



Inupiat Eskimos Disavow Research Findings

When Professor Edward Foulks, psychiatry and anthropology, stepped off his small plane in Barrow, Alaska, last week he sensed something was wrong.

Foulks, one of a three-member research team which had recently released a study detailing an astonishing alcoholism problem among the North Slope's Inupiat Eskimos, said the atmosphere for his return to discuss the study with townspeople was "ominous."

Foulks had expected that the six-month study, conducted in Barrow by request of the local government, would not make anyone happy. The results painted a picture of a society committing "almost a willing genocide," with 72 percent of the adult population considered "alcoholic" or "suggestively alcoholic"; more than half the population being jailed for drunkenness since a detention program to halt alcohol violence was begun, and skyrocketing rates of alcohol-related violent deaths, attacks and illness.

The problem was linked to the sudden wealth injected into the society by oil development in the area.

What Foulks did not expect was that the day the study was released, police chief Kim Moller, who was instrumental in commissioning the study, would be fired on a charge that he led the news media to "mistakenly report (that) most of our people are alcoholic and incompetent." Nor did Foulks expect that the Barrow Mayor Eben Hobson, who fired Moller, would leave "on business" before the town meeting, but beforehand accuse the researchers of "speaking to 90 serious problem drinkers and finding that only 72 percent of those problem drinkers were alcoholics."

But the reaction of the townspeople, who denied the validity of the results and denounced the researchers as racist and culturally biased, was not as unexpected.

"I can see how holding up this kind of mirror to a community, and calling the attention of the entire nation to their plight, is not flattering and is in fact confirming some unfortunate stereotypes people have of some native people," Foulks explained.

"But our study really only put numbers on what was quite apparent to everyone. I was not terribly surprised that people felt very sensitive about the study and reacted negatively—the numbers are jarring, they're startling, they are *de facto* insulting."

The only problem Foulks sees with the negative reaction to the study, which was

carried out with Professor Samuel Klausner, sociology, and Mark Moore, assistant professor of public policy at Harvard, is that he fears "the report ... will be thrown out along with the researchers themselves and will be dismissed with simply a racist labeling."

"If they throw all the numbers away," he explained, "and just do something about the alcoholism, I will feel not only vindicated but very happy with the results of our research. The problem is so serious, and so severe, and there are so few communities in this area of the Arctic which have a grip on solving this problem."

"It's rampant, it's killing people—it's genocide, yet almost a willing genocide."

Foulks' hope is that the study, commissioned by Intersect, Inc. and prepared under the auspices of the Center for Research on the Acts of Man at the University will foster such vehement reaction, both negative and positive, that someone will try to solve the problem.

"I don't care about the results of the study," he said, "if it catalyzes enough anger and enough energy, maybe the momentum can be used to seriously deal with the alcoholism problem."

The first public meeting was held January 23 at a local church in Barrow. Foulks said that people were angry but that many rose after the official presentation and "made testimonial to the fact that alcoholism had seriously affected them, or their families, and observed how it had affected the town generally." He said the meeting was resolved with a "serious general consensus that a major problem does exist in Barrow."

The following morning there was another public meeting, and only a fraction of the previous evening's 300 attended. Foulks gave an hour presentation but said that he was frequently interrupted by "people, getting up in a spontaneous way, and offering criticism of the report."

Their major criticism, he said, was "a disbelief that rates of alcoholism could be as high as we reported." The test used to determine alcoholism, the Michigan Alcoholism Screening Test (MAST), also came under attack as "a test devised in the lower 48 states for the urban population and being applied to an entirely different cultural situation."

Foulks admitted that there are many standardized tests which produce invalid

results when used cross-culturally, but claimed that the MAST was "a simple 25-question test, with nothing mysterious about it, which directly asks people about drinking and people answer 'yes' or 'no'."

Foulks also pointed out that the researchers in the six-month long study used conservative methods for interpreting test results. "Where this test has been used elsewhere for cross-cultural epidemiology, scores of five and above were taken to indicate alcoholism problems. We used a score of ten," he explained.

Responding to Mayor Hobson's charge that the sampling was unfair, Foulks pointed out that a random 10 percent was chosen from the population for the research.

Foulks said it seemed strange to him that
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Affirmative Action Plan Available

The University of Pennsylvania is required under Executive Order 11246 to develop an Affirmative Action Plan to promote and ensure equal opportunity in employment without regard for race, color, religion, sex or national origin. The University's Plan, as amended through December 1979, was made available to the University community on Friday, February 1, 1980. Because of the size of the document, three copies have been made available for review at the reference desk in Van Pelt Library and additional copies are on file at the offices of Morris S. Arnold, vice president/director of the office of the President; Joyce Randolph, executive assistant to the Provost; James H. Robinson, director of the office of equal opportunity; and Carl F. Sheppard, acting director of personnel management of the Hospital.

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Eskimos Give Findings a Chilly Reception

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the local government would be so up in arms about the findings since they had, in fact, commissioned the study and had seen the results as early as November.

The study, *The Inupiat, Economics and Alcohol on the Alaskan North Slope*, made several recommendations to the government of the North Slope borough, including revamping the detention program, massive educational campaigns to teach the dangers of alcohol, and a general drive toward acculturating Inupiat to the American society they have been, until now, misusing.

The study links the cultural deterioration stemming from this misuse to the influence of American cash wage and bureaucratic structure on what is, in reality, a society of aboriginal hunters. The society, which has had this drinking problem even though being declared legally "dry" in 1975, was introduced to alcohol by whalers in the mid-1800s. They had no native brew since no agricultural product to ferment was readily available on the ice tundra. The Inupiat now consume almost six gallons of pure alcohol per year, compared to the U.S. average of 2.9 gallons.

Drinking is started at a young age, and children are often initiated by their parents into the rites of alcohol. Sharing a bottle of whiskey is, according to the study, "part of the social ritual of coming together for a visit. It parallels traditional sharing of food,

warmth, hospitality, and other comforts. It is often an affront to refuse to drink with your relatives and old friends."

The style of drinking also contributes to the problem. Hard liquor is preferred and when a bottle is opened, people drink until it is empty.

The researchers claimed that the Inupiat are generally a quiet, civilized people, and that violence is not part of their native hunting and fishing culture. But the report shows that, under the influence of alcohol, which is brought to the North Slope through an intricate bootlegging system, the Inupiat now have higher homicide rates than any other group and a growing incidence of suicide. Two thirds of the growing number of violent attacks are committed in the home against family or friends.

The Inupiat got the money to begin drinking when a land claim act bought all the property except where their houses stand in order to begin oil development. The money was put into a corporation which invests it for them. Per capita income is now about \$20,000 per year.

Oil development continues, and Klausner, who is director of the Center for Research on the Acts of Man, claims "off shore oil development is expected to peak in 2010 or 2015, and we don't see the Eskimos surviving till then," unless something is done to stop the alcohol problems.

—S.F.

Retirement Benefits Expanded

After extensive discussion with faculty members, deans, the Vice President for Budget and Finance and the Executive Director of Personnel Relations, I am happy to announce that effective July 1, 1980 the University's contributions to TIAA/CREF Retirement Annuity benefits will be expanded to include all salary paid by the University to eligible personnel rather than only the academic base or benefit base salary as in the past. The expanded coverage will include CGS and Wharton evening teaching stipends, summer teaching stipends, and summer salary amounts charged to sponsored agreements.

The University will provide its share of contributions on the incremental salary amounts, provided the individual 1) is eligible for such contributions under the terms of the current TIAA/CREF agreement, and 2) contributes his/her appropriate amount either by salary deduction or reduction. Of necessity, contributions from participants will be deducted on a twelve-month basis beginning in July 1980 rather than on the nine-month basis (September-May) currently in effect.

I believe that this long awaited change in retirement benefit policy will provide more equity in the benefit coverage for our faculty and other professional personnel. More detailed information regarding this change will be published within the next several months.

—Vartan Gregorian, Provost

We've moved!

We hope you haven't trekked up to the fifth floor of the Franklin Building only to find ALMANAC not there.

We're now on the first floor of 3533 Locust Walk/CQ. You can still call us at Ext. 5274.

Phys Ed Information Sought

Dean Stemmler of the Medical School has appointed a Committee to study educational and research programs in the University that are related to exercise. The Committee wishes to compile a list of faculty members who are interested in exercise and have research or educational programs that deal with any of its aspects: physical fitness, rehabilitation, sports medicine, exercise physiology, exercise biochemistry, exercise biophysics, exercise mechanics, and so forth. The committee wishes to know the nature of the programs and the manner in which they


are supported. Replies should be sent to Dr. Truman G. Schnabel, Chairman Ad Hoc Committee to Study the Educational and Research Programs related to Physical Fitness, Sports Medicine, and Exercise Physiology, Room 191 Gibson Building, HUP, 36th and Spruce Streets.

Council Agenda Set

Robert G. Lorndale, secretary of the University Council, reports that the following agenda has been set for Council's Wednesday meeting,

- Reports from the president, provost, and chairman of the steering committee
- Bylaws amendment on roll-call vote (action)
- Report of the committee on committees on the committee structure (action)
- Guidelines and integrated statement of policy on research (discussion)

Council will meet 4-6 p.m. on Wednesday, February 13, in the Council Room of the Furness Building.



Volume 26, Number 22

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

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Editorial offices: 3533 Locust Walk (CQ), Philadelphia, PA 19104. Phone: 243-5274. Please direct all subscription inquiries to the editorial assistant.



University Judicial System

At its meeting of December 13, 1978 the Steering Committee of University Council authorized the establishment of an *ad hoc* committee to review and evaluate the Judicial System. This *ad hoc* committee drew upon the work of an earlier committee appointed by Vice President Bruce Johnstone and chaired by Dr. Joyce Randolph. The report of the *ad hoc* committee, which is reproduced below, addressed both the Judicial System itself and the Code of Academic Integrity.

The proposed Charter of the University Judicial System would establish a single primary court which would have jurisdiction over all cases except those covered by existing judicial systems in graduate schools. The single court would consist of twenty-four members from whom hearings panels would be chosen. The staff of the court would include a Judicial Administrator, who would administer the University Judicial System, and a Judicial Inquiry Officer, who would determine whether charges should be brought against an individual, enter into informal settlements, present evidence supporting the complaint, recommend sanctions, and provide advice and guidance to respondents.

The proposed Code of Academic Integrity defines the use of the grade of "X," spells out violations of the Code, and attempts to reduce the likelihood that the hearings will result in confrontations between instructors and students.

During its meeting of February 27, 1980, the Steering Committee will consider this report and any comments made on it. All persons who wish to make comments should send them in writing to Robert G. Lorndale, Associate Secretary of the Corporation, 121 College Hall/CO.

—Walter D. Wales, Chairman
Council Steering Committee

Charter of the Judicial System

Purpose

This Charter establishes procedures for adjudicating alleged violations of regulations of the University of Pennsylvania by persons within its jurisdiction. If the Senate Committee on Academic Freedom and Responsibility, at the request of any person charged under this Charter with a violation of University regulations, concludes that the case involves rights of faculty protected by principles of academic freedom, the charges shall be heard and determined by the appropriate committee on Academic Freedom and Responsibility within the University.

Staff

Judicial Administrator

The President shall appoint annually a Judicial Administrator (JA), who shall administer the University Judicial System.

Judicial Inquiry Officer

1. The President shall also appoint annually a

Judicial Inquiry Officer (JIO), whose duties shall be as follows:

(a) to determine whether charges should be brought against an individual in the University Primary Court.

(b) to enter into informal settlements with individuals against whom complaints are filed;

(c) to present evidence supporting the complaint in hearings before the University Primary Court;

(d) to recommend sanctions to be imposed by the University Primary Court after a determination of guilt;

(e) to provide requested advice and guidance to respondents or their representatives;

(f) to perform all other responsibilities specified in this Charter.

2. The JIO shall be provided with appropriate released time from other University duties, as well as with clerical assistance and budgetary support.

3. The JIO shall be administratively independent of the Department of Public Safety.

The University Primary Court

Jurisdiction

1. There shall be one University-wide court of original jurisdiction, to be known as the University Primary Court (hereafter "the Primary Court" or simply "the Court"). Except as provided in paragraph 2, it shall have exclusive original jurisdiction in all cases arising under regulations of the University of Pennsylvania and involving undergraduates, graduate students, faculty members, and administrators. In vehicular cases, and in cases arising under the Guidelines on Open Expression, its jurisdiction shall also extend to other University employees.

2. The Primary Court shall have no jurisdiction in cases involving infractions of the Code of Academic Integrity by graduate students which lie within the original jurisdiction of a court or other decision-making body established by the school in which the student is registered, unless such court or decision-making body yields its jurisdiction to the Primary Court.

Composition

1. The Primary Court shall consist of six undergraduate students, six graduate students, six faculty members, and six administrators. Each shall serve for a period of two years or until no longer in the status for which selected. The faculty members of the Court shall be selected by the Committee on Committees of the Faculty Senate, the administrator members by the President, and the student members, all of whom must be in good standing in the University, as follows: each spring the JA shall meet with the Nominations and Elections Committee (NEC) and the officers of the Graduate and Professional Student Assembly (GAPSA), to outline the nature and responsibilities of the office. The undergraduate student members of the Primary Court shall then be selected by the NEC, the graduate student members by GAPSA. In both categories an effort should be made to distribute representation among the schools. No member of the University Appeals Court (see Article V below) may simultaneously serve on the Primary Court. If a member of the Primary Court ceases to be in good standing at the University, the JA shall remove him or her from the Court and shall choose another member of the same status to fill the remainder of the term in the same fashion as

described above.

2. The Presiding Officers of the Primary Court shall be one undergraduate student, one graduate student, one faculty member and one administrator selected from members of the Court who have already served one year. The selection of the Presiding Officers shall be made each spring by the Appeals Court. Except in vehicular cases, the Presiding Officer shall be from the same category as the respondent (undergraduate student, graduate student, faculty member or administrator). If a Presiding Officer is unable to serve for a particular session, the JA shall designate another member from the same category to serve as Acting Presiding Officer.

3. The Primary Court shall sit in panels constituted as follows:

(a) In vehicular cases, the panel shall consist of four members: the Presiding Officer, who shall be an administrator, an undergraduate student, a graduate student, and a faculty member. A quorum shall consist of three members, including the Presiding Officer, who shall vote only to break a tie.

(b) In cases involving alleged violations of the Code of Academic Integrity, the panel shall consist of seven members: the appropriate Presiding Officer, three other students (who shall be undergraduates when the respondent is an undergraduate and graduate students when the respondent is a graduate student), and three faculty members. A quorum shall consist of five members, including the Presiding Officer, who shall vote only to break a tie.

(c) In all other cases, the panel shall consist of seven members: the appropriate Presiding Officer, two students (who shall be undergraduates when the respondent is an undergraduate, graduate students when the respondent is a graduate student, and one undergraduate and one graduate student when the respondent is a faculty member or administrator), two faculty members and two administrators. A quorum shall consist of five members, including the Presiding Officer, who shall vote only to break a tie.

4. If a panel member demonstrates a substantial lack of capacity to understand the proceedings before the Court or to participate in good faith in those proceedings, he or she may be removed from the Court by unanimous vote of all other panel members who participated in the most recent case in which he or she sat. Such action may be initiated by any participant in the proceedings. It may not be taken during a hearing, but any respondent found guilty by the panel on which a removed member sat shall be notified of the action of removal and shall be entitled to a new hearing on request made in writing within 10 days of such notice.

Procedures

Except as provided in paragraph 3 as to cases arising under the Code of Academic Integrity and paragraph 4 as to vehicular cases, the Primary Court and its staff shall adhere to the following procedures:

1. Initiating Complaints

All complaints concerning violations of University regulations shall be made or referred to the JA. A complaint may be filed by any person, preferably in writing. If the complaint is not within the jurisdiction of the Primary Court, the JA shall notify the appropriate University officer. The JA shall keep a record of all complaints received.

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For the Record

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2. Inquiry and Informal Settlement

(a) Complaints within the jurisdiction of the Primary Court shall be referred by the JA to the JIO, who shall determine whether there is reasonable cause to believe that an offense has been committed and, if so, whether a satisfactory settlement of the matter can be achieved informally. The JIO may make charges of infractions which go beyond the scope of the complaint if he or she discovers evidence of them in the course of investigating the complaint. Additional persons may be added as respondents by the JIO as a result of his or her investigation.

(b) Except as outlined in paragraph c, below, a hearing should be held within sixty days of the JIO's written notice to the respondent of the complaint, unless an informal settlement of the case has been agreed upon.

(c) Proceedings in the Court may go forward even when possible or pending administrative, civil or criminal proceedings arise out of the same or other events. The JIO shall determine whether the University shall, in fact, proceed with the charges against a respondent who also faces similar charges in an administrative, civil or criminal hearing. The JIO may consult the University's legal counsel in weighing the relevant factors in the interest of the respondent and the University.

(d) The determination of reasonable cause will ordinarily be made only after a preliminary investigation by the JIO. The JIO may interview such people as he or she thinks appropriate, including a prospective respondent, provided that any person interviewed is told that participation in such an interview is voluntary. No statement, written or oral, made by a prospective respondent to the JIO shall be admitted into evidence at any hearing which may be held in the matter. However, any other evidence obtained by the JIO as a result of the interview may be used against the respondent.

(e) The JIO is empowered to propose and implement an informal settlement. Any informal settlement shall be discussed at a meeting of the JIO, the respondent and his or her advisor, if any. After being given a reasonable period to consider the settlement, the respondent shall sign a letter confirming the terms of settlement and waiving his or her right to a Primary Court hearing as well as the right of appeal. The settlement letter is to be in the form of an agreement between the University and the respondent and will specify that a violation of its terms by the respondent will result in imposition of specified sanctions.

(f) Should the JIO determine that further proceedings are warranted, he or she shall file with the JA a written charge, citing the specific regulation alleged to have been violated, disclosing with reasonable particularity the nature of the offense alleged, and listing the witnesses to be called and the documentary and other evidence to be introduced in support of the complaint. The JA shall constitute a panel and set a time and place for the hearing, which shall be held not later than thirty days after the JIO's filing of the charge. Not less than ten days in advance of the scheduled hearing, the JA shall supply any respondent, by hand delivery or registered or certified mail, return receipt requested, with: (1) a copy of the charge; (2) the names of the panel constituted to hear the case; (3) the time and place of the hearing; and (4) a copy of this Charter.

(g) Before the hearing the JIO shall meet with the respondent and his or her advisor to share information that will be presented at the hearing.

(h) Should the JIO determine that further proceedings are not warranted, he or she will so advise the JA in writing.

(i) The JIO shall present at the hearing all relevant evidence supporting the complaint.

3. Cases Arising Under the Code of Academic Integrity

In cases arising under the Code of Academic Integrity:

(a) If the complaint is filed by someone other than an instructor in whose course an alleged violation occurred, the JA shall immediately notify the instructor of the complaint.

(b) The JIO shall, in other cases, investigate the complaint or explore the possibility and desirability of an informal disposition of the case without a hearing. However, the JIO shall have no power to settle the case or drop the charges without the consent of the instructor. An informal settlement shall require the agreement of the instructor, the JIO, and the respondent, or his or her representative, if any.

4. Vehicular Cases

In vehicular cases:

(a) Any person may file an action contesting the payment of fines or towing charges resulting from alleged violations of University vehicular regulations.

(b) Proceedings shall commence with the filing of a complaint, a copy of which shall be forwarded to the University Parking Service and the University Department of Public Safety.

(c) Complainants may appear in person or by representation.

(d) The University Parking Service and the Department of Public Safety shall be represented at the hearing before the Primary Court.

(e) In cases decided in favor of the complainant, the Court shall have the power to direct which University agency, department, or school shall make the refund.

(f) The written decision of the Court shall be transmitted by the JA both to the complainant and to the respondent University agency, department or school.

5. Disqualification of Panel Members

(a) Members of the Primary Court shall disqualify themselves from hearing a case if they believe, in good faith, that their capacity for making an objective judgment in the case is impaired. Members ought not disqualify themselves for any other reason.

(b) A respondent may, by a writing received by the JA not later than 48 hours in advance of the scheduled hearing date, object for specific cause to any panel member assigned to hear the case. If the JA accepts the challenge as valid, he or she may replace the challenged member with another member of the Court belonging to the same category (undergraduate, graduate student, faculty member, or administrator). If the challenge is rejected, or if the respondent objects for specific cause to a replacement member, further challenge may be made at the outset of the hearing, in which case it shall be ruled upon by the Court.

6. Advisors to the Respondent and to the Court

(a) A respondent may be assisted or represented by an advisor. Any respondent who does not have an advisor and wishes to have one should so

notify the JA. The JA shall assist the respondent in securing an advisor from an appropriate source. If the respondent is to be represented by an attorney, the name of the attorney should be given the JA not less than 48 hours before the scheduled hearing. In such a hearing the JIO may elect to be advised by the University's legal counsel.

(b) The Court may at any time seek the advice of an attorney other than the University's legal counsel.

7. Absence of the Respondent

If a respondent does not appear at the hearing the case may be heard in his or her absence upon proof by the JA that respondent received the required notice.

8. Arranging Hearings

All hearings shall be held in appropriate University facilities and shall be private unless the respondent requests an open hearing in writing to the JA and the JIO does not object. The JA may limit attendance at an open hearing so as to ensure fair and orderly proceedings.

9. Procedure at Hearings

(a) All hearings shall be conducted in such a manner as to permit the panel to achieve substantial justice. Participants and observers shall conduct themselves in accordance with this objective.

(b) The respondent shall have the right to confront the witnesses against him or her, and all parties shall have the right to present witnesses on their behalf and to cross-examine witnesses presented by opposing parties. The Presiding Officer may, however, at his or her discretion, limit the number of witnesses to be heard on a given issue.

10. Evidence

(a) Formal rules of evidence shall not apply. Evidence, including hearsay evidence, shall be admitted if it is relevant and not unduly repetitious, was lawfully obtained, and is the sort of evidence on which responsible persons are accustomed to rely in the conduct of serious affairs. The JIO is not permitted to testify concerning statements made by non-respondents who were interviewed in the investigation.

(b) No evidence other than that received at the hearing shall be considered by the panel.

11. Decisions of the Panel

(a) The panel's deliberations shall be divided into two separate stages:

- (i) determination of guilt or innocence
- (ii) determination of sanction.

(b) A finding of guilt must be supported by a preponderance of the evidence.

(c) The JIO shall not report on the respondent's previous disciplinary record, or recommend a sanction, until guilt has been determined.

(d) All decisions shall require a majority vote of those sitting.

(e) In announcing the judgment of the Court, the Presiding Officer shall summarize the reasons for the decision. A written summary of findings of fact and reasoning shall be prepared for the files of the Court.

12. New Evidence

In cases where a decision of the Primary Court is thought to be contradicted by newly-discovered evidence, the respondent shall petition the Primary Court for a new hearing before the body on the basis of evidence not presented to it initially. The panel which originally heard the case, or as many members of that panel as may be available, shall rule on any such petition, taking



into account (among any other factors deemed relevant) the reason for the failure to bring the evidence in question forward initially, the likelihood that the result may have been affected by the omission, and the time elapsed since the original hearing.

13. Recording Court Proceedings

Procedures shall be taped. Tapes shall be retained by the JA for at least ninety days after the appeals process has been exhausted. They shall be available only to respondents or their advisors, and to any others having a direct interest in the case and authorized by the JA.

Code of Academic Integrity

Inasmuch as the standing of an educational institution and the value of a degree from that institution are dependent upon the integrity of study and research carried on at that institution, the following statement is drawn to make clear the policy of the University of Pennsylvania concerning academic honesty.

1. All students are responsible for conducting themselves in the academic process with unquestionable integrity.

2. Instructors are responsible for conducting their courses so as to foster academic integrity.

3. Except as the instructor may define, all quizzes, examinations, papers, exercises, oral presentations and daily recitations are expected to be the student's own work. Violations of the University's Code of Academic Integrity—that is, academic misconduct or dishonesty—include, but are not limited to, the following:

a. Use of another person's published or unpublished ideas, data or language, without specific and proper acknowledgement.

b. Supplying another student with ideas, data or language knowing that they will be used without attribution in written or oral work submitted in fulfillment of academic requirements.

c. Submission, without prior written permission, of work which the student has previously submitted in similar or identical form in satisfaction of any other academic requirement at any institution.

d. Deliberate attribution of material to a source from which that material was not in fact obtained.

e. Submission of data which have been contrived or altered with intent to mislead.

f. Acquisition, possession or use of quizzes, examinations or term papers in any course of instruction without the consent of the instructor.

g. Use of unauthorized materials, unauthorized giving or receiving of information or any other act of collusion during an examination or quiz.

h. Publication, sale, or purchase of abstracts or transcriptions of the lectures or required readings in any course of instruction in the University without prior written consent of the course instructor.

4. Proctoring is recommended in all examinations. Whenever possible, the instructor should specify what materials students may use. "Open book" or "take home" examinations or problems may be given, but rules for such work should be clearly defined by the instructor. Separate examinations should be prepared if all students do not take the examinations at the same time. An instructor may establish special rules, such as asking students to sit in alternate seats, requesting

that books and notebooks be left at a specified place, etc.

5. a. An instructor who concludes that a student has committed a violation may provisionally assign the student, either for the work in question or the entire course, whatever grade the instructor deems appropriate, taking into account the moral gravity of the violation, the importance of the assignment, the quality of the student's other work in the course, any inference that may fairly be drawn as to the nature of the student's knowledge and understanding of the course, and other relevant circumstances. However, no adjustment in the student's grade by virtue of the suspected violation shall become final unless the student (a) confesses the violation; (b) consents to the adjustment; or (c) is adjudged guilty of the violation by the University Primary Court or by the decision-making body, if any, to which the school in which the student is registered has assigned jurisdiction in the matter. Unless one or more of the foregoing conditions is met within a reasonable period after the discovery of the suspected violation, the provisional grade adjustment must be rescinded and the student given the grade he would have received had he not been suspected of the violation.

b. If the suspected violation is serious, the instructor should ordinarily file a complaint with the Judicial Administrator of the University Court (so that the case can be handled in accordance with the procedures set forth in the University Judicial Charter) or with the competent decision-making body of the school. Less serious violations may be disposed of through informal settlement between the instructor and the student offended. Such a settlement may result in the imposition of one or more of the sanctions enumerated in paragraph 7 below. Before entering into such a settlement, however, the instructor should notify the Judicial Administrator (or, if a decision-making body within the school has jurisdiction, the dean of the school) of its proposed terms and ascertain whether the student has been guilty of any prior Code violations and whether the sanctions imposed are in line with those imposed in similar cases in the past. Within five days of the completion of the informal settlement, the instructor should notify the Judicial Administrator and the dean of the school in which the student is registered of the settlement and its terms, unless the terms of the settlement itself preclude such notification.

6. Complaints alleging violations of this Code may be filed by the instructor, as provided in subparagraph 5(b), or by any other individual. Such complaints shall be processed in accordance with the applicable procedures of the University Primary Court (as set forth in Article III of the University Judicial Charter) or of the body to which the school had assigned jurisdiction and shall result either in the dropping of the charge, an informal settlement or a hearing and adjudication.

7. a. If, after a hearing, the University Primary Court, or the competent body of the school, determines that the respondent has committed a violation of the Code, it may impose whatever sanctions it deems appropriate, including but not limited to one of the following: warning, reprimand, disciplinary probation for a specified period, (indefinite probation (i.e. probation whenever and as long as the respondent is a full-time or part-time member of the University community), term suspension (ordinarily not to exceed two years), or indefinite suspension with no automatic

right of readmission, or the placement on the student's transcript (permanently, for a specified period, or until its removal by the Primary Court or other competent body, as provided in subparagraph e below) of a mark of X denoting the violation. The mark of X shall be in addition to whatever academic grade the student may have received in the course.

b. The appropriate sanction shall depend upon the seriousness of the violation, taking into account such factors, among others, as the extent of the misconduct, the importance of the work in question, the degree to which the misconduct was premeditated or pre-planned, the accused individual's awareness of the impropriety of the conduct, the prior disciplinary record of the accused, and the special circumstances (if any) in which the misconduct occurred.

c. Normally a one-year suspension from the University is the appropriate sanction for a serious violation of the Code.

d. A second conviction for violation of the Code calls for a minimum penalty of a one-year suspension from the University, with the usual sanction being indefinite suspension from the University and a permanent notation on the student's transcript.

e. Once a mark of X is placed on a student's transcript as a sanction, the student may petition the decision-making body which imposed it—that is, the University Primary Court or the competent body of the school in which the student is registered—to remove the X. Such a petition may be filed only in the student's final semester at the University before completing a degree or certificate program. In considering such a petition, account should be taken of the student's overall disciplinary record. If the student has violated the Code a second time, both X's must remain permanently on his or her transcript.

8. This Code shall be distributed to members of the University community at the beginning of each academic year.

Sanctions

Available Sanctions

1. Upon finding a respondent guilty of an infraction, the Primary Court may impose any reasonable sanction, including but not limited to one or more of the following: warning, reprimand, fines, restitution, disciplinary probation for a specified period, indefinite probation (i.e., probation whenever and as long as the respondent is a full-time or part-time member of the University community), withdrawal of privileges, term suspension (ordinarily not to exceed two years), or indefinite suspension with no automatic right of readmission or reemployment.

2. Upon finding a violation of the Code of Academic Integrity, the Court may, in addition to or instead of the sanctions enumerated in subparagraph 1, order that a mark of X denoting the violation be placed on the student's transcript either for a specified period, or unless and until removed by further order of the Court or of the appropriate decisionmaker of the school in which the respondent is registered. Whatever disciplinary sanction the Court may impose for violation of the Code of Academic Integrity shall be in addition to, and shall have no effect upon, any adjustment the instructor may see fit to make in the student's academic grade as a result of the violation. The Court may make a recommendation to the instructor as to the severity of the grade

(continued on page 6)



(continued from page 5)

adjustment, but the final decision shall rest with the instructor or the school, as the case may be under the prevailing rules and practices of the school.

3. The same sanctions are available to the JIO in informal settlements.

4. After determining guilt, but before imposing a sanction, the panel shall be informed of any previous offense by and sanction imposed upon the respondent.

Enforcement

Enforcement of sanctions shall be the responsibility of appropriate deans or administrative supervisors. The JA, or, if the case is resolved informally without a hearing the JIO shall inform those responsible of the sanction imposed. Those charged with enforcement shall inform the JA within a reasonable period of the steps taken to discharge this responsibility.

Appeals Court

Jurisdiction

There shall be one University-wide court of appellate jurisdiction, to be known as the University Appeals Court (hereinafter "the Appeals Court"). It shall have jurisdiction to hear appeals from decisions of the Primary Court by respondents on whom sanctions have been imposed.

Composition

The Appeals Court shall consist of two administrators, two faculty members, one undergraduate student and one graduate student. Preferably, the members should have had experience on the Primary Court. Members shall be appointed for two-year overlapping terms by the Steering Committee of the University Council. The Steering Committee shall select one member as Presiding Officer.

Procedures

All appeals must be submitted to the JA in writing within ten days after the written decision being appealed is received by the respondent. The appeal must state in detail the specific grounds on which it is based. Appeals shall ordinarily be decided on the basis of written submissions. However, upon written request of the JIO or the respondent, and at the discretion of the Appeals Court, the parties shall be granted permission to present oral arguments.

Scope of Review

Findings of fact shall not be reconsidered on appeal. Appellate review shall be limited to procedural error, error in the interpretation or application of the relevant University regulations or guidelines, and severity of the sanction or sanctions imposed. Upon finding such error, the Appeals Court shall set aside the judgment below and either enter its own judgment or remand the case for a new hearing or other appropriate proceedings.

Disqualification of Members

1. Members of the Appeals Court shall disqualify themselves from hearing a case if they believe, in good faith, that their capacity for making an objective judgment in the case is impaired. Members ought not disqualify themselves for any other reason.

2. A respondent may, by a writing received by the JA not later than 48 hours in advance of the scheduled hearing date, object for specific cause to any member assigned to hear the case. The validity of the challenge shall be determined by the Appeals Court. If it is determined that the challenged member should not participate, no replacement shall be designated.

Confidentiality of Judicial Records and Proceedings

A. All matters pertaining to particular cases before the Primary Court or the Appeals Court, including files and testimony, are confidential. Only individuals directly involved in a case (such as the respondent, witnesses, and their advisors) and authorized University officials shall have access to such information.

B. The only exception to the maintenance of complete confidentiality in judicial matters is the annual report of the JA, which shall contain no information which discloses the identity of individual parties or witnesses.

C. University guidelines concerning the confidentiality of student records in accordance with the Family Educational Rights and Privacy Act of 1974, as amended, shall be followed.

Members of the ad hoc committee to review the Judicial System and the Code of Academic Integrity: Jody Asch (FAS '79), David Hildebrand (statistics), Beth Kaplan (Wharton '80), Malcolm Laws (English), Edgar Perretz (social work), Joyce Randolph (FAS advising), James Robinson (equal opportunity), Mitchell Portnoy (Wharton '80) and Frank Goodman (law), chairman of the committee.

Proposals to Strengthen Humanities Teaching and Research Programs Sought

We wish to remind you that the University of Pennsylvania recently received from the National Endowment for the Humanities a grant of \$1.2 million to strengthen the humanities here. According to the grant proposal submitted by FAS approximately \$500,000 of that total will be available for teaching and research programs in the humanities if the University can match the award on a three-to-one basis. The committee awarded two grants last year for the support of (1) the Center for the Study of Art and Symbolic Behavior; and (2) an Iconographical Resources Center. It is now actively seeking additional proposals: based on the following criteria:

(1) The general objectives of the allocation of funds should be to encourage and stimulate cooperation between various individuals, groups or departments in the humanities where natural lines of common intellectual interest intersect. Although disciplines outside the humanities may be involved, the focus of the proposals should be in the humanities.

(2) The means by which these aims should be realized are a cluster of activities combining the following elements: visiting faculty from outside the University, released time for faculty within the University, assistance for graduate internships and funds to stimulate departmental research and scholarship.

(3) This cluster of activities must be planned and sponsored by at least two and preferably more departments or groups of individuals representing several departments. The plans will be submitted to the Humanities Coordinating Committee which will select those to be approved on the basis of their potential for developing areas of intellectual endeavor where the University has the strength and resources which can benefit from such assistance.

In order to give the most accurate and complete description of our aims the Committee has worked out what might be called an ideal type of cluster of

activities which might serve as a model for applications.

Let us assume that three departments, x, y and z, have half a dozen people working on a related problem from several disciplinary points of view. They would like to invite a leader in the area where their interests intersect to teach an undergraduate course one term and a graduate course the next to be taken by their students and possibly with their participation in some fashion. They propose the invitation of this individual who would be attracted by the people here and the offer of half-time teaching. His or her entire salary would be paid by the grant. In addition one or two outstanding junior faculty from the participating departments x and y at Penn who are working up courses or doing research in this interdisciplinary area are to have their teaching loads reduced by one half or one quarter and an advanced graduate student in a similar area or department z is assigned to the visitor in the capacity of an intern: that is, not as a teaching assistant or research assistant in the normal definition, but to work as closely with the visitor in a variety of activities, which may include elements of both teaching and research. Finally, the participating departments x, y and z might wish to sponsor a small colloquium or sponsor a publication or set of publications which would make available papers, documentary collections, or a key monograph of a faculty member which would further illuminate the subject. They might also request some part-time secretarial or bibliographical assistance for these and other purposes.

In the course of planning for the Development Program for the Eighties, a number of areas of interest among faculty in different departments was identified, such as semiotics, Medieval studies, ethno-history, main currents of Western (and/or non-Western) thought, history and literature, studies in Jewish thought and culture, African civilizations, etc. In some cases, faculty seminars are already in existence in these areas; in other cases, thematic clusters of courses have been given. But these areas and topics should not be considered exclusive by any means. Undoubtedly there are many more which can and should be identified. What is offered here is an example of what has already been done and the general kind of cluster of interests involving several departments which already exist.

One of the purposes of the committee is to solicit proposals for internal grants from as broad a population as possible. Although applicants should have some indication that their departments would look with favor upon their proposals if they were funded, there is no reason why every proposal should have to bear the official imprimatur of each department whose members might be interested in participating. When submitting proposals, please make certain that all the participants listed from the University have agreed to participate to the extent that they are committed by the proposal.

Proposals should include an estimated budget. The committee suggests a maximum figure of \$50,000 for each application.

The duration of the grants will be for one academic year and the entire program will last for three years until the grant is exhausted.

Applications should be submitted to Alfred Rieber, 16 College Hall, by April 1, 1980, for programs beginning in 1980-81.

—Alfred Rieber, Chairman
Humanities Coordinating Committee

Opportunities

The following listings are condensed from the personnel office's bulletin of January 31. Because of the delay occasioned by printing schedules, these listings should not be considered official. Some positions may no longer be available.

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 (2694) \$10,375-\$14,375.
Administration Officer (B135) \$12,900-\$17,850.
Assistant to the Chairman (2795) \$10,375-\$14,375.
Assistant Comptroller (2744).
Assistant Director (2831) handles important coverage, outpatient consultations; covers emergencies in student health; evaluates services (board certified or eligible internist or pediatrician with adolescent experience; research experience in epidemiology or health administration).
Assistant Director (2569).
Assistant Director, News Bureau (2830) reports and writes assignments; handles all phases of copy editing of news releases; coordinates distribution (B.A. in journalism; journalistic, public relations background; knowledge of Penn and its news releases; working relationship with University community; ability to direct personnel) \$14,850-\$20,550.
Assistant Director II (B84) \$14,850-\$20,550.
Assistant Director for Utilities (2789) \$18,625-\$26,250.
Associate Development Officer III (2740) \$24,650-\$34,750.
Associate Development Officer III (2541) \$18,625-\$26,250.
Associate Development Officer III (2 positions) \$14,850-\$20,550.
Associate Director (B113) \$14,850-\$20,550.
Associate Director of Athletics (2710) \$21,450-\$30,225.
Assistant Director for Staff Compensation (2786) \$18,625-\$26,250.
Career Counselor (2631) \$12,900-\$17,850.
Coordinator of Summer Sessions and Institutes (B112) \$10,375-\$14,375.
Deputy Director (02651).
Director (B134) \$21,450-\$30,225.
Director (A992).
Director of Admissions and Financial Aid (2798) \$16,125-\$22,725.
Director of Communications (2724) \$28,325-\$39,950.
Director, Residence Unit (2630) \$10,375-\$14,375.
Director of Student Services (2799) \$12,900-\$17,850.
Director, Upperclass Admissions (2752) \$12,900-\$17,850.
Executive Assistant for Development and University Relations (2772) \$24,650-\$34,750.
Financial Analyst (2824) prepares internal/external financial reports/analyses; consolidates annual restricted budget; monitors and controls various budgets (B.A. in accounting or finance; M.B.A. desirable; 2-5 years' experience in financial administration; exposure to governments grants and contracts) \$14,850-\$20,550.
Fiscal EDP Coordinator (2415) \$12,900-\$17,850.
Fiscal Coordinator (2742) \$10,375-\$14,375.
Fresh Rowing Coach (2713).
Foreman, Repair and Utility (2689) \$12,900-\$17,850.
Group Practice Administrator (B137).
Health Professions Advisor (2841) advises students considering careers in medicine, dentistry, veterinary medicine and related fields; maintains liaison with professional schools; works with faculty chairman of Health Professions Advisory Board; maintains University system for supporting students' candidacy for admission to professional schools in the health care field; makes frequent presentations to student groups/administrators (M.A. desirable; prior experience in counseling, admissions, higher education services) \$11,250-\$15,850.
Heating/Ventilating Instrumentation Control Foreman (2790) \$12,900-\$17,850.
Job Analyst (2625) \$10,375-\$14,375.

Junior Research Specialist (7 positions) \$10,375-\$14,375.
Librarian I (2767) \$11,250-\$15,850.
Operations Accountant (2668) \$16,125-\$22,725.
Placement Counselor \$12,900-\$17,850.
Programmer Analyst I (4 positions) \$12,900-\$17,850.
Programmer Analyst II (2 positions) \$14,850-\$20,550.
Project Manager (2433) \$16,125-\$22,725.
Public Information Officer (B54).
Regional Director of Admissions (2592) \$14,850-\$20,550.
Research Specialist I (3 positions) \$11,250-\$15,850.
Research Specialist II (3 positions) \$12,900-\$17,850.
Research Specialist III (2 positions) \$14,850-\$20,550.
Research Specialist III (2839) acts as deputy in charge of protein chemistry and cellular immunology lab housing 5-6 grad students, 3-4 post-doctoral fellows and 1-2 research assistants; responsible for training in specialized lab procedures, operation and maintenance of sophisticated equipment (ability to operate Beckman automatic sequencer, amino acid analyzer, gas chromatograph, analytic and preparative ultracentrifuge, Technician peptide analyzer, Sanont high voltage electrophoresis equipment; Ph.D. or equivalent in technical training; experience) \$14,850-\$20,550.
Research Specialist IV (B206) acts as project manager for major research program on violent crimes; responsible for collection and analysis of extant literature concerning violence; statistical analysis of data pertaining to violent crimes/criminals (Ph.D. in sociology with specialization in criminology; demonstrated research skills managerial and administrative skills; 3 years' experience in senior research capacity) \$18,625-\$26,250.
Senior Systems Analyst (3 positions) \$16,125-\$22,725.
Special Assistant to the Director of the Office of the President (2707) \$18,625-\$26,250.
Staff Writer II (2679) \$12,900-\$17,850.
Staff Nurse (B142) \$10,375-\$14,375.
Superintendent of Construction and Repairs (2690) \$14,850-\$20,550.
Supervisor, Mechanical Systems (2791) \$14,100-\$17,850.
Supervisor, Scientific Glassware (B176) \$7,575-\$9,600.
Systems Analyst (B184) \$16,125-\$22,725.
Part-Time Positions in Administrative/Professional
Assistant Dean (2780).
Associate Editor (2774) Hourly wages.
Extra Person (B164) Hourly wages.
Research Specialist II (2727) Hourly wages.
Research Specialist (B115).
Staff Writer II (2784) Hourly wages.

Support Staff

Accounting Clerk \$6,875-\$8,750.
Administrative Assistant I (3 positions) \$7,975-\$10,150.
Administrative Assistant I (2840) prepares and administers budget; composes and distributes semi-monthly newsletter; maintains student files; responsible for office administration; processes applications; rosters I.R. courses; coordinates dissertation defense boards; typing; shorthand; dictaphone (2-3 years' office experience with academic background; budget experience) \$7,975-\$10,150.
Administrative Assistant II (B124) \$8,625-\$10,950.
Bookstore Clerk I (2766) \$5,500-\$7,000.
Clerk IV (2838) handles telephone and mail; types manuscripts, class lists, grade sheets, address changes, bulletin and application requests; assists with certification, graduation, registration, admissions statistics (typing; ability to deal with instructors/students) \$7,425-\$9,450.
Computer Operator (2781) assists manager of operations in running of DEC system 10 (2 years' computer experience) \$7,975-\$10,150.
Coordinator Services (B205) responsible for distribution and shipment of publications; maintains inventory of records of books; responsible for operation of printing and duplicating equipment; retrieves, sorts, distributes mail; acts as messenger to various school departments; coordinates mailing of national and international information services (proficient in detail work; ability to type) \$7,975-\$10,150.
Data Entry Operator (2807) \$7,425-\$9,450.
Draftsman (2828) small scale design; working drawings; print making; job site supervision; filing and correspondence work (B.A./M.A. in landscape architecture; familiarity with plant materials, landscape construction and construction drawings) \$10,000-\$13,800.
Electron Microscope Technician (2 positions) \$9,650-\$12,225.
Electronic Technician I (B144) \$8,575-\$10,850.
Executive Secretary to the Vice President (2782) \$10,000-\$12,725.
Repairs Expeditor (2776) \$7,975-\$10,150.
Head Laboratory Assistant (B0189) \$6,700-\$8,450.
Herdman I (B90) \$5,500-\$7,025.
Laboratory Assistant (2 positions) \$7,575-\$9,600.
Library Clerk (2817) Union wages.
Medical Receptionist (2842) schedules requests for appointments from students for medical services; facilitates students securing additional medical services requested by staff physicians (good interpersonal skills; ability to work under pressure) \$6,875-\$8,750.
MCST Operator (2482) \$7,425-\$9,450.
Office Automation Operator (B204) \$6,875-\$8,750.
Pressure Chamber Operating Engineer (B207) operates hyperbaric chamber complex; performs scheduled preventative maintenance and troubleshooting procedures; insures safe delivery of breathing gases (mechanical aptitude; ability to read blueprints; prior experience in diving and high pressure systems) \$12,350-\$15,625.
Programmer I (A937) programs applications software; writes, de-bugs, maintains and documents programs for data acquisition, reduction, display and instrument control to run on macro/micro computers in research laboratory environment (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) \$9,725-\$11,800.
Project Budget Assistant (2678) \$7,975-\$10,150.
Receptionist (2 positions) \$5,900-\$7,525.
Recorder (2688) \$7,425-\$9,450.
Research Bibliographer II (B194) \$8,625-\$10,950.
Research Laboratory Technician I (A971) \$7,575-\$9,600.
Research Laboratory Technician II (2 positions) \$8,575-\$10,850.
Research Laboratory Technician II (B200) performs analytical work, general laboratory duties of research technician (B.S. in chemistry or biology) \$8,575-\$10,850.
Research Laboratory Technician III (8 positions) \$9,650-\$12,225.
Research Laboratory Technician III (2 positions) (B199) coordinates construction of plastic light pipe assemblies for calorimeter detectors for high energy physics research (knowledge of plastics; experience with plastic fabrication techniques); (B202) participates and assists in study using radioactive microspheres to study blood flow, including animal surgery, administering drugs, removing/preparing tissue samples, reading scintillation counter and analysis presentation of data; implants catheters and draws blood samples (laboratory experience in above procedures) \$9,650-\$12,225.
Research Machinist I (B28) \$9,525-\$12,200.
Secretary II (11 positions) \$6,875-\$8,750.
Secretary III (16 positions) \$7,425-\$9,450.
Secretary IV (132) provides secretarial services to consultative committee for the selection of the president (excellent secretarial skills) \$8,625-\$10,950.
Secretary, Medical/Technical (7 positions) \$7,975-\$10,150.
Secretary/Technician, Word Processing (2 positions) operates CRT equipment to produce scientific grant applications and manuscripts; transcribes letters (excellent typing, spelling; word processing experience); (2809) operates word processing equipment to produce multiple letters, scientific manuscripts (H.S. graduate; excellent typing, spelling; word processing experience) \$7,975-\$10,150.
Scientific Glasswashing Attendant (B203) operates high pressure autoclaves for sterilization of pipettes; delivers glassware to laboratories (H.S. graduate; mechanical aptitude; physically able to move about actively) \$6,700-\$8,450.
Technician, Physical Laboratory II (B-0169) \$8,575-\$10,850.
Technician I (B92) \$7,575-\$9,600.
Electrician I (2794) Union wages.
Pipefitter (4 positions) Union wages.
Stack Attendant (2826) Union wages.
Seventeen part-time support staff positions are listed on campus bulletin boards.

On Campus

Thursday 7—Sunday 14

7, Thursday

Lectures: The South Asia Program presents 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.

The School of Public and Urban Policy features 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.

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

Seminar: 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.

Sports: Women's squash plays Wesleyan and Johns Hopkins at Wesleyan at 3 p.m.; men's volleyball plays Princeton at Ringe Courts at 7 p.m.

8, Friday

Concert: The music department presents the Suffolk Owls in *Praise of Elizabethan Music* at 8 p.m. at the Church of St. Martin in the Fields in Chestnut Hill. Call 247-7466 for information.

Movies: The International Cinema Series at International House features Robert's *Alexander* at 4 p.m. and Gerima's *Wilmington 10—U.S.A. 10 Thousand* at 7:30 p.m. followed by a discussion with the director. Admission is \$2 and \$1 for matinees.

The Penn Union Council presents Kubrick's *Dr. Strangelove* at 8 and 10 p.m. in Irvine Auditorium. Admission: \$1.

Sports: Men's wrestling competes against Harvard and Boston College at Harvard at noon; women's badminton plays Albright at Albright at 6 p.m.; men's basketball meets the Big Green at Dartmouth at 7:30 p.m.; the University Ice Skating Club meets from 4 to 6 p.m. at the Class of '23 Ice Rink. For information call 471-6241.

9, Saturday

Alumni Event: 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.

Concert: The music department hosts the Suffolk Owls in *Praise of Elizabethan Music* in the University Museum Auditorium at 8 p.m. Call Ext. 6244 for information and reservations.

Movie: The Penn Union Council offers Truffaut's *Pardon Mon Affaire* at 8 and 10 p.m. and Hopper's *Easy Rider* at midnight in Irvine Auditorium. Admission is \$1 and 75¢ for midnight shows.

Sports: Men's fencing faces Columbia while women's fencing faces Barnard at Columbia at 1 p.m.; men's indoor track runs against Princeton at Princeton at 1 p.m.; men's squash plays Harvard at Harvard at 2 p.m.; men's swimming competes against Army at 2 p.m. at Sheerr Pool; men's gymnastics meets the Big Red at Cornell at 2 p.m.; men's wrestling grapples with Yale at New Haven at 2 p.m.; women's basketball meets Dartmouth at the Palestra at 7 p.m. while men's basketball tips off against Harvard at Harvard at 8 p.m.

10, Sunday

Movie: The University Museum Film Series offers *Tomorrow is My Turn* at 2:30 p.m. in Harrison Auditorium, University Museum.

11, Monday

Lectures: The Middle East Center presents Professor Charles Butterworth of the University of Maryland on *Political Wisdom and Mirrors of Princes* at 4 p.m. in Fourth Floor East, Williams Hall.

The department of history and sociology of science sponsors Dr. Judith A. McGaw of the University of Virginia on *Accounting and Innovation: The Case of Berkshire County Paper-Making* at 4 p.m. in Room 107, Smith Hall.

12, Tuesday

Alumni Events: A basketball homecoming reception and pre-game dinner begins at 5:30 p.m., Hutchinson Gymnasium.

Lecture: The department of chemical and biochemical engineering features Dr. H. T. Davis of the University of Minnesota on *Molecular Theory of Fluid Interfaces* at 3:30 p.m. in Alumni Hall, Towne Building.

Seminars: 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.

The Respiratory Physiology Seminar Series presents Dr. Michael K. Holland on *Oxygen Damage to Spermatazoa Through Non-Enzymatic Peroxidation*, 12:30 p.m., Physiology Library, Richards Building.

Sports: Women's gymnastics meets Glassboro and Ursinus at 1 p.m. in Hutchinson Gymnasium; women's basketball takes on Princeton at 4:40 p.m. at the Palestra; men's basketball plays LaSalle at 9 p.m. at the Palestra.

Theater: The McCarter Theater Company begins its production of *The Miser* in Annenberg's Zellerbach Theater. The show continues through Sunday. Call Ext. 6791 for information.

13, Wednesday

Arboretum Events: An exhibition and media display opens to salute the annual celebration of Tu B'shvat and runs through the 29th. Call 247-5777 for information.

Lecture: The University Museum sponsors Dr. James D. Muhly on *From Bronze to Iron: The View From Anatolia* at 4 p.m. in Rainey Auditorium, University Museum.

Movies: The Exploratory Cinema Series features Ferris and Peiser's *Hush*, Hoggies, *Hush*, Hinde's *Maple Sugar Farmer*, Brick's *Last Stand Farmer*, and Preloran and Raymen's *Luther Meike* at 94 at 7 and 9:30 p.m. in Annenberg's Studio Theater. Admission is \$1 for students with I.D., \$2 for the general public.

The International Cinema Series of International House presents Meka's *Hallelujah the Hills* at 7:30 and 9:30 p.m. at International House. Admission: \$2.

Seminars: 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.

The Houston Hall Travel Service features *Israel and Camping in Europe* at 5 p.m. in the Franklin Room, Houston Hall.

The Women's Faculty Club presents *Redress of Grievances: How Do the Mechanisms on Campus Work?* at 4 p.m. in Room 285-286, McNeil Building.

Sports: Men's swimming competes against Brown at Sheerr Pool at 3 p.m.; men's fencing takes on Rutgers at 7 p.m. at Rutgers.

University Council: This month's meeting is held in the Council Room of the Furness Building at 4 p.m.

Theater: The Pittsburgh Public Theater opens in Orton's *Loot* and runs through the 24th at the Annenberg School Theater. Call Ext. 6791 for information.

14, Thursday

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

Lecture: 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.

Movie: The International Cinema Series of International House offers Borau's *Furtivos* at 7:30 p.m. and Brault's *Les Ordres* at 9:30 p.m. at International House. Admission: \$2.

Sports: Women's swimming takes on LaSalle at Sheerr Pool at 4 p.m.; women's squash competes against Harvard and Tufts at Harvard at 5 p.m.; men's junior varsity basketball plays Philadelphia Community College at 7:30 p.m. at the Palestra.



• The McCarter Theatre Company's production of Moliere's *The Miser* opens February 12, at the Zellerbach Theatre of the Annenberg Center. The play, which runs through February 17, is directed by Barry Boys, and features John Mansfield as Valere, Leslie Geraci as Elise and Herbert Foster (seated) as Harpagon the miser.

• This July the Summer Institute for Women in Higher Education Administration will celebrate its fifth year. Co-sponsored by Bryn Mawr College and HERS, Mid-Atlantic, the residential program will be held July 6-30 on the Bryn Mawr campus. The curriculum includes institutional governance and planning, finance and budgeting, management and leadership skills and administrative computing applications. Attention will be given to career planning, mentor relations and other support networks.

Fourteen women from the University have attended past Institutes. Applicants are sponsored and funded by their home departments or centers with official nominations being made by the President. Complete details and application forms can be obtained from the HERS office, 3601 Locust Walk/C8 (the CA Building), Ext. 5426. Applications should be submitted to James A. Spady, executive assistant to the president, 100 College Hall/CO, no later than March 15.

• The Women's Faculty Club is accepting nominations for their yearly award recognizing outstanding women students at the University. The awards have been increased from one to three in order to recognize two graduate students as well as an outstanding senior woman. The awards are to honor women who have distinguished themselves by "significant achievements that are contributions to the University."

The awards include a small amount of money and will be announced at baccalaureate and commencement. The winners will be invited to address the Women's Faculty Club.

The two graduate students must be close to graduation, one from a doctorate program, and one from a professional school. The undergraduate must be a senior. To nominate a student, send a signed letter of support by March 17 to the chair of the Awards Committee:

Dr. Ann Beuf, Coordinator
Women's Studies
106 Logan Hall/CN.