



Security: More Than a Warm Blanket

Public Safety department rates high marks

University police captured and arrested a man Monday afternoon who they say assaulted a female Law School student last summer in an apparent attempt to rape her in a campus utility room.

The man, identified by Public Safety Director David L. Johnston as the prime suspect in that campus incident and others, was spotted by members of the campus police burglary unit as he walked out of the Education Building carrying a plastic bag. He was pursued across campus and down into the subway-surface car station at 36th and Sansom Streets where he was apprehended after boarding a trolley. Police later found a stolen purse in the plastic bag.

The suspect has been charged on several counts, including attempted rape, aggravated assault, and theft.

Johnston said Monday's "pinch" was made possible by the persistence and the expertise of his police force.

A number of interested observers around campus have said in interviews during the past two weeks that Johnston's troops have indeed performed professionally under his guidance.

Marvin E. Wolfgang, director of the center for studies in criminology and criminal law and chairperson of the University Council Committee on Safety and Security, concluded in his committee's latest report that "the campus is better protected and served this year than it has been for several years."

Still, the reality of life on an urban campus is that crime, particularly theft, is an everyday occurrence. While neither the city nor the University police willingly disclose crime figures—"everyone closely guards their statistics," said one public safety department official—it is widely believed by those knowledgeable on the subject that during the past two years especially the University's crime rate has been low relative to the size of its resident and transient populations.

"Considering the number of crimes that can be expected to occur in any town of this size, our statistics are rather low," said Ruth S. Wells, the crime prevention specialist who left the Philadelphia police department in 1976 after 21 years in order to assume her post at Pennsylvania. "Assault figures," she



Above, security at the Quad; at left, crime prevention specialist Ruth Wells.

reported, "have generally been down, although there have been a few outbreaks."

And there has been only one rape on the campus during the past one and a half years, that one occurring to a student in the Quad during the night of October 19, 1979. The suspect in that case, later captured by the University police, currently is in detention in
(continued on page 3)

See you in January!

Today is the last ALMANAC of 1979. We'll resume publication on Thursday January 17.

During the semester break, we plan to revise and update our mailing lists. Is ALMANAC coming to you correctly addressed? Are you receiving as many ALMANACS as you need?

Please give us a call by January 7 and let us know.

Social Effects of Recession

Suicide, crime rates climb when the economy falls

When statistics show unemployment and inflation rates increasing, they do not indicate that the rates of suicide, crime, divorce, domestic violence, alcohol abuse and even physical illness climbs accordingly.

"The social consequences of economic downturn can be dramatic," according to Professor Richard J. Estes of the School of Social Work. "Unemployment and inflation rates can not be looked at only as statistics," Estes said, "but as individual human beings who are affected in a very personal way by economic downturn."

"Each person reported out of work represents a real individual who reacts to his or her joblessness and rising costs in a specific manner," Estes said. The particular manner in which each individual responds to job loss is related to a number of factors but, ironically, could further drain the system, he noted.

Society pays an enormous price for the social consequences of recession, according to Estes, in the form of increased services, such as, more hospital beds for the ill, suicide prevention, counseling services and alcohol abuse programs, and increased welfare and unemployment compensation costs.

To further complicate matters, Estes believes that support services now available for unemployed people are inadequate. "The support services in this country place responsibility for unemployment on the individual and force him or her to pay the price. These services frequently do not recognize that the real cause of the individual's plight is societal in nature and not problems of personal inadequacy," he said.

"Services in this country assume that the individual is responsible for the problem, rather than the system itself. In addition, these services tend to be highly inefficient, fragmented and competitive," Estes said.

Present inadequacies in the existing system of employment-oriented human services programs frequently intensify guilt feelings experienced by jobless persons within and, in turn, increase the emotional, social and psychological problems created by the individual's joblessness, he said.

Who is most affected socially by the vicious cycle created by economic downturn? The young (under 25 years old) are very vulnerable to economic downturn. The unemployment rate for those 16 to 25 years old can be 10 to 12 percent higher than the national average. Job frustration with young people can frequently lead to increases in crime, such as theft, according to Estes.

Others affected most seriously by job loss are middle aged people (especially those with school age children), the highly educated (especially Ph.D.s) who seem least able to accept involuntary unemployment, persons experiencing high levels of economic deprivation and single women, Estes said.

Those least affected emotionally by recession, said Estes, are people with strong community ties. This is particularly true of those with children who remain active in civic and religious groups, while unemployed, he said.

Estes' suggestions for easing the effects of recession and unemployment? First, he said, as a society we must recognize that a certain level of unemployment is necessary for economic stability and as a means for controlling inflation. Along with this recognition, however, we must also be willing to accept that it also causes other societal problems, he said.

"While making decisions concerning 'acceptable' rates of inflation and unemployment," Estes said, "we must also consider the need for additional social services which can be used by the unemployed to support them during the period of job loss. These services must be adequately funded and, to the furthest extent possible, any social stigma associated with their use eliminated."

"The alternative to a more comprehensive system of human services for the involuntarily unemployed," said Estes, "is even higher governmental expenditures to offset the negative social and health consequences associated with a fragmented and, at time, punitive system of unemployment services."

—Robert Mitchell

Periodical Additions

The following periodicals were omitted from last week's Penn Periodicals column:

Language in Society

Dell Hymes, editor; Graduate School of Education

This journal is devoted to the study of the ways in which language is used and shaped as an aspect of social life. Empirical studies are emphasized. The journal carries the only regular review section in its field.

Three issues per year, \$26.50.

Subscription inquiries should be directed to: Cambridge University Press, 32 East 57th St., New York, NY 10022.

Edebiyat

Dr. William Hanaway, editor; Middle East Center

Middle Eastern literature from ancient to modern, literary theory, creative translations and surveys of the current literary scene appear in this publication of the Middle East Center. Articles in English and other western languages will appeal to scholars and general readers whose interests extend to non-western literature.

Two issues per year, \$10.

Subscription inquiries should be directed to: The editor, Middle East Center, 838 Williams Hall.

SPEAKING OUT

Editor: Many faculty, and even more students, frequently complain that academic priorities at the University of Pennsylvania are such that research achievements are favored and rewarded at the expense of instructional responsibilities. Pressing as that issue may be, there is another of even more serious import: the decisive shift of institutional support for and financial commitment of University resources to the non-academic side of its operations.


That at least seems to be the situation as revealed in Vice President for Budget and Finance Jon C. Strauss' presentation to the University Council on December 5, 1979 titled "University Finances." Strauss' report shows that expenditures for fiscal 1980 will be \$82.8 million—a sum only slightly smaller than the anticipated tuition revenue of \$90.7 million. Of the total expenditure for salaries, \$38.8 million is slated for academic and \$44 million for non-academic personnel. These figures translate to 47 percent and 53 percent respectively. In other words, faculty pay checks now account for less than one-half of the total salary outlay of the University.

I wonder what the reaction of many students—and more to the point, their parents—would be if apprised that about one-half of every tuition dollar remitted to the University next year will go toward remuneration of its proliferating administrative personnel. I wonder as well how many of my colleagues agree with me that these figures reveal what the real priorities of the University of Pennsylvania actually are, and how little the scholarly and instructional missions of the institution are valued by those who administer it.

—Jack E. Reece

Associate professor of history

Almanac



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Campus Security, *continued from page 1*

Northwest Philadelphia awaiting the start of his trial in late January or early February. (During the same 18-month period, two Penn students were raped and two were the victims of attempted rapes in off-campus incidents.)

By comparison, the main campus of Pennsylvania State University last year reported half a dozen forcible rapes. Its Erie campus, with less than 1500 students, had five rapes over the same period.

Among Wells' chief responsibilities are the carrying out of sensitivity training sessions for police officers who respond to calls from rape victims and the coordination of victim support services for women who have been attacked.

Said Carol Tracy, director of the University's Women's Center: "Years ago the public safety department was very insensitive to the issue of rape. We had to scream just to make sure that the subject was acknowledged. Now there has been a tremendous change in attitude. And the University is more concerned about security."

That concern has been demonstrated by virtue of a new firearms policy for the campus police, the recent emphasis on educational programs for students and other members of the University community, and a stepped up effort to monitor who enters University buildings.

A number of the University's 111 buildings are not secured at night, according to Wells. This permits passersby and prospective troublemakers to enter virtually at will and steal items as large as electric typewriters and heavy laboratory equipment. Worse, it permits individuals to harass members of the University by following them into campus buildings. This happens frequently enough to be a matter of special concern to the public safety staff.

They are dealing with this potential danger in several ways. First, phones tied in directly to police headquarters have been installed liberally throughout the campus. An escort service has been made available to all members of the University community, even though it requires police manpower which Johnston and Wells feel could be better utilized elsewhere (they would put non-police officers in charge of the service). The high-rise dormitories are protected by guards around the clock, and evening classes now are scheduled for buildings in which student monitors are stationed.

Despite these measures, Johnston and Wells favor the installation of a campus-wide card-access system which would restrict entry into University buildings to those who have a demonstrated need to be inside them. Such a system would be a detriment to people Wells identified as "opportunists."

"Many people, I know, don't want to live in such a situation, with pass-card entry," acknowledged Wells. "They want complete freedom to come and go as they please. But no matter where you go in the world, things

can happen to you. I think a professional electronic security system is the best solution here."

Her supervisor, Dave Johnston, indicated that such a system might cost \$1 million or more, with installation taking three years. "It will save money in the long-run," he noted, "because we won't need more police to open and close buildings. These systems can be made to do almost anything you want. It all depends on how you program them." Certain card-holder, for instance, might have access to specified buildings only during the day, said Johnston.

However, the realization of a campus-wide electronic access system is probably a long way off. Fred Shabel, vice president for operational services, said, "The only people looking at it seriously are the folks involved in residential buildings. I rather doubt such a system will ever come about in a centralized way." Shabel did say, though, that he approves of the installation of a pass-card entry system in a "small residential building on an experimental basis."

At least some of the crime that occurs on the Penn campus, particularly the thefts and purse snatchings, can be attributed to the naivete of incoming students, according to Capt. Roger Campbell of the 18th police patrol district, which includes all of the campus.

"The main problem is that when school starts kids from non-urban areas leave their doors unlocked. They don't know you've got to lock doors behind you. It's especially bad in September and October when the students aren't that savvy," said the police captain.

The 18th district has 52 police officers on the street at all times. The Penn campus, said Campbell, receives special attention of its special nature. "You can see the bad guys walking around there. If you've been a policeman long enough, you can spot them right away. They infiltrate the students who are out playing basketball and hanging around. They're looking for cars to steal and so forth."

To hold down the number of campus crimes, Campbell reported that he assigns mounted police officers in the vicinity of the campus as often as possible. "Mainly it's psychological," he said. "People love to see those horses—they know it gives the police officer a good view of what's happening all around. And they're less expensive than cars, I think."

Currently the law prohibits University police from routinely patrolling the subway platforms near the campus, even though they are heavily used by students and other members of the campus community. "I'd like Penn's police to be able to go down into the subways," said Campbell. "It's scary down there. The more people there in uniform, the better."

At Temple, meanwhile, a university spokesperson said that the school's police do patrol the nearby subways as a service to

students and others associated with the institution.

(Drexel does not have a uniformed police department. Instead, it hires private security guards. Drexel students sometimes rely on certain Penn services—such as rape victim support—during crisis situations.)

Campbell said that because Penn's police are trained at the Philadelphia Police Academy they enjoy a congenial relationship with his own officers. "We work well together," he said. "The Penn people are concerned. Anytime something happens there, they'll call me. They're very professional."

What the University's public safety department ordinarily wants from the 18th patrol district, said Campbell, is "a man on foot in a particular territory for a while. They want a presence."

Overall, Johnston noted that he was pleased with the performance of his department, but stressed the need for an electronic campus-wide security installation. He said that although the University Council's committee on safety and security reported that it was "approving" of such a system, he has not heard from the administration on the matter. It is essential, he said, "because certain campus buildings, such as the Quad, were built to keep people in, not out."

Johnston said too that another of his continuing concerns is "the hooliganism that is with us. It's getting worse," he said. "Some students are generally slackening the controls on themselves. In especially obnoxious cases, we are making arrests."

What is clear, however, is that while assorted crimes persist on the Penn campus, they do not flourish. And despite the lack of pertinent statistics, the consensus is that the University's public safety department, operating with 49 full-time uniformed police officers, has made a noticeable and positive impact.

"The likes of Johnston and Wells are a class apart," said Janis I. Somerville, vice provost for University life. "Compared to what they have at other campuses, we're worlds ahead."

United Way Update

All outstanding pledge cards for the University's 1979 United Way campaign must reach Larry Keinath, 729 Franklin Building, by January 2.

Payroll deductions for pledges will begin with the paycheck dated January 24, 1980. A few of the pledge cards had illegible signatures. If you indicated a payroll deduction on your card and no deduction is taken from your check, please get in touch with Renee Newstein at Ext. 7032 as you may be one of those persons whose signature was not legible.

FOR THE RECORD

Information for these "For the Record" pages was supplied to ALMANAC by the Provost's Office, the Faculty Senate and Robert H. Dyson, dean of FAS. Notice of additions or corrections to this information should be brought to the attention of both ALMANAC and the respective source of information.

Provost's Remarks

Provost Vartan Gregorian's remarks at the October 25 meeting of the Trustees' Academic Policy Committee and at the October 29 meeting of the Faculty Senate were based on the following text. The provost has requested its publication in ALMANAC.

A former director of the North Carolina Human Resources Development Program, former chief academic officer of Salem College; former program director of the Graduate Records Examinations Board, former secretary of the corporation at the University of Pennsylvania;

a former research physicist for NASA, former research chemist for the DuPont Company, former director of the Laboratory for Research on the Structure of Matter, former chairman of the University's department of metallurgy and materials science, former associate dean for graduate studies and research in the College of Engineering and Applied Science;

a former assistant professor of Germanic languages and literatures at Pennsylvania, former undergraduate chairman of Germanic languages and literatures, former assistant dean for academic advising in the Faculty of Arts and Sciences;

a former industrial engineer for the Eastman Kodak Company, former associate in business at Columbia University's Graduate School of Business, coordinator of the Wharton School's Organizational Behavior and Management Group, director of the Philadelphia National Bank—Wharton Advanced Management Program for Overseas Bankers;

a former dean of the University's College for Women, former dean of academic advising for the Faculty of Arts and Sciences, an associate professor of political science;

the current director of psychiatry emergency services at HUP, assistant professor of psychiatry, Ph.D. candidate in sociology;

a former director of the University's Laboratory for Research on the Structure of Matter, former vice provost for graduate studies and research, current chairman of the National Science Foundation's Advisory Council, current member of the National Commission on Research, chairman of the American Physical Society's Division of Condensed Matter Physics;

a former science and technology advisor to the United States Senate Budget Committee, former consultant to NASA and the Congressional Office of Technology Assessment, former chairman of the University's astronomy and astrophysics department, current Reese W. Flower Professor of Astrophysics, current chairman at a national panel on the federal research and development budget for the American Association for the Advancement of Science, founder and current chairman of the University's Roundtable on Science, Law, and Public Policy.

These, ladies and gentlemen, are:

Janis Somerville
Louis Girifalco
Joyce Randolph
Ross Webber
Jean Brownlee
Herbert Nickens
Donald Langenberg
Benjamin Shen

They are the Provost's Executive Committee and faculty assistants, my associates who will help me to shape the academic policies of the University of Pennsylvania for the faculty, the students, the president and the trustees.

A source of pride for me as former dean of the Faculty of Arts and Sciences is the fact that I had assembled one of the best academic teams in arts and sciences in the country, and this will be shown in my five-year dean's report, which is to be released soon. That group in FAS included Frank Bowman, professor of Romance languages; Jean Brownlee, former dean of the College for Women; Howard Brody, professor of physics; Peter Conn, associate professor of English; Robert Dyson, curator of the Near Eastern section of the University Museum and professor of anthropology; Richard Easterlin, former chairman of economics; Donald Fitts, professor of chemistry; Richard Lambert, chairman of South Asia regional studies; Elliott Mossman, associate professor of Slavic languages; Alfred Rieber, former chairman of history; and Donald Stewart, current president of Spelman College. Within four years these colleagues shaped a new Faculty of Arts and Sciences. The group of associates I have now chosen match my colleagues in FAS in their talent and dedication.

I am happy to report that thanks to Dean Dyson and his associates, the transition to my new post as provost has been smooth and well-executed. There has been no disruption in the continuous growth of the Faculty of Arts and Sciences.

Throughout the past months I have had many meetings with various faculty bodies and student organizations. There is a clear understanding among us of the role of various committees and the nature of their advice to the provost. I welcome both

collegiality and broad consultation in the decision-making process. However, I do not intend to abdicate my own responsibilities, for it is incumbent upon me to strengthen the office of the provost, in order to serve the president and the faculties as well as possible.

Recently I have established the Provost's Advisory Council, an informal, university-wide group of scientists and scholars. My executive committee and I will turn to them from time to time when their advice is needed.

Within the Council of Deans my aims are to bring a greater sense of coordination of academic, administrative and fiscal policies; to avoid duplication, unplanned expansion or contraction; to foster a greater sense of cooperation; and thus to capitalize on the strengths of the University's liberal arts and professional schools. As I have requested, at each meeting of the Council of Deans a dean will present a candid picture of his or her school—the problems, prospects and aspirations.

During the past ten years the Development Commission, various faculty committees, and former Associate Provost John Hobstetter have accomplished a great deal in terms of academic planning. Benefitting from the work already done and the experience of the past, Associate Provost Benjamin Shen is working with the deans and the Educational Planning Committee to gather, examine, and update the academic plans of the individual schools, and to try to bring greater coherence within the context of an overall academic plan. This planning will be pursued in close cooperation with the development office. I am pleased that in this regard there exists a clear understanding between the office of the provost and the Educational Planning Committee, as well as between my office and the development Office.

The academic planning, involving deans and faculty members, will have three major components: first, the health and integrity of our degree programs, both undergraduate and graduate; second, the strengthening of the foundations for research; and third, the quality of student life in general.

One aspect of the planning for degree programs entails strong cooperation with the Educational Planning Committee. It is my intention to have thorough reviews conducted, similar to those I initiated in the Faculty of Arts and Sciences, where 13 departments have already been evaluated by internal and external mechanisms. Also, with the help of the undergraduate deans, we are working to reinvigorate our bachelor's degrees, creating more dual-degree opportunities for students. It is my hope also to develop an advising system which would

permit students at the end of their second year to have thorough evaluation of their educational and intellectual progress and direction. How this can be done, I do not know yet.

With respect to research, I have asked Vice Provost for Research Louis Girifalco to study throughout the University the scientific and scholarly potential of our faculty, the status of our instrumentation, and research tools such as computer and library facilities.

Let me cite one illustration of the research potential at the University, for despite the fact that 37 percent of our budget comes from research, I still believe that there are tremendous untapped reservoirs of energy and talent. Recently I asked various deans and faculty members to get together under the leadership of Ruth Patrick, an eminent scientist and colleague, to provide for the president and the provost a report on the question of whether the University could create a dynamic institute on the environment, including the fields of epidemiology, toxicology, demography and public policy. It was with delight that I learned we have some 100 people scattered throughout the University who are working in fields directly related to environmental concerns.

With regard to the third component, I have asked Janis Somerville to make a complete analysis and critique of the student life area, whatever affects the quality of University life, our admissions program and our retention of students.

Turning to the development area, I am pleased to report that thanks to President Meyerson, Reginald Jones, Paul Miller, Craig Sweeten and his colleagues, as well as our faculty and deans, an application presented by me to the Mellon Foundation has yielded more than \$3 million. The Lilly Foundation has made its first major grant to the University of Pennsylvania. And as you have heard, the Exxon Education Foundation has given its largest grant to the University of Pennsylvania. This is due largely to the efforts of Sandra Barnes, Joseph Bordogna, Donald Carroll, Robert Dyson, Claire Fagin, Victoria Kirkham, Richard Lambert and Elliott Mossman.

At the request of the president and the provost and in consultation with their faculties, since January 1979 three deans have agreed to stay on for further terms. Donald Carroll, Reliance Professor of Private Enterprise, agreed last year to continue as dean of the Wharton School. Walter Cohen, professor of periodontics, is continuing as dean of the School of Dental Medicine. Dell Hymes, professor of folklore and folklife, linguistics and sociology, has been reappointed as dean of the Graduate School of Education.

One major accomplishment remains to be reported. At long last, thanks to the tireless efforts of Janis Somerville, John Hobstetter, Barbara Wiesel, and many faculty members, the *Handbook for Faculty and Administration* has been revised. This edition includes specific procedures and demanding standards for faculty appointment, reappointment, promotion and conferral of tenure.

Finally, I must note that many problems confront us. Among the primary ones are some new federal regulations. OMB Circular A-21 requires that every University employee provide regular effort reports. It also dramatically changes and poses a basic threat to graduate programs, particularly for three schools, FAS, Engineering and Wharton, as well as for some of the biomedical groups.

Ladies and gentlemen, this is an outline of progress to date, efforts under way, and aspirations for the future. In approaching our agenda, my associates and I combine a strong sense of idealism with a clear awareness of the real difficulties facing us.

Nominations: Committee Elected, Candidates Needed

Senate Nominating Committee Elected

Since no additional nominations by petition have been received within the allotted time, the Advisory Committee's slate for the Nominating Committee is declared elected. Those elected are:

Roger Allen (Oriental studies), *Chairman*
Howard Brody (physics)
Robert Giegengack (geology)
Larry Gross (communication)
Janice Madden (regional science)
Peter Nowell (pathology)
Robert Regan (English)
Arnold Rosoff (legal studies and health care administration)
Ralph Showers (electrical engineering)

Request for Nominations for Senate Offices and Membership on Senate Committees

Pursuant to Section 11(b)(i) and (ii) of the Rules of the Faculty Senate you are invited to suggest candidates for the posts and terms stated below, with supporting letters if desired. Candidates' names should be submitted promptly to the Office of the Faculty Senate, Box 12 College Hall/CO or to the Chairman of the Nominating Committee, Roger M.A. Allen, Oriental studies, 840 Williams Hall/CU.

The following eleven posts are to be filled for 1980-81:

Chairman-elect of the Faculty Senate (1 year) (Incumbent: Paul Bender)

Secretary-elect of the Faculty Senate (1 year) (Incumbent: Anne Keane)

Four Members of the Senate Advisory Committee (3 years) (Incumbents: Clifton Cherpach, Peter Conn, Daniel D. Perlmuter, Rosemary A. Stevens)

Two Members of the Senate Committee on Academic Freedom and Responsibility (3 years) (Incumbents: William F. Hamilton, Susan M. Wachter)

One Member of the Replacement Pool for Academic Freedom and Responsibility (3 years) (Incumbent: Clyde Summers)

Two Members of the Senate Committee on the Economic Status of the Faculty (3 years) (Incumbents: Lucy E. Creevey, Jerry Wind)

At least 42 days prior to the spring meeting (Wednesday, April 23, 1980 at 3 p.m.) the list of candidates that will have been compiled by the Nominating Committee will be circulated to the Senate membership, with an invitation for additional nominations via petition, if any, in accordance with the Rules, Section 11(b)(iii) and (iv).

—Walter D. Wales
Chairman

Lecture Series Clarified

An announcement August 23, 1979 submitted to ALMANAC by the dean of the Faculty of Arts and Sciences, concerning General Alexander Haig's participation in the political science department's program was apparently inadvertently not published. To clarify the record: it was announced August 23, 1979 that General Alexander Haig would deliver, during the fall term, a series of lectures as a senior fellow in politics in the department of political science's National Decision Series. Under this program, undergraduate seminars examine in depth some aspect of American politics. General Haig's lectures were given in "Presidential Decision-making," a seminar conducted by Professor Henry Teune.

Other senior fellows in politics in the Faculty of Arts and Sciences and the department of political science are Governor Raymond Schaefer, one of the initiators of the program, former President Gerald Ford and Senator George McGovern.

—Robert H. Dyson, Jr.
Dean, Faculty of Arts and Sciences

OPPORTUNITIES

The following listings are condensed from the personnel office's bulletin of December 13. 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 (two positions) (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); (2694) is responsible to the director for accounting of all financial aid funds; assists in preparation of fiscal reports; prepares journal vouchers; processes refunds (college degree with courses in accounting; familiarity with financial reporting; thorough and accurate; supervisory ability; basic knowledge of data processing) \$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 Director II (B84) supervises day-to-day management of clinical facility; screens patients for research projects; advises investigators about protocol; develops new grant proposals and assesses existing projects; trains dental and dental hygiene students (M.S. in health sciences; registered dental hygienist; five years' experience in supervision of clinical facility) \$14,850-\$20,550.

Assistant to the Chairman I (2688) schedules appointments and meetings; types letters, reports, manuscripts; acts as liaison; processes applications and appointments; prepares material for distribution (typing 60 wpm; two years' secretarial experience; knowledge of medical terminology and a transcription machine; ability to maintain confidentiality; knowledge of University procedures) \$10,375-\$14,375.

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 to the Director (2707) is responsible for maintenance and amendment of all Affirmative Action and Equal Employment programs of University; advises University community on content and administration of the program (extensive experience and knowledge of affirmative action and equal opportunity regulations; administrative experience in and knowledge of higher education) \$18,625-\$26,250.

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 communi-

cations 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 (two positions) (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); (2740) coordinates planning and execution of fund raising activities for major school at Penn (10 years' fund raising experience, preferably in higher education) \$24,650-\$34,750.

Associate Director (B113) is responsible for office management as well as planning, preparation and management of office budget; coordinates alumni and school efforts to develop a network of worldwide alumni clubs; plans and executes campus and regional alumni continuing education programs (excellent communication skills; ability to direct office activities and to execute external alumni programs; budgeting and management experience) \$14,850-\$20,550.

Associate Director of Athletics (2710) consults with coaches on sports schedules; prepares contracts for athletic and special events; prepares final expense reports; executes purchase and work orders; maintains athletic facilities; acts as liaison with physical plant and vendors; prepares budgets (B.A.; experience in Division I intercollegiate athletics; demonstrated management and supervisory ability) \$21,450-\$30,225.

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; is responsible for daily operation of clinic (DMD degree with board certification, five years' private practice experience; knowledge of University systems) \$28,325-\$39,950.

Coordinator, Special Summer Programs (B112) coordinates Penn's summer sessions offering with particular attention to course and program development and establishment of summer institutes; plans and executes the marketing of all summer programs (Ph.D. or equivalent; experience in the development of summer programs and institutes; experience with special programs; sensitivity to marketing needs) \$10,375-\$14,375.

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 of Communications (2732) is responsible for internal and external communications, relations and news media; coordinates University-wide public relations and publications (strong speaking and writing skills; communications experience and familiarity with universities and higher education) \$28,325-\$39,950.

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.

Executive Assistant to the President (2708) is responsible for the daily operation of the Office of the President, including staff supervision, meetings, correspondence, preparation of events, budget administration and liaison to other offices (superb ability in oral and written expression; organizational ability; productivity; tact and discretion; administrative experience, including familiarity with budget and finance; college or university teaching experience; familiarity with the University) \$24,650-\$34,750.

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.

Fresh Rowing Coach (2713) performs duties as assigned by head rowing coach (previous coaching experience; ability to relate to student-athletes; some knowledge of admissions/financial aid procedures) Salary commensurate with experience.

Foreman, Repair and Utility (2689) supervises, schedules and assigns work; orders materials and services; maintains records; inspects employees' work (graduation from trade school; five years as journeyman and steamfitter; thorough knowledge of HVAC systems, automatic temperature control systems, pumps and compressors) \$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 (five positions) \$10,375-\$14,375. See campus bulletin boards for information.

Loss Prevention Specialist (2634) performs internal price audit; handles shoplifting cases; trains staff in security; holds security seminars (some college; experience in retail security procedures; knowledge of internal and external pilferage problems; ability to document cases; familiarity with retail security) \$10,375-\$14,375.

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.

Programmer Analyst I (four positions) \$12,900-\$17,850. See campus bulletin boards for information.

Programmer Analyst II (two positions) (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); (B85) performs comprehensive systems planning, both development and implementation; works with and advises principal investigators and clinicians in areas of systems analysis and application development (bachelor's degree in mathematics and business administration; two years' systems programming experience, preferably on mini system; Basic, Fortran or 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.

Recruiting Coordinator and Admissions Liaison (2712) establishes national base alumni contacts to assist in recruiting effort for all athletic teams; works with admissions/financial aid to assist student-athletes; establishes summer/permanent employment programs for student-athletes; serves as departmental rep in eligibility counseling (B.A.; strong interpersonal and organizational skills; knowledge of admissions/financial aid procedures within Ivy League; able to travel extensively; background in intercollegiate sports;

knowledge of Ivy, NCAA and AIAW rules and regulations) 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 (two positions) (B110) coordinates and oversees all aspects of research project; supervises one full-time and 10 part-time research assistants; collects and analyzes data; plans budget and experimental design; implements all research experiments; synthesizes literature; (B130) coordinates preparation of multidisciplinary grant proposals, budgetary activities, two seminar series programs, Education Advisory Committee; operates gerontological clearing house; oversees bi-monthly newsletter, library, staff committees; writes periodic status reports (B.A. in social or behavioral sciences or administrative experience; specific experience in similar project activity) \$12,900-\$17,850.

Research Specialist I (three positions) \$11,250-\$15,580. See campus bulletin boards for information.

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) (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) \$16,125-\$22,725. See campus bulletin boards for information.

Staff Writer II (2679) develops and promotes news of the University with local and national news media; maintains liaison among the University community, higher education areas and the newsmedia; originates and places stories with editors; handles arrangements for media coverage of major campus events; helps to maintain and improve the University's relations with local and national media; identifies and produces newsworthy stories from various assigned beats among the schools of the University (several years' experience in professional newswriting and copyediting, ability to deal with higher education subjects, knowledge of news media standards, bachelor's degree, ability to write quickly and in an interesting manner) \$12,900-\$17,850.

Superintendent of Construction and Repairs (2690) supervises, schedules and assigns work; orders materials and services; maintains records; inspects employees' work (graduation from apprenticeship program or two years' technical or engineering school education; 10 years' experience in construction work with five years as a supervisor) \$14,850-\$20,550.

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 feeding of primates; knowledge of primate behavior and reproductive performance) \$12,900-\$17,850.

Assistant Football Coach performs coaching duties as prescribed by head football coach (at least one year coaching experience at college level) \$16,125-\$22,725.

Support Staff

Accounting Clerk (2697) posts revenues and cash to receivables; aggressively follows up on delinquent accounts through correspondence and telephone (H.S.

graduate; legible handwriting and general clerical skills; good typist) *New Bolton Center* \$6,875-\$8,750.

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

Administrative Assistant II (four positions) \$9,850-\$12,525. See campus bulletin boards for information.

Admissions Assistant (two positions) \$7,975-\$10,150. See campus bulletin boards for information.

Clerk III (two positions) (2722) types varied material; answers inquiries; opens, screens and distributes mail; composes form letters; processes transcripts (H.S. graduate; four years' clerical experience; ability to type accurately); (2738) provides accounting assistance; files, types and answers phone (H.S. graduate; two years' clerical experience; figure aptitude; ability to type accurately) \$6,875-\$8,750.

Clerk IV (B109) acts as date management person for longitudinal research on biological factors relating to delinquency and crime (ability to read, digest and evaluate information on official police records; previous experience with survey research procedures and interactive data entry procedures) \$7,425-\$9,450.

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.

Data Control Clerk (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) \$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.

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

Electron Microscope Technician II (A913) processes a variety of granulocytological 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.

Expeditor (B114) interacts with users of large duplicating service; maintains tracking system for jobs accepted and in progress; acts as telephone receptionist (well-developed communication skills; working knowledge of major photocopying devices; some college; up to one years' experience in duplicating procedures) \$7,425-\$9,450.

Groom (2706) is responsible for daily maintenance of assigned wards/stables for large animal patients; maintains diet program; assists in patient treatment (experience in care and handling of large animals; physically able to move about actively and lift considerable weight; ability to work without supervision and in a 48-hour work schedule) \$5,725-\$7,325.

Herdman I (two positions) (B89) raises new-born calves; maintains isolation barn stalls; bleeds and injects for experiments; maintains good health of calves (self-motivated; ability to work independently; experience in handling cows; ability to move around and to endure irregular hours up to 54-hour work schedule); (B90) takes care of cattle involved in radioisotope experiments; collects and processes blood, urine, milk, fecal and feed samples (experience in care and feeding of dairy cattle; aptitude for careful measurement; capable of lifting 100 lbs.) *New Bolton Center* \$5,500-\$7,025.

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.

Mechanician (2726) constructs, repairs and maintains laboratory equipment; provides general assistance to lab coordinator (electromechanical aptitude; ability to function well under pressure) \$9,150-\$11,725.

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.

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.

Project Budget Assistant (2720) prepares and processes requisitions, PAF's and related forms; maintains academic and contract accounts; assists with reports and contract proposals (accurate with figures; light typing) \$7,975-\$10,150.

Receptionist (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 (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) \$7,575-\$9,600.

Research Laboratory Technician II (four positions) \$8,575-\$10,850. See campus bulletin boards for information.

Research Laboratory Technician III (seven positions) \$9,650-\$12,225. For more information, see campus bulletin boards.

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

Residence Hall Clerk (2723) answers phone; provides information; keeps records; reports disturbances (mature individual; related job experience; H.S. graduate; friendly manner) \$5,570-\$7,088.

Secretary I (two positions) \$6,375-\$8,100.

Secretary II (19 positions) \$6,875-\$8,750.

Secretary III (21 positions) \$7,425-\$9,450.

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

Secretary/Technician, Word Processing (two positions) (B0077) operates CRT equipment to produce scientific grant applications and manuscripts; some transcription of letters from dictating equipment (excellent typing, spelling; word processing experience); (2680) does typing, dictation, transcribing (H.S. graduate; some knowledge of Lexitron equipment helpful) \$7,975-\$10,150.

Technician I (B92) assists in radioisotope experiments in cattle; processes samples for chemical and radiochemical assays; prepares bone samples for histomorphometric analysis (B.S., M.T. or equivalent in physiological sciences; experience in physiology or pathology laboratory; aptitude for orthopedic laboratory techniques) \$7,575-\$9,600.

Animal Laboratory Technician (2719) exercises animals; maintains cages; services routine animal care supplies, equipment, food, water receptacles and cage trays; unloads and stores kennel deliveries (physically able to move about actively and lift heavy animals or items; one years' experience in care of animals) \$7,575-\$9,600.

Jacqueline Wade: Civil Rights to Social Work

Jacqueline Wade and about 35 of her fellow students from Fisk University, a black school, were sitting at the lunch counter at a Woolworth's in Nashville. Suddenly a group of neighborhood rowdies—"red necks," she still calls them—began to hurl a fusillade of racial insults. Worse yet, they spat on Wade and her friends. Not surprisingly, the police were called to restore order and to haul the offenders off to jail. However, in a move illustrative of the times, the police locked up the blacks and let the white locals wander back onto the streets.

It was an active and a very important time in American history. But it was also a very dangerous period, she said. "White folks would walk by us and call names and spit and it would have been just as easy for one of them to be violent. That was difficult for my parents to deal with. While they were not conservative, they were realistic. They didn't want me to get hurt. They knew about the KKK and white hatred."

As soon as Wade and the others were carted off to jail a new group of protesters would fill their seats at the Woolworth lunch counter. "Before you knew it," she remembered, "the jails were full of people. Then, suddenly, people were marching on the capital in Tennessee to get us free." Eventually all charges were dropped.

"I've always been an activist," Wade said, "from those student days at Fisk to my present activities in the School of Social Work."

Indeed, Wade is now putting into practice what she picked up during the revolutionary period of the late 1950s and early 1960s. Her day-to-day work involves pushing for social reforms and educating people about social injustices and how to deal with them. Above all, she is an altruist who is interested in sharing her knowledge and experience in order to make things a little easier for others.

Wade can usually be found in her glass-enclosed office at the Penn Children's Center, located in a small building behind St. Mary's Church near Locust Walk.

Initially the juxtaposition of the corn-rowed hair studded with silver beads and the three-piece business suit may seem incongruous. Yes, she is an activist. However, she is also an educator, business woman, and mother who directs the Penn Children's Center. She teaches courses in the School of Social Work, is working on a Ph.D. in the Graduate School of Education, and is single handedly raising a 13-year-old daughter.

Wade came to the School of Social Work as a student in 1969, one year after the school



Jacqueline Wade

was closed down for a week by students protesting the lack of minority students. Her class had the largest black enrollment in the school's history.

After completing a masters in social work degree, Wade returned to work at the

Women's Christian Alliance in Philadelphia. She had taken a nine-month leave from the Alliance to pursue the MSW degree.

"It was about the time," she recalled, "that there was a big push for an early childhood education center at Penn. Louise Shoemaker (dean of the School of Social Work) remembered my interest in young children and asked me if I'd be interested in co-directing the center." Wade took the position and eventually became the lone director. In 1974 she began teaching courses in the School of Social Work in addition to directing the center.

Wade is also very involved in the Black Faculty and Administrators. "My involvement with the BFA was quite natural," she observed. "I had gotten to know a number of black faculty and administrators when I was a student in social work. I maintained those friendships while working with the women's alliance, so when I returned to the school it was easy for me to get involved in the organization. Besides, with social action and change being the focus of the BFA it's naturally interesting to social workers." Wade is BFA's treasurer, chairs its subcommittee on student life, and sits on its steering committee.

She is not one who will ever be content with things the way they are. "I don't intend to stay in this program forever," she said. "I'm working on a doctorate in education and administration and I hope to eventually get into student life and higher education administration. I want to aid life conditions," she said, "particularly as they relate to black people and other visible minorities."

—Bob Mitchell

Santa came to town: *They've made their lists, checked them twice and had the chance to tell Santa last Saturday at the Festival of Nations sponsored by the Penn Children's Center.*

