

# Almanac

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## Strike Continues—More Negotiations Set

Forty-six campus security officers, members of Local 506 of the United Plant Guard Workers of America, went on strike at 12:01 a.m. Friday, Aug. 1 upon expiration of their three year contract.

At *Almanac* press time, the strike continued and more than 300 University housekeeping employees, members of Local 115 of the International Brotherhood of Teamsters, were not crossing the security officers' picket lines.

The security officers voted to strike at a membership meeting Wednesday, July 30, where they rejected the University's latest offer.

The University offered the security officers a nine percent wage increase, the same increase which has been the accepted settlement by other unions representing the University's organized employees.

Faculty and other staff also received increases averaging nine percent.

The security officers are seeking salaries comparable to those of area municipal police forces.

When the security officers went on strike, President Martin Meyerson said, "I regret that we have reached this impasse. We have

### IMPORTANT PHONE NUMBERS

University Public Safety Ext. 7297  
EMERGENCY Public Safety Ext. 7333  
Escort Service Ext. RIDE  
Courtesy Bus Ext. 7297  
Labor Relations Information Ext. 3210  
(5 p.m.-9 a.m.) Ext. 6358  
Vice President Operational Services  
Ext. 7241  
Director of Physical Plant Ext. 7201  
Service Calls-Physical Plant Ext. 7207  
Director of Engineering and Construction  
Ext. 8661  
Purchasing Office Ext. 7216  
Philadelphia Police Department-  
EMERGENCY 911

loyal employees and we have made what we consider to be a fair offer to recognize their contributions to the University. I hope when negotiations resume we will be able to overcome the differences that separate us."

The last negotiation session between the

University and Local 506 was held July 28 under the auspices of Commissioner Harvey Young of the Federal Mediation and Conciliation Service. Another session has been scheduled for Wednesday, Aug. 13.

The one year contract for the housekeeping employees represented by the Teamsters local also expired at 12:01 a.m. Friday, Aug. 1 but talks were continuing.

A 14-hour negotiation session was held into the early morning hours of Aug. 1. Another three-hour session was held on Thursday, Aug. 7 and recessed until 11 a.m. Monday, Aug. 11.

No progress was reported after a three and one-half hour negotiation session Monday, Aug. 11. The next session between the University and the Teamsters local has been scheduled for Thursday, August 14 at 10 a.m.

All of those negotiations have been under the auspices of Commissioner Charles Deussing of the Federal Mediation and Conciliation Service.

Gerald L. Robinson, the University's executive director of personnel relations, said the main issue in the negotiations with the Teamsters local was "economic items."

During the security officers' strike, the University was maintaining security with supervisory security officers and more than 100 volunteers from other departments in the University. Philadelphia police also increased their patrols of the campus perimeter.

Housekeeping duties also were being performed by supervisory personnel and volunteers.

The University Museum was temporarily closed to the public. The museum restaurant and library remained open.

The second summer session of classes ended Friday, Aug. 8 and the full schedule of classes for the fall term does not begin until Sept. 3.

—E. McF.

## Trustees' Executive Board Reports on University Fund-raising Efforts

It was business as usual at the July 30 meeting of the Trustees' Executive Board.

Trustee Chairman Paul F. Miller, Jr. reported on the success of University fund-raising efforts. The Annual Giving campaign earned \$5,937,827 in 1979-80, nearly \$500,000 above the goal. In addition, the campaign experienced a record number of donors: 5,403 more people participated in the Annual Giving campaign, a gain of 14 percent.

On the Program for the Eighties, Miller reported that the campaign total reached \$256,050,118 at the end of June, about \$1 million more than the campaign's \$255 million goal.

For the current fiscal year, three major gifts have already been received by the University, Miller said. An anonymous pledge of \$1 million to the School of Veterinary Medicine will establish a profes-

sorship in honor of Dr. and Mrs. Mark Allam. Two gifts of \$500,000 each, one from the Kresge Foundation and one from Ronald Perleman W'64, WG'66, will help finance the renovation of Dietrich Hall.

In other action the Trustees' Executive Board:

- appointed Edward E. David, Jr. to the Board of Overseers of the Faculty of Arts and Sciences for a three-year term.

David has been vice president of Exxon Corporation since 1978. From 1970-1972, he served as science advisor to President Richard Nixon and director of the Office of Science and Technology.

He currently serves as chairman of the National Task Force on Science and Technology, U.S. representative to the NATO Science Commission and chairman of the board of directors of the American (continued on page 2)

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# Trustees' Executive Board Passes Resolutions

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Association for the Advancement of Science.

David graduated from the Georgia Institute of Technology in 1945 and received an Sc.D. from the Massachusetts Institute of Technology in 1950.

- appointed Adele Schaeffer and Robert Malone to the Board of Overseers for the School of Dental Medicine each for three-year terms.

A 1955 graduate of the University's College for Women, Schaeffer was director of the College for Women Alumni Society from 1972-1975.

A graduate of Villanova University and the Harvard Business School, Malone is managing partner of the Philadelphia office of Peat, Marwick, Mitchell and Company. He serves on the executive committee of the Family Service of Philadelphia, and serves on the Eastern chapter of the Pennsylvania Economy League, the Food Distribution Center and on the board of directors of the Philadelphia Chamber of Commerce.

- passed a resolution on tenure probationary periods to address cases where, "in terms of professional qualifications and responsibilities, a proposed untenured appointment is substantially different from the present appointment of an untenured faculty member, the provost be authorized to decide, after consultation with the Senate Committee on Academic Freedom and Responsibility, that the probationary period for the present appointment should not be considered as probation for the proposed appointment because of the degree of professional dissimilarity and to determine whether or not the new untenured appointment would preserve academic freedom. If the provost decides that the new appointment may be untenured, the new tenure probationary period will be measured without regard to any probationary period already served at the University by the faculty member."

- passed a resolution authorizing the president to "sign all contracts, grants or other agreements for research, training and

other sponsored activities which have been preceded by a proposal or application which has been reviewed and approved pursuant to University policy." In addition, the amendments allows the president to delegate this authority as he sees fit.

This resolution replaced a 1974 resolution that authorized "certain officers of the corporation to sign, perform, and execute for the University all contracts, grants, or other agreements for research and other activities within the authority of the Office of Research Administration." President Martin Meyerson explained that under this new policy, the president would not have to come back to the Trustees to grant a new individual authority to sign contracts each time the Office of Research Administration changed personnel.

- approved construction of a pedestrian bridge over the Conrail tracks from the Palestra-Franklin Field area to the Levy Pavilion, the Class of 1923 Ice Rink, Bower Baseball Field and other recreational areas to be constructed near there. Estimated cost of the project is \$405,000.

- approved execution of a loan from the Department of Housing and Urban Development for \$1,731,000 to rehabilitate the Quadrangle dorms. The funds will be used to replace windows, install a trash removal system and insulate the roof. The loan, with an interest rate of three percent annually, will be repaid over a 40-year period.

—C.A.V.

## Meyerson and Gregorian Respond to 10 Percent Cut in State Appropriations

The State General Assembly did not act to provide sufficient funds to balance Gov. Thornburgh's budget and he reacted by cutting all the non-preferred appropriations by approximately 10 percent. This action reduces the University's appropriations of \$20.3 million by \$2 million for fiscal year 1981 which began July 1.

The University and the other 25 institutions affected will receive funds at the anticipated level until October, providing time to adjust to the prospect of reduced funding for the remainder of the year.

If the needed money can be raised between now and October 1, the funds cut from the state budget could be restored. While there is no guarantee that the money will be forthcoming, the Governor did extend some hope that full support could be restored if sufficient revenues can be developed. The General Assembly reconvenes in mid-September.

President Martin Meyerson and Provost Vartan Gregorian recently issued a joint memorandum in response to the reduction in state appropriations stating, "We are now working with our colleagues at other institutions affected by this reduction to influence the General Assembly and the Governor to restore our appropriation. While 'right' is on our side, the general economic outlook for the Commonwealth is sufficiently gloomy that we may not succeed.

"We hope this situation will be resolved

sometime in October. In the interim, prudence demands that we all work together to limit the long term commitment of expenditures wherever possible. We ask that you work with us towards this goal."

Since such a large portion of the University's expenditure commitments relate to personnel, Meyerson and Gregorian made a special charge to the Hiring Review Group.

Until the state appropriations are restored to budget levels, the filling of open positions for non-faculty personnel budgeted on unrestricted accounts\* are to be deferred. Exceptions are to be granted to this hiring deferral where it can be demonstrated to the satisfaction of the Hiring Review Group that the positions being requested are vital to preserving the quality of the University. Positions supported by restricted funds are not subject to this deferral but will be subject to hiring review process.

\*Subledgers 2 and 3

The President and the Provost expect that "we will all cooperate to achieve the stated objective for this hiring deferral. We must either reduce or defer long term expenditure commitments now so that we will have sufficient flexibility remaining in our unrestricted budgets this fall to react to the possibility that our appropriations for fiscal year 1981 will not be restored to their budgeted levels."

—M.F.M.

## Almanac

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# Presidential Search Committee Prepares List of Candidates

Some time this fall, the Trustees' Executive Board may receive a list of candidates for president of the University. Narrowed from an extensive field, that list of names will be prepared by the Consultative Committee for the Selection of a President, which has been meeting since January to consider candidates for the University presidency.

Trustee Chairman Paul F. Miller, Jr., who is also chairman of the search committee, recently explained the search procedure and the committee's work.

"We have received approximately 300 recommendations from alumni, students, University faculty, faculty and administrators of other institutions, and people with past ties to Penn," he said, "along with a handful of direct applications."

While the committee considered each of these recommendations, Miller said, they fairly quickly identified the stronger candidates in that pool. Thus, their first objective was intensive research on the initial list of strong contenders. This researching took place in April and early May, Miller said.

"We now have an unspecified number of candidates which we'll look at even more carefully," Miller said. Interviews with those

candidates began in May with a phone call from Miller "to demonstrate our seriousness," he said. "We're using these interviews to determine the candidates' degree of interest."

The committee's objective is to provide the executive board with a short list of candidates, "who are terribly good, any of whom could be president," Miller said. The committee has not set a limit on the number of candidates that could appear on the short list, he added.

The final decision will be reached by the executive board which has not set a date by which they expect to have a new president selected.

"I hope the executive board will have a decision by the fall, which I'll define as somewhere between September 1 and November 15," he said. "I would hasten to add, however, that if there is any good reason to prolong the search, I wouldn't sacrifice the principles we've established for a schedule."

The Consultative Committee consists of seven trustees, four faculty members and two students. In addition to Miller, senior partner in the investment consulting firm of

Miller, Anderson and Sherrerd, trustees on the committee include Gloria Twine Chisum, a research psychologist with the U.S. Naval Air Development Center; G. Morris Dorrance, Jr., chairman and chief executive officer of Philadelphia National Bank and Corporation; F. Otto Haas, director and former chairman of Rohm and Haas Company; Carl Kaysen, vice chairman and director of research of the Sloan Commission on Government and Higher Education and David W. Skinner Professor of Political Economy at MIT; Jacqueline G. Wexler, former president of Hunter College who now serves as president of Academic Consulting; and Charles S. Wolf, president and chief executive officer of the York Container Company.

Faculty members on the committee are Professor Fay Ajzenberg-Selove, physics; Dr. Robert Austrian, professor and chairman of research medicine; Professor Paul Bender, law; and Professor Irving Kravis, University Professor of Economics. Students are represented on the committee by Kenneth D. Kronhaus, who is pursuing a joint M.D./Ph.D. program, and Marc L. Shandler, FAS '82. —C.A.V.

# Communications Conference Recommendations for the Eighties



International understanding, universal terminology and representative participation in decision-making were among the recently released recommendations from the conference on *World Communications: Decisions for the Eighties*. Nearly 600 people attended the conference at the Annenberg School of Communications May 12-14. The participants represented 71 countries, the most diverse group of communications scholars, leaders and experts assembled in the United States to date.

It was recommended that all nations: 1) develop programs to promote mutual awareness, respect and understanding of their varied needs, goals and characteristics; 2) recognize the need for representative participation in decision-making; 3) consider humanistic criteria for the development of media programming. It was also suggested that UNESCO assist in the development of a code of ethical and humanistic criteria for establishing communications policy and

related research.

Participants also recommended the establishment of: 1) a directory of communication organizations and a calendar of conferences; 2) an Advisory Committee for International Communications Issues; 3) a universal terminology as a basis for constructive and productive dialogue.

Several proposals pertained to culture: 1) we should explore the possibility of a worldwide radio channel to provide all nations with cultural and educational material of others nations; 2) we should study, preserve and reinforce the role of the arts for and in communication; place research results at the service of local,

national and regional development programs for the benefit of the public; 3) we should conduct more basic research on alternate channels of communication which may be more culturally appropriate among different societies.

Tapes of the conference are available in orders of one hour or more. Audio tapes cost \$20 per hour. Three-quarter inch video cassettes cost \$150 per hour for play on U.S. standard equipment (525/NTSV) and \$300 per hour for play using non-U.S. standard equipment. Conference papers are available at \$2.50 per copy. Call Mary McNamee, Ext. 7053 at the Annenberg School, for details and order forms. —M.F.M.

## Attention: Junior Faculty Women

September 2 is the deadline for institutional nominations to the Mary Ingraham Bunting Institute at Radcliffe College, which offers two years of part-time support for junior faculty women.

An October 1 deadline follows for individuals applying without institutional nomination.

The Faculty Grants and Awards Committee will meet August 25 to screen applications for the University nomination, announced to eligible women faculty by mail to their home addresses after the Institute's

notice was received at midsummer. Departmental as well as self-nominations are in order. Nominees must be untenured women who received their doctorates before June 30, 1979. The award, funded by the Carnegie Corporation of New York, carries a stipend of \$15,000 with research funds of \$3000 and up to \$1000 for travel to Cambridge, Mass. where libraries and other facilities are available for the Bunting Fellow's use.

For further information, contact Dr. Joyce Randolph, executive assistant to the Provost, 102 College Hall, or call Ext. 6841.



# Penn People

President Carter's nomination of **Professor Donald N. Langenberg**, physics, to be deputy director of the National Science Foundation has been confirmed by the Senate. Langenberg currently is acting director of NSF.

He will be on leave until June 30, 1981 to serve in his new position in Washington.

**Professor Alex Capron**, law, was appointed executive director of the President's Commission for the Study of Ethical Problems in Medicine and Biomedical and Behavioral Research. The commission is chaired by Morris Abram, former president of Brandeis University and a partner in the Paul Weiss law firm in New York.

Capron has taken a two-year leave of absence from the University to serve in this position.

**Dean Claire Fagin**, of the School of Nursing, was elected to a four-year term on the National Board of Medical Examiners.

The board, headquartered in Philadelphia, develops examinations for physicians and medical students. In recent years the board members have become responsible for the development of tests for specialty boards and medical societies such as the American Board of Surgery and the National Board of Pediatric Nurse Practitioners and Associates.

**Professor Gregory Farrington**, materials science and engineering, was appointed to the National Security and Arms Control Panel, established by the Carnegie Endowment for International Peace.

The panel will meet twice monthly for a year and a half to discuss security and arms limitation. Arms control to date has been criticized as failing to achieve its original purpose: to help eliminate the security threat posed by unlimited arms production. Reports will be issued after six months and eighteen months with the panel's findings and suggestions.

**Dr. James Bagian**, an anesthesiology resident at HUP, was among the nineteen new candidates named by NASA's Johnson Space Flight Center to fly on the space shuttle.

Bagian has a degree in mechanical engineering from Drexel and an M.D. from Jefferson Medical College. He will undergo a one-year training program for astronauts and become a mission specialist for shuttle flights. The first manned flight is scheduled for next March, with thirty or forty flights a year planned by the mid-1980s.

Presidential candidate Ronald Reagan recently announced the formation of a 40-member group of businessmen to advise him on issues affecting the private sector of the economy. Among the group are University trustees **Leonard A. Lauder**, president of the Estee Lauder Co., **J. Paul Lyet II**, chairman of the Sperry Rand Corp. and **Donald T. Regan**, chairman of the board of Merrill Lynch & Co. Inc.

**Dr. Everett Koop**, surgeon-in-chief at the Children's Hospital of Philadelphia, received the French Legion of Honor, France's highest award for public service, in recognition of his pioneering work with newborn children and Siamese twins. Koop established his prominence in this field in 1974, when he separated the Rodriguez twins of the Dominican Republic.

**M. Duncan Stanton**, associate professor of psychology in psychiatry and director of the Addicts and Families Program of the Philadelphia Child Guidance Clinic, will receive the 1980 Award for Outstanding Research Contribution in Marital and Family Therapy for his research on Family Characteristics and Family Therapy of Heroin Addicts. This award is granted by the Board of Directors of the American Association for Marriage and Family Therapy.

University trustee **Ralph Landau**, chairman and chief executive of Halcon International, and **Roland Frye**, Schelling professor of English, have been elected members of the Academy of Arts and Sciences. They are among 79 scholars, scientists, artists and public figures elected to membership at the academy's 200th annual meeting in May.

Landau, who holds a B.S. from the University and a D.Sc. from MIT in chemical engineering, helped found Halcon International, an engineering and process development company, in 1946. He is currently a member of the board of overseers at the School of Engineering and Applied Sciences and an adjunct professor of technology, science and management.

Frye, a past president of the Milton Society of America, is the author of several books and numerous articles. His most recent book is *Milton's Imagery and Visual Arts*.

Anthropology professor **Anthony Wallace** was elected to the American Antiquarian Society at its recent semi-annual meeting in Boston. He was one of 14 new members chosen by the society, an historical group that operates a national research library of American history in Worcester, Mass.

Wallace was a 1979 recipient of Columbia University's Bancroft Prize—awarded to books of exceptional merit in American history and diplomacy—for his work *Rockdale: The Growth of an American Village in the Early Industrial Revolution*.

Wallace earned his bachelor's, master's, and doctoral degrees at the University, and has taught here for the past 29 years.

**Dr. Albert J. Stunkard**, professor of psychiatry, was elected to the Society of Scholars at The Johns Hopkins University in Baltimore.

The society honors former postdoctoral fellows at Johns Hopkins who have gained marked distinction in their fields of academ-

ic or professional interest. Stunkard has studied the psychiatric aspects of feeding, and particularly of obesity.

A graduate of Yale University and the Columbia College of Physicians and Surgeons, Stunkard was a postdoctoral fellow at Johns Hopkins from 1948-52, in the department of psychiatry. Except for a three-year period spent at Stanford University, he has taught at the University since 1957.

**Professor William Brickman**, educational history and comparative education in the Graduate School of Education, was appointed editor of *Western European Education*, an international quarterly devoted to contemporary educational ideas and issues.

Brickman is the current editor of *Intellect*, an educational journal. He has been a consultant to the state departments of education in Maryland, New Jersey, Oregon and Pennsylvania, as well as consultant to the U.S. Office of Education.

**Robert Trescher '34** was named chairman of the board of managers of the University Museum. He succeeds Howard C. Petersen, former chairman of the board of Fidelity Bank, who served the museum as a member of the board of managers from 1947 to 1980, and as board chairman from 1963 to 1980.

Trescher graduated from the Wharton School in 1934 and from the Law School in 1937. He has been a trustee of the University since 1964 and continues to serve as vice chairman of the trustees. He is the senior partner in the Philadelphia law firm of Montgomery, McCracken, Walker and Rhoads.

**James A. Spady**, Executive Assistant to President Meyerson, received the additional title of Associate Vice President at the July 30 meeting of the Trustees' Executive Board.

Spady has served as Executive Assistant to the President since December 1979. A specialist in government relations, he has in the past served as special assistant to former Governor Hughes of New Jersey and as legislative assistant to Mayor Koch of New York City. He holds the J.D. from Columbia University Law School, and the Ph.D. in government from Harvard University.

**Dr. Leonard Jarrett** of St. Louis, Mo., has been named professor and chairman of the department of pathology and laboratory medicine at the School of Medicine. The appointment, which became effective July 1, was announced June 24 by Dr. Edward J. Stemmler, dean of the medical school.

Dr. Jarrett comes to the University from Washington University School of Medicine, St. Louis, where he has been professor of pathology and medicine since 1973 and head of the division of laboratory medicine since 1969. A native of Lubbock, Texas, he earned a baccalaureate degree from Rice University and his medical degree at Washington University.



## Wharton School Wins Recognition

The appointments of three officers for the Graduate Division of the Wharton School were announced last month by Vice Dean and Director Everett Keech.

The new graduate division officers are: **David M. Bloom**, director of admissions and financial aid; **Barbara L. Moudy**, director of student affairs, and **Charles B. Fitzgerald**, associate director of alumni affairs.

Bloom, a graduate of Brown University, studied for a year at Trinity College in Dublin, Ireland, and after graduation traveled on a fellowship in Europe for a year. He returned to the admissions office of Brown for three years and became assistant director of admissions. He then became director of admissions for A Better Chance, Inc., a non-profit program to aid academically superior minority high school students.

Among his duties in the Wharton Graduate School, Bloom is responsible for recruiting, evaluating and selecting Wharton's MBA candidates. He replaces Douglas Langdon, who is now with a management consulting firm in Lexington, Mass.

Moudy will be responsible for MBA student life programs in the Graduate Division, including orientation, the Executive Dinner series and the Executive-in-Residence program.

A graduate of Bucknell University, she has been associate dean of student affairs at the Philadelphia College of Textiles and Science for the past five years. Earlier she served in student affairs administration at West Virginia Wesleyan College and Indiana University, from which she earned a graduate degree in college student personnel administration.

Moudy replaced Todd Brown, who now works with General Foods Corp. in White Plains, N.Y.

Fitzgerald was named to a newly created position to administer the alumni office. Also among his responsibilities will be Lifelong Education seminars and the development of alumni clubs.

With an undergraduate degree in English and a graduate degree in education from the University, Fitzgerald taught English here and abroad for nine years, then served in school administration in the Wallingford-Swarthmore School District and at Upper Darby High School. His most recent position was as principal of Sun Valley High School in the Penn Delco School District.

**Low Perkins**, director of athletics and former basketball coach at the University of South Carolina at Aiken, was named associate athletic director at the University.

Perkins began his career at USC-Aiken in 1969 when he was appointed director of athletics and basketball coach of the then two-year old school.

In 1979, Perkins was named assistant dean of students while retaining his role as athletic director.

Perkins is a graduate of the University of Iowa and was named the school's outstanding student-athlete in 1967. He majored in recreation at Iowa and later earned a master's degree in education from USC. A member of the USC-Aiken Hall of Fame, Perkins served as director of the South Atlantic Athletic College Association and is on several committees in the National Association for Intercollegiate Athletics.

**Jeannie M. Eck** was named associate administrator for patient support services, a new management position at HUP.

Eck joined the HUP staff in May 1978 as assistant administrator. Earlier, she served in several administrative positions at Albert Einstein Medical Center, Northern Division, beginning as an administrative intern in June 1975 and culminating her work there as assistant general director for operations. She has served as an admissions and business clerk at St. Joseph's Hospital in Philadelphia and completed an administrative residency at Divine Providence Hospital in Williamsport, Pa.

She earned an undergraduate degree in biological health at Penn State in 1974 and an MBA at Temple in 1976. She is a director of the American Lung Association and is a member of the Hospital Financial Management Association and the American Hospital Association.

## Swing Your Partner

You can swing your partner and do-si-do at the square dance, Tuesday nights, at 8 p.m. at International House, 3701 Chestnut St. The toe-tapping music and live callers draw enthusiastic crowds, and anyone may attend.

This event is co-sponsored with the Philadelphia Old Time Musicians and Callers' Cooperative.

Admission is \$2 for the general public and \$1.50 for International House members. International House residents may attend the dance free.

## Foreign Expeditions Explore Art and Culture

Two University graduate students will lead foreign expeditions of artistic and cultural interest. The packages to Greece, Mexico, Guatemala and Honduras are organized by Heritage Expeditions, a non-University agency.

Jeffery R. Ray, a graduate student in ancient history, will lead an 18-day tour of Greece and many Aegean Islands in September. The expedition will include three days in Athens and a day in Ephesus, Turkey.

The Wharton School recently was cited for the academic excellence of its undergraduate programs: a new program merging education with university administration was honored and the school's undergraduate business education was selected the best in the country.

The American Assembly of Collegiate Schools of Business (AACSB) named the Wharton School the winner of the 1980 Western Electric Fund Award for "innovation in undergraduate business education for business administration."

The award cited a course—Decision Sciences Applied—developed by Professors Howard Kunreuther, Paul J. H. Schoemaker and Paul Kleindorfer that enables students to interact with actual decision-makers on real problems.

"Some programs teach theory and are weak on applications, or other programs teach all application and very little theory," explained Wharton Dean Donald C. Carroll. This program yielded a tight merger between the two, he added.

AACSB is the accrediting organization for the nation's colleges and universities that offer degrees in business.

The undergraduate business program at the Wharton School was selected as the best in the country both by business school deans and personnel executives of big businesses in a study at the University of Virginia.

The institution's rating was based on evaluations by deans of 92 of the 183 undergraduate business schools accredited by AACSB and by 142 senior personnel executives of large business corporations.

The study was conducted by J. David Hunger and Thomas L. Wheelen, two members of the faculty of the University of Virginia's McIntire School of Commerce.

Both the deans and the business executives indicated that in ranking the programs they gave the greatest weight to the faculties.

Hunger and Wheelen concluded that both groups favored a focus on basics, "such as logical thinking and communication skills."

# Deaths

Dr. Anita K. Bahn, professor of research medicine and chairman of the graduate group in epidemiology at the School of Medicine, died July 18. She was 60 years old.

Bahn received a doctor of science degree from the Johns Hopkins University School of Hygiene and Public Health and a doctor of medicine degree from the Medical College of Pennsylvania.

From 1951 to 1966, she was chief of the outpatient studies section of the office of biometry at the National Institute of Mental Health in Washington.

She served as chief epidemiologist for the state of Maryland as well as deputy chairman of the department of preventive medicine at the Medical College of Pennsylvania.

Bahn came to the University in 1974 as professor of epidemiology. She was later appointed director of the epidemiology statistics unit of the University's Cancer Center and senior epidemiologist with the Institute for Cancer Research at Fox Chase Cancer Center.

Bahn made many contributions to the fields of biostatistics and epidemiology and was the author of two textbooks on those subjects. She recently had concentrated her research studies on the environmental causes of cancer.

She is survived by her husband, Milton Rothman, who earned a Ph.D. in physics from the University in 1952; a son and a daughter, and two grandchildren.

Dr. Leonard Berwick, associate professor of pathology at the School of Medicine, died July 19 at the age of 65.

Berwick received an undergraduate degree in science from New York University. He then served in the Army Air Force until he was discharged in 1947. He graduated from the University of Pennsylvania Medical School in 1952 and became a resident in pathology in 1953. After further training at Philadelphia General and Presbyterian Hospitals, he joined the Medical School faculty as an instructor in 1955.

In 1960, Berwick was appointed assistant professor of pathology. He was promoted to associate professor in 1962. He taught and conducted research in cancer and diabetes and in 1963 he received the Lindback Award for distinguished teaching.

He was a member of the Electron Microscope Society, the American Association of Pathologists and the American Association for Cell Biology.

Berwick is survived by his wife, Mary, who earned a Ph.D. in zoology from the University and has been employed as a reference librarian at the Medical School Library since 1971. Also surviving are two daughters and two sons.

Syrene Buckner, former research labora-

tory technician, died May 25. She was 65 years old.

Buckner joined the staff as a general laboratory assistant in 1956. She became a laboratory technician in 1958 and was promoted to research laboratory technician in 1961. She was placed on long-term disability in 1973 and retired this year.

She is survived by her son, George.

Dr. William J. Ezickson, urologist and former professor of urology, died July 11 at the age of 88.

Ezickson was a 1915 graduate of the Medico-Chirurgical College, which later became affiliated with the University of Pennsylvania Medical School.

He joined the Army during World War I and became, in 1919, the youngest major in the Army Medical Corps. He served on the Surgeon General's staff after the war, aiding the rehabilitation of disabled soldiers. He later worked with the Federal Board of Vocational Education to retrain disabled veterans. He was recalled to army duty during World War II.

Ezickson maintained an office at 18th and Spruce Streets for 50 years of active practice. He was a staff physician at Graduate, St. Joseph's, and Pennsylvania Hospitals. He was also a professor of urology at the Graduate School of Medicine for many years.

Ezickson was a member of the Philadelphia and Pennsylvania medical societies and the American Medical Association. He was elected a fellow of the International College of Urologic Surgeons in 1957.

He is survived by his daughter, four grandchildren and a sister.

Sarkis Minassian, a bibliographic specialist, died June 20, following a lengthy illness. He was 68 years old.

Minassian came to the University in 1967 as a library assistant. In 1968 he became a bibliographic assistant and in 1969 a bibliographic specialist.

He is survived by a sister.

Dr. Clare W. Sauser, associate clinical professor in the Dental School, died July 22. He was 63.

Sauser joined the faculty in 1974 as an associate professor in the Dental School. In 1977 he became adjunct associate professor and associate clinical professor.

He is survived by his wife.

Professor William E. Stephens died suddenly at his home July 17 of an apparent heart attack. He was 68.

Stephens served as dean of the College of Arts and Sciences from 1969 until 1974, when it became the Faculty of Arts and Sciences. He taught physics at the University

since 1942 and was chairman of his department from 1963 to 1968.

Born on May 9, 1912 in St. Louis, Mo., he received his A.B. degree from Washington University in 1932 and his M.S. degree from the same university in 1934. He earned his doctor of science degree from the California Institute of Technology in 1938.

Stephens was one of the founders of the Association of Philadelphia Scientists in 1946 which fought for the right to carry on scientific investigations free from government interference. The association fought legislation that in Stephens' words "would give the government absolute control of publication relating to all matters of nuclear research."

He was one of 27 scientists at the University who in 1954 protested the government's decision to deny J. Robert Oppenheimer access to the secrets of the Atomic Energy Commission, of which Oppenheimer was a member and its chief scientist.

His research has encompassed the fields of astrophysics, photonuclear physics and mass spectroscopy analysis. At the University he headed a project supported by the National Science Foundation to investigate atomic nuclei in a tandem accelerator.

He was a member of Phi Beta Kappa, Sigma Xi, the American Astronomical Society, and the American Institute of Physics and was a fellow of the American Association for the Advancement of Science and the American Physical Society.

Survivors include his wife, the former Helen Elizabeth Burnite and a son Richard of Murray Hill, N.J.

## Students Seek Hospitality

Parlez-vous francais?

The Philadelphia Council for International Visitors needs people to volunteer their hospitality August 23-30 to visiting French students participating in a language program and an orientation to life in the U.S.

The language program, sponsored in conjunction with Beaver College, Glenside Pa., includes the opportunity to stay with an American family.

The students (ages 18-21) are interested primarily in polishing their language skills and observing all aspects of American life. They expect to be treated as a member of the family. Hosts are not obliged to arrange daily entertainment. The students are responsible for their own out-of-pocket expenses for entertainment and transportation. Food expenses incurred by hosts on behalf of the houseguests are tax deductible.

If you are interested in volunteering to participate in this program call Molly Hill at CIV, 823-7261.



*Following is the third in a series of reports issued during the past year which contain recommendations on the future of athletics at Pennsylvania. The University Committee on Recreation and Intercollegiate Athletics gave its formal report in Almanac November 8, 1979. An ad hoc undergraduate workgroup added its views in the April 19, 1980, issue. Comment on these, and on the alumni report below, may be sent to the Office of the Secretary at 121 CH/CO, or to Almanac, 3533 Locust Walk/CQ. Late in September, DRIA Director Charles Harris will publish a report including responses to the various recommendations. —K.C.G.*

# Report on the Findings of the Alumni Committee on Athletics

March 29, 1980

## Purpose

The Alumni Committee on Athletics was formed by the Director of Athletics and sanctioned by the University Administration and Board of Trustees.

Its charge was to review and evaluate all aspects of the University's recreational and intercollegiate athletic program so as to identify areas of concern and suggest related recommendations.

## Committee

The Alumni Committee on Athletics' membership is comprised of Edwin R. Igler, Chairman (W'50), Richard J. Censits (W'58), Kenneth A. Fetter, DMD (C'72), Robert A. Fox (C'52), H. Samuel Greenawalt, Jr. (W'51), June L. Greenfield (FAS '76), Guy O. Sciolla, Esq. (G'70), Carl G. Sempier (W'53), Julia A. Staver (CW '74), Barbara G. Torg (MT '58), Martin V. Vaughn (W'75), George A. Weiss (W'65), Ann F. Wettlaufer (CW '50).

## Approach

The committee, organized since early January, has met with a cross section of the University community including administration, faculty, undergraduates, alumni, and various alumni organizations representatives as listed in Appendix I. These meetings were extremely helpful in providing a comprehensive understanding of the present recreation and intercollegiate program and its future requirements. In addition, the staff and Director of DRIA provided support in the gathering of pertinent data as input to our review process.

## General Statement

In order to provide perspective to this report, it is felt desirable to comment on various aspects that may not necessarily be addressed in this report's recommendations.

The committee has found among all segments of the University community a genuine sense of pride in Pennsylvania's continuing academic accomplishments. But a similar pride in the University's continuing athletic accomplishments was not evident. We believe that pride in academic achievement and pride in athletic achievement are compatible.

The committee views the present trend of the athletic program with alarm. There is a concern over the lack of tangible Administration support

of intercollegiate programs that has led in recent years to an apparent acceptance of mediocrity as the standard within DRIA. This, we believe, has led to complacency among faculty, students, and alumni.

While the intercollegiate sports program is only one of many issues addressed by this committee, it is the most visible program within and without the University community. During the past five years, the overall performance of the men's intercollegiate athletic programs has deteriorated to the point where we are no longer competitive within the Ivy Group. With the exception of men's basketball, the winning record of major programs such as football, soccer, and baseball, has fallen dramatically.

The committee is greatly dismayed over the lack of a specific athletic policy; one that clearly defines the University's position toward and prioritization of the athletic department and its programs. The absence of such a policy is most detrimental in a number of areas with the following being the most critical. First, it has led in recent years to an acceptance of mediocrity as the standard within DRIA; this has had an adverse effect on the participating athletes. Secondly, the many alumni that identify with the University's intercollegiate programs have become discouraged and disillusioned. These alumni, properly utilized by the University, can be a source of strength in the development and maintenance of a competitive athletic program.

Attitudes are important in setting a tone or working toward a policy. There is a need by the Administration to establish and reinforce the value of a successful varsity sports program and relate its overall benefits to the University community. This committee perceived that in the past there appeared within elements of the University community, a philosophy that if specific sports were successful, something must be wrong! The committee also sensed an adversary relationship between the faculty and the University's scholar-athletes and DRIA. These are unhealthy attitudes that must not continue.

With regard to the University's membership within the Ivy Group, the committee supports this association and strongly suggests this relationship continue.

There is an aspect of this relationship that disturbed the committee. We have found the openness of the University's written admissions policy is unique within the Ivy Group. The committee felt the visibility and rigidity of such a

written public policy invites unjust criticisms and unnecessary problems that other Ivy members do not encounter.

The committee recognizes the University's financial constraints and the resulting competition within the University family for available resources. The committee has attempted to be sensitive to this problem throughout the study.

The committee also feels the McGill Report which was written in 1967 is out of date and should be rewritten. We believe the University's new President should establish this as a top priority. The new policy should be sensitive to the co-objectives of academic and athletic excellence as related to the environment of the 1980's.

The committee is encouraged by the recent increases in the applications to the University. We believe this trend will increase the number of scholar-athletes.

The McGill Report has as an objective the development of alumni who are expected to "make a significant and continuing contribution to one or more of the following: (a) society in general; (b) the communities in which they reside; (c) the broad range of professions and occupations they may follow; and (d) the University itself." The committee agrees with this objective. The committee also believes there has been a recent over-emphasis on the quantitative requirements to the detriments of the above McGill Report objective.

We submit the University has produced well-balanced individuals capable of contributing to our complex world. We believe the University should continue in this direction.

To accomplish this we believe the University should recognize the need today to address not only an individual's quantitative credentials, but also the qualities that make up the whole person. In this way the University increases its probabilities of preparing an individual to contribute in the real world.

The scholar-athlete is somewhat unique when considered in the above context. The scholar-athlete must not only meet the rigorous academic demands of the University but must also concurrently seek to excel athletically. These scholar-athletes are striving to achieve excellence in two arenas. We submit this instills traits of discipline, determination, and competitive desire. To some extent the athletic arena and its competition more closely reflect the real world with its pressures of success and failure. It does cause oneself to reach down inside and face one's true abilities and limits.

(continued on page 8)

(continued from page 7)

In this way we believe graduates identify the University as an institution that prepared them for life and not only for a career.

## Recommendations:

We have taken the privilege of being somewhat general in the previous section. It is our intent in this following section to be as specific as possible. Our recommendations are grouped into the following:

- I. University Athletic Policy
- II. Admissions
- III. Finances
- IV. Recruiting
- V. Division of Recreation and Intercollegiate Athletics

## I. University Athletic Policy

### A. Athletic Policy Statement:

There is an absence of a clear University commitment to athletics. This absence of a clearly defined, consistent statement of University commitment to a program of recreational/intercollegiate athletic excellence has been detrimental to all aspects of the athletic program. The recreation and athletic program must be incorporated with the other priorities of the University.

The absence of a policy, we believe, is inconsistent with the University's striving for excellence in other departments. The lack of a policy not only affects the scholar-athlete who represents the University in competition, but also the student body, the alumni, and in general, the University's visibility to the outside world.

#### Recommendation:

*The University must clearly define and publicly announce a positive athletic policy consistent with the aims and aspirations of the University.*

### B. Alumni Athletic Organizations:

The University's lack of encouragement and visible support of alumni athletic organizations has created a negative and detrimental alumni attitude that is not in the best interests of the University. Active and supportive alumni organizations can be a large resource for fund raising, support for DRIA, and general good will toward the University.

#### Recommendation:

*The committee encourages the Director of Athletics to unify all existing alumni organizations' support of the University's athletic programs.*

*We see specific areas where coordinated alumni support is not only desirable but mandatory if the goals of the athletic policy are to be achieved. These specific areas are recruiting, fund raising, and scholar-athlete sponsorship.*

*We urge that this program be a joint effort between the Director of Athletics and the various alumni organizations involved.*

## II. Admissions

The admissions policy pertaining to athletics, as embodied in the McGill Report, represents, at best, a capitulation, or political compromise to excellence. It could be stated that the existing policy has created a climate in which it is perceived that the scholar-athlete does not exist, or if he/she

does, he/she must be a "special-admit". This imparts negatively in the form of Faculty-Athletic Department adversary roles and the creation of second-class citizens. From the Committee's point of view, this is unacceptable.

There appears to be a perception that athletes must be admitted only within the 5% special-admit category. Therefore present recruiting, particularly in football, tends to emphasize the athletic skills rather than both the academic and athletic skills.

The committee believes that athletes can be recruited and admitted within the top 85% categories.

It is with this belief that we offer our recommendations in admissions, looking forward to the day that the special-admit category could theoretically disappear.

Given the willingness of the University to embrace a well-balanced student, and with increased applications to the University, and an expanded and aggressive recruiting program, the following recommendation we believe constitutes a positive approach to admissions.

#### Recommendations:

*1. We recommend the following approach to the admission of athletes: The Athletic Department, as part of its annual planning process, would state the required number of scholar-athletes (requirements based on an objective of being competitive). It would be at this point that the Director of Admissions and Director of Athletics would review and agree upon the number of matriculants for the academic year.*

*The Office of Admissions would state the approximate academic criteria for each category of admitted students, as well as the number to be admitted by category. The categories would be as follows:*

%	Category Division
25	Scholar
60	Academic
10	Diversity—minority, alumni, Faculty and other
5	Diversity/Athletic
100	

*Within the 60% Academic category, a specific number of positions would be allocated for the Academic/Athlete, in addition to the 5% Diversity/Athlete category.*

*As candidates are being recruited, they would be applied by category as follows:*

- Scholar/Athlete (25%) if qualified
- Academic/Athlete (60%) if qualified
- Diversity/Athlete (10%) only used if non-qualified in Scholar/Academic category—school selection via Admissions process
- Diversity/Athlete (5%) only used if none qualified in Scholar-Academic/Diversity (10%) category—school selection via Admissions process

*As an example, if in 1980 the University plans to admit approximately 2,000 students, and if we assume the DRIA receives an authorization to secure 300 scholar and academic categories, no more than 100 could be admitted in the Diversity/Athletic 5% category. 200 would be allotted within the academic 60% category. As students were being processed, the DRIA would have to indicate the category elected for each. The incentive for the DRIA is to recruit scholar and/or academic athletes of such high academic standing that more than 300 could be admitted, many on the academic standing alone.*

*2. The competition for highly qualified scholar-athletes is such that a recruiting advantage may be lost with prospective matriculants due to the slowness of the admissions cycle. Therefore, a more rapid evaluation and acceptance process is integral to the effectiveness of the athletic program.*

## III. Finances

DRIA is expected to live within a University subvention freeze for the next three years (except for salaries and benefits) and provide a total athletic program that provides ample opportunity for participation by all students, faculty, and staff. It appears the present budget level has reduced DRIA to a position of minimum operating effectiveness. The freeze certainly does not convey a feeling of positive University support for DRIA.

The Committee recognizes the difficulty in developing an adequate solution to DRIA's funding problems; however, the fact that substantial deficits were permitted each year suggests that the University was not being realistic in its budgeting proposals. It appears that the subvention level reflects neither the true costs nor the attainable income goals of the department.

#### Recommendations:

*1. The DRIA budget should be fully funded by the University and should reflect the best estimate of realistic costs and income for current operations.*

*2. While acknowledging a potential outcry among participants and supporters, and further recognizing that it may represent a departure from the original intent of the Ivy concept of broad-based participation, the committee believes it is unrealistic to assume that a quality intercollegiate program can be conducted for all 37 varsity sports. Only Cornell offers a larger number with 33 being the average for the Ivy schools other than the University.*

*Based on this assumption we examined all the University's varsity sports. We considered—the expense of the sport, the facilities and equipment needs, the number of participants, other Ivy Group participation, alumni and student interest, the impact of Title IX, the history of the sport at the University and the administrative staffing requirements.*

*Acknowledging there may be other factors we have not considered, our recommendation is to have the Director of Athletics:*

*a) consider eliminating the following as varsity intercollegiate sports:*

*Volleyball (men); Sailing (coed); Gymnastics (men & women); Lightweight Football (men); Tennis—Fall (women); Lightweight Crew (men); Wrestling (men); Badminton (women)*

*It is recommended that, where practical, the above sports be given a club status. The committee also urges that future emphasis be placed on the development and support of sports club programs.*

*b) consider eliminating those freshman and junior varsity sports where freshmen are eligible for university competition, namely: Basketball (men); Soccer (men); Basketball (women); Lacrosse (women); Field Hockey (women).*

*c) consider restricting participation at home and away contests on the basis of athletic ability.*



## IV. Recruiting

### A. Alumni Involvement:

Recruiting is the key element in achieving athletic competitiveness. If the University is to be competitive, it must aggressively recruit. The other Ivy League schools rely heavily on recruiting with staffs, funding, support, and alumni involvement. We believe our University is far behind its peers in this regard.

It is the opinion of the Committee that there has been poor utilization of interested alumni who are available for the nationwide recruiting of scholar-athletes. The lack of utilization of these alumni resources costs the University a great deal of time and money.

#### *Recommendations:*

1. *There should be improved coordination of University staff personnel and alumni clubs and admission committees through a funded and fulltime DRIA Recruiting Coordinator in order to activate an alumni recruiting network that will broaden the quality of nationwide coverage.*

2. *To assist alumni recruiters, there is a need to develop a recruiting procedure modeled after the State of Connecticut and other Ivy successes. Specific procedures, manuals, forms, timetables, interviewing techniques, etc. will be developed and promulgated from the Athletic Department.*

3. *In order to provide further support to interested alumni recruiters, there is a need to create an Alumni Sponsorship Program to support the recruited scholar-athlete. The support could take the form of summer employment, after graduation employment, and/or career counseling.*

*Develop and implement a quality campus Recruiting Visitation Program. It is strongly urged that such a program include a coordinated approach with the Schools, Faculty, Admissions, and Development Office.*

### B. Campus Environment:

It is difficult to competitively recruit scholar-athletes when the present campus environment is not always conducive to a positive experience. There is a need to change the University community environment to show scholar-athletes that the University does care. The problems in this regard are numerous.

There exist some negative perceptions of male and female athletes; inadequate academic supervision required to prevent academic casualties; ill-equipped training facilities; inflexible housing availability; and sub-par food and food service.

#### *Recommendation:*

*Develop and implement a Campus Sponsorship Program that better addresses the counseling needs of the athlete while he attends the University. This requires a specifically assigned counselor (coach, teacher).*

*Increased emphasis on year-round weight training for men and women athletes require additional training facilities, especially weight rooms.*

*A housing commitment is necessary for effective recruiting. Therefore, a housing allocation should be set aside for use by DRIA. This does not imply that teams or sports be housed together. It could assure that financial aid students are not burdened with the most expensive housing on campus.*

*The training table function requires immediate*

*attention. Improving the quality of food as well as weekend food service availability to athletes in season is an absolute requirement. The incorporation of the training house dining facility into the University's food system should be implemented to provide more flexible and uniform campus-wide food service.*

### C. Admissions:

Admission policies and practices are most critical to the success of the recruiting process. While athletic admissions is addressed in another section of this report, there are a number of concerns that are identified below.

1. Poor identification by coaches of an athlete's capabilities promoted a lack of credibility of some coaches in the eyes of the admissions staff—thus reducing cooperation between the two staffs.

2. Title IX requirements, implemented since the McGill policy enactment, have generated a larger demand for the limited number of athletes in the special admit pool.

3. The allocation of minorities and applicants with high academic credentials to the 5% athlete pool reduces the number of positions for bonafide candidates in the Diversity/Athlete group.

4. The recruiter can lose a strong competitive advantage due to the difficulty in obtaining sufficient places in the Wharton and Engineering applicant pools.

### D. Minority Recruitment:

Recognizing the lack of visibility of minorities in the total athletic program, particularly as it relates to women, the committee feels this area requires a greater sense of urgency and aggressiveness. Specifically, communication should be improved between DRIA and the Admissions Office so as to address the refinement of minority recruiting techniques on the part of the coaching staff.

#### *Recommendation:*

*The Admissions Office minority recruitment staff expertise should be fully utilized by the DRIA coaching staff. In addition, this assistance should be provided to the DRIA coaches so as to better understand and implement minority recruiting programs.*

## V. Division of Recreation and Intercollegiate Athletics

The committee is very appreciative for the dialogue with the Director of Athletics as well as his openness to our evaluation of his department as well as other aspects of the University's athletic program. As a committee we have been impressed with the Director's character, business and management ability, motivation and vision. We believe the University administration has made an excellent choice.

### A. Reporting Structure:

There is a need to put DRIA in a reporting structure that provides a positive, visible indication of the University's intent to achieve a program of recreational and intercollegiate athletic excellence for its students. DRIA's responsibility in terms of personnel, facilities, finances, visibility, etc., is as large as any of the academic departments on campus.

#### *Recommendation:*

*As a clear indication of the University's commitment to DRIA, as well as a primary source*

*of public relations and visibility, the committee recommends the Director of Athletics should report solely to the President.*

### B. Management of DRIA:

There is a need to initiate changes within DRIA to make possible more effective administration and management of the department's personnel and programs.

#### *Recommendations:*

1. *Job descriptions and performance standards need to be developed to better evaluate staff performance.*

2. *To improve financial control, there is a need for more budgetary involvement by staff personnel within the department.*

3. *The present coaches' contract structure restricts the proper administration and evaluation of the coaching staff. There is a need to provide the Director of Athletics with a contract procedure of flexible duration that enhances his ability to make staff adjustments.*

4. *Critical problems exist in the recruitment and admissions of scholar-athletes that require the permanent funding of a Recruitment Officer to properly coordinate the many aspects of this key area.*

5. *In terms of the existing clerical/administrative workload, it is very evident that there exists a need for additional administrative support staff for DRIA.*

6. *Procedure manuals need to be developed to standardize department policies.*

7. *Special Weightman Society Funds: DRIA must exercise greater control over the Weightman Society funds contributed to each individual sport. In a period of shrinking resources, gifts must be considered as an important part of the funding of overall priorities of the DRIA as well as the individual sports programs. The coaches should work closely with the DRIA to jointly agree on the best use of these funds.*

### C. Ongoing Review Structure:

There is a need for a permanent agency that can be objective in monitoring the DRIA and also can provide support and assistance to the Director of Athletics.

#### *Recommendation:*

*The University, consistent with the policy in other schools and departments, should establish a permanent Board of Overseers to assist in monitoring and supporting the DRIA.*

*The Committee is aware of the presence of the Subcommittee on Athletics of the Board of Trustees. While supportive of this need at the Trustee level, the committee feels that an outside group of experts functioning as an overseer group will add new vitality to the administration of the DRIA.*

### D. Facilities:

In recent years there has been a significant increase in the use of facilities, by both recreational and intercollegiate athletic programs. This has severely taxed the available facilities. The DRIA is to be commended for its organization and utilization of existing facilities to support this increase in participation.

Since this trend will probably continue, particularly in recreational/intramural participation, there is need for additional facilities. These needs appear to center around additional playing fields, tennis courts, weight rooms, and a fieldhouse.

**(continued on page 10)**

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The Committee is certain that substantial alumni financial support can be achieved for athletic facilities and requirements not now supported by the University.

The Committee received advice on alternative means of raising financial support, such as endowment funding, but concluded that capital fund raising provided the best opportunity to achieve short term financial support.

#### **Recommendation:**

1. *The Director of Athletics should submit a prioritized list of facility improvements that can serve as the basis for a major capital fund raising program. As mentioned previously, the committee identified urgent requirements, such as 1) a weight room, 2) a fieldhouse, 3) additional playing fields, and 4) additional outdoor tennis courts.*

2. *The University should support and implement a major capital fund program that will raise \$5,000,000 over a five-year period.*

*In addition, University support emphasis should be provided to increase, within the next two years, the Weightman Society giving to \$500,000 a year.*

*Both recommendations should be given top priority by the Development Office and the Trustees.*

3. *Any funds obtained via alumni capital program or in support of operating expenses via the Weightman Society should not be offset by a reduction in subvention.*

#### **E. Title IX Compliance:**

The newness and visibility of Title IX requires the University's continued attention to compliance. Substantial progress has been made in providing parity between the men's and women's programs.

#### **Recommendations:**

*It is the Committee's judgment that the University, and in particular DRIA, make certain that all possible efforts be expended to assure proportionality of programs, funds, and equipment. This will require substantial judgment since Title IX's regulations are broadly written. It is our opinion, however, that attitude and effort toward compliance will carry considerable weight.*

*There is a need to continually renew and evaluate compliance progress. Among deficiencies brought to the committee's attention were such areas as women's fund raising, equal availability of facilities, and sports announcements within the Sports Information Department.*

#### **F. Recruitment Evaluation:**

Recruitment of scholar-athletes, the cornerstone of a successful program, should and must be run in a businesslike manner. This is an evident deficiency in DRIA. There is little accountability and no known established method of evaluating results. There also exists a shortfall in communications between some coaches and their athletes and among the coaches themselves.

#### **Recommendation:**

*Under the auspices of the Director of Athletics, performance evaluation for coaches should be established to reflect the goals of individual sports programs. There should also be a strong effort to evaluate recruiting results by individual coaches.*

#### **G. Recreational Program**

##### **Requirements:**

The Committee is impressed with the recent

increases in participation in both intramural and recreational programs, and DRIA's administration of this area. This is an excellent and exciting program that requires the University's continuing focus and support.

However, in view of the financial and facility restraints, there is a need to realistically evaluate new program offerings on a businesslike basis.

#### **Conclusion:**

The University's athletic program is at a very critical juncture. There is a clear choice between seizing the opportunity for excellence or for continued mediocrity.

Our recommendations, we believe, can be achieved within the limits of the University's finances. The alumni, we believe, when called upon, will enthusiastically support the program.

The program's success is based upon more than the implementation of specific actions. Success and the development of an athletic program of excellence within an academic environment of excellence will happen when the University's senior administration officers and Trustees believe in and are committed to insuring the program's success.

The committee recommends a decision for excellence, urges the adoption of the recommendations, and stands ready to provide further assistance and support.

#### **Appendix I**

##### **Resource Personnel:**

Janis I. Somerville, Vice Provost for University Life

Charles S. Harris, Director, Recreation and Intercollegiate Athletics

Martha Z. McConnell, Assistant Director, Recreation and Intercollegiate Athletics

Charles R. Scott, Associate Director of Athletics  
Ronald A. Bond, Director, Recreation  
Edwin M. Ledwell, Jr., Director of Administrative Affairs, Office of the Provost  
Dr. Jon C. Strauss, Vice President for Budget and Finance

H. Harrison Clement, President, Jeff Davis Society

H. Hunter Lott, President, Varsity Club

Francis J. Bagnell, President, Weightman Society

Gerald R. Beaver, Associate Development Officer

Michel T. Huber, Director of Alumni Relations/Exec. Sec., General Alumni Society

Allison Accurso, President WAA

George S. Koval, Director of Student Financial Aid

George W. Pepper, Representative, Friends of Rowing

Willis J. Stetson, Director, Undergraduate Admissions

E. Craig Sweeten, Sr. Vice President, Program for the Eighties

Albert G. Molloy, Jr., Head Coach, Men's Squash and Tennis

Robert Seddon, Head Coach, Men's Soccer and Baseball

Lois Ashley, Head Coach, Women's Basketball

Robert Weinbauer, Head Coach, Men's Basketball

Dr. Walter D. Wales, Chairman, Faculty Senate

Dr. Thomas H. Wood, Chairman, Athletic Council

Recent Alumni—University of Pennsylvania:

Jan Bernstein (FAS '79) Deidre Mullen (FAS '78)

James Brown (FAS '80) Boris Radisic (AM '81)

John Engles (FAS '76) Cindy Speaker (PT '79)

Undergraduate Students:

Allison Accurso Beth Glascott

Mark Lerner Vince Palusci

## **University Receives Corporate Gifts**

Two corporate gifts to the University were announced recently, one to assist graduate students in the chemistry department and the other to support research in the School of Veterinary Medicine.

The first gift, from the Rohm and Haas Company, is part of a \$150,000 commitment which will support Rohm and Haas Fellowships in Chemistry for the next five years. Company representatives James Burke, senior research chemist, and Delbert Payne, manager of corporate community affairs and a University alumnus, presented Dean Robert H. Dyson, FAS, with a check for \$30,000 towards the company's total commitment.

"This gift represents the kind of supportive interaction between industry and academia which is now, and will be, a major factor in enabling the national science effort to achieve its goals," Dyson said.

The FAS graduate fellowship program is designed to facilitate the entry of highly qualified new scholars into research and teaching by helping finance their graduate educations.

Rohm and Haas, the largest manufacturer of acrylic plastics, is based in Philadelphia.

The second recent gift came from E. R. Squibb and Sons, Inc. for the Section of Large Animal Medicine at the Vet School's New Bolton Center. The \$5,000 grant will support research in chronic equine diarrhea which poses both a perplexing diagnostic problem and therapeutic dilemma for veterinarians. This project is part of more extensive research in large animal gastroenterology at the Vet School.

## **Bazaar Shop Features Antique China**

The International House Bazaar Shop is featuring antique porcelain, one of a kind pieces from China dating back more than 100 years. These subtly colored pieces will be on display throughout August.

The Bazaar Shop is open Monday through Friday from 10 a.m. until 8 p.m., and Saturday from noon to 4 p.m.



# For the Record

The following **PROMOTIONS, APPOINTMENTS** and **LEAVES** were approved by the trustees between May 14, 1980 and May 29, 1980. They are based on actions taken by the Provost's Staff Conference. A bullet (•) before a standing faculty name indicates that the faculty member received tenure. Under the listings for secondary appointments, primary appointments appear within parentheses. For a description of the structure of the academic staff and definitions of standing and associated faculty, refer to the 1979 'Handbook for Faculty and Administration,' pages 23-26.

Editor's note: Individual faculty members sometimes reschedule their leaves after formal approval, and this may not be reflected in the listing below.

## Promotions

### School of Dental Medicine

#### Associated Faculty

- Dr. J. George Coslet* to clinical professor of periodontics.  
*Dr. Kenneth Laudenbach* to clinical associate professor of form and function of the masticatory system.  
*Dr. Edwin D. Snyder* to clinical assistant professor of endodontics.  
*Dr. Warne White* to clinical assistant professor of orthodontics/pedodontics.

### Faculty of Arts and Sciences

#### Standing Faculty

- Dr. W. Bruce Allen* to professor of regional science.  
*Dr. Paul J. Korshin* to professor of English.  
*Dr. Roseane Rocher* to professor of South Asia regional studies.

### School of Medicine

#### Standing Faculty

- Dr. John J. Furth* to professor of pathology.  
*Dr. Antonio Scarpa* to professor of biochemistry and biophysics.  
*Dr. Jonathan Sprent* to professor of pathology.

#### Associated Faculty

- Dr. Lester A. Bronheim* to clinical assistant professor of psychiatry.  
*Dr. Paul F. Engstrom* to adjunct associate professor of medicine.

## Volunteer to Help Dying Patients

A program to help terminally ill people by caring for them at home, rather than in the hospital, is seeking volunteers.

The Palliative Care Program at HUP is designed to support and assist dying patients and their families. In many cases, this means helping patients live comfortably in their homes, rather than in a hospital.

Volunteers could be asked to provide companionship or to perform routine household tasks, such as cooking and cleaning. A thorough orientation will be provided; no specific skills are needed.

Men or women interested in learning more about the volunteer posts can call 662-3927.

*Dr. Jenny P. Glusker* to adjunct professor of biochemistry and biophysics.

*Dr. D. Eric Greenhow* to associate professor of anesthesiology.

*Dr. Richard M. Heiberger* to research associate professor of biostatistics in research medicine.

*Dr. Philip Littman* to associate professor of radiation therapy.

*Dr. Soroosh Mahboubi* to clinical associate professor of radiology.

*Dr. Suresh H. Moolgavkar* to adjunct associate professor of research medicine.

### Wharton School

#### Standing Faculty

- Dr. Andrew H. Van de Ven* to professor of management.

#### Associated Faculty

- Dr. Peter Davis* to adjunct associate professor of social systems science.

## Appointments

### School of Dental Medicine

#### Standing Faculty

- Dr. Peter Barnett* as assistant professor of dental care systems.  
*Dr. Joseph M. DiRienzo* as assistant professor of microbiology.

#### Associated Faculty

- Dr. Adi Garfunkel* as visiting associate professor of oral medicine.

### School of Medicine

#### Associated Faculty

- Dr. John R. Duda* as clinical assistant professor of orthopaedic surgery.  
*Dr. Francis X. McBrearty, Jr.* as clinical assistant professor of pathology.  
*Dr. Steven Stellman* as adjunct associate professor of environmental epidemiology in research medicine.  
*Dr. Antonia K. Uri* as assistant professor of pathology.

## Secondary Appointments

### School of Dental Medicine

- Dr. Alois Nowotny* (professor of immunology in periodontics) as professor of microbiology.

### School of Medicine

- Dr. Soroosh Mahboubi* (clinical associate professor of radiology) as clinical associate professor of radiology in pediatrics.

### School of Nursing

- Dr. Robert C. Jones* (associate professor of statistics and operations research) as associate professor of statistics in nursing.

## Leaves

### School of Dental Medicine

#### Standing Faculty

- Dr. Robert E. DeRevere*, professor of operative dentistry, a scholarly leave of absence for the fall term 1980.  
*Dr. Martin S. Greenberg*, associate professor of oral medicine, a scholarly leave of absence for the period from January 1, 1981 to June 30, 1981.  
*Dr. Solomon Katz*, professor of anthropology in orthodontics and pedodontics, a scholarly leave of absence for the period from January 1, 1981 to June 30, 1981.  
*Dr. Howard Myers*, professor of pharmacology, a

scholarly leave of absence for the academic year 1980-81.

*Dr. Louis Rose*, associate professor of periodontics, a scholarly leave of absence for the period from January 1, 1981 to June 30, 1981.

*Dr. Jay E. Seibert*, professor of periodontics, a scholarly leave of absence for the period from June 1, 1980 to November 30, 1980.

### Graduate School of Education

#### Standing Faculty

- Dr. Daniel Wagner*, assistant professor of education, a scholarly leave of absence for the academic year 1980-81.

### Faculty of Arts and Sciences

#### Standing Faculty

- Dr. Thomas Childers*, assistant professor of history, a scholarly leave of absence for the academic year 1980-81.  
*Dr. Hennig Cohen*, John Welsh Centennial professor of history and English literature, a scholarly leave of absence for the academic year 1980-81.  
*Dr. Frederick W. Frey*, professor of political science, a scholarly leave of absence for the spring term 1981.  
*Dr. Judith Moffett*, assistant professor of English, a scholarly leave of absence for the academic year 1980-81.  
*Dr. Bernard Wailes*, associate professor of anthropology, a scholarly leave of absence for the spring term 1981.  
*Dr. Ernest J. Wilson III*, assistant professor of political science, a scholarly leave of absence for the academic year 1980-81.  
*Dr. Asad Zaman*, assistant professor of economics, a leave of absence for employment elsewhere for the academic year 1980-81.

#### Associated Faculty

- Dr. Manolis A. Dris*, research assistant professor of physics, a leave of absence for employment elsewhere for the fall term 1980.

### Law School

#### Standing Faculty

- Mr. Howard Lesnick*, professor of law, a scholarly leave of absence for two years effective July 1, 1980.

### School of Medicine

#### Standing Faculty

- Dr. H. Ralph Schumacher*, professor of medicine, a scholarly leave of absence for the period from January 1, 1981 to June 30, 1981.

### School of Nursing

#### Standing Faculty

- Dr. Mary-Charles Santopietro*, assistant professor of nursing, a leave of absence for personal reasons for the academic year 1980-81.

### School of Veterinary Medicine

#### Standing Faculty

- Dr. Jorge F. Ferrer*, professor of microbiology in clinical studies, a scholarly leave of absence for six months effective November 1, 1980.

### Wharton School

#### Standing Faculty

- Dr. Stephen A. Meyer*, assistant professor of finance, a leave of absence for employment elsewhere for the academic year 1980-81.  
*Dr. Randolph Westerfield*, associate professor of finance, a scholarly leave of absence for the spring term 1981.

# CGS Offers Finance, Photography and World Affairs

A wide range of non-credit courses are offered this fall by the College of General Studies.

The classes include special workshops and institutes and cover such diverse subjects as personal finance, Eastern European film, ballet, freelance writing and Chinese culture.

*A New Look at China*, one of two courses

on world affairs, consists of six sessions, each taught by a different instructor or team of instructors. It will explore modern Chinese society, traditional Chinese culture, and Chinese language, medical care and cuisine.

The second world affairs program, *The Irish at Home and Abroad*, will examine

modern Irish society and the development of the Irish-American community in the United States. The eight-session course will review Irish history from 1800 to 1945, describe the formation of the Irish community in the United States and explain present-day Irish society.

CGS also offers several courses in the arts, including a series of special programs cosponsored by the Philadelphia Museum of Art, to be held at the Museum.

*Beginning Photography* will be taught by Becky Young, a photographer nationally known for her artistic treatment of nudes, and it will give students an opportunity to produce and present their own work.

A film course will view motion pictures from Eastern Europe, where during the last two decades some of the world's most original and provocative films have been made, reflecting tension between culture and politics in that part of the world.

For more information about these and other CGS courses call Barbara Klawczynska, 210 Logan Hall, Ext. 6479 or 6493.

## Welcome the Freshmen to Campus Attend the Opening Exercises

Opening Exercises and Freshman Convocation will be on Labor Day this year.

Experimenting with a holiday weekend Convocation last fall, Vice-Provost for University Life Janis Somerville reported the highest attendance in years, including not only freshmen but upperclassmen for the Sunday afternoon program. Faculty and staff turnout was also high.

All faculty and staff are invited to this

year's 1 p.m. Convocation Monday, September 1, in Irvine Auditorium. The procession will robe at 12:30 p.m. in Room 200 College Hall and march to Irvine for a 45-minute program including talks by President Martin Meyerson, Provost Vartan Gregorian and Vice Provost Janis Somerville. There will be a reception in Blanche Levy Park afterward.

## On Campus

### August 28-September 3 28, Thursday

**Parents' Orientation:** An orientation and reception for students' parents at the Annenberg Center, 4 p.m.

**Residence Halls:** Freshmen may move into residence halls.

### 29, Friday

**Parents' Orientation:** An orientation and reception for students' parents at the Annenberg Center, noon.

**Registration:** Transfer students may register for fall semester classes.

### 30, Saturday

**Tour of the City:** A bus tour of Philadelphia's points of interest including Penn's Landing, Head House Square and the Italian Market leaving from Houston Hall. For more information call Ext. 6533. Cost: \$3.

**Residence Halls:** All other undergraduate students may move into residence halls.

### 1, Monday

**Opening Ceremonies:** Freshman Convocation and Orientation at 1 p.m. in Irvine Auditorium with an address by Provost Vartan Gregorian and a formal welcome by President Martin Meyerson. A reception in Houston Hall follows.

### 2, Tuesday

**Registration:** New students may register for fall semester classes.

### 3, Wednesday

**Classes:** Fall term begins for undergraduate and graduate schools.

**Registration:** New students may register for fall semester classes.

### Continuing Exhibit

*Greek Images and Wedgwood Ceramics* in the University Museum, Tuesday through Saturday, 9 a.m.-4:30 p.m., through August 31.

### Summer Hours Revised

**Beginner's Luck at International House** Monday through Friday, 11:30 a.m.-2 p.m.

**The C.A. Eatery and Sidewalk Cafe** closed until September 3.

**Faculty Club first floor bar:** Monday through Friday, 11:30 a.m.-2 p.m.; a light buffet lunch will be served. **Business Office** for reservations: 9 a.m.-4 p.m.

**Gimbel Gymnasium** Monday through Friday, noon-7 p.m. (doors close 30 minutes prior to building's closing). Closed until August 18.

**Hillel Foundation** Monday through Friday, 9 a.m.-5 p.m.; services and activities on weekends as posted.

**Hutchinson Gymnasium** Monday through Friday, noon-7 p.m. (doors close 30 minutes prior to building's closing). Closed August 18-31.

**Houston Hall Game Room:** Monday through Friday, 10 a.m.-3:45 p.m.; **Hardee's:** Monday through Friday, 10 a.m.-2 p.m.; **Travel Service:** Monday through Friday, 9:30 a.m.-5 p.m.; **Candy Shoppe, Checkcashing, Information Desk, Post Office, Poster Shop, Rathskeller, Record Shop and Ticket Office** closed until September.

**Levy Tennis Pavilion** Monday and Friday 8 a.m.-10 p.m., Tuesday through Thursday, 8 a.m.-11 p.m., Saturday 9 a.m.-5 p.m. and Sunday 10 a.m.-5 p.m.

**Morris Arboretum** daily, 9 a.m.-5 p.m., except Wednesday, 9 a.m.-8 p.m.

**Potlatch Restaurant at the University Museum** Monday through Friday, 10 a.m.-4 p.m.

**Soupery** closed until September.

**Transportation** courtesy bus runs Monday through Friday. Passengers are required to show University or HUP identification cards upon boarding the bus, which departs from Houston Hall at the following times:

4:30 p.m.	8:50 p.m.
5:10 p.m.	10:10 p.m.
5:55 p.m.	10:45 p.m.
6:40 p.m.	11:15 p.m.
7:30 p.m.	11:50 p.m.
8:05 p.m.	12:30 a.m.

The bus makes regular stops along the following route:

33rd & Walnut	43rd & Baltimore
33rd & Market	46th & Springfield
36th & Walnut	48th & Springfield
38th & Walnut	47th & Baltimore
39th & Spruce	47th & Pine
40th & Baltimore	44th & Pine
42nd & Baltimore	44th & Spruce
42nd & Chester	42nd & Spruce

Starting with the 5:55 p.m. run, the bus follows the same route but will deviate from it, upon request, to leave riders at off-campus residences. Persons wishing to return to campus after 5:55 p.m. from West Philadelphia residences should call 243-7297 to schedule a pickup.

**University Bookstore** Monday through Friday, 9:30 a.m.-4:30 p.m. (closed Saturday). **Check cashing service** is available 10 a.m.-3 p.m.; **notary** is open 3:30-4 p.m.

**University Museum** Tuesday through Saturday, 10 a.m.-5 p.m. (closed Sunday and Monday). **Museum Shop** is open Tuesday through Saturday, 10 a.m.-4 p.m.

**Van Pelt and Lippincott Libraries** Monday through Friday 9 a.m.-4:30 p.m. (closed Saturday and Sunday).

Rosengarten Library will be closed until September 3. On Labor Day, Van Pelt and Lippincott Libraries will be closed. The libraries resume regular hours Wednesday, September 3.

### University Museum

The University Museum galleries have been temporarily closed to the public due to the strike. Normal hours and activities will resume as soon as possible. Please call Ext. 4000 for current information.



# Opportunities

The following listings are condensed from the personnel office's bulletin of August 7. 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; Ledy Labs: first floor, outside Room 102; Anatomy-Chemistry Building: near Room 358; Rittenhouse Lab: east staircase, second floor; LRSM: first floor, opposite elevator; Johnson Pavilion: first floor, next to directory; Logan Hall: first floor, near Room 117; Social Work/Caster Building: first floor; Richards Building: first floor, near mailroom; Law School: Room 28, basement; Dietrich Hall: first floor, outside E-108.

For further information, call personnel services, Ext. 7284. 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 Staff

**Assistant Dean for Alumni Affairs** (03129) \$20,475-\$28,875.

**Assistant Director** (2831).

**Assistant Director** (03055) \$23,600-\$33,250.

**Assistant Director** (3239) manages services in Houston Hall: candy shop, game room, cashier, check cashing, copy center, Rathskeller, information desk, vending; manages facilities development for the building; performs special projects (college graduate, emphasis in business; preferred two to three years' supervisory and managerial experience) \$12,375-\$17,425.

**Assistant Director** (03134) responsible for maintenance programs for all student housing facilities; prepares operations and maintenance budgets; coordinates work of personnel (graduation from accredited college or university; 10 years' experience in plant facilities maintenance and operation of university student housing) \$16,325-\$22,600.

**Assistant Director I, Annual Giving** (3272) responsible to the director of reunion classes for the annual giving efforts of some major reunions with particular emphasis on encouraging large gift totals; identifies, cultivates and solicits major gift prospects; develops and implements the strategy for two reunion campaigns; coordinates the design and writing of solicitation material (three years of direct fund-raising experience or three years of related experience; graduation from a recognized college or university, preferably the University) \$14,200-\$19,625.

**Assistant Director, Annual Giving II** (2870) \$16,325-\$22,600.

**Assistant Regional Director** (03167) no longer accepting applications.

**Assistant Director, Telecommunications** (3257) manages full-time staff of 8 people; administers \$2.8 million budget; oversees all functions of department including construction coordination, communications analysis, billing, Telex and Sprint (three years' telecommunications experience; management potential) \$14,200-\$19,625.

**Assistant to the Director of Admissions** (03168) no longer accepting applications.

**Assistant Registrar** (3284) coordinates and is responsible for production of course rosters and classroom assignments; responsible for maintaining accurate course files; communicates with departments regarding deadlines and information to be reviewed; works with departments to establish documentation of procedures (must exhibit high level of responsibility, accuracy and independence; ability to organize and manage vast amount of details; experience with University departments, courses, procedures and publications; supervisory experience) \$12,375-\$17,425.

**Associate Development Officer I** (03103) \$14,200-

\$19,625.

**Associate Development Officer I** (3273) works cooperatively with development officer analyzing fund raising resources; researches techniques to obtain annual corporation gifts for the Wharton School; maintains and promotes relations with corporations; prepares and coordinates stewardship activities; prepares partnership proposals and drafts correspondence pertaining to corporate gifts (ability to communicate effectively within and outside of the University; ability to articulate programs of the Wharton School and to assume responsibility for fund raising program including research, planning, promotion, cultivation, solicitation and stewardship; ability to participate in team effort; basic appreciation of the non-profit field and higher education in particular) \$14,200-\$19,625.

**Associate Development Officer II** (3039) \$17,725-\$25,000.

**Associate Editor** (B0450) \$14,200-\$19,625.

**Business Administrator II** (03217) processes and controls departmental budgets, including grants; initiates PAF changes; processes financial forms; acts as liaison between departments and central administration; responsible for effort reporting and grant applications (B.A. in business; two to five years' experience) \$12,375-\$17,425.

**Compensation Specialist** (03115) (2 positions) \$16,325-\$22,600.

**Coordinator, Advanced Placement and Transfer Credit** (3267) responsible to admissions director through upperclass admissions director; evaluates and awards Pennsylvania course credit for academic work completed at other colleges or universities, for College Board Advanced Placement Program credit and for issuance of internal advance placement credit awarded by academic departments; defines and researches policy issues for consideration by advanced placement faculty advisory committee; establishes effective work relationships with registrar, undergraduate chairpersons of departments and deans of undergraduate schools (graduation from a recognized college or university; at least three years' direct and progressively responsible work in college academic administration preferred; ability to interact effectively with wide range of public essential).

**Coordinator, Human Experiments** (3225) performs all administrative and secretarial functions necessary to support the review of research involving human subjects on campus; works with committee composed of three task forces which meet once a month each to review proposals by faculty and students of the University (college graduate; should have initiative, mature judgement and ability to organize own work and operate independently; ability to interact with professional personnel and work under pressure; familiarity with medical terminology preferred) \$11,400-\$15,800.

**Coordinator of Instructional Labs** (3037) \$16,325-\$22,600.

**Counselor, Upward Bound** (B0542) provides personal, social and academic counseling to talented, disadvantaged urban high school student participants in the University's Upward Bound program; coordinates guidance and program service components with high school faculty and administrators; directs six-week summer orientation workshops and resides on campus during these sessions; prepares reports and performs other activities as requested by the associate director (M.A.; high school teacher experience; former Upward Bound member preferred) \$14,200-\$19,625.

**Data Communications Administrator** (2959) \$16,325-\$22,600.

**Director** (03206) \$23,600-\$33,250.

**Director of Educational Research and Development** (03175) \$35,950-\$59,675.

**Employee Representative** (3287) responsible to appropriate authority for preparation, execution and monitoring of non-academic salaries; responsible for supervision of PAF and weekly payroll process and for non-academic personnel selection process; acts as liaison between New Bolton Center and appropriate University responsibility centers (degree or demonstrated years of experience in academic environment; direct experience in budgetary and personnel matters; mature judgement; initiative; organizational and supervisory ability to handle deadlines; ability to work with variety of personalities on all levels) \$11,400-\$15,800.

**Fiscal and Budget Coordinator** (3288) responsible for system planning and administration; implements a systematic approach to data organization; supervises operations staff (college graduate; experience in

supervisory capacity, preferably within a university) \$16,325-\$22,600.

**Foreman, Residence Shops** (3227) supervises multi-craft shops, including: plumber, steam operator, mason, painter and roofer; responsible for supervision of shop employees; orders material and equipment; oversees all contractors (high school graduate; driver's license; five years' apprenticeship in certified craft program; five years' experience as journeyman craftsman) \$14,200-\$19,625.

**Hygienist** (3309) exposes and develops radiographs; prepares instruments and dental units; performs dental hygiene services for patients under direction of staff hygienist; performs routine examinations and other duties as requested (graduate of accredited program in dental hygiene; licensed to practice in Pennsylvania) \$12,000-\$14,750.

**Junior Research Specialist** (13 positions) for further information consult campus bulletin boards at locations noted above. \$11,400-\$15,800.

**Language Specialist** (3250) primarily teaches, with some responsibilities in program administration and research materials development (M.A. in TESL or related field; substantial experience in an adult-level intensive ESL program designed to teach English for academic purposes; evidence of ability to conduct research and/or devise original language teaching materials) \$11,400-\$15,800.

**Manager** (03170) \$14,200-\$19,625.

**Master Scheduler** (03194) \$14,200-\$19,625.

**Office Manager** (3259) supervises clerical personnel; administers student registration and course coordination of continuing education credit program; responds to faculty and administration on school policy related to credit curriculum, salaries and student matters; investigates and implements office systems and organization; serves on advising staff committee; evaluates transfer of credit (excellent organizational skills and leadership ability; five years of progressively responsible experience, preferably at the University; ability to interact with others effectively) \$11,400-\$15,800.

**Payroll Administrator** (B0528) coordinates payroll and associated benefits packages for the clinical practices of the University, presently including 500 physicians (high school graduate; college courses in accounting preferred) \$14,200-\$19,625.

**Placement Counselor** (03139) no longer accepting applications.

**Programmer Analyst I** (B0360) \$14,200-\$19,625.

**Programmer Analyst II** (3262) instructs physically disabled in computer programming, includes evaluating, preparing lectures and individual tutoring; consults with industry advisory board (degree in computer science or related field; demonstrated ability to teach severely disabled) \$14,200-\$19,265.

**Project Manager** (B0278) no longer accepting applications.

**Research Specialist I** (B0429) \$12,375-\$17,425.

**Research Specialist I** (B0493) performs physiological and chemical procedures relating to the effects of hormones and drugs on renal epithelial ion and water transport (bachelor's degree or equivalent with at least three to five years' experience in physiological and chemical laboratory methodology) \$12,375-\$17,425.

**Research Specialist II** (4 positions) (B0506) responsible for isolation and culture of blood cells and brain cells, and antibody binding assays and cytotoxicity assays; develops techniques in these areas (graduation from recognized college or university with appropriate scientific major; lab experience in immunology and/or neurosciences) (3277) operates lab now being set up to investigate radiation-induced DNA damage and repair in cultured normal and mutant human cells, with emphasis on the use of viral DNA probes (college degree, preferably master's, in molecular biology and tissue culture; three to five years of direct level professional experience) (B0533) performs biochemical studies of tRNA methyltransferase from normal and tumor tissues (ability to work independently, design experiments and prepare manuscripts; Ph.D. in biochemistry or related discipline; experience in nucleic acid biochemistry and enzymology) (B0537) performs cryogenic service on two superconducting magnets; maintains liquid helium and liquid nitrogen inventories and records of same; operates NMR spectrometers for occasional users; provides advice on designing experiments, etc. (M.S. in chemistry or physics; experience in using nuclear magnetic resonance in biochemical and biophysical application; experience in writing and

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# Opportunities

(continued from page 13)

debugging software in any assembly language) \$14,200-\$19,625.

**Research Specialist III** (2 positions) (B0385) (A682) \$16,325-\$22,600.

**Research Specialist III** (B0546) operates and maintains X-ray crystal diffractometer facility; determines crystal structure for use in facility; instructs and aids users in facility operation (Ph.D. in chemistry; experience in single crystal X-ray crystallography; knowledge of computer programming) \$16,325-\$22,600.

**Research Specialist IV** (B0554) responsible for supervision of all clinical and basic science research projects in sports medicine; supervises lab employees; develops and authors grant applications for funding (master's degree in science in mechanical engineering, preferably pursuing doctorate; 10 years' experience in field) \$20,475-\$28,875.

**Staff Auditor I** (2 positions) (03179) (03178) \$12,375-\$17,425.

**Stationary Engineer** (2 positions) (03090) (03193) Union wages.

**Superintendent of Utilities** (3242) directs operation and maintenance of electrical, steam, chilled water, air conditioning and mechanical systems; supervises foremen; makes cost estimates for general budgetary purposes; prepares utility budget (graduation from college with degree in mechanical or electrical engineering or equivalent in training; ten years' experience, five in a supervisory capacity in a plant engineering department) \$16,325-\$22,600.

**Supervisor of Education** (03125) acts as department supervisor and coordinator; responsible for program development, exhibit development, demonstration teaching; makes public appearances; prepares budget; responsible for evaluation (master's degree preferred; administrative experience; horticultural and/or educational background) \$14,200-\$19,625.

## Part-time Positions

**Assistant Director of Program** (B0465) hourly wages.

**Permanent part-time Staff Physician** (2 positions) (B0526) (B0527)

**Temporary Part-time Staff Physician** (B0525)

## Support Staff

**Administrative Assistant** (03127) supervises plant record program; reviews identification labels; assists with seed exchange program; coordinates training programs and photographic work (B.S. in horticulture or botany; knowledge of woody plants; experience in photography) \$8,775-\$10,850.

**Administrative Assistant I** (3 positions) (B0508) develops budgets for research projects; maintains books for various projects; processes requisitions from departments; keeps records for projects; arranges meetings and site visits; interacts with central administration (B.A. or equivalent experience; typing and experience with University system helpful) (3241) makes gallery appointments; types; files; responsible for mail orders and billing; primarily secretarial duties and dealing with general public (good grasp of English, spelling and grammar; ability to remain calm under pressure, must enjoy dealing with public; accurate typing; familiarity with ancient history desirable) (3268) assists in preparation of schedules for medical interns and residents; assists in preparation of faculty attending schedule; orders materials; works on evaluations; handles time sheets for residents; acts as coordinator for board review course; types large volume of letters and memoranda (accurate typing; good command of English; flexibility with ability to function in busy office; good attention for details; high school graduate with some college and/or medical experience; several years' office experience) \$8,775-\$10,850.

**Administrative Assistant I** (5 positions) \$8,775-\$10,850.

**Administrative Assistant II** (3 positions) (3215) acts as secretary to laboratory director; assists in preparation of research grants and progress reports; assists in administration of laboratory (high school graduate with at least five years of responsible experience or college graduate with one year of experience; accurate typing) (B0516) performs a wide variety of complex typing from written sources or dictating equipment; compiles factual background materials for use by the director in conferences and in reply to inquiries; screens telephone calls and visitors; arranges appointments, conferences,

meetings and trip reservations for medical staff in the department (high school graduate; at least five years' office experience and a thorough knowledge of standard office procedures and methods; ability to type accurately; excellent clerical aptitude; initiative and mature judgement) (3260) maintains essential records; certifies eligibility; corresponds with donors and recipients; responsible for some billing (high school graduate with four years' experience as an accounting clerk or secretary; facility with figures; statistical typing; ability to relate well with others) \$9,400-\$11,675.

**Assistant Bookstore Buyer II** (03117) \$9,250-\$11,750.

**Assistant Teacher** (3258) provides and supervises daily child care activities for a group of 22 children, ages four and one-half to six (associate degree in early childhood education from an accredited school; B.A. in early childhood education or related degree and substantial experience as a teacher in child care/education program preferred) \$8,250-\$10,150.

**Bookstore Cashier** (03219) operates electric cash register for receipt of cash and checks; keeps records of cash receipts and cash transfers; relieves employees on sales counter; may assist in other clerical functions such as inventory (graduation from high school; accuracy with and aptitude for detailed clerical work) \$6,750-\$8,600.

**Bookstore Clerk I** (2 positions) (3220) (3235) responsible for communication of stock level information to appropriate buyer and for pricing, stocking, arranging and presentation of merchandise; helps customers on sales floor; takes inventory periodically (graduation from college or equivalent pertinent work experience; one year of experience in retail sales, preferably in a university bookstore; some knowledge of customs and practices in the retail field) \$6,325-\$7,625.

**Buyer** (03119) \$9,100-\$11,600.

**Buyer** (3276) supervises the work of photography department; orders all merchandise; responsible for expansion of merchandise stocked and for buying in competitive markets and negotiating prices; follows through on orders (graduation from college or university or equivalent work experience; three years' experience in photography retail sales; ability to supervise others) \$9,100-\$11,600.

**Clerk II** (3297) handles telephone and mail orders as well as window sales; responsible for all monies taken in by himself/herself; handles customers' questions and problems; eight month position (previous box office experience; college graduate preferred; high level of accuracy necessary; capable of independent work; pleasant telephone manner; able to work evenings and weekends) hourly wages.

**Clerk II** (2 positions) (3275) acts as a receptionist; processes requests for catalogs and applications; does some light typing; distributes mail; performs general clerical duties (good appearance; able to effectively deal with students and faculty) (3271) performs general office and receptionist duties; assists in graduate admissions department (able to communicate with students and faculty; able to work in admissions section) \$7,200-\$8,750.

**Clerk II** (2 positions) (03184) (03093) \$7,200-\$8,750.

**Clerk III** (3 positions) (3285) two openings; searches out, copies and mails transcripts at request of students; keypunches necessary data; offers general clerical assistance (high school graduate with some college level work preferred; good keypunching skills; accurate typing; at least four years' clerical experience) (3304) retrieves patients' records; answers patients' inquiries via telephone; reviews patients' records; traces misplaced records; assists in assigning, transferring and releasing records utilizing CRT; performs other duties as assigned (high school graduate; dental experience helpful; ability to work with people) \$7,700-\$9,425.

**Clerk IV** (2 positions) (3266) types checks and enters information on register; answers telephones; does xeroxing; supplies W-2 information; types various memos needed by the department; handles stop-payments on checks; assists with batching PAF's and TRF's (good typist; able to operate adding machine; pleasant telephone manner and ability to deal well with employees) (B0509) responsible for data management for longitudinal research on biological factors relating to delinquency and crime (ability to read, digest and evaluate information on official police records; previous experience with inter-active data entry procedures) \$8,250-\$10,150.

**Computer Operator** (2 positions) (3221) shift operator from 1:30 to 7 p.m.; supervises evening operators; maintains disk packs and tape libraries; assists in maintenance

of all facilities; assists with training and documentation (some computer experience) (3316) responsible for operations during evening shift, including operation of Univac 90/70 (high school graduate with some background in computers; preferably with operator experience) \$8,775-\$10,850.

**Computer Operator** (03025) \$8,775-\$10,850.

**Coordinating Assistant I** (3234) coordinates and schedules activities of clerical and administrative staff; prepares manuscripts for publication; edits; types confidential information from dictation or tape; maintains library (high school graduate with two or more years of college or business school; at least three years' administrative or clerical experience; some supervisory experience helpful) \$9,400-\$11,675.

**Coordinating Assistant I** (03104) \$9,400-\$11,675.

**Coordinating Assistant II** (03197) \$10,700-\$13,450.

**Coordinator of Visitor Services** (03123) \$8,775-\$10,850.

**Data Control Clerk** (03029) \$8,775-\$10,850.

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

**Electronic Technician II** (2 positions) (B0514) performs experimental cardiovascular surgery; operates physiological monitoring equipment; maintains experimental laboratories and assists in cardiovascular data acquisition (ability to perform cardiovascular procedures on dogs; ability to operate and maintain monitoring equipment; college degree or experience) (3254) manages and conducts consolidated radioactive waste disposal program (familiarity with instrumentation; ability to use heavy equipment; must be physically strong; ability to drive van; some training in science) \$10,700-\$13,125.

**Engineer** (2854) Union wages.

**Foreman of Farm Unit** (B0518) acts as general supervisor for leukemia research farm personnel, farm animals and building; reports directly to NBC farm manager (high school graduate preferably with 10 years' experience in all phases of animal husbandry and cattle care; physically capable of strenuous work as required; reliable; having initiative) \$6,900-\$8,825.

**Gardener** (3256) does general gardening throughout campus (training or past experience in landscaping; training in the operation of routine equipment associated with gardening) Union wages.

**Groom** (3311) maintains hospital barn and cares for 16 horses daily including dietary upkeep and disease control (high school graduate or equivalent; minimum of one year's experience with horses; experience with farm equipment; ability to move around quickly) \$6,300-\$8,050.

**Head Cashier** (3247) receives incoming cash; maintains record of cash transactions, receipts and disbursements; enters data on proper accounts and balances cash books; counts money, makes change and cashes checks; prepares money for deposit (graduation from high school; accuracy with and aptitude for detailed clerical work; at least three years' cashiering experience) \$7,700-\$9,425.

**Herdman I** (B0517) performs routine farm work involving general care of animals under direct supervision; feeds, beds and waters animals; performs minor repairs to buildings and equipment; observes general health of animals; bleeds animals; maintains records as required; fills related duties as assigned (high school graduate preferred; two years' experience with care of cattle; must be able to perform strenuous physical work as required) \$5,650-\$7,050.

**Histology Technician** (B0547) does histological preparation of brain tissue (prior experience or college degree in science providing laboratory experience) \$8,550-\$10,375.

**Junior Accountant** (03066) \$8,775-\$10,850.

**Laboratory Assistant** (2 positions) (3305) sterilizes dental instruments; maintains equipment; bundles students' instruments and dispenses them; fills other duties as assigned; works 8 a.m. to 3:30 p.m. (high school graduate or equivalent experience) (3303) prepares student chemistry labs; supervises students in labs; corrects lab reports and tests (B.S., B.A. or M.S. in biology or chemistry) \$6,825-\$8,175.

**Mechanician I** (03081) Union wages.

**Mechanician I** (3231) cleans, maintains and repairs various types of laboratory equipment, shop tools and instruments, orthopaedic recovery pool, surgical theatre and diatomaceous earth filter system; assists in the erection and renovation of equipment; operates various types of machines, tools and laboratory equipment (good mechanical aptitude; ability to operate a wide range of tools and laboratory equipment; physically



agile; graduation from high school or trade school; some college desirable; two to four years' experience in the operation of shops and laboratories; some experience working around large animals; exposure to general techniques of working with wood and metal) Union wages.

**MCST Operator** (2482) \$8,250-\$10,150.

**MT/S Vartypewriter Operator** (3240) sets type for various university publications (one or two years' experience on AM4510 or similar equipment; accuracy and design sense more important than speed) \$8,775-\$10,850.

**Office Automation Operator** (3004) \$7,700-\$9,425.

**Payroll Clerk** (3255) process work-study students' records and assists with payroll distribution; verifies and collects students' time sheets and records; processes PAF's and various other work-study forms; records data; processes coded technical reports; corrects and codes data entries; assists with student registration (graduation from high school; four years' clerical experience; clerical and figure aptitude; ability to work well with students, faculty and staff) \$8,775-\$10,850.

**Pharmacy Assistant I** (3301) dispenses all types of medication and stock pharmacy items to students and clinicians; maintains files of prescriptions and stock items dispensed; checks inventory; types instructions on prescriptions; performs other duties as assigned (high school graduate; some college courses preferred; good judgement and ability to assume responsibility; accurate typing; at least one year of relevant experience) \$9,600-\$11,700.

**Photographer I** (03189) photography technician in a teaching hospital; works with black and white photography, flat copy originals, duplication and processing of color slide film (extensive previous experience) \$8,550-\$10,375.

**Production Assistant** (5 positions) (3295) (03185) supervises use of theatrical spaces and equipment and assists in the operation of the technical areas of the department (graduate of a recognized college or university with relevant course work in technical theatre and/or similar professional work experience in a performing arts facility) \$8,250-\$10,150.

**Project Budget Assistant** (03042) \$8,775-\$10,850.

**Psychology Technician I** (B0495) helps design and construct stimuli to be used in testing; conducts and assists in experiments with both normal and retarded children; analyzes data collected with use of video and audio equipment as well as directed test methods (able to initiate and maintain a cooperative and encouraging relationship with children; able to operate video and audio equipment; able to work with normal and retarded children; background in psychology and linguistics; some math and computer experience; B.A./B.S. in psychology) \$10,700-\$13,125.

**Receptionist** (03126) \$6,725-\$8,175.

**Medical Receptionist** (3236) schedules appointments for students in the Student Health Service and facilitates the securing of additional medical services requested by staff physicians for a student (good interpersonal skills; ability to work under pressure; good judgement required to handle student requests for service) \$7,700-\$9,425.

**Medical/Dental Receptionist** (2 positions) (3233) (3230) greets clients, ascertains their interests and directs them accordingly; receives payments and operates cash register; answers inquiries concerning bills; works with accounts receivable file through bookkeeping machine; performs other duties as assigned (previous public contact; ability to learn the use of bookkeeping machine; high school graduate with some training in accounting; experience handling money helpful) \$7,700-\$9,425.

**Research Laboratory Technician I** (2 positions) (3212) maintains chemistry laboratory stockroom; disburses and receives supplies and materials used in laboratory experiments; prepares chemical solutions; maintains laboratory instruments (knowledge of and aptitude for work with chemicals, laboratory supplies and scientific instruments; high school graduate; laboratory work experience preferred) (B0552) prepares taste stimuli; interviews potential subjects; completes questionnaires; tests subjects; cleans glassware; compiles, reduces and collates data; prepares data summaries; maintains files; does light typing; orders supplies; performs related duties as assigned (able to perform simple mathematical computations; physically able to move about actively; good interpersonal skills) \$8,550-\$10,375.

**Research Laboratory Technician II** (4 positions) (B0379) carries out research concerned with endocrinology, involving work with isotopes, protein and steroid biochemistry and assays (B.S. in science, preferably in biochemistry and/or biology, or equivalent; up to one

year of experience) (B0460) prepares lymphocyte cultures; involved with production of antisera, immunofluorescence and rosetting assays, and lymphocyte effector assays (college graduate with major in the biological sciences; experienced in college laboratory procedures) (B0523) involved in growth and maintenance of tissue culture cells; prepares staining and scanning slides of chromosome metaphases from cells; karyotypes; cares for nude mice; prepares buffers and biological solutions (B.S.; familiarity with cell culture, chromosome preparation and modern banding techniques; proven ability in photomicroscopy) (B0501) maintains the life cycle of *Schistosoma mansoni*, including caring for and feeding snails and maintaining snail breeding colonies; cares for and handles small laboratory animals involved in immunity studies for exposure to parasites (expertise or willingness to learn aspects of handling small laboratory animals and to learn basic methodology in cellular immunology; B.A./B.S. in biology or previous experience helpful; training in specialized skills will be provided) \$9,600-\$11,700.

**Research Laboratory Technician III** (12 positions) for further information consult campus bulletin boards at locations noted above, \$10,700-\$13,125.

**Research Laboratory Technician III** (B0515) prepares isolated hepatocytes; uses hepatocytes for studies of metabolic regulation; involved in assay of metabolites in perfusion fluid and tissues by spectrophotometric and fluorometric methods; participates in general laboratory duties including isotope experiments; prepares isolated mitochondria and other organelles (B.S. or equivalent; keen interest in work; several years of laboratory experience; knowledge of biochemistry and biology) \$16,325-\$22,600.

**Scientific Glasswashing Attendant** (B0521) performs routine work under supervision involving the operation of automatic and specialized manual procedures for the washing and sterilization of laboratory glassware and other related equipment (high school graduate; must be able to tolerate fumes and odors) \$7,625-\$9,175.

**Secretary I** (2 positions) \$7,200-\$8,750.

**Secretary II** (22 positions) \$7,700-\$9,425.

**Secretary III** (24 positions) \$8,250-\$10,150.

**Secretary IV** (03121) arranges appointments and meetings; prepares and maintains file systems; screens correspondence; types confidential material; performs related duties as assigned (ability to type with speed and accuracy; superior communications and organization skills; initiative; good judgement; familiarity with the University) \$9,400-\$11,675.

**Secretary, Limited Service** (2 positions) hourly wages.

**Secretary, Medical/Technical** (12 positions) \$8,775-\$10,850.

**Secretary-Receptionist, Medical/Academic** (03153) \$10,700-\$13,125.

**Senior Admissions Assistant** (03107) no longer accepting applications.

**Stack Attendant** (3228) shelves and stores library materials in accordance with the appropriate classification system; maintains the order of materials; substitutes for desk clerks and exit attendants as required; provides directional information and assistance in locating materials as requested by library users; occasionally serves as messenger to campus and off-campus locations; works on shifting projects within the library; packs books for moving or shipment, Union wages.

**Statistical Assistant** (3229) verifies personnel and financial data input from departments in the school; maintains personnel records in the dean's area; compiles data for statistical reports as requested (two years of college level statistics and economics or equivalent experience; excellent aptitude for figures; accuracy) \$9,400-\$11,675.

**Supervisory Herdsman** (B0308) \$15,292-\$19,606.

**Supervisor, Mechanical Systems** (2791) \$14,100-\$17,850.

**Typist II** (B0487) \$7,200-\$8,750.

**Technical Typist** (B0549) types manuscripts and tables on NBI word processor; proofreads; responsible for tables being properly integrated in papers; helps organize files of papers and memos (fast, accurate typing; word processing experience preferred; patience; compulsion about detail; excellent organizational ability; ability to work well with faculty and students) \$7,700-\$9,425.

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

## Cooperative Nursery School Involves Parents

St. Mary's cooperative nursery school for children two and one-half to five years of age encourages parents to participate in the school's activities. They feel that parental involvement, such as helping in the classroom once a month and serving on school committees, is healthy for both parents and children.

The philosophy of St. Mary's is that each child is unique and that it is important that he or she become aware of his or her uniqueness. In an attempt to reach this goal the school tries to provide an environment in which each child can succeed each day. The teachers stress the development of independence, a sense of competence and respect for others.

Many members of the University community currently send their children to the school which is located on campus in the St. Mary's Church Parish Hall on Irving Street between 39th and 40th Streets.

September through May there will be a morning (9 a.m.-noon) and afternoon program (1-4 p.m.). The cost for either program is \$85 per month. A full day program is also available. For more information call Becky Collins at 222-4376.

## Museum Shop Offers Folk Art From India

Brightly colored crafts and folk art from India will be on exhibition and for sale at the Museum Shop of the University Museum, from August 15 to September 15.

*Crafts from India: Exhibition and Sale* features traditional and unique items, many one-of-a-kind, from all parts of India.

For personal wear, the Museum Shop offers silk scarves, applique bags and bone and silver jewelry; 50-year-old mirrored blouses from Kutch and embroidered silk children's garments which can also be used as unusual wall hangings.

For the home, buyers will find exotic Toran temple hangings, Orissa paintings, batiks and appliques. A wide variety of regional Indian folk crafts include papier mache animals and boxes, copper bells, Rajastani puppets and carved soapstone boxes.

All items are limited in quantity and have been personally selected by Ethel Hansen, the museum shop manager, and her assistant Judith McCabe.

The museum is open 10 a.m.-5 p.m., Tuesday through Saturday during the summer and the museum shop is open 10 a.m.-4 p.m. weekdays. Beginning September 7, the museum will reopen on Sundays 1-5 p.m.; the museum shop will be open 1-4 p.m.

## University Hosts Liberty Bell Track and Field Classic



C. Anne Vitullo

The Liberty Bell Track and Field Classic, hosted by the University last month, attracted 20,111 people and more than 370 athletes from 29 countries. Among those present at the Opening Ceremony of the Classic were University President Martin Meyerson, Athletics Director Charles Harris, Mayor William Green, Lloyd Cutler, White House counsel and Jimmy Carnes, coach of the U. S. Olympic Team (above, left to right).

Despite interruptions from heavy rains, heat and high humidity the athletes competed; Don Paige, (far right) from Villanova and a member of the U.S. team was the first to cross the finish line in the men's 800-meter race.



Dianne Felton

## Gain an Understanding of Antiques, Publishing or Power

The College of General Studies is offering several special programs this fall. The programs, on subjects ranging from antiques to women and power, provide an exploration of the subject with emphasis on the practical use of knowledge gained.

Persons interested in one of these programs, or requiring additional information, should contact Barbara Klawnsky, at 210 Logan Hall, or call Ext. 6479 or 6493.

### Antiques and Italy

CGS will offer courses on *Antiques* and *Renaissance Italy* at the former Wharton Sinkler Estate near Chestnut Hill, now a University conference center.

A non-credit course directed toward the beginning or intermediate collector, *Antiques* will examine the age qualifications, aesthetic standards and other criteria that determine an antique. In addition, it will teach students to distinguish between authentic pieces and reproductions. The evolution of American furniture will be explained, and several sessions will deal with the care and preservation, buying, selling, and trading of antiques.

The course will be taught by Elizabeth Sapadin, who was trained in art history at George Washington University, and in art restoration at the Smithsonian Institution.

This program is set for Wednesdays, 7-9 p.m., September 24 to November 15. The fee is \$75.

The second course to be taught at the Wharton Sinkler estate will examine the culture and history of Renaissance Italy through literature, visual arts and the social and political elements of the period. Professor Werner Gundersheimer, director of the University's Italian Studies Center, is the instructor.

Classes will meet Wednesdays, 7-9 p.m., September 3 to December 17. The course may be taken as an audit for a fee of \$100, or may be taken for credit for \$240 and a \$20 general fee.

To enroll in the Italian Renaissance course for credit, one must be admitted to CGS.

### Publishing Institute

Book publishing—from manuscript acquisition to marketing the final product—will be the subject of a special Publishing Institute.

Sponsored by CGS, the Institute will meet Tuesdays and Thursdays, 5:45 to 8 p.m., for eight weeks beginning October 7.

Classes will be conducted by publishing executives and consultants from both New York's general trade publishing firms and Philadelphia's more specialized publishers. Participants will receive an introduction to publishing that will enable them to assess their own skills and potential for entering or advancing in any of the major specialties of the field.

Since knowledge of all components of the publishing field is required to operate successfully, course areas will include design, production, manufacturing, subsidiary rights, contractual negotiations, distribution, economics of publishing and management. Greater emphasis will be placed on the two areas that frequently offer attractive opportunities to entry-level candidates: editing and marketing.

The cost of the institute is \$300; enrollment is limited.

### Women and Power

Power and its relationship to women will be explored at a weekend institute October 31-November 1 at the University. The Women and Power program will deal with power in the family and with the different ways in which men and women exercise power and achieve credit and recognition.

According to Iva Deutchman, the program's coordinator and an instructor of political science at Rutgers University, the institute will be useful for any women in entry-level management positions in business, government and other fields.

The Women and Power Institute is sponsored by CGS in cooperation with the Women's Studies Center at the University.

The fee for the institute, including luncheons, is \$125; enrollment is limited.