

Almanac

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Court Rules Against Yeshiva Faculty

The Supreme Court ruled February 20 that faculty members at Yeshiva University are managerial employees and thus not entitled to bargain collectively under federal labor law.

In a 5-to-4 decision, the court upheld a 1978 decision by the U.S. Court of Appeals for the Second Circuit that full-time faculty members at the institution have so much authority over academic matters and institutional policies that "they are, in effect, substantially and pervasively operating the enterprise."

The National Labor Relations Board and the university's Faculty Association held that faculty members were "rank and file" employees.

In delivering the majority opinion, Justice Lewis F. Powell, Jr. said that faculty members "decide what courses will be

offered, when they will be scheduled, and to whom they will be taught. They debate and determine teaching methods, grading policies, and matriculation standards. They effectively decide which students will be admitted, retained and graduated ... When one considers the function of a university, it is difficult to imagine decisions more managerial than these."

While the Supreme Court decision applies specifically to Yeshiva, a private university in New York City, it could affect collective bargaining agreements at other private institutions. The decision is not expected to affect faculties at public institutions.

In the March 20 ALMANAC we will present a more detailed examination of the decision with commentary by University faculty members.



Dianne Feltoon

Campus Greet Copland

A birthday greeting two years ago from a music major who idolizes Aaron Copland led to a two-day visit by the composer to the campus, a concert by the University Orchestra of his lesser-known works, and a citation for his achievements by President Meyerson.

In response to a card from Michael Rose, who plays first horn in the orchestra and was then a senior in high school, Copland mentioned that there were a number of his lesser known and performed pieces which might be done by a college orchestra. The suggestion was passed on to Eugene Narmour, director of the orchestra, and grew into the program last weekend, honoring the composer's 80th year.

Copland, who opted to skip college to study music in Paris as a young man, claimed that he got very nostalgic when he visited a college campus. "I look around me and think of the four years I've missed," he said. "But when I say anything like that to the students, they tell me: 'You didn't miss a thing!'"



Dianne Feltoon

U.S.-Pakistan Relations Examined by St. Brides

Lord St. Brides, a former British high commissioner to Pakistan, discussed U.S. and Pakistan relations with a small group at the University last Thursday. A guest of the South Asia Regional Studies program, St. Brides' talk was off the record.

In statements to the ALMANAC after his speech, St. Brides said that Carter had proposed a proper line of development for Pakistan in his suggestion that a multinational group of donors, rather than America alone help the emerging nation.

He also felt that Afghanistan could have a brighter future than what now seems to be the case. "Everything turns upon Russian motives," he said. "If their own statements are true, they ought to accept the urging of virtually the whole international community to withdraw their troops. It should not prove too difficult to agree internationally on ways of establishing in Afghanistan a stable government whose composition reflects the tribes of Afghanistan."

Inside

- Ingrid Waldron discusses the hazards of Type A behavior, page 8.
- Senate nominating committee releases slate of incoming officers, page 6.

Speaking Out

Maintain Interim Guidelines

Editor: The ALMANAC of 28 February 1980 presented a new set of "Guidelines... for Sponsored Programs," proposed to replace the existing "Interim Guidelines" (ALMANAC, 12 September 1978). I am here concerned with the sections dealing specifically with foreign-sponsored programs. The new proposals are straightforward; they proceed to gut every substantial protection incorporated in the Interim Guidelines.

I appeal to every reader to consider the issues and to tell his or her Council Representative that the protections of the Interim Guidelines must be maintained. The vote in Council is scheduled for early April.

The Interim Guidelines were drawn up when the University was confronted in early 1978 with a proposal for cooperative work with a Libyan institution, sponsored by Colonel Khaddafi's government, jointly to develop a Middle East curriculum for use in U.S. secondary schools. The issue was referred to the Trustee's Committee on Corporate Responsibility. With commendable statesmanship the Trustees deferred to a faculty-administration committee, to which it forwarded a number of judicious recommendations (ALMANAC, 23 May 1978). These recommendations were refined and, in large measure, incorporated into the Interim Guidelines by the faculty-administration committee. The Libyan contract was found unacceptable when subsequently judged

against these Interim Guidelines by a separate faculty-student Review Committee (ALMANAC 19 September 1979). It is worthy of note that such a Review Committee would not be mandated by the newly-proposed Guidelines; that if the Provost did choose to appoint one he would be required to bias it with members committed to foreign contracts; and that such a Review Committee in any case would find little guidance in the proposed Guidelines.

The basic tenet of the authors of the newly-proposed Guidelines is that foreign-sponsored contracts should be considered, as nearly as possible, by the same criteria as are domestic contracts. But each era brings its own unique dangers, and each danger calls for special protections. The original Guidelines at this University were written in the 1950s, in response to secret military development on campus. Later, sponsorship by covert intelligence agencies became topical. The problems associated with foreign funding are now causing major controversies on campuses throughout the country, as witness the recent furor at the University of Southern California. Foreign funded programs recently have resulted in Universities unwittingly serving propagandistic purposes, implementing or abetting discriminatory practices, promulgating value systems inimical to the western academic tradition of freedom, and legitimizing repressive regimes.

It is specious to dismiss these dangers, or to pretend that they are not qualitatively different from the problems of domestic sponsorship. Foreign-sponsored programs pose the problems:

- of contractors and contractees being subject to disparate legal systems, with no judicial system having the authority to adjudicate disputes;
- of operating under disparate cultural norms;
- of the non-applicability of various U.S. government regulations on non-discrimination;
- of the potential interaction between U.S. foreign policy and University programs; and
- of the potential for involvement of the University in political controversy (as witness the "demand" for "divestment" from South Africa).

The failure of the proposed Guidelines adequately to address these problems is a major disservice to the University, which we shall very likely rue. Rather than refining and improving the Interim Guidelines, the committee has chosen effectively to abandon them, merely delegating to the Provost the responsibility "to determine that such agreement will not result in compromising the University's academic integrity." Even the key protection in the Interim Guidelines,

of prior disclosure, permitting input of advice from an informed faculty, is eliminated.

Experience has shown that the Interim Guidelines were wisely drawn, and I have been told that the U. of P. Interim Guidelines were the working paper from which an agreement was forged at USC. The Interim Guidelines do require refinement. Most notably, they require a mechanism for waiver of the non-discrimination clause in order to permit University working groups in, say, Saudi Arabia to exclude women or Jews so as to conform with Saudi customs. Such waivers should be clear, explicit, and should be openly justified.

The Council would be best advised to reject the proposed "Guidelines...for Sponsored Programs," and to instruct a new committee to incorporate and to extend the Interim Guidelines, which have brought us honor in the American academic community.

Herbert Callen

Professor of Physics

Why No Holiday?

Editor: I have been employed for several years here at Penn and have often wondered why we don't have Presidents' Day off. I know we get a week for Christmas, but what's wrong with Presidents' Day? It seems the University really doesn't want us to have the holidays they give us. I mean, look at this logically. Banks are closed on President's Day. So are government offices, City Hall, other colleges, all but the University of Pennsylvania.

I think someone should try and help us. We would like to be home with our children and loved ones too, but no, we're here. And you may have noticed, there are not many students around today (2/18/80) either. Don't you think it's strange for this institution to be open on Presidents' Day of all days?

Please print this in your Speaking Out column. I would like to hear feedback on this. I know a lot of employees feel the same way.

Gail Lloyd

Graduate School of Education

Editor: Presumably a member of the University administration will present the official explanation as to why Presidents' Day is not one of our paid holidays. But it might be of interest to Ms. Lloyd and others who share her feelings to hear from an employee who does not.

Any serious discussion of paid time-off benefits at this University must include the four extra days between Christmas and New Year's, which brings the total of our paid (continued on page 3)

Almanac

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Of Broomsticks and Burnings: Conference Conjures Images of Witches

"I define a witch as a spiritually gifted woman who dares to assert her spiritual power." The speaker was Anne Barstow, associate professor of history at the State University of New York/College at Old Westbury, at last Saturday's conference on witches and witchcraft.

Barstow's definition formed the overarching theme of the conference, which retold the often terrible story of those women who dared to assert this alleged spiritual power.

Barstow shared the rostrum with Selma Williams, author of several books on early American witchhunts and witchcraft, and Margot Adler, who claims she is a witch and is author of a recent book on American neopaganism. Sponsored by the University Women's Studies Program, the conference attracted more than two hundred people.

Witches—who were almost always women, Barstow and the other speakers stressed—were persecuted during the late Middle Ages and early modern period primarily because they represented an opposing source of power to that of the traditional male hierarchy.

Barstow, a medieval historian, said she first became interested in the links between

the persecution of witches while studying a transcript of Joan of Arc's trial. She wondered why the young Frenchwoman was not tried as a military criminal rather than as a witch. This curiosity led Barstow to an intensive study of European witchcraft and hunts, and to an invitation to observe a modern coven (a witch circle).

From the 15th century on, hundreds of thousands of women were burned at the stake for the "crime" of witchcraft, an accusation which charged that the woman had made "a pact with the devil." Witches' activities upon making these pacts included anointing themselves with grease made from human babies, copulating with the devil or a demon lover, and flying around on broomsticks, or so their accusers believed, Barstow said.

These and other charges were compiled by two monks in the *Malleus Maleficarum*, an official church document produced during the 15th century. Widely circulated, this volume contributed to the death of many women as it was considered an authoritative source for the detection of witchcraft in a person's behavior.

The women who were destroyed by the witch hunters were often midwives, village

"wisewomen," women preachers, and the remaining practitioners of pre-Christian folk religions. These women, bearers of alternative practices and ideas, competed with professional clerics and university trained physicians.

Barstow defined the suppression of the witches as a vendetta against women. The currently popular explanations of witch burning, ranging from scapegoat theories to the possibility that those accused of witchcraft used hallucinogens, are unsatisfactory as they fail to take the gender of the victims into consideration.

Williams reiterated Barstow's ideas in the context of colonial Massachusetts, pointing out that Anne Hutchinson, who had a large following because of her unorthodox beliefs and was subsequently banished because of these factors, was a midwife.

Williams rejected the many explanations for America's largest witchhunt, the Salem witch trials, as she believes none of them concentrate on the predominant gender of the victims. Williams pointed out that almost all of those hanged or accused were "deviant" women: old women who had endured beyond the expected lifespan; (continued on page 7)

Speaking Out

(continued from page 2)

holidays to eleven, nearly one day a month! If that were all, we might have something to complain about! Ms. Lloyd says she has been employed at Penn for several years. If by several she means at least three, she is now eligible for *four weeks* (20 work days) of paid vacation each year. One would have to be quite isolated from the working world not to realize that this is a remarkably generous benefit in itself!

As "icing on the cake," we are entitled to three personal days a year, as needed—but who uses them only if they *need* them! (An outstanding example of a legitimate use of a personal day would be to spend Presidents' Day home with one's children or other loved ones who have the day off.)

Even if one uses no sick time (also a liberal benefit at Penn), the total number of paid days off to which a three-or-more-year employee is entitled is 34, which is just short of 3 days a month! We only work between 20 and 23 days each month anyway, so it seems to me that it is quite generous of our employer to pay us for spending almost three of those days at home, or any other way we wish to.

Incidentally, since February 18 (Presi-

dents' Day this year) was not a University holiday, I would hope for their own sakes that there were as many students around the campus (and in classes) as there would be on any other non-holiday. Ms. Lloyd's observations notwithstanding, I suspect there were.

Virginia Hill Upright
Coordinating Assistant
Planned Giving/Development

Editor: The writer of this letter fails to recognize 1) that the University has time off provisions which many other employers do not provide; and 2) while individual preferences for vacation or holiday time vary, the University must balance its work needs against the personal wishes and societal practices of its employees.

A response to this very matter has been the growth in the number of vacation days granted, and the availability of paid personal days. Employees of the University are entitled to four weeks of vacation after only three years of service, a practice most unusual in the market place. With advance notice, vacation or personal days may be taken at the discretion of the individual employee, so that Presidents' Day may be a personal holiday although it is not a

University holiday. And in addition to vacation and personal days, there are eight paid holidays and the days between Christmas and New Year's. Other paid days off are provided for a number of special occasions, such as death in the immediate family.

Holidays, vacation, and other time off with pay provisions in the University's personnel policy are extremely generous. In particular, personal days are unusual benefits, and are intended to be used for special needs and individual interests. Presidents' Day might be one of those.

Gerald L. Robinson, Executive Director
Personnel Relations

Correction

In the article *Acid Rain May Stunt Tree Growth* of the February 28 ALMANAC we erroneously reported, "... the Pine Barrens soil has considerable natural capacity to counterbalance acidity." That sentence should have read: the Pine Barrens soil has little natural capacity to counterbalance acidity. We regret any confusion caused by this inaccuracy.

Deaths

Donald K. Angell, who served as an executive officer of the University of Pennsylvania for 23 years died February 26. He was 73.

Angell was associated with the University's administration for almost 40 years, and from 1956 until his retirement in 1971 he was vice president/assistant to the president. During his tenure at the University he served under four University presidents: Thomas S. Gates, George W. McClelland, Harold E. Stassen, and Gaylord P. Harnwell.

A native of Cortland, N.Y., Angell was graduated from the University's Wharton School in 1930. As an undergraduate, he served as editor of Wharton's student publication, the *Wharton News*.

He began his career with the University shortly after his graduation, as director of the New York office of the University's Bicentennial celebration. Returning to Philadelphia, he became director of Houston Hall.

In 1947, Angell was elected secretary of the corporation and in 1951 took on the additional responsibilities of vice president for the University Fund. Concurrently he served for several years as acting vice president for development and public relations until he was named vice president/assistant to the president. For several years after his retirement he was senior vice president of the University of Pennsylvania Foundation, Inc.

He was the recipient of numerous alumni awards, and in 1971 received the U.S. Army's Outstanding Civilian Service Medal

in recognition of three decades of outstanding performance as the University's military coordinator.

Following his retirement from the University in 1971, he served the International Executive Service Corp., advising governments on educational matters of several nations in South America, Central America and Southeast Asia.

He is survived by his wife, Madelon; three children from a previous marriage, Donald K. Angell, Jr., of Philadelphia, Mrs. Margaret Griffith, of Westtown, Pa., and Stephen, of King of Prussia, Pa.; three stepchildren, Frank Cunningham, of Philadelphia, Mrs. Mary Daniels, of Pikesville, Md., and Mrs. Victoria Case, of Freedom, N.H.; and two brothers, Marion, of Ocala, Florida, and Kenneth, of Houston, Tex.

Dr. William J. Mellman, chairman and professor of the department of human genetics of the School of Medicine and director of the University is Human Genetics Center, died on February 27. He was 51.

A native of Philadelphia, and a graduate of Central High School, Mellman obtained his A.B. degree from the University in 1948, and his M.D. from the School of Medicine in 1952. He completed his internship at the Philadelphia General Hospital and his residency in pediatrics at the Hospital of the University of Pennsylvania.

In 1961, Mellman joined the faculty of the University of Pennsylvania School of Medicine and became director of the cytogenetics laboratory of the Children's Hospital of Philadelphia. He became director of the division of genetics at CHOP in 1965.

Mellman was appointed professor and chairman of the department of human genetics at the School of Medicine in 1972. In 1974, he became the founding director of the Human Genetics Center, one of only seven such centers in the United States. He also established a genetics clinic at CHOP, one of the first genetics clinics in the United States.

He was an international authority on the biochemical basis of human hereditary disorders, particularly palactosemia, an hereditary metabolic disorder characterized by poor weight gain and malnutrition in early infancy. He was the editor-in-chief of the *American Journal of Human Genetics* from 1975 to 1978, a diploma of the American Board of Pediatrics and a contributing editor to the *Journal of Pediatrics*.

He is survived by his wife, Ruth Behnke Mellman, a son, Lewis, a daughter, Andrea, and a brother, Murry.

In lieu of flowers, contributions may be made to the William J. Mellman Memorial Fund, Department of Human Genetics, School of Medicine, University of Pennsylvania, Philadelphia, PA 19104.

A memorial service will be held Tuesday, March 18 at 4:15 p.m., Dunlop Auditorium A, ground floor of the Medical Education Building.

On Campus

March 6-March 19

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

6 March

Lectures: The Women's Faculty Club sponsors Anita Summers on *The Economic Effects of the Three Mile Island Incident* at 4 p.m. in the Faculty Club.

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

Movie: The International Cinema Series at International House offers *Get Out Your Handkerchiefs* at 7:30 and 9:30 p.m. at International House.

Seminar: The nursing department holds a Clinical Nursing Showcase for nursing students and registered nurses, 4 p.m. to 9 p.m. in the main lobby of the University Hospital.

Theatre: The Goodman Theatre production of *An Enemy of the People* continues in the Annenberg Center's Zellerbach Theatre through Sunday with additional performances March 12-15. Call Ext. 6791 for information.

7 Friday

Lecture: The Dutch Studies Program and the art history department present F. G. DuParc, curator of the museum "Mauritshuis," The Hague, Netherlands on "Paintings in the Mauritshuis," 8 p.m., Fine Arts Building, Room B1.

Movie: Final screenings of *Get Out Your Handkerchiefs* at the International House by International Cinema at 7:30 and 9:30 p.m. A matinee showing is at 4 p.m. for \$1.

Seminar: The School of Public and Urban Policy presents Lawrence White, professor of economics at N.Y.U. on *Managing Health and Safety Regulations: A View from the Inside*, 2 p.m. at the School.

Sports: The men's fencing team is at the IFA at Navy, while the women gymnasts travel to the University of Missouri for the AAW.

8 Saturday

Continuing Education: The School of Medicine sponsors *Some Aspects of Pediatric GI Disease* as directed by John B. Watkins. Call Ext. 2544 for more information.

Seminar: The Annenberg Center features the second of two dialogues on how theatre can communicate in a non-traditional way with a discussion on education of the young at 10 a.m. at the Annenberg Center. Call Ext. 7571 for information.

Sports: The women's fencing team participates in the NWFA Pennsylvania Semifinals at Penn State, while the women gymnasts host a meet with Temple,

Maryland, and West Virginia in Gimbel Gym at 1 p.m. The men's indoor track team is at the IC4A's at Princeton through Sunday.

9 Sunday

Music: The University Museum Film Series offers Cukor's *Camille* at 2:30 p.m. in the Harrison Auditorium, University Museum.

12 Wednesday

Seminar: The School of Veterinary Medicine's Continuing Education Series sponsors *Dermatology Overview* at 7 p.m. in Seminar Room B, Veterinary School.

13 Thursday

Sports: The men's fencing team takes a stab at the NCAAs at Penn State through Saturday.

14 Friday

Sports: The men's indoor track team takes off for the NCAAs at Detroit through Saturday.

15 Saturday

Sports: The men's volleyball team serves against Pittsburgh at Pittsburgh.

Visiting Fellow Walsh Defends Liberal Arts Value



Lawrence Walsh on campus last week.

"Studying the humanities prepares us for life itself," said Lawrence Walsh, '67 graduate of the University with a degree in English and assistant national editor of the *Washington Post*. Walsh returned to Philadelphia last Thursday as a Distinguished Young Alumnus of the University and as the first individual to be named a Dean's Visiting Fellow of the Faculty of Arts and Sciences.

The Fellowships are part of a program begun by Robert Dyson, dean of FAS, and Tobe Amsterdam, assistant dean for alumni affairs, as a response to the growing insecurity felt by undergraduates majoring in liberal arts subjects.

Dyson talked recently with undergraduates in various residential houses to discern their general educational needs. Invariably, the topic turned to the personal uncertainty many students had about English or philo-

sophy majors and their usefulness in the face of a shrinking job market. The idea was then formulated to invite back to the University alumni whose careers had begun with a background in the arts and sciences.

"A tremendous amount of pressure is felt by students who must explain why they seek an education as opposed to acquiring a skill," Amsterdam said. "We thought that by bringing graduates such as Lawrence Walsh to campus we could help students establish stronger links with alumni and, more importantly, let them see by example how the liberal arts can help in a career."

Amsterdam said the decision was made to begin the program with a journalist because of the great interest in the profession. The format is still in its experimental stages but is planned to revolve around an extended forty-eight hour schedule. Walsh arrived on Thursday evening and began a series of meetings and workshops to introduce him to faculty, administrators, and students. Time was allotted for a talk with the staffs of the *Daily Pennsylvania Columns*, WXPB, and UTV, and, because of Walsh's expertise in the area of national affairs, a special session was arranged with students of political science. Also, private job counseling was held for interested individuals.

Walsh admitted to finding "a certain ironical humor in my position as a semi-official older voice as it hasn't been that long since I was on the other end of such advice-giving." He remembers his years at the University fondly but considers his experience a "cloudless" one. "Most of my

passions were spent forging my manhood on the Schuylkill River as a member of the 150-pound crew team," he conceded. "But my academic time was not particularly intellectual or scholarly, either."

In keeping with this attitude, Walsh did not stay for his graduation ceremonies but left for the *Detroit Free Press* immediately upon finishing his final requirements. The intervening time has seen Walsh as a cameraman in Vietnam and a volunteer refugee worker. He worked as a fisherman and was "probably the only Ivy League coal-miner in West Virginia," he said good-humoredly.

Walsh's many experiences were offset by teaching English and by backing his way into journalism. Aside from his work in Detroit, Walsh spent seven months hiking the Appalachian Trail on special assignment for the *Boston Globe* and later, worked as managing editor of the *Texas Observer*. Last year, before joining the *Washington Post*, Walsh held a Neimann Fellowship at Harvard, "an award designed for tired journalists," he explained.

"After a rather disreputable ten years, I've been asked to give advice to others," He remarked. "My life may look scattered but behind everything has been a great deal of method to accomplish all that I wanted to do during my twenties."

Walsh is the best example of his own philosophy when he states, "Undergraduates needn't be in such a hurry to have their lives arranged by 22. This is all madness and it isn't going to work. By the time college is over, we've been doing everything we've been told to by other people for years without the possibility of being remotely creative."

"There's nothing wrong with professional school," he continued, "but what's the rush? No one is going to drive the Wharton School away on a flatbed truck. Many needs exist in this society and much is left to explore throughout the country."

"I always hope someone at Penn has a sense of courageous imagination," Walsh said. "So much more is possible than career tracks. For while there is nothing wrong with them, if they are followed because nothing else is available then the idea is very impoverished. My own exploits were full of meaning."

Although the specific aspects of the program have yet to be analyzed by Dyson and Amsterdam, they are excited by the success of its premiere attempt. Both feel Walsh typifies the sort of people they want to bring to the University. "What pleased me the most was that Walsh gave students the courage to be unafraid of not knowing what they were going to do with their lives," Amsterdam concluded. "And that by exploring many possibilities, you will eventually be more valued by the world."

—V.V.P.

16 Sunday

Concert: The University Museum Film Series sponsors a concert at 2:30 p.m. in the Harrison Auditorium, University Museum. Call Ext. 4025 for information.

17 Monday

Lecture: The department of history and sociology of science presents Dr. Gert Brieger of the University of California, San Francisco on *Approaches to the History of 20th Century Medicine* at 4 p.m. in Seminar Room 107, Smith Hall.

18 Tuesday

Art Exhibit: *Urban Encounters: Art/Architecture/Audience* opens at 5 p.m. at the Institute of Contemporary Art. The show continues through April 17.

Lectures: The physical therapy department presents Barbara Bourbon in *Effects of Altered Masticatory Apparatus Upon Cranial Sutures and the Temporomandibular Joint* at 11 a.m. in Classroom 2, University Museum.

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

19 Wednesday

Lecture: The Language in Education Colloquium Series sponsors Dan Ben-Amos' lecture *On Being a Professional Storyteller in Edo, Nigeria* at 7 p.m. in Room B-21, Stiteler Hall.

Movies: The Exploratory Cinema Series offers Kelly's *Dunmavin* and Littman's *Once a Daughter* at 7 and 9:30 p.m. in the Annenberg Center's Studio Theater. Admission is \$2 and \$1 for students with I.D.

The International Cinema Series of International House shows the Philadelphia premiere of *Bega's Portrait of Teresa* at 7:30 and 9:30 p.m. Admission: \$2.

University Council: The University Council meets at 4 p.m. in the Council Room of the Furness Building.

Worth Noting

- ALMANAC will not be published during next week's break. We'll resume publication on Thursday, March 20.

- The student-operated Escort Service, 243-RIDE will not be available during Spring Recess, Friday March 7 to Sunday, March 16, 1980.

Agreement of Educational Cooperation Between the University of Paris-II and the University of Pennsylvania

In accordance with the policy statement of the University Council Committee on International Programs regarding the establishment of ties with foreign universities (March 22, 1978), Provost Gregorian has forward to Almanac for publication the following agreement of educational cooperation between the University of Paris II and the University of Pennsylvania. The agreement was signed on February 4, 1980 in a ceremony at the University of Pennsylvania.

An agreement of educational cooperation between the University of Pennsylvania, in Philadelphia (the Faculty of Law and the Faculty of Arts and Sciences), and the University of Paris-II represented respectively by President Martin Meyerson and President Jacques Robert:

In view of the University and Cultural Exchange Convention of May 7, 1965 (the Fulbright agreement), the following agreement of educational cooperation is concluded, according to the following provisions:

I. The two universities will undertake the exchange of professors of law and the economic and social sciences from each university to the fullest extent possible. The length of the exchange will vary, from a minimum of six weeks to a maximum of one academic year. The duty of the invited professors will be to provide the service of teaching, to guide the work of students, and to conduct seminars at the host university.

The professors so invited will keep in full the salary from their own university during their tenure at the host university.

They will be invited to request travel subventions according to the terms of the Fulbright university exchange program. To this end, the professors from the University of Pennsylvania should approach the Council for International Exchange of Scholars, 11, Dupont Circle, Washington, D.C. 20036. The professors from the Sorbonne should approach the Commission Franco-Américaine d'Echanges Universitaires et Culturels, 9 rue Chardin 75016 Paris.

The requests should be submitted to these two organizations at least six months before the envisaged date of departure for the other country.

II. The two universities will undertake an exchange of faculty members from their respective universities to conduct research in fields common to both universities, in order to pursue their scholarly researches.

These exchanges will take place under conditions identical to those proposed for French professors of category "A" or for American professors or associate professors.

They will also keep their salaries from their home university and may request a subvention for travel expenses in accordance with the terms of the Fulbright university exchange program, writing to the above-indicated addresses and at the above-indicated dates.

III. The two universities will undertake an

exchange of students of law and the economic and social sciences from their respective universities to attend classes and/or conduct research in fields common to both universities. University of Pennsylvania students who are candidates for the J.D. degree will be permitted to participate in such an exchange pursuant to standards approved by the Law faculty. University of Paris-II students participating in such an exchange will typically have completed at least the *deuxieme* cycle, and preferably the *troisieme*.

IV. The two universities will work together in developing cultural and educational cooperation between the two countries. They will exchange publications, information, and all pertinent scholarly documentation of common interest.

V. The University of Paris-II offers its collaboration in the American Foundation at La Napoule in:

(a) the organization of colloquia in fields of interest common to the two universities;

(b) appointing members of its faculty to participate in seminars and programs organized by the University of Pennsylvania in the framework of the activities of this Foundation.

VI. This agreement will take effect beginning with the academic year 1979-80. It may be revised from time to time for the purpose of improving, if necessary, its terms and conditions.

Furthermore, it will be renewable by tacit agreement unless notice of termination is given by one or the other of the parties six months prior to the beginning of the following academic year.

The text of this agreement is drawn up in French and English. The two texts, certified as corresponding to each other, are written in two copies, both of which have been signed and sent to each of the two parties.

Martin Meyerson, President

University of Pennsylvania

Jacques Robert, President

University of Paris-II

Hiring of Non-faculty Staff

TO: Vice Presidents, Vice Provosts, Deans, Directors and Business Administrators

FROM: Martin Meyerson
Vartan Gregorian

In view of the major financial problems now being faced by the University, we must scrutinize closely all proposed non-academic appointments.

Therefore, effective immediately the hiring of all non-faculty staff must be approved by the president and the provost. In other words, our authorization is required once the Hiring Review Committee has given approval to search or approval to hire (see Jon Strauss' memorandum of October 16, 1979). This applies to new positions, replacements and reclassifications. Where a search is already in progress, the hiring of a specific individual must now be authorized by the Hiring Review Committee, then by the president and the provost.

In addition, no administrative salary increases will be permitted between now and June 30, 1980.

These additional restraints on the budget are necessary in order to review commitments that would be included in the fiscal year 1981 budget, which we are very far from balancing. As requests are transmitted to the president and provost, we will consider them as expeditiously as possible.

Slate from the Senate Nominating Committee for Incoming Senate Officers

I. In accordance with the requirements of the Senate Bylaws, Sec. 11(b)(iii), official notice is herewith given to the entire Senate Membership of the Senate Nominating Committee's slate of nominees for the incoming Senate Officers "at least 42 days prior to the spring meeting." The nominees, all of whom have indicated their willingness to serve, are:

Chairperson-elect Phoebe Leboy, dental
Secretary-elect Michael Katz, education
Senate Advisory Committee

(to serve a three-year term beginning May 1980)

Ivar Berg, sociology

David Hildebrand, statistics

Morris Mendelson, finance

Adrian Morrison, animal biology

Senate Committee on Academic Freedom and Responsibility

(to serve a three-year term beginning May 1980)

Ruzena Bajcsy, computer and information science

Elaine Scarry, English

Replacement Pool for Academic Freedom and Responsibility

(to serve a three-year term beginning May 1980)

David Solomons, accounting

Senate Committee on the Economic Status of the Faculty

(to serve a three-year term beginning May 1980)

Mark Miller, English

Kenneth George, education

2. Again pursuant to the Bylaws (Sec. 11(b)(iv)) you are herewith invited to submit "additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominees of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee." Please send petitions to the Faculty Senate Office, 15 College Hall/CO.

If no additional nominations are received, the slate nominated by the Nominating Committee would be declared elected. Should additional nominations be received, those nominated by petition have the right to learn the names of all other candidates and withdraw within five days after closing of petition. A mail ballot would then be distributed indicating which nominees were nominated by petition and which by the Nominating Committee. All candidates have the right to prepare, within seven days after closing of petition, and have circulated with the ballot a one-page statement. The ballot shall be circulated no later than fourteen days subsequent to the close of nominations. Voting shall be noncumulative. The polls shall be closed fourteen days subsequent to the circulation of the ballots.

Walter D. Wales, Chairman
Faculty Senate

The Spring meeting of the Faculty Senate is set for Wednesday, April 23, 3-5 p.m., 200 College Hall.

Opportunities

The following listings are condensed from the personnel office's bulletin of February 28. Because of the delay occasioned by printing schedules, these listings should not be considered official. Some positions may no longer be available.

Bulletin boards at several campus locations list full job descriptions. New listings are posted every Thursday. Bulletin board locations are: Franklin Building: outside personnel office, Room 130; Towne Building: mezzanine lobby; Veterinary School: first floor, next to directory; Leidy Labs: first floor, outside Room 102; Anatomy-Chemistry Building: near Room 358; Rittenhouse Lab: east staircase, second floor; LRSM: first floor, opposite elevator; Johnson Pavilion: first floor, next to directory; Logan Hall: first floor, near Room 117; Social Work/Caster Building: first floor; Richards Building: first floor, near mailroom; Law School: Room 28, basement; Dietrich Hall: first floor, outside E-108.

For further information, call personnel services, Ext. 7285. The University is an equal opportunity employer. Where qualifications include formal education or training, significant experience in the field may be substituted. The two figures in salary listings show minimum starting salary and maximum starting salary (midpoint). 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.
Accountant I (2875) \$10,375-\$14,375.
Accountant III (2876) \$14,850-\$20,550.
Assistant Director (2831).
Assistant Director II (B0222) \$14,850-\$20,550.
Assistant Director Annual Giving II (2870) \$14,850-\$20,550.
Assistant Director, News Bureau (2830) \$14,850-\$20,550.
Assistant Director, Textbooks (2887).
Assistant Director for Utilities (2789) \$18,625-\$26,250.
Assistant Editor (B0225) \$10,375-\$14,375.
Associate Development Officer III (2541) \$18,625-\$26,250.
Associate Director (B113) \$14,850-\$20,550. No longer accepting applications.
Associate Director of Athletics (2710) \$21,450-\$30,225.

Assistant Director for Staff Compensation (2786) \$18,625-\$26,250.
Business Administrator III (02873) \$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 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.
Foreman, Repair and Utility (2689) \$12,900-\$17,850.
Heating/Ventilating Instrumentation Control Foreman (2790) \$12,900-\$17,850.
Job Analyst (2625) \$10,375-\$14,375.
Junior Research Specialist (5 positions) \$10,375-\$14,375.
Junior Research Specialist (B239) \$10,375-\$14,375.
Junior Research Specialist (B234) \$10,375-\$14,375.
Librarian I (2767) \$11,250-\$15,850.
Placement Counselor \$12,900-\$17,850. No longer accepting applications.
Programmer Analyst (B0230) \$14,850-\$20,550.
Programmer Analyst I (2882) \$12,900-\$17,850.
Programmer Analyst II \$14,850-\$20,550.
Project Manager (2433) \$16,125-\$22,725.
Regional Director of Admissions (2592) \$14,850-\$20,550.
Research Specialist I (3 positions) \$11,250-\$15,850.
Research Specialist III (3 positions) \$14,850-\$20,550.
Research Specialist IV (2 positions) \$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.

Part-Time Positions in Administrative/Professional

Associate Editor (2774) Hourly wages.
Research Specialist II (2727) Hourly wages.

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

Support Staff

Accounts Payable Clerk (2 positions) \$7,425-\$9,450.
Administrative Assistant I (2 positions) \$7,975-\$10,150.
Administrative Assistant I (2803) \$7,975-\$10,150.
Administrative Assistant II (2869) \$8,625-\$10,950.
Admissions Assistant (2 positions) (2877) \$8,625-\$10,950; (2889) \$7,975-\$10,150.
Animal Laboratory Technician (B238) Union wages.
Assistant to Loss Prevention Specialist (2855) \$6,850-\$8,775.
Clerk II (2880) \$6,875-\$8,750.
Coordinating Assistant (2 positions) \$8,625-\$10,950.
Coordinating Assistant II (B0224) \$8,625-\$10,950.
Custodian (10 openings) 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.
Herdsman I (B90) \$5,500-\$7,025.
Junior Accountant (02846) \$7,975-\$10,150.
MCST Operator (2482) \$7,425-\$9,450.
Office Automation Operator (B220) \$7,375-\$9,375.
Parking Attendant (2889) Union wages.
Pipefitter (4 positions) Union wages.
Receptionist (2852) \$5,900-\$7,525.
Receptionist (B242) \$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 Machinist I (B28) \$9,525-\$12,200.
Research Technician III (2 positions) \$9,650-\$12,225.
Residence Hall Clerk (2873) \$5,570-\$7,088.
Secretary II (12 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.
Stack Attendant (2879) Union wages.
Statistical Assistant (2874) \$8,625-\$10,950.
Technician I (B92) \$7,575-\$9,600.
Technician, Physical Laboratory II (B-0169) \$8,575-\$10,850.
Text Supervisor (2886) \$9,275-\$11,800.

Witches

(continued from page 3)

women who operated taverns; and women who were related to other accused witches. The accusers, on the other hand, were predominantly male with the exception of the group of young girls who insisted they were bewitched.

Adler, who claims to be a modern witch, sketched the development of modern witch cults in this country and discussed her own beliefs.

Witchcraft is not the reversal of Christianity she said, as is devil-worship, but rather the search for "indigenous, earth-related, peasant-oriented beliefs about the power contained in the natural world and in each person. The people who are drawn into the neo-pagan sects need something other than religion "dry-cleaned from feeling," Adler said.

Modern covens spring from two sources, Adler said. One is the English, Gardnerian witchcraft revival which has its roots in the discoveries of Victorian folklorists and the other is the nearly spontaneous creation of feminists bent on discovering spiritual sources of female power.

The first type of pagan group has its roots in the Gardnerian movement, which synthesizes the work of several noted folklorists into rituals for those who wanted a pagan, earth-based religion. Gerald Gardner founded a "suburban, middle-class magic" in this movement, which celebrates old pagan festivals, such as May Day and Halloween. The priestess is often central in these groups, Adler said, and many American covens have drawn their ceremonies from this movement.

The feminist covens developed from encounter groups' explorations of consciousness, Adler said. Eve, who brought knowledge of good and evil to mankind and was "the one who in a sense turned around

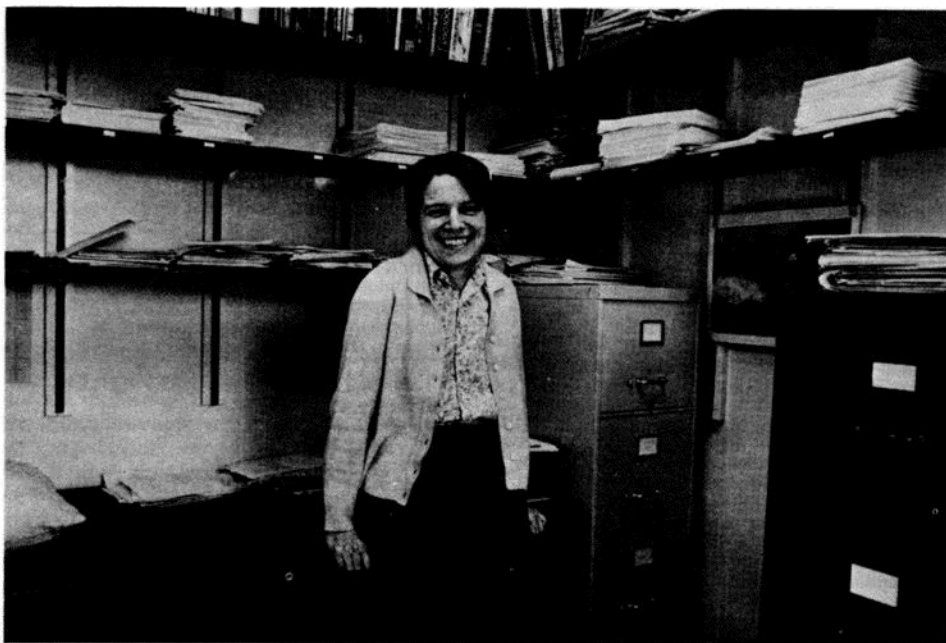
history," was one of the strong images which emerged from these groups. The goddess, the powerful and positive mother of the world, was another vision of woman which this introspection produced. The feminist covens have chosen to worship these beings in their "witchcraft."

Both neo-pagan streams, Gardnerian and feminist, share certain values, Adler said. "Most are low on dogma," she said, "and function as a tribal religion rather than as a creed." Ritual, practice and tradition are more important than statements of dogma, she said.

Adler felt strongly about the freedom to believe in whatever gods one wished, and pointed out the political implications of this freedom. "Monotheism is to religion as imperialism is to politics," said Adler. "A world of diversity, for which there is an answer for you, and another answer for me, is a very liberating idea."

—S.J.S.

Type A Behavior: The Price of Success?



Dianne Feltoon

Ingrid Waldron in her Leidy Labs office.

It's not your imagination. Students are looking a little more frayed around the edges. They are buckling down, studying harder. For many there is a chronic sense that time is running out. Mid-terms are here.

This happens every semester, before mid-terms and again before finals. And, according to Professor Ingrid Waldron, associate professor of biology in the Faculty of Arts and Sciences, the type of hard-driving behavior that earns students straight A's at the University may earn them early heart attacks if they later choose a career that perpetuates that kind of behavior.

Waldron has been studying and writing about "that kind of behavior" for several years now. Ironically it is called Type A behavior.

"I think it is important for students to become aware of the health-related consequences of the choices they make in their early adult years," she said. "Deciding on a way of life that is very job-devoted and very hard-driving, has got health consequences as far as the evidence is available. A lot of early heart attacks in men particularly are associated with this behavior pattern."

Information on the health consequences of career choice should be made available to students as part of their curriculum because, she added "it has very important implications for what they decide about their lives."

Asked to prescribe ways in which faculty and administrators can help students avoid coronary-prone behavior patterns, Waldron cautioned against simply telling individual students to "relax."

"I think that how much a person can relax depends on the context they are operating in," she said. "Just telling somebody to

'relax' may help them to relax, or might make them feel more nervous because it adds one more thing to the list of things they feel they are supposed to be doing, and that they have trouble managing."

It might be more useful, she suggested, to look at the way in which courses are structured and the way advising is done.

"If you believe that frantic competitiveness is bad for people, you do not organize your course to produce that in students," she said. "Now, to some extent we are all victims of the system we exist in," she added, "but at least to an extent you can try to minimize that aspect of the academic career if you are a teacher."

"A second prescription I would make to faculty and administrators is that the way you do advising should emphasize the alternatives available, and not just the high prestige alternative," she said.

For example, in addition to advice on how to get into medical school, there should also be advice on "how to do something that's interesting and rewarding if you do not get into medical school, either because you cannot or because you do not want to," she explained.

The best way to recognize Type A behavior, Waldron said, is to give a structured interview, which has been standardized and appears to be valid for students. In the interview, she said, "you look at both the content of the answers and the style of speech in which the answers are delivered."

In the classroom, she said, "one can make reasonable guesses for most students, because the classroom is the kind of situation which brings out much the same style of behavior." Assuming, she added, that the

class is not one of those which fills a large lecture hall.

As examples of the kind of classroom behavior that reflects Type A behavior Waldron cites, "people who speak very rapidly with emphasis, and, students who chronically interrupt other students or in some cases even the professor."

"All these are behavioral signs of Type A. But," she adds, it is not necessary to tell students, you're Type A; you're not Type A."

Students, she suggested, may pick up more cues on how to behave from the way faculty are judged for promotion than from any prescription faculty or administrators might give them. She singled out the criterion of quantity of publications. "The Type A person emphasizes quantity, and the issues of quality would seem to be more apropos, and less likely to provoke extreme kinds of Type A behavior," she said.

She recalled an article in a University publication in which said that "one of the ways of assessing the quality of the intellectual life in the University was to look at how many lights were burning in the offices and laboratories in the evening."

That way of evaluating the University, she said, "indicates a desire to perpetuate Type A behavior, because one of the aspects of Type A behavior is devotion to career to the exclusion of family or other kinds of interests, and the evening is the normal time for having interactions with one's family if one has one."

If there is a tradeoff between Type A behavior and success, Waldron said, "I think the tradeoff is not as complete as we sometimes feel. It appears that Type A people may exaggerate the gains to be made from studying more hours."

She mentioned the professor in her department "who says that if she goes to play tennis for an hour every day or every other day, she actually gets more work done than if she does not go to play tennis regularly."

—Max Lebow

Foreign Study Set

The Italian Studies Center announces a program of grants for research, study, and travel in Italy at Italian universities with the cooperation of the Ministry of Education of the Republic of Italy and L'Aquila University.

The grant program offers limited support for faculty members and graduate students during the academic year of 1980-81. Preliminary applications consisting of a detailed description of a proposed project must be received no later than April 10. Candidates will be notified of results in May.

Applications should be addressed to Jerre Mangione, acting director of the Italian Studies Center, University of Pennsylvania, 535 Williams Hall/CU.