

Almanac

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University Ceremonies Honor King's Memory

"What will become of his dream?" C. Delores Tucker, former secretary of the Commonwealth, asked Tuesday night at a program in memory of Dr. Martin Luther King, Jr., who studied philosophy courses at the University from 1949 to 1951.

Tucker's speech, the climax of the ceremony, recounted the enormous economic, political and educational problems facing black Americans today.

Tucker was joined by A. Leon Higginbotham, United States Court of Appeals judge, W. Wilson Goode, city managing director, J. Lynn Leavenworth, former trustee, Moorehouse College, and by campus figures Samuel Sylvester, president, Black Faculty and Administrators, Janis I. Somerville, vice provost for University Life, and Herbert W. Nickens, faculty assistant to the president and provost.

Tucker deplored the seeming abandonment of King's dream, pointing out that the Kerner Commission Report's prediction that America was dividing into two separate societies, black and white, was drawing closer to reality. She noted that fewer minority students are currently attending Penn than in 1974, and that the situation in lower educational levels was even more dismal. Only half of black high school students are receiving diplomas, she said, and "half of those who do receive a diploma can't read it."

She added that a similar situation exists in the electorate. Only half of the eligible black population in Philadelphia is registered to vote, and only half of those registered actually vote. Moreover, high unemployment rates among blacks are crippling moves toward progress. "Prolonged failure to find work is beating them to the ground," she said. Tucker felt that Americans had to look to King's vision of action and commitment to solve these problems. "The 80's must be the decade of the We," she implored, "just as the 70's has been called the decade of the Me."

Tucker, who had marched with King, struck many of the same themes touched on by the evening's other speakers. Higginbotham also appealed for a return to King's dream and his spirit of excellence in his statements preceding Tucker.

He pointed out that the ceremony itself was not unique, and others similar to it were being conducted throughout the country.

Despite the accolades which the slain leader would be receiving, Higginbotham regretted that "tragically, many will forget that King was above all else a scholar with a steadfast and extraordinary commitment to excellence."

This commitment to excellence is necessary for the solution of the problems facing today's black Americans, Higginbotham said. It is now necessary to "master the disciplines, develop the systems," which would make such institutions as SEPTA and the public schools work for all people. He noted that while the picket lines to intergrate hot dog stands and Woolworth lunch counters in the early 60's allowed one to "feel that with each step you were making a statement" today's activists face the more difficult problem of "making sure the people have the funds to buy the hot dogs."

Goode, the new managing director of the City of Philadelphia and a Wharton alumnus, echoed Turner's and Higginbotham's sentiments. Blacks must study and understand the electoral process, as the sorry record of Philadelphia's black voters is "not consistent with the memory" of King. The educational system must be improved to teach students the abilities of "reading, writing, counting, and living in today's world." Government must be made accountable to all of the people, Goode urged, and crime, particular black-on-black crime, must be reduced.

More importantly, Goode said, King's belief in the power of human love must be re-awakened so that "love becomes primary and all else becomes secondary."

Perhaps the most personal remarks about King were delivered by Professor of Philosophy Elizabeth Flower, who participated in a seminar with King, "Ethics and the History of Philosophy." She recalled that although the discussions in Bennett Hall were sometimes overwhelmed by the clattering of trolleys and the noise of a gentlemen's room, King's ideas during his sojourn at Penn were "already vigorous and well-formed." Gandhi and Tolstoy were included in the class's readings, but she said that Kant's ethics, based on the dignity and worth of every individual, were central to the course.

A plaque in King's memory will be placed in Bennett Hall where King attended classes. It contains a dedication and this quotation from King's famous 1963 "March on

Washington" speech: "When we let freedom ring, when we let it ring from every village and every hamlet, from every state and every city, we will be able to speed up that day when all of God's children, black men and white men, Jews and Gentiles, Protestants and Catholics, will be able to join hands and sing in the words of that old Negro spiritual, 'Free at last! Free at last! Thank God almighty we are free at last!'"

Trustees Meet

The Trustees of the University meet on campus today and tomorrow in their second meeting of the academic year.

Today's and Friday morning's business will be conducted in various committee meetings. The stated meeting of the Trustees is scheduled for 2 p.m. Friday in the Council Room of the Furness Building. Committee meetings are closed, but the stated meeting is open to the University community.

Among the actions expected to be taken at the stated meeting:

—President Martin Meyerson will present his annual state of the University report.

—The committee on University Responsibility is expected to release its statement on divestiture of stock holdings of companies with business interests in South Africa. That statement is expected to hold firm against any such divestment.

—The number of young alumni trustees is expected to be increased from two to three.

In addition, the Committee on Facilities and Campus Planning and the Committee on Audit are expected to make more extensive reports than other Trustee committees reporting.

Inside

- Russia and Afghanistan: Professor Alfred Rieber offers his views, page 3.
- Spring semester calendar, pages 4-5.
- Nominations for University committees sought, page 8.

Speaking Out

Editor:

Anything for a (Petro-) Dollar

The ALMANAC which appeared immediately preceding the winter recess (20 December 1979) presented belated information on a contract already in force for six months between the University and the United Arab Emirates. That contract had been approved during last summer's recess, in direct contravention of the University's Interim Guidelines for the Acceptance of Gifts, Grants and Contracts (ALMANAC, September 12, 1978). The coincidence of summer approval, long-delayed announcement, inter-semester publication, and violation of regulations is, in the language of diplomacy, "regrettable".

The Interim Guidelines were the result of much thought, effort, and successive refinements by the Trustee's Committee on Corporate Responsibility, by Council Committees, by [the] Senate, and by the faculty at large. They had grown out of a Libyan contract proposed by the very same Principal Investigators, and they then saved the University from participation in a contract which subsequently was judged to be inappropriate and which was potentially embarrassing for the University. The approval of the contract with the Arab Emirates, in violation of the Guidelines, seriously weakens the University's procedural safeguards for the future.

The Guidelines require, inter alia, that the budget of a foreign-sponsored contract be published in advance of approval. The budget presented in the December 1979

ALMANAC is, indeed, interesting. Assuming that the blank item under "instructional costs" accounts for the \$74,000 discrepancy in the total, we note that the overhead rate is 15%. The overhead rate on domestic research grants is well above 50%, and we are repeatedly assured that the latter rate represents actual costs. Are we not all then subsidizing the Arab Emirates contract, perhaps from faculty salaries, or from inflated overhead rates on our domestic contracts? And have we not been so assessed unwillingly and unwittingly, by virtue of our exclusion from the mandated review process for foreign contracts?

The Emirates contract also contravenes, not only the Interim Guidelines, but long-established University priorities with respect to non-academic service contracts. The program is a *training* program for junior diplomats of the Arab Emirates. The University did not exercise authority for admission or rejection of the individual trainees, as it does for academic students. University policy dictates that such service contracts are to be undertaken only in exceptional cases. No such justification has been presented.

—Herbert Callen
Professor of Physics

Editor: I continue to read in the ALMANAC and *Daily Pennsylvanian* statements suggesting that "it has been argued in recent years that the endowment has not been effectively managed."

It depends on what time span is reviewed.

From September 30, 1974, when I became chairman of the Investment Board, to the date of my retirement on June 30, 1979, the investment performance of the A.I.F. was as follows:

	9/30/74	6/30/79
Total Market Value	\$72,958,420	\$127,341,010
Annualized Income	3,775,854	8,711,627
Cash additions to fund	30,700,000	
Capital withdrawals	5,700,000	
Net additions to fund	25,000,000	
Net appreciation for period		\$26,392,591

Please also notice that all income was paid out each year so we never had the use of any income for reinvestment.

Also please note that during this time the University badly needed income to keep out of the red so we followed a conservative investment policy of approximately 50-50 equities and bonds.

I suggest you publish these figures in the next issue of the ... ALMANAC as I feel the Committee did an outstanding job during this period. If you can find any better one in collegiate circles, for the same time and operating under similar requirements, I'll buy all editors a chocolate ice cream soda at Smokey Joes. (This is a safe bet on my part.)

—Wesley S. Stranger, Jr.

Trustee emeritus and
former chairman of the Investment Board



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Forum

Even though the departure of President Martin Meyerson is some 18 months away, and even before the presidential search committee had been selected, the debate had begun: what kind of person should be the next president of the University of Pennsylvania? What sort of person is needed to guide the University in the 1980s?

Because the University's leadership is important to all of us in the University community, ALMANAC invites readers to offer their thoughts on the next president. Responses will be published in a future issue of ALMANAC.

In penning their thoughts, we suggest readers take into account the following questions:

What kind of president does the University want for/need in the 1980s?

What particular challenges face that president?

What sort of background should this

individual have? An academic background? Business? Government service?

What particular qualities, what strength should this individual possess?

Should the search committee make any particular effort to locate candidates for the position who are women? Blacks or other minorities? University alumni?

ALMANAC will publish all letters received on this topic in the January 31 issue. To be published, letters must meet the following criteria:

- They must fill no more than two, typewritten, double-spaced pages.

- They must be received by the ALMANAC office, 513-515 Franklin Building, by 5 p.m. Friday January 25.

- Contributors must sign their letters, unsigned letter will be neither accepted nor printed.

- Letters must be neither libelous nor obscene.

A Fearful Kremlin Acts

by Alfred J. Rieber

The Soviet invasion of Afghanistan was a brutal and deplorable act, but it should not be interpreted as the first step in a new worldwide expansionist drive by the Russians. Instead, the move should be seen as a desperate response to a rapidly deteriorating international situation. There is no other way to explain why Moscow would jeopardize its economic and political relations with the United States and risk the condemnation of world opinion at this time.

In the past 30 years, the Soviet army has crossed its frontiers only under the most extraordinary circumstances—when Moscow's control of all Eastern Europe was clearly threatened, in Hungary in 1956 and Czechoslovakia in 1968. Even extreme provocations along the Chinese frontier in the past 10 years did not trigger such a massive Soviet reaction.

How can we explain this unprecedented step except as an attempt to protect vital national interests? If we try for a moment to see the world through Moscow's eyes, then it becomes clear that the Afghan rebellion against the pro-Soviet regime endangered the stability of the Soviet central Asian republics. The majority of the population in this area is ethnically and culturally related to the Afghans. The existence of a hostile Islamic government in Kabul would open the Soviet frontiers to constant infiltration and possibly to the spread of guerilla warfare into Soviet territories where the loyalty of the local population would be seriously strained. Moreover, an anti-Soviet victory by Muslim tribesmen in Afghanistan could turn the entire Islamic revival from an anti-Western movement into an anti-Soviet one. The Soviet leaders cannot have forgotten the brief but savage Muslim rebellions in Central Asia in the early years of the Soviet regime, nor can they ignore the great anti-Soviet potential buried in this strongly religious revival linked to national identity. At a time when national feelings within the Soviet Union are on the rise and when the Soviet leaders are worried about the impact of the rapidly increasing Muslim population upon the composition of the army and the labor force, a massive anti-Soviet Islamic revival would be a nightmare threatening the very existence of the Soviet state.

By piecing together evidence from the Soviet press, it is also clear that the Soviet leadership does not regard Afghanistan as an isolated event. They see it as one more link in a chain of political encirclement all along their extended frontiers from Western Europe to the Far East. In the West, the decision by NATO to install medium range ballistic missiles placed Soviet cities and industries in range of West European bases for the first time. At one stroke the balance of forces in Europe was shifted in favor of NATO.

At the same time, the Iranian rebellion on the Soviet southern frontiers created serious economic and political problems. It interrupted natural gas deliveries from Iran to the industries of the Soviet Caucasus. It also stirred demands for autonomy from the minorities in Iran like the Azerbaizhan and the Turkomen whose kinsmen live in the Azerbaizhan and Turkomen Soviet republics. Once again the Kremlin must be worried over the effect of such demands and the fighting in frontier areas upon their own citizens of the same ethnic composition.

Finally, farther to the East, negotiations with the Chinese were leading nowhere. But China was drawing closer to the United States. More ominously, the Chinese continued to support the Cambodian resistance to Hanoi and the Pakistani military assistance to the Afghan rebels. The loss of Afghanistan could then result in the emergence of an uninterrupted ring of hostile neighbors stretching from China to Norway!

But this is not all. The Soviet leaders have watched with dismay as the United States seemed to be turning away from detente under the pressure of a recession and sharply increasing its military budget to take up the economic slack. If the Americans were moving to the right in domestic and foreign policy, then a Soviet defeat in Afghanistan would be the signal for reduced pressure to make further compromises on human rights and disarmament which they believe would weaken their world position.

In the long run then, the lesson of Afghanistan for the United States might well be to recognize the need to conduct a consistent and predictable foreign policy toward the Soviet Union. Either we have to accept or reject the right of the Soviet Union to be a great power. In either case, we cannot prevent Soviet leaders from defending what they perceive to be their vital interests any more than they can prevent us from doing the same. But at least by negotiating settlements we can help avoid crises like the present one.

To have ratified SALT II and refrained from installing medium range missiles in Europe would have given us leverage to restrain Soviet military activity. In the absence of those agreements, the Soviet Union has nothing to lose from our displeasure which can match the importance of those agreements—not the Olympics, nor grain, nor cultural exchanges.

The simple truth of the matter is that, like it or not, arms control is in our vital interest and that of the world—Afghanistan is not.

A Fearful Kremlin Acts appeared in the Philadelphia Bulletin on January 9.

Furthermore...

To understand why the Soviet Union invaded Afghanistan in 1980, one must understand nearly four centuries of Russian history and foreign policy, Professor of Russian history Alfred J. Rieber said this week.

"I try to take a long-range historical perspective tracing from the 17th century to the present," Rieber said in explaining how he arrives at his conclusions on the present crisis in the Middle East.

In addition to giving his observations an historical perspective, Rieber said he "gathers as much political data as I can by gleanings in the press." News in the Soviet press "is an official comment on what concerns the government," he said.

Balancing history and present political events, Rieber said he believes the Soviet's action "grows out of persistent elements in foreign policy," and he listed a few examples:

"Russia has been interested in Iran since the 17th century. Peter the Great seized the southern shore of the Caspian Sea. There were Russian agents in Afghanistan in the 1830s and '40s," he noted. Geopolitically, the Middle East has always been of importance to the Russians.

Rieber doesn't see the invasion as a strategic move to bring the Soviets closer the Iranian oil fields. "Afghanistan leaves the Russians no where," he observed. "It has no railroad lines. It's worthless as a strategy base," because of rugged terrain and lack of transit routes.

Rather, he believes the invasion of Afghanistan is the Soviet's means of insuring "stability across their frontier," of assuring that the Islamic revolution in Iran does not spill into Afghanistan and then the Soviet Union.

Nonetheless, one cannot simply dismiss the invasion because one can explain it. "The Soviets are clearly engaged in blatant aggressions," Rieber said, although he believes the United States should not view it as a strategic move against us. He doesn't see this as a Free World/Communist standoff.

Thus, while he believes the U.S. was right in supporting the United Nation's condemnation of the Soviet invasion, "the U.S. shouldn't have been the leader (of that action)," Rieber observed. "The U.N. action should have been lead by the countries directly threatened, i.e. Iran, Pakistan and India," he said.

We are, he suggested, exaggerating Afghanistan's importance—"it is of no value to us"—and overreacting with actions like the economic sanctions against the U.S.S.R., "which only harm the U.S." Perhaps the real casualty of the entire situation is the SALT II treaty which now stands little chance of approval this year, he noted.

—C.A.V.

On Campus, Spring Semester

Alumni Events

All events are open to the entire University community. For more information call Ext. 7811.

January

Friday, 18 The Organized Classes sponsors its annual dinner beginning at 5 p.m. with a seminar in Van Pelt Library and moving to the Faculty Club for a reception at 6 p.m.

Saturday, 19 The General Alumni Society hosts a Founder's Day reception and luncheon at noon in the Chinese Rotunda and Upper Egyptian Gallery, University Museum.

February

Saturday, 9 The General Alumni Society sponsors Family Day at Mask and Wig with lunch at noon and a performance at 1 p.m., Mask and Wig Clubhouse, 310 S. Quince Street.

Tuesday, 12 A basketball homecoming reception and pre-game dinner begins at 5:50 p.m., Hutchinson Gymnasium.

March

Sunday, 2 The University Museum hosts Alumni Family Day, 1 to 5 p.m., University Museum.

Friday, 28 The General Alumni Society sponsors Class Night at Mask and Wig Clubhouse.

April

Saturday, 19 The Society of the College and the Alumnae and Alumni of the Arts and Sciences sponsor a spring program of seminars and lunch.

May

Friday, 16 The Annual Meeting of the Society of the College and the Alumnae and Alumni of the Arts and Sciences begins at 5 p.m. in the Faculty Club.

The General Alumni Society hosts its annual Alumni Weekend through Saturday.

The Alumni Tennis Class National Playoffs begin at the Robert P. Levy Tennis Pavilion and runs through Sunday.

Saturday, 17 The General Alumni Society sponsors a three mile fun-run through campus.

Art Exhibits

January

Friday, 18 *Two Centuries and Beyond: Designs and Dreams for the Pennsylvania campus* opens in the galleries of the Graduate School of Fine Arts and runs through February 29.

March

Wednesday, 19 *Urban Encounters: Art/Architecture/Audience* opens at the Institute of Contemporary Art and continues through April 17.

Thursday, 20 The ICA *Street Sights* opens and runs through May 18 using the city as a gallery for performances and exhibits.

Blood Drives

The University Hospital sponsors blood drives at the following dates and locations throughout the semester: **January** Thursday, 24: Houston Hall; Tuesday, 29: Vance Hall; Thursday, 31: McClelland Hall. **February** Thursday, 14: High Rise East; Tuesday, 19: Dental School; Thursday, 21: Hillel; Tuesday, 26: Veterinary School. **March** Tuesday, 4: High Rise South; Thursday, 20: Zeta Beta Tau; Tuesday, 25: Hill House; Thursday, 27: Medical School. **April** Thursday, 10: High Rise North; Tuesday, 15: McClelland Hall; Wednesday, 23: Houston Hall.

Concerts

January

Friday, 18 The Penn Contemporary Players present Lambert Orkis in a recital of works by Wright, Primosch, Penn, and Ives in Lang Concert Hall, Swarthmore College.

February

Friday, 29 Eugene Narmour conducts the University Symphony Orchestra in an all-Copeland concert at Irvine Auditorium. The composer will be in attendance.

March

Friday, 21 President Martin Meyerson and Provost Vartan Gregorian sponsor the performance of Handel's *Judas Maccabeus* by Pennsylvania Pro Musica at 8 p.m., St. Mary's Church.

Continuing Education

The School of Medicine offers the following courses in its Continuing Medical Education Series. For more information call Ext. 2544.

February

Saturday, 16 Pediatric Dental Medicine: The Physician's Responsibility for Oral Health.

March

Saturday, 8 Some Aspects of Pediatric GI Disease.

Friday, 28 Therapy in Neurology.

April

Saturday, 5 Commonly Encountered Skin Problems by the Primary Care Physician.

Wednesday, 9 Nutrition Update—Fourth Annual Nutrition Symposium.

May

Thursday, 15 Anterior Segment Surgery.

Thursday, 22 Ambulatory Gynecology for the Primary Care Physician.

Lectures

January

Wednesday, 16 The Language in Education colloquium series presents Nessa Wolfson on *The Study of Speech Behavior in American English and Its Implications for Education* at 7 p.m. in Room B-21, Stiteler Hall.

Thursday, 17 The physical therapy department features Mary Joan Day on *The Elusive Rostral Projections of the Vestibular System* at 11 a.m. in Nursing Education Building 212.

The South Asia program sponsors Steven Kemper of Bates College on *Astrology as a Cultural Mode of Communication* at 11 a.m. in Classroom 2, University Museum.

Thursday, 24 The South Asia program features Ann Radwan of the University of North Florida on *Journalistic Strategies in Pakistan's Press* at 11 a.m. in Classroom 2, University Museum.

The School of Public and Urban Policy presents Bernard Bloom on *Policy Issues in Physician Manpower Planning* at 2 p.m., School of Public and Urban Policy.

Thursday, 31 The South Asia program sponsors Edwin Gerow of the University of Chicago on *Grammar as a Structure for Indian Aesthetics* at 11 a.m. in Classroom 2, University Museum.

The School of Public and Urban Policy features Theodore Hershberg on *A Tale of Three Cities: Blacks, Immigrants and Opportunity—Policy Considerations* at 3 p.m., School of Public and Urban Policy.

February

Tuesday, 5 The physical therapy department sponsors Dr. Ann Beuf on *Children in Hospitals* at 11 a.m. in Room 212, Nursing Education Building.

The psychiatry department colloquium series features F. Curtis Dohan of the Eastern Pennsylvania Psychiatric Institute on *Genes, Glutens and Schizophrenia* at 11 a.m. in Medical Alumni Hall, University Hospital.

Wednesday, 6 The Language in Education colloquium series presents Gerald Prince on *Metanarrative* at 7 p.m. in Room B-21, Stiteler Hall.

Thursday, 7 The South Asia program features Pauline Kolenda of the University of Houston on *Marriage Networks and Marriage Alliance: A Comparative View* at 11 a.m. in Classroom 2, University Museum.

The School of Public and Urban Policy presents Lawrence White of New York University on *Managing Health and Safety Regulations: A View from Inside* at 2 p.m., School of Public and Urban Policy.

Thursday, 14 The South Asia program features M.S.A. Rao of the University of Delhi and the University of Virginia on *Ideology and Communication in Socio-Cultural Movements* at 11 a.m. in Classroom 2, University Museum.

Wednesday, 20 The Language in Education colloquium series sponsors Brian Sutton-Smith on *The Child's Mind as a Poem* at 7 p.m. in Room B-21, Stiteler Hall.

Thursday, 21 The South Asia program features David Lalyveld of the University of Minnesota on *Urdu as a Public Language: A Social History* at 11 a.m. in Classroom 2, University Museum.

The physical therapy department features Dr. Robert Davies on *Biochemical Energetics of Muscle Contraction* at 11 a.m. in Room 212, Nursing Education Building.

The School of Public and Urban Policy sponsors Allen Kneese on the *Ethical Foundations of Benefit-Cost Analysis* at 2 p.m., School of Public and Urban Policy.

Tuesday, 26 The Faculty Club presents a Faculty Club Tea with Phyllis K. Pulver on *Change: A Consistent Concern* at 1:30 p.m., Faculty Club.

Wednesday, 27 The School of Social Work features Dr. Frank M. Loewenberg on *Destigmatization of Public Welfare* at 2 p.m., School of Social Work.

Thursday, 28 The South Asia program sponsors Regula Qureshi of the University of Alberta on *Music and Its Audience in India* at 11 a.m. in Classroom 2, University Museum.

March

Tuesday, 4 The physical therapy department features Rebecca Craik on *Visual Guidance and Motor Performance* at 11 a.m. in Room 212, Nursing Education Building.

The department of psychiatry presents Dr. Israel Zwerling of Hanneman Medical College on *Role Variations in Normal and Pathologic Families* at 11:30 a.m. in Medical Alumni Hall, University Hospital.

Wednesday, 5 The Language in Education colloquium series sponsors Charles Dwyer on *Public Language, Private Values in Education* at 7 p.m. in Room B-21, Stiteler Hall.

Thursday, 6 The South Asia program features Joan Erdman of the University of Chicago on *Changes in the Relationship between Artists, Patron, and Audience* at 11 a.m. in Classroom 2, University Museum.

Tuesday, 18 The physical therapy department presents Barbara Bourbon on *Effects of Altered Masticatory*

Apparatus upon Cranial Sutures and the Temporo-Mandibular Joint at 11 a.m. in Classroom 2, University Museum.

The School of Public and Urban Policy features Ann Friedlander of the Massachusetts Institute of Technology on *Freight Transport Deregulation: Equity, Efficiency, and Competition* at 2 p.m., School of Public and Urban Policy.

Wednesday, 19 The Language in Education colloquium series presents Dan Ben-Amos *On Being a Professional Storyteller in Edo, Nigeria* at 7 p.m. in Room B-21, Stiteler Hall.

Thursday, 20 The South Asia program features William Stapp of the Smithsonian Institution on *Photographic Images and India's Changing Views of Itself* at 11 a.m. in Classroom 2, University Museum.

Thursday, 27 The South Asia program sponsors John Rosenfeld of Harvard University on *Icon and Image as Means of Communication* at 11 a.m. in Classroom 2, University Museum.

April

Monday, 1 The psychiatry department colloquium series presents Dr. Ellen Berman of the Marriage Council of Philadelphia at 11:30 a.m. in Medical Alumni Hall, University Hospital.

The physical therapy department features Dr. John C. Hershey on *Patient Compliance: A Decision Scientist's View* at 11 a.m. in Room 212, Nursing Education Building.

Wednesday, 2 The Language in Education colloquium series presents Barbara H. Smith *On Defining Literature* at 7 p.m., Room B-21, Stiteler Hall.

Thursday, 3 The South Asia program features Kenneth Bryant of the University of British Columbia on *Strategies of Communication in Vaisnava Poetry* at 11 a.m. in Classroom 2, University Museum.

Wednesday, 9 The Language in Education colloquium series sponsors Barbara Kirshenblatt-Gimblett on *Riddle and Proverb as Pivotal Forms* at 7 p.m. in Room B-21, Stiteler Hall.

Tuesday, 15 The physical therapy department features George Logue on *Evaluation in Professional Education* at 11 a.m. in Room 212, Nursing Education Building.

Movies

The schedule for the International Cinema Series shown at International House is currently available at International House. This semester's films include Chabrol's *Violette* on January 31 and February 1 and Robert's *Alexander* on February 7-8. The series runs Wednesday through Friday evenings with matinees on Friday afternoons. Admission is \$2; \$1 for matinees. A discount plan is available.

The Annenberg School's Exploratory Cinema begins its spring program devoted to contemporary films on January 23. Schedules are available at the Annenberg Center and screenings are held in the Studio Theater of the Center on Wednesdays at 7 and 9:30 p.m. Admission is \$1 for students with I.D. and \$2 for the general public. This semester's films include King's *A Married Couple* on February 5 and Fellini's *The Clowns* on April 16.

The University Museum Film Series continues at the University Museum's Harrison Auditorium. Films and concerts begin at 2:30 p.m. on Sundays; admission is free. The series calendar includes Losey's *Mr. Klein* and Renoir's *The Golden Coach*.

Seminars

January

Saturday, 26 The School of Veterinary Medicine sponsors a Canine Symposium at the University Museum. Call Ext. 4234 for information.

Sunday, 27 The children's folklore series of International House presents Irish storytelling and mountain music at 2 p.m. in International House. Admission is \$1.50 for children and house members.

Wednesday, 30 The School of Veterinary Medicine hosts its Annual Conference through Thursday at the University Hilton Hotel. Call Ext. 4234 for information.

February

Thursday, 7 Van Pelt Library sponsors a seminar on bibliographic access for members of the faculty and their assistants, 3-5 p.m. in the first floor Conference Room, Van Pelt Library.

Tuesday, 12 Van Pelt Library sponsors a seminar on online searching in the social sciences for members of the faculty and their assistants, 3-5 p.m. in the first floor Conference Room, Van Pelt Library.

Friday, 13 The School of Veterinary Medicine's continuing education series sponsors *New Drugs in Small Animal Anesthesia* at 7 p.m. in Lecture Room B, Veterinary School.

The Van Pelt Library sponsors a seminar on statistical sources for members of the faculty and their assistants, 3-5 p.m. in the first floor Conference Room, Van Pelt Library.

Wednesday, 20 The School of Veterinary Medicine features *Practical Internal and External Fracture Fixation Technique in Small Animal Practice* at 9 a.m., Faculty Club.

Thursday, 21 The Folklife Center of International House presents Indian music at 8 p.m. in the last of its series of five lectures entitled *Making Music Together: Improvisation in Five Traditions*. Admission is \$2 for the general public and \$1.50 for House members.

March

Wednesday, 5 The School of Veterinary Medicine offers *Radiographic Techniques and Evaluation of Acutely Ill and Emergency Patients* at 9 a.m., Faculty Club.

Wednesday, 12 The School of Veterinary Medicine's continuing education series sponsors *Dermatology Overview* at 7 p.m. in Seminar Room B, Veterinary School.

Saturday, 29 The School of Veterinary Medicine holds a Feline Symposium in the University Museum. Call Ext. 4234 for information.

April

Tuesday, 8 The Faculty Tea Club hosts *Chinese Cooking—A Demonstration* at 1:30 p.m., Faculty Club.

Wednesday, 9 The School of Veterinary Medicine's continuing education series presents *Radiology of Bleeding: Hematemesis, Hemoptysis, Epistaxis, Melena, and Hematochezia* at 7 p.m. in Seminar Room B, Veterinary School.

Thursday, 17 The School of Veterinary Medicine sponsors *Routine Herd Health Problems and Diseases of Swine* at 8:30 a.m. in Sellingsgrove, Pa. Call Ext. 4234 for information.

Wednesday, 30 The School of Veterinary Medicine features *Practical Approaches to Soft Tissue Surgery* at 9 a.m., Faculty Club.

May

Wednesday, 14 The School of Veterinary Medicine's continuing education series offers *Reconstructive Therapy* at 7 p.m. in Seminar Room B, Veterinary School.

Wednesday, 21 The School of Veterinary Medicine sponsors *Bovine Anti-Bacterial Therapeutics* at 9:30 a.m. in York, Pa. Call Ext. 4234 for information.

June

Friday, 6 The psychiatry department sponsors *Psychiatry for the 80's* through Sunday in Atlantic City. Contact Martion Malakoff at 662-2849 for information.

Sports

Sporting events are listed weekly in the calendar section of the ALMANAC. Schedules are available in the Office of

Recreation and Intercollegiate Athletics or call Sports Information at Ext. 6128.

January 17-27

Thursday, 17 Women's basketball plays Immaculata at 8 p.m. at Immaculata.

Friday, 18 Men's junior varsity basketball takes on Camden County Community College at 7 p.m. in the Palestra.

Saturday, 19 Men's fencing competes against Maryland, Johns Hopkins and UNC at 11 a.m. at Maryland; women's fencing meets Jersey City and Paterson at 11 a.m. at Jersey City; men's Indoor track competes in the Lehigh Invitational; men's wrestling takes on Lafayette and Army at 1 p.m. at Lafayette; men's basketball plays Villanova at the Spectrum at 1:30 p.m.; men's squash meets Army at 2 p.m. at the Ringe Courts; men's swimming competes against Dartmouth at 2 p.m. at Sheerr Pool.

Tuesday, 22 Women's swimming competes against Villanova at 6 p.m. at Villanova; women's basketball takes on Georgetown at 7 p.m. in the Palestra; women's gymnastics meets Trenton at 7 p.m. in Hutchinson Gym.

Wednesday, 23 Men's wrestling competes against Rutgers at 2:30 p.m. in the Palestra; men's swimming meets La Salle at 3 p.m. at Sheerr Pool; men's basketball takes on St. Joseph's at 9 p.m. at the Palestra.

Thursday, 24 Women's badminton plays Temple at 4 p.m. at Temple.

Friday, 25 Women's indoor track competes in the Philly Five Meet at 6:30 p.m. at West Chester; women's swimming meets Cornell at 7 p.m. at Cornell; women's basketball takes on Cornell at 7:30 p.m. at Cornell.

Saturday, 26 Women's fencing takes on Penn State at 11 a.m. in Weightman Hall; men's junior varsity basketball meets Drexel at 12:15 p.m. at Drexel; men's fencing competes against Penn State and St. John's at 2 p.m. in Weightman Hall; men's squash faces Yale at 2 p.m. at the Ringe Courts; men's swimming meets Villanova at 2 p.m. at Sheerr Pool; men's wrestling takes on F&M at 2 p.m. at F&M; men's basketball plays Richmond at 3 p.m. in the Palestra; women's swimming meets Rochester at 4 p.m. at Rochester; women's basketball takes on Rochester at 7 p.m. at Rochester.

Sunday, 27 Men's volleyball competes in the Penn State Invitational at Penn State; men's indoor track meets Yale and Brown at noon at Yale.

Theater

Call Ext. 6791 for ticket information and reservations.

February

Tuesday, 12 The McCarter Theater Company presents Moliere's *The Miser* through Sunday at the Annenberg Center.

Wednesday, 13 The Pittsburgh Public Theater opens in *Loot* at the Annenberg School Theater and runs through Friday, 24.

Friday, 29 The Annenberg Center's Theater for Children Series offers *The Incredible Feeling Show* through tomorrow.

March

Wednesday, 5 The Goodman Theater Company presents performances of Ibsen's *An Enemy of the People* through Sunday at the Annenberg Center.

Wednesday, 26 The Folger Theater Group presents *Love Letters on Blue Paper* through April 26 at the Annenberg School Theater.

April

Wednesday, 9 The Annenberg Center presents the opening of Arthur Miller's *Up from Paradise* with previews on April 4, 5, 6, and 8. The show runs through Sunday.

University Council

The University Council meets in the Council Room of the Furness Building from 4 to 6 p.m. on the following dates: February 13, March 19, April 9, April 30.

Opportunities

The following listings are condensed from the personnel office's bulletin of January 10. 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. 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; Ledy Lab: first floor, outside Room 102; Anatomy-Chemistry Building: near Room 358; Rittenhouse Lab: 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.

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. Openings listed without salaries are those in which salary is yet to be determined.

Administrative/Professional

Accountant I (2 positions) \$10,375-\$14,375. See campus bulletin boards for more information.

Administration Officer (B135) administers center: budgets, personnel, federal grants and contracts (knowledge of economic development and problems of entrepreneurial business; familiarity with University accounting, research administration) \$12,900-\$17,850.

Assistant Comptroller (2744) manages all financial activities, accounting and budget of a major school responsibility center (4 years' experience in public or fund accounting; C.P.A.).

Assistant Controller of Physical Plant (2 positions) assists operating accounting functions and managing personnel (B.A. in accounting).

Assistant Director (2569) collects and analyzes energy data for the University conservation program data base; performs technical analyses of various conservation projects; 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).

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; assesses existing projects; trains dental and dental hygiene students (M.S. in health sciences; registered dental hygienist; 5 years' experience in supervision of clinical facility) \$14,850-\$20,550.

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; 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 (B.A./B.S.; 3 years' fund-raising experience; ability to direct large-scale volunteer programs) \$12,900-\$17,850.

Assistant to the Director (2707) 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 \$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 administra-

tion, 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 (3-5 years' experience in public relations or promotional or fund-raising work) \$16,125-\$22,725.

Associate Development Officer III (2 positions) (2541) coordinates fund-raising activities; works with dean on campaign objectives; presents attractive fund-raising programs (fund-raising experience in higher education and academic administration work); (2740) coordinates planning and execution of fund raising activities: for school (10 years' fund raising experience, preferably in higher education) \$24,650-\$34,750.

Associate Director (B113) 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; management and supervisory ability) \$21,450-\$30,225.

Business Administrator II (2768) performs business functions of cost recovery center; supervises bookkeeping functions; instructs buyers (B.B.A.; 2-4 years' accounting responsibility; familiarity with computerized accounting functions; experience in cost accounting) \$11,250-\$15,850.

Buyer (2 positions) \$12,900-\$17,850. See campus bulletin boards.

Career Counselor (2631) develops alumni advising and other career planning; implements career planning seminars and workshops; conducts job hunting strategy sessions (M.A./M.S. 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 (M.A./M.S. degree in accounting, 5 years' experience with financial and administrative duties).

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 with board certification; 5 years' private practice experience; knowledge of University systems) \$28,325-\$39,950.

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

Deputy Director (02651) assists in managing department responsible for development, maintenance and operations of University information system (degree in related discipline; 5 years' experience; demonstrated knowledge of systems; ability to communicate and manage).

Director (2 positions) \$21,450-\$30,225. For more information, see campus bulletin boards.

Director of Communications (2724) 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) 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 (M.A./M.S. in college student personnel administration or equivalent; residence hall experience) \$10,375-\$14,375.

Director, Upperclass Admissions (2752) develops and administers programs to recruit students enrolled in other universities, high school seniors in other countries

(B.A./B.S.; educational background in admissions; 3-5 years' experience) \$12,900-\$17,850.

Executive Assistant to the President (2708) 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.

Fiscal Coordinator (2742) maintains budgets for research contracts, grants, service centers and department (B.A./B.S. in accounting; 2 years' experience) \$10,375-\$14,375.

Fresh Rowing Coach (2713) (previous coaching experience; ability to relate to student-athletes; 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; 5 years as journeyman and steamfitter; thorough knowledge of HVAC systems, automatic temperature control systems, pumps and compressors) \$12,900-\$17,850.

Group Practice Administrator (B137) administers finances, budgets and operations of department (M.B.A. preferred; 5 years' experience in health care management, emphasis on professional reimbursement).

Histology Technician II (B141) fixes and decalcifies tissue; embeds, sections and stains; makes solutions (autoradiography, developing x-rays, ASCP registration) \$10,900-\$13,800.

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 (B.A./B.S. or equivalent experience; exposure to job evaluation and related salary administration activities) \$10,375-\$14,375.

Junior Research Specialist (7 positions) \$10,375-\$14,375. See campus bulletin boards for information.

Librarian I (2767) does original cataloging and classification of monographic materials primarily in Portuguese and Spanish (M.A./M.S. from ALA accredited school; proficiency in above languages; familiarity with AACR, LC subject headings; knowledge of automated cataloging; experience) \$11,250-\$15,850.

Nurse Practitioner I (2755) triage; assists physicians; gives allergy injections, immunizations, the skin testing (graduation from accredited nursing school; 10 years' experience in emergency room or outpatient facility) \$12,900-\$17,850.

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

Organizational Development Officer (2750) maintains organizational and staffing tables; consults with work units on staffing levels, work assignments and departmental requirements; designs programs for staff development career counseling (B.A.; extensive experience in University setting; understanding of personnel and staffing requirements, policies) \$14,850-\$20,550.

Programmer Analyst I (4 positions) \$12,900-\$17,850. See campus bulletin boards for information.

Programmer Analyst II (2 positions) \$14,850-\$20,550. See campus bulletin boards for information.

Public Information Officer (B54) develops and coordinates public information program, including media relations, information materials and events with emphasis on marketing programs and services (B.A./B.S. with 3 years' public information experience in a non-profit organization).

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 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).

Regional Director of Admissions (2592) responsible for developing programs for the recruitment of secondary school students (B.A./B.S. with educational background; 3 years' experience) \$14,850-\$20,550.

Research Coordinator (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 \$12,900-\$17,850.

Research Specialist I (3 positions) \$11,250-\$15,580. See campus bulletin boards for information.

Research Specialist II (2 positions) \$12,900-\$17,850. See campus bulletin boards for information.

Research Specialist III (2 positions) \$14,850-\$20,550. See campus bulletin boards for information.

Secretary of the Corporation 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).

Senior Systems Analyst (4 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 news media; 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 news writing and copyediting; ability to deal with higher education subjects; knowledge of news media standards; B.A.; ability to write quickly and in an interesting manner) \$12,900-\$17,850.

Staff Nurse (B142) performs patient care in clinic relating to protocol treatment; dispenses experimental drugs; collects data on all RTOG points; maintains liaison with NIH and RTOG headquarters (R.N. with maturity; oncology experience) \$10,375-\$14,375.

Staff Psychiatrist (2754) responsible for seeing psychiatry patients on a full-time basis (M.D.; completion of residency in psychiatry; 20 years' experience in college psychiatry) \$28,375-\$39,950.

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 2 years' technical or engineering school education; 10 years' experience in construction work with 5 years as a supervisor) \$14,850-\$20,550.

Supervisor, Primate Colony 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; 5 years' experience in care and feeding of primates; knowledge of primate behavior; reproductive performance) \$12,900-\$17,850.

Assistant Football Coach (at least one year coaching experience at college level) \$16,125-\$22,725.

Support Staff

Accounting Clerk prepares accounting reports of gifts/pledges (H.S. graduate; good bookkeeping aptitude; accurate typing ability) \$6,875-\$8,750.

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

Administrative Assistant II (2 positions) \$9,850-\$12,525. See campus bulletin boards for information.

Admissions Assistant (2621) responsible for preparation of office's typed documents; prepares reports, etc. (excellent typing; knowledge of Mag Card) \$7,975-\$10,150.

Bookstore Clerk I (2766) sorts, checks, codes, calculates

or posts data to records/ledgers; files material (H.S. graduate; clerical and/or figure aptitude) \$5,500-\$7,000.

Clerk III (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 (2 positions) \$7,425-\$9,450. See campus bulletin boards.

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

Coordinating Assistant (2757) prepares interview schedules for employers and students; handles sign-ups; organizes group meetings to familiarize students with services and procedures; interfaces with other personnel to maintain computerized sign-up systems and to act as troubleshooter; writes and disseminates interview procedures (2 years' college or secretarial school; accurate typing; office experience; ability to work with others under pressure, handle heavy office volume) \$8,625-\$10,950.

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./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 (2 positions) \$7,975-\$10,150. See campus bulletin boards.

Electron Microscope Technician (2 positions) \$9,650-\$12,225. See campus bulletin boards.

Electronic Technician I (B144) performs construction and wiring from schematics; assists in checkout of electronic equipment (H.S. graduate; graduation from acceptable electronic technician's course; experience) \$8,575-\$10,850.

Executive Secretary to the Vice Provost (2782) maintains vice provost's calendar; collects and prepares material for meetings and projects; supervises office staff; responsible for filing system; types confidential material; responds to correspondence and phone inquiries (able to deal tactfully, make decisions; 5 years' experience, preferably in university setting) \$10,000-\$12,725.

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.

Repairs Expeditor (2776) expedites complaints regarding maintenance, housekeeping, construction and other facilities services, maintains records (H.S. graduate; vocational and commercial background; good typing skills; knowledge of maintenance, housekeeping, construction methods) \$7,975-\$10,150.

Groom (2706) 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 (2 positions) \$5,500-\$7,025. See campus bulletin boards.

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.

Keypunch Operator (2769) prepares diskettes; enters and verifies information (H.S. graduate; 2 years' experience with IBM 29 or formal professional training on IBM 3742 Electronic Data Entry System) \$6,875-\$8,750.

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.

Medical Receptionist (B159) \$6,875-\$8,750. See cam-

pus bulletin boards for more information.

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.

Placement Assistant (2731) schedules weekly and daily student interviews with legal recruiters; maintains office files, Placement Library and job notices; deals with students, faculty and national and international legal community (2 years' college; familiarity with office management; record keeping; typing) \$7,975-\$10,150.

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 (3 positions) \$5,900-\$7,525. See campus bulletin boards for more information.

Recorder (2688) performs general office functions; distributes laboratory cabinet keys; assists with orientation, graduation and other meetings; maintains grading system (typing 40 wpm; dictaphone; 2 years' college and office experience) \$7,425-\$9,450.

Registration Assistant I (2758) responsible for execution of registration methods, procedures, data and controls; answers inquiries (H.S. graduate; 5 to 8 years' clerical work, preferably at a University; ability to handle detail with accuracy and dispatch) \$7,975-\$10,150.

Research Bibliographer I (B155) handles administrative duties associated with publications and research program of Huebner Foundation; edits manuscripts for publication; maintains mailing lists; prepares news releases; secretarial duties (B.A. with good English background) \$7,975-\$10,150.

Research Laboratory Technician I (2 positions) \$7,575-\$9,600. See campus bulletin boards.

Research Laboratory Technician II (7 positions) \$8,575-\$10,850. See campus bulletin boards.

Research Laboratory Technician III (7 positions) \$9,650-\$12,225. For more information, see campus bulletin boards.

Research Mechanist I (B28) operates all standard metal working machine tools; fabricates, modifies, repairs, and assembles experimental apparatus (completion of 4-year apprenticeship or equivalent experience; knowledge of shop mathematics and the working properties of all metals, alloys, and synthetic materials); \$9,525-\$12,200.

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

Secretary III (19 positions) \$7,425-\$9,450.

Secretary Medical/Technical (5 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.

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.

Vet. Anesthesia Technician II (2718) instructs students and technicians; anesthetizes animals; maintains equipment (2 years' experience) \$14,100-\$17,850.

For the Record



To the University Community:

Once again the Committee on Committees begins its work with an invitation to the faculty and administrative staff to nominate themselves and their colleagues for service on University committees.

We will be spending most of the spring term assembling lists of prospective members who are most interested in and most qualified for service on the 19 key committees listed here. They are the advisory bodies which will help shape academic/administrative policy, administer certain all-University projects such as faculty awards and honorary degrees, and assist operations such as the bookstore and libraries to be of greater service to the campus.

To make our committees effective we need to consider the largest possible pool of candidates with the broadest range of experience and viewpoints. Before submitting your own name or that of a colleague, you may wish to have a better understanding of the work being done by a particular committee. One way to obtain such information is by studying the committee reports which have been published in *Almanac*. [See October 18, November 8, and November 15, 1979 issues.]

Except where noted, all of the committees listed here are open to both faculty and staff. We plan to submit our recommended committee membership lists to the Steering Committee in late April. In order that we may meet this deadline, we ask you to make your nominations by February 15.

We are making recommendations to the Steering Committee and University Council for some changes in committees following a review of the structure. Most of the recommendations deal with the reclassification of committees and with changes in charges or memberships and will, if accepted, not materially affect the listing and brief descriptions below. An exception is the proposed new Committee on Communications which we list here in the hope that it will be approved by the Council and can be organized for service in 1980-81.

The 1980 Committee on Committees

Stella Y. Botelho	Joseph F. Kane
James Cassidy	Fred Karush
Andrew J. Condon	John A. Lepore
Henry M. Hoenigswald	John Nelson
Renata Holod	Almarin Phillips

Committees and Their Work

University Bookstore. Watches the operations and financial policies of the bookstore and assists in planning its future.

***University Budget.** Deals with matters of

policy relating to University budgets and participates in the formulation of the annual budget. Vacancies are scarce. Committee meets weekly.

Committee on Committees. Organized on a calendar-year basis, with most of its business conducted during the spring term. Fills occasional vacancies on the committees under its purview, oversees and evaluates their work, and presents lists of potential committee members to the Steering Committee of the University Council for its consideration.

Communications (proposed). Has cognizance over the University's communications and public relations activities.

Community Relations. Examines the University's activities in regard to community affairs and makes recommendations for improvement.

***Disability Board.** Administers the University's Long-Term Disability Income Plan and annually examines existing cases and considers a steady docket of new cases.

Facilities. Concerns include the maintenance and operation of the physical plant; planning, design and project management; new construction.

***Faculty Affairs.** Scope includes the general welfare and interests of the faculty and its relationship to the administration.

***Faculty Grants and Awards.** Recommends policy on University research grants to faculty members, reviews applications for these grants, and makes annual awards.

***Honorary Degrees.** Does most of its work during the fall term. Solicits recommendations for honorary degrees from faculty and students and submits nominations to the trustees; also makes recommendations to the president on a commencement speaker and on special convocations.

***International Programs.** Advisory to the coordinator of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs and cooperative undertakings with foreign universities.

Library. Advisory to the director of libraries on matters of library policy; instigates scrutiny of policy concerning collections, facilities, and the general use of the University's libraries.

Personnel Benefits. Deals with policies and procedures relating to all employment benefits for faculty, administrators and non-union support staff. Special expertise in personnel, insurance, taxes or law is often helpful.

Recreation and Intercollegiate Athletics. Has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics. Advises the athletic director in operations and recommends changes in policy when appropriate.

***Research.** Generally concerned with re-

search and the environment for research at the University; the assignment and distribution of indirect costs another primary interest.

Safety and Security. Advisory to the director of public safety with emphasis on personal safety in the campus area.

Student Affairs. Has cognizance of the conditions and rules of undergraduate and graduate student life on campus.

Student Fulbright Awards. Active early in the fall. Evaluates applications from graduating seniors and graduate students and makes recommendations to the Institute of International Education, which awards Fulbright grants on behalf of the State Department.

Undergraduate Admissions and Financial Aid. Meetings cover recruiting, admissions, and financial aid matters that concern the University as a whole but are not the specific responsibility of individual faculties.

*Open to faculty only. One or more administrators serve as liaison to most of these committees.

Note: The Committee on Committees does not nominate members to the Budget Committee, Committee on Committees, or Educational Planning Committee, but transmits volunteer lists for the first two committees to the Steering Committee, which is pleased to consider them in making appointments. Members of the Educational Planning Committee are selected by the Steering Committee entirely from nominations by the president and provost and the Senate Advisory Committee.

Mail to: Committee on Committees,
Office of the Secretary, 121 CH/CO

Committee _____
Candidate _____
Title or Position _____
Campus Address _____

Committee _____
Candidate _____
Title or Position _____
Campus Address _____

Committee _____
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Title or Position _____
Campus Address _____

Committee _____
Candidate _____
Title or Position _____
Campus Address _____