALMANAC supplement next semester, should get in touch with us by December 3. This will give us the time needed to schedule all the various supplements.



# Stereotypes in Advertising: Pervasive, Persuasive

Advertising is a major socialization force in our society, contends Jean Kilbourne, and it's time we took it—and its inherent messages about our society—more seriously.

"The subtlety and sophistication of advertising techniques give advertising an impact on more than just our motivation to buy a product," she said. "Advertising bombards us with attitudes and images, and makes them the norm. To a great extent, it tells us who we are and what we should be."

A writer and consultant from Boston, Kilbourne visited campus Monday to lecture on her collection of 200 magazine advertisements, which she has entitled "The Naked Truth."

Kilbourne is most interested in the stereotyped picture of American women painted by advertising. "While stereotypes exist in virtually all aspects of life, nowhere are they as pervasive and as persuasive as in advertising," she said.

Among the stereotypes portrayed in these advertisements:

- women belong in the home.
- women do not make important decisions or do important things.
- men view women primarily as sex objects.
- women depend on men.

As Kilbourne clicked through her slide show of advertising collected over the past 10 years, the inherent messages became increasingly clear that the pictures they paint are increasingly absurd.

Take, for example, the advertisement for mascara that reads, "Love gives Mary great

eyes that last." "As opposed to her own, that fall out," joked Kilbourne.

Or the one for bath oil that shows a woman being embraced by a man and captioned, "Sardo, the body tenderizer."

"Now if this ad doesn't say a woman's body is a piece of meat, I don't know what does," she said. "This is right out of Adolph's," she added.

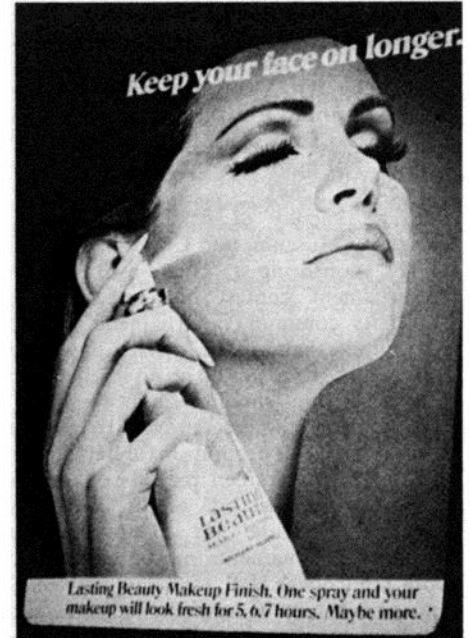
"Magazine advertising surrounds us with an ideal of flawless beauty," she explained as she shifted through a series of cosmetic ads that portray stunningly beautiful women. "That look depends on cosmetics, airbrushing, camera angle, lighting... in truth, it's totally unnatural."

From ads like these, Kilbourne maintains that young girls learn to aspire to an "ideal of absolute flawlessness" while little boys learn that their goal should be to acquire one of these beautiful objects.

Yet Kilbourne is quick to make her position clear. "There's nothing wrong with wanting to be attractive," she explained, but advertisers should not wrongly motivate us to strive for something that can only be artificially produced, if produced at all.

In the advertising world, successful attainment of that ideal is possible through consumption, often conspicuous consumption, Kilbourne noted. "We are what we buy. We find our identity through products."

As women grow older in advertising, Kilbourne observed that most are portrayed as "moronic housewives obsessed with dirt and what they'll feed their families. It's always *her* fault if there's ring around the



Advertisements such as these present women with an ideal that's impossible to obtain, Kilbourne said.

collar," Kilbourne said. "No one suggests that *he* wash his neck!"

Ultimately, all such advertising demeans women and all things feminine. "Yet what our society needs is people with a full range of human emotions, both masculine and feminine. Stereotypes such as these are devastating to both men and women."

—C.A.V.

## More Cooperation Needed Between Blacks and Jews

*Hooks and Schindler find relations between the two groups strained*

A rabbi and a black minister discussed affirmative action, civil rights, Andrew Young, the news media, and strained relations between blacks and Jews before a small group at Irvine Auditorium last week.

Rabbi Alexander Schindler, president of the Union of American Hebrew Congregations, and Benjamin Hooks, executive director of the NAACP, shared the stage in what had been billed as "A Dialogue on Blacks and Jews in America." The event was sponsored by Connaissance, a student organization.

The two acknowledged the rift in black-Jewish relations, explored some of the reasons for it, and appealed for help in ending it.

Schindler urged the two communities "to get on with the business of working together" and criticized the Jewish community because "too many Jews don't think as Jews. They

think from the vantage point of being whites and not from the vantage point of being Jews."

"Those of us who are black and those of us who are Jewish must sit down and talk about where we are, about those things that bring us together rather than those that separate us," Hooks said.

"The two communities have become estranged," said Schindler, who went on to analyze the parting of the ways that began in the late '60s when "Jews disengaged themselves from the civil rights struggle for blacks at the request of black leaders such as Stokely Carmichael—who urged us to return to our own communities and to allow the black man to win his rights alone."

Schindler blamed the media for trying to aggravate the rift "by pinning the bum rap on the Jewish community for Andy Young's firing."

"These are difficult times for the poor and downtrodden in America," Hooks said at the opening of his address. He also touched on what he said was another cause for the strained relationship between black and Jews—affirmative action. He likened the present state of affairs in America to a situation wherein "whites have a severe cold and blacks have pneumonia."

In the question and answer session, Hooks supported the actions of Jesse Jackson in the Middle East as the right of any individual to do what he thought was in the best interest of peace. Schindler, however, felt that "Jackson appointed himself as a mediator, which is a little presumptuous."

On the issue of affirmative action Schindler maintained that gains made through its implementation should not come at the expense of Jews, "who have already been quoted to death." —Ron Francis

## WORTH NOTING

● The Boston-based Pocket Mime Theatre, three-time recipients of the "Excellence in Theater" award of the Association of Performing Arts, will appear in Houston Hall Auditorium Friday, November 30 at 8 p.m. Tickets are \$3.50 with a Penn I.D., \$5 without. For more information, call Sharon Rhode (ext. 5284).

● The Faculty of Arts and Sciences, University Museum, and Children's Hospital are sponsoring a "create-a-Christmas-tree-ornament" contest for members of the University community. Ornaments should carry out the theme of the International Year of the Child. They should be no smaller than 6" by 6"; designs should be lightweight.

Participants are encouraged to submit duplicates of their decoration for hanging on a 20-foot high evergreen tree to be on display in the Chinese Rotunda of the University Museum. Deadline for submissions is December 5. Ornaments may be delivered to room 116 College Hall, weekdays between 9 a.m. and 5 p.m. Contributor's name and telephone number should be on each ornament.

Winning ornaments will be judged by a group of Children's Hospital outpatients at a tree-decorating party Sunday, December 9. Art students will decorate the tree with the assistance of young patients. For information, call Ext. 5162.

● Applications for the 1981 Rolex Awards for Enterprise are now available. First granted in 1978, the awards designate five winners in the three general disciplines of applied sciences and invention, exploration and discovery, and the environment for their efforts to break new ground in their particular sphere. The five winners are invited to Geneva, Switzerland for the official presentation in which they each will receive 50,000 Swiss francs to help underwrite their projects, and a specially inscribed Rolex chronometer. For an application write: The Secretariat, The Rolex Awards for Enterprise, P.O. Box 178, 1211 Geneva 26, Switzerland. Entries must be submitted before April 30, 1980. The five award winners, chosen by a distinguished international selection committee, will be notified in December 1980.



● "The Energy Conservation Show," co-sponsored by the Penn Energy Club and the Mid-Atlantic Solar Energy Association, will be held Monday, November 19 at 7:30 p.m. in Houston Hall Auditorium. The show features Tom Wilson and Ivan Hentschel, former New Jersey weatherization trainers, combining costumes and a running tongue-in-cheek dialogue with a slide show to get the conservation message across. Following the show, conservation devices will be displayed.

● December 1 is the deadline for nominations by college and university presidents of student candidates for 1980 Truman Scholarships. Applications must be sent to: The Truman Scholarship Review Committee, Box 2838, Princeton, N.J. 08541.

## ON CAMPUS

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

### November 15—28

#### 15 Thursday

**Arboretum Events:** Morris Arboretum holds its Associates' Evening with Alan Bloom on *Plants in Island Beds*, 8 p.m., Woodmere Art Gallery, 9201 Germantown Avenue.

**Blood Drive:** The University Hospital sponsors a blood drive at Kappa Sigma fraternity from 11 a.m. to 5 p.m.

**Conference:** The 13th annual Penn Model United Nations Conference begins at the University City Holiday Inn, 36th and Chestnut streets. Call Mike Pollack at 382-0751 for information.

**Demonstration:** The Penn Council Committee on Safety and Security presents a demonstration of new security techniques, 3:30 p.m., Kress Building, University Museum.

**Lectures:** The Center for the Study of Art and Symbolic Behavior and the departments of folklore-folklife and anthropology present the last in a series of lectures by Professor Masao Yamaguchi on *Scapegoating*, 7:30 p.m. Folklore Lounge, Logan Hall.

The Graduate Group in Ancient History features Ann Guinan on *Akkadian Behavioral Omens: Sexual Attitudes in the 1st Millennium B.C.*, 5:30 p.m., Williams Hall room 723.

The Wharton School and Italian Studies Center present Giacinto Millitello, head of international relations for the CGIL (largest Italian labor union) in a lecture/discussion on *Workers' Participation in Industry* at 4:30 p.m. in Vance Hall room B-11.

**Movies:** The International Cinema Series offers *Andras' Rain or Shine* at 7:30 and 9:30 p.m. in International House. Admission: \$1.50.

**Seminar:** Dr. Robert Bornemann of the Lutheran Theological Seminary leads this week's Brown Bag Lunch Seminar on *New Views of the Hebrew Scriptures* at noon, University Lutheran Church, 37th and Chestnut Streets.

**Theater:** The Marygold Theater Company presents *Good News* at 8 p.m. in the Parish Hall of St. Mary's



Church, 3916 Locust Walk. The show runs through Saturday. Admission is \$3.

#### 16 Friday

**Concert:** The University Choir sings works by Bach, Polenc, Josquin, Vinders, and Haydn at 8:30 p.m. Tabernacle Church, 3700 Chestnut Street. Admission: free.

**Lectures:** The English department presents Professor Paul K. Alkon of the University of Minnesota on *Johnson and Chronology*, 3 p.m. Chemistry Building room 109.

The Entrepreneurial Club presents Monroe R. Meyerson, president of Central Rigging and Contracting, Inc., speaking on *An Entrepreneur in a State of Change* at 6 p.m., Dietrich Hall room E-106.

**Movies:** The International Cinema Series of International House offers Rademakers' *Max Havelaar* at 4 p.m. and 9:30 p.m.; Kartemquin Films' *Now We Live On Clifton and Broadman's Mission Hill and the Miracle of Boston* at 7:30 p.m. followed by a discussion with the director. Admission: \$1.50 and \$1 for matinees.

**Sports:** Penn meets Dartmouth in men's soccer at 8:15 p.m. on Franklin Field; the Penn Skating Group holds a session at 4 p.m. in the Class of '23 Ice Rink. Beginners welcome.

**Theater:** The Paper Bag Players perform *Mama's Got a Job* in the Annenberg Center's Theater for Children Series. Call Ext. 6791 for information.

#### 17 Saturday

**Movies:** The Penn Union Council offers Rash's *The Buddy Holly Story* at 7 and 9:30 p.m. and Chandler's *The Big Sleep* at midnight in Irvine Auditorium. Admission is \$1 and 75¢ for midnight shows.

**Sports:** Penn takes on Dartmouth in football at 1:30 p.m. on Franklin Field; Penn competes in sailing in the Fiske Harriman Sleigh at Coast Guard.

**Theater:** The Penn Union Council presents the comedy troupe *Second City* at 8 and 11 p.m. in Houston Hall Auditorium. Admission is \$4 with University I.D., \$5.50 without.

The Paper Bag Players perform *Mama's Got a Job* in the Annenberg Center's Theater for Children Series. Call Ext. 6791 for information.

#### 18 Sunday

**Movie:** The University Museum Film Series shows *History of Jazz* at 2:30 p.m. in Harrison Auditorium, University Museum. Admission: free.

**Seminar:** Reverend Gil Doan leads this week's forum on *Loren Eiseley, Humanist* at 6 p.m., University Lutheran Church, 37th and Chestnut streets. Supper at 5 p.m. is \$2. Call 387-2885 for information.

**Sports:** Penn competes in the National Championships for women's cross country.

#### 19 Monday

**Lectures:** The University Museum sponsors Professor Michael Notis of Lehigh University on *Japanese Metalwork: Subtleties in Gold and Silver*, 3:30 p.m., Rainey Auditorium, University Museum.

The geology department features Dr. Robert Hazen of the Geophysical Laboratory on *High-Pressure Crystal Chemistry*, 4 p.m., Hayden Hall room 104.

## DEATHS

■ Charles Raymond Whittlesey, emeritus professor of finance and economics in the Wharton School, died at his home in Wallingford, Pa., Friday, November 2. He was 79.

A recognized authority on money and international finance, Whittlesey was an instructor at the American University in Beirut, Lebanon, before earning his Ph.D. degree from Princeton University in 1928. He taught at Princeton until 1940, when he joined the faculty at Wharton.

Well known for his teaching, Whittlesey was the author of *Principles and Practices of Money and Banking*, *International Monetary Issues*, and a number of other books and articles.

In 1969, the University awarded him an honorary Doctor of Science degree in economics. From 1942-1944 Whittlesey served on the staff of the Financial Research Program of the National Bureau of Economic Research.

He is survived by his wife, Mary, and a daughter, Mrs. Margaret Werling.

■ Dr. William Dunstan Chamblin Jr., director of obstetrics and gynecology for the

past 13 years at Presbyterian-University of Pennsylvania Medical Center, died October 14 at the Hospital of the University of Pennsylvania. He was 55.

Chamblin, who was also assistant clinical professor in obstetrics and gynecology at the school of medicine, was a graduate of Tulane University, attended the University of Pennsylvania and received his M.D. in 1947 from Tulane University School of Medicine.

In 1954, Chamblin became assistant chief of obstetrics and gynecology at Presbyterian. In 1964, he was named acting director of the department and in 1966, director.

He is survived by his wife, the former Elizabeth Schnabel, a son, William D. III, and two daughters, Wendy and Cynthia.

■ May Waxman Blitman, administrative assistant to the director of the university's audio-visual department, died October 25 in Jefferson Hospital. She was 54.

Mrs. Blitman came to the university in November 1978 after serving as administrator for the school of the Pennsylvania Ballet.

She is survived by her husband, Leon, a son, Maury, a daughter, Netta, and her mother, Fannie Waxman.

## CORRECTION

In last week's "Penn People," Dr. Edward S. Cooper was incorrectly identified as the first black faculty member to achieve the rank of full professor in the School of Medicine. Dr. Cooper was the first black physician to achieve the rank of full professor in the School of Medicine, while the first black faculty member to achieve the rank of full professor was James W. Lash, professor of anatomy.

In last week's listing of appointments, promotions and leaves in "For the Record," Dr. Bernard E. Anderson should have been listed as promoted to professor of industry in the Wharton School, not assistant professor of insurance. In the listing of secondary appointments to the Faculty of Arts and Sciences, Ms. Setha Low should have been identified as Dr. Setha Low.



The chemical and biochemical engineering department sponsors Janice Phillips on *Enzymatic Conversion of Cellulose to Glucose*, 3:30 p.m., Alumni Hall, Towne Building.

The Communications Colloquium presents Thomas Madden of the National Broadcasting Corporation on *The Plan: Raising NBC to a Position of Leadership in the 1980s* at 4 p.m. in the Colloquium Room of the Annenberg School.

**Sports:** Penn takes on Cibona of Yugoslavia in the opening game of the men's basketball season at 7 p.m. in the Palestra.

The psychology department presents Dr. Howard Hoffman of Bryn Mawr College, 4:45 p.m. in Room B-21, Stiteler Hall.

**Seminar:** Dr. Michael Gewitz of the Children's Hospital of Philadelphia leads this week's Respiratory Physiology Seminar on *Metabolism of Biogenic Amines in the Developing Lung* at 12:30 p.m. in the physiology library, Richards Building.

## Thursday 22—Sunday 25: Thanksgiving vacation.

### 26 Monday

**Lecture:** The Communications Colloquium features Yrjo Lansipuro, chief of the New Coordination Bureau of the European Broadcasting Union on *Challenging the Existing Patterns of World Television News Exchange*, 4 p.m., Colloquium Room of the Annenberg School.

### 27 Tuesday

**Lecture:** The Honorable A. Leon Higginbotham delivers the President's Lecture, 4 p.m., Harrison Auditorium, University Museum.

**Seminars:** The physical therapy department features Dr. Sol Pollack on *Use of Electrical Stimulation in Bone Growth*, 11 a.m. Nurses Education Building room 212.

The Engineering in Medicine and Biology Group of the IEEE sponsors Dr. Gordon D. Moskowitz of Drexel University on *Rehabilitation Engineering*, 8 p.m., Rittenhouse Laboratory room A-8.

**Theater:** A Kurt Weill Cabaret previews at 8 p.m. in the Annenberg School Theater. Call Ext. 6791 for tickets.

### 28 Wednesday

**Lectures:** The Student Lecture Series of the Graduate School of Fine Arts features William Turnbull, 6:30 p.m., Alumni Hall, Towne Building.

The Women's Faculty Club presents Ann Beuf, director of women's studies, on *The status of women in academia and at the University* at noon, West Lounge, Houston Hall.

The Center for the Study of Art and Symbolic Behavior sponsors the last in a series of five lectures by Professor Arthur Danto on *Style and Expression*, 4 p.m., Annenberg School room G-29.

The Sigma Xi Society features a lecture by Dr. Peter Dodson on *Dinosaurs: New Thoughts on Old Bones*, 4 p.m., Chemistry Building room 102.

**Movies:** The Exploratory Cinema offers Anderson's *O Dreamland* and *Every Day Except Christmas* and Leacock and Chopra's *Happy Mother's Day* and Loening and Kroitor's *Lonely Boy* at 7 and 9:30 p.m. in Annenberg's Studio Theater. Admission: \$1 for students with I.D., \$2 for others.

The International Cinema Series features Davis' *South Africa: The Nuclear File* at 7:30 p.m. and Cine Information Documents' *Sentenced to Success*, 7:30 p.m., International House. Admission: \$1.50.

**Theater:** A Kurt Weill Cabaret opens at the Annenberg School Theater at 7 p.m. and runs through December 9. Call Ext. 6791 for information.

### 20 Tuesday

**Blood Drive:** University Hospital sponsors a blood drive in High Rise North from 1 to 7 p.m.

**Lectures:** The Center for the Study of Aging features Dr. Jennie Keith of Swarthmore College on *Old People as People: An Anthropological View of Old Age*, 4 p.m., Dunlop Auditorium A, Medical Education Building.





## Committee on Research

Activities this year were concerned with five major areas. These were:

1. Patent Policy
2. Research Fellowship Allocations
3. Encumbrance Accounting
4. Research Centers and Institutes
5. University guidelines on gifts, grants and contracts

1. *Patent Policy.* A statement was prepared in response to faculty requests for greater return of patent income to the individual inventor. Existing policy would retain 60% of the gross income from patents, with 40% going to University Patents Incorporated (UPI), the organization contracted with last year to handle patents for the University for the next four years. Of the 60%, one quarter was to be returned to the inventor, and another quarter was to be sequestered as a special research fund based in the University but available for the support of the inventor's research. The remaining two quarters were to be distributed, one each, to the school/department of the inventor and to the University. Faculty concern was expressed that under this distribution the inventor would receive directly only 15% of the gross income. A survey conducted by the National Society of University Patent Administrators had indicated that 15% of the gross income from patents was the lowest rate of return found across the country. The committee took the position that the above policy was insufficiently motivating for the stated purpose of stimulating patent activity by the faculty.

The committee also was concerned that the above designated distribution of patent funds would not of itself aid research efforts to the maximal degree possible. The committee therefore recommended to the vice provost for research of the University that the patent policy be changed to double the return of patent income to the inventor (30% of gross) and that the mandatory research fund be replaced by an optional one. An additional recommendation was that the remaining 30% of the gross income be sequestered in the office of the vice provost for research and reserved for direct support of research efforts not adequately funded at present (discontinuous support of worthy projects, pilot studies for new faculty, etc.). These recommendations were presented to the president and provost at a meeting on June 1.

A revised patent policy incorporating these features is presently being drafted by the vice provost for research, Louis Girifalco. It will designate a graduated return of patent funds of 50% of the net return (30% of the gross) to the inventor for amounts up to \$200,000, 25% of amounts up to \$1 million, and 15% of amounts greater than \$1 million. The new policy also will reserve the remainder for support of research with priority given to those areas most closely related to the research interests of the inventor and his department. The sequestered patent income will also be available for those research activities not presently given adequate support which were indicated above.

2. *Graduate Fellowships.* The committee was also concerned over a proposal to change the method of allotting fellowships to various graduate departments. Under existing rules, a University-wide merit system was employed based on grades and GRE scores of the candidates, the fellowships being assigned on the basis that those departments which recruited the best qualified candidates received the fellowship funds. This system has led to abuses and in some instances of unfair distribution of fellowships. The proposal for changing the award system dealt mainly with the feature of also taking into account the past performance and needs of individual departments before deciding on the distribution of research fellowships.

The committee prepared a statement which was submitted to Provost-designate Gregorian in December 1978 in which an appeal was made to preserve the merit system in the awarding of fellowships but to allow along with this discretionary awards based on documented special needs.

The provost's office has instituted a change in the awarding of fellowships this year which incorporates several of the suggestions submitted by the committee. This year each of the seven graduate faculty groups received fellowship-funding based on the average percent of the total received by that graduate faculty for the past three years. Each graduate area will develop its own review procedure based on merit of the candidate and the performance of each applicant graduate sub-group over the past three years. In this manner, some elements of the merit system were preserved along with the necessary modifications required by each major graduate area. The overall distribution of funds was 70% to the FAS (which has 80% of the graduate students), and 13% to Engineering, smaller amounts going to remaining five graduate faculties.

3. *Encumbrance accounting,* a computerized bookkeeping service which provides a budget administrator with an up-to-date accounting of both commitments and cash transactions rather than cash transactions only, was supported by the committee in 1977. In August of this year, this capability is being instituted for the two major budget items, purchase orders and accounts payable transactions, e.g. travel, consultant fees. Other transactions will be included in the system during the coming year. The committee has expressed its interest in and support of this change of accounting procedure several times during the past two years and was pleased to be informed of the current calendar for these much needed changes. There does remain a concern as to whether the system will be flexible enough to respond to unusual situations, such as instances when additional research funds are forthcoming but have not been officially entered into the system.

4. *Research Centers and Institutes.* One of the most obvious features of the research environment of the University of Pennsylvania is the presence of about 50 research centers and institutes. These range in size, scope, and physical facilities, but all share common problems which are rarely identified or discussed in a collegial atmosphere. Two members of the committee, Dr. Raymond Berkowitz and Mr. Allen Dearry, organized a symposium on and for such centers which was held last March. The program, which was published in the *ALMANAC*, covered personnel, finances, industrial relations, and team research efforts. All known centers and institutes were contacted and invited to send two representatives. Responses from participants indicated further interest in the question of differential salary scales for non-tenured members of institutes and centers. It is planned to follow up this initial conference with others dealing with more specific issues.

5. Members of the committee were appointed to a joint ad hoc committee to consider the revision of *University Guidelines and Policy for Research*. A revised document has been prepared which features a detailed protocol for handling grants, gifts, and contracts from foreign and domestic donors.

A chief item of concern was the possibility of the University entering into an agreement with a donor nation which does not practice or honor the University's non-discrimination policy. The question of whether agreements with such foreign donors should require an acknowledgement by the donor that it will cease its discriminatory policies was dealt with by distinguishing between those discriminatory practices applied to foreign nationals residing abroad and members of the University population. The consensus was that very little could be done by the University to alter the prejudices and biases of the past but that we were to remain adamant about discrimination directed against any member of the University of Pennsylvania. The committee's position is that non-discrimination policy can only be realistically applied by the University when it is dealing with its own personnel and that assurances and practices which concern members of the University population must be honored.

A second area of concern was the mechanism of review to be followed in evaluating the impact of agreements with foreign donors on the integrity and tranquility of the University. A



mechanism for review was developed which allows for such evaluation by both the faculty and administration and which also allows legitimate protests against such agreements to be entered and considered as an acknowledged part of the review.

One additional feature to be added to the policy statement appears as Appendix A and is concerned with the need for a statement of concern on the part of the University that the funding of research should redound to the benefit of those whose efforts brought about such funding. The absence of such a policy statement in any of the existing documents suggested to the committee that its charge of monitoring the research environment could be best achieved if such a policy statement were clearly indicated rather than implied.

## Appendix A

The University further recognized its responsibility to the faculty by promoting a research environment in which unrestricted scholarship and freedom of inquiry may continue to thrive. As part of that responsibility, it recognizes that such an environment requires an active policy on its part in which the financial benefits generated directly and indirectly by the research activity of the faculty are shared between the University and faculty in an open and collegial relationship.

—Howard M. Myers, Chair

## Committee on Student Affairs

During academic year 1978-79 the University Committee on Student Affairs conducted a survey on campus to determine student concerns and to elicit student opinion and priorities on issues affecting student life at the University of Pennsylvania.

The survey afforded the committee a means of communicating with a sample of the student body, which furnished us with an agenda that was related to the realities of student life.

The renovation and reactivation of Houston Hall as a lively center for student activities scored highest among the concerns of students. There was strong support for a food service, which presumably would attract students to Houston Hall in the evening hours as well as by day. Strong opposition was expressed to any further erosion of space by converting floor space to offices instead of preserving it for social and recreational purposes. Student leadership and the committee as a whole demonstrated a keen interest in contract arrangements which would bring a food service to Houston Hall and a major renovation of the dining hall without doing damage to its traditional decor.

There was concern about plans for conversion of the Quad to college houses. There was strong sentiment for continuing to use most areas of the Quad as socialization centers for freshmen and sophomores. There was also strong support for renovation.

Although there had been campus-wide criticism of student health service throughout the year—with the directorship remaining vacant—it was agreed that this arena was beyond the purview of our committee. Yet, we were informed that neither Faculty Senate nor University Council has a separate committee on student health.

In the sphere of residential life, there were two questions, one regarding the role, competence, and selection of R.A.'s and the other, regarding student complaints about cleaning and maintenance of their quarters. There was special concern that cleaning personnel were not at that time under the jurisdiction of the director of residential life.

There was interest expressed in improving communications on campus: those between faculty and students, administration and students, and among various sectors of the student body. Houston Hall (when remodeled) was viewed as possessing both symbolic and real potential as a center for the re-kindling of a sense of community on campus.

The committee will probably want to return to the survey conducted last fall for agenda-setting purposes in 1979-80.

—Edgar A. Perretz, Chair

## Committee on Faculty Grants and Awards

Please find below an accounting for our grants and awards for the current year.

University Summer Fellowship stipends are \$2,000 and are not generally subject to taxation. Grants-in-Aid varied in amount according to the nature of the application.

The chairman of the committee wishes to express thanks to members of the committee and to the office of research administration.

### Committee on Faculty Grants and Awards 1979-80

Table I

<i>Applications Received</i>			
Total			37
Summer Fellowships			33
Grants-in-Aid			18
<i>Awards</i>			
Summer Fellowships	21	\$42,000	
Grants-in-Aid	9	7,335	
Total Awarded		\$49,335	
<i>Funds Available</i>			
New		\$50,000	
Carry-over from prior year		15,797	
Total Available		\$65,797	
Less Awards		49,335	
Balance		\$16,462	

Table II

### Distribution of Awards by School and Department

<i>Faculty of Arts and Sciences</i>		
American Civilization		1
Anthropology		1
Classical Studies		1
Economics		3
English		3
History		1
History and Sociology of Science		1
Music		1
Political Science		1
Regional Science		1
Religious Studies		1
<i>College of Engineering and Applied Sciences</i>		
Civil and Urban Engineering		1
Electrical Engineering		1
<i>Nursing</i>		1
<i>Social Work</i>		1
<i>Veterinary</i>		
Animal Biology/Pharmacology		1
Pathobiology		1
<i>Wharton</i>		
Statistics		1

—Frank A. Trommler, Chair

## Student Fulbright Awards Committee

This is a partial report on the work of the Student Fulbright Awards Committee for the academic year 1978-79.

The committee, consisting of Rosane Rocher (South Asia), chairman; Joseph T. Looby (fine arts); Richard Marston (finance); Michael Meister (history of art); Heinz Moenkemeyer (German); Alois Nowotny (periodontics); Samuel C. Vila (astronomy); Martin D. Wolfe (history); and James B. Yarnall (international programs), met on Thursday, October 26, 1978, at 1:00 p.m. in





Room 133, Bennett Hall, to review the applications of students for Fulbright Awards for study abroad. Each applicant had been interviewed prior to the meeting. A total of 20 students applied for study in eight foreign countries. Each case was discussed in turn, and a rating given by consensus.

After the meeting, the chairman added to each file a covering note explaining the rationale for the committee's recommendation. Mr. Yarnall then sent on the files for the national competition.

Of the 20 students we recommended, nine passed the first national screening, two were offered outright awards. The final results are not expected until later this summer, but can be obtained from Mr. Yarnall's office.

—*Rosane Rocher*, Chair

## Committee on Faculty Affairs

In lieu of an annual report, the Committee on Faculty Affairs presents the latest revision of its Statement on Faculty Responsibility, which comprised its work for the past year. The original version appeared in *ALMANAC* on May 1, 1979, and was adopted by the University Council on May 2 with the understanding that the committee would make changes in accordance with suggestions made in the Council discussion and that the revised version would be reviewed by the Senate Committee on Academic Freedom and Responsibility and would be sent to the Council membership for their reaction. These steps have been accomplished, and the statement which follows reflects suggestions for further change which were received. This year's chairman, Eugene R. Nixon (125 Chemistry/D5), will welcome additional comments from the University community.

### *Statement on Faculty Responsibility*

An appointment to the standing faculty of the University of Pennsylvania implies the recognition of a teacher-scholar's professional achievements and promise. Although the final authority for the conduct of University affairs is vested in the Board of Trustees, much of that authority is delegated to the various faculties whose policies and decisions play the key role in determining the character of the University as an educational institution. Working with their deans, the provost, and the president, the faculties conduct the affairs of their schools and departments to the mutual advantage of their students, the University, and the scholarly community.

Traditionally, professional men and women have chosen university teaching posts partly because they allow for a flexible scheduling of time and an opportunity to pursue intellectual interests relatively free from distraction. In a research university, which has as its main functions the advancement and imparting of knowledge, teaching and scholarship may be said to have equal rank and to be interdependent. At the same time it must be recognized that the University is an institution of great complexity which requires a large expenditure of faculty time for its successful governance and operation. It is the purpose of this statement to indicate in a general way the minimum obligations of a faculty member towards the students and the institution. More specific obligations will be found in the policy statements of the various schools. Unless otherwise authorized by the University administration, all members of the standing faculty of the University of Pennsylvania will be expected to abide by the principles stated herein.

### *Teaching and Related Activities*

Unless granted official leave of absence or unless other official arrangements are made, all members of the standing faculty are normally expected to teach during each regular term of the academic year. Teaching loads, which may vary from time to time, are determined by the dean of each school in consultation with the faculty, the department chairmen, and the provost.

The teaching of students at all levels is to be distributed among faculty members without regard to rank or seniority as such. Basic-

level courses are not deemed the exclusive province of the junior faculty or advanced courses the unique domain of the senior faculty. It is important that undergraduates, including freshmen and sophomores, have significant opportunities to learn under eminent scholars. And junior faculty members should not be called upon to bear a heavily disproportionate share of the responsibility for large and pedagogically demanding basic-level courses. This is not to say that teaching assignments should be unrelated to research interests or teaching strengths. On the contrary, the marriage of teaching and research greatly enhances both enterprises. Moreover, to the extent that some professors are more adept at teaching small classes than large ones, or leading discussions rather than lecturing, those comparative advantages are an appropriate consideration in allocating teaching responsibilities. Naturally, teachers should be flexible enough to offer courses outside narrow fields of specialization. A teacher whose class must be cancelled because of under-enrollment is normally expected to make up this deficiency in scheduling. In addition to their formal course loads, faculty members are also expected to bear their fair share of the responsibility for supervising student research and independent study.

### *Availability*

Becoming a member of the standing faculty of the University implies a willingness to accommodate oneself to the reasonable scheduling of courses, laboratories, faculty meetings, and committee assignments. Faculty members are expected to be available for advising and individual student conferences throughout the term by means of regularly scheduled office hours or appointments or both unless prevented by conflicting professional activities. Moreover, faculty members are also expected to be easily available to their colleagues. Only compelling personal or professional reasons should prevent faculty members from holding all classes at the scheduled times and places. Every effort should be made to reschedule classes missed because of a teacher's absence. Formally scheduled final examinations are to be given only during the time periods officially announced.

### *Research*

Appointments are made to the standing faculty of teacher-scholars whose research and publication are expected to continue throughout their active careers. Teaching loads at the University of Pennsylvania generally reflect the assumption that a significant part of the faculty member's time will be devoted to research.

### *Service*

Another major aspect of faculty activity is service to the department, the school, and the University. The faculty is involved in all decisions affecting courses, curricula, degrees, appointments, and promotions, and in many others affecting the physical plant and the multifarious aspects of University life and activities. Thus service as administrators and committee members is an inevitable concomitant of faculty status. It is important that all faculty members do their share in these areas of responsibility.

All three activities—teaching, research, and service—are of major importance, and all may be considered in determining salary levels and eligibility for promotion. Since some members may be called upon for extraordinary effort in one or more of these areas, such effort is consistent with adjustment in the others. Thus exceptionally heavy administrative duties are often balanced by a reduction in teaching load. Taken in their entirety, faculty activities usually involve a total commitment of one's professional time and effort.\*\*

\*A separate statement covers University policy regarding religious holidays.

\*\*The University's policies for extramural consultation and other professional activities are stated elsewhere in the *Faculty Handbook*.





## Committee on Safety and Security

The Committee on Safety and Security has met six times since October 1978. The attendance has been good by a loyal cadre, and the director of safety and security, David Johnston, has attended every meeting. He has been extraordinarily cooperative, informative, and intelligent in his articulation of the issues, the problems, the limitations of our security program. It is important that this committee recognize Mr. Johnston's contribution to our deliberations and to the University in general; that is why we make mention of his presence early in this report.

The charge of the committee is as follows:

*The Committee on Safety and Security is advisory to the president, the director of public safety, and the administrators or directors of specific buildings, offices or projects on all matters concerning safety and security in the conduct of their operations. Its principal responsibility is to consider and assess means to improve safety and security on the campus.*

For the academic year 1978-79, the committee established its agenda October 24, 1978 and covered a variety of topics.

Mr. Johnston shared with the committee **new forms of record keeping**, namely, the new cards and sheets now in use by the department of public safety: a monthly statistical summary of offenses, the campus police service message card, a campus police complaint message and incident report, a long form of the incident report, complaint or incident control report, officer's daily report, 24-hour shift report. The committee was impressed with the quality control system and was very approving of the new, systematic order achieved by it.

The **escort system**, fully described in earlier reports, was discussed in detail. Considering the obligation which the University has to its students, and considering the fact that there appears to be a major queuing problem awaiting service (20 to 50 minutes many times), the committee suggests that the escort service, at peak times of the year, be embellished with either an additional car or an additional bus or both.

The new **firearms policy** was outlined by Mr. Johnston, and the Committee again praised the director for having a very restrictive policy of firearms use. The major aspects of the new guidelines are as follows:

Use of firearms in particular situations: a police officer is to:

1. Use only the minimum amount of force which is consistent with the accomplishment of his duties, and exhaust every other reasonable means of apprehension, or defense, before resorting to the use of firearms.
2. Never discharge a firearm in the performance of his duties except under the following circumstances:
  - a. to defend himself or another from attack which the officer has reasonable cause to believe could result in death or serious physical injury;
  - b. for target practice or competition on an approved range under supervision.
3. Warning shots are strictly forbidden.

We are pleased to report that during this year there has been a successful **recruiting campaign** for fifteen new campus officers, with attention to affirmative action and Title IX. Approximately 240 persons applied. They received a police officer entrance examination, which reduced the number of eligibles to around 70, who were carefully interviewed and given physical examinations and checked for prior criminal record. After further screening, 15 persons of high quality emerged for a two-year contract and were sworn in at a ceremony on April 2, 1979. Once again, the committee applauded the work of the department on its diligent search and successful recruitment of two women and 13 men.

The special **vulnerability of women on campus** constituted a considerable portion of our discussions. Every aspect of prevention, deterrence, patrolling, alarm systems, escort service, et cetera contains particular emphasis in the case of women. Since September 1978 a 24-hour guardianship system in all dormitories

has been established, which may be one of the variables related to the absence of any campus rape since February 1978, the longest time in recent years without such an incident.

One aspect of safety and security on campus that requires immediate attention and improvement is the **alarm protection system**. A consultant on such matters addressed our Committee on March 1, 1979, after having made a brief examination of the University's facilities. We were informed of inadequacies, deficiencies, breakdowns, broken wires, exposed wires, nonfunctional emergency phones on campus, only 10 of 24 video machines functioning, only 40 percent of fire alarms functioning, lack of central tie-in alarm systems, lack of a written schemata of the University's alarm system. The oral report to us was itself alarming and has caused us to recommend remedial action with dispatch.

The committee was approving of a **new card access system for building entry**, and has understood that such a new system is being studied and considered. Despite some limitations to all protective systems, the committee looks with favor on this kind, using an electronic card reader of fiberglass.

The **safety and security budget** was discussed in some detail, presented by Mr. Arthur Hirsch from the office of the vice president for operational services. We were informed that the public safety budget is \$1,225,000, which means that each percent of security allocated among the various buildings and areas equals \$12,250 in charges. Details of this budget are on file with the committee.

Several topics were presented but not fully covered. The committee passes these topics on to the next committee: territorial boundaries of patrol, escort service, and University responsibility; drinking problems in fraternities and elsewhere on campus; employee theft as a major problem all over the University; evaluation of the effectiveness of crime prevention strategies; tighter control of information; officer training.

Because of improvements in the department of safety and security, the committee believes that the campus is better protected and served this year than it has been for several years.

—Marvin E. Wolfgang, Chair

## Consultative Committee to Appoint an Associate Provost Nature of the Search

The search included both inside and outside candidates. Many of the outside candidates responded to advertisements of the position but some were nominated by members of the committee or others on the faculty. Although there were a number of interesting outside candidates, no one was thought to be as qualified as leading inside candidates and no one was recommended to the president and provost as a possibility.

The goal was to identify outstanding scholars who had the administrative abilities and leadership talents to service as the alter ego to the provost.

### Job Description

The job description for the assignment appeared in the December 19, 1978 issue of ALMANAC and read as follows:

The associate provost is the chief adviser and deputy to the provost. His or her responsibilities will include academic programs and planning, faculty appointments, and faculty affairs. The associate provost should have exceptional credentials for academic leadership.

### Information on the Candidates

- (a) Approximately 50 internal candidates were screened.
- (b) Sixty-eight external candidates were considered. They break down as follows:

	male	female
Caucasian	41	13
Black	6	1
Hispanic	3	0
Asian	4	0
	54	14

- (c) The person selected to fill the position was recommended by the Committee.

—Oliver Williamson, Chair

# OPPORTUNITIES

The following listings are condensed from the personnel office's bulletin of November 8. 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

**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 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 Director, Annual Giving III** (2633) plans and administers annual giving programs for graduate and professional schools; presents programs to alumni groups (college degree; three years' fund-raising experience; ability to direct large-scale volunteer programs) \$12,900-\$17,850.

**Assistant Director for Personnel Relations** (2638) interviews, screens, refers and assists in the selection of applicants; counsels employees (college degree in business administration, personnel relations, or liberal arts or equivalent experience) \$11,250-\$15,850.

**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** (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) \$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.

**Assistant Director, Residential Living** (2637) acts as a project leader for the modification or new design of a residence assignment information system (bachelor's degree; graduate work in administration or computer science preferred; two years' related experience in administration and computer systems) \$11,250-\$15,850.

**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.

**Career Counselor** (2631) develops alumni advising and other career planning; implements career planning seminars and workshops; conducts job hunting strategy sessions (master's degree in student personnel, industrial relations, counseling or related field) \$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.

**Clinic Director** (B41) supervises staff relevant to multidisciplinary research; administers clinical activities; screens patients and makes judgments regarding treatment; responsible for daily operation of clinic (DMD degree with board certification, five years' private practice experience; knowledge of University systems) \$28,325-\$39,950.

**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.

**Deputy Director** (02651) assists in managing department which has responsibility for development, maintenance and operations of the University information system (prefer master's degree in related discipline; five years' experience; demonstrated knowledge of systems and ability to communicate and manage) Salary to be determined.

**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.

**Director, Residence Unit** (2630) is responsible for all aspects of staffing, training and evaluation of resident advisors and graduate assistants; creates and maintains a resource of materials and contracts in the area of programming and counseling (master's degree in college student personnel administration or equivalent; residence hall experience) \$10,375-\$14,375.

**Editor Assistant** (B40) edits manuscripts, books, letters; proofreads; writes miscellaneous copy; prepares dummy copy for publication; deals with publishers; designs covers and brochures (thorough knowledge of English; appropriate college degree or editorial experience) \$10,375-\$14,375.

**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.

**Job Analyst** (2625) audits and classifies non-exempt positions; writes and revises job descriptions; assists in cost computational analysis; conducts salary surveys and analyzes results (college degree or equivalent experience; exposure to job evaluation and related salary administration activities) \$10,375-\$14,375.

**Junior Research Specialist** (eight positions) (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<sup>+</sup>, Ca<sup>2+</sup>, O<sub>2</sub>, and H<sup>+</sup>; responsible to PI (B.S. in biophysics or biochemistry); (2447) performs radioimmunoassay of thyroid hormones; helps with liver, kidney perfusions; does general laboratory work; performs some administrative duties (B.A. or B.S. preferably in biology or chemistry; lab experience); (B45) performs experiments in human biochemical genetics, including preparation of extracts from cultured cells; analyzes enzyme activity, protein and DNA content of preparations (proficiency in biochemical technology; minimum B.S. in biology or chemistry); (B47) performs protein purification, gel electrophoresis,

hormone binding and assays (B.S. in biology; experience in biochemical research); (B0063) establishes, maintains and observes central nervous system tissues; studies effects of perturbations of cultures employing autoradiography, immunofluorescence, and biochemical techniques; immunizes laboratory animals; collects and assays experimental antisera and human sera (experience with tissue culture, light microscopy and histologic techniques; ability to carry out experiments semi-independently) Applications for above will be considered after December 15; (B0065) takes general charge of supplies for lab; does research on enzyme mechanism using spectroscopic methods and radioactivity assays; prepares chromatography techniques (B.S. or M.S. in chemistry or biochemistry; three years' experience in a biochemistry laboratory with emphasis on enzyme and spectroscopic studies) \$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** (2433) 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.

**Public Information Officer** (B54) develops and coordinates public information program, including media relations, information materials and events with emphasis on marketing programs and services (college degree with three years' public information experience in a non-profit organization) Salary to be determined.

**Regional Director of Admissions** (2592) 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 cardioversion and clinical studies) \$12,900-\$17,850.

**Research Specialist I** (five positions) (A957) designs and performs experiments on experimental demyelinating diseases in small animals (B.A., four years' experience in biology or immunology laboratory); (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); (B46) performs biochemical and immunological assays, tissue cultures, scintillation counting; maintains cell lines; supervises technicians; collects and analyzes data; works with autoradiograph (knowledge of tissue culture and serological testing; B.A. or M.S. in biochemistry preferred); (B27) works on immunology and electron microscopy for ongoing clinical research projects; fixes, stains and sections for EM; purifies and tests antibody specificity with immunodiffusion; performs immunofluorescent and immunoperoxidase staining; develops and submits proposals for research grant support (B.A. or B.S. in biology); (B9) grows viruses in tissue cultures; purifies virus and viral antigens by biochemical techniques; conducts serological tests such as neutralization, CF, immunodiffusion and RIA; conducts *in vitro* lympho-



blast transformation and cell-mediated cytotoxicity assays; writes reports; works independently in lab (ability to work with laboratory animals; knowledge of infectious agents; B.A. in biology or physical sciences; one to three years' experience) \$11,250-\$15,850.

**Research Specialist II (two positions)** (A682) designs and develops electronic systems for particle physics research (knowledge of modern digital electronics, experience with minicomputers); (2644) assists in research programs involving electron and ion beam fabrication of high temperature, high pressure devices; is responsible for maintaining equipment (knowledge of vacuum technology, electron microscopes or ion implanters; engineering or basic science degree and experience in semi-conductor materials) \$12,900-\$17,850.

**Research Specialist III (three positions)** (A958) makes cultures of blood, spinal fluid, and thymic lymphocytes and monocytes from patients 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' experience in nuclear magnetic resonance spectroscopy); (B44) directs clinical research activities in aging, alcoholism and neuropsychology; reports to principal investigator/medical director; monitors budgets and hiring; formulates policy and goals; designs experiments; analyzes research results; co-authors reports (special skills in design of experiments involving human subjects, especially pharmacologic; administration and scoring of neuropsychological measures; application of HBO; grant and paper writing; minimum B.A. in behavioral science; four years' experience) \$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 (four 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); (B43) manages day-to-day operations; writes applications programs; develops data base management and statistical software; maintains a large, complex data base (knowledge of PL/I, Fortran, IBM, JCL and utilities; statistical packages such as SPSS or BMDP-77) \$16,125-\$22,725.

## Support Staff

**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); (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, accurate, neat typing, command of the English language); (B55) performs secretarial, receptionist and office manager duties; assists with budget administration, public relations (B.S. or B.A.; four years' experience; fast, accurate typing; budgeting skills; public relations skills); (2646) supervises clerical and student personnel; coordinates work flow; prepares department reports and department course roster; is responsible for budgets, payroll; communicates programs details and policy; handles student registration purchase equipment (three years' secretarial experience; thorough knowledge of office and University procedures;

some college; ability to deal effectively with faculty and staff; sensitivity to students' needs) \$7,975-\$10,150.

**Administrative Assistant II (two positions)** (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*; (2650) maintains bill and payroll systems; assists in budget preparation review; maintains files; bookkeeping; limited secretarial (typing; knowledge of university accounting and personnel procedures; must have organizational and supervisory ability; good rapport with student community; knowledge of medical terms preferred) \$8,625-\$10,950.

**Admissions Assistant** (2621) is responsible for the preparation of typed documents; prepares reports, memoranda, documents; maintaining highest standards in the preparation of office's communications to its various constituencies is a priority (accuracy and efficiency; consistency and productivity; excellent typing; knowledge of Mag Card helpful) \$7,975-\$10,150.

**Assistant Cashier** (2624) balances transactions daily; cashes checks or vouchers (graduation from high school; two years' cashiering experience) *37.5 hours per week* \$6,825-\$8,675.

**Billing Assistant** (2649) prepares monthly income reports; discusses bills with patients; composes letters; reviews claims; makes adjustments and refunds; keeps financial records of all hospital patients; supplies billing data to bookkeeping machine (three years' bookkeeping experience, preferably in medical office; knowledge of medical terminology; college courses in accounting or bookkeeping) \$7,975-\$10,150.

**Clerk I** prices, stocks, and arranges merchandise, takes inventory (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 II** (2648) performs radiation safety surveys and evaluations; performs radiation measurements with portable and laboratory instruments; assists with radioactive waste disposal surveillance (training in science and familiarity and experience in laboratory methodologies; knowledge of radioactivity and its measurement) \$9,650-\$12,225.

**Electron Microscopy Technician II** (A913) processes a variety of granocological and reproductive tissues; performs routine electron microscopic duties; 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.

**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 electric typewriters) \$6,875-\$8,750.

**Personnel Data Coordinator** (2626) assists University hiring officers in following affirmative action guidelines by coordinating and evaluating application and selection forms in the employment process (high school graduate; four years' personnel or administrative experience, or some college; ability to work well with people and detailed numerical reports; familiar with computers) \$9,275-\$11,800.

**Psychology Technician I (two positions)** (B32) assists in interviewing psychiatric patients, keeps record of ongoing clinical studies, assists patients with self-rating scales (B.A. in psychology or equivalent experience); (B34) assists with screening and selection of patients for tests; collects and performs simple laboratory tests;

handles and analyzes data; organizes and coordinates study of psychotropic drug effects on the kidneys (B.A. or B.S. in biological sciences or psychology; experience in coordination of clinical studies) \$9,650-\$12,225. *Department will be considering applications in late December.*

**Laboratory Course Preparator** (2640) prepares organs and dissected parts for class and museum display; maintains anatomical museum, cadavers, preparation rooms; orders supplies; instructs students for gross anatomy class (high school chemistry, physics, and biology, with further training in medical technology, comparative anatomy, and biology) \$12,350-\$15,625.

**Receptionist** (2629) screens and handles incoming telephone calls; provides information to students; greets visitors-faculty, staff, parents, students; assists the Executive Secretary in setting up meetings (pleasant telephone manner; initiative, sensitivity and ability to deal with the public; University and previous secretarial experience necessary) \$7,975-\$10,150.

**Recorder** (2588) 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 (three positions)** (A971) 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); (A991) 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) *New Bolton Center*; (B21) maintains lab, purifies proteins, column chromatography, gel electrophoresis, enzyme assays (chemistry through organic required) \$7,575-\$9,600.

**Research Laboratory Technician II (two positions)** (868) performs blood 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* \$8,575-\$10,850.

**Research Laboratory Technician III (10 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); (A736) prepares sterile media, enzyme assays, radioisotopes, enzyme purification (experience with tissue culture and general laboratory techniques, particularly sterile techniques); (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 techniques, 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); (B0064) prepares isolated hepatocytes; conducts studies of metabolic regulation; assays metabolites in perfusion fluid and tissues by spectrophotometric and fluorometric methods (B.A. or equivalent; several years' laboratory experience; knowledge of biology and biochemistry). \$9,650-\$12,225.

**Research Machinist I (two positions)** (B28) operates all standard metal working machine tools, fabricates,

(continued on page 12.)

## Penn Athletics, from page 1.

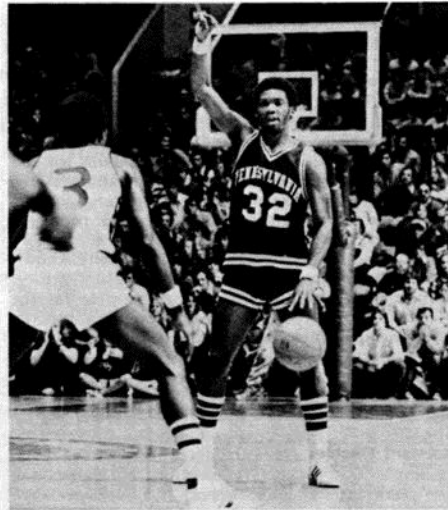
In preparing his spring report on the future of DRIA, Harris will be able to draw on recommendations already made by the University Council's recreation and intercollegiate athletics and educational planning committees, the Senate Advisory Committee, and the president and provost.

The Council's Educational Planning Committee and SAC both recently advised a three-year freeze on the DRIA subvention except for salaries and benefits. The Council Committee on Recreation and Intercollegiate Athletics report, issued several weeks ago, called for a five-year budget freeze.

Harris noted that regardless of DRIA's priority level within the University's overall budget over the next decade—the division received \$3.4 million for 1979-80, exclusive of salaries—it appears certain that “we will have to depend heavily on gift giving.”

Harris also said during the interview that another of his major concerns at the moment is the image of DRIA within the University community. “Morale is clearly a problem because the division has gone through a year without a chief administrative officer,” he said. Even among the 120 full-time members of his administrative staff, Harris said, “morale is okay, but it could be better.”

He acknowledged that the football team's current losing season (eight defeats, no wins) probably has contributed to this malaise and that some alumni have urged him to replace Harry Gamble, the team's head coach. But, he said, “You can't run a whole university on emotion. When you're down, people take pot shots at you. When the team is winning, everyone's job is a little easier.”



With respect to the feeling among some faculty that DRIA ought to have a lesser importance in the total scheme of things, Harris said, “It is important that all of us take a good look at the nature of intercollegiate athletics in a University community. There are those who don't understand how many people we serve.

“All of us here are professionals, just as professors are professionals. We have made a professional commitment to what we do. We see this as a major division of a dynamic institution.”

He added: “We want to reinforce for the faculty our position that we want to recruit only the finest student athletes.”



This is becoming increasingly difficult, however, noted Harris, in view of the steep cost of a Pennsylvania education and the Ivy Group's policies on recruitment and financial aid. He pointed out, though, that he supports the Ivy League position on these matters.

Harris also said this week that all of the University's athletic facilities “are in reasonably good shape.” He said he does not foresee the need for additional major facilities, except perhaps for an indoor track.

As for the Class of 1928 Skating Rink, which has been in use somewhat less frequently since spring of last year when ice hockey was dropped from the varsity sports roster, Harris said, “We've got to take a real good look at the rink and see what we want out of it.” He mentioned the possibilities of bringing professional ice follies into the arena or even converting the facility for some kind of unspecified non-ice use.

## Opportunities, from page 11

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); (B51) assists in the fabrication, modification, repair and assembly of experimental apparatus or instrumentation (math/mechanical aptitude; imagination, initiative and inventiveness) \$9,525-\$12,200.

**Residence Hall Clerk** answers telephones, provides information, keeps records of maintenance work and reports any disturbance to security (high school, some college preferred, mature individual) \$7,425-\$9,425.

**Secretary II** (18 positions) \$6,875-\$8,750.

**Secretary III** (12 positions) \$7,425-\$9,450.

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

**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** (2581) 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) *New Bolton Center* \$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

Four administrative/professional and 21 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.

## QUOTABLE

**James Litvak**, executive director of the Ivy Group, on whether he would be willing to talk to ALMANAC on a variety of issues concerning the Ivy League: “Well, you can ask, but you might just get ‘no comments.’”

## A-3 Meeting

David L. Johnston, director of public safety, will speak to the A-3 Assembly Tuesday, November 27 at two one-hour sessions—at noon and again at 1 p.m.—in the Franklin Room, Houston Hall. Johnston will discuss the safety precautions that have been taken on campus and answer questions on subway safety and security in lounges, laboratories and on the streets around campus.