

# Almanac

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## Council Approves Committee Restructuring

The University Council last week approved a report recommending that the Council's committee structure be modified.

"We have found that the most effective committees seem to be those that work most closely with the University administration," reported the committee on committees, chaired by Professor Henry M. Hoenigswald. "This is not surprising since the role of the University Council and its committees is to provide advice to the administration. Committees can be most effective if they provide advice on issues on which administrators truly need advice."

Under the format passed by the Council, all committees would be categorized as either Council committees or independent committees. There would no longer be committees designated as University-wide or operating.

An outline of the old and proposed committee structures is published elsewhere in this issue of ALMANAC. Individuals wishing to review the entire report may do so by inquiring at the Secretary's office at 121 College Hall.

The Council also last week approved an amendment to its bylaws on the matter of roll call votes. The amendment, with the new wording italicized, reads: "Conduct of Meeting: A majority of all members shall constitute a quorum. *Voting shall ordinarily be by voice or by show of hands, at the discretion of the Moderator. A roll call vote shall be taken upon motion and the affirmative vote of one-fourth of the voting members present.*"

A question was raised at the session concerning the University's position on the United Way's agreement with the Archdio-  
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## How do you pin a medal on the Green?

Blanche P. Levy Park won an award from the 1979 Greater Philadelphia Chamber of Commerce/Pennsylvania Horticultural Society Landscape Horticultural Program last month.

The award cites the University for extensive re-landscaping which turned the heart of College Hall Green into a beautiful campus park that reflects the image of the traditional campus greenery. The renovation was made possible by a \$1 million donation from Blanche P. Levy, whose husband, son and brother are all distinguished University alumni.

## Inside

- Documents on the Kappa Sigma suspension appear on page 8-10, and statements from the fraternity's executive director on page 3.
- Benjamin Shen discusses the University's academic planning for the 1980's, page 6.
- A Personnel Relations Newsletter accompanies this issue.

## Letters on the Presidential Search

A few weeks ago, we asked ALMANAC readers for their ideas on the current search for a University president. Here we present chairman of the Trustees Paul F. Miller's letter to the University community, followed by two of the letters we received.

To members and friends of the University community:

Ten years ago this month the Trustees chose Martin Meyerson as our President. Building on the work of his predecessor, Gaylord Harnwell, and collaborating with our board, President Meyerson and his colleagues have had a decade of notable achievements for our University. The quality of faculty, students, and administrators has been nurtured and enhanced, the Faculty of Arts and Sciences has been successfully constituted, and the ties between the disciplines and the professions have been strengthened in both teaching and research. Through a combination of management, economies, and effective fund raising, we have had a balanced budget, and the campus has been transformed into one of the most attractive urban campuses in the nation.

When he accepted the position, Martin indicated that he would hold it for only ten to twelve years. We are, therefore, beginning the search for his successor and a Consultative Committee on the Search for a President has been established for that purpose. I am chairing the committee and Jacqueline Grennan Wexler is the vice-chairman. In addition, it consists of five other Trustees, four members of the faculty, and two students. The committee will advise the Executive Board which, in turn, will make its recommendations to the full Board of Trustees.

I am writing to ask you for suggestions for candidates for the presidency. It would be helpful if you included your reasons and as much detailed information as possible on your suggested candidates.

In thinking through the nature of the presidency, the Trustees believe it is desirable for the next incumbent to have the following characteristics:

We seek a president who will be a strong chief executive responsible for the educational and administrative leadership of the University. Without precluding the possibility of a new president from outside the academic world, we believe candidates should either have been tenured professors or, if not in education, have strong academic credentials and have achieved distinction in their businesses or professions. They should have broad-ranging intellectual interests and

a deep attachment to research and excellence in teaching.

Because the executive responsibilities of the President are extensive, demonstrated managerial skills are necessary. The Trustees agree that, after review, they will support proposals of the new President to modify the administrative structure of the University and innovate in ways that will increase managerial effectiveness.

The arts and sciences are critical to the academic mission of the University and the candidates should be sensitive to their importance. At the same time, they should be prepared to develop further the ties which have been established between the arts and sciences and professional programs.

In the years ahead there will be fewer qualified applicants for admission to undergraduate and graduate places in higher education and continued financial stringencies. Therefore, candidates must be prepared to continue a process of making difficult choices in budgets, of obtaining federal and state financing, of fund raising with selected supporters of Pennsylvania, and of ensuring that educational programs will attract high quality students and staff.

Candidates should be articulate and tactful, devoted to academic values in an independent, research university and able to represent Pennsylvania persuasively to the outside community. Educational vision, imagination, and courage are essential. The ability to work closely with faculty, students, and other members of the University community, as well as taste and skill in choosing people, are especially valuable attributes. Sensitivity to the perspective of diverse groups is expected.

In recent years the University of Pennsylvania has become a more international as well as national institution and, at the same time, its involvement in Philadelphia dating back more than two centuries remains strong. This combined focus is necessary for the new President.

The Consultative Committee and the Executive Board will be reviewing both internal and external candidates in the context of the University's commitment as an equal opportunity employer.

Your comments should be sent to me directly and will be treated in confidence. The committee has determined that it will not reveal the names of any persons under consideration. I have agreed to act as the committee's spokesman. Because of the necessity for utmost discretion, do not contact candidates yourself. If you have other comments and suggestions about our University and its future, I welcome hearing from you.

Paul F. Miller, Jr.  
Chairman of the Trustees

Editor:

There are two things more than anything else that the University's next president should have—a sense of what kind of institution the University should become during this decade, and the ability to unify the faculty and students behind his vision.

More than once, faculty and administrators have told me that President Martin Meyerson has brought Pennsylvania to the edge of becoming a world-renowned university. This is true. Meyerson has worked tirelessly towards improving the quality of the faculty and the student body.

The problem and the challenge facing Pennsylvania's next president will be to unify the faculty, the administration, and the students into a university. But there are many strong forces keeping these groups apart. There is conflict between the students and the faculty, between graduate and undergraduate students, and between almost every other identifiable constituency within the University. The next president must be able to reconcile these conflicts, for if he does not, he will never be able to make the University reach its potential.

Many of these problems were caused by the University's poor financial position during the last decade. Although money will certainly not be plentiful in the Eighties, there should not be as many financial crises as there have been in the last six years. But money is only part of the problem.

During my four years here the administration has been so conflict-ridden that no

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# University Council

(continued from page 1)

case of Philadelphia which puts certain restrictions on the activities of the United Way. Edward Lane, chairman of the planning committee for the United Way at the University, reported that a small number of contributors to the most recent campaign had, in light of the information disseminated on campus last week, asked that their money be returned. Lane said he had recommended to the president that the wishes of these contributors be respected.

Provost Vartan Gregorian, addressing the issue, indicated he had asked the University counsel to explore Pennsylvania's association with United Way with respect to future fund-raising efforts here.

According to Lane, the University's total contribution to the latest United Way campaign was \$81,000, an increase of \$10,000 over the previous effort.

A statement concerning the University's academic planning for the next decade was read to the Council by Benjamin Shen, associate provost. Shen, who is coordinating the long-range academic planning function of the provost's office, promised that there would be "no academic-planning bureaucracy" at Pennsylvania. His remarks to the Council, in a somewhat expanded version, are published elsewhere in this issue of ALMANAC.

Early in the meeting Provost Gregorian, standing in for President Meyerson, who was overseas last week, read a statement from the president concerning the selection of Patrick Moynihan as this year's commencement speaker. Meyerson, responding to accusations from some individuals and student groups that he hand-picked the former U.S. senator in violation of the spirit of the prescribed selection process, said in part: "First, the charge is being made that the Senator is an old associate of mine and the choice is thus one of cronyism. It is true we have known each other since the fifties but in that period we have disagreed as well as agreed. I have a wide circle of acquaintances and friends and it should not be surprising that I have known most persons we have invited as Commencement and Baccalaureate speakers...."

"Second, the charge is being made that in endorsing and making this invitation, I am insufficiently concerned about racism. Again this is not the Senator's record. But in turn I wonder where the support was when Pat Harris was our Commencement speaker the other year and was being attacked unfairly."

A discussion on suggested changes in the *Guidelines and Integrated Statement of the University of Pennsylvania Policy on Conduct of Sponsored Programs* was rescheduled for Council's next meeting because of insufficient time last week.

## Proposed committee restructuring

### PRESENT STRUCTURE

#### Council Committees

Committee on Committees  
Community Relations  
Educational Planning  
Facilities  
Faculty Affairs  
Honorary Degrees  
Research  
Student Affairs  
Undergraduate Admissions and Financial Aid

#### University-Wide Committees

Personnel Benefits  
Recreation and Intercollegiate Athletics

#### Independent Committees

Budget  
Open Expression

#### Operating Committees

Bookstore  
Disability Board  
Faculty Grants and Awards  
International Programs  
Library  
Safety and Security  
Student Fulbright Awards

### PROPOSED STRUCTURE

#### Council Committees

Bookstore  
Committee on Committees  
Communications  
Community Relations  
Educational Planning  
Facilities  
International Programs  
Library  
Personnel Benefits  
Recreation and Intercollegiate Athletics  
Research  
Safety and Security  
Student Affairs  
Undergraduate Admissions and Financial Aid

#### Independent Committees

Budget  
Disability Board  
Faculty Grants and Awards  
Honorary Degrees  
Open Expression  
Student Fulbright Awards

## Upcoming Council Business

These are the topics that are likely to come before the University Council during the remainder of the academic year, according to Walter Wales, chairman of the Council's steering committee:

- Revised guidelines concerning policy and conduct of sponsored programs (discussion, March meeting)
- Judicial committee report (discussion and action, March or April)

and action, March or April)

- A presentation by Operational Services Vice President Fred Shabel on the University's approaches to the energy problem (probably March)

- Report on the ad hoc committee on Penn Student Agencies (discussion and action, late in the semester)

- Discussion on admissions and financial aid (April)

## Fraternity to Work for Improvement

Kappa Sigma's national organization has been disappointed and dismayed at last week's suspension of the local chapter from the University campus.

The fraternity was informed Monday February 11 of their suspension for their "established pattern of disruptive behavior."

Unfortunately, explained Richard Huebner, executive director of Kappa Sigma, "we were not really aware of any problems [with the Penn chapter] until notified by [Vice Provost for University Life] Janis Somerville."

Nonetheless, the national organization doesn't intend to abandon the Penn chapter. "We're not willing to go," Huebner said. "We want to work our way out of this."

"We're very supportive of the chapter," he noted, adding that they would take no disciplinary action against the chapter, but would work to regain University recognition.

tion.

At present, Huebner is working with fraternity members to "rebuild the strength of the chapter." He noted that conduct, activity and campus involvement would be stressed.

"We have developed a program which we expect to benefit the chapter and uphold the principles of Kappa Sigma," Huebner said. Plans for that program were to be presented to Director of Fraternity Affairs Martin Stamm this week.

"I think the innuendoes and allegations of racism and sexual harassment in the media caused irreparable damage," Huebner said. He added that such incidents damage the image of all fraternities, not just Kappa Sigma.

Documents on the Kappa Sigma suspension appear on pages 8-10 of today's ALMANAC.



# Forum

(continued from page 2)

leader, intellectual or otherwise, has dominated. No one, including Meyerson, has served as Max Weber's "charismatic leader." Meyerson and former Provost Eliot Stellar have been too closely identified with the hostilities of the past six years to act as unifying leaders. Provost Vartan Gregorian has come closest to filling this leadership vacuum. But since he became provost, Gregorian has begun to be identified with the University's ongoing problems.

It goes without saying that the next president will have to administer this University and mediate its conflicts. He will have to avoid the problems which were unavoidable for Meyerson. The University's financial situation will undoubtedly be better, but this alone will not suffice. The next president must be an outstanding intellectual. The faculty and students will

accept no less. He must also be able to work with and lead students. I warn the trustees against selecting merely a "hard-nosed administrator"; if this happens it will be yet another decade before Pennsylvania reaches its potential.

I feel the greatest tragedy of Martin Meyerson's tenure as president was his inability to build this university into something much bigger than its parts. The ideal successor to Meyerson will be a leader who can unify the faculty and students and build from the foundation Meyerson has constructed.

Larry Frohman, Wh '80  
Undergraduate representative,  
University Budget Committee

Editor:

Attributes desirable in the next president of the University:

1. Academic achievements sufficient to warrant respect of the faculty.

2. Knowledge of the operation of a University, including an understanding of the diversity of its disciplines: the physical, biological and social sciences, the humanities, and the professional schools; and ability to foster interrelationships among them to the end that the University is strengthened and the concept of "one university" upheld.

3. Ability to enlist outstanding colleagues: officers of the University, deans and other administrators who will strive to uphold and maximize the excellence of the institution; and ability to be supportive of their efforts.

4. An understanding of the financial needs of the University, including that of a balanced budget, and a willingness to participate in the solicitation of University resources.

5. Ability to be an effective protagonist

## On Campus

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

### Thursday 21

**Blood Drive:** The University Hospital will conduct a blood drive at the Hillel House.

**Discussion group:** University Ad Hoc discussion group on reproductive freedom will meet at noon in the Smith-Harrison-Penniman room of Houston Hall.

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

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

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

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

The Italian Studies Center will bring Professor Maristella Lorch of Barnard College to campus for a lecture on Italian Renaissance Comedy at 4:30 p.m. in the Franklin Room of Houston Hall. A reception will follow.

The Jewish Folklore Colloquium Series sponsors Henry Sapoznik, a klezmer fiddler, in a lecture demonstration on *Jewish Klezmer Music* in the Folklore Lounge, fourth floor, Logan Hall at 7:30 p.m. Coffee and light refreshments will follow the fiddler.

**Movies:** The International Cinema will present *Just Like at Home* at 7:30 p.m. and Herzog's *Woyzeck* at 9 p.m. International House. Admission is \$2.

**Music:** Penn Union Council inaugurates *Entertainment at Eleven* series with guitarist Will Rhodin, in the Houston Hall Art Gallery at 11 a.m. Hot chocolate will be served.

**Sports:** The women's basketball team entertains Temple

at the Palestra at 7 p.m.; the women's badminton team takes on Drexel in Weightman Hall at 6:30 p.m.

**Theater:** *Loot*, Joe Orton's English detective spoof, continues at the Annenberg Center through February 24. For more information and reservations call Ext. 6791.

The Penn Players present three one-act plays—*Action* by Sam Sheppard, *The Lover* by Harold Pinter, and *Sexual Perversity in Chicago* by David Mamet—in Houston Hall through Saturday. Admission is only \$1.50, and more information can be had about the performances by calling Ext. 7570.

The Penn Glee Club presents *Hit High Sea* at its 118th annual production through Saturday in the Zellerbach Theatre. Call Ext. 6791 for information.

### Friday 22

**Convention:** The Society for Cross Cultural Research conducts its annual convention through Sunday at the Holiday Inn. For more information call John Sabini, psychology department, Ext. 5247.

**Movies:** International Cinema repeats *Woyzeck*, at a 4 p.m. matinee for \$1, and screens *Inside Women Inside* and *A Dream is What You Wake From* at 7:30 p.m., with *Just Like at Home* following at 9:30 p.m. Admission: \$2.

**Music:** Echo Production brings *Alive!*, a unique all-woman Afro-Cuban, blues, swing, and gospel group, to Harrison Auditorium at the University Museum at 8 p.m.

**Sports:** The men's basketball team battles Harvard in the Palestra at 8 p.m.; the women's squash team takes on Yale at 7:30 p.m. in the Ringe Courts; the men swim away at Cornell at 4 p.m.; the women's swim team seeks laurels at the Ivy Tournament at Princeton through Sunday; the men's volleyball team faces Pittsburgh across the nets at Weightman Hall.

### Saturday 23

**Movies:** The Penn Union Council will show Monty Python's irreverent *Life of Brian* in Irvine Auditorium at 8 p.m. and 10 p.m., and the classic Bogart flick *Casablanca* at midnight. Brian is \$1; Bogey is 75c.

The University Museum's Saturday Children's film series will show *The Goalkeeper Lives on Our Street* and *The Red Balloon* for the younger set at 10:30 a.m. in Harrison Auditorium. Admission is free.

**Sports:** The Palestra will be the scene of three confrontations as the men's basketball team takes on

Dartmouth at 7 p.m., the women's team battles Brown, and the men's JV squad is mobilized against the Army JV at noon. Action continues on campus in Weightman Hall, with the male fencers facing NYU at 2 p.m., and the women's badminton team dueling Temple at 9 a.m. Squash enthusiasts can enjoy the men's team in a contest against Princeton at 2 p.m. in Ringe Court, and catch the women earlier at 11 a.m. against Brown and F&M. Penn teams on the road will be seeking Ivy honors, with the gymnastics teams traveling to Dartmouth for the Championships through Sunday while the women swimmers strive for titles at Princeton. The men's indoor track team competes in HEPs through Sunday at Cornell both days, while the matmen are at Princeton beginning at 2 p.m.

### Sunday 24

**Movies:** The University Film Series offers Renoir's *The Golden Coach*, set in 18th century Peru in Harrison Auditorium at 2:30 p.m. Admission is free.

**Music:** Penn Contemporary Players will present a concert of modern works at 8:15 p.m. in Cary Hall at Swarthmore College. Admission is free.

### Monday 25

**Lecture:** The history and sociology of science department hosts Professor Langdon Winner, Massachusetts Institute of Technology, who will discuss *The Politics of Technical Choice: the Case of Solar Energy* in Seminar Room 107 in Smith Hall at 4 p.m. Warm to the lecture with coffee, served at 3:30 p.m.

### Tuesday 26

**Blood Drive:** The University Hospital will seek blood donors at the Veterinary School from 11 a.m. until 5:30 p.m.

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

**Lecture:** The graduate group in epidemiology features Elizabeth Ward on *A Case-Control Study of Neuroblastoma* at noon in Room 111 of the Nursing Education Building.

**Seminar:** Dr. James Williams, Department of Biophysics at Johns Hopkins University, will conduct a seminar on *5-Hydroxytryptamine Transport by Platelet Dense Granules* in the Physiology Library on the fourth floor of the Richards Building at 12:30 p.m.

## Nominations Sought For Grad Teaching Awards

for the University in strategic relationships with local, state, and federal government.

6. Equanimity of disposition in the face of difficulties, strength of character, decisiveness.

Gaylord P. Harnwell

President Emeritus and  
University Professor of Physics

Marion F. Pond

Administrative Assistant to Prof. Harnwell

## Mastership Open

Tenured faculty members interested in the mastership of Van Pelt College House for a term beginning next fall are cordially invited to express their interest on or before March 7 to Dr. Joseph Beckham, Van Pelt College House at Ext. 7957 (day) or 382-3781 (evening).

Intellectually rigorous and exceptionally coherent teaching by graduate students will be honored again this year through the Dean's Awards for Distinguished Teaching by Graduate Students.

Nominations for the approximately ten awards are now being accepted. The candidate's teaching must have a considerable impact on students, and the candidate should embody high standards of integrity, fairness and commitment to learning.

Candidates must be nominated by their department or graduate group to a committee appointed by the Dean of FAS and chaired by Prof. Peter Conn, graduate chairman of the English department. Each department can nominate as many students as it chooses; however, when more than one student is nominated, the candidates must be rank-ordered.

Each nomination must include:

- a nominating letter from the chairman or graduate or undergraduate chairman;
- at least two additional letters from faculty attesting to the quality of the nominee's teaching;
- at least five letters from undergraduate students who have taken courses with the nominee;
- copies of SCUE and departmental evaluations;
- a listing of all courses taught by the nominee.

The Dean's Award is an endowed honor which confers a small monetary stipend on the recipients.

The awards will be conferred at Commencement. Please submit all material to Prof. Peter Conn, chairman, committee on the Dean's Awards, by April 1.

## Wednesday 27

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

The chemical and biochemical engineering department brings Dr. Roger Schmitz of Notre Dame to the University to lecture on *Oscillatory Chemical Reactions and the Kinetic Models* in the Alumni Hall of the Towne Building at 3:30 p.m. Coffee will precede the lecture at 3 p.m.

**Movies:** Exploratory Cinema will show two anthropological films: *Holy Ghost People* by Peter Adair and *Deep Hearts* by Robert Gardner in the Annenberg Center Studio Theater at 7 and 9:30 p.m. Admission is \$1 for students, \$2 general admission.

**Seminar:** The Houston Hall Travel Service will host a seminar on travel in *The Caribbean and South America* at 5 p.m. in the Franklin Room. Wine and cheese will be served.

**Sports:** The women's gymnastics team will compete against Lock Haven, there, at 4 p.m., while the women's basketball team travels across town to LaSalle at 7 p.m.

## Thursday 28

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

The South Asia Regional Studies program hosts Lord Saint Brides, former deputy commissioner in India, Pakistan, and Australia, when he lectures on *United States and Pakistan Relations* in the West Lounge of Houston Hall from 2 to 3 p.m. The Departments of Architecture, Art History and Oriental Studies present Dr. Else Glahn, University of Aarhus, Denmark, on *The Modular Architecture of*

*Ancient China's Master Carpenters* in the first floor conference room of Van Pelt Library at 11 a.m. Dr. Glahn has conducted field research in China and will supplement the lecture with slides.

The University Museum sponsors Professor John Ruffle on *The Ancient Egyptians as Tourists and Antiquarians* at 5:45 p.m. in the Rainey Auditorium, University Museum. Admission is \$2 for members and \$3 for the general public.

**Movie:** The Italian Studies Center will present the rarely shown *An Anthropology of Italian Cinema (Part One)* at 8 p.m. in the Annenberg School Auditorium. A \$1 donation is requested.

**Sports:** The women's badminton team battles West Chester at the opponent's nets at 6 p.m., and the men's swim team hosts the EISL at Sheerr Pool through Saturday.

## Friday 29

**Music:** The University Symphony Orchestra will present an all-Copland program in Irvine Auditorium at 8:30 p.m., in honor of the composer's birthday. Aaron Copland will attend the performance, directed by Eugene Narmour.

**Sports:** The wrestling team takes part in the EIWA at Lehigh, while the women's basketball team enters the Ivy championships at Yale. The men's squash team hosts the ISA at Ringe Courts through Sunday, while the men's basketball team meets Columbia there at 8 p.m., where they will be joined by the JV squad who compete at 5:45 p.m.

**Theater:** The Annenberg Center's Theater for Children Series offers *The Incredible Feeling Show* through March 1.

## Saturday 1

**Seminar:** The Women's Studies Program presents a conference on *Witches and Witchcraft* in the Fine Arts Building. Call Ext. 8740 for information.

**Sports:** The men's bucket team wraps up their regular season at Cornell at 7:30 p.m. The men's fencing team hosts Cornell and Harvard in Weightman Hall at 1 p.m., with the women's team meeting the same opponents at 11 a.m. The women gymnasts will make Hutchinson Gym the site of PAIAW competition, while the women's indoor track squad goes to Harvard to participate in the EIAW Championships. Also on the road is the men's volleyball team, who will be squared off against Princeton, Cornell and Queens at Princeton.



# An Agenda for Academic Planning

*Associate Provost Shen made these remarks, here slightly revised, at last week's meeting of the University Council.*

I am pleased to announce, on behalf of the president and provost, the launching of the University's academic planning for the 1980s. Our agenda consists of three overlapping phases. Phase I, which begins immediately and lasts until the end of 1980, will set up the mechanisms and criteria for academic planning. Phase II, which will start in the fall and continue at least through 1981, will deal with data analysis and modeling for planning purposes. Phase III, during which actual academic plans will be formulated, will begin after a new president takes office and will, because of the need for annual updating of plans, continue throughout the decade. Segments of the University's academic plans should begin to take shape in the fall of 1981.

Academic planning is the charting of the possible future direction of the University. For the 1980s, it means asking how our university can best fulfill its academic mission in the face of severe fiscal constraints. It means seeking fiscally-sound strategies to overcome foreseen and unforeseen obstacles while retaining the flexibility to seize upon unusual opportunities as they arise. Our goal is to be prepared for selective growth while being ready for retrenchment. In the end, academic planning will lead to such decisions as which programs to emphasize and, if need be, which to curtail.

I don't need to catalog here all the problems that every private university must face in the 1980s: dwindling enrollment, continued inflation, rising energy costs, uncertain state subsidy—these are just the major ones. No wonder everyone is rushing into academic planning. By the end of the 1970s academic planning had become a national profession. In the 1980s, it threatens to become an industry. When overdone, academic planning can assume a life of its own and take on an undesired and exaggerated role in the life of a university. Pennsylvania does not need runaway planning; we intend to do only what will benefit us.

What will academic planning be like at Pennsylvania? Because the choices and priorities in Phase III are so critical to the future of the University, I think it important that the mechanism and criteria of our academic planning be worked out at the outset. This will be the objective of Phase I, when we will be asking questions such as: How are the academic units of the University to be evaluated? By whom? For what purpose? Exactly what criteria are to be used, and with what emphasis? Is the prime consideration quality? "Centrality?" Ability to generate income? How is university-wide planning to be tied to the ongoing planning

within each school? Do we have an adequate mechanism for implementing University-wide priorities?

In wrestling with questions such as these, the president and provost will have the advice of the existing Educational Planning Committee (EPC), a joint committee of the University Council and the Faculty Senate. At my behest, the EPC intends to establish a sub-committee to deal specifically with the issues raised in Phase I. The sub-committee, like the EPC itself, will be made up of faculty members and students and will be working closely with the provost and his associates.

Phase II is more technical. It is the aim of Phase II to collect and analyze relevant data about the University and to use the computer to simulate various phases of its academic and fiscal operations as an aid in decision making. In Phase II, we will be asking questions such as: What will our undergraduate and graduate applicant pool be like three, five, or 10 years from now? What will our enrollment and SAT scores be like? What will be the socioeconomic background of our students? What will our faculty be like? What percentage will be tenured? What appointment and promotion strategy can best insure that new members continue to enrich our faculty?

In short, we want to gain an idea of the possible future state of our university in all its pertinent facets: teaching, research, student life, etc. This too can be overdone. If not handled carefully, computers applied to human activities sometimes have a way of gaining dominance over our actions and confounding us with mathematical trappings. A well-known academic planner has said: "No amount of planning will ever replace dumb luck." To that, I add: No amount of computer modeling will ever replace wisdom.

Where are we going to find this wisdom, so much needed in Phase III? Some of it, I am sure, can be found in College Hall, but much of it should come from the rest of the University community. While the administration takes the lead in academic planning and bears the responsibility of making decisions, the rest of the University community—especially the faculty—should play an important advisory role. In addition to the EPC, other formal and informal committees may be constituted as specific needs arise in the future. Their advice will be earnestly sought. In addition, I will welcome written suggestions from any member of the University community on any aspect of academic planning, and I will see to it that your views are seriously taken into account.

While asking for the wisdom of the University community, we also ask for its cooperation and understanding in a difficult task. In the ongoing attempt to resolve some of the long-standing problems in graduate

education, I have often been impressed by the cooperation and understanding shown by faculty members and students, including those who might be expected to be our most severe critics. It is not that they don't criticize; they do so vigorously, but there are moments of mutual realization that some of the difficulties of the University can be solved only if everyone works together. The long-range academic planning for our university cannot be pursued successfully unless the entire University community works together and unless, having each voiced our own views, we all make an effort to keep the common interest of the University clearly in sight.

## Worth Noting

- University personnel who wish to upgrade or change their health insurance or health maintenance plans may meet with representatives of the programs offered by the University next week. Open enrollment for the annual contracts is March 1 through March 14.

Houston Hall will house the representatives on Tuesday, February 26, and Thursday, February 28, while they will be in the Faculty Tea Room of the Faculty Club on Wednesday February 27. The representatives will be available for discussion of the merits of each plan from 11 a.m. until 2 p.m.

During the March 1 through 14 open enrollment period, subscribers in any group health insurance or health maintenance plan may change enrollment from one plan to another. However, open enrollment occurs only once a year and health plan contracts are binding on subscriber for a one year period unless the subscriber leaves his or her employment or moves out of a plan's service area.

- The Marriage Council of Philadelphia will be conducting a marital enrichment program for relationship growth and communication skills. The free program, which begins in April, will consist of a 1½-hour weekly session at the Marriage Council of Philadelphia for approximately eight weeks. This program is offered in conjunction with the Marriage Council's marital enrichment research program; it is not for couples currently in therapy. For information, call Dr. Norman Epstein at 382-6680, weekdays between 9 a.m. and 5 p.m.





## Leaves

The following LEAVES were approved by the trustees between June 14, 1979 and July 26, 1979. Editor's note: Individual faculty members sometimes reschedule their leaves after formal approval, and this may not be reflected in the listing below.

### School of Dental Medicine

*Dr. Morton Amsterdam*, professor of periodontics, on a scholarly leave of absence (June 1-November 30, 1979).

### Faculty of Arts and Sciences

*Dr. Elaine Scarry*, associate professor of English, on a scholarly leave of absence (Fall 1979/Spring 1980).

### School of Medicine

*Dr. Larry S. Hart*, clinical assistant professor of psychology in psychiatry, for employment elsewhere (August 1, 1979).

*Dr. Arnold J. Rawson*, professor of pathology, on a scholarly leave of absence (December 15, 1979 to March 15, 1980).

### School of Nursing

*Ms. Marcia M. Sass*, assistant professor of nursing, on a scholarly leave of absence (Fall 1979/Spring 1980).

### School of Veterinary Medicine

*Dr. William Medway*, professor of clinical laboratory medicine in clinical studies, on a scholarly leave of absence (September 1, 1979 to February 28, 1980).

## Appointments

The following Appointments were approved by the trustees between July 26, 1979 and September 27, 1979. They are based on actions taken by the Provost's Staff Conference. A bullet (•) before a standing faculty name indicates that the faculty member achieved tenure. Under the listings for promotions in secondary appointments, primary appointments appear within parentheses. For a description of the structure of the academic staff and definitions of standing and associated faculty, refer to ALMANAC supplement, April 19, 1977, pp. IV-V ("Draft Revision of Basic Documents on Academic Governance at the University of Pennsylvania").

### School of Dental Medicine

#### Standing faculty

- *Dr. Shel Rovin*, professor of dental care.
- *Dr. Joseph L. Rabinowitz*, professor of biochemistry.

### The Graduate School of Education

#### Secondary appointments

- Dr. Ivar Berg*, professor of sociology.
- Dr. Fred L. Block*, assistant professor of sociology.

#### Other changes

*Dr. Mary R. Hoover*, assistant professor of education, resigned as of June 30, 1979.

### College of Engineering

#### Other changes

*Dr. Mark S. Chang*, assistant professor of electrical engineering and science, resigned as of September 30, 1979.

### Faculty of Arts and Sciences

#### Standing faculty

- *Dr. Ivar Berg*, professor of sociology.
- Dr. John W. Cooper*, assistant professor of physics.
- Dr. David L. Crawford*, assistant professor of economics.
- Dr. Willy Fischler*, assistant professor of physics.
- Dr. Claudia C. Goldin*, associate professor of economics.
- Dr. Anna Kuhn*, assistant professor of Germanic languages and literatures.
- Dr. Victor H. Mair*, professor of Oriental studies.
- Dr. Thomas G. Ricketts*, assistant professor of philosophy.
- Dr. Jeffrey S. Rusten*, assistant professor of classical studies.
- Dr. Robert L. Schuyler*, associate professor of American civilization.

#### Associated faculty

- Dr. Manolis A. Dris*, research assistant professor of physics.
- Dr. Stig Lundqvist*, adjunct professor of physics.

#### Other changes

- Dr. Daniel N. Osherson*, associate professor of psychology, resigned as of June 30, 1979.
- Dr. Caroline Pond*, assistant professor of biology, resigned effective June 30, 1979.

### Law School

#### Standing faculty

- Mr. Stephen B. Burbank*, assistant professor of law.
- *W.A.J. Watson*, professor of law.

#### Associated faculty

- Mr. Robert Aronson*, visiting associate professor of law.
- Mr. Arthur Hellman*, visiting associate professor of law.
- Mr. Rand E. Rosenblatt*, visiting associate professor of law.

### School of Medicine

#### Standing faculty

- Dr. Leif Berniman*, assistant professor of anesthesia.
- Dr. Frank Bowen*, assistant professor of pediatrics.
- Dr. John S. Brooks*, assistant professor of pathology.
- Dr. Jim C.H. Chu*, assistant professor of radiation physics in radiation therapy.
- Dr. Gary R. Diamond*, assistant professor of ophthalmology.
- Dr. David M. Epstein*, assistant professor of radiology.
- Dr. Samuel S. Fager*, assistant professor of medicine.
- Dr. David Finegold*, assistant professor of pediatrics.
- Dr. Gary R. Fleisher*, assistant professor of pediatrics.
- Dr. Michael Gewitz*, assistant professor of pediatrics.
- Dr. Gary T. Kinasewitz*, assistant professor of medicine.
- Dr. Paul N. Lanken*, assistant professor of medicine.
- Dr. David M. McCarthy*, assistant professor of orthopaedic surgery.
- Dr. Jay S. Rosenblum*, assistant professor of radiology.
- Dr. William C. Steinman*, assistant professor of medicine and assistant professor of medicine in research medicine.
- Dr. Melvin L. Turner*, assistant professor of radiology.
- Dr. William J. Untereker*, assistant professor of medicine.

#### Associated faculty

- Dr. John J. Bianrosa*, assistant professor of anesthesia.
- Dr. Henry R. Bleier*, assistant professor of psychiatry at Philadelphia Psychiatric Center.
- Dr. Jonas Brachfeld*, clinical associate professor of medicine.
- Dr. William Fineman*, clinical assistant professor of medicine.
- Dr. Michael J. Haut*, Dr. Sheldon Jacobsen, associate professor of medicine at HUP.
- Dr. Mark A. Kelley*, assistant professor of medicine at HUP.
- Dr. Richard R. Lieberman*, assistant professor of anesthesia at HUP.

*Dr. Paul D. Mitnick*, adjunct assistant professor of medicine.

*Dr. Gerd Muehlechner*, research associate professor of radiologic physics in radiology.

*Dr. Kenneth A. Richman*, assistant professor of anesthesia at HUP.

*Dr. Allen J. Schwalb*, assistant professor of anesthesia at HUP.

*Dr. David G. Silverman*, assistant professor of anesthesia at Veterans' Administration Hospital.

*Dr. Stephen H. Sinclair*, assistant professor of ophthalmology at Presbyterian-University of Pennsylvania Medical Center.

*Dr. Oleh J. Tretiak*, adjunct associate professor of radiology.

*Dr. Jan Richard Weber*, assistant professor of medicine at Graduate Hospital.

*Dr. Lily C. Yang*, adjunct assistant professor of pediatrics.

#### Secondary appointments

*Dr. Frank Bowen* (assistant professor of pediatrics) assistant professor of pediatrics in obstetrics and gynecology.

*Dr. Samuel S. Fager* (assistant professor of medicine) professor of medicine in pediatrics.

*Dr. Sheldon Jacobson* (associate professor of medicine at HUP) associate professor of medicine in surgery at HUP.

*Dr. Paul Liebman* (professor of anatomy) professor of anatomy in ophthalmology.

*Dr. David M. McCarthy* (assistant professor of medicine) assistant professor of medicine in radiology.

*Dr. Gerd Muehlechner* (research associate professor of radiologic physics in radiology) research associate professor of radiologic physics in neurology.

*Dr. Leon P. Weiss* (professor of cell biology, department of animal biology) professor of cell biology in medicine in the School of Medicine.

#### Other changes

*Dr. Omar Crothers, III*, assistant professor of orthopaedic surgery, resigned as of June 30, 1979.

*Dr. Myron D. Ginsberg*, associate professor of neurology, resigned effective June 30, 1979.

*Dr. Wilson C. Hayes*, associate professor of research orthopaedic surgery, resigned as of June 10, 1979.

*Dr. Girgis Mikhail*, professor of obstetrics and gynecology, resigned effective August 31, 1978.

*Dr. Ovide F. Pomerleau*, associate professor of psychology in psychiatry at HUP, resigned as of June 30, 1979.

*Dr. Jordan B. Weiss*, clinical assistant professor of medicine, resigned effective June 30, 1979.

### School of Nursing

#### Standing faculty

- Dr. Judith Smith*, assistant professor.

### School of Public and Urban Policy

#### Standing faculty

- Dr. Stephen L. Feldman*, associate professor of public and urban policy.

### School of Veterinary Medicine

#### Associated faculty

- Dr. Norma Goldstein*, research assistant professor of biochemistry.

#### Other changes

*Dr. Arthur W. Fetter*, associate professor of pathology in pathobiology, resigned as of September 30, 1979.

### Wharton School

#### Standing faculty

- *Dr. Scott Ward*, professor of marketing.
- Mr. Jamshid Gharajedaghi*, adjunct professor of social systems sciences.

#### Other changes

*Dr. Paul Schoemaker*, assistant professor of management, resigned effective August 31, 1979.

# Documents on the Kappa Sigma Suspension

*The statements which follow are the texts of documents which informed the administrative action taken with respect to Kappa Sigma fraternity. The first statement is an integral part of the settlement in one of two judicial inquiries just completed. The second is my own statement on standards. Third is the report of the findings of the University judicial inquiry by Karen Gaines (who served as temporary judicial inquiry officer since the University judicial officer was the complainant in one of the incidents. Fourth is the report of the conclusions of the administrative review of Kappa Sigma fraternity by Martin Stamm, Director of Fraternity Affairs, in light of the previous administrative warning to the fraternity for disciplinary violations.*

*We are presenting these reports in their entirety to inform the University community of the disposition of serious incidents which have been the source of widespread concern and speculation.*

Janis Somerville, Vice Provost for University Life

## Two Statements on Standards From Kappa Sigma Fraternity

Members of the Kappa Sigma fraternity have issued the following statement as part of the settlement detailed in the report of the Judicial Inquiry Officer:

The Brothers of Kappa Sigma regret the incident of October 31, 1979, in which a member of our House, without intending any offense, wore a costume based on that of the Ku Klux Klan.

Neither that member, nor any person in our House, meant any disrespect to the black students of the University nor to any other of our fellow members of the University community.

We recognize, belatedly, that the KKK and its message are still too close to their original meaning to be treated lightly. We emphatically did not intend any message of support for the racism and terror associated with the costume worn, nor was there any intent to promote or provoke ill feeling toward blacks on our campus. Our member, who is himself of a religion historically persecuted by the KKK, asks the University community to understand that he had no purpose except to put together a costume quickly out of materials on hand, and that if he had considered the implications of it, he would not have worn it.

We understand the black students' deep and proper concern for the climate for blacks on a predominantly white campus, and understand that the ideology represented by the costume threatened the basic standards of a civilized community—among these, the respect we owe each other's dignity and history.

We truly believe in respecting the rights and dignity of others and support the principle that there is no justification for verbal or physical abuse to any fellow student. Our own Chapter Standards include a reminder that the fraternity is not an island, but has responsibilities to the community of which it is a part. We intend to live up to that standard as individuals and as a group.

## From the Vice-Provost for University Life

On December 7, Provost Vartan Gregorian issued a statement on racism and University standards which said in part:

I wish to emphasize in unequivocal terms that the University abhors racism of any sort, and I will exert my legal, moral and administrative authority to combat such incidents. This kind of behavior is ethically reprehensible and totally incompatible with the standards of conduct expected among members of not only our University but also an enlightened society in general.

I want to repeat and underscore these words in response to the commendable resolution proposed by the black students involved in the Kappa Sigma affair and endorsed by the membership of Kappa Sigma.

But I want to add two things: that these words are not for one fraternity alone but for all of us in our dealings with each other; and that this resolution is not the end of a problem but the renewal of a task. The University intends to promote a community based on standards of mutual regard and respect for all of its members and toward that end it has made commitments to combat racism, sexism and religious prejudice. The administration together with the faculty and the students have a mutually supportive role in the learning process which shapes our students for leadership in the future. I am calling on all members of our community to consider this fundamental part of our mission, and to offer continuing counsel and critique of our efforts to convey, by example as well as by precept, the standards to which this university is committed.

## Resolution of Judicial Inquiries

The two incidents assigned to me in December have been resolved through separate investigations ending in separate agreements after informal negotiation, and no panel hearings will be requested in either case.

### I. Incident of September 27, 1979

Investigation of a complaint filed by Denis Cochran-Fikes showed a clear violation of the University's general conduct code in all its provisions. This was a serious violation, rather than a minor one, in that the actions indicate severe misconception of the right of individuals to take aggressive action without thought or care for the rights of others, nor prudent concern for their own liability. Not only the account of the complainant, but also those of witnesses and participants confirm the nature of the violation.

Briefly, on the evening of September 27, 1979, a member of Kappa Sigma fraternity saw an intruder in the unlocked foyer of the House with his hands on another member's bicycle. He shouted "That's not your bike," and the intruder fled. Upstairs he told the bicycle's owner that he should put the bike in a safer place because "a black guy just tried to steal it," adding that the intruder was already gone. Two alumni who had continued in residence since their graduation in May rushed out of the House, followed by the bicycle owner (who is a current student) and

intercepted Denis Cochran-Fikes, who is the University's regular Judicial Inquiry Officer. One of the alumni had grabbed another resident's discarded crutch which he wielded in a weaponlike fashion while questioning Cochran-Fikes not as a potential witness but as presumed thief. After Cochran-Fikes identified himself and offered to accompany them to Public Safety to file a complaint of the attempted theft, the three walked away without apology; at roughly the same time, a member of the House shouted down "That's not the guy."

My finding of probable cause for a violation is based not only on their detaining the wrong man, but on their detaining anyone at all under the circumstances described. They were not on House property driving away an intruder, nor were they attempting to recover property; there was nothing to be achieved except retaliatory intimidation, and this was undertaken without even rudimentary inquiry into the description of the intruder beyond the distinction of color. To dismiss such actions as normal or understandable would jeopardize any and all passersby on the University's central walkway.

The two alumni being outside the University's jurisdiction, their part in the incident is referred to the Vice Provost for University Life for administrative review under provisions which make the House responsible for the behavior of its guests.

The remaining points in resolution of this case are:

1. The current student who accompanied the alumni, but did not lead in the detention nor participate in the questioning of Cochran-Fikes, is placed on term probation to end May 30, 1980. His voluntary acceptance of probation is on file.

2. The House leadership has volunteered to issue a written apology to Denis Cochran-Fikes on behalf of the House.

3. The House leadership will schedule one or more orientation sessions to be led by Security Specialist Ruth Wells and any expert advisors she may choose, to acquaint members and pledges with the responsibilities, obligations and limits on rights of property owners, with special attention to the liabilities in aggression toward persons on or off House property.

### II. Incident of October 31, 1979

The complaint rising out of a Halloween party incident at Kappa Sigma House—in which one member wore a Ku Klux Klan costume and other students at the party became abusive toward black students who objected to it—was investigated for possible violations of the University's general conduct code.

Elements of provocation and restraint were found on both sides, but, after a review of the evidence available to me, it appeared that the greater provocation lay with Kappa Sigma's members and guests (some of them unidentified) while the greater restraint lay with the black students who observed the ground rules of nonviolent dissent in entering the House to investigate a report of KKK activity.





The complaint was resolved without the necessity for disciplinary action, however, when the complainants proposed a resolution stressing the recognition of the rights and dignity of others. Kappa Sigma has voluntarily issued a public statement along these lines, and the complainants have accepted it. It will be released by the Vice Provost for University Life along with her own comments and those Provost Vartan Gregorian made in a statement of December 7 endorsed by the Council of Deans.

For the record, it is important to note that no organized demonstration of KKK activity was found in the House, as had been reported. By the complainants' account as well as those of House witnesses, a single student was dressed as a Klansman and he was by their accounts oblivious to the implications of his costume.

The outline of events as I understand them is that two black students saw an individual dressed as a "Klansman" on Locust Walk who removed his costume and left campus; but before he did so he informed them that "lots of guys" were wearing KKK costumes including some of Kappa Sigma. The two students set out to investigate, adding another undergraduate at their residence hall. When their residential advisor (a graduate student who holds a law degree) learned of the plan to enter the house he agreed to accompany them provided the undergraduates let him serve as spokesman and keep to a promise not to respond to provocation if it was offered.

At the fraternity house, the R.A. sought out a member in order to present his I.D. inside the door, and the group proceeded to a room where one student was found dancing in a KKK costume. Waiting until the music stopped, the R.A. alone approached the dancer and asked if he knew the meaning of the KKK costume. The wearer said it meant nothing racist; he removed his hood and identified himself to one of the black undergraduates, asking support for his statement that he was not a racist. When the black undergraduate did not come forward the costumed student raised his voice to protest his lack of intent and to defend the right to wear what he wanted in his own house. This attracted several members and guests to the scene and there was rapid escalation: some Kappa Sigma members apparently tried to calm the situation by stressing that the costume did not stand for racist sentiment, while other voices expressed just such sentiment through racist epithets. As the situation became heated, the black students set out to leave in an orderly fashion; the R.A., who was last to leave, was allegedly plucked at and held onto in a provocative way.

There was some risk of provocation on the part of the black students who entered the house even though their conduct in the house was restrained. Not all Kappa Sigma members and guests were aware that the I.D. had been presented, and may not have heard enough of the initial quiet dialogue to know the tone of the black students were taking. It is probable that for some who entered the fray, the issue was simply the right to behave as one wished on his own "turf."

More provocative than the costume itself was this defense of the right of individuals to display symbolic disrespect for others. The offense of the wearer was demonstrably unintended; but the

conduct of those who defended it showed a dangerous assumption that there are no limits on behavior provided one is inside a privately owned fraternity house. The conduct code's phrase, "to respect the rights of others regardless of time or place," clearly did not penetrate the thinking of those who argued such a right.

My residential question as a member of a University committed to a high standard of decency was whether the implications of the costume, and their threat to the fabric of the University, were fully perceived. Behind the Kappa Sigma's statement that "the KKK and its message are still too close to their original meaning to be taken lightly" lie some hours of thought and discussion on why it represents something more threatening than bad taste. Without claiming to understand fully what the Klan symbolizes to those who have been its traditional victims, I can suggest ways that the majority can think before dismissing it as a bad joke:

One way is to recall that it still stands for killing people when they claim their rights as in Greensboro, N.C. To focus on that but still dismiss the costume on the grounds that it couldn't happen here (and it is true, I saw no sign that the black students at Penn were afraid they would be killed on the spot by a student in a bedsheet) is to focus on the acts without taking account of the purpose. Historically, and recurringly, the purpose has been to prevent the minority from the exercise of rights that belong to them. In the Klan's heyday it was to drive freed slaves from the land and claim it, intimidating them to prevent their taking recourse in the law to protect new rights of property and place. After World War II when housing desegregation began, burning crosses often met those who dared exercise the right to buy. Today we have affirmative action, a recent and uncompleted extension of rights to "place"—admissions places, tenure slots, executive positions, job placement—which is being met with just such backlash. The historic Klan put on white sheets and said "Whatever the law says, I say you have no place." It is not farfetched for those attempting to exercise new rights to perceive the hooded "prankster" on a college campus as making the same statement—though in this instance I am convinced the message was ultimately more like "I don't know enough about you to understand that this bedsheet means anything to you."

After a careful review of the events as I understood them, I concluded that I would likely be justified in prosecuting actions for a number of small incidents which made up the larger incidents (e.g. the holding or plucking at the R.A. as he attempted to leave the house), but I concluded also that the proposed collective resolution goes much more directly to the heart of the problem and obviates the need to decide whether the other parts of the incident constituted offenses which could be reached through the Judicial Charter.

In the hope that some awareness has been gained on all sides through the inquiry process, and that further awareness will be achieved through the resolution proposed by the complaints, I am ending this inquiry without pursuing disciplinary action against individuals—but with some conviction that this University is capable of reinforcing its standards through a variety of means not limited to judiciary proceedings.

Karen C. Gaines  
Temporary Judicial Inquiry Officer

## Results of the Administrative Review

This report was addressed to the members and pledges of Kappa Sigma

In the course of the fall term, members of Kappa Sigma fraternity have been the subject of several complaints regarding violations of University conduct standards. I am writing now to confirm that in addition to the judicial action against individual members of Kappa Sigma involved in the three incidents, the following administrative judgment has been reached against the Pennsylvania chapter of Kappa Sigma fraternity.

The Vice Provost for University Life has accepted my recommendation to suspend recognition of the Pennsylvania chapter of Kappa Sigma fraternity effective immediately. Suspension of recognition means that the immediate loss of all affiliation with the University's fraternity system for an indefinite period. It is, however, only a temporary measure, pending the conclusion of deliberations with representatives of the national fraternity. If agreement on a plan for reorganization of the chapter cannot be reached between the national fraternity and this office on behalf of the University by the end of this semester (Spring 1980), then I will with the greatest reluctance, but without hesitation, move to withdraw University recognition permanently and to close the chapter.

I am deeply concerned by the character of recent incidents and by the established pattern of disruptive behavior associated with Kappa Sigma. Some of the incidents last year involved violence; most this year evince blatant ignorance or disregard of civil and criminal codes as well as University standards—be they religious slurs, physical threats, sexual harassment, or racist behavior. Indeed, persons from all segments of the community, including alumni, have suffered insult and other indignities simply passing the premises of Kappa Sigma on Locust Walk, a major campus thoroughfare.

I should not have to point out that no definition of private property allows a fraternity to be a citadel for launching abuse on passersby or neighbors. In addition, a fraternity's own standards for its members must embrace the maturity, responsibility and respect for others which are central to our existence as an educational community.

In reviewing the status of Kappa Sigma in light of the several complaints this fall, I am mindful of the settlements achieved by the Judicial Inquiry Officer in three of these cases. I am mindful also that some of the outer incidents which have been discussed on the campus were not, in fact, filed as judicial complaints. Others, upon investigation were found to be of somewhat different substance than initially understood. It is also the case that each of the three incidents which have been the subject of judicial action involved only a few of the brothers and none involved physical violence. Indeed, some individuals have noted that at the time of the incidents some brothers evinced appropriate concern and restraint in potentially explosive circumstances.

These mitigating factors, although important, do not change three central facts:

1. We are confronted with a continuing pattern of disruptive behavior despite the intervention of the Vice Provost for University Life (Spring 1979) to personally warn the brothers in the strongest of (continued on page 10)



(continued from page 9)

terms that Kappa Sigma as a fraternity must accept responsibility for further such transgressions of the University's code of conduct by its members.

2. Although none of the incidents this fall involved physical violence, we can take small consolation. The fraternity has not yet acted effectively to prevent incidents which may be the occasion to incite violence or which otherwise encroach upon the rights of others. I am extremely disappointed in the undergraduate chapter despite some signs of relative improvement. The fraternity clearly failed to heed the warnings of the Vice Provost to regulate the behavior of its members, and at the very least, through inaction and silence, has tolerated a standard of behavior in its midst which is completely unacceptable to the University community.

3. Once again this fall, the student chapter of Kappa Sigma not only has resisted the full responsibility of collective membership, but also has been reluctant to assist the Judicial Inquiry Officer until the eleventh hour in identifying individuals or witnesses or providing related information necessary to a complete investigation.

In our discussions with the Executive Director of the national fraternity of Kappa Sigma which charters the individual campus groups, it became

clear that the national office has not been informed fully heretofore by the University, the alumni, or the students, of the deterioration of the chapter and thus had not been in the position to intervene prior to this time. The Pennsylvania chapter house of Kappa Sigma is privately owned and your alumni body is the liable corporation; yet there has not been an active alumni board on hand to monitor developments within the student chapter. The Executive Director, upon being informed of the situation, formally has expressed the national fraternity's repudiation of such behavior and has acted vigorously in response. He has moved to place the chapter on national probation, to institute internal disciplinary processes, and to re-establish a working local alumni organization.

Most important, he has requested the opportunity to present a comprehensive plan for reorganization so that the long and fruitful past of the fraternity on this campus is not forfeited completely by the current membership. The Executive Director of the Kappa Sigma national fraternity is committing himself personally to formulate and to implement such a plan. On the basis of this promise of marked, effective intervention by the National fraternity of Kappa Sigma working closely with me as the University's Director of Fraternity Affairs, I am not recommending final action on recognition at this time.

During this interim period of suspension of recognition, we remain concerned for the welfare of our undergraduates residing in the Kappa Sigma house. Therefore, the University will continue to provide public safety and physical plant support services in accord with current understandings.

We join this approach, in the hope that the best of the Kappa Sigma tradition of over 85 years at Pennsylvania may be restored. However, you must understand the urgency of the situation. Everything must be done to avoid further violations of conduct standards by members of Kappa Sigma, and no further transgressions which contribute to the pattern of disruptive behavior emanating from the fraternity will be tolerated. I urge you to view the fate of the Chapter as unequivocally tied to the activities of each of its individual members and pledges, and to affirm the highest standards in your conduct of fraternity life. This will call for the strongest determination and most effective leadership of the undergraduate officers and the wholehearted cooperation of each of the members. You can count on the full support of my office in assisting you.

Martin Stamm  
Director of Fraternity Affairs

## New Medical Chair Announced

President Martin Meyerson and Harold Cramer, chairman of the board of directors of the Graduate Hospital, have announced jointly the establishment of a chair at Pennsylvania to be known as "The Emilie and Roland T. de Hellebranth Professor of Surgery and Surgeon in Chief at the Graduate Hospital." The chair has been established through a gift by Mrs. de Hellebranth to honor her late husband.

The \$1 million gift will also be used by the department of surgery at the Graduate Hospital in the areas of teaching, research, and patient care, which were the concerns of Dr. de Hellebranth, a surgeon whose primary practice was in Ventnor, N.J.

The first holder of the professorship will be Dr. Paul Nemir Jr., who is professor of surgery at the University and surgeon-in-chief at the Graduate Hospital. Dr. Nemir, a prolific author of scientific publications, has been chairman of the department of surgery at the Graduate Hospital since 1973.

## Turn it off!

Spring recess begins at the close of classes Saturday March 8 and ends at 8 a.m. Monday March 17. This break period affords the University an opportunity to conserve energy by closing space normally used for teaching.

The Council Committee on Facilities urges all University Faculty and administrators to avoid scheduling special events during spring break in areas that can be closed down. Please contact the appropriate building administrator or call the Energy Office at Ext. 4644 to find out what space will be available during spring break.

## Burial Sites Offered

The University has been given a burial lot containing four grave sites at Valley Forge Gardens, Inc. King of Prussia. The cost to purchase a similar lot from Valley Forge Gardens is \$2,000 and the University is willing to sell its lot for \$1,200 to anyone interested. For further information contact George W. Pepper, associate treasurer, at Ext. 7254.

## Italian Cinema to be Examined

A seldom-shown film on Italian cinema and two experts in the area of Italian studies highlight three unusual cultural events the Italian Studies Center hosts in upcoming weeks.

Professor Maristella Lorch of Barnard College, an authority on Italian literature, will lecture on Italian Renaissance comedy today. Using an analysis of three famous plays, *Philogenia*, *The Mandrake*, and *The Courtesan*, Lorch will guide her audience to a better understanding of the society which produced them.

Her lecture will be given in the Benjamin Franklin Room of Houston Hall at 4:30 p.m., with a reception following.

Part One of *An Anthology of Italian Cinema*, a history of Italian film, will be shown on Thursday, February 28 in the Annenberg School Auditorium, at 8 p.m. Part two of the rarely-shown anthology will be screened at the same time and place on March 6. The film, which has an English commentary dubbed in, traces the development of Italian filmmaking from the silent film era until the early 1940s.

Mira Liben, an expert on Italian film, will provide introductory comments before each screening. A donation of \$1 is asked to help defray the cost of the film. For more information, call Joanne DeRitis at Ext. 8279.



# Opportunities

The following listings are condensed from the personnel office's bulletin of February 14. 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; Laidy 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). Some positions listed may have strong internal candidates. If you would like to know about a particular position, please ask at the time of the interview with a personnel counselor or hiring department representative. Openings listed without salaries are those in which salary is yet to be determined.

## Administrative/Professional

**Accountant I** (2694) \$10,375-\$14,375.

**Assistant to the Associate Dean for Academic Programs** (02832) organizes and implements ongoing/yearly programs; provides staff support for School of Medicine committees; sets up meetings; takes minutes; schedules visits of consultants (college degree and four years' similar office experience preferably with good understanding of an academic institution) \$10,375-\$14,375.

**Assistant to the Chairman** (2795) \$10,375-\$14,375.

**Assistant Director** (2831).

**Assistant Director II** (B0222) organize and administer project to improve international education and second language training; oversee literature search; curriculum planning; feasibility studies; prepare proposals and reports (MA/PhD or experience in telecommunications, ability to administer large projects; knowledge of Middle East or Latin America desirable) \$14,850-\$20,550.

**Assistant Director Annual Giving II** (2870) develops and organizes annual giving program for parents of students; coordinates volunteers; implements direct mail solicitations; handles major gift solicitation (college degree or equivalent experience; 3-5 years' fund-raising experience) \$14,850-\$20,550.

**Assistant Director, News Bureau** (2830) \$14,850-\$20,550.

**Assistant Director for Utilities** (2789) \$18,625-\$26,250.

**Assistant Editor** (B0225) responsible for writing, editing, proofreading; layout typesetting with CRT Computer Terminal; supervises staff; maintains edit files; organizes editorial work flow (college degree, at least two years' editorial experience) \$10,375-\$14,375.

**Assistant to the Manager** (2859) responsible for all aspects of accounts payable subsystem programs; maintains or modifies all subsystem data files (B.S. with mathematics and system programming background; 2 years' experience) \$10,375-\$14,375.

**Associate Development Officer III** (2541) \$18,625-\$26,250.

**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.

**Business Administrator III** (02873) responsible for operations of financial control and the management of personnel (college degree with coursework in business administration and accounting) \$12,900-\$17,850.

**Career Counselor** (2631) \$12,900-\$17,850.

**Coordinator of Summer Sessions and Institutes** (B112).

**Deputy Director** (02651).

**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) \$14,850-\$20,550.

**Fiscal EDP Coordinator** (2415) \$12,900-\$17,850.

**Fiscal Coordinator** (2742) \$10,375-\$14,375.

**Foreman, Repair and Utility** (2689) \$12,900-\$17,850.

**Group Practice Administrator** (B137).

**Heating/Ventilating Instrumentation Control Foreman** (2790) \$12,900-\$17,850.

**Job Analyst** (2625) \$10,375-\$14,375.

**Junior Research Specialist** (4 positions) \$10,375-\$14,375.

**Junior Research Specialist** (B0229) isolates pancreatic islets by a collagenase digestion procedure; performs all manipulations under sterile conditions; carries out immunoassays for insulin and glucagon; participates in a study of auditory structures which will require experience or willingness to work with laboratory animals (graduation from approved college/university with science major; experience as lab technician; some experience with small lab animals, and basic tools of analytical chemistry; extraordinary demand on manual skill) \$10,375-\$14,375.

**Librarian I** (2767) \$11,250-\$15,850.

**Placement Counselor** \$12,900-\$17,850; No longer accepting applications.

**Programmer Analyst** (B0230) responsible for design, implementation, maintenance of on-line systems to generate and update large scale data bases of environmental, biological and chemical data, to perform structure activity correlations on a variety of data types from these data to develop effective predictive algorithms for biological endpoints; responsibility for maintenance and augmentation of projected procedures and libraries (5 years' experience in IBM 360/370 hardware; strong background in data base management, use of ISAM, VSAM and BSAM access methods; working knowledge of BAL, PL/I, JCL, COBOL; background in manipulation and retrieval of biological data) \$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** (B216) \$12,900-\$17,850.

**Research Specialist III** (3 positions) \$14,850-\$20,550.

**Research Specialist IV** (B206) \$18,625-\$26,250.

**Research Specialist IV** (B0223) responsible for design, implementation and operation of electronic and computer related equipment; provide technical and engineering support for Elementary Particle and Cosmic Ray Research Group (college degree and experience in electronic engineering or physics) \$18,625-\$26,250.

**Senior Systems Analyst** (2 positions) \$16,125-\$22,725.

**Special Assistant to the Director of the Office of the President** (2707) \$18,625-\$26,250.

**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.

## Part-Time Positions

### in Administrative/Professional

**Associate Editor** (2774) Hourly wages.

**Research Specialist II** (2727) Hourly wages.

Sixteen part-time support staff positions are listed on campus bulletin boards.

## Support Staff

**Accounts Payable Clerk** (2 positions: 2856, 2857) responsible for batching and balancing input documents for data processing; audits checks to source documents; telephone and window work (high school graduate; aptitude for figure work; bookkeeping experience helpful) \$7,425-\$9,450.

**Administrative Assistant I** (2 positions) \$7,975-\$10,150.

**Administrative Assistant II** (2869) prepares computer input for assignments and billing processes; resolves input problems; monitors status of room inventory (college degree with 2 years' experience in data processing functions) \$8,625-\$10,950.

**Bookstore Clerk I** (2766) \$5,500-\$7,000.

**Computer Operator** (2781) \$7,975-\$10,150.

**Coordinating Assistant** (2 positions) (2757) prepares interview schedules for employers and students; writes/updates interview procedures and disseminates to students; types brochures and supplements (2 years of college or secretarial school preferred; B.A. desirable; ability to type); (B219) supervise staff; administer budget; coordinate study materials, exams; (background in English; editing and typing skills) \$8,625-\$10,950.

**Coordinating Assistant II** (B0224) responsible for editing of communications, manuscripts, and articles; arranges appointments, conferences and meetings; typing, dictation, and composing correspondence of executive director (college degree and 8 years' experience; typing, shorthand and dictaphone skills) \$8,625-\$10,950.

**Data Entry Operator** (2807) \$7,425-\$9,450.

**Editorial Assistant** (2806) maintains filing system; handles correspondence for manuscript acknowledgements, free-lance personnel inquiries; types correspondence and contacts for editor (excellent typing skills; post-high school training and education; experience in all aspects of editorial and production work for book publishing firm) \$7,425-\$9,450.

**Electrician I** (2794) Union wages.

**Electron Microscope Technician II** (A913) \$9,650-\$12,225.

**Electronic Technician I** (B144) \$8,575-\$10,850.

**Engineer** (2854) Union wages.

**Executive Secretary to the Vice President** (2782) \$10,000-\$12,725.

**Head Laboratory Assistant** (B0189) \$6,700-\$8,450.

**Herdman I** (B90) \$5,500-\$7,025.

**Junior Accountant** (02846) maintains job order control system; prepares journal entries; monitors job order expenditures (high school graduate; 2 years' college accounting coursework preferred; computational skills) \$7,975-\$10,150.

**Laboratory Assistant** (B0178) \$7,575-\$9,600.

**MCST Operator** (2482) \$7,425-\$9,450.

**Office Automation Operator** (B220) \$7,375-\$9,375.

**Pipelfitter** (4 positions) Union wages.

**Programmer I** (A937) \$9,725-\$11,800.

**Receptionist** (2852) \$5,900-\$7,525.

**Repairs Expeditor** (2776) \$7,975-\$10,150.

**Research Laboratory Technician I** (A971) \$7,575-\$9,600.

**Research Laboratory Technician II** (B200) \$8,575-\$10,850.

**Research Laboratory Technician III** (5 positions) \$9,650-\$12,225.

**Research Technician III** (B0227) responsible for performance of all procedures in laboratory screening for inborn errors of metabolism, including standard chemical tests for abnormal constituents in blood and urine, chromatographic procedures, enzyme determinations; preparation of reagents; maintenance of laboratory records; reporting results to clinicians; supervision of work-study students (B.S. in chemistry or biochemistry or equivalent laboratory experience) \$9,650-\$12,225.

**Research Machinist I** (B28) \$9,525-\$12,200.

**Secretary II** (9 positions) \$6,875-\$8,750.

**Secretary III** (18 positions) \$7,425-\$9,450.

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

**Secretary/Technician, Word Processing** (2809) \$7,975-\$10,150.

**Stack Attendant** (2857) Union wages.

**Technician, Physical Laboratory II** (B-0169) \$8,575-\$10,850.

**Technician I** (B92) \$7,575-\$9,600.



# Synthetic Metals: An Alloy of a Different Mettle

So far, no one has built an electric car that works nearly as well as a gasoline-powered car.

Electric companies lose millions of dollars transporting electricity between cities because of the electrical resistance in the high tension wires they use.

Sunlight can be converted directly to electricity, but the solar cells that do this cost hundreds of dollars per square yard.

What do all these problems have in common? They are all clearly related to the energy problem. Solutions for them are taking shape in the growing field of scientific research on "synthetic metals."

Synthetic metals are materials which have some properties of metal but are very different from any metal or metal alloy. Because the problems these new materials may solve are so prevalent and so pressing, research about them is taking place all over the world. Every year more synthetic metals are discovered, and more is learned about those which already exist.

To publish the increasing amount of data about these materials, three University professors—F. Lincoln Vogel, Wayne Worrell, and Alan Heeger—are editing a new journal that appears quarterly and is full of the chemical and mathematical formulae that researchers use to describe exactly what they have found.

Like most scholarly journals, this one is not going to rival *Scientific American*—let alone *Time* or *Newsweek*—in circulation. The first press run was 3,000 according to the publishers, the prestigious Swiss scientific publishing firm of Elsevier Sequoia S.A., in Lausanne.

Inevitably, it is called *Synthetic Metals*.

The academic publishing field is awash with journals that appear for a few years and then fade away. But according to Vogel, editor and creator of the journal, there is extraordinary interest in the field. Only weeks after the first issue appeared, so many scholarly papers have been received from researchers that he doubts the quarterly publication schedule will be adequate to keep up. Eventually, he said, the publication will appear monthly.

What makes *Synthetic Metals* unique, he explained, is that the journal brings together research in three fields which are related: intercalated compounds, transition metal compounds and quasi one-dimensional conductors.

Each of these fields is related to the problems and solutions mentioned previously. The fields are related to each other because the synthetic metals all share similar chemical structures which can be described by similar kinds of mathematics.

Intercalation compounds of graphite may

cut the cost of transporting electricity long distances. Graphite is a crystal form of carbon in which the atoms are formed into long flat sheets. Intercalation is the process of putting chemicals in between these sheets of atoms. Doing this turns the normally black graphite into a bright blue or coppery colored material which conducts electricity very well.

Some of the intercalated compounds of graphite created in Vogel's laboratory have conducted electricity appreciably better than copper, a very good conductor. And, in theory, intercalated compounds of graphite that conduct electricity several times as well as copper can be created.

Worrell, professor of materials science at the School of Engineering and Applied Science, is working on "high energy density battery materials," which may make the electric car a possibility by the end of the 1980s.

These battery materials are the transition metal compounds. They are disulfides with a unique structure which is also layered—like the carbon in graphite. In these disulfides, two sulfur atoms, one on each side of a metal atom, sandwich the metal atom in. The unique layered structure resembles a stack of these "sandwiches" with the slices of sulfur bonded firmly to either side of the metal. The outside layers—the outsides of the "sandwiches"—are bonded very weakly.

The chemicals introduced between these outside layers give the resulting compounds good properties for a battery electrode. Using this material, batteries with voltages of two to three volts per cell can be constructed. "This is a high voltage for a single cell," Worrell noted. Most single-cell batteries deliver no more than 1.5 volts.

Batteries using these new materials are being considered for many applications where high energy density is a must. One example is powering a pacemaker implanted into the human body.

Much work must be done, however, before these special-application batteries will be suitable for use in an electric car. In addition to being smaller and lighter than conventional batteries, batteries for an electric car would have to be rechargeable, repeatedly. According to Worrell, finding the right combination of materials could take a decade.

Finally, work on quasi one-dimensional conductors is opening a whole new class of electronic materials which may bring down the cost of converting sunshine into electricity. These materials developed by Alan Heeger, professor of physics in the Faculty of Arts and Sciences, are based on polymers.

Polymers are long, chainlike

molecules that can be formed into thin sheets, like plastic food wrap. Polymers were found to be strong enough and light enough to make man-powered flight a reality. They were used to cover the Gossamer Albatross, a man-powered aircraft that recently crossed the English Channel.

Heeger and his colleague A. G. MacDiarmid, professor of chemistry in FAS, introduced other chemicals into the polymers—by a process called "doping"—to form materials that conduct electricity. Because the new materials conduct well along only one direction they are called quasi one-dimensional conductors. The solar cells the group has formed from these materials are not yet very efficient, but large sheets of them could be produced very inexpensively. Like plastic wrap, they noted, "the material would essentially be free."

In contrast, today's solar cells are made from silicon which is expensive because it must be melted for long periods of time and grown slowly into pure crystals.

These new conducting polymer materials have a variety of possible applications from a simple wire, replacing copper in certain applications, to electronic devices. A simple diode has already been successfully constructed, in addition to the solar cell.

Most importantly they feel they have discovered fundamentally new science on the nature of electrical transport in polymers. Heeger is also director of the Laboratory for Research on the Structure of Matter, where much of the research on synthetic metals at the University is being performed. "These materials represent a whole new class of materials," he said. "We are just beginning to find out what exactly we have created, and there are any number of new synthetic metals that can be created."

—Max Lebow

