

# Almanac



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## 'I Probably Would Have Been a Slave...'

*A. Leon Higginbotham, Jr., traces the rights of mankind over the past 200 years*

Tuesday marked a bicentennial celebration at the University. It was the 200th anniversary of the date when the state's general assembly transferred the assets of the College, Academy and Charitable School of Philadelphia, founded by Benjamin Franklin, to a new board of trustees for the institution, henceforth to be called the University of the State of Pennsylvania.

In doing so, the University of Pennsylvania became the first institution in the United States to be designated a University.

To mark that anniversary, noted jurist and University trustee, the Honorable A. Leon Higginbotham, Jr., a member of the U.S. Appeals Court for the Third Circuit, presented the President's Lecture for the fall semester. His lecture, "On the Rights of Mankind," a 200-year perspective, was the 11th in a series inaugurated in 1974 and sponsored by the office of University President Martin Meyerson.

The following are excerpts from that lecture.

Birthdays and anniversaries offer strategic opportunities to reflect on the growth and purported wisdom of individuals and institutions, a chance to reevaluate our values, to ponder whether eternal truths previously announced have some vitality and relevance to today's problems, to even have the temerity to question whether the good old days were as grand as some claim they were, and to think of how the experiences of two centuries ago can be applied to the turmoil of today...

From a standpoint of realism and personal privilege, I am compelled not to be too romantic with excessive glorification of the "good old days," for realism requires recognition that in 1779 I would not have been permitted to join Benjamin Franklin, Benjamin Rush, James Wilson or the other six Pennsylvanians as signers of the Declaration of Independence. And even a decade later, I would not have been one of the framers of the United States Constitution, nor would I have been permitted even to vote for it as a mere citizen, despite the fact that the preamble declared to the entire world that the "People of the United States" were establishing a constitution to "form a more perfect union, establish justice... and



*In addition to his position as circuit court judge, Higginbotham is an adjunct professor in the sociology department of the Wharton Graduate School. His recent book, In the Matter of Color: Race and the American Legal Process; The Colonial Period, received several national awards. He is working on two more books in the series.*

secure the blessings of liberty to ourselves and to our posterity." To use a Jeffersonian phrase, the "self evident truth" is that during those times in Philadelphia I probably would have been a slave, perhaps even a slave to one of the framers of those revolutionary documents...

But if the gods had been particularly generous to me, I would have been a "free" Negro, a free Negro in a land which insisted I never receive equal justice under the law. My subservience would be sanctioned by both the rule of law and the customs of the time...

Despite the pernicious practices there were many noble ideals in the Declaration of Independence, even though their time

had not yet come. We salute the drafters for expressing even those egalitarian thoughts they did not practice. But the reality is that in 1779—200 years ago—our nation had only white forefathers, no foremothers, and repressive slavery for blacks.

But was there hope in 1779? Despite the harshness and cruelty of 200 years ago, was it self-evident that blacks and their posterity would be doomed for all time to remain slaves, individuals who had no right to marry, no right to own property, no right to protest, no right to minimum dignity? Was there any perception that there were certain fundamental rights for all mankind, for all persons regardless of their race? Fortunately, almost a century before we were designated a University a group of Quakers and Germans in Germantown, Pennsylvania in 1688, were the first to formally protest against slavery in the colonies... Pennsylvania enjoyed the distinction of sponsoring the first organized protest against slavery in the colonies.

[Nearly a century later] on March 1, 1780, Pennsylvania passed the first emancipation statute in any of the states... But this resolution called for the gradual remission of slavery. This statute did not free one slave then in captivity.

In a real sense, the 1780 statute was a profound beginning. Pennsylvania's accomplishment in passing the gradual emancipation act cannot be underestimated. It was a changing of the tide toward ultimate freedom for blacks. Its impact went beyond Pennsylvania and helped trigger similar legislation in other northern states...

...where did the founder of this great university, Benjamin Franklin, stand (on slavery)? We know that in many ways he was a practical person. For previously he had said bluntly when speaking to the

(continued on page 8)

## INSIDE

- Two supplements are included with this issue of ALMANAC: PennSport and a Safety Resource Guide.
- The impact of the federal government's A-21 guidelines was discussed at last week's University Council meeting, page 3.

# New Governing Board for WXPB Announced

## SPEAKING OUT

President Martin Meyerson announced last week his appointees to the new governing board for WXPB-FM, the University's radio station that had been engaged in a four-year dispute with the Federal Communications Commission.

With the new board, the University moves closer to the completion of its plan for a radio station that will bring educational programming of distinction to the Greater Delaware Valley region.

The governing board is made up of George Gerbner, dean of the Annenberg School of Communications; Robert L. Shayon, professor of communications and widely known authority in radio and television; Gloria Twine Chisum, clinical psychologist and University trustee; Maury Weinstein, a senior in the Moore School of Electrical Engineering, and Curtis R. Reitz, professor of law. Reitz will serve as chairman of the governing board.

The University currently operates WXPB-FM under permission granted by the Federal Communications Commission, which approved the University's request for a construction permit on October 10, 1979.

According to Brian Madden, counsel for the University, the granting of the construction permit was the last substantive legal issue in the way of a new operating license. "Everything from here is administrative," he said. The station still operates on interim authority from the FCC, but should soon be granted "program test authority" which is "for all practical purposes the same as being licensed," Madden explained.

WXPB's original operating license was denied renewal in the spring of 1979 because the FCC felt that the University had failed to maintain sufficient control over the station's operation.

The University then reapplied for a license on the same frequency. During the summer, in considering the case, the FCC waived its rule barring stations which have been denied renewal from applying for one year. The FCC then later granted the new construction permit.

The governing board held its first meeting November 20. Among the board's priorities is completion of the new license application. "We expect to make formal application, probably by early December," Reitz said.

After that, he continued, "applications will be submitted to the Corporation for Public Broadcasting and to the Department of Commerce for financial support."

Reitz feels that the exhaustive search for a board ended in success. "It is a fine board," he said. "I'm certain it will be helpful to the station."

The radio station signal is at 88.9 on the FM band. Operating with effective radiated power of 1.9 kilowatts, the station can be heard in southeastern Pennsylvania and southern New Jersey. The station has existed within the University since the mid-1940s. Permission to broadcast to the larger community was first obtained 15 years ago. With the advent of a new license and a revamped governance structure, WXPB leaves behind the legal difficulties that have troubled the station for the last four years.

**Editor:** Having worked on affirmative action at this University for many years, and having known Professor Jouille for many years, we found your September 27 ALMANAC article on affirmative action distorted in its account of affirmative action and misleading in its portrayal of Professor Jouille. We were glad to see her gracious and informative letter in the October 11 ALMANAC, which corrected some of your distortions and also gave a much better explanation of her approach than your "quotations."

Your editorial response to that letter struck us as highly inappropriate. First, if the editor insists on quarreling with any letter that seeks to correct or amplify his account of campus events, Speaking Out will no longer be an open forum for readers' comments on University issues. In addition to this dampening effect, your editorial quibbles have other unfortunate implications. The campus community is interested in Professor Jouille's work and her philosophy of affirmative action. Whether or not you understood her remarks correctly is not a matter of general interest. But by including that misleading statement in your article, and insisting in your note that she really made it, you have once again mistaken the function of ALMANAC. The ALMANAC editor should not act as an adversary to the members of the University community. He should be working to facilitate our communication with each other.

Jeanne Jensen  
President, WEOUP

## More Women Students in Vet School

For the first time in the history of the University's School of Veterinary Medicine, women outnumber men in an incoming class.

This year's statistic—55 women to 54 men—follows half a dozen years when the number of men and women in incoming classes saw-sawed from 60-40 in favor of the men to nearly even, according to Dr. Joseph F. Skelley, associate dean of admissions at the School of Veterinary Medicine.

Cornell was the first school of veterinary medicine in the nation to admit a class with a majority of women. The University of Pennsylvania, said Skelley, is the second.

"We admitted women here before most schools of veterinary medicine would consider them," Skelley said.

Most people thought veterinary medicine, particularly large animal practice, required great physical strength, but that is just not true, Skelley said.

"It is a question of using your head. It is not like you have to 'manhandle' the animal," he added.


Since the school started admitting women in the mid-1930s, "we have not noticed any differences in the quality of work between men and women, even in the areas of clinical practice with large animals," Skelley said.

"We find that 85 to 86 percent of our graduates go on to practice veterinary medicine. And there is no noticeable difference in that percentage between men and women," Skelley said.

When women were first admitted there were some reservations among the faculty and among practitioners, Skelley said. But those reservations quickly disappeared.

Today, he said, "we get very warm, very strong letters of recommendation, urging us to accept women." Significantly, he noted, some of those letters come from the same practitioners who earlier wrote him of their reservations about admitting women.

"It is true," Skelley conceded, "that some women take time off to have a family. But, they maintain their careers. 'Most of the myths about women in this area of medicine are just that: myths. The women are really holding their own now.'"



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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

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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.



# Committee Forming for Presidential Search

There has been a good deal of activity this week among students, faculty, and trustees who are interested in serving on or contributing to the still-unformed presidential search committee.

The committee, according to an outline presented by the trustees in October, will consist of six trustees, four faculty members, and two students.

The trustee component is virtually in place, with five of its six members already having agreed to serve, Trustee Chairman Paul Miller said this week.

Miller said he expects to name a sixth trustee to the search committee very soon. He had earlier hand-picked the other five members, he said.

They are: Mrs. Jacqueline G. Wexler, who will serve as vice chairperson; Dr. Karl Kaysen; Dr. F. Otto Haas; and Mr. Charles S. Wolfe. Miller did not identify the fifth trustee named to the committee.

Both Wexler and Kaysen are members of the trustees' executive board. Miller, who will act as a non-voting seventh trustee on the search committee, basically for monitoring purposes, said that Wexler would in fact operate as the group's chairperson.

He said that no trustee had rejected his request to serve on the body. "I had certain considerations in mind when I was looking

for members," said Miller. "One was the ability to put in the time. And the geography had to be right. I couldn't expect someone to be coming in from California every two weeks.

"I'm on the whole fairly satisfied," said Miller of the trustee contingent.

Responding to a question concerning Jacqueline Wexler's appointment as committee chair in light of campus discussion that she might herself be a candidate for the University's presidency, Miller said, "Early on if the committee decides that she is a serious candidate, she would have to be replaced. She obviously does not see herself as a candidate or else she wouldn't have accepted this job."

The faculty have not been able to match the swiftness of the trustees in naming their representatives to the search committee.

According to Walter Wales, Senate chairperson, the SAC "was unable to reach agreement on the procedure" to select its representative when that body met earlier this month. The SAC was scheduled to reconvene last night, having solicited advice from the Faculty Senate on what selection procedures might be equitable.

Meanwhile the Graduate and Professional Student Assembly is meeting tonight to interview five candidates from among those

who had earlier expressed an interest in the assignment. Randy Marks, chairperson of GAPSA, said it is expected that a student representing the graduate and professional constituency will be selected at the conclusion of tonight's session.

The nominations unit of the Undergraduate Assembly's Nominations and Elections Committee will also be busy interviewing search committee candidates tonight.

James Cassidy, who heads the nominations unit, reported that 10-15 percent of the interested undergraduates will be called back for a more extensive interview Sunday night. (Seniors are ineligible.)

The undergraduates plan to nominate three students; they will forward their names and credentials to Trustee Chairperson Paul Miller, who will make the final selection, probably by next Thursday.

In 1969, when the trustees set up a search committee to locate a successor to departing President Gaylord P. Harnwell, its composition was similar to that established this fall, except that faculty and students were both allotted five representatives per constituency.

The search committee's final recommendation of a candidate is, of course, strictly advisory to the trustees.

## University Council Discusses A-21 Ramifications

Louis A. Girifalco, vice provost for research, reported to the University Council recently on how the University plans to implement the personnel activity (effort) reporting system which is called for in the Government's controversial OMB Circular A-21.

Girifalco told those at the November 14th session that the effort reporting system, though burdensome, is essential if the University intends to keep its share of federal research monies. He acknowledged its unpopularity among many academics around the country, but nevertheless urged Pennsylvania faculty to cooperate in completing the new forms until the Government saw fit to modify or dispense with the mechanics of A-21.

Provost Vartan Gregorian noted during the Council meeting that A-21 is "wasteful of taxpayers' dollars," that "it is an intrusion on privacy," and that it is "nonsensical."

President Martin Meyerson called the circular "a tragedy." This year the University will spend something in excess of \$3 million dollars, said the president, just to keep up with paperwork mandated by the Government.

However, it was announced at the Council meeting that the University has asked for

and been granted a one-year extension on the implementation of new guidelines relating to the budgetary treatment of tuition remission for graduate students in connection with OMB A-21.

For Fiscal Year 1981, therefore, graduate

### Finances, Budget to be Discussed

A major presentation on University finances and budget has been scheduled as the solitary agenda item for next Wednesday's University Council meeting.

Dr. Robert M. Zemsky, director of planning analysis, will talk on the University's long-range financial picture. Dr. Jon C. Strauss, vice president for budget and finance, will speak about Pennsylvania's current financial operations.

The meeting is set for 4 p.m. in the Council Room of the Furness Building.

assistants at the University will continue to be covered from employee benefits rather than being charged directly to the benefitting academic department or grant/contract.

All other OMB A-21 regulations will take effect in the fiscal year upcoming, however,

according to the provost. (The provost's latest statement on A-21 and graduate tuition remission appears in the For the Record section of this week's ALMANAC.)

The Council approved three resolutions at its November meeting. The first called for the adoption of a number of Council bylaws changes that had been recommended earlier in the year. These revisions will be published in a future issue of ALMANAC.

On the matter of Young Alumni Trustees, the Council voted approval of a variation of the recommendation that had been written into the Task Force on Governance (1978-79) Report. The ratified recommendation reads:

"One Young Alumni Trustee from the undergraduate schools and one Young Alumni Trustee from the professional and graduate schools should be elected every year for a term of two years. Nominations would be made by the Nominating Committee of the General Alumni Society and from members of the current year's graduating class. Election would be by members of that class. Election should be between April 1st and Commencement. The Young Alumni Trustees should assume office by the following January after attending the June and October meetings as observers."

(continued on page 5)

# ON CAMPUS

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

## November 29-December 9

### 29 Thursday

**Art Exhibit:** The Houston Hall Art Gallery holds an original Oriental art show and sale, 11 a.m.-7 p.m.

The Graduate School of Fine Arts presents an exhibit of *Experimental Prints: Researches in Offset Lithography* by the late Eugene Feldman, former Penn faculty member from 9:30 a.m. to 5 p.m. on the fourth floor, Graduate School of Fine Arts. The exhibit continues through December 10.

**Blood Drive:** The University Hospital sponsors a blood drive, 11 a.m.-6 p.m. at Hill House.

**Coffee Hours:** The Modern Language College House hosts coffee and conversation hours for students of Italian and German, 4 p.m., Class of '25 House.

**Faculty Meeting:** The University Chapter of the American Association of University Professors holds its annual Fall meeting at 3:30 p.m. in Annenberg's Studio Theater.

**Lectures:** The microbiology department presents Dr. Sue Wicker of the National Institutes of Health on *DNA Synthesis Catalyzed by DNA Replication Proteins of E.coli*, 11:30 a.m. in Room 163-64 Mezzanine, Medical School.

NHMC Research Seminar Series features Dr. Dale Schumacher of Johns Hopkins University on *Assessing, Improving and Using DRGS in Monitoring Cost and Quality of Hospital Care*, 4:30 p.m., Colonial Penn Center Auditorium.

The School of Public and Urban Policy sponsors Walter Stellwagen, vice-president of ABT Associates on *Design Problems in Social Experiments: The Australian Housing Allowance*, 2 p.m., School of Public and Urban Policy.

**Movies:** The International Cinema Series offers Noyce's *Newsfront* at 7:30 p.m. and Medvedkine's *Happiness and Marker's The Train Rolls On* at 9:30 p.m. in the International House. Admission: \$1.50.

**Theater:** *A Kurt Weill Cabaret* continues at the Annenberg School Theater through December 9. Call Ext. 6791 for information.

### 30 Friday

**Art Exhibit:** The Oriental art show and sale continues at the Houston Hall Gallery, 10 a.m.-4 p.m.

**Coffee Hours:** The Modern Language College House hosts coffee and conversation hours for students of French, Spanish, and Russian at 4 p.m., Class of '25 House.

**Lecture:** The Graduate Groups in Classical Studies and Ancient History present Professor A. Momigliano on *The Place of Classical Historiography in Modern Historiography*, 4:30 p.m., Franklin Room, Houston Hall.

**Movies:** The Penn Union Council offers Parker's *Midnight Express* in Irvine Auditorium. Time to be announced. Admission: \$1.

The International Cinema Series shows Noyce's *Newsfront* at 4 and 9:30 p.m. and Medvedkine's *Happiness and Marker's The Train Rolls On* at 7:30 p.m. at the International House. Admission is \$1.50 and \$1 for matinees.

**Sports:** Penn takes on U.S. Military Prep in men's junior varsity basketball at 8:15 p.m.; the Penn Skating Group holds a session at 4 p.m. in the Class of '23 Ice Rink. Beginners are welcome.

**Theater:** The Pocket Mime Theater appears in the Houston Hall Auditorium at 8 p.m. Admission is \$3.50 with University I.D., \$5 for the general public.

### 1 Saturday

**Concert:** The Collegium Musicum presents Christmas music of Medieval and Renaissance Spain, 8 p.m., University Museum. Admission is \$4 and \$2 with student I.D.

**Sports:** Penn takes on Cumberland County College in men's junior varsity basketball at 1 p.m.; Penn meets Frostburg and Ursinus in women's gymnastics at 2 p.m.; Penn competes against Frostburg in men's gymnastics at 2 p.m.; Penn plays West Chester in women's basketball at 8 p.m.; Penn takes on Columbia in men's swimming at 2 p.m.; Penn competes against Barnard in women's swimming at 2 p.m.

### 2 Sunday

**Movie:** The University Museum Film Series offers *Pride and Prejudice* at 2:30 p.m. in the Harrison Auditorium, University Museum. Admission: free.

**Sports:** Penn competes in the Lafayette Tournament for wrestling at Lafayette.

### 3 Monday

**Lectures:** The department of chemical and biochemical engineering features Professor Michael E. Pauliat of the University of Delaware on *Super-Critical Fluid Extraction*, 3:30 p.m., Alumni Hall, Towne Building.

The department of history and sociology of science sponsors Dr. Steven Shapin of the University of Edinburgh on *Social Conflict and Cultural Change in Science: A Model and Some Evidence From Eighteenth Century Natural Philosophy*, 4 p.m., Smith Hall.

The art history department presents Prof. Wolfgang Lotz, director of the Biblioteca Hertziana in Rome, on *The Piazza Maggiore in Bologna*, 5 p.m., B-2, Fine Arts Building.

### 4 Tuesday

**Art Exhibit:** The exhibit *Masks, Tents, Vessels, Talismans* opens at the Institute of Contemporary Art, 5 p.m.

**Lectures:** The psychiatry department presents Dr. Bernard J. Carroll of the University of Michigan on *Neurobiologic Dimensions of Depression*, 11:30 a.m., Medical Alumni Hall, University Hospital.

The geology department sponsors Dr. Angus Campbell of the Continental Oil Company on *Space Photographs of North Africa—A Geological, Geographical, and Historical Review*, 4 p.m., Hayden Hall 104.

The department of materials science and engineering and the Laboratory for Research on the Structure of Matter present Dr. Masaharu Yamaguchi of Osaka University on *Deformation of CsCl-Type Ordered Alloys and Compounds*, 4 p.m., LRSM Building 105.

The psychology department features Dr. Carroll Izard of the University of Delaware at 4:45 p.m. in Stiteler Hall B-21.

The Jewish Folklore Colloquium Series sponsors Dr. Yair Zakovitch of Hebrew University on *What Really Happened in Yael's Bed?*, 7:30 p.m. Folklore Lounge, fourth floor, Logan Hall.

**Sports:** Penn plays Camden County College in men's junior varsity basketball at Camden County; Penn takes on Wake Forest in men's basketball at Wake Forest; Penn meets Ursinus in women's basketball at 8 p.m.

### 5 Wednesday

**Lectures:** The History and Policy Colloquium Series presents Seymour Mandelbaum on *Historical Contexts of Contemporary Strategies*, 3 p.m., Fine Arts 207.

The Language in Education Colloquium Series features Professor Shirley B. Heath on *Literacy Events: Toward Establishing the Functions of Reading, Writing, and Speaking*, 7 p.m. Stiteler Hall B-21.

University Museum sponsors Dr. Pieter Meyers of the Metropolitan Museum of Art on *Sassanian Silver: An Interaction between Art and Technology*, 4 p.m. Rainey Auditorium, University Museum.

**Movies:** The Exploratory Cinema Series offers Anger's *Scorpio Rising* and Marker's *Letter From Siberia* 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 shows Pennebaker and Hegedus' *Town Bloody Hall and Klein's Patricia's Moving Picture* at 7:30 p.m. in the International House. Admission: \$1.50.

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

**Seminar:** The South Asia Program presents an interdisciplinary seminar on *Indian Dance as a Mode of Communication* with Kapila Vatsyayan of the Ministry of Education and Culture, New Delhi from 4 to 6 p.m., Fine Arts B-4.

**Sports:** Penn takes on Gettysburg in wrestling at 2 p.m.

### 6 Thursday

**Blood Drive:** The University Hospital sponsors a blood drive, 11 a.m.-5 p.m., Phi Kappa Sigma fraternity.

**Coffee Hours:** The Modern Language College House hosts coffee and conversation hours for students of Italian and German at 4 p.m., Class of '25 House.

**Lecture/demonstration:** International House presents pedal steel guitar and banjo player Winnie Winston as part of the monthly series *Making Music Together: Improvisation in Five Traditions* at 8 p.m., International House. Admission is \$1.50 for House members, \$2 for the general public.

**Lectures:** The microbiology department features Dr. Ponzy Lu on *Using Genetics to Do Protein Chemistry: The Lac Repressor*, 11:30 a.m. in Room 163-64 Mezzanine, Medical School.

The geology department presents Professor Bruno J. Giletti of Brown University on *Is the Ion Microprobe the Answer to a Geologist's Prayer? What Has it Done For You Lately?*, 4 p.m. Hayden Hall 104.

The Graduate Group in Ancient History features Professor William V. Harris on *The Slave Supply and the Slave Trade of the Roman Empire*, 4:30 p.m. in the west lounge, fourth floor, Williams Hall.

The G.S.F.A. sponsors Christopher Cairns, sculptor and professor of art at Haverford College on *Agostini and David Smith*, 7:30 p.m., Fine Arts room B-3. Ernest Scheidegger's film *Giacometti* will also be shown. Admission: free.

**Movies:** The International Cinema Series shows Bockmayer and Buhrmann's *Jane Is Jane Forever* at 7:30 p.m. and Rohmer's *Perceval* at 9:30 p.m. in the International House. Admission: \$1.50.

**Poetry Reading:** The English department presents Robert Pack at 4 p.m. in the Philomathean Halls, fourth floor, College Hall.

**Seminars:** The School of Public and Urban Policy features Martha Derthick of the Brookings Institute on *The Politics of Deregulation* at 2 p.m., School of Public Policy.

The South Asia Program presents an interdisciplinary seminar on *Ritual as Interaction at Bamliyan* with Deborah Klimburg-Salter of UCLA from 11 a.m. to 12:30 p.m. at the University Museum, classroom II. Call Ext. 7475 for more information.

**Theater:** *A Kurt Weill Cabaret* continues through Sunday at the Annenberg School Theater. Call Ext. 6792 for information.

Former Penn student Bob Kolsby's *All's Well that Ends* is presented in the Harold Prince Theater, Annenberg Center at 8 p.m. Admission: \$2.

### 7 Friday

**Coffee Hours:** The Modern Language College House hosts coffee and conversation hours for students of French, Spanish, and Russian at 4 p.m., Class of '25 House.

**Concert:** The University Choral Society performs works by Haydn, Brahms, and Purcell at 3:30 p.m. in the Tabernacle Church, 3700 Chestnut Street.

**Movies:** The International Cinema Series offers Bockmayer and Buhrmann's *Jane Is Jane Forever* at 4 p.m. and 10 p.m. and Rohmer's *Perceval* at 7:30 p.m. in the International House. Admission is \$1.50 and \$1 for matinees.

**Sports:** Penn takes on Swarthmore in women's squash at 2 p.m.; Penn competes in the First Union Invitational for men's basketball at Charlotte, North Carolina through Saturday; the Penn Skating Group holds a session at 4 p.m. in the Class of '23 Ice Rink.

**Theater:** Former Penn student Bob Kolsby's *All's Well that Ends* is presented in the Harold Prince Theater, Annenberg Center at 8 p.m. Admission: \$2.

### 8 Saturday

**Sports:** Penn meets Delaware in men's wrestling at 2 p.m.; Penn takes on Princeton in men's swimming at Princeton; Penn competes in the Lehigh Invitational for men's indoor track; Penn plays Harvard in men's basketball at Harvard.

**Theater:** Former Penn student Bob Kolsby's *All's Well that Ends* is presented in the Harold Prince Theater, Annenberg Center at 8 p.m. Admission: \$2.

### 9 Sunday

**Children's Program:** International House's Children's Folklore Program presents a Christmas celebration for children and their parents at 2 p.m. at the International House. Tickets are \$2 for adults, \$1.50 for children. For more information, call 387-5125 ext. 201.

**Concert:** The University Museum Film Series sponsors a concert at 2:30 p.m. in the Harrison Auditorium, University Museum. Admission: free.



## Committee to Examine Health Policy Resources

We wish to determine whether the University of Pennsylvania should establish a focus for addressing major issues in national health policy. We plan to begin the process by appointing a committee to examine the resources in health policy at the University of Pennsylvania, to test the willingness of persons interested in the field to work together, to define a number of health policy issues that Pennsylvania might consider, and then to advise us on future directions.

The members of the committee are:

Stanley J. Brody, physical medicine and rehabilitation  
 Mary Cotton, city and regional planning  
 Britton Harris (Chairman), public and urban policy  
 Robert Inman, finance and economics  
 William L. Kissick, research medicine  
 Setha Low, landscape architecture and regional planning  
 Samuel P. Martin, medicine and health services  
 Osler L. Peterson, research medicine  
 William P. Pierskalla, decision sciences  
 Henry W. Riecken, behavioral science and medicine  
 Sheldon Rovin, dental care systems  
 Rosemary A. Stevens, history and sociology of science  
 Paul A. Stolley, research medicine  
 Bettina H. Yaffe, health affairs planning

—Vartan Gregorian, provost

—Thomas W. Langfitt,  
 vice president for health affairs

## Provost's Statement on A-21

My October 18, 1979 memo described the impact of federal regulation A-21 on the costs associated with graduate teaching and research assistants. At that time we expected to be required to charge tuition remissions for these graduate assistants to the benefiting academic department or grant/contract. We also expected to receive federal approval not to charge indirect costs on these remissions.

Our negotiations on this issue have not yet been successful. Representatives of the Association of American Universities and the Council on Governmental Relations have been meeting with H.E.W. representatives and have now scheduled a joint H.E.W.-O.M.B. meeting for later this month. It still appears, however, that H.E.W. will require that tuition remissions be included in the indirect cost base.

Because of the lead time required to prepare proposals accurately and prepare our own 1980-81 operating budgets with the

proper benefit rates, we have asked our federal negotiators in this region for an extension of one year before implementing the new treatment of graduate assistants' tuition remission. This extension has been granted; it will not, however, affect other A-21 issues such as effect reporting or equipment maintenance.

This change will mean that tuition remissions for graduate assistants will continue to be covered from employee benefits in FY1981 and that the rates in the chart below should be used for all budget planning and proposal preparation.

The University's decision to change this extension is based in part on our reluctance to engage in any change in our management or accounting practices while negotiations between the government and the University community remain incomplete.

—Vartan Gregorian  
 Provost

### Employee Benefits

Fiscal Year	A-1	A-2	A-3, A-4	A-5	Indirect costs
1979-80	18.9%	26.1%	28.5%	7.8%	55.0%
1980-81	19.6	26.6	29.3	8.1%	60.0%
1981-82	20.1	21.0	29.8	8.6%	65.0%

## Senate Nominating Committee Selected

1. In accordance with the requirements of the Senate Bylaws, Sec. 8(c) and Sec. 11(b), official notice is herewith given to the entire Senate Membership of the Senate Advisory Committee's 9-member slate of nominees for the Nominating Committee for 1980-81. The nine nominees, all of whom have indicated their willingness to serve, are:

Roger M.A. Allen (Oriental studies),  
*Chairman*  
 Howard Brody (physics)  
 Robert F. Gigengack (geology)  
 Larry Gross (communication)  
 Janice Madden (regional science)  
 Peter C. Nowell (pathology)  
 Robert C. Regan (English)  
 Arnold J. Rosoff (legal studies & health care administration)  
 Ralph M. Showers (electrical engineering)

2. Again pursuant to the Bylaws, Sec. 8(c) you are herewith invited to submit "additional nominations, which shall be accomplished via petitions containing at least twenty-five

valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominees of the Advisory Committee. Nominations will automatically be closed fourteen days after the circulation of the slate of the Advisory Committee. If no additional nominations are received, the slate nominated by the Advisory Committee would be declared elected. Should additional nominations be received, those nominated by petition have the right to learn the names of all other candidates and withdraw within five days after closing of petition. A mail ballot would then be distributed indicating which nominees were nominated by petition and which by the Advisory Committee. The ballot shall be circulated no later than fourteen days subsequent to the close of nominations. Voting shall be noncumulative, ..."

The closing date for receipt of nominations by petition is Thursday, December 13, 1979. Please forward any nominations by petition to the Faculty Senate Office, 303 College Hall/CO.

Walter D. Wales  
 Chairman, Faculty Senate

## DEATHS

Dr. Oscar V. Batson, emeritus professor of anatomy, died at his home November 11. He was 85.

A professor of anatomy at Penn for 37 years and chairman of the anatomy department in the Graduate School of Medicine for 35 years, Batson received his A.B. and M.A. degrees from the University of Missouri and his M.D. degree from St. Louis University in 1920.

In 1927, at the age of 32, he became the youngest anatomy professor in the country.

Recognized for his studies of vertebral venous circulation, Batson described the vertebral vein system which now bears his name. Because of these studies, Batson is one of 225 pioneers listed in *Classic Descriptions in Diagnostic Roentgenology*; he is the only anatomist so honored.

Batson is survived by his wife, the former Eleanor H. Neumann, a son, Dr. A. Peter Batson, and two grandsons.

# OPPORTUNITIES

The following listings are condensed from the personnel office's bulletin of November 15. 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

**Accountant I** (2671) assists in development of indirect cost rates applicable to research and instruction effort; reviews service center costing rates and journal entries (knowledge of University's financial system; college degree or extensive course work in accounting; two years' experience) \$10,375-\$14,375.

**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.

**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.

**Editor, Office Automation** enters and edits text; produces final copy; uses computer-based word processing (highly developed typing skills; experience with computer-based word processing system) \$7,975-\$10,150.

**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** (seven positions) \$10,375-\$14,375. See campus bulletin boards for more information.

**Operations Accountant** (2668) helps prepare University financial report; performs analysis for special projects (college degree or extensive course work in accounting; three years' experience in fund accounting for higher education institutions) \$16,125-\$22,725.

**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** (two positions) (B2) conducts daily computer programming for projects, maintains records for ongoing studies in genetics of diabetes (B.A. in statistics, knowledge of Fortran); (2657) performs systems analyses; develops and implements computer programs; trains users and maintains ongoing liaison users (B.A. in mathematics or business; expertise with minicomputers and Basic language) \$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 Coordinator** (two positions) supervises support staff; implements protocols for new studies; maintains timetables; compiles research data; coordinates day-to-day operations of clinical facility (some college; three to five years' direct clinical or research experience) \$10,375-\$14,375.

**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 cardiopulmonary and clinical studies) \$12,900-\$17,850.

**Research Specialist I** (three positions) (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) Applications will be considered after December 15; (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* lymphoblast 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** (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** (two 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); (A682) designs and develops novel electronic systems for particle physics research (advanced knowledge of digital electronics; five years' experience with mini-computers, interfacing and experimental data collection methods) \$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.

**Supervisor, Primate Colony** is responsible for propagation, care and use of monkeys for experimental purposes; directs keepers' work; supervises records on animals; acts as medical aide; performs non-routine laboratory functions (college course work in zoology, animal husbandry and mammalogy; five years' experience in care and handling of primates; knowledge of primate behavior and reproductive performance) \$12,900-\$17,850.

**Visual Services Coordinator** (2667) fulfills needs of publications office, news bureau, Almanac and other departments; maintains slide, negative, contact and print files; processes and prints black and white photographs of publishable quality (B.A. with emphasis on art and photography; quality portfolio) \$12,900-\$17,850.

## Support Staff

**Administrative Assistant I** (four positions) \$7,975-\$10,150. See campus bulletin boards for more information.

**Administrative Assistant II** (three 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); (2661) prepares and reviews faculty and staff rosters of courses; schedules classroom assignments; compiles material for course catalogs; composes academic calendar (Superior typing and steno skills; well-organized) \$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.

**Clerk, Accounts Payable** (2669) manually prepares selected accounts payable checks; audits incoming requests for disbursements (high school graduate; light typing skills; aptitude for figure work; prior university experience) \$7,425-\$9,450.

**Coordinating Assistant II** (2662) implements internal policies pertaining to student affairs; maintains and reviews records for status of students in degree programs; handles registration for master's, doctoral students and doctoral foreign language examinations (excellent typing; good managerial skills; eye for detail; concern for students) \$10,000-\$12,725.

**Custodian** (two positions) is responsible for variety of cleaning and moving tasks; reports improper activity by building occupants; maintains surveillance; furnishes information to visitors; locks and unlocks spaces for authorized persons (experience with floor cleaning equipment or general housekeeping experience) Union wages.

**Data Control Clerk** (two positions) (B0067) assists in periodic training of coders; monitors performance and hours of staff; reviews completed codings; indexes and files forms; maintains data archives and updates documentation; types reports (typing and organizational skills; knowledge of general research procedures; B.A. or B.S. in social sciences); (2568) establishes and maintains controls and schedules for the receipt and

distribution of all source documents and input/output data; maintains quality controls for input preparation, screening and auditing of data (H.S. school graduate; training in office skills and computer operations) \$7,975-\$10,150.

**Delivery Clerk** (2676) delivers and collects mail; schedules errands; operates photocopier. (Pennsylvania driver's license; H.S. graduate) \$5,500-\$7,000.

**Duplicating Machine Operator** (two positions) operates duplicating machines (H.S. graduate; experience in duplicating processes) \$5,500-\$7,000.

**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 instrumentation; 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.

**Hygienist, Dental** (B0068) exposes and develops radiographs; prepares instruments and dental units; performs standard epidemiological assessments; performs dental hygiene services; monitors patients (graduation from accredited program in dental hygiene, licensed to practice in Pennsylvania) \$10,900-\$13,800.

**Junior Accountant** (2670) is responsible for month-to-month reconciliation of accounts payable subsystem to the financial accounting system (H.S. graduate with some college course work in accounting; computational skills; accuracy) \$7,975-\$10,150.

**Mechanic** (2664) services and maintains Best University Lock System; makes keys; opens locks without keys; changes locks; services exterior doors, panic devices, electric floor openers; repairs clocks (H.S. graduate; journeyman locksmith) Union wages.

**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** (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) \$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.

**Programmer I** programs applications software; writes, de-bugs, maintains and documents programs for data acquisition, reduction, display and instrument control to run on mini/micro computers (proficiency in DEC RT-11 Macro; familiarity with Fortran; working knowledge of TTL devices and associated design techniques; desire to learn hardware design, troubleshooting procedures) \$9,275-\$11,800.

**Receptionist** (two positions) (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. (B0071) answers phones; makes patient appointments; accepts fee payments; reviews insurance forms; types correspondence (H.S. graduate; experience in dental office) \$5,900-\$7,525.

**Research Laboratory Technician I** (four 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); (A750) isolates and characterizes bacterial mutants; maintains stocks; bacterial genetic techniques; some enzyme analysis (bachelor's degree or medical training) \$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) \$9,650-\$12,225. For more information, see campus bulletin boards.

**Research Machinist I** (two positions) (B28) operates all standard metal working machine tools, fabricates, modifies, repairs, and assembles experimental apparatus (completion of four-year apprenticeship or equivalent experience, knowledge of shop mathematics and the working properties of all metals, alloys, and synthetic materials); (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** (17 positions) \$7,425-\$9,450.

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

**Secretary/Technician, Word Processing** (B0077) operates CRT equipment to produce scientific grant applications and manuscripts; some transcription of letters from dictating equipment (excellent typing, spelling; word processing experience) \$7,975-\$10,150.

## Part-Time

Twenty-three 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.

## Higginbotham Lecture, (continued from page 1)

colonists "we must all hang together or we will surely hang separately." Though building a strong national Union was paramount to him, did he also have concerns about the evilness of slavery? Was he willing to move the abstract diatribes on slavery to the agonizing positive actions which would eliminate slavery in the market place? Did he have concerns beyond slavery—thus what were his views as to the options which a free black in society should have? Did he believe, as apparently did Jefferson, that blacks were inherently inferior? Did he question whether education was of value to blacks?

Did he advocate education and better employment opportunities for free blacks? Did he understand what centuries of slavery would do to the spirit, aspiration and even the conduct of blacks?...

I'm pleased to say that Franklin's actions and his concerns place him at a special plateau of esteem and admiration reserved for the relatively few individuals who cared and, most important, acted. There were at least three aspects of Franklin's concerns which made him different and more enlightened than many of his contemporaries: his opposition to slavery; his belief in the intellectual capacity of Negro children and his interest in the education and employment of free Negroes; and finally, his exceptional commitment and devotion to learning and education.

Franklin was not a Johnny-come-lately. He noted his opposition to slavery as early as 1728 when he printed a book "against keeping Negroes in slavery". In 1736 he published another thoughtful tract opposing slavery. However, his finest hour was when he became president of the Pennsylvania Society for Promoting the Abolition of Slavery and the Relief of Free Negroes Unlawfully Held in Bondage, the first society for the abolition of slavery in any of the states. He looked at the institution of slavery in a unique way: he said the slave was an "unhappy man who has long been treated as a brute animal" and "too frequently sinks beneath the common standard of the human species."

As we celebrate the 200th anniversary of Franklin's university, we must ask some basic questions. Are we here today merely for another flashback to applaud Franklin as a heroic figure? Are we here to rest on the laurels of Franklin's excellent quotes? Are we so content with the past that in our generation we do not have the capacity to develop a Franklin type of consciousness, wisdom and vision? Robert Kennedy often said "some men dream things as they are, and say why. I dream things which never were and say, Why not?" Such was the tone and the vision of Franklin to dream things that never were, and to do more than say, Why not? He acted, he planned and we all today are the beneficiaries of his greater commitment.

## WORTH NOTING

• "Masks, Tents, Vessels, Talismans," the Institute of Contemporary Art's first major exhibition to focus upon neo-primitivism in recent art, will begin Wednesday, December 5 at the ICA gallery. The show, which includes "ritual" objects by 13 artists from across the country, will continue until January 13, 1980. The ICA is located on the southwest corner of 34th and Walnut Streets in the first floor of the Penn Fine Arts building. Gallery hours are Tuesday 10 a.m. to 7:30 p.m., Wednesday through Friday 10 a.m. to 5 p.m., Saturday and Sunday 12 to 5 p.m.

• Running concurrently with the Institute of Contemporary Art's show will be an exhibition of the same name at University Museum. The exhibition will include African masks, a New Guinea headdress, Alaskan dog sled and kayak models, and North American finger puppets. Hours at the Museum are Tuesday through Saturday 10 a.m. to 5 p.m. and Sunday 1 to 5 p.m.

• From the haunting music of a 13th century convent to the lively shepherd's dances of the 16th century, the University's Collegium Musicum will present a selection of early Spanish Christmas music December 1 and 2. The December 1 concert will be held at University Museum at 8 p.m.; for tickets call Ext. 6244. The December 2 concert will be held at the Church of St. Martin-in-the-Fields in Chestnut Hill at 4 p.m.; for tickets call CH7-7466. Tickets for both concerts are \$2 for students and senior citizens; \$4 for others.

• The General Alumni Society and participating regional alumni clubs are sponsoring a national tennis tournament for men's doubles and women's doubles. The Alumni Tennis Classic is open to all University

alumni, faculty, and staff without United States Tennis Association national or sectional rating. Regional winners will compete in the national playoffs to be held on Alumni Weekend, May 16, 17 and 18, 1980 at the Robert P. Levy Tennis Pavilion. The Philadelphia area regional tournament will be held on January 4, 5 and 6 (men's doubles) and January 11, 12 and 13 (women's doubles). All matches will take place on the indoor courts of Levy Pavilion. Entries must be received by December 1. The entry fee is \$20 per team. Entry forms may be obtained from the Alumni Relations Office or by calling Ext. 7811.

• If you have problems sleeping, you may be a candidate for the Free Insomnia Medication Treatment Program at HUP. For information, call 662-3462.

• A TWX/TELEX machine has been installed in the Telecommunications office of transportation and communication (P105 Franklin Building Annex). Departments wishing to send outgoing messages should forward information to the Telecommunications office by 1 p.m. for same-day service. Departments receiving incoming messages will be notified the day of receipt and will receive their message through intramural mail the following morning. For information, call Kim Peckman (Ext. 4840).

• International House is sponsoring a Discover America Christmas trip to Florida. The visit will include stops in St. Augustine, Miami, Ft. Lauderdale, Disneyworld, Everglades National Park, and the Kennedy Space Center. Participants will also celebrate at a special party on New Year's Eve and see the Orange Bowl Parade on New Year's Day. The cost is \$195 for International House members and \$205 for non-members this includes everything except meals and personal expenses. Charter buses will leave International House December 26 and return January 4. The trip is open to all students. For more information, call the Program Office at 387-5125 (Ext. 201).

## Update Report on the United Way



Here are the latest figures for the 1979 United Way campaign at the University. To date, the campus schedule is ahead of last year. As of November 15, 1978, \$30,850 had been raised as opposed to \$41,844 raised by November 15 this year.

Date	Amount	Percent of Commitment
Nov. 15	\$42,844.00	58.4%
Nov. 21	\$55,818.72	78.0%
Nov. 26	\$57,409.72	80.2%

The University is still in the process of completing its United Way program and we urge everyone who has not made a pledge to do so. We can do it if we want to!

## University Council, (continued from page 3)

Finally, the Council approved a resolution on budgetary consultation put forward by the Graduate and Professional Student Assembly.

According to the resolution, "the Deans of the various schools [should] consult with the student governments and the faculty on their schools' financial situation before tuitions are established."

Also at the November meeting, Janis I. Somerville, vice provost for University life, and Martin Stamm, director of fraternity affairs, presented an informational report on the status of University fraternities.