

Almanac

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Thouron Award Winners: Pennsylvania's Scholarly Ambassadors

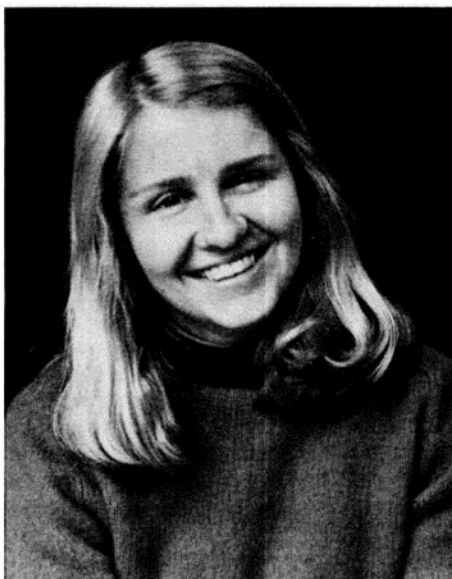
When commencement speeches have been given and students end their course of study then do true scholars long to go on fellowships. And so will begin the educational pilgrimage to the United Kingdom in the fall for this year's ten Thouron Award winners.

The recipients are Annette Bianchi of Drexel Hill, Pa.; Robert Elfont of Plymouth Meeting, Pa.; Catherine Hamilton of West Chester, Pa.; Frederick Leiner of McLean, Va.; Rita Redberg of Brooklyn, N.Y.; Deborah Rice of Melrose, Mass.; Amy Tananbaum of Belmont, Mass.; David Trautenberg of Ventnor City, N.J.; Joseph Valente of Rosemont, Pa.; and Bryan Washington of Haverford, Pa.

They were selected through a competitive program that initially screened 78 applicants. The process reduced the number of potential winners to twenty-three finalists who attended a weekend retreat for interviews with the program director and the Thouron Committee. The ten award-winners were chosen for their outstanding scholastic achievements as well as their personal interests and leadership potential.

Aside from academic pursuits, each Thouron scholar is expected to act as an unofficial ambassador for the United States. Catherine Hamilton, who will attend the London Graduate School of Business after receiving her master's degree in chemical engineering, describes her role as "something of a diplomat. We are expected to explore the country and learn about the people. A large part of our education is the social and cultural change."

The program is sponsored by the Thouron Fund for British-American Student Interchange begun by Sir John and Lady Thouron of Unionville, Pa. to promote friendship and understanding through inter-

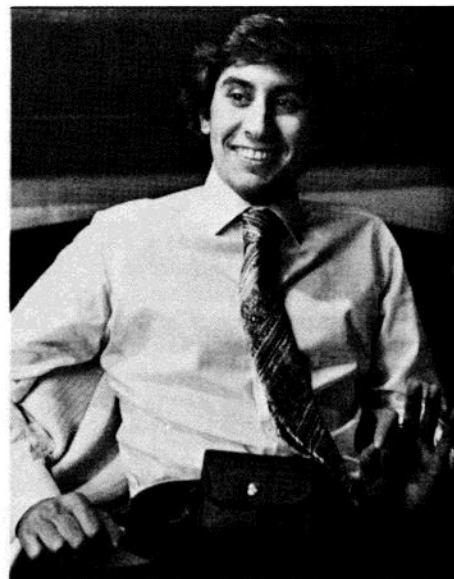


Deborah Rice

national education. In its 20 years of existence, the fund has given more than 350 British and American students the opportunity to cross the Atlantic. Overall, 168 students from the University have entered degree programs at different schools in the United Kingdom and 204 British students have attended classes at Pennsylvania.

Those accepted by the program are not limited to study in their own discipline. Annette Bianchi, who will earn her bachelor's degree in bioengineering this May, plans to work toward a business degree at the London Graduate School of Business. Rita Redberg will take time off after her third year of medical school to pursue study in social administration and social work at the London School of Economics.

In general, the scholarly interests and plans of this year's winners are widely divergent. But to James Yarnall, director of the program, this is not the committee's intent when selecting the winners. "We never seek a conscious mix," he said. "If we have diversity that's fine, but it isn't something we necessarily look for. We make our decisions regardless of field or subject and the general feeling in the committee is that this is one of the finest groups we have ever selected."



David Trautenberg



Annette Bianchi

The range of academic interests extends from Robert Elfont's dual major in biology and English with his plans to attend Cambridge for a Ph.D. in neurophysiology to Joseph Valente's outstanding status as an (continued on page 2)

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- Information on the upcoming Faculty Senate meeting, pages 3 and 11.
- A supplement on equal opportunity accompanies this issue of ALMANAC.

Thouron Award Winners

English major and winner of the Haney Award for the finest senior honors thesis presented to the English department. Valente plans to study the Celtic Renaissance at Oxford.

The finalists see the award as a means to both scholarly and professional ends. Deborah Rice, who will be studying Islamic law at the University of London, explains that, "My program aims are best accomplished at London which is noted for this international program. After I receive my M.A., I'll return to the United States for law school and then practice international law."

Amy Tananbaum will also be attending the University of London but she will be continuing her undergraduate study in psychology. David Trautenberg plans to continue his study of education at either the Institute of Education or the University of Leids in order to pursue a career in teaching and educational law.

"I will return for my Ph.D in English after I've gained a firm knowledge of British culture," said Bryan Washington, who plans to attend Kings College, Cambridge. "I am seriously considering teaching in a university setting but I'm not concerned about finding a job. I think this is the wrong approach to academic study. I'm not afraid of becoming a gypsy scholar."

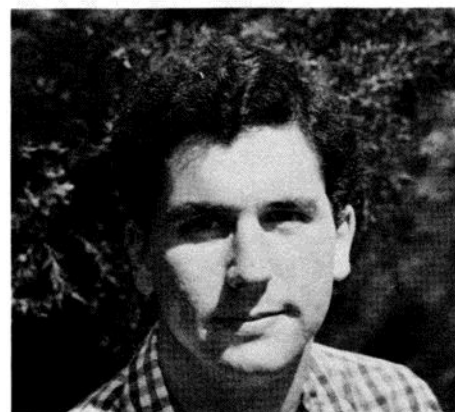
The prospect of study abroad has greatly



Dianne Feltoon

Catherine Hamilton

changed their lives, the recipients agreed. Because they could not be sure of acceptance until mid-February, most had proceeded to make other plans for the future. "I was waiting for the San Francisco Giants to offer me a \$100,000 contract," quipped Fred Leiner, who will be reading modern history at St. Johns College, Cambridge, "but I probably would have gone to law school. Now, of course, there is no agony over jobs or uncertainty over graduate work but the whole idea seems unreal. I don't want to think about going there I just want to go. The opportunity for an English education at an elite English school puts us all in positions of



Dianne Feltoon

Fred Leiner

honor. Cambridge and Oxford have a different sort of ring to them than any school in the United States."

The break will be a definitive one, as the winners are requested not to visit home if their degree program lasts only one year. "It is frightening to leave home so completely," said Catherine Hamilton.

But the satisfaction of attaining the award holds more overall meaning for the students than the temporary anxieties. "You've been sanctioned to represent your country and your school," concluded David Trautenberg, and it gives you a very warm feeling inside." —V.V.P.

Almanac

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Acting Editor C. ANNE VITULLO
Acting Assistant Editor MARGUERITE MILLER
Editorial Assistant SALLY SORESEN
Work-Study Assistant VIOLETTE PHILLIPS
Designers CAROL ROESCH LOMBARDI,
ROBIN RYAN
Photographer DIANNE FELTOON
Contributors RON FRANCIS,
STEPHEN FRIED, MAX LEBOW, JAN SNYDER

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On Campus

April 10-April 19

10, Thursday

Blood Drive: The University Hospital seeks blood donations at High Rise North, 1-7 p.m.

Lecture: The University Museum sponsors Dr. Rosalie David of the department of Egyptology, Manchester University Museum, England, on *Mummification: The Path to Eternity* at 3:45 p.m. in Rainey Auditorium, University Museum. Admission is \$3. A reception follows.

Movies: International Cinema brings the Czechoslovakian film *End of August at the Hotel Ozone* to the International House at 7:30 p.m., followed by the Polish feature *Everything for Sale* at 9:30 p.m. Admission to each movie is \$2.

11, Friday

Concerts: The University Choir performs in Tabernacle Church, 3700 Chestnut at 8:30 p.m. Free.

The Penn Union Council sponsors the David Johansen Group in a rock n' roll dance concert at the Houston Hall Auditorium, 3417 Spruce. Dancing will begin at 8:30 p.m. to recorded music. Johansen will begin at 9:30 p.m. Tickets are available at Houston Hall Ticket Agency. For information contact Stu Katz at Ext. 5284.

Conferences: The Women's Studies Program will sponsor a day-long conference on *Roots and Realities: Changing Images of Women in Family and Community*, in the Rainey Auditorium of the Museum. Call Ext. 8740 for more information.

The northeast Victorian Studies Association and the University offer a conference on *Victorian War and*

Violence, Friday through Sunday. Contact Michael Young at Ext. 7341 for further information.

Ice Skating: The University Ice Skating Club meets every Friday, 4-6 p.m., at the Class of '23 Ice Rink. Members and guests are invited to participate. For information call 471-6241 or 342-8638 evenings or weekends.

Movies: International Cinema repeats *Everything for Sale* and *End of August at the Hotel Ozone* at 4 and 9:30 p.m. Deborah Shaffer's *The Wobblies* will be shown at 7:30 p.m. with a discussion with the director following the screening.

Tour: The College of General Studies conducts a weekend tour of old Charleston on April 11-13. Call Barbara Greco, coordinator, Ext. 7326 for more information.

12, Saturday

Festival: The International House sponsors the International Folklife Festival. Indo-Chinese Festival includes music, dance, crafts and food of the Cambodian, Laotian and Vietnamese peoples, noon-5 p.m.

Balkan Concert at the International House, 8 p.m. Music and dance from the Balkans and beyond. Dance party will follow concert.

Movie: *Animal House* will be presented in Irvine Auditorium at 8, 10 p.m. and midnight. Admission is \$1.

14, Monday

Art: Opening of art show featuring Maddy Gold, painter, 5-7 p.m., in Houston Hall Art Gallery.

Colloquium: The Annenberg School of Communications presents Gerbert S. Dordick, visiting professor, Annenberg School of Communications at the University of South-California: *1990-The Multimedia Center*

Penfield Scholarships Announced

Three graduate students in the Faculty of Arts and Sciences were awarded Penfield Scholarships in Diplomacy, International Affairs and Belles Lettres which will enable them to do research abroad for their doctoral dissertations.

The winners are Alan Lampert, Christopher Maurer and Mollie McNickle.

Lampert, a native of Brooklyn, N.Y., is a Medieval Studies student in the English department. He plans to visit Cambridge and London this summer to study Old English poetic charms, the subject of his doctoral dissertation.

Christopher Maurer, a native Philadelphian, received his bachelor's degree from Columbia University. He will be studying in Spain during the next academic year gathering material for his thesis which will be a critical edition of the poems of Francisco de Figueroa (1536-1617), a Spanish soldier and minor lyric poet.

Mollie McNickle, a doctoral candidate in the history of art, is a graduate of Yale University. Her parents reside in Arlington, Va.

McNickle is studying the paintings of the American abstract expressionist, Barnett Newman (1905-1970) whose work is found mostly in Europe and primarily in Stockholm, Amsterdam and Basel.

"Many research projects require resources which are not available in this country and that is why this fellowship was established," according to FAS Associate Dean Donald Fitts, chairman of the selection committee. "The University of Pennsylvania is an international institution and it is appropriate that we should be dealing with resources that are located outside the United States."

The fellowships, which are awarded for academic excellence and the nature of the project, are restricted to doctoral candidates who have completed all the requirements for the degree except the dissertation. The Penfield Scholarships were endowed by the late Frederic Courtland Penfield, former ambassador of the United States to Austria. Travel must be necessary to the candidate's research project in order to be eligible.

—J.S.

Faculty Senate to Meet

The Faculty Senate will hold its regular spring meeting on Wednesday, April 23, 5:30 p.m. in Room 200 College Hall.

Important issues on the agenda include:

- the report of the Senate Committee on Administration; among other suggestions, the report recommends the reorganization of the Senate.
- the report of the Senate Committee on the Economic Status of the Faculty;
- the report of the Senate Committee on the Faculty. This report includes a recommendation for restrictions on the membership of the Committee on Academic Freedom and Responsibility.

For more information on the upcoming Faculty Senate meeting, see "For the Record" on page 11.

A-3 Assembly Elections

The Eighth Annual A-3 Assembly Elections will take place Tuesday, May 20. Voting is open to all A-3 employees of the University.

Any A-3 employee interested in submitting his or her name as a candidate for membership on the coordinating committee should get in touch with Donna DiSciullo, SAMP, 424 NEB/SX.

The deadline for submission of names is May 1.

in the Home at 4 p.m. in the Annenberg School colloquium room.

Seminars: The Administrative Assembly Brown Bag Seminars hosts Professor Ross Webber, management, in the Harrison-Smith-Penniman Room of Houston Hall at 1 p.m.

Dr. J.E. Bailey, University of Houston, will speak on *Studies of Microbial Population Dynamics*, in Alumni Hall, Towne Building, 3:30 p.m.

Workshop: A photography workshop with Becky Young, lecturer in photography in the Fine Arts Department, meets 7:30-9 p.m., April 14, 21, 28 and May 5, 12 and 19. Tuition is \$60. For information call the Fine Arts department at Ext. 8374.

15, Tuesday

Press Conference: Pennsylvania Energy Coalition will hold a conference to award prizes and announce energy savings from the energy contest, at 11 a.m. in the West Lounge of Houston Hall.

Seminar: The Physical Therapy Department will present a research seminar featuring George Logue, P.T. on *Evaluation in Professional Education* at 11 a.m. in Room 212 Nursing Education Building.

16, Wednesday

Lectures: The Women's Faculty Club will host informal talks by the three winners of WFC Awards 1980, at McNeil Building, Room 285-286 at noon.

The Ancient History Graduate Group and Oriental Studies department present Dr. E.J. Bickerman on *Rape and Marriage in Menander's Athens*, at 4:30 p.m., in Benjamin Franklin Room, Houston Hall.

Women's Studies of the University presents Sonia Johnson, president of Mormons for E.R.A. speaking on

Exiled From the Tabernacle, at 7:30 p.m. in the 2nd floor Auditorium, Houston Hall.

Movies: International Cinema presents *The Power of the People: The Battle of Chile, Part III*, at 7:30 p.m. and *The Last Wave*, an Australian thriller, at 9:30 p.m. Admission is \$2 for each feature.

Exploratory Cinema presents Fellini's *The Clowns* at the Studio Theatre of the Annenberg Center at 7 and 9:30 p.m. Admission is \$2.

Manhattan will be shown at 8 and 10:30 p.m. in Irvine Auditorium. Admission is \$1.

17, Thursday

Crafts Fair: Spring Fling Crafts Fair 10 a.m.-6 p.m. in Houston Hall.

Movies: International Cinema repeats *The Last Wave* at 7:30 p.m. and *The Power of the People: The Battle of Chile, Part III* at 9:30 p.m. Admission is \$2 for each feature.

Theatre: Quadramics, the student drama group presents *Godspell* under the stars tonight through April 19. Call Ext. 7038 for performance times.

Intuitions, a new student theatre group presents Henry Fielding's *A Tragedy of Tragedies* through Saturday. Call David Luftig at 382-2086 for information.

18, Friday

Movies: International Cinema presents *The Power of the People: The Battle of Chile, Part III*, at 4 p.m. and 9:30 p.m. and *Chameleon*, at 7:30 p.m. with a discussion with the director after the film.

Seminar: The Rodney L. White Center for Financial Research will hold a seminar in Vance Hall, Room B-11, 9:45 a.m.-4:30 p.m.

19, Saturday

Alumni Events: The Society of the College, presents *Inside the Muslim Middle East: Heritage and Change*, in the University Museum. Make reservations by April 15.

Continuum, a cooperative life-long learning program presented by the Philadelphia alumni clubs sponsors Christie's Appraisal Day, 10 a.m. to 4 p.m. in the Common Room of Goodheart Hall at Bryn Mawr College. Cost of appraisal is \$5 per item.

Festival: International House presents the International Folklife Festival. The African-American Festival will be a celebration of children's games, storytelling, crafts, gospel and jazz, noon-5 p.m.

The Irish Concert will include traditional music, dance, song and storytelling as part of the ethnic Folklife Festival at International House.

Continuing Exhibits

Sir Peter Sheppard: Collected Works in the Faculty Club Lobby, Monday through Friday, 9 a.m.-9 p.m.

The Shadow Catcher: E.S. Curtis in the University Museum, Tuesday through Saturday, 10 a.m.-5 p.m., Sunday 1 p.m.-5 p.m., through July

Urban Encounters at the Institute of Contemporary Art in the Fine Arts Building, Monday, Wednesday-Friday, 10 a.m.-5 p.m., Tuesday, 10 a.m.-7:30 p.m., weekends 12-5 p.m., through April

Henri Labrousse, 1801-1875, in the Graduate School of Fine Arts, 4th floor space, Monday-Friday, 9:30 a.m.-5 p.m., through April 25. The show commemorates the 100th anniversary of the architect's death.

House Arts in High Rise East's Dance Gallery in the Upper Lobby. The show runs through April 12; hours are 4-10 p.m.

Ground Works in the Philomathean Art Gallery in the fourth floor of College Hall. The exhibit continues through April 25; hours are noon-5 p.m., weekdays.

Undergraduate Workgroup on Athletics:

A response to the January 1979 statement by the President and the Provost

I. Introduction

In March of 1978, the students of the University of Pennsylvania expressed their outrage at the discontinuation of several athletic programs. Subsequently, some of the proposed cuts were reversed. Students realized that a legitimate expression of concern could directly influence the affairs of the University. In the fall of 1978, the Chairman of the Undergraduate Assembly appointed a group of students to investigate the current status of the athletic program. That effort was influential in convincing the President and Provost to issue their joint statement of January 1979 which placed a one-year moratorium on the growth of the athletic program, with a commitment to establish an athletic policy at the end of that period. This report works toward these ends.

Although over the past fifteen years more than a dozen committees, subcommittees and task forces have prepared "definitive" reports on Pennsylvania's athletic program, the University's stated athletic policy remains nebulous. Working in the best interest of the entire University community, eleven undergraduates formed this Workgroup of the Undergraduate Assembly last December to investigate athletics and athletic policy at the University. Meeting for more than four hundred man-hours, the Workgroup defined the issues, closely examining various areas of athletic policy by reviewing past reports, gathering data, and talking with members of the University community interested in athletics. It is our opinion that it is best to begin by addressing the role athletics play at any university, in general, and at Pennsylvania, in particular. We then assess the current program, looking at athletic admissions, women's athletics, the budget, recreation and facilities. Options other than the current program are discussed and we address what we believe to be the best choice for Pennsylvania. We conclude with our recommendations for the betterment of the athletic program.

Many of us have heard Provost Gregorian's challenge that we should all be "loving critics and critical lovers of the University." It is in this spirit that we submit this report.

II. Athletics in the Context of a University

The Mechanick Report was correct in its appraisal that "of all the programs at the University, the one that has been singled out most for scrutiny and study is athletics." Athletics at Pennsylvania has historically suffered re-evaluations and shifts in policy, evidenced by the plethora of reports this Workgroup obtained and studied. These alternating attitudes reflect intensely ambivalent feelings toward athletics in the various sectors of the University. The Mechanick Report states that:

The extent to which the Intercollegiate Athletic program is successful may offset or be a substitute for the image of academic excellence to which we aspire. Where a university has manifest academic quality as well as successful athletic teams, such success is viewed as consistent with the superiority

of that institution. Where academic excellence is less strikingly evident, investment in successful athletic teams may be viewed as compensatory and even as a sign of deficiency.

These statements make it clear that athletics at Pennsylvania can only be discussed in the larger context of the aims and objectives of the University and not as an entity unto itself. Our Workgroup also feels that athletics should be discussed specifically within the context of the aims and objectives of the undergraduate schools.

The Senate Advisory Committee of the Faculty Senate (SAC) more narrowly construes the University's goals in proclaiming that "the primary mission of Pennsylvania is to add to the world's knowledge and to disseminate knowledge."

Our Workgroup respects the pursuit of excellence in academics. However, the McGill Report, with which we concur, is cognizant of the importance of producing well-rounded graduates. Defining the role of the athlete is dependent on how the goals of the University, in general, and the undergraduate school, in particular, are construed. If the goals of the undergraduate schools are delimited, the quality of student life deteriorates to the detriment of academic pursuits. Education is not confined to classroom experience. We have embraced the McGill Report's objective of turning out "literate, intelligent, well-adjusted and morally responsible graduates." The University must be committed to developing a community that nurtures the growth of individuals. We are not trying to minimize the importance of academics but maximize the quality of student life. It is our belief that athletics and athletes contribute significantly to the formation of this ideal.

The program of the Department of Recreation and Intercollegiate Athletics (DRIA) is a valuable part of the overall University program. The educational benefits which accrue directly to the University community are numerous. It is obvious that one of the largest benefactors of intercollegiate athletics is the undergraduate athlete. Participating in athletics affords the athlete a wide-range of experience that adds to his understanding of himself and others. The athlete receives direction from his coach and must work with team members to accomplish personal and team goals. In the process, he experiences both success and failure and develops the ability to cope with these later in life. Such benefits are maximized in the Varsity program with a high level of competition, regardless of sport, because the responsibility, dedication and concentration needed for such participation allow these experiences to be more pointed and have a more direct impact on the athlete.

Intercollegiate athletics provides other benefits which work toward the achievement of many University goals. In general, the intercollegiate athlete provides a role-model which, in addition to the classroom and dormitory experiences, can lead students and faculty to appreciate and understand an individual's ability and commitment to achieving his maximum potential. In

particular, an athlete can lead others to desire participation in a program of recreational and/or intercollegiate athletics for their personal, life-long benefit.

As a community of individuals with diverse backgrounds and interests, the University has as another of its goals the interaction of its diverse groups on both formal and informal levels for communication and exchange of ideas. Intercollegiate athletics, by providing spectator sporting events, creates a forum for interaction on an informal level.

The development of an intercollegiate program necessarily involves the development of athletic facilities which, once built, can be of use to the entire University community. Without intercollegiate athletics, it is more difficult to raise the capital necessary for construction. Later, the facilities are used minimally by the teams, making them more available to recreational athletes.

As a prestigious institution with more than 165,000 living alumni, the University should strive to continually inform these valuable resources about the University and its current status. An athletic program can provide such contact. Intercollegiate athletics allow them to remain in close contact with Pennsylvania, and this contact often leads to their commitment of support to the University and intercollegiate programs.

As an institution recognized for excellence in its intellectual pursuits, the University desires to achieve prominence in the academic world. Students from this scholastic environment who participate in a successful athletic program well serve the University as representatives of the student body in promoting Pennsylvania's national reputation as an educational institution. Intercollegiate athletics can provide exposure to prospective applicants outside of our immediate region, thereby increasing the regional diversity and academic quality of the student body. Further, intercollegiate athletics can spread our reputation to governmental agencies which provide increasing support to the University and its programs. Lastly, by increasing the awareness of the general population to Pennsylvania, intercollegiate athletics can aid our graduates in their post-graduate lives, which can return other benefits to the University.

III. General Assessment of the Current Program

A. Admissions

Nowhere in the University is the inconsistency in athletic policy more evident than in the admissions process. A meaningful discussion on athletic admissions requires an understanding of the general admission policy for all the undergraduate schools. Accepting the institutional goals which we have previously described, we must identify those applicants that would best help us meet these aspirations. As is stated in the McGill Report, "The present and future vitality of an educational institution is highly dependent upon the characteristics of the students who pass

through its portals." The McGill Committee acknowledges the difficulties inherent in articulating the qualities one would like to see in successful candidates for admission. The Committee agreed upon a loose generalization, stipulating that the University seek those students that could best serve the longterm interests of the University, broadly conceived. As we stated above, we are in accord with McGill's statement on admissions for the undergraduate schools. We feel that our admissions policy should reflect the objectives stated above.

While there is substantial (but not absolute) value in scores and other objective criteria in the evaluation of a candidate, the difficulties in assigning numerical values to subjective qualities are numerous. The rigidity that percentages necessitate is not ideal; however, if percentages are the only way to insure the University's commitment to a diverse student body, we would reluctantly reaffirm them. However, if the McGill Report and its Addendum continue to be used as a guideline for admission policy, they must be updated to reflect the changing needs of the undergraduate population, as exemplified by the recent increase in the size and scope of the women's athletic program.

Although the McGill Report envisions graduating well-rounded students, it expressly rejects the notion of matriculating the "well-rounded" applicant. We are not sure that pursuing the important aim of diversity in this manner will result in the admission of the desirable student. This policy seems to rely too heavily on the one aspect of the person that may be outstanding or of institutional concern to the University. It may not be too great an exaggeration to suggest that such a policy admits character traits and institutional concerns while subtly discriminating against "whole" people.

"Well-rounded" may have a connotation of averageness, or mediocrity which the University may not want to convey to prospective applicants. We would ideally gear our admissions staff to search for excellent people with intellectual powers and other strengths which may be particularly attractive to the University, yet emphasizing the whole person. This is not merely a question of semantics. A policy which relies too heavily on one aspect of a student's character may yield a diverse community which is, in actuality, nothing more than a conglomeration of narrow individuals that are not receptive enough to benefit significantly from the talents and interests of their fellow students. Thus, it is not possible to produce our desirable student in the current manner. By adjusting our admissions policy to seek out and admit people of high intellectual power who will, by their interests and talents, contribute to the undergraduate community and in turn be stimulated by the interests and talents of their peers, Pennsylvania will go much further in maintaining a true and healthy diversity.

Admissions should place less emphasis on the student athlete of below-average potential. While we acknowledge the desirability of these students, we feel that too great an emphasis, in both recruiting and admissions, has been placed here rather than on "scholar athletes." Recruiting efforts should be geared towards the true student athlete and the admissions policy should give added weight to their athletic ability in our diversity category because of an athlete's gift as an

undergraduate.

At present, 5 percent of each incoming class is designated as specially-admitted athletes. For the Class of 1981, this resulted in 99 such students. The ratio of men to women is greater than four to one. The men's spectator sports accounted for approximately half of these students.

Before discussing current admissions policies, our Workgroup would like to express its shocked disbelief that a university of the size and stature of our own would have so little statistical data on which to base its admissions policies. The type of follow-up studies recommended in the McGill Report and its Addendum have not been undertaken. This Workgroup recommends that such studies be immediately established on a continuing basis.

The admissions procedures detailed in the McGill Report have led to some unanticipated consequences in terms of athletic admissions. The emphasis in admissions seems to be on the academic and special categories with little attention devoted to those athletes in the diversity category. When a student athlete applies to Pennsylvania in the regular admissions process, two separate evaluations occur. First, a coach at the University rates the candidate on athletic ability. If he believes the applicant to be of superior ability and of great value to his team, he will place him on his "preferred" list. If he believes that he is a good athlete, but not essential to his program, he will place the candidate on his "recommended" list. Others receive no rating. The admissions office then places those from the "preferred" list into the special-admission category if the candidates do not possess objective credentials which are competitive within the applicant pool. The remainder of the preferred list and the recommended list are placed in the diversity category, in which those on the preferred list receive 5 points and those "recommended" receive 3 points under the leadership and activities component.

This policy often results in the University's refusing admission to very talented athletes who are competitive within the applicant pool. To insure admitting the maximum number of athletes, coaches often place athletes, regardless of their athletic ability, with low objective criteria on their "preferred" list and athletes with high objective criteria on their "recommended" list. As a result, the admissions office gives the athletes (with less athletic talent) who are on the preferred list more weight in the process, yielding the higher probability of their admission than those with higher scores and athletic ability who must compete within the pool. In addition, coaches center their recruiting efforts around the "special-admit" applicant because they have better success in having these students admitted. The admissions office places more emphasis on accepting applicants for the spectator sports, resulting in the admissions office accepting athletes with lower objective criteria in the spectator sports and rejecting athletes with higher criteria in the non-spectator sports. Our current admissions policy discriminates against the very athlete that the Ivy Agreement speaks to.

This controversy raging on campus over the specially-admitted athlete is also having a detrimental effect on the program in general. First and foremost, there are serious consequences in labelling some Penn students as special-admits.

Contrary to stated policy, these students know who they are. This level has a very deleterious and alienating effect on these students which leads some to generalize that most athletes are specially-admitted and contributes to the poor academic image that athletes face on this campus.

There are many problems in attracting and admitting athletes to a program with an uncertain future. Currently, there is a morale problem among the coaches because of the uncertainty and lack of leadership. This problem manifests itself in an ambivalent attitude toward recruiting because a coach may not make the additional effort to recruit an athlete if he fears his team will be cut or downgraded in a few years.

Pennsylvania also faces a challenge in attempting to recruit scholar athletes that are also being recruited by schools which offer athletic scholarships. Pennsylvania should stay within the spirit of the Ivy Agreement; we should not try to "hard sell" applicants, but present an "Ivy Image" and provide students with a true-to-life picture of Pennsylvania. If we continue to admit a number of students that fall below the average, we should increase the use of Supportive Services to meet their needs. Because of the nature of our financial aid program, we can often compete with the aid a very needy student might receive in the form of a full athletic scholarship elsewhere. When this type of opportunity presents itself, and the student would be a valuable asset to our program, we should take advantage of this. However, to advocate this type of recruiting as general policy could have serious consequences.

Some aspects of current policy could be corrected. The coach, working with the Athletic Director and Admissions Officers should choose those to be placed in the "Special Admit Category" thus ending the manipulation of the lists. By fairly representing an athlete's ability, the University could prevent the needless rejection of the better candidates. Further, relying on the composition of the recruited pool, they should determine yearly the optimal number of places of Special Admits more equitably among the teams for the benefit of the athletic program.

B. Women's Athletics

Our workgroup is breaking with precedent in including a section on women's athletics in our report. We believe that the University has not paid enough attention to women's athletics, which has led to misconceptions about the program.

Women's athletics in some form or another has existed at Pennsylvania from the 1920s. However, it was only with the advent of Title IX in 1972 and the transfer of the women's program from recreation to intercollegiate athletics in 1974 that the women's intercollegiate program has made any appreciable progress. The Mechanik report addresses all of women's athletics in one paragraph under the heading of intramural sports:

As it is now, there are about eight women's teams, each of which plays a local schedule of about seven games. We were told that the program is not developed enough, from either the players' or the coaches' standpoint to engage in Ivy League competition in the near future.

In 1974, when Women's Intercollegiate Athletics was established, a Director of Women's Athletics was appointed. In 1978, when the (continued on page 6)

For the Record

(continued from page 5)

women's program was assimilated into the men's, its directorship was abolished. Today, there are seventeen women's varsity teams, a majority of which play Ivy League schedules, and women's athletics is part of the total intercollegiate program with an Assistant Director of Athletics for Women.

While the women's program has made great strides in past years, it is still developing. The financial problems that have beset the program in recent years have often resulted in privations on the women's teams that the men have not experienced because of the inadequate attention given to the developing nature of women's athletics. The men's and women's programs cannot be viewed as one without adversely affecting women's athletics because of its unique developmental problems.

The women's intercollegiate program is at a crucial point in its development. The question of its future direction must be assessed in conjunction with other members of the Ivy League. We must keep in mind the developing nature of the women's program. If the women go their own way, it will be extremely important to afford them maximum flexibility in budgeting, scheduling, recruiting and admissions. For example, the men's program often makes major allocations for recruiting expenses. The women may not choose to follow such a route. They should therefore have the flexibility to channel the funds from recruiting to other areas in this case. The Title IX guidelines issued in January 1980 pursue this idea: flexibility in providing benefits and opportunities for men and women is allowable and encouraged. The allocation of resources may be different as long as the net benefits of the programs are equal.

Currently the women's program lacks many of the fundamental supports that allow for growth and development. One of the reasons that women's varsity teams have suffered so in the financial difficulties of recent years is the lack of fund-raising mechanisms specifically for women. Whereas provisions have been made in terms of alumni clubs and computer space for men, very little has been accomplished in that direction for women. This lack of outside support has imposed a degree of privation on the women unknown to the rest of the intercollegiate program, resulting, for example, in an overall lack of sufficient equipment. The available equipment currently does not always prepare the teams in season, and any repair and maintenance is slow. Also, the support staff available to the women's coaches is not sufficient to meet their needs. Special attention should be given to their competitive schedules to insure that they are the best possible.

The area of admissions is of particular concern. Because the University extends special consideration to a number of athletically-talented male individuals each year, it should, under Title IX guidelines, extend equivalent consideration to female athletes in proportion to their total participation in the intercollegiate program. Currently, this is not the case. Male athletes are matriculated in a proportion greater than their participation would allow. Also, it now seems that the number of component spots reserved for male athletes are reserved on a matriculant basis whereas those for women are reserved on an admit basis. This results in even fewer specially-admitted

women matriculation at the University than available figures indicate.

While the program has made some progress since the early '70s, the current athletes are still confronted with a lack of equipment, facilities and medical personnel. The University must make a commitment to supporting the women's intercollegiate program it has established on both legal and moral grounds.

C. Budget

Athletics at Pennsylvania should ideally be supported at a level which recognizes its important value to the University and its undergraduate schools. Through the years, however, various segments of the University community have called for reduction of the University subvention to DRIA in light of current financial difficulties which have purportedly begun to adversely affect academic programs. This is an inconsistent view because, like academics, athletics plays an important role in achieving the University's goals as outlined above. Everything has its place, and to assume that every dollar spent on athletics is one taken from academics is to deny the complementary roles and mutual benefits that they provide. Ideally, an athletic program which can meet its own direct and indirect costs through ticket revenues, facilities charges and fund-raising would be desirable; however, Pennsylvania must be willing and prepared to support programs such as athletics which are of great value to the University.

Presently, this goal of complete self-support is unobtainable. While winning teams in the spectator sports could produce much revenue, we must realize that the greater value of an athletic program lies in the nature of the competition, not solely in whether there are hordes of revenue-generating spectators. We must therefore make as much headway in stimulating other more extraneous sources for revenue for DRIA and, if these fall short, necessarily adjust the University's subvention. In order to accomplish this tremendous task, we must first clearly develop our goals in athletics, which we have yet to adequately. The Gensler report reiterates that:

The athletic program has, at best, been vaguely defined with no clear University policy statement existing concerning athletics. This has led not only to the current lack of predictability and direction in the sports program but also to the ill-defined relationship which DRIA has had with the remainder of the University. There is a strong need at this time for a stated policy.

It is extremely difficult, if not impossible, to base sound fiscal policies on such wavering conceptions of the program. President Meyerson was eventually forced to succumb to overpowering financial arguments which, lacking the support of a strong policy on athletics (due in part to lack of a director), required him to freeze DRIA's budget saying: "all of the inflationary increases for direct and indirect expenses will have to be provided by added private giving and, if possible, from the student fees." This was, by necessity, an interim measure strongly supported by faculty groups with little input from other important groups, particularly the alumni and students, and not a broad-based policy.

Even with a sound policy supporting athletics, it will still be difficult to solve many of our current problems. Perhaps the most vital area for the

University to demonstrate its commitment to athletics is budgetary planning. Instead of forming guidelines, the freeze during fiscal year 1980 on expenditures other than salaries, wages and benefits hit the teams quite hard, requiring most to do with old equipment and worn uniforms. The teams bore up admirably under this hardship. However, in order for the University to see its commitment to athletics bear fruit in competitive teams, the University must continue additional financial support, covering at least the extra costs incurred by galloping inflation. We agree with the Mechanick report when it states:

Many felt that the athletic program should not be exempt from the same budgetary constraints and controls that are now being imposed throughout the University.

However, neither should athletics be overly "constrained." At present, the University is not budgeting for expected inflationary increases. Expenditures other than compensation are expected to rise by only 8 percent in the "inertial projection" for DRIA. This appears to be far less than the current rate of inflation of 13 percent per annum. Even if inflation drops to 10 percent, expenses are projected to be \$1,197,000 compared with the now-budgeted \$1,175,000—projecting a deficit of over \$20,000. This exemplifies the fact that the "administration has for several years exhibited fiscal imprudence in being overly optimistic in budgeting for DIA," as Gensler reports. The actual current expenses for fiscal year 1980 are now expected to be \$1,051,000, compared with the \$934,000 budgeted—a difference of 13 percent. We further find it hard to agree with the SAC's analysis of the growth of the University's subvention for DIA since, as Gensler points out, that:

The University has recently "cleaned up" its budgeting and recognized the real costs of DIA, funding it through subvention rather than through continued budget deficits. It is inaccurate, therefore, to extrapolate into the future the recent growth in DIA subvention.

It is also impossible, as of this date, to completely depend upon alumni contributions as a means of reliable support for current expenses. The Development Office has only recently begun serious fund-raising efforts in conjunction with DIA and the results of continued efforts are only marginally materializing. As others agree, only when externally-raised funds can be accurately and confidently counted upon should they be reflected in subvention allocations. Recent increases are promising, but it is risky and unjustified to base the existence of needed programs on such unpredictable support.

Many groups have addressed the converse issue of lowering expenses for DRIA. The SAC has suggested savings due to recovery of financial aid to athletes, doubling-up of coaching responsibilities and reduction of travel and league play for certain teams. All of these are contrary to current policy objectives and goals, stemming from the current administration to the McGill report. While Wood's 1972 report states that "students requiring financial aid who are not in the top academic component or who are not particularly desirable for various institutional considerations may be at a disadvantage in the competition for those funds controlled by the University," we are horrified by President Meyerson's statement in University Council (11/8/72) that "the bold vision

which many private institutions have held during recent years that all students should be admitted regardless of their financial need is no longer meaningful in light of fiscal difficulties." Because the savings would be minimal, according to the SAC, we feel that the disadvantages from this policy far outweigh any savings in that we no longer admit first and support second. If we indeed recognize the value of these athletes, which all do, then we should be willing to support them.

Doubling of coaching responsibilities could only hurt the value of our athletic program to athletes, as defined in McGill's "scholar athlete" model. By removing time from a coach's participation outside of practice and competition, one seriously affects this desirable relationship. Further, a part-time coach necessarily possesses different values and goals which will adversely affect the quality of participation and competition as well. Thus, these savings are incurred at a high cost.

Limiting the scope of play can also conflict with our objectives as stated in the Ivy Agreement. By designating some sports for "local" play, you necessarily lessen the level of competition as well as national public exposure to Pennsylvania and its programs. This can have serious results in other areas. This also dooms programs to failure and ultimate withdrawal as players and coaches lose the prestige and excitement of such competition.

One cost which can easily be "lessened" is that of facilities. We must clearly proportion these indirect costs between recreation and intercollegiate athletics as to accurately reflect the "real" costs of the program. As others have stated, facilities used by recreation, such as courts and the Class of 1923 Ice Rink, should be correctly budgeted, with use by DIA charged to their account. As Wood (11/16/78) points out, such practices avoid current confusion in the budgeting. Furthermore, these costs are significant and could not easily be eliminated with varsity athletics:

It is likely that a complete elimination of intercollegiate athletics would produce direct monetary savings of less than 25 percent of that budget, for all income would be lost and most of the indirect costs would remain.

Therefore, the University should maintain its level of subvention taking into account inflation. It should seek to reduce expenses while not making changes which are in direct conflict with our current goals and objectives for our athletic program.

D. Recreation

Sports provide active physical expression that is important for an individual's physical and emotional well-being. It is necessary for a university which has a substantial residential student body to provide some means to fulfill this need. The Department of Recreation and its facilities should offer this type of program. Because everyone does not have the ability or the desire to be a varsity athlete, the recreation program should provide instruction and organize athletic events at various levels of competition and time commitment. All programs in the department should encourage maximum participation for the student, trying to develop, through participation, an individual who has an appreciation for leisure time and physical activity for

recreational purposes which can be used through life. Furthermore, these programs can provide immediate benefits as they allow students to relax and unwind from their studies, a necessary psychological support.

All the reports which have dealt with the subject of recreations and its program of intramural competition have developed the same two recommendations: (1) the recreation program should provide broad opportunities for both graduate and undergraduate students to participate in sports; and (2) the recreation program should be fully supported as called for by the student population. The participation in sports should be possible at a variety of levels of talent and time. Whether participation is at the level of intramural or club sports is a matter of personal preference. Emphasis should be placed on those activities which are considered lifetime activities. Regarding funding, it is in programs such as recreation where small amounts can make a significant difference.

The Department of Recreation offers a variety of instructional classes which emphasize the importance of life time physical activity. In addition to these adult classes, children's classes are offered. These are all open to both the University family and the surrounding community.

The Club Sports Program provides another means for meeting the needs of the University community. The clubs, currently nineteen in number, provide instruction/coaching, competition and socialization for the participant. Full-time students, both graduate and undergraduate, are eligible to join any club. Many clubs also welcome members from the faculty and staff. It should be emphasized that these clubs originate from, are organized by and function for the students of the University. About 80 percent of the funding for the Club Sport Program comes from the Student Activities Council. The remaining 20 percent of the budget and administrative supervision is provided by the recreation office. The individual clubs are also expected to raise 25 percent of their needs. While Recreation does provide facilities for the clubs, it is difficult to measure this indirect support due to the lack of adequate use data. Thus, it is questionable whether DRIA substantially supports this important program.

The philosophy of the Intramurals Program is best stated by saying that "Ability is not important; all one needs is the desire to play." Maximum participation is encouraged. About 65 percent of the undergraduate student body was involved in the Intramurals Program during the year 1978-79. This year fielded teams in twenty-one sports, thirteen of which were coeducational, thereby offering a wide range of activities that could be enjoyed by the majority of the students. It can be argued that the Intramurals Program is perhaps one of the most economically efficient in DRIA. The cost per participant is slightly greater than one dollar. Much of the program is run by students, thereby providing management experience and employment for the student population.

A sense of community is also created by the competition in the Intramurals Program. Through mutual participation, a sense of pride and belonging can be fostered in fraternities, residence halls or simply groups of friends.

E. Facilities

Varsity Athletics at Pennsylvania have stimulated the design and construction of a remarkable quality and quantity of athletic facilities through the years. As previously stated, the existence of a varsity program has provided incentive for donations for current facilities which, now built, are available for recreational and personal use. These are exemplified by the Class of 1923 Ice Skating Rink, Levy Pavillion, and Gimbel Gymnasium. It is highly improbable that the current facilities would exist without the Varsity Athletic program.

These facilities are, to a large extent, adequate for the needs of DRIA. There are, however, some glaring needs. A field house equipped with an indoor track is very desirable. Pennsylvania is the only Ivy institution without such facilities. More fields are also required, especially for the Department of Recreation. Playing time on the University's fields is now maximally used. Any increase in the intramural program's size must be accompanied by adding astro-turf and lights to our existing fields. This would eliminate the unfair competition between recreation and varsity athletics for field time.

While these needs are pressing, they can only be supported provided the current financial difficulties of the entire athletic program can be solved.

IV. Options

There are several options to our present athletic program. These are related to differing views concerning the goals and purposes of athletics at the University. If we firmly believe that varsity athletics serves University goals over those of the scholar athlete, we may envision an athletic program similar to the teams in the form of coaches' salaries, equipment and recruiting, we could attract many better qualified athletes. By offering lucrative "scholarships" and other forms of financial assistance, we could ensure their matriculation at the University and continued satisfaction with the athletic program. This could produce winning teams of national competition caliber which would satisfy university goals for national recognition, alumni contact through support of teams, Commonwealth relations, fund-raising and campus morale. This would undoubtedly result in our repudiation of the Ivy Agreement because our admissions and support policies would radically differ from those of our sister institutions.

A second alternative would be to downgrade all sports other than football, basketball, crew and track. Converting the coaches from full-time to part-time status and changing from Ivy League to local competition would result in substantial savings in salary and travel costs. This would leave our major Ivy League sports intact and competitive within the League. By de-emphasizing the "minor" sports, we could limit special admissions for athletes in this area, while specially-admitted athletes and other scarce resources could be concentrated in the major sports. This would retain most of our University goals while lessening the costs of the program.

We could lessen all varsity sports as a third alternative. By reducing all major travel expenses and other major coaching expenses, we could

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effectively reduce the level of competition for the varsity programs. This would not achieve any University goals of national recognition, alumni contact and support and Commonwealth relations. It would effectively, however, reduce competition to a recreational level. Special admissions would not be required, thereby raising the academic level, as some stipulate, of the student at the University. This would also necessitate our repudiation of the Ivy Agreement due to our choice not to compete with Ivy League teams, as well as our inability to successfully compete with them.

A fourth choice would be to completely eliminate certain varsity sports, using the funds to increase support for other teams. This would invariably involve a choice to "cut" those teams which were least successful in achieving our desired goals for the athlete and the University. Such teams would characteristically have low alumni support, little or no spectators, and little national recognition for the University. Ideally, eliminating such teams would have substantial savings for the University, as well as maintain our competitive stance within the Ivy group. Another criteria which has been proposed for eliminating teams has been the "five team rule" which stipulates that we reduce any team from varsity status whose sport does not have at least five teams within the Ivy League, which presently includes men's lightweight football, volleyball, gymnastics and sailing, and women's softball, sailing and badminton. This is on the theory that it is impossible to have an "Ivy" championship with less than five teams.

A final choice which remains unconsidered is our option to spend less on our major sports, such as football, while concentrating on our other, less costly programs. While we may not be able to remain competitive within the Ivy League, our remaining programs may then become strong enough to participate on a national level, achieving some if not all of our University goals. By retaining our diversity in sports, and increasing their support, we can perhaps attract better applicants to the University and maintain a high level of benefit to the individual athlete. This may or may not result in a change in the number of our special athletic admissions depending on our increased commitment to these other "non-major" sports.

V. The Best Program

Ideally, out of all of our options, our Committee believes that our present athletic program, modified and strengthened by the recommendations we later discuss, would best fulfill the needs and goals of the University of Pennsylvania.

The Ivy Group Agreement states that "players shall be truly representative of the student body." The McGill report advocates "the diversity of student background" and not "a student population composed exclusively or even predominantly of 'well-rounded' individuals." A broad-based athletic program is the only type of program which will satisfy the needs and desires of this diverse student population.

As the Mechanick report states, "Pennsylvania's ending its Ivy League competition in those sports which do not usually enjoy a large audience or receive much publicity would appear to the

public as a brand of 'commercialism.'" A broad-based program allows for maximum participation of the student body. Program cuts, both overall and within specific programs by limiting participant numbers, is detrimental to those students who decide to experiment with a new varsity sport during their undergraduate career; i.e. the walk-on athlete.

The SAC report recommends that "special admissions be permitted only for spectator sports—that is, football, basketball, and soccer." At the same time the league should try to eradicate the need for special admissions throughout the other programs. This policy will contribute to the "commercialism" spoken of in the Mechanick report while doing nothing to those programs which seem to require the greatest number of special admits.

With the predicted drop in the applicant pool due to declining birthrates, competition for matriculants will intensify. Mr. Stetson, Director of Undergraduate Admissions, has expressed his concern that any reduction in the current program "would be seen by prospective students as a reduction in opportunities for extra-curricular activities, and thus our overall recruiting program could suffer seriously." The type of scholar athlete the University seeks to attract necessitates that the number and diversity of varsity programs be maintained. Cornell (40 teams) is the only member of the Ivy League which carries a larger varsity program than Pennsylvania (37). However, Yale has the same number (37) while Harvard (36) and Dartmouth (34) are close behind.

The Ivy League level of competition must also be maintained in order to attract this desired scholar athlete. Local schedules will cause the program to lose coaches and athletes currently involved with the program as well as severely handicapping the recruitment of future scholar athletes. This change in programming would in reality create recreational sports programs within varsity status which would be unable to remain competitive within the Ivy League.

Thus, our first option is untenable. It would be inconsistent with our stated ideals, as well as those of other Ivy institutions, to offer scholarships to attract varsity athletes. Further, by placing such pressures on an athlete to produce winning teams of national character, we essentially negate his reason for being at Pennsylvania: his education. Thus, we would no longer have scholar athletes, just athletes, in every sense of commercialism as Mechanick points out. It is also doubtful whether we could afford the initial expenditures for such a program.

The second choice to downgrade all other sports beside the "major" ones would appear, justly so, to have only an interest in revenue-producing, winning teams, and therefore little interest in the individual athlete in the sports concerned. Further, our de-emphasis of the majority of our athletic program could only hurt our recruiting of those truly bright athletes which matriculate each year in the non-major sports. This would hurt the diversity we wish to attain. Lastly, many of these minor sports possess a significant alumni following whose support would be significantly affected. It would not be cost effective because the savings would not be high, yet the level of competition would be severely harmed.

Reducing all varsity sports results in a complete recreation program. While this is very cost-

efficient, it in no way meets any institutional needs and does not meet the needs of the superior athlete for superior competition in any sport. It thus merits no further consideration.

Eliminating certain varsity sports, evidenced by the hockey team in 1978, would not result in major savings. Of the teams mentioned (as in not meeting the five team rule), few possess significant costs. Further, many of the indirect costs would remain for facilities and equipment for recreational purposes. Thus, many of the disadvantages outlined in the second alternative would accrue while few advantages would be gained.

The last alternative is a viable one, provided we can make a strong commitment to all sports at the University outside of the major teams. Great savings would result because of the high costs of the sports involved, but our University goals would not be met. There would be strong alumni opposition to such a move. Further, because spectator sports would be most seriously affected, we would not achieve our objectives of morale-building and informal gathering. The advantages of such an alternative might be gained through stricter budgetary control and clearer policy planning, as outlined elsewhere in this report.

We believe that an athletic program similar to the current one is best for Pennsylvania. By following our recommendations for the program, we can best achieve those institutional and personal goals and benefits for the overall betterment of Pennsylvania as a distinguished Ivy institution.

VI. Recommendations

A. Admissions

(1) Our Workgroup salutes the pursuit of excellence in academics; however, this goal fails to emphasize many virtues inherent in a thorough education. In concurrence with the McGill Report, the University should strive to produce students of a high intellectual caliber, strong moral character, and capable of disseminating their knowledge and values throughout society. Athletics play an integral part in achieving this goal.

(2) The McGill Report should be updated by re-evaluating the issue of percentages in general admissions policies. The efficacy of the McGill procedures should be analyzed through its statistical analysis. The regressions should be immediately and continuously pursued.

(3) The University should continue to pursue the goal of diversity in its student population. However, we should seek students that not only have special talents and interests but also the ability to share their interests with the community. These qualities could be determined through more extensive use of interviews and application questions designed to enable the applicants to better communicate their interests.

(4) We support the continuation of admitting a percentage of student-athletes whose predictive indices fall below that of the average matriculant's. However, the University should stop terming some students "special admits." The term is both derogatory and generally misunderstood, and it should be replaced.

(5) The athletic admissions process should be altered to reflect less emphasis on the students with below-average ability and more on the applicant who is competitive in the pool. This

could be accomplished by giving athletic ability more weight in the diversity category. To better evaluate their character, student athletes should also provide a recommendation from their high school coach.

(6) Because of the important role that admissions plays in supporting the athletic program, we applaud the creation of a liaison between admissions and athletics. It is essential that this liaison be strong and effective in communicating the needs of both offices. Successfully performed, the duties associated with this position can significantly decrease much of the misunderstanding between DRIA and the Admissions Office.

B. Women's Athletics

(1) The direction of the women's program should be immediately determined by the University community.

(2) Women's athletics should be viewed separately from the men's program to allow it more flexibility, which is needed because of its developing nature. It should be provided with resources that, while adequate for its current needs, permit it this flexibility as a sound basis for growth and development.

(3) The University should comply with the spirit, and not only the law, of the Title IX regulations.

(4) Specific fundraising mechanisms should be developed for the women's program which are equivalent to those of the men.

(5) Admissions for women's athletics should reserve component spots on a matriculation basis. This would place the women in a position of parity with the men in that, while a proper proportion of women to men are currently admitted based on participation in the program, the proper proportion of matriculated students would be maintained, which is presently not the case.

C. Budget

(1) Increased outside funding. With endowed support, much like endowed academic chairs, coaches could receive support while other unrestricted monies could be diverted to other areas of the athletic program. This would tend to lessen the Department of Recreation and Intercollegiate Athletics' dependence upon University subvention. Increased giving to the Weightman Society should be actively solicited by the University.

(2) Continued subvention. The University should demonstrate its commitment to excellence in athletics by insuring that the costs of inflation will be covered by increased subvention, not cutbacks in teams or programming. Indeed, the University should be committed to maintaining the current level of teams at their current level of competition.

(3) Coaches' assistance. The coaches should receive assistance in their fundraising efforts. They should be motivated to raise donations with the knowledge that these monies will be spent directly on their programs.

(4) Reduce costs through vigilance. The University should continue its vigilance in keeping the teams' budgets as lean as possible, without decreasing support for current activities. This could be accomplished through economies in travel rather than in limiting travel.

(5) Separate Costs. Although it is a seemingly

difficult task, it is clear that we must demarcate indirect costs for facilities between intercollegiate athletics and recreation.

D. Recreation

(1) The Department of Recreation should receive no decrease in funding or other support from the University. It provides a vital service at a reasonable cost, and it should be bolstered because of its wide participation and availability.

(2) The Department of Recreation should continue to develop programs to encourage even greater and more broad-based participation in recreational activities. The overall costs would not increase significantly because the basic facilities exist. Marginal increases would only be needed for extra staffing to supervise events and competitions.

(3) Because of its funding base, it is unrealistic to recommend expansion of the Club Sports Program. The Student Activities Council is currently expending maximum amounts for the

program and any increase would have to come from other sources.

E. Facilities

New facilities are predicated on the financial stability of the athletic program in conjunction with a consistent policy on athletics at the University.

(1) The University should acquire and/or renovate playing fields. This includes the addition of lights and astro-turf to one or more fields.

(2) The University should construct a field-house and other facilities to be used jointly by varsity athletics and recreation.

This report was prepared by Brandon Dunn, Elizabeth Glascott, Ann Kayler, Mark Lerner, Anne Look, Vincent Palusci, James Salter, David Weller, and three other students whose names had to be omitted because they are currently running for senior class office or Undergraduate Assembly.

Around Academia

The Sloan Commission on Government and Higher Education recently issued a summary of its final report, recommending the creation of a single federal agency to enforce all campus-related equal opportunity laws, replacing eight existing agencies.

The commission's study, directed by Dr. Carl Kaysen, distinguished professor of political economy at the Massachusetts Institute of Technology and a University trustee, suggests the establishment of a Council for Equal Opportunity in Higher Education, an independent regulatory agency within the Department of Education. Incentives for self-regulating affirmative action are emphasized by the commission.

"Each institution would develop its assessment procedures in a way that realistically reflects its own structure and decision processes..." the commission said. Every college and university would be required to file an assessment report with the proposed council on a regular basis.

Two members of the 22-member commission opposed to the idea of the council were Judge A. Leon Higginbotham, Jr., a member of the U.S. Court of Appeals for the Third Circuit, Philadelphia and a University trustee, and Peter Clark, publisher of the *Detroit News*.

Clark said, "since higher education serves as a self-conscious source of moral criticism and social change for the society, it may prove useful that higher education be subjected to the same governmental procedures as is everyone else."

Judge Higginbotham suggested that his fellow commissioners "seemed to identify more closely with the problems of the present college administrations and the

present tenured faculty than it empathizes with the problems of victims of discrimination." Also, he said that the proposed reforms "would slacken the pace of equal opportunity and delay the day in this nation when racial, religious, and gender discrimination can become merely a tragic relic of our past."

Reform of the federal student-aid programs and a reduction in their cost was the commission's second recommendation. The "modest" program of grants would be based on academic achievement and merit, emphasizing values that "in recent years, have taken a back seat to society's intense efforts to encourage and help those previously outside the mainstream of intellectual achievement and economic reward."

The commission also recommended greater federal support for Basic Educational Opportunity Grants; the elimination of a provision that the size of basic grants be limited to half the cost of a student's education; a "self-help" provision that would require students to contribute \$500 to their education.

"Above all," states the commission's report, "each institution must check on its progress through criticism by its own community—the faculty."

Carl Kaysen said that the commission's conclusions have been presented to Congress and that the commission plans no further effort to implement its recommendations.

The Sloan Commission was created more than two years ago by the Alfred P. Sloan Foundation of New York. The final report, *A Program for Renewed Partnership*, will be published in May by the Ballinger Publishing Co. of Cambridge, Mass.

Opportunities

The following listings are condensed from the personnel office's bulletin of April 3. 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 Lab: first floor, outside Room 102; Anatomy-Chemistry Building: near Room 358; Rittenhouse Lab: east staircase, second floor; LRSM: first floor, opposite elevator; Johnson Pavilion: first floor, next to directory; Logan Hall: first floor, near Room 117; Social Work/Caster Building: first floor; Richards Building: first floor, near mailroom; Law School: Room 28, basement; Dietrich Hall: first floor, outside E-108.

For further information, call personnel services, Ext. 7285. The University 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 more 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 (2962) responsible for detailed accounting functions related to University Investment Assets and Investment Income (college degree; course work in accounting) \$10,375-\$14,375.
Assistant Director (2831).
Assistant Director (02933) \$12,900-\$17,850.
Assistant Director Annual Giving II (2870) \$14,850-\$20,550.
Assistant Director Dining Service Administration (2957) supervises operation of large cafeteria; responsible for food ordering, storing, preparation, and maintenance; maintenance of equipment, employee scheduling, training, production schedules and forecasting; inventory control (college degree in institutional or restaurant management; five years supervisory experience; some knowledge of union practices and collective bargaining) \$12,900-\$17,850.
Assistant Director of Residential Living (02912) \$11,250-\$15,850.
Assistant Director of Utilities (2789) establishes standards and goals for utilities management section of Physical Plant; institutes preventative maintenance program; training of supervisors and union personnel in instrumentation of HVAC controls; familiar with extensive electrical and steam distributions and maintenance of those systems (college degree in electrical or mechanical engineering or equivalent training) \$18,625-\$26,250.
Assistant Director, Textbooks (2887).
Assistant to Chairman (02937) \$10,375-\$14,375.
Assistant to Director of Alumni Relations II (02907) plans and coordinates activities of alumni secondary school committees and assists alumni and their children in exploration of educational opportunities at the University; schedules speakers for recruitment visits; enlists alumni for committees in new areas; produces brochures and film strips (experience in studio programs and schools) \$10,375-\$14,375.
Associate Development Officer III (2541) \$18,625-\$26,250.
Associate Director of Athletics (2710) \$21,450-\$30,825.
Business Administrator I (B235) \$10,375-\$14,375.
Business Administrator I (B0304) general administrative responsibilities of diabetes center grant and contracts; accounting and negotiations of budgetary and personal matters with administrative officials; responsibility for preparing grants; (2 years of college and/or business school training; 4 years related experience; organizational and supervisory ability) \$10,375-\$14,375.

Career Counselor (2631) \$12,900-\$17,850.
Data Communication Administrator (02930) \$21,450-\$30,225.
Data Communications Administrator (2959) develops on-line applications using CICS; plans expansion of network; deals with vendors and servicemen; conducts training; interacts with UNI-COLL interaction network users; monitors network; resolves all problems (college degree; 1 year of CICS; background in PL/I and COBOL) \$14,850-\$20,550.
Data Production Operations Manager (2894) \$16,125-\$22,725.
Deputy Director (02651).
Director (02923) \$28,325-\$39,950.
Director of Admissions and Financial Aid (2798) \$16,125-\$22,725.
Director of Underclass Admissions (2752) \$12,900-\$17,850.
Editor (2905) \$16,125-\$22,725.
Electrical Engineer I (B0306) responsible for electronic design, component selection, construction testing, and installation in physiological laboratory (B.S. in electrical engineering; experience in above aspects of instrumentation development) \$11,250-\$15,850.
Foreman, Repair and Utility (2689) \$12,900-\$17,850.
Heating/Ventilating Instrumentation Control Foreman (2790) \$12,900-\$17,850.
Junior Research Specialist (4 positions) \$10,375-\$14,375.
Librarian I (2767) \$11,250-\$15,850.
Manager of Operations (02949) \$10,375-\$14,375.
Production Manager, Dining Service (02932) \$12,900-\$17,850.
Programmer Analyst II (2 positions) \$14,850-\$20,550.
Project Manager (3 positions) \$16,125-\$22,725.
Regional Director of Admissions (2592) \$14,850-\$20,550. No longer accepting applications.
Research Coordinator (B267) \$12,900-\$17,850.
Research Specialist I (2 positions) \$11,250-\$15,850.
Research Specialist I (2 positions) (B0313) works on nucleic acid biochemistry electron microscopy and gene isolation (degree in chemistry or biochemistry; 2 years experience in analytic biochemical techniques; experience working with nucleic acids preferred); (B0307) assists M.D. in setting up and carrying out biomedical research experiments (B.S. in biology/chemistry; 3 years experience in laboratory work; experience in lipids, lipid chromatography, mammalian cell culturing, radioisotopic labeling) \$11,250-\$15,850.
Research Specialist II (B0286) \$12,900-\$17,850.
Research Specialist III (2 positions) \$14,850-\$20,550.
Research Specialist IV (B0223) \$18,625-\$26,250.
Senior Systems Analyst \$16,125-\$22,725.
Superintendent of Construction and Repairs (2690) \$14,850-\$20,550.
Supervisor, Mechanical Systems (2791) \$14,100-\$17,850.
Supervisory Herdsman (B0308) complete responsibility for all aspects of animal husbandry for an experimental herd of cows and sheep, particularly the research phase but also includes feeding, bedding and general operations of the farm (supervisory experience; high school graduate; 15 years experience in all phases of animal husbandry) \$9,125-\$11,675.

Part-Time Positions in Administrative/Professional

Permanent Employee (B0290) Hourly wages.
Temporary Extra-Person (B0288) Hourly wages.

Support Staff

Accounts Payable Clerk (2902) \$7,425-\$9,450.
Accounts Payable Clerk (2961) prepares input documents for data processing of accounts payable daily transactions; telephone and window work (high school graduate; accounting and/or clerical experience preferred) \$7,425-\$9,450.
Administrative Assistant I (5 positions) \$7,975-\$10,150.
Administrative Assistant II (B253) \$7,975-\$10,150.
Admissions Assistant (2 positions) (2877) \$8,625-\$10,950; (2889) \$7,975-\$10,150.
Assistant Computer Terminal Operator (2958) operates decollator, burster, OpScan 100, N.C.S. 7005; back-up operator for two computer terminals; makes delivery of tapes and printouts from UNI-Coll; operates 3881

optical mark reader; unloads computer forms (high school graduate; data training preferred) \$7,425-\$9,450.
Assistant to Loss Prevention Specialist (2855) \$6,850-\$8,775.
Assistant Teacher (B302) provides and supervises daily child care activities (associate degree in early childhood education; B.A. preferred) \$7,425-\$9,450.
Bookstore Clerk (2927) \$5,500-\$7,000.
Bookstore Clerk I (2926) responsible for book returns to major publishers; responsible for processing above; makes deliveries (college degree or equivalent experience; knowledge of retail field practices) \$5,500-\$7,000.
Building Supervisor (2945).
Clerk II (2955) dispenses prosthetic materials to students; orders denture teeth; sets up supplies in clinic; dispenses gold to students when necessary; dispenses technique metal and keeps inventory; orders supplies (high school graduate; dental knowledge helpful) \$6,375-\$8,100.
Clerk III (2880) \$6,875-\$8,750; nine-month position.
Clerk IV (B259) \$7,425-\$9,450.
Coordinating Assistant (2 positions) \$8,625-\$10,950.
Coordinating Assistant II (B294) \$10,000-\$12,725.
Custodian (3 positions) responsibility for a variety of cleaning and moving tasks (grade school with ability to read and write English and to understand and perform simple arithmetic operations) Union wages.
Duplicating Machine Operator II (B295) temporary 6-month position; operates various duplicating machines: multilith, mimeo, and ditto; performs all maintenance operations on machines; orders all supplies; responsible for auxiliary equipment: punching machines, collator, binder, and stapler (high school graduate preferred; 3 years direct experience with duplicating machines) \$7,425-\$9,450.
Electrician I (2794) Union wages.
Electron Microscope Technician II (A913) \$9,650-\$12,225.
Engineer (2854) Union Wages.
Executive Secretary to the Vice President \$10,000-\$12,725.
Food Service Worker (Temporary) (2934) Union wages.
Herdsman I (B90) \$5,500-\$7,025.
Histology Technician (B284) \$7,575-\$9,600.
Junior Accountant (2960) prepares data, schedules and conducts exit interviews for graduating students; coordinates data into accounting records; resolves problems relating to loans and deferrals (high school graduate; some college course work in accounting) \$7,975-\$10,150.
Junior Programmer (B287) \$6,875-\$8,750.
Library Clerk (2919) Union wages.
Manager, Rathskeller (B310) orders; publicizes; maintains cash control and hiring (knowledge of liquor and inventory control; experience on college campus with a bar or pub) Hourly wages.
MCST Operator (2482) \$7,425-\$9,450.
Medical Receptionist (2 positions) \$6,875-\$8,750.
Medical Receptionist (2946) schedules requests for appointments for services; facilitates students in securing additional medical services (ability to work under pressure; good interpersonal skills) \$6,875-\$8,750.
Office Automation Editor (2930) operates word processing equipment for departmental office; types manuscripts, vita and form letters; maintains filing system (excellent typing; experience on word processing equipment; knowledge of manuscript format) \$7,975-\$10,150.
Project Budget Assistant (B249) \$7,975-\$10,150.
Project Budget Assistant (B276) \$7,975-\$10,150.
Receptionist (B242) \$5,900-\$7,525.
Records Assistant (2939) \$7,975-\$10,150.
Research Laboratory Technician I (A971) assists research staff in setting up and conducting experiments; records data; cares for small animals; assists Hyperbaric Therapy medical supervisor during therapy sessions acting as an in-chamber patient assistant (1 year as laboratory aide experience; B.A. in natural science preferred) \$7,575-\$9,600.
Research Laboratory Technician II (4 positions) \$8,575-\$10,850.
Research Laboratory Technician III (3 positions) \$9,650-\$12,225.
Research Laboratory Technician III (8 positions) (B315) prepares mitochondria and microsomes; enzyme assay; use of different centrifugation: spectrophotome-

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Reorganization of the Faculty Senate

At the fall 1978 meeting of the Senate a proposal to modify the structure of the Senate was presented and defeated. Last fall I asked the Senate Committee on Administration to consider other approaches to reorganization of the Senate. That committee, drawing on the experience of the past year and responding to some of the criticisms of the previous proposal, has recommended a new structure which is embodied in the report sent to the Senate members on March 17, 1980. This report has been endorsed by the Senate Advisory Committee. The report and the corresponding changes in the Senate Bylaws will be considered at the spring Senate meeting.

The proposed organization would replace the current Senate Advisory Committee with a larger Senate Executive Committee containing a combination of members elected by the faculty-at-large and members elected by independent constituencies. The new committee would be, in effect, a merger of the members of the current Senate Advisory Committee and the faculty constituency representatives to University Council. The Executive Committee would provide both University-wide perspective and representation of all areas of faculty interest. Since all faculty members of University Council would also be members of the Executive Committee, the faculty voice on University Council, although not necessarily coherent, would at least be better-informed on Senate concerns.

During the past year, the Senate Advisory Committee has held several joint meetings with the constituency representatives. The number of persons at these meetings has been an impediment neither to the transaction of business nor to productive discussion. Indeed, the wider range of opinion has

been very helpful. The only drawback to the meetings has been the illegitimacy of the group, which drives most formal decisions back to the Senate Advisory Committee.

The experience of the past year has convinced me that a combined committee would both work effectively and result in a much more broadly-representative faculty voice. I believe that the proposed changes will produce a significantly more effective Senate organization. I hope that all members of the Senate will attend the meeting and support the proposed changes.

Walter D. Wales, Chairman
The Faculty Senate

Faculty Senate: 1980-81 Officers

Since no additional nominations by petition have been received within the allotted time, the slate of the Senate Nominating Committee is declared elected: Chairperson-elect, Phoebe Levoy; Secretary-elect, Michael Katz. Elected to the Senate Advisory Committee for three-year terms are Ivar Berg, David Hildebrand, Morris Mendelson, Adrian Morrison. Elected to the Senate Committee on Academic Freedom and Responsibility for three-year terms are Ruzena Bajcsy, Elaine Scarry; for a three-year term in the AF&R Replacement Pool, David Solomons. Elected to the Senate Committee on the Economic Status of the Faculty for three-year terms are Mark Miller, Kenneth George. Terms begin May 1979. See ALMANAC, March 6, 1980 for full names and departments.

Tuition Structure for Ph.D. Students

A new tuition structure for graduate students who are working on their Ph.D. dissertations will take effect on July 1, 1980.

Under the new structure, designed by FAS Dean Donald D. Fitts, graduate students who have completed their Ph.D. course work will be charged a "Dissertation Tuition" each semester amounting to two-thirds of the tuition for a course-unit, as is the case at present. (For 1980-81, this Dissertation Tuition will be \$510 per semester, since the charge for a c.u. will be \$755.) After having paid the Dissertation Tuition for a total of four semesters, those students who have not yet received their Ph.D. will be charged each semester only a "Ph.D. Registration Tuition" amounting to 15% of the tuition for a c.u. (\$115 for 1980-81). However, for the semester in which the Ph.D. degree is awarded, the student will again be charged the Dissertation Tuition instead of the Ph.D. Registration Tuition. The new system will apply to currently-enrolled students as well as to new students. Detailed implementation rules will be available at the Graduate Office of the Faculties, 16 College Hall, by April 15.

The new system will apply to all Ph.D. students except those in the School of Engineering and Applied Science and in the Graduate School of Education, both of which will continue to follow their own long-standing tuition structures.

The new dissertation-tuition structure has been endorsed by the University-wide Educational Planning Committee and its Subcommittee on Graduate Education, by the Graduate Council of the Faculties, and by the Council of Graduate Deans. It also has the endorsement of the Graduate Student Association Council.

—Vartan Gregorian, Provost

Opportunities

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try, fluorometry, column chromatography and thin layer chromatography (laboratory experience); (B312) tumor transplantation in animals and other lab studies in tumor immunology and biochemistry (B.S.; immunology related background experience); (B301) performs microbiological procedures associated with the isolation and characterization of subcellular fractions of a bacteria; immunological methods for preparation of vaccines; immunodiffusion and electrophoretic techniques (B.A. in chemistry or microbiology; 2 years experience); (B292) performs independent research tests on humans to study hemostatic risk factors in stroke victims; collects, records, and analyzes data (B.S. MT ASCP degree preferred; 2 years experience in medical research field); (B270) prepares reagents; immunological tests of viral proteins; laboratory duties; maintains records of data (degree in biology, biochemistry or related field; direct research lab experience); (B243) maintains laboratory supplies, equipment and cultures; assists in biochemical, immunological and pathogenic characterization of bacterial pathogens (microbiology experience; preparation of laboratory equipment);

(B289) growth of diploid and transformed cell lines; mycoplasma screening and medium preparation (expertise in tissue culture methods; B.A.; knowledge of T.C. equipment); (B232) general laboratory work in immunology (degree in biology or chemistry) \$9,650-\$12,225. **Residence Hall Clerk** (2873) \$5,570-\$7,088.

Secretary I (1 position) 6,375-\$8,100.

Secretary II (7 positions) \$6,875-\$8,750.

Secretary III (11 positions) \$7,425-\$9,450.

Secretary IV (2901) \$8,625-\$10,950.

Secretary Medical/Technical (8 positions) \$7,975-\$10,150.

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

Statistical Assistant (2874) \$8,625-\$10,950.

Store Cashier (2928) \$5,900-\$7,525.

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

Utility Person (02940) Union wages.

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

No Clues In Revsin Death

It has been more than two weeks since Julie Revsin, a graduate student in the Annenberg School of Communications, was murdered and there are still "no suspects in custody," according to Detective Capt. James Murray of the Philadelphia Police.

Revsin's death was attributed to bleeding from knife wounds. Inspector Donald Patterson, police homicide division, said that the evidence would indicate that there was some struggle.

Police are trying to trace Revsin's actions on the day she was murdered, March 21. The police have requested that anyone with information or suspicions about this incident contact the homicide division at 686-3334.

—M.F.M.

Worth Noting

- The 25-Year Club of the University will hold their annual dinner meeting at the Faculty Club, Wednesday, April 30, 5 p.m. For more information contact Marion Pond, club secretary at Ext. 6811 or Una Deutsch, club chairwoman, at Ext. 8456.

- The distinguished Italian scholar Giuseppe Billanovich, professor of literature at the Università Cattolica, Milan, Italy, will lecture at Houston Hall in the Benjamin Franklin Room, Thursday, April 17 at 5 p.m. Professor Billanovich, who will lecture in English, will speak on *From Dante to Petrarch: The New Style in Italian Culture*. His talk, which has aroused considerable advance interest, is sponsored by the Medieval Studies Group and the Renaissance Seminar of the University.

Professor Billanovich is the author of two books dealing with Petrarch and of numerous articles published in scholarly journals. He is director of the scholarly journal, *Italia medioevale e umanistica*.

- *Penn Relays Symposium on the Medical Aspects of Jogging, Running and the Marathon*, the School of Medicine's symposium, is slated for April 17-19 at the school. For more information call Nancy Wink, program coordinator, at Ext. 8006.

- *Believe*, a musical spotlighting major segments of black history will be presented by the Philadelphia Freedom Choir and sponsored by the Onyx Senior Honor Society, Friday, April 18, at 8 p.m. The performance will be in the Harrison Auditorium in the University Museum. Tickets are \$3 and can be purchased from the Office of Student Life, Ext. 6533.

- Two full-size antique fire engines and an ornamental hose carriage will be highlights of the loan exhibit at the 1980 University Hospital Antiques Show, set for Tuesday through Saturday, April 15-19, at the 103rd Engineers Armory on 33rd St. north of Market St.

The 1980 Antiques Show, to benefit the hospital, will bring together 56 of the country's foremost antiques dealers.

The event is recognized by dealers and collectors as one of the most outstanding antiques shows in the nation.

A symposium series on English antiques, moderated by nationally-syndicated columnist Lita Solis-Cohen of Rydal, will add a new thrust to the educational dimension of the show.

General admission is \$3. Tuesday through Friday the show is open noon-9:30 p.m., Saturday it is open 10 a.m.-4 p.m. For more information call 687-6441.



The International House Ethnic Folklife Festival will include dance, crafts, music, song and food from several of Philadelphia's ethnic communities. The Hmong women will display crafts at the Indochinese Festival on Saturday, April 12, from noon-5 p.m.

International House Hosts Ethnic Folklife Festival

Philadelphia is a city of neighborhoods with interlocking ethnic traditions, which have roots in Africa, Asia, Europe and the Americas. International House, as a residence for foreign students from these continents, is a fitting place to share community and ethnic traditions on a city-wide basis.

The International House Ethnic Folklife Festival 1980 on April 12, 19, 20 and 25 will feature dance, crafts, music, song and food from all corners of the globe. This is a chance to share each other's traditions and to learn about some of Philadelphia's ethnic groups.

Saturday, April 12 will provide an introduction to the music, dance, crafts and food of the Cambodian, Laotian and Vietnamese peoples at the Indochinese Festival, noon-5 p.m.

Saturday evening at 8 p.m. there will be a Balkan Concert featuring the music and dance from the Balkans and beyond including Bulgaria, the Caucasus, Greece, Romania, Yugoslavia and Turkey. A dance party will follow the concert at the International House, 3701 Chestnut St.

The African-American Festival will be held Saturday, April 19, noon-5 p.m. It will be a celebration of children's games, storytelling, crafts, gospel and jazz.

Then, Saturday evening at 8 p.m. the festival will host an Irish Concert, an evening of traditional Irish music, dance, song and storytelling.

Sunday, April 20 will focus on Jewish traditions and arts. The Jewish Festival, noon-5 p.m. will be a celebration of the diversity of Jewish music, crafts, dance and ceremonies from the Ashkenazic, Sephardic, Soviet and Yemenite communities. At 8 p.m. the Jewish Concert will be a presentation of Sephardic, Ashkenazic, and Middle Eastern musical and dance traditions.

International House will conclude the ethnic festival with a Puerto Rican Concert Friday, April 25 at 8 p.m. It will include traditional folk music of Puerto Rico featuring tipico, nuevas canciones and jubaró music.

Admission to the events is \$3 afternoon or evening; \$2 for children and senior citizens. For information call 387-5125, Ext. 201.