

Almanac

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Trustees Act on Divestiture, Other Affairs

The Trustees last Friday voted to affirm the University's current position on the ownership of stock in companies that do business in the Republic of South Africa. Basically, the Trustees have gone on the record again in support of an investment policy that calls for companies in which the University owns shares to adhere to the Sullivan Principles or their equivalent with respect to employment practices.

The Sullivan Principles, first adopted by 12 signatory companies in 1977, prescribes codes of conduct which are intended to ensure that minority employees have an opportunity to hold positions at all levels in South African companies.

According to the Hon. A. Leon Higginbotham, chairman of the Trustees' Committee on Public Responsibility, which prepared the report, the University will attempt to monitor its South African investments to see if they are loyal to the Sullivan Principles. The University's policy will then be reviewed again in the fall of 1981.

Higginbotham told the Trustees Friday that his committee, which had worked a year on this issue, considered three options concerning the University's investments in South Africa, a country which practices apartheid as official policy: divest all stock in South African companies; "retain stock for only those companies that have adopted and are implementing policies, such as the Sullivan Principles, which on balance improve the quality of life for non-whites in South Africa;" and retain all securities, regardless of the companies' operating policies.

The full text of the Committee on Public Responsibility's Report and Recommendations appears in this issue of ALMANAC.

Judge Higginbotham, after completion of the report, asked the Trustees to be relieved of the committee's leadership role. Richard Bown, a term trustee, was named in his place.

Following Higginbotham's presentation to the Trustees—which was briefly set against a background of noisy chants by

student protestors who called for total divestiture—President Martin Meyerson spoke informally about the state of the University.

He said he thought the University had made significant strides during the period of the 1970s, and that the surest sign of this is that other schools now regard Pennsylvania as "fair game for leaders at every level." Said Meyerson: "This is something the board ought to take great pleasure in."

On the matter of federal grants, Meyerson reported that the faculty, "through extraordinary efforts of their own," had upped the total from \$40 million to about \$80 million during the decade.

At the same time, he said, faculty salaries here have risen to among the highest in the country, but "I don't know how long we can maintain that." He said that finding a way to keep salaries moving at a pace equal to the inflation rate would need to be a priority matter during the 1980s.

Meyerson also told the Trustees that he is optimistic about a relationship with the city's new mayor, William Green, that is markedly improved over the University's ties with former Mayor Frank Rizzo. In that connection, he said, he is establishing a University liaison group to the Green administration.

The president said that a major state of the University report will be issued later this winter. It will be published in its entirety in ALMANAC.

Also at Friday's stated meeting, the Trustees elected John B. Neff, an executive with the Wellington Management Company, of Valley Forge, as a term trustee, effective February 1. Neff, a graduate of the University of Toledo and Western Reserve University, will assume command of the University's investment board.

(continued on page 5)

Final Report and Recommendations on South Africa

By the Committee on University Responsibility,
Trustees of the University of Pennsylvania

To the Executive Board of the Trustees:

In accordance with past resolutions, the Committee on University Responsibility is obligated to give its recommendations on what the policy of the University should be on ownership or divestiture of stock in companies which do business in the Republic of South Africa. In carrying out this responsibility over the last year, we have consulted with every segment of the University community which desired to express views—orally, in writing, or, as in one case, by the showing of a film on South Africa. We have concluded that the University should act on this issue—though with moderation—and recommend adoption of the resolutions at the end of this report.

We recognize the intensity of feelings of many persons on this issue, and we are concerned that we first make clear those matters on which there is no disagreement. No one on our Committee, or among the rest of the Trustees, defends or seeks to justify the racist conditions of apartheid in the Republic of South Africa that result in millions of persons being subjected to cruel deprivations solely because of their color. We have been inundated with reasoned comments and critiques about the harshness of South African racist policies. We do not defend these policies of the Republic of South Africa.

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Inside

- What sort of person should be president of the University in the 1980s? Your observations and reflections are invited, page 7.

Trustees' Divestiture Statement (continued from page 1)

In making our judgment on the University's obligation in this matter we have had to evaluate concerns both internal and external to the University. Probably the most important internal concerns derives from the unique and special role of a university. The institutional role of a university is not generally one of taking positions on external issues, much less establishing foreign policy or making pronouncements in leaflets or other expressions of condemnation. Partisan activities are clearly appropriate, and sometimes laudable, for special interest groups where the parties have voluntarily banded together for specific political or ethical goals. In contrast to such partisan groups, a university is created primarily as an institution for the pursuit and transmission of knowledge; there is no agreed upon truth or orthodoxy on specific goals, specific political objectives, or even specific means. Our general refusal to take an institutional position does not dilute the rights of individuals in the University community who are always free to espouse various beliefs, to seek as many adherents to their view as possible, and, if they deem appropriate, to petition us or the government of our country. By stressing our unique mission, we are not suggesting that the University should never take, as an institution, a position on external matters, but we do submit that our role should cause us to have far greater reluctance to take such positions.

Furthermore, once the University takes an institutional position, it should use with great circumspection the instruments avail-


able to it to effect the end it seeks. In particular, it should use the economic power at its disposal, which, in the case of its endowment, is tightly restricted by requirements of fiduciary responsibility, only in rare instances. Its power of moral and political persuasion should likewise be used sparingly and selectively.

Although it has concluded that the economic impact of a divestment policy is not relevant to its decision, the Committee has reviewed the scope and nature of the impact of a divestment policy. First, a divestment policy may severely restrict the University's capacity to raise substantial funds. The University has a delicate relationship with individual and corporate philanthropists; they make gifts (which sometimes include securities) to the University because of our educational policies and excellence. They do not contribute because of the University's perception and actions on external political problems. Second, we noted that in June 1979 the University owned approximately \$25 million worth of equities in companies which are on the Commerce Department list of companies operating in South Africa. Often, when considered with the company's total business activities, the proportion of their business conducted in South Africa is miniscule. The one time transaction cost of selling these equities would be substantial, and the ongoing costs of sacrificed investment performance in the approximately 300 stocks which the University could no longer hold would also be substantial because the universe of available investments would be significantly reduced, thus limiting investment opportunities and increasing risks. The largest cost, however, could come from lost corporate giving from companies on the excluded list whose donations might be rejected under this policy of the University or withdrawn by the companies as a result of the University's prohibition on ownership of company stock. Based on past giving from the companies on the Commerce Department list, this loss could amount to \$1.5 to \$2 million per year for the next ten years. These hard core financial facts are noted so that all will recognize that a cavalier handling of investment policies could result in the reduction of present and future budget support and services for the University, including the amount available for scholarships and student loans. For example, if the annual loss is assumed to be \$1.6 million and we sought to make up the reduction in income through admitting more students, we would have to admit approximately 600 additional undergraduate students with average financial aid. If the reduction were to be balanced by terminating assistant professor, we would have to terminate approximately 75 of them.

A second external consideration is our recognition that the Commerce Department list of companies with particular kinds of operations in South Africa has in the past had serious failings, particularly the exclusion of companies trading in South Africa and other problems of definition. Although the list has been recently revised, it is still unclear whether all of those failings have been corrected. Aside from the problem of deciding which companies we are going to scrutinize, we also recognize problems of monitoring the performance of companies in South Africa. Lastly, when we look at the external considerations in our decision, we must assess the impact of our policy decisions in South Africa—more specifically, will those policies which we adopt improve or worsen the plight of non-whites there.

Having carefully considered all the reasons militating against any action by the University, or making choice of a proper course more difficult, the Committee believes that in the final analysis this is a serious enough issue that we should act—though with restraint. Basically, there are only three options which we believe the University could realistically adopt for its stock in companies which do business in South Africa. One, divest all stocks in the companies; two, retain stock for only those companies that have adopted *and* are implementing policies, such as the Sullivan Principles, which on balance improve the quality of life for non-whites in South Africa; or, three, retain all securities regardless of whether the companies are utilizing their potential to improve the options of non-whites in South Africa. After evaluating the conflicting arguments, we are not convinced that total divestment of all stock in companies on the Commerce Department list is the only moral or rational choice. At this time we believe that there is merit in the argument that a selective divestment and retention policy will do more to aid than harm non-whites in South Africa. We hope that by continuing in most cases to hold the stock of companies doing business in South Africa, we can help to hold all such companies accountable to a high standard of conduct, rather than indiscriminately selling our shares to other probably less concerned owners and turning our backs on the problem.

The Committee has also reviewed a variety of past, and possible future, associations with black and other non-whites in South Africa or with whites committed to changing the policies we oppose. These include not only educational exchanges and opportunities but also other forms of technical assistance. Past efforts were only a beginning, and we hope even more substantial steps can be taken in the future.



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After extensive consideration of the issues concerning a university's unique role in society, the aspects of social justice, and policy options available, their impact and our fiduciary responsibilities to present and future generations of students, we recommend that the Executive Board and the Board of Trustees adopt the guidelines contained in the resolution set out below.

The University Council on February 28, 1979, recommended that we adopt an approach based on the Sullivan Principles with the commitment to re-evaluate their implementation in June 1981. We basically adopt that suggestion and therefore recommend that the guidelines in the resolution be reviewed in the fall of 1981 when we will be able to evaluate the efficiency of the monitoring system and the implementation of the Sullivan Principles.

RESOLVED, (1) All companies in which the University holds equity investments which operate in South Africa should adopt sound principles of corporate practices, comparable in all important regards to the Sullivan Principles, the principles in the Evans Amendment to the Export-Import Bank Reauthorization Bill, and other similar international statements of principles of corporate practices.

(2) All financial institutions in which the University holds equity investments should develop policies consistent in general terms with the guidelines that they not make new loans, renew old loans, or extend the terms of loans to the government of South Africa or to state-owned corporations unless such loans support projects which substantially benefit non-whites and would not likely be undertaken without foreign support.

(3) The University, in cooperation with others, should pursue the following information-gathering and technical support activities to help ensure that principles of employment practices once adopted are implemented as effectively and on as broad a front as possible:

(a) The Committee on University Responsibility shall, to the extent of the resources available to it, support efforts to clarify the definition of companies operating in South Africa with the objective of creating a more fair and complete list of companies.

(b) The Committee shall, to the extent of resources available to it, support efforts to compile studies of companies with other substantial economic relationships with South Africa, such as lending, underwriting, or trading.

(c) The Committee shall, to the extent of resources available to it, support efforts to synthesize all employment guidelines (e.g., the Sullivan Principles, the EEC and

Canadian codes, and the Urban Foundation-SACCOLA code within South Africa) applicable to the Republic of South Africa and particularly to consolidate procedures for monitoring performance under these guidelines in such a way as to provide maximum incentive to companies to improve their practices.

(d) The Committee shall, to the extent of resources available to it, encourage the maintaining and retrieval of information about small operations in South Africa which are not adequately covered by the Sullivan Principles or by the monitoring procedures developed by Rev. Sullivan.

(4) The Committee, after making persistent efforts to change the attitudes of companies over a substantial period of time, shall make recommendations which may include sale of stock if there are companies in

the University's portfolio which have not adopted sound principles of corporate practices as described above or, in the case of financial institutions, have not developed policies on lending to South Africa as described above.

(5) The Trustees shall encourage and protect forums for the free expression of views on appropriate courses of action with regard to South Africa.

(6) The Trustees recommend that the President and Provost continue their past efforts to pursue other avenues of assistance, through education or other forms of development, to blacks and other non-whites in South Africa and recommend that such efforts be continued to the extent such initiatives are consistent with the educational objectives of the University.

(7) This series of resolutions will be reviewed in all respects in the fall of 1981.

Spady Appointed Meyerson Aide

James A. Spady, assistant professor of political science, has been named executive assistant to President Martin Meyerson.

Spady has held staff assistant and executive positions in both government and higher education. He has served as special assistant to New Jersey Governor Richard Hughes; legislative assistant to New York Mayor Edward Koch when Koch was a New York City councilman; and special assistant to the president of the University of Iowa.

Additionally, he has been president of his college alumni association, executive director of a state planning agency in New Jersey, and secretary of the American Bar Association's civil rights committee.

Spady was educated as an engineer at the

Stevens Institute of Technology. He went on to receive a J.D. degree from the Columbia University Law School, a master of public administration degree from the Kennedy School at Harvard University, and a Ph.D. in government, also from Harvard.

He first came to the University as a visiting member of the political science faculty in 1976-77 while on leave from a department chairmanship at the University of Iowa.

Spady now also holds joint appointment in policy analysis at Penn's School of Public and Urban Policy and in public management at the University's Wharton School.

In 1978-79, he was assistant dean at SPUP. Spady's research focuses on decision-making and policy.

Langenberg Assumes Advisory Role

Donald Langenberg, professor of physics, has been appointed by Provost Vartan Gregorian as adviser to the provost for federal research affairs, effective immediately.

His responsibilities will include providing advice to the president, provost, and other University officers "in the area of research and related federal activities, with particular attention to the research-related effects of existing and proposed federal legislation and regulation and to trends in researching funding," according to the provost.

The provost further said in announcing

the appointment that Langenberg "may represent the University of Pennsylvania in our relationship with federal agencies as well as work closely with the several organizations which represent groups of universities in their interactions with the federal government."

Langenberg is currently on scholarly leave. He previously served the University as director of the Laboratory for Research on the Structure of Matter and as vice provost for graduate studies and research from 1974 to 1979.

Social Degeneration on Alaska's North Slope

Up near the top of the world, in Barrow on the frozen, barren tundra of Alaska's North Slope, the Inupiat Eskimos are killing themselves.

For some, death is swift: homicide, suicide, an accident. But for most, it creeps up slowly, for the Inupiat are drinking themselves to death.

A study released this week through the University reveals how the Inupiat Eskimos have slumped into alcoholism and social degeneration since energy development on the North Slope increased their wealth.

Conducted in Barrow by Samuel Z. Klausner, professor of sociology; Edward F. Foulks, associate professor of psychiatry and anthropology; and Mark H. Moore, professor of public policy at Harvard, the study—*The Inupiat, Economics and Alcohol on the Alaskan North Slope*—was carried out through the Center for Research on the Acts of Man, a non-profit social research group at the University.

The study was conducted for INTERSECT, INC., a consulting organization, for the North Slope Borough government in an attempt to stem the alcoholism, and alcohol-related problems on the North Slope.

The researchers report that 72 percent of the population of Barrow can be classified as alcoholic. Inupiat adults now consume, on the average, nearly six gallons of pure alcohol each year.

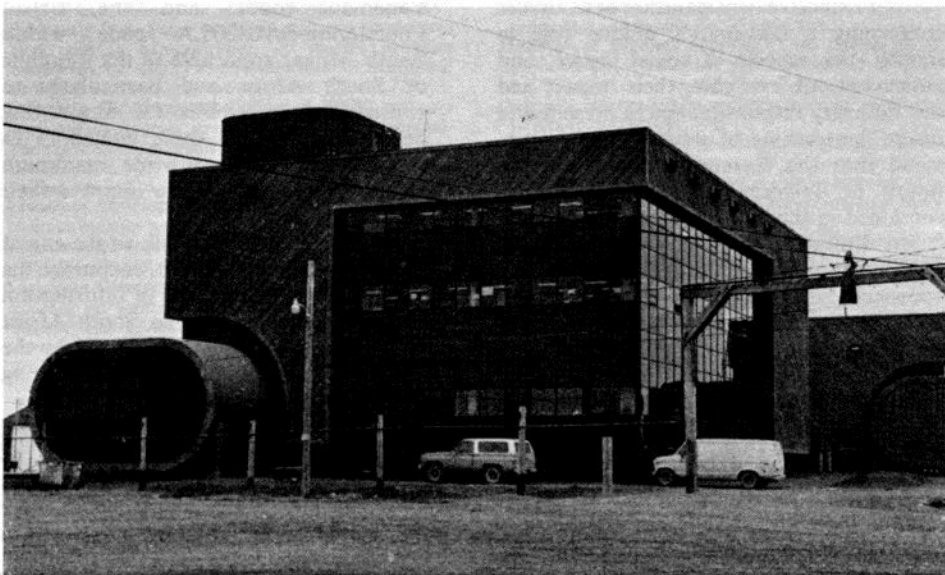
Heavy drinking has caused a sharp increase in the rates of homicide, suicide and accidental death. Violent behavior of the intoxicated is taking its toll on the Inupiat family in the form of increased child abuse and wife-beating, and is undermining the ability to work.

Within a few years, this social and cultural disruption will be overshadowed by widespread alcoholism-related deaths from cirrhosis of the liver and increasing numbers of retarded children suffering from fetal alcohol syndrome.

For centuries, the native Alaskans hunted whales and walrus in the Arctic waters off the North Slope, lived in rough mud huts and drove dogsleds across the frozen desert.

Their skills, traditions and culture were passed from one generation to the next by word of mouth. There were no written records, no formal authorities. Just bands of Eskimos.

Contact with the rest of the world was nearly nonexistent until the mid-19th century when whalers established trading posts on the North Slope shores. Then followed the missionary churches, like the Presbyterian one established in Barrow at the turn of the century. The church helped revise family and sexual mores, introduced the idea of private property and taught the Eskimos how to work in formal organizations with hierarchies of authority.



Offices of the Arctic Slope Regional Corporation in Barrow. Its sleek modern look stands in sharp contrast to the typical Inupiat home, below.



In addition to being the Eskimos' first contact with the outside world, the whalers and traders originally introduced alcohol to the Inupiat. Perhaps a vestige of the image of the hard-drinking frontiersman, alcohol has always been a part of the last frontier's culture. Today the state of Alaska has one of the highest rates of alcohol consumption in the nation and has been a constant example to the Eskimos of a heavy-drinking modern society. And, although Barrow is officially "dry," informal bootleg operations continue to supply the town with liquor.

In the 1970s, the oil companies came to the North Slope to drill for oil and gas, and to build the Alaskan pipeline. It was then that massive disruption of the Inupiat's lives began.

Their "aboriginal hunting rights were circumscribed and replaced by more limited rights of ownership in land," the study notes.

Then to compensate the Eskimos for the land taken for energy development, the oil companies established a cash settlement through the Arctic Slope Regional Corporation, in which the Eskimos received shares.

The earlier introduction of alcohol, and the more recent influx of money in Eskimo households from sale of lands and from taxes on the pipeline installations, combined with disastrous consequences for the Inupiat in Barrow and other native Alaskans, as well.

Among the study's findings:

- Violence is now the leading cause of death among native Alaskans.



Professor Klausener and a few Inupiat children of Barrow.

- Alaskan natives have higher homicide rates than do other groups, including a rate four times higher than Alaskan non-natives.

- Suicide accounts for a major part of the increase in violent deaths among native Alaskans.

- 72 percent of the sampled population scored in the "definitely alcoholic" or "suggestive alcoholic" range on the Michigan Alcoholism Screening Test, with no significant difference between males and females.

- a drunk offender was involved in at least half, and probably two-thirds, of all violent attacks that occurred in Barrow over the last three years.

Beneath these staggering statistics on alcoholism lies the social upheaval of the native culture. The authors link the cultural deterioration to the influence of the American cash wage and bureaucratic culture on a society of aboriginal hunters. Under the impact of sudden wealth from the energy development revenues, the Inupiat changed from simple, unstratified, aboriginal bands to a "metropolitan" agglomeration.

Bryn Mawr College and HERS Mid-Atlantic announce their fifth annual Summer Institute for Women in Higher Education Administration to be held July 6-30 on the Bryn Mawr College campus. The residential program offers women faculty and administrators intensive training in educational administration and management skills. Complete details and application forms are available at the Pennsylvania HERS office in the Christian Association Building (Ext. 5426). Applications should be submitted to James A. Spady, executive assistant to the president, 100 College Hall, no later than March 15, 1980.

Can anything save the Inupiat from destroying themselves? The study suggests the deterioration process could be interrupted by speeding the acculturation process and resisting nativistic impulses, or—at the other extreme—cutting the Eskimos off from the economic impact of the North Slope development and removing all American organizations—schools, hospitals, government—from their midst.

Both these options have been rejected as extreme, and so the authors suggest certain middle-range policies. The recommenda-

tions made to INTERSECT, INC. are of two kinds: those specific to the alcohol problem and its immediate ramifications, and those dealing with the larger social problems.

Among the suggestions:

- Continuing of an existing detention program for alcoholics but modifying it to provide decent accommodations and native control,

- Establishing an alcohol detoxification center and having police use a breath analyzer in all cases,

- Preventing bootlegging when possible and insuring that the activity does not become concentrated in the hands of a few people,

- Monitoring the flow of alcohol into the area.

To deal with the social problems, the study suggests that the local government "try to shape local norms governing drinking behavior" by mounting a massive information campaign about alcohol including widespread political involvement in court actions involving drunkenness.

To do nothing, the authors warn, could lead to a Darwinian result: a new Eskimo elite surviving and the less fortunate slipping into economic dependency and alcoholic decay.

—S.F./C.A.V.

Trustees' Meeting (continued from page 1)

In that capacity he is succeeding Julian Bers, an emeritus trustee, who was honored at Friday's session for his many years of service to Pennsylvania.

Chairman Paul Miller, in thanking Bers for his dedication, noted that the University's investment portfolio has experienced growth that, while not comparable to that of several other universities' portfolios during the period, was "not all that bad." And since 1974, said Miller, the "stewardship [of the school's investments] has been quite good."

Several appointments were announced at last week's meeting. First, Morris S. Arnold, a professor of law and since last August the director of the office of the president, has been elevated to the level of vice president.

Second, it was announced that the search committee for a new University secretary had decided on Mary Ann Meyers, who will officially succeed Barbara B. Wiesel in that position on March 1.

Meyers has a bachelor's degree *magna cum laude* from Syracuse University, and both master's and Ph.D. degrees in American civilization from Pennsylvania. She has been director of college relations at Haverford College since 1977 and is editor of the school's alumni magazine. She also has

served as an assistant to President Meyerson and at one time was a contributing editor of *The Pennsylvania Gazette*.

The Trustees voted to appoint Dennis F. Dougherty comptroller of the University. He had been serving as acting comptroller since last June.

In other matters, the Trustees voted to expand its number of young alumni trustees from two to three, as had been recommended in December by its executive board; supported a resolution that would make academic year 1980-81 the year of black centenary, in celebration and commemoration of the University's first black graduate, James Buster, who received a degree from the dental school; and replaced Carl Kaysen as head of the FAS board of overseers with Ralph S. Saul, a term trustee. Kaysen had asked to be relieved of his responsibilities as head of the overseers. Paul Miller and Provost Gregorian both thanked him for his work in that capacity.

Finally, the provost pointed out that, contrary to rumors, there have been no decisions concerning the suspension of funding for any sports programs within the University.

Worth Noting

● The office of the University Senate has moved to Room 15, College Hall. Both Walter Wales, chairman of the Senate, and Carolyn Penelope Burdon, the Senate's administrative assistant, can still be reached at Ext. 6943.

● The application deadline for summer fellowships (\$2,000) and grants-in-aid (not to exceed \$1,000) for 1980-81 is February 1, 1980, according to the Committee on Faculty Grants and Awards.

Preference for these awards will be given to applicants with the rank of assistant professor. In general, awards will not be given to faculty members who have received support from the committee in the past three years, and a summer fellowship will not be awarded if the applicant has other sources of salary support for that period (including income from teaching summer schools.)

Applications are available from Deborah Hardy, Office of Research Administration, 409 Franklin Building/16, Ext. 7293.

● The Mellon Fellowship Program at Penn offers a one-year faculty appointment for scholars who, by the time of residence at the University, will have held their Ph.D. for not less than three and not more than eight years.

Fellows pursue research topics related to a general theme selected by the FAS Humanities Coordinating Committee.

For 1980-81, special consideration will be given to applications which are interdisciplinary or do not fit into normal academic programs.

Requests for information and applications should be addressed to Dr. Alfred Rieber, 16 College Hall/CO. The deadline for 1980-81 applications is February 15.

● It's Mask and Wig time again! The Club's 92nd annual show starts today at the Mask and Wig Clubhouse, 310 S. Quince Street. This year's musical revue, *Daze A Vu*, is, according to the club, a satire of insignificant events of the past, present and future.

The show will play Thursdays through Saturdays, January 24-February 23, and March 20-29 at the Club. It will also play at the University's Zellerbach Theatre February 29 and March 1.

For more information call WA3-4229.

● The computerization of bibliographic aids and the development of online catalogs enhance and expand scholars' access to information. Library networks and other cooperative arrangements use these techno-

logical resources to provide improved traditional library services.

In the next two weeks the staff of Van Pelt Library's Reference Department will offer the following seminars to highlight changes:

Bibliographic Access Thursday February 7, 3-5 p.m.

Online Searching in the Social Sciences Tuesday February 12, 3-5 p.m.

Statistical Sources Wednesday, February 13, 3-5 p.m.

The seminars will be held in the first floor Conference Room, Van Pelt Library. All faculty and research staff are invited. For more information call Julia Miller at Ext. 7555.

● For the students who'll be dancing in the Panhellenic Charity Dance Marathon this weekend, it'll be the thrill of victory and the agony of defeat.

But it will be for a good cause: The Ronald McDonald House, which provides close living accommodations for the underprivileged families of patients who have serious illnesses at Children's Hospital.

You're invited to attend the marathon which runs from 4 p.m. Friday January 25 to 4 p.m. Sunday January 27 in the West Lounge of Houston Hall.

On Campus

January 24-February 3

24, Thursday

Blood Drive: The University Hospital sponsors a blood drive, 10 a.m.-5 p.m. at Houston Hall.

Concert: The department of music presents the Penn Composers Guild in a performance of new works by students at 2 p.m., in the Rooftop Lounge, Harnwell House.

Course Offerings: International House holds registration for English as a Second Language classes, today and Friday, 10 a.m.-noon and 2-4 p.m. Registration for French and Spanish classes is also held between 9 a.m. and 5 p.m. All classes begin the week of January 28. Call 387-5125 for information on schedules and fees.

Movies: The International Cinema Series of International House presents Von Trotta's *The Second Awakening of Christa Klages* at 7:30 and 9:30 p.m. at International House. Admission: \$2.

Lectures: The South Asia program presents 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 features Bernard Bloom on *Policy Issues in Physician Manpower Planning* at 2 p.m., School of Public and Urban Policy.

Seminar: The Folklife Center of International House presents the fourth in its series of seminars, *Making Music Together: Improvisation in Five Traditions*. John Roussos will lecture and perform Greek music at 8 p.m. at International House. Admission is \$1.50 for House members and \$2 for the general public.

Sports: Women's badminton plays Temple at 4 p.m. at Temple.

25, Friday

Movies: The International Cinema Series of International House features Leo Seltzer discussing six socially relevant documentaries of the 1930s at 7:30 p.m. and Von Trotta's *The Second Awakening of Christa Klages* at 4 and 9:30 p.m. Admission is \$2; \$1 for matinees.

Sports: 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.

26, Saturday

Seminar: The Small Animal Hospital of the School of Veterinary Medicine holds its annual symposium for dog breeders. Call Ext. 8862 for information.

Sports: 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.

27, Sunday

Movies: The University Museum offers *Sealed Soil* at 2:30 p.m. in Harrison Auditorium, University Museum.

Seminar: 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 and \$2 for the general public.

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

28, Monday

Lecture: The department of history and sociology of science sponsors Professor Martin Sherwin on *Do Scientists Have Blood on their Hands? Hiroshima and the Hydrogen Bomb Decision* at 4 p.m. in Smith Hall, 107.

Sports: Women's badminton meets Rosemont at 4 p.m. at Rosemont.

29, Tuesday

Blood Drive: The University Hospital sponsors a blood drive from 11 a.m. to 5:30 p.m. at Hill House.

Sports: Women's swimming meets Bryn Mawr at 4 p.m. at Sheerr Pool; men's junior varsity basketball plays Philadelphia Community College at 7:30 p.m. at P.C.C.

30, Wednesday

Movies: The Exploratory Cinema Series offers Cohen and Gold's *Joe and Maxi* at 7 and 9:30 p.m. in Annenberg's Studio Theater. Admission: \$1 for students with I.D., \$2 for others.

The International Cinema Series of International House presents *Prairie Fire*, *Western Coal*, and *Great Grand Mother* at 7:30 p.m. at International House. Admission is \$2.

Deaths

John W. Mauchly, co-inventor of the world's first successful all-electronic digital computer, died January 8. He was 72.

A native of Cincinnati, Mauchly attended Johns Hopkins University and received his Ph.D. in physics in 1932.

After eight years on the faculty of the physics department at Ursinus College, Mauchly joined the faculty of the Moore School of Engineering at the University. Together with J. Presper Eckerdt, also of the Moore faculty, Mauchly helped develop the first all-electronic computer in 1946. In 1947, Mauchly and Eckerdt left the University to form their own firm, the Eckerdt-Mauchly Computer Corp. The two later developed plans for UNIVAC I, the world's first commercial general-purpose computer.

Mauchly was a founder and president of both the Association of Computing Machinery and the Society for Industrial and Applied Mathematics.

He is survived by his wife, the former Kathleen McNulty, and seven children.

Dr. Joseph L.T. Appleton, dean emeritus of the University's School of Dental Medicine, died January 10. He was 91.

A native of Albany, N.Y., Appleton earned his B.S. at Hamilton College in 1909

and later did graduate work at the Marine Biological Laboratories in Wood's Hole, Mass., at Harvard Medical School, and at the University of Pennsylvania. After receiving his D.D.S. from Penn in 1914, he began teaching in the dental school.

He became dean of the dental school in 1941 and served in the position until 1951. During that time, he also served as co-chairman of the Philadelphia Public Health Survey, executive committee vice president of the Philadelphia Mouth Hygiene Association, and consultant to the Medical Services Division of the Philadelphia Department of Public Instruction.

He is survived by two children.

Adele Sudler, former manager for the University Dining Services, died January 18 at her home in North Carolina. She was 57.

Mrs. Sudler was with the Dining Service staff for over 32 years. She was probably most known to members of the University community as manager of the Law School Cafeteria and Houston Hall Snack Bar.

She is survived by her husband, Clifford, and two children.

We've extended our deadline... and we're still looking for your reflections and observations. What sort of president does the University need in the 1980s?

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 February 7 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.

'Women and Power' Course Offered

How have women been denied power in the past? How can they gain more in the future? These are two of the powerful questions to be examined in a four-lecture course, *Women and Power*, offered this spring through the College of General Studies. The lectures begin Wednesday March 5. For registration information call Iva Deutchman at Ext. 7326.

Seminar: The School of Veterinary Medicine sponsors the *Penn Annual Conference* through Thursday at the University Hilton Hotel. Call Ext. 4234 for information.

Sports: Men's volleyball takes on the New Jersey Institute of Technology at N.J.I.T.; men and women's fencing meets Navy at 4 p.m. at Navy.

31, Thursday

Blood Drive: The University Hospital sponsors a blood drive, 1-7 p.m. at McClelland Hall.

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

Movies: The International Cinema Series of International House offers Chabrol's *Violette* at 7:30 and 9:45 p.m. at International House. Admission: \$2.

Sports: Women's badminton plays Chestnut Hill College at 4 p.m. at Chestnut Hill; women's basketball meets Lafayette at 7 p.m. at the Palestra; men's gymnastics meets Glassboro and Trenton at 7 p.m. at Hutchinson Gymnasium.

1, Friday

Concert: Penn Union Council presents the rock group *Sea Level* at 8 p.m. at the University Museum. Call Ext. 5284 for information.

Movies: The International Cinema Series of International House features Chabrol's *Violette* at 4 and 9:30 p.m. and Schmidt's *1988* at 7:30 p.m. followed by a discussion with the director. Admission is \$2; \$1 for matinees.

Sports: Women's squash plays in a Round Robin at noon at the Ringe Courts; men's basketball takes on Cornell at 8 p.m. at the Palestra.

2, Saturday

Sports: Women's squash plays Dartmouth at 11 a.m. at the Ringe Courts; women's fencing meets Yale at noon at Weightman Hall; women's indoor track competes in the Princeton Relays at Princeton; men's volleyball competes at the New Jersey Institute of Technology Invitational at N.J.I.T.; women's swimming takes on Temple at 1 p.m. at Temple; men's junior varsity basketball plays Columbia junior varsity at 2 p.m. at the Palestra; men's fencing competes against Yale at 2 p.m. at Weightman Hall; women's gymnastics meet F&M, Bryn Mawr, Army and Rhode Island at Hutchinson Gymnasium at 2 p.m.; men's squash plays Cornell and Williams at 2 p.m. at Cornell; men's swimming competes against Yale at 2 p.m. at Sheerr Pool; men's indoor track meets Navy at 2 p.m. at Navy; women's basketball takes on St. Joseph's at 4:30 p.m. at the Palestra; men's basketball meets Columbia at 5:30 p.m. at the Palestra.

3, Sunday

Movies: The University Museum film series offers *Champollion: Egyptian Hieroglyphics Deciphered* at 2:30 p.m. at Harrison Auditorium, University Museum.

Sports: Men's indoor track competes in the Princeton Relays at Princeton.

Exam Policy

No examinations should be given, or assigned work made due, on Good Friday or the first two days of Passover. This year the holidays occur on Friday April 4, and on Tuesday and Wednesday, April 1 and 2, respectively.

Some students may also wish to observe the last two days of Passover, Monday April 7 and Tuesday April 8. Although our religious holiday policy does not prohibit examinations on these days, students who are unable because of religious observances to take examinations *must* make arrangements with their instructors by Friday February 1. If instructors are informed of the dates of all religious observations by that date, the students have a right to make up examinations given on the dates of those holidays or obligations.

—Vartan Gregorian, Provost

Grad Fellowships Increased

The funds available in the University budget for the non-service University Fellowships will be increased by 25% from the current \$800,000 to \$1 million for the academic year 1980-81. Even with this increase, the total amount is still very modest compared with what is available at other major universities. Yale, for example, had some \$4.5 million for this purpose in the current year. That Pennsylvania should be able to attract so many top graduate students despite this drawback is a real tribute to the strength of our graduate programs. As the budget cycle moves on during the spring, every effort will be made to see if the University budget can afford an increase of more than 25% in fellowship funds for 1980-81, but for the time being a 25% increase is all that can be assured. We are announcing the increase at this time in order to facilitate the ongoing recruitment of graduate students by the various graduate groups.

The University Fellowship funds will be distributed to the schools offering the Ph.D. degree in accordance with the same general formula adopted last year. In first approximation, each school can assume that it will receive 25% more fellowship funds than it did in 1979-80. As before, each school will in turn distribute its share in its own way to the graduate groups under its aegis and return unused funds to the University budget.

I hope that this increase will help strengthen the ability of the University to attract and hold top graduate students.

—Benjamin Shen,
Associate Provost

University Council Bylaw Revisions

Section I

1. In II.1(d), paragraph 4, following, shall be deleted (p.4)*:

["One representative of the A-3 Assembly may attend Council meetings as a non-voting observer with the right to speak to any issue before Council. The representative is also to receive all communications, documents and materials sent to regular members of Council."]

The following clause shall be added to II.1 as section g (p.6):

"One representative of the A-3 Assembly, to be chosen by the Coordinating Committee of the A-3 Assembly."

2. The following sentence shall be added to II.5 after the first sentence of 5 (p.12):

"Each member of Council will serve on at least one Council Committee."

Following this sentence in II.5, a paragraph division should be inserted.

3. The following sentence shall be added to IV.4 after the first sentence of 4 (p.15):

"If at any time during a meeting a quorum has been established, that quorum will be said to be in effect until the stated time of adjournment."

4. The following paragraph shall become the third paragraph of IV.5 (p.15):

"Other members of the University community will be allowed to attend Council meetings if there is space in the Council Room to accommodate them, and if they have asked to attend by signing a list in the Secretary's Office prior to the meeting. Any guest who, in the opinion of the parliamentarian, does not preserve the decorum of the meeting will be asked to leave."

5. The following phrases shall be deleted from sentence 1, V.1 (p.16):

["one graduate student in the arts and sciences, one student from the graduate-professional schools, one undergraduate student in the arts and sciences, and one student from the undergraduate professional schools."]

The following sentences shall be added to V.1 after sentence 1 (p.16):

"In addition, there will be four student members: one graduate student in the arts and sciences, one

student from the graduate-professional schools, one undergraduate student in the arts and sciences, and one student from the undergraduate professional schools. Two of these four, the Chairperson of the Undergraduate Assembly, and the Chairperson of the Graduate and Professional Student Association will automatically be members of the Steering Committee. The other two students will be selected by the incoming Council at its May meeting from among its membership for the ensuing year. If the Chairperson of the Undergraduate Assembly is a professional school student, the elected undergraduate would be from the arts and sciences, and conversely."

6. The following sentence shall be added as the penultimate sentence of V.1 (p.16):

"The Council moderator will be an official observer of the Steering Committee."

7. In V.3(a), sentence 2, following, shall be deleted (pp.18-19):

["Committee reports and other matters not considered by the Steering Committee to be ready for Council action may be included on the agenda for information of the Council."]

The following sentences shall be added to V.3(a) after sentence 1 (p.18):

"It will meet during the summer to formulate the basic, long-range agenda for Council for the coming year. All committee reports will automatically be incorporated into the agenda at some point in the year."

8. The following paragraph shall be added to V.3 as section m (p.21):

"The Steering Committee will publish an annual report to the University community. This report, to be published early in the academic year, will include a review of the previous year's Council deliberations (highlighting both significant discussions and the formal votes taken on matters of substance) and a survey of major issues to be taken up by Council during the coming year."

*Page numbers refer to by-laws of the University Council.



9. The last sentence if VI.1, following, shall be deleted (p.21):

["Only those committees that are directly instrumental in advancing the work of the Council shall be established or continued."]

The following paragraph shall become the second paragraph of VI.1 (p.21):

"Committees will not be routinely activated. Normally, the Steering Committee, in consultation with each committee chairperson, will decide as part of its summer planning whether a committee has some substantial task to perform. Less typically, a committee will itself identify a significant issue to which it feels it ought to direct its attention. The chairperson of such a committee will propose that assignment to the Steering Committee, which will give great weight to the proposal in deciding upon a charge for that committee. In either case, committees that are to be activated will receive their specific charges from the Steering Committee by no later than the end of September, and preferably by the end of the summer."

10. The second sentence of VI.2, following, shall be deleted (pp. 21-22):

["At least one member of all committees of Council shall be a member of Council."]

The following sentences shall be added to VI.2 after sentence 1 (p.21):

"Whenever possible, chairpersons of standing committees will be selected from among members of Council. In the event that a committee chairperson is not a member of Council, at least one of the committee's members will be a member of Council."

11. The following sentences shall be deleted from VI.2 (p.22):

["The term of office for members of all standing committees, with the exception of students, shall be two years, half the members to be appointed each year. The term of office of student members shall be one year. All members shall be eligible for reappointment."]

The following sentences shall replace the sentences deleted from VI.2 above (p.22):

"Members of the standing committees will be appointed for one year,

with all members eligible for reappointment. Most members will serve for two years, but up to half the members of each individual committee may and should serve three. No more than half the members of any committee should be new appointees."

12. The last sentence of VI.2, following, shall be deleted (p.22):

["Committees are encouraged to initiate policy proposals for consideration by Council after these have been reviewed by the Steering Committee."]

13. The following sentence shall be added to VI.12 after the first sentence of 12 (p.29):

"The Committee on Committees, on behalf of the Steering Committee, will monitor all standing and ad hoc committees to assess their continuing usefulness."

14. The following sentence shall become the last sentence of VI.12 (p.29):

"An A-3 representative will attend the meetings of the Committee on Committees as warranted."

15. In sentence 5 of VI.14, the "and" shall be deleted, the period at the end shall become a comma, and the following phrase shall be added to the end of the sentence (p.30):

"and one A-3 representative."

16. The following sentence shall be deleted from the paragraph on the Committee on Open Expression from Appendix B (p.40):

["The Committee on Open Expression consists of twelve members: five students, five faculty members and two members of the administration."]

The following sentence shall replace the sentence deleted from Appendix B above (p.40):

"The Committee on Open Expression consists of thirteen members: five students, five faculty members, two representatives of the administration and one A-3 representative."

Section II

1. In VI.5, last paragraph, first sentence, the following words shall be deleted (p.26):

["for Academic Planning."]

2. In VI.7, last sentence, the following words shall be deleted (p.27):

["for Graduate Studies and"].

3. In VI.8, last sentence, the following words shall be deleted (p.27):

["faculty benefits, nominations to the Trustees of candidates for honorary degrees, the Almanac"].

4. In VI.11, last sentence, the word "Directors" shall be substituted for the word "Dean" (p.29).

5. In VI.12, the last sentence, following, shall be deleted (p.29):

["A member's continuous service will be limited to two years."]

6. In Appendix B, Committee on the University Budget, the following words from sentence 4, and sentence 5, also following, shall be deleted (p.40):

["one undergraduate and one graduate-professional school student, and one student, either graduate or undergraduate depending upon the yearly rotation procedure worked out between the undergraduate and graduate University Council members. The two students of the same status in any given year shall each have one-half vote."]

The following phrases and sentence shall replace the deletions from Appendix B above (p.40):

"two undergraduates, and two graduate-professional students. The student members will each have one-half vote."

7. In Appendix B, Committee on the University Budget, the following words shall be deleted from the last sentence (p.40):

["for Academic Planning"].

8. In Appendix B, Committee on Open Expression, the first sentence of section c, following, shall be deleted (p.41):

["Each member shall be selected for one year."]

The following sentences shall become the first two sentences of section c, Committee on Open Expression, Appendix B (p.41):

"The faculty and administration members are appointed to two-year terms, staggered so that in each year either two or three faculty members are appointed, and one administration member is appointed. The student members are appointed to one-year terms."

Information for these pages was provided to ALMANAC by the Provost's office and by the University Council. Notice of additions to or corrections in this information should be given both to ALMANAC and the appropriate source.

Opportunities

The following listings are condensed from the personnel office's bulletin of January 17. Because of the delay occasioned by printing schedules, these listings should not be considered official. Some 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; Leidy Labs: 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 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) See campus bulletin boards for more information. \$10,375-\$14,375.

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 to the Chairman I (2795) hires and supervises office personnel; administers academic programs and student records; assists in budget planning, class scheduling (B.A./B.S.; 3 years' related experience; ability to speak and write effectively) \$10,375-\$14,375.

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 Director for Utilities (2789) establishes goals for management section of physical plant; institutes programs; trains personnel in instrumentation of HVAC controls; familiar with extensive electrical and steam distributions (B.A./B.S. in mechanical or electrical engineering) \$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 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) See campus bulletin boards. \$24,650-\$34,750.

Associate Director (B113) See campus bulletin boards. \$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.

Associate Director for Personnel Relations (2786) directs staff of executive director of Personnel Relations; analyzes personnel practices in wage and salary management; administers procedures (5-10 years' experience in wage and salary administration, classification and salary policy; M.B.A. or Ph.D.) \$18,625-\$26,250.

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

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) See campus bulletin boards. \$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 (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 of Summer Sessions and Institutes (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) See campus bulletin boards for more information. \$21,450-\$30,225.

Director of Admissions and Financial Aid (2798) maintains effective recruitment program; directs planning efforts of office (M.B.A. desired; 3-5 years' experience in professional admissions; excellent communications skills; familiarity with MIS techniques; willingness to travel) \$16,125-\$22,725.

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 of Student Services (2799) responsible for coordination of academic and co-curricular programs for MBA students at Wharton (3-5 years' experience with customer or public contact; experience in university setting) \$12,900-\$17,850.

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 for Development and University Relations (2772) writes and edits for Development and Commonwealth relations, including policy determination, major proposals, speeches and position papers (8 years in public relations or fund raising, preferably in a 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).

Heating/Venting Instrumentation Control Foreman (2790) supervises operation of building and utility systems; trouble shoots; trains staff (graduation from recognized apprenticeship program in pneumatic/electrical field; 5 years as journeyman) \$12,900-\$17,850.

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 (8 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.

Programmer Analyst I (5 positions) \$12,900-\$17,850. See campus bulletin boards for information.

Programmer Analyst II (3 positions) \$14,850-\$20,550. See campus bulletin boards for information.

Project Manager (2433) develops application software; plans expansion of network; trains operators; coordinates installations; monitors network; resolves problems (CICS, on-line development, programming, systems, networking; 4 years' experience; heavy PL/I, assembler; knowledge of operating systems of large computers; B.A./B.S.) \$16,125-\$22,725.

Public Information Officer (B54) develops and coordi-

nates 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) See campus bulletin boards.

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 (2 positions) \$11,250-\$15,580. See campus bulletin boards for information.

Research Specialist II (3 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.

Senior Systems Analyst (4 positions) \$16,125-\$22,725. See campus bulletin boards for information.

Shift Supervisor, JC-80 (2791) monitors operations and central control equipment; prepares statistical reports on energy service functions (H.S. graduate; 5 years as journeyman) Union wages.

Special Assistant to the Director (2707) responsible for maintenance and amendment of all Affirmative Action and Equal Employment programs; advises University community on content and administration of programs \$18,625-\$26,250.

Staff Writer II (2679) See campus bulletin boards. \$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) See campus bulletin boards. \$14,850-\$20,550.

Supervisor, Dining Services (2811) responsible for the supervision of Dining Service personnel; oversees food preparation; responsible for payroll and cash receipt verification (B.A./B.S.; 2 years' experience) \$12,675-\$16,225.

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.

Supervisor, Scientific Glassware supervises collection, washing and sterilization of glassware, pipettes; recycles scintillation vials; prepares fluoroglide slides, equipment for tissue culture medium formation (H.S. graduate) \$7,575-\$9,600.

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

Administrative Assistant II (B124) prepares monthly bank reconciliations; assists in preparation of monthly financial statements (B.B.A. preferred; experience with patient billings) \$8,625-\$10,950.

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 II (2738) provides accounting assistance; files, types and answers phone (H.S. graduate; 2 years' clerical experience; figure aptitude; ability to type accurately) \$6,375-\$8,100.

Clerk IV (B109) acts as data management resource 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 techniques, inter-active data entry procedures) \$7,425-\$9,450.

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.

Data Entry Operator (2807) prepares diskettes; enters and verifies information (H.S. graduate; 2 years' experience with IBM 129 or IBM 3742 Electronic Data Entry system) \$7,425-\$9,450.

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 President (2782) maintains vice president'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) \$7,423-\$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.

Herdman I (B90) cares for cattle involved in radioisotope experiments; collects and processes blood, urine, milk, fecal and feed samples (experience in care and feeding of 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.

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.

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

Mail Carrier (2 positions) Union wages. See campus bulletin boards.

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

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, trouble-

shooting procedures) \$9,275-\$11,800.

Project Budget Assistant (2678) maintains log of requisitions and charges against budgets and grants; reconciles accounts with reports; prepares periodic statements, PAF's, TRF's (aptitude for figures; typing ability; bookkeeping background and experience) \$7,975-\$10,150.

Psychology Technician I (A942) collects, codes, administers psychological tests; coordinates material for research project (B.A. in psychology or related field; research experience) \$9,650-\$12,225.

Receptionist (2 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 (6 positions) \$8,575-\$10,850. See campus bulletin boards.

Research Laboratory Technician III (10 positions) \$9,650-\$12,225. See campus bulletin boards.

Research Machinist 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.

Residence Hall Clerk (2733) provides information; record-keeping; reports disturbances (H.S. graduate; experience) \$5,570-\$7,008.

Secretary II (12 positions) \$6,875-\$8,750.

Secretary III (17 positions) \$7,425-\$9,450.

Secretary Medical/Technical (5 positions) \$7,975-\$10,150.

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

Secretary to the Director (2805) handles correspondence for permission requests, personnel inquiries, author queries; maintains filing system; types correspondence for director (post-high school training, education; excellent typing skills) \$7,425-\$9,450.

Secretary to the Editor (2806) handle own correspondence for manuscript acknowledgements, free-lance personnel inquiries, author queries; types correspondence and manuscript contracts (post-high school training and education; excellent typing skills) \$7,425-\$9,450.

Technician, Physical Laboratory II (B-0169) responsible for operation and maintenance of equipment in campus research area (ability to evaluate equipment, perform reliable experimental functions; correct malfunctions; experience in inorganic materials processing/preparation) \$8,575-\$10,850.

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.

Air Conditioning and Refrigeration Mechanic (4 positions) Union wages. See campus bulletin boards.

Electrician I (2794) (experience in 3 phase power systems, electrical construction and installation of electrical conduit) Union wages.

Pipefitter (4 positions) Union wages. See campus bulletin boards.

Speaking Out

We all know that Great Effects can arise from Small Causes. Consider the following case. A few weeks ago a small announcement appeared in *ALMANAC* to the effects that departments wishing to be featured in supplements make their desires known at once. I had read this blurb without giving it a thought. Not so one of my colleagues, who strode into my office and suggested crisply that I get a nether portion of my anatomy in gear so as to insure that our department get its glories into print. Easily intimidated, as always, I telephoned *ALMANAC*, only to learn that department "profiles" are special supplements that are prepared and paid for by the departments themselves; paid for, moreover, at a rate that would cause our minuscule and already porous operating budget to founder completely.

My announcement of these facts to my colleagues was greeted with consternation (the range of my colleagues' reactions to my announcements is uncommonly narrow, oscillating as they do between consternation and contempt). It was pointed out to me that it was manifestly unfair that only affluent, probably grant-swollen, departments should be featured in a publication like *ALMANAC*, and that, if I were any kind of chairman at all (much derisive laughter), I would pry loose from the Dean sufficient money to provide the University community with ample proof of our multifarious existence. Seeing the last shred of my leadership about to disappear

like SAMP, I loudly vowed to inundate the Dean with coruscating prose, and added that, if memos failed, I would conduct a sit-in in the Dean's office, during which I would read selected sections of my dissertation through a bullhorn. This is no idle threat, since I had kept my two sons in line during their boisterous and cavity-prone years by merely *hinting* that I might read to them from my dissertation, but it was greeted with contempt, probably because consternation had been used up.

This tonic scene left me with thoughts that, for once, should be of general interest. Obviously, the continuation of department profiles represents the most serious threat to the survival of the University since the promulgation of OBM's infamous A-21 regulation. If the administration is to operate in this regard in its usual even-handed way, funds must be found to insure that each department gets its supplement, with financial chaos as the inevitable result. But even if funds could be obtained for this purpose from some outside source, such as the American Advertising Council, serious, even distasteful problems would still exist.

For example, it is relatively easy for departments in the sciences to dazzle readers with esoteric terminology, descriptions of complicated and incredibly expensive apparatus, and promises of great breakthroughs in areas that affect each and every one of us in this great country of ours. The inability of

smaller and less flashy departments, especially in the humanities, to score such easy points will lead to orgies of puffery that might make the most hardened flack on Madison Avenue flinch and gag. With no machinery to describe, professors will submit absurdly idealized descriptions of their research activities, probably accompanied by 8 x 10 glossies of themselves in their book-lined studies. We will be treated to profiles beginning with assertions that there are departments in this university whose contributions to knowledge are in inverse proportion to their size and budget. Specific invidious comparisons will follow. Paranoia will predominate. The mind, to coin a phrase, boggles at the prospect.

Instead of this madness, I asked myself, would it not be better for *ALMANAC* to scrap the profile business and simply insert in each number a short and flattering reference to one of the University's departments? Something like: "No flies on our entomology people," or "Dead languages jump up and boogie in Williams Hall," or, more soberly, "Decision Sciences never hesitates."

When I broached this suggestion to some of my colleagues, the result was a definite first: a *mixture* of consternation and contempt! I guess I'll just let the next chairman worry about our department profile.

Clifton Cherpach

Chairman, Department of Romance Languages

Penn People

• **William K. West**, former editor of *MBA Magazine* and other periodicals, has been appointed editor of the quarterly *Wharton Magazine*, Donald C. Carroll, dean of The Wharton School announced last week.

West left the editorship of *MBA Magazine* in 1977 to become a senior editor at CBS, Inc. and then senior editor of *Progressive Grocer* magazine in New York City. Earlier he served for five years as an associate editor in Macmillan, Inc.

A 1968 graduate of Princeton University, West also has two master's degrees from Columbia University.

He replaces Leonard Zweig who is now director of communications for Hay Associates in Philadelphia.

• **Thomas Gilmore**, associate director of the Management and Behavioral Science Center, was appointed by Governor Richard Thornburgh to a four-year term on the Juvenile Advisory Committee of the Pennsylvania Commission on Crime and Delinquency.

• **Dr. John C. Kohl**, professor emeritus of civil and urban engineering, was awarded the American Society of Civil Engineer's (ASCE) Government Award for 1979 for meritorious public service as, "the first federal official with direct responsibility for a national transportation program." Kohl was acting director of the Office of Transportation in the Department of Housing and Urban Development from 1961 to 1966.

• **Dr. Humphrey R. Tonkin**, associate professor of English, was appointed to the editorial board of the *Spenser Encyclopedia*, a computerized one-million-word reference book about England's "Prince of Poets." An international team of more than 100 Renaissance scholars is helping with the book, which is being compiled at Cleveland State University for publication in 1985. Tonkin, recipient of the 1970 Lindback Award for Distinguished Teaching and a 1974 Guggenheim Fellow, has written on Spenser previously.

• **Jerre Mangione**, acting director of the Italian Studies Center, received the President's Award from the American Institute for Italian Culture December 2. The plaque presented to Mangione praised him "as author, lecturer and educator; his contributions to all facets of Italian Studies and his work at the Center are national landmarks in encouraging a greater appreciation of Italian culture and its impacts upon American civilization."

• **Richard DeGennaro**, director of libraries, delivered the 1979 Bowker Memorial Lecture November 13 in the Auditorium of the Graduate Center of the City University of New York. His address, "Research Libraries Enter the Information Age," was presented under the joint auspices of the R.R. Bowker Company and the School of Library Service, Columbia University. The Richard Rogers Bowker Memorial Lectures were established in 1935 as an aid and stimulus to the study of book publishing in the U.S. and as a forum for the discussion of problems common to authors, publishers, librarians and readers.