

# Almanac

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Dianne Felton

**Praxis and Resistance:** In Political Science 182 at Penn, Visiting Professor Mihailo Markovic leads philosophical discussions on Stalin vs. Marx. On the world stage he lives a Yugoslav variation on the Russian theme, as one of the Praxis Group suspended in 1975 for critical scholarship of the bureaucracy. For seven philosophers now facing dismissal from their posts at the University of Belgrade, scholars here and abroad are writing letters (for two being circulated on campus by colleagues collecting signatures, see page 4). At 57 and with a welcome in many countries, Dr. Markovic could evade the consequences of dismissal by taking early retirement or teaching abroad for the rest of his career. But that would not meet his definition of *praxis*. (See page 5.)

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## Senate: 14% Compensation Asked

At the November 5 fall meeting of the Faculty Senate, the resolution calling for a 14 percent increase in faculty compensation (*Almanac* November 4) was passed with amendments—one of them introducing the possibility of collective bargaining:

WHEREAS,

1. Over the past decade, increases in faculty compensation at the University of Pennsylvania have fallen substantially behind increases in the cost of living; and

2. Increases in faculty compensation should keep up with increases in living costs lest deterioration discourage younger scholars from taking appointments and encourage existing faculty to seek income relief in off-campus pursuits, both of which are detrimental to the vitality of the University; and

3. Additional increases in faculty compensation should be provided over the next few years to restore losses in purchasing power that have taken place over the last decade; and

4. The projected increase in living costs for the current academic year is approximately 12 percent; and

5. An additional increase in faculty compensation of 2 percent per year for the next five years would restore losses in purchasing power that have occurred over the last decade;

THEREFORE, the Faculty Senate calls upon the administration to provide in the 1981-82 budget for an increase of no less than 14 percent in the funds available for faculty compensation.

FURTHER, be it resolved that the Senate Committee on the Economic Status of the Faculty be instructed to explore and report on possible local modes of collective bargaining which might be adapted to the particular conditions of the University of Pennsylvania.

The resolution on codifying presidential search procedures also passed, but in the October 14 version (*Almanac* of that date, labeled Resolution 3, page 3) rather than the short form published November 4. The motion to restore the earlier language, including consideration of "the advisability of other proposals, such as for faculty representation on the Trustees or the Executive Board, designed to promote greater trustee awareness of and receptivity to faculty concerns in trustee decision-making..." passed 18-17 with Chair Paul Bender's vote breaking a tie; the full motion then passed 21-16. Earlier, Professor Bender had reported on a meeting of trustees with the Committee on Consultation (Professors Bender, Phoebe Leboy and Walter Wales) October 23, in which the trustees were receptive to the codification of procedures.

Senate also adopted the report on termination of clinician-educators (*Almanac* November 4, page 2) with one major change proposed by the Senate Executive Committee: while the published version had provided for clinician-educators to appeal "within one month of the termination notice," the amended one allows for appeal "at any time after the commencement of the observation period, but not later than one month after the termination notice."

The final action was adoption of a motion by SEC, urging

... that a faculty's committee on academic freedom and responsibility not contain department chairs or school or University administrators.

This replaced a longer motion originally on the agenda, returned to committee for further refinement.

Professor Bender's report on the Reliance Professorship at the Wharton School (to be published in full next week) outlined the renegotiation of an agreement signed last year to endow the deanship at Wharton. He noted that after academic freedom questions were raised, Trustees Chairman Paul F. Miller cooperated in revi-

**Table 1**  
**Average Pennsylvania Faculty Compensation**  
**And the Consumer Price Index: 1970-1981**

Year	CPI	Penn Faculty Compensation	
		Index	Amount
1981-82 <sup>a</sup>	239.5		
1980-81 <sup>a</sup>	217.7	186.1 <sup>b</sup>	\$37,496 <sup>b</sup>
1979-80	195.1	170.7	34,400
1978-79	171.7	159.0	31,770
1977-78	157.0	149.5	29,800
1976-77	147.3	140.8	27,800
1975-76	139.7	131.0	25,200
1974-75	130.7	128.0	24,200
1973-74	117.2	120.6	22,800
1972-73	107.4	113.6	21,100
1971-72	103.5	108.1	19,800
1970-71	100.0	100.0	19,200

Sources: Faculty compensation figures are from *AAUP Bulletin*, various issues; the consumer price index is from U.S. Department of Commerce, *Survey of Current Business*; various issues. CPI figures are December/January averages to coincide with the middle of the academic year.

<sup>a</sup>Estimated based on forecast from Wharton Econometric Forecasting Associates.

<sup>b</sup>Obtained by applying 9 percent pay increase to 1979-80 figures.

**Table 2**  
**Faculty Real Income for Various**  
**Pay Raise Percentages**

1981 Pay Increase	Real Income (1981-82) Real Income (1970-71)
22.6%	1.000
17.5	.958
15.0	.938
12.5	.917
10.0	.897

### Senate Nominations: November 25 Closing

To: Members of the Faculty Senate  
From: Paul Bender, Chair

1. In accordance with the requirements of the Senate Bylaws, notice is herewith given to the Senate Membership of the Senate Executive Committee's nine-member slate of nominees for the Nominating Committee for 1980-81. The Nominating Committee nominates candidates for election to the Offices of the Senate (chair-elect and secretary-elect), to the at-large positions on the Senate Executive Committee, and to the Senate Committee on the Economic Status of the Faculty and the Senate Committee on Academic Freedom and Responsibility. The nine nominees, all of whom have indicated their willingness to serve, are:

June Axinn (professor of social work)  
Richard R. Beeman (associate professor of history)  
Erling E. Boe (associate professor of education)  
Virginia Kerr (assistant professor of law)  
G. Malcolm Laws (professor of English)  
Lee D. Peachey (professor of biology)  
Gino Segre (professor of physics)  
Bernard Wailes (associate professor of anthropology)  
Irving Zeidman (professor of pathology, medicine)

2. Pursuant to the Bylaws, you are herewith invited to submit additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received not later than fourteen days subsequent to the date of this notice. If no additional nominations are received, the slate nominated by the Executive Committee will be declared elected. Should additional nominations be received, a mail ballot will be distributed to the Senate Membership.

The closing date for receipt of nominations by petition is Tuesday, November 25, 1980. Please forward any nominations by petition to the Faculty Senate Office, 15 College Hall/CO.

sions, including change of title and the removal of any implication that future deans would be chosen by the donor. Professor Bender from the chair and President Martin Meyerson from the floor indicated that the new agreement would replace all associated letters as well as the initial agreement itself. Mr. Meyerson added that as with other newly endowed chairs, when future deans are selected the University will advise the donor of its choice in advance of announcement; but he underscored that this is a courtesy through which the University indicates it honors the donor's intent. In response to queries, Professor Bender also said the \$1.5 million chair's title—Reliance Professor of Management and Private Enterprise—will not preclude the selection of a dean from fields such as public policy. (See also Mr. Miller's letter in *Speaking Out*.)

Reports of the Senate Committee on Academic Freedom and Responsibility, and the Faculty Grievance Commission (*Almanac* November 4, page 3) were introduced for the record; Grievance Commission Chairman James E. Walters emphasized the distinct jurisdictions as indicated in the published reports. (NOTE: *Following the meeting, an error in the SCAFR report was identified; it is corrected in Speaking Out.*)

The resolution on compensation was adopted after a report by Dr. David Cummins of the Committee on Economic Status of the Faculty, supported by the tables at left showing loss of real income since 1970-71. In addition to making the resolution for a 14 percent increase, the CESF has recommended:

1. Publication of the budget in *Almanac* each fall.

2. A study of comparability of Penn salaries, by school, with those of comparable institutions (a refinement on overall comparisons which he said may be distorted by the high proportion of professional school faculty at Penn); and

3. Inclusion of the chair of the economic status committee on the Budget Committee as a nonvoting observer. Despite confidentiality requirements, he said, the chair could gain insight and improve the timing of CESF recommendations to meet the Budget Committee's decision cycle.

In a response to the Cummins report, President Meyerson agreed that faculty salaries have deteriorated—here and elsewhere—since a brief period of health in the 'sixties. At Penn, salaries recovered briefly in 1977, when the University ranked first nationally in compensation for associate professors, second for full professors and fifth for assistant professors. He detailed strong inhibitions on shaping the budget around faculty compensation, however; he pointed to uncontrollable cost increases ranging from energy to scholarly journals and on the income side he pointed to Penn's high tuition-dependency compared to more heavily endowed peer institutions.

### Council: November 12

Council's 4 p.m. meeting Wednesday, November 12, will take up a proposed Code of Academic Integrity, and a report of the ad hoc Committee on Commencement as its only action items. Scheduled for discussion are an information report on procedures being followed for the United Way campus campaign, and the topic of University responsibility in relation to external issues (published for comment in *Almanac* September 9).

## *Almanac*

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## On Reliance Endowment

I want to comment on certain aspects of the endowment by Reliance Group of the dean of the Wharton School as the Reliance Professor of Management and Private Enterprise. The Program for the Eighties had as one of its stated goals the endowment of deanships. Over an extended period of time prior to 1979, I had various conversations with Saul Steinberg, chief executive officer of Reliance Group, about his and/or his company's participation in the Program for the Eighties.

Fund raising is not the most pleasant of tasks for anyone, and I and a large number of Trustees spent an extraordinary amount of time on the campaign. In the role of a fund-raiser, considerable time is spent in cultivating the donor, attempting to discern what is of appeal, and then trying to fit the donor's wishes to the fabric of the University community. That latter task is not often easy and requires delicate and confidential negotiations by the fund-raiser, who stands in an intermediate role between the University and the donor. It is in that context that the private correspondence between me and Mr. Steinberg, subsequently and unfortunately obtained by *The Daily Pennsylvanian*, took place. One student in a letter to *The Daily Pennsylvanian* objected to my criticism of *The Daily Pennsylvanian* for publishing these confidential letters "as being adverse to the interest of the University and its relations with donors both past and future." His objections were based on a naive misunderstanding of the difference between the need for confidentiality and, as he implied, a "Watergate coverup."

We often need confidentiality in fund raising, because donors have no wish to surround their generosity with controversy and, indeed, often desire no publicity. Often, as we all know, we receive anonymous gifts for any number of reasons held by the donor.

In the case of the endowment of the Reliance Professorship by his company, Mr. Steinberg's motives and those of his colleagues were very simple: they wanted to do something constructive for the University of Pennsylvania. At the very outset of my conversations with Mr. Steinberg, he said on his own initiative that the dean of the Wharton School should be selected through the normal academic process used at the University and could not and should not be controlled or influenced by him or his colleagues. His emphasis was on the enhancement of the University's abilities to attract the most outstanding people possible to the post of dean.

Subsequent to the initial agreement with Reliance, the Faculty Senate, through its appropriate committee, raised certain questions. President Meyerson requested that I meet directly with this committee to hear their opinions. Following that meeting I met with Mr. Steinberg and transmitted the committee's suggestions as to how the agreement might be more appropriately stated so as to conform more closely to the academic values of the University. At all times during those conversations Mr. Steinberg was appreciative of those academic

values, and a new agreement is now in the hands of Reliance which has been examined by the Faculty Committee on Academic Freedom, the president, and the former provost, and has received their endorsement.

Mr. Steinberg has been a successful and generous alumnus of this University. He has been requested by the Wharton School faculty from time to time to speak to students and has always done so gladly. Within the past year he made a personal gift of a major collection of outstanding graphics to the School of Fine Arts for academic use. He also serves on the Board of Overseers of the Graduate School of Fine Arts.

Mr. Steinberg's company has also been generous to the University, and it is sad that anyone should imply that these people set out to corrupt academic values. That is simply not the case. It was expected that any agreement entered into between the University and Reliance would be tailored in such a way as to protect academic values. The University has a process in place to accomplish just that and the process was allowed to work without any inhibition on the part of me, Mr. Steinberg, or the Reliance Group. In fact, all of us have tried to help that process work.

In addition to Reliance's gift to endowment, the board of Reliance, on their own initiative, expressed a desire to finance a symposium every two or three years which would attract outstanding scholars, economists, businessmen, sociologists, and government officials from both the United States and abroad to discuss major economic problems. In all my conversations with him on this subject, he has emphasized the importance of the airing of opposing and wide-ranging opinions on subjects discussed at the symposium. The first symposium is scheduled for March and will be one of the outstanding events during the Wharton Centenary.

It is time for the University to restate its appreciation to Reliance Group and thank Mr. Steinberg for his generosity, loyalty, and the sense of obligation he feels toward the University of Pennsylvania as an alumnus and now as a parent of an undergraduate.

— Paul F. Miller, Jr.  
Chairman of the Trustees of the  
University of Pennsylvania

## Thanks to Reliance

It is not hard to understand why many businessmen (and others) have become increasingly uncomfortable with the self-indulgent (and often destructive) narcissism so often characteristic of some liberal academic thinking. Recent public attacks concerning the proposed Reliance Professorship of Private Enterprise in the name of "academic freedom" are all too prototypical. To wit: "I won't accept your money unless you renounce the system that allowed you to accumulate it."

A vote of thanks to Reliance.

— Joseph M. Scandura  
Associate Professor of Education

## Correction: Academic Freedom

I regret that a misunderstanding resulted in errors in the report of the Senate Committee on Academic Freedom and Responsibility, Section 4 (*Almanac*, Nov. 4, 1980). First, the associate professor referred to was not transferred to the clinician-educator track, because it did not exist at the time. The wording of the associate professor's original appointment reads: "Full affiliation, full salary contingent on funds from [two affiliated institutions]; with tenure." The language of the appointment was modified subsequently to: "Fully affiliated with indefinite tenure of academic rank; fully salaried from funds paid to the University by [a professional group at an affiliated hospital] and other external sources retroactive to Oct. 1, 1974, without obligation on the part of the University to continue salary and benefits in the absence of these funds."

Second, we stated in our decision on the matter: "If the substitution of the phrase 'fully affiliated with indefinite tenure of academic rank' for the phrase 'with tenure' was designed to alter or diminish the protections of tenure previously accorded [to the associate professor], we conclude that it was ineffective to do so. There was neither an adequate explanation of any purpose to diminish the protections incident to tenure nor an informed consent to the loss of such protections. Without due process and adequately supported findings of just cause, termination or substantial curtailment of the salary or other professional prerogatives [of the associate professor] would, in the opinion of this committee, constitute a fundamental denial of the principles of academic freedom."

Third, the termination that led to the grievance was not of the title but of the salary and other professional prerogatives at the affiliated hospital concerned.

— Robert E. Davies, Chair  
Senate Committee on Academic Freedom  
and Responsibility

## Salary and Strength

We are about to engage in another round of the continuing discussion of academic salaries. Quite apart from the self-interest which we all have in the outcome of these discussions, we share an overriding belief that a well-compensated and productive professoriate is essential for the health of universities, and that the health of universities is essential for the nation and the world.

Annual discussions and the establishment of budgeting procedures will not solve the problem of academic compensation except insofar as they sensitize both the professoriate and the administration to the need for planning which might change the basic structure of the problem over a period of five or ten years. A serious discussion of faculty salaries should therefore deal with long-term as well as short-term issues. The long-term issue is whether the nature and structure of the academic enterprise at Penn can and should be changed so as to facilitate a reversal



of the current disastrous trend in faculty compensation.

The principal recourse which does not involve difficult academic choices might be an effort to expand our public and private support through gifts, grants, and subventions. The success of such efforts depends in part on the success of the whole enterprise, and this may in turn require some changes of the nature discussed below. I do not attempt to urge or to evaluate any of these possibilities, but rather to illustrate the nature of the necessary discussion.

There are serious institutional limits to what the University can do. It cannot diversify like a business conglomerate because it belongs intrinsically in a narrowly defined field. It cannot afford to emphasize only the "profitable" activities among its various interests because to do so would unbalance the University and destroy its unified character. While it can, for example, establish clinical activities and can patent and copyright new inventions, it cannot and should not become primarily a clinical and consulting institution.

Different schools and activities within the University have different lifestyles, and the variation across universities is perhaps even wider. It might be possible to augment faculty salaries by adhering to and enforcing a more austere lifestyle—that is, by changing the mix of ingredients which go into education and research and increasing the relative contribution of the professoriat. If we consider this, we should review very carefully the impact which such changes would actually have on the production of scholarly work. We should also consider that some of these elements of lifestyle are often regarded as a part of the academic compensation, and reducing them might effectively be reducing salaries.

There is a wide variety of ways in which the University could change its product mix. It could undertake more or less teaching, more or less research, and more or less clinical practice. Most of these activities are conducted more or less on a break-even basis, except that some forms of consulting may generate long-term profit-making spinoffs. In any event, a change in mix of activities can change the efficiency and effectiveness of the University in a variety of ways, not all necessarily favorable.

Insofar as the University is differentiated from other similar institutions in a way which is viewed favorably, it can be more successful in recruiting students and can charge higher prices for at least selected teaching and research. Since its tuitions are already very high, it may be said to be already doing this. In some views, carrying such differentiation too far would strike at the University's essential character as an institution of higher learning.

Obviously, the University has numerous opportunities for institutional self-improvement. Some of these improvements can in time buttress the compensation of the professoriat. The faculty's enlightened self-

interest dictates a concern not only with short-term compensation policies, but with the long-term growth and strength of the University.

—Britton Harris, *Dean  
School of Public and Urban Policy*

*Two letter campaigns are in progress on campus protesting the impending dismissal of a Penn visiting professor from his home institution in Belgrade. Sponsors of both campaigns have transmitted their calls for signature to Almanac as follows:*

### Grave Infringement

The following letter is based on discussions with Professor Markovic and on *Yugoslav Notes*, No. VIII, October 1, 1980, by Dr. Robert S. Cohen, Professor of Physics and Philosophy at Boston University. We intend to send the letter to the Rector of the University of Belgrade, Yugoslavia on November 21, 1980. Any member of the faculty who wishes to be a co-signer should let Robert E. Davies know in writing at 139 VET/HI by that date.

—Stuart W. Churchill,  
Helen C. Davies,  
Robert E. Davies,  
Murray Gerstenhaber,  
and Henry Hiz  
(all present or past chairs of the Senate  
Committee on Academic Freedom and  
Responsibility.)

Text

Professor Miroslav Pecujlic  
Rector, University of Belgrade  
Studentski trg 1  
Belgrade 11.000 Yugoslavia

Dear Rector Pecujlic:

Dr. Mihailo Markovic is now and has been a Visiting Professor of Philosophy and Political Science for several months of many years at the University of Pennsylvania and, as such, has had all the rights appropriate to academic freedom at this University. We have learned that action is being taken soon to remove him and several of his colleagues from their professorial positions at the University of Belgrade for reasons involving political discrimination that would not be acceptable at this University. We believe that such action would be a grave infringement of academic freedom and request that you take immediate steps to prevent its occurrence. We believe that failure to maintain Professor Markovic and his colleagues in their academic positions would bring the University of Belgrade into grave disrepute amongst the Universities of the world. Please do whatever you can to prevent this occurrence.

Sincerely yours,  
(Signatures Invited)

### Matter of Urgency

We are circulating two letters of protest, with identical texts, over the threatened dismissal of our colleague Mihailo Markovic from his professorship at Belgrade University, together with six other professors of philosophy and sociology from the original "Belgrade eight," suspended in 1975 by direct action of the government.

We hope our colleagues will sign our letters of protest or, if they prefer to compose their own, write as soon as possible, to the Serbian and Yugoslav Presidencies in Belgrade and/or to the Yugoslav Embassy in Washington. There is some urgency, as a new law legalizing their dismissal is due to take effect in early December.

—Charles H. Kahn  
Professor of Philosophy  
—Henry Hiz  
Professor of Linguistics

Text

Mr. Dobrivoje Vidic  
President of the Presidency  
of the Socialist Republic  
of Serbia  
Belgrade, Yugoslavia

Dear Mr. President and Presidency,

As members of the faculty of the University of Pennsylvania, where Mihailo Markovic is currently visiting professor for the fifth time since 1972, we wish to express our concern over the grave threat to academic freedom posed by the June 5 change in the University law for the Republic of Serbia. This new law will have the immediate effect of depriving Professor Markovic (together with six of his colleagues at Belgrade University) of teaching rights, salary, and health benefits. We were already alarmed by the change in the law in 1975, which suspended these seven professors from teaching and publishing in Yugoslavia, solely on the basis of their theoretical views.

Many of us have expressed our protests earlier, ever since the campaign against this group began in 1972. We had hoped that the situation at Belgrade University would return to normal and that these professors would be reinstated in their regular positions. Instead we see with dismay that the new law will "solve" the problem by dismissing them altogether.

We believe that this action is contrary to generally accepted principles of academic freedom and that it endangers international cooperation. We strongly urge you to do everything necessary to restore the suspended professors to their normal rights in teaching and research.

Yours sincerely,  
(Signatures Invited)

Identically worded letter prepared for:  
Mr. Cvijetin Mijatovic  
President of the Presidency  
of the Federal Republic of Yugoslavia

*SPEAKING OUT welcomes the contributions of readers. Almanac's normal Tuesday deadline for unsolicited material is extended to Thursday noon for short, timely letters on University issues. Advance notice of intent to submit is always appreciated.—Ed.*

# Mihailo Markovic and the Praxis Group

From Boston University, Physicist Robert S. Cohen mails out his eighth issue of *Yugoslav Notes*, a labor of his own purse keeping the chronology of the Praxis Group and urging scholars to write to Belgrade.

In Helsinki, Philosopher of Science Georg Henrik von Wright maintains a Committee of Concern for Academic Freedom in Yugoslavia on their behalf, starting a Fund for Solidarity to support Praxis members who may have no where to turn if all appeals fail.

At Pennsylvania, two letters are circulated for faculty signatures—one to the university that suspended the scholars and the other to the government that will implement the new law which in December turns their suspension to dismissal.

At Haverford, Richard Bernstein of *Praxis and Action* fame heads the list of American scholars urging the *New York Review of Books* to put the case in print (which it does in its December 4 issue, just out).

In his office at Logan Hall, the 57-year-old senior member of the Praxis Group is calm and approachable; relieved at the moment, for he and co-editor Bernstein have just sent to the printer the first issue of *Praxis International*, a successor to the *Praxis* journal suspended along with Dr. Markovic and seven others four years ago. Mihailo Markovic, who entered his adulthood as a resistance organizer at 18 in the Yugoslav underground, is well organized, and resisting.

In December, as he winds up his semester as visiting professor of philosophy and social science at Penn—his fifth since 1972—Dr. Markovic will lose his faculty status at the University of Belgrade with the rest of the Praxis Group unless there is a change of climate.

On paper his career looks smooth enough: late to begin the baccalaureate (for service in the partisan army), he took his degree from Belgrade in 1950 at the age of 27. With a Ph.D. from there in 1955, and another in 1956 from University College, London (under A. J. Ayer), he returned to an assistant professorship and was promoted to associate professor in 1958. In 1963 he became a full professor, and was elected to the Serbian Academy of Sciences. But that same year the gloves started to come off between the Yugoslav regime and the group of philosophers and social scientists—most of them, like Markovic, patriots of the revolution—who called their movement *Praxis*.

The word is not easy to define; but its origin emerges in his introduction to his *Praxis: Critical Social Philosophy in Yugoslavia*. Leading up to it he explains the young philosophers were looking for alternatives to Stalinism. The social theory must be radical, it must be humanist, it must be Yugoslav. They reread Marx, rediscovered humanism, and set out to explore it from many points of view. Then came a debate of the Yugoslav Philosophical Association at Bled in 1960, and:

During this debate the view prevailed that the central category of Marx's philosophy was free, human, creative activity: practice. Dualism of matter and mind, object and subject, was superseded by showing how these categories can be derived from the notion of *practice*. Objects we speak meaningfully about are not just given in themselves, they are objects of a historic human world, transformed by our practical activity, mediated by our previous knowledge, language, needs, and indeed by the whole of human culture at a given historical moment. The subject is not just a locus of reflection of external reality but a complex historical being, who not only observes and infers but also projects what is not yet there, but could be. Only within this context does the category of reflection become meaningful; only when it has been practically established that certain products of mind have their antecedent correlates in physical reality may they be considered reflections.

The Bled debate marks the end of a period of formation of the theoretical grounds for a new activist interpretation of Marxism. Orthodox Marxists then completely withdrew from philosophical societies and journals and played quite an insignificant role in philosophical life during the Sixties. On the other hand, humanists felt that after settling fundamental theoretical issues, a step toward more concrete activism had become urgent. Once it became clear that the role of a revolutionary

philosophy cannot be reduced to a rational explanation of the existing reality, socialist as well as capitalist, that the essential task of philosophy is the discovery of the essential limitations of the existing world and the further discovery of the historical possibilities abolishing these limitations, it became necessary to transcend the initial and abstract critical theory by concrete, practically oriented, social criticism.

In formulating their orientation over the next few years, however, the group found themselves saying in 1963 things very nearly like what they had said of Stalinism a few years earlier: political and economic alienation . . . the working class exploited (but now by new elites: bureaucracy and technocracy). But when the Party looked for theorists to stage an ideological counter-attack, they found all the able ones in the Praxis camp.

For all the pressure of the 1963-68 period, what a Penn professor called the "flowering" of their movement during the 'sixties took place in two important settings: a Summer School established on the island of Korcula—drawing scholars from all over the world, Marxist and non-Marxist alike—and the *Praxis* journal, not only in Serbo-Croatian but with an international edition in English, French, and German. Aside from the individual work of scholars (Dr. Markovic's work poured from the presses in English, Swedish, German, Dutch, Japanese and English—some of it from the university presses of this country) the journal was their chief vehicle.

In 1968 a new showdown came with the Party; this one was to last seven years, ending in their suspension, the death of their journal and the closing of the Summer School. The immediate cause was mass demonstration of students in several cities, which "produced a permanent fear that philosophical critical theory under certain circumstances might inspire a mass practical movement," Dr. Markovic said. Restrictive measures began with cut-offs of funds and a call for the ouster of the "corrupting" professors; the Communist League gerrymandered itself to eliminate the professors from membership. The list is long, and Robert Cohen's *Yugoslav Notes* tell more.

The gist of the story is that they were not suspended before 1975, Dr. Markovic believes, for a series of reasons: Yugoslavia was in a period of genuine democratization which protected them at the time; it cared about international opinion, including that of nonsocialist countries; and the scholars' reputations were good: such labels as "anarcho-liberals" (as unintelligible as it was abusive) did not stick.

More complex was a temporary function for Praxis in maintaining certain ideological balances—in Belgrade's case, as were counterweights to Stalinist hard-liners, in Zagreb's to Croatian nationalists. And finally, in Dr. Markovic's word, there was solidarity: the Faculty of Philosophy withstood threats of dismissal, the students underwent arrest, and so on. What changed most in 1975, he believes, was that the arrest of pro-Soviet conformists in 1974 wiped out the need for counterbalance in Serbia. (In Zagreb, where the Croatian threat remained, no scholars were suspended.)

During their four years under suspension the scholars have pursued their case under constitutional appeals, which have not been answered yet. Instead, last year a new law was passed: suspension can last only two years, and the suspended member who does not find work "outside the university" loses his status as an employee. For this group, "outside" employment is not an alternative. Not only would they destroy their opportunity for appeal of the original suspension, but in new positions they could easily be fired for any number of reasons, and believe they would. One of the eight has taken a research post at the Institute of Philosophy; he was under strong personal pressures, Dr. Markovic explains sympathetically.

As for the rest: all are writing, some publishing outside the country. Some take short trips for research or teaching in Germany or England. Here, Dr. Markovic has an English translation of his early prize work, *The Dialectical Theory of Truth*, scheduled in the Boston Philosophy of Science Series next winter, and another book in preparation.

—K. C. G.



## Forum on Teaching: November 18

An open forum on teaching will be sponsored by the Task Force on the Quality of Teaching on Tuesday, November 18, from 4 to 7 p.m. in the Harrison-Smith-Penniman Room of Houston Hall.

Comments and views of all members of the University are welcome, and the task force particularly seeks concrete suggestions for the improvement of teaching that can be implemented at Pennsylvania. Those who cannot attend are invited to submit their suggestions in writing (addressed to the Task Force, c/o Ms. Martha Hansen, Office of the Provost, 106 College Hall/CO).

The task force would find it most helpful, as well, if those who intend to speak at the forum will provide written summaries of their suggestions for further consideration. Established and convened in September by Dr. Benjamin Shen, now Acting Provost, the task force is charged to "take a careful look at the quality of undergraduate, graduate and professional school teaching at Pennsylvania and to recommend within six months concrete and realistic steps to be taken in order to improve the quality of teaching through the campus if it is found wanting." The membership, expanded slightly from that published initially (*Almanac* September 16), now includes:

**Faculty and academic administrators:** Dr. Richard C. Clelland, associate dean, Wharton School; Dr. Peter Conn, associate professor of English; Dr. Robert E. Davies, Benjamin Franklin professor of molecular biology, School of Veterinary Medicine (*chair*); Dr. John N. Hobstetter, professor of materials science and engineering; Dr. Virginia Kerr, assistant professor of law; Dr. Abba M. Krieger, associate professor of statistics; Dr. Alan E. Mann, associate professor of anthropology; Dr. Leonard D. Miller, John Rhea Barton professor and chairman of surgery; Dr. Susan M. Wachter, associate professor of finance; Dr. Walter Wales, professor and chairman of physics; Rosalyn Watts, assistant professor of nursing.

**Undergraduate students:** Mary Ellen Callick, editor of SCUE Course Guide; Joseph Massena; Charles Rich, vice chairman, Undergraduate Assembly.

**Graduate students:** Bruce Johnson, vice chairperson for policy, Graduate and Professional Student Assembly; Stephen Marmon, chairperson GAPSA (*executive officer*); Nadine O'Connor, chairman, Graduate Student Associations Council.

**Ex officio:** Dean Donald C. Carroll, Wharton School; Dean Robert H. Dyson, Jr., FAS; Dr. Louis A. Girifalco, vice provost for research; Janis Somerville, vice provost for university life.

## ACE Fellowships: Nominations Sought

The President's Office seeks nominations for the national Fellowships in Higher Education sponsored by the American Council on Education.

The purpose of the ACE fellowships is to strengthen leadership in postsecondary education by preparing those who have shown promise for responsible positions in academic administration.

Candidates should be faculty or junior staff who have shown administrative potential or indicated a clear interest in pursuing university administration in the future. Nominees should have a minimum of five years of college-level administrative or teaching experience and a degree appropriate to their interests. Although some nominees are drawn from the faculty each year, faculty experience is not a prerequisite. The fellow's salary is paid by the home institution during the internship, with ACE paying nonsalary costs.

Further information and nomination forms are available from Gillian Norris-Szanto, the President's Office, at Ext. 7221. The deadline for nominations reaching ACE is November 30.

## Biostatistical Consulting Services

The Biostatistical Consulting Office at the School of Medicine provides the following services to the University community:

- consultation on designing and planning studies and experiments;
- assistance in writing methodologic sections of grants and proposals;
- organization of protocols and design of randomization schemes;
- discussions of applicable statistical techniques and available computer routines;
- analyses of data sets;
- data management;
- questionnaire and forms design;
- critiques of statistical aspects of research papers.

For additional information on available services and fees, or to schedule an appointment, please call Janet Cherry, administrator at the Biostatistical Consulting Office, Ext. 4510.

## Lindback Awards for Distinguished Teaching: December 5

The Christian R. and Mary F. Lindback Awards, presented annually to eight members of the Pennsylvania faculty in recognition of their distinguished contributions to teaching, are open to teachers of graduate students as well as undergraduates in both the professional schools and the arts and sciences.

The criteria and guidelines for selection of recipients define distinguished teaching as "teaching that is intellectually demanding, unusually coherent, and permanent in its effect. The distinguished teacher has the capability of changing the way in which students view the subject they are studying. The distinguished teacher provides the basis for students to look with critical and informed perception at the fundamentals of a discipline, and he or she relates this discipline to other disciplines and to the world view of the student. The distinguished teacher is accessible to students and open to new ideas, but expresses his or her views with articulate conviction and is willing to lead students, by

a combination of clarity and challenge, to an informed understanding of an academic field. The distinguished teacher is fair, free from prejudice, and single-minded in the pursuit of truth."

Four awards each year go to faculty in the non-health areas (FAS, Wharton, engineering, law, education, social work, fine arts and communications) and four go to the faculty in the health schools, (medicine, dental medicine, veterinary medicine, nursing and allied medical professions). *Nominations close Friday December 5.*

**Non-health areas** Nominations from schools or departments, students, faculty members or chairpersons should be submitted to Mary Kelly, the Committee on Distinguished Teaching, 112 College Hall. Nominations should cite those qualities which make the nominee an outstanding teacher, and should include the nominator's address, and explain his or her association with the nominee. Additional supporting evidence in the form of statistical surveys,

curriculum vitae, lists of courses taught, etc. will also be helpful to the selection process. The Committee on Distinguished Teaching, appointed by the vice provost for university life on behalf of the provost, presents the Provost's Staff Conference with eight finalist candidates from which the four non-health winners are chosen.

**Health areas** The deans welcome nominations from individuals in the respective health schools. Nominations and supporting material, including a current curriculum vitae, comments from faculty and students concerning nominee's teaching ability and any objective qualitative evaluation of the nominee's teaching activities, will be reviewed by a broadly-based committee of faculty and students within the school. Each health school may nominate as many as four individuals for Lindback Awards. The vice president for health affairs appoints an ad hoc committee drawn from the several school committees to choose the four recipients in the health schools.

# Affirmative Action: Formats and Figures

In May 1980 when the Office of Federal Contract Compliance Programs issued its "show cause" notice to the University of Pennsylvania—indicating that federal grants could be withheld unless affirmative action compliance could be established—the issue under discussion for almost a year was the format for reporting data on the number and distribution of women and minorities by job categories, their "utilization" in relation to available workforce in those categories, and the goals the University should set to achieve appropriate distribution of underutilized populations.

The OFCCP, one of five federal agencies involved in affirmative action compliance, has a format for categorizing jobs, developed primarily for business and industry. The University had since 1970 used a different format for the aggregation of job titles and nonacademic ranks; and in faculty categories has changed its own aggregation methods from time to time.

These discontinuities between University and federal formats were explained in detail at the October 31 open forum on affirmative action, the first of what Vice President Morris Arnold said will be semi-annual discussions of progress and problems in both academic and nonacademic affirmative action. Aggregating job titles in such a way that the OFCCP can analyze progress by its own methods—with comparability of data among universities and between academic and nonacademic sectors of employment—presents problems for internal comparability of data gathered since 1970, however.

The new figures cannot be effectively measured against data published since 1971, when the University's first affirmative action reports began with the Cohn Committee data on the distribution of women faculty (*Almanac* March 31, April 8 and April 15, 1971). The University's affirmative action history in effect starts over with 1978 as Year One in progress reporting for nonacademic personnel (summary of 1979-80 in Table II, next page; detailed breakdowns for 1978-79 in Table III that follows.) For the faculty, Year One has not yet arrived: Table I (below) was developed using categories estab-

lished before the shift of clinician-educators from the associated faculty to the standing faculty.

However, the new formats for distribution of women and minorities have been accepted by OFCCP. Remaining under discussion are some other items including data on goals in hiring and promotion. To set a goal, in each of the categories of jobs now agreed upon with OFCCP the University must first calculate the availability of women, of minorities in general and of black candidates in particular for employment or appointment in each of the job groups shown in the tables.

Comparing the availability of minorities and women in the workforce with their presence in the University as shown in the tables, the University will arrive at a picture of utilization—and if the picture is one of *underutilization* of either or both groups, a goal will be determined for recruiting, hiring and/or promotion of women and/or minority staff to positions as they open in the University.

At issue now, according to the October 31 forum's exchange with members of the audience, is calculation of the various candidate pools. On the academic side, for example, the University initially submitted goals based on the number of Ph.D.'s by field shown in the 1970 census. On the advice of Women for Equal Opportunity (WEOUP) and the Black Faculty and Administrators, these goals are being recalculated wherever more recent data can be found—which is true in some fields but not in others. While pools are being refined, the University's reporting of goals to OFCCP remains incomplete.

In nonacademic utilization studies, the pools of potential employees are less sharply defined since formal credentials—such as the Ph.D. for faculty—may not weigh so heavily. Nor are U.S. labor statistics and census data as useful, since pools tend to be local rather than national for most nonacademic positions in most ranks.

In an attempt to make the tables on current distribution useful for projecting future goals, the University has grouped jobs not only by the required federal disaggregation methods, but to some extent in terms of "ladders" that can be posited for nonacademics who might be expected to move up within the University: from secretary to administrative assistant to business administrator I through IV, etc. This process, combined with the federal agencies' own requirements in terminology and titles, makes the new reporting system seem at first glance to mix apples and oranges. In fact Table III follows the familiar A-1, A-3, A-4, etc. designations used respectively for monthly-paid nonacademics (administrative/professional), weekly-paid support staff on weekly base pay, and weekly paid staff on hourly rates. (There is no "2" group in a nonacademic table.)

At the forum, one question was answered: *Professional (non-faculty)* is the category of employees who need a degree or its equivalent, but do not have supervisory responsibility. (With supervisory responsibility, the same person might be an executive/administrative/manager.)

When suggestions were called for, a key suggestion from the floor, which the panel accepted, was that in filling senior positions—including upcoming vice presidencies as incumbents leave or retire—the University should specifically look into candidates' records and attitudes on affirmative action.

## University of Pennsylvania I. Faculty

As of Sept. 30, 1980

Faculty Category	Total Faculty	Total Women	Total Minorities	Total Black
Tenured	999 (100.0)	89 ( 8.9)	52 ( 5.2)	14 (1.4)
Non-Tenured (On-Track)	519 (100.0)	117 (22.5)	44 ( 8.5)	13 (2.5)
Associated (Full-Time Only)*	741 (100.0)	180 (24.3)	75 (10.1)	15 (2.0)
<b>Totals</b>	<b>2257</b> <b>(100.0)</b>	<b>383</b> <b>(17.0)</b>	<b>168</b> <b>( 7.4)</b>	<b>42</b> <b>(1.9)</b>

\* Includes clinician-educators, who have been transferred to standing faculty since this format was submitted. Future reports will reflect the change.

**University of Pennsylvania**  
**II. Workforce Composition (Full-Time)**

As Reported in the Higher Education Staff Information Report (EEO-6)

1979 = 11/30/79

1980 = 9/30/80

EEO-6 Category	Total Employees		Women		All Minorities		Blacks		Asians, Indians Hispanics	
	'79	'80	'79	'80	'79	'80	'79	'80	'79	'80
Executives/ Administrators/Managers	592 (100.0)	633 (100.0)	301 (50.8)	337 (53.2)	64 (10.8)	65 (10.3)	51 ( 8.6)	50 ( 7.9)	13 (2.2)	15 (2.4)
Professional (Non-Faculty)	821 (100.0)	913 (100.0)	454 (55.3)	498 (54.5)	80 ( 9.7)	86 ( 9.4)	34 ( 4.1)	38 ( 4.2)	46 (5.6)	48 (5.3)
Secretarial/ Clerical	1260 (100.0)	1298 (100.0)	1145 (90.9)	1168 (90.0)	266 (21.1)	314 (24.2)	226 (17.9)	270 (20.8)	40 (3.2)	44 (3.4)
Technical/ Paraprofessional	585 (100.0)	578 (100.0)	380 (65.0)	363 (62.8)	143 (24.4)	148 (25.6)	119 (20.3)	125 (21.6)	24 (4.1)	23 (4.0)
Skilled Crafts	204 (100.0)	210 (100.0)	3 ( 1.5)	3 ( 1.4)	22 (10.8)	24 (11.4)	20 ( 9.8)	22 (10.5)	2 (1.0)	2 (1.0)
Service/ Maintenance	675 (100.0)	695 (100.0)	273 (40.4)	274 (39.4)	423 (62.7)	431 (62.0)	415 (61.5)	425 (61.2)	8 (1.2)	6 (0.9)
<b>Totals</b>	<b>4137 (100.0)</b>	<b>4327 (100.0)</b>	<b>2556 (61.8)</b>	<b>2643 (61.1)</b>	<b>998 (24.1)</b>	<b>1068 (24.7)</b>	<b>865 (20.9)</b>	<b>930 (21.5)</b>	<b>133 (3.2)</b>	<b>138 (3.2)</b>

**Table II Note:**

The table above shows a less-than-full-year comparison of University nonacademic workforce: the 1980 data were collected two months before the year's end for display at the recent affirmative action forum. Normal reporting will be annual to the month as the data system is fully installed.

**Table III Note:**

While the Job Groups below correspond with the EEO-6 categories shown above (below, 1.10 through 1.52, is a detailed breakdown of titles in Executives/ Administrators/ Managers above), the data bases for 1979 were entered at different months. There is no "2" group in this table.

**III. University-Wide Composition of Nonacademic Job Groups**  
**Minorities and Women, 1978-1979**

Job Group Number	Job Group Name	Total Employees		Total Minorities		Total Black		Total Women	
		78	79	78	79	78	79	78	79
1.10	University Officers	30	28	0	0	0	0	5	6
1.20	Financial Officers	6	6	0	0	0	0	0	0
1.21	Financial Executives	30	31	3	3	1	1	10	11
1.22	Financial Administrators II	20	18	4	3	3	2	12	12
1.23	Financial Administrators I	44	55	5	9	4	2	39	39
1.30	System Administrators III	5	7	0	0	0	0	0	0
1.31	System Administrators II	16	18	1	2	1	1	6	6
1.32	System Administrators I	18	20	2	2	1	1	11	11
1.40	Executives/Administrators VI (Senior)	34	35	1	2	1	2	4	3
1.41	Executives/Administrators V (Upper Management)	59	51	1	2	0	1	17	17
1.42	Executives/Administrators IV (Schools)	39	53	0	1	0	1	5	13
1.43	Executives/Administrators III (Student Affairs)	83	83	16	14	14	13	45	45
1.44	Executives/Administrators II (Middle Management)	30	42	3	3	2	2	15	22
1.45	Executives/Administrators I (Engineer Management)	121	128	16	19	15	17	108	116
1.50	Superintendents	5	4	1	0	0	0	0	0
1.51	Superintendents & Foreman	25	23	5	5	5	5	3	3
1.52	Superintendents & Supervisors, Medical Areas	3	2	1	1	1	1	0	0
<b>Group #1 Totals</b>		<b>568</b>	<b>604</b>	<b>59</b>	<b>66</b>	<b>48</b>	<b>53</b>	<b>280</b>	<b>313</b>



### III. University-Wide Composition of Nonacademic Job Groups

Job Group Number	Job Group Name	Total Employees		Total Minorities		Total Black		Total Women	
		78	79	78	79	78	79	78	79
3.010	Financial/Accounting II	9	9	1	1	1	1	0	0
3.011	Financial/Accounting I	43	44	2	1	1	0	21	26
3.020	Administrators/Personnel	18	20	4	5	4	4	14	17
3.030	Data Processing II	10	11	0	0	0	0	0	0
3.031	Data Processing I	14	43	4	2	3	1	16	20
3.040	Expressive Arts III	14	14	1	0	1	0	5	3
3.041	Expressive Arts II	30	22	2	4	2	4	17	14
3.042	Expressive Arts I	12	14	2	1	1	0	8	12
3.050	Research Staff Level III	28	37	1	3	0	0	7	8
3.051	Research Staff Level II	58	64	5	7	1	1	20	30
3.052	Research Staff Level I	267	274	37	36	9	11	176	191
3.060	Health-Medical II	11	8	3	2	1	0	4	2
3.061	Health-Medical I	7	6	0	0	0	0	5	4
3.070	Health-Nurses	31	29	2	1	2	1	29	27
3.080	Library Staff II	3	3	0	0	2	0	1	1
3.081	Library Staff I	65	71	6	6	0	2	50	57
3.090	Administrative Support-General III	5	5	1	0	2	0	1	1
3.091	Administrative Support-General II	10	10	0	6	0	0	6	6
3.092	Administrative Support-General I	16	21	1	1	1	1	12	14
3.100	Administrative Support-Legal II	4	3	0	0	0	0	1	1
3.101	Administrative Support-Legal I	4	5	0	0	0	0	0	1
3.110	Operations Staff	23	20	3	2	3	2	7	7
3.120	Engineers II	11	16	1	1	0	0	0	0
3.121	Engineers I	4	3	0	0	0	0	0	0
3.130	Athletics/Recreation Level II	20	19	1	1	1	1	5	6
3.131	Athletics/Recreation Level I	22	21	1	1	1	1	3	5
3.140	Student Affairs Staff Level II	5	7	0	0	0	0	2	2
3.141	Student Affairs Staff Level I	34	42	6	7	5	6	23	29
<b>Group #3 Totals</b>		<b>807</b>	<b>841</b>	<b>84</b>	<b>82</b>	<b>40</b>	<b>36</b>	<b>433</b>	<b>484</b>
4.000	Working Supervisor	33	31	5	5	3	4	18	17
4.010	Executive Secretary	10	11	1	3	1	3	10	11
4.011	Administrative Assistant, Secretarial Level II	212	214	31	28	28	26	206	201
4.012	Administrative Assistant, Secretarial Level I	414	424	84	90	71	80	406	416
4.020	Financial Related	129	129	39	32	29	25	114	116
4.030	Computer Related	51	58	12	19	9	18	36	39
4.040	Machine Operator	33	41	9	12	8	10	23	26
4.050	Secretarial Clinical Level II	325	313	86	86	77	74	311	292
4.051	Secretarial Clinical Level I	70	60	26	22	24	19	56	41
<b>Group #4 Totals</b>		<b>1,286</b>	<b>1,281</b>	<b>293</b>	<b>297</b>	<b>250</b>	<b>259</b>	<b>1,180</b>	<b>1,159</b>
5.010	Library Staff-Union	151	147	55	54	45	45	75	72
5.020	Technicians Level III	16	15	5	5	4	4	4	4
5.021	Technicians Level II	17	16	1	1	0	0	4	5
5.022	Technicians Level I	383	369	82	74	64	58	275	267
5.030	Technicians Assistant & Attendant	44	43	22	21	22	21	36	37
<b>Group #5 Totals</b>		<b>611</b>	<b>590</b>	<b>165</b>	<b>155</b>	<b>135</b>	<b>128</b>	<b>394</b>	<b>385</b>
6.010	Skilled Craft, Union	147	148	16	17	15	16	1	1
6.020	Skilled Craft, Non-Union	53	58	4	5	4	4	1	2
<b>Group #6 Totals</b>		<b>200</b>	<b>206</b>	<b>20</b>	<b>22</b>	<b>19</b>	<b>20</b>	<b>2</b>	<b>3</b>
7.010	Security Staff	39	52	9	12	7	10	5	6
7.020	Service-Culinary II	34	33	29	27	29	27	15	15
7.021	Service-Culinary I	110	110	100	100	97	99	74	74
7.023	Service-General	20	21	8	7	7	6	4	5
7.024	Service-Cashier	17	12	14	12	14	12	16	12
7.030	General Maintenance Level II	7	7	1	0	1	0	0	1
7.031	General Maintenance Level I	375	390	234	244	232	241	161	154
7.040	Maintenance-Animal Level II	15	15	12	12	11	11	0	0
7.041	Maintenance-Animal Level I	23	22	20	18	19	17	2	4
7.050	Farm Worker	22	23	1	1	1	1	2	1
<b>Group #7 Totals</b>		<b>663</b>	<b>685</b>	<b>426</b>	<b>433</b>	<b>418</b>	<b>424</b>	<b>280</b>	<b>272</b>

# ON CAMPUS

## November 11-23

### Exhibits

**Through November 20** Photographs by David Staebler at the Philomathean Art Gallery, 4th floor of College Hall. Monday-Friday, noon-5 p.m.

**November 23-January 25** *Made in Philadelphia IV* at the ICA features work by emerging Philadelphia artists and photographers.

**Through December** An exhibit on *Presidential Elections, 1789-1980*, at the rotunda of the Law School building.

Manuscripts, letters and books of H. L. Mencken, honoring the Mencken centennial; includes his correspondence with Dreiser, at Van Pelt Library.

**Through 1981** *A Century of Black Presence at the University of Pennsylvania, 1879-1980*, Van Pelt Library.

**Through February 15, 1981** African sculpture from the University Museum collection. More than 20 masks and statues from Sub-Saharan Africa selected for their beauty and significance. At the Sharpe Gallery of the University Museum.

**Through August 31, 1981** *The Egyptian Mummy: Secrets and Science*. Possibly the largest exhibition on mummification ever mounted in the U.S., this show examines Egyptian ideas about life after death and the health and disease patterns of these ancient people as revealed through x-ray and autopsy studies of mummified remains. At the University Museum.

**ICA Gallery Hours** Tuesday 10 a.m.-7:30 p.m., Wednesday-Friday, 10 a.m.-5 p.m., Saturday and Sunday, noon-5 p.m. Closed Monday.

**University Museum Hours** Tuesday-Saturday 10 a.m.-5 p.m., Sunday 1-5 p.m. Closed Monday and holidays.

**Houston Hall Gallery Hours** Monday-Friday, noon-6 p.m., Saturday and Sunday noon-4 p.m.

### Films

**November 13** Computer animation on film and videotape, sponsored by computer and information science. Towne Building's Alumni Hall at 7 p.m.

### Exploratory Cinema

**November 12** Alain Resnais' *Toute La Memoire du Monde*; George Franjur's *Hotel des Invalides*; *Skyscraper* by Shirley Clark and Willard Van Dyke; Hilary Harris' *Highway*; Chris Marker's *Sunday in Peking*; and Bert Haanstra's *Glass*.

**November 19** Ian Hugo's *Jazz of Lights*; Lionel Rogosin's *Come Back Africa*.

All screenings at the Annenberg Center's Studio Theatre on Wednesdays at 7 and 9:30 p.m. Admission: \$2 for students with I.D. and \$3 for others.

### International Cinema, Series 8

**November 12** Two South African films: *Crossroads/South Africa* and *Generations of Resistance* at 7:30 p.m.

**November 13** *Summer Showers*, a Brazilian film, at 7:30 and 9:30 p.m.

**November 14** *Summer Showers* at 4, 7:30 and 9:30 p.m.

All films at International House, 3701 Chestnut Street. Tickets are \$2, and \$1 for the Friday matinee.

### University Museum

#### Children's Film Program

**November 15** *A Tale of Two Cities*, the 1935 version of Dickens' novel of the French revolution starring Ronald Colman and Basil Rathbone.

**November 22** *The Amazing Mr. Blunden*

**December 6** *The Thief of Baghdad*

**December 13** *The King and I*

**December 20** *It's a Wonderful Life!*

Films are free, screened Saturdays at 10:30 a.m. in Harrison Auditorium of the University Museum.

### University Museum

#### Sunday Film Series

**November 16** *Chapayev*

**November 23** *El Super*

**December 14** *Blaise Pascal*

**December 21** *Swing Time*

Films are free, screened Sundays at 2:30 p.m. in Harrison Auditorium of the University Museum.

### Meetings

**University Council** Wednesday November 12, 4-6 p.m. in the Council Room of the Furness Building. Members and invited observers.

### Music

**November 12** The Penn Wind Ensemble performs Kurt Weill's suite from *The Threepenny Opera*, *Kleine Dreigroschenmusik*; Vaughan Williams' *Toccata Marziale* and *Folksong Suite*; Samuel Barber's *Mutations from Bach*, and Mozart's *Fantasia K. 608*. At the Annenberg School Theatre at 8:30 p.m.

**November 13, 20** PUC sponsors Entertainment at 11 a.m., a weekly series of live performances in the Houston Hall Gallery.

**November 12-15** Penn Players present Kurt Weill's *The Threepenny Opera* at the Annenberg Center's Harold Prince Theatre. Call the Box Office at Ext. 6791 for ticket information.

**November 14** The University Choir presents Handel's coronation anthem, *Let Thy Hand Be Strengthened*, six chansons by Hindemith based on texts by Rilke, three sacred motets by Mozart and three renaissance motets, 8 p.m. at the Tabernacle Church, 3700 Chestnut Street.

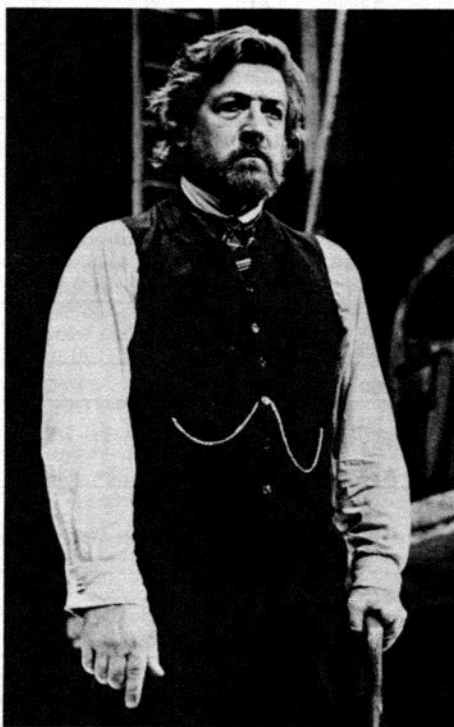
**November 15** The Philip Glass Ensemble, an avant-garde musical group, performs at 8 p.m. at Harrison Auditorium of the University Museum. Glass is considered one of the foremost composers of "minimalist" music—in which extended repetition is the basis of the musical composition. Tickets are available at the door. Proceeds benefit WXPN radio.

**November 21** The University Symphony Orchestra presents Mozart's *Overture to Don Giovanni* and Charles Ives' *Symphony No. 2*. Guest conductor Jane Wilkinson conducts Brahms' *Variations on a Theme by Haydn*, 8:30 p.m. in Irvine Auditorium.

**November 23** Penn Composers' Guild, a group of graduate composers devoted to the performance of recent music and 20th century classics, presents new music for small ensembles. At the Music Building Annex (behind 201 S. 34th Street) at 8 p.m.

### Special Events

**University Museum Tours** November 12: *Women in Antiquity*. November 16: *Ancient Egypt*. November 19: *Peru Before the Incas*. Tours begin inside the museum's main entrance and last approximately 45 minutes.



**China Tour** A 19-day tour of China jointly sponsored by the University of Pennsylvania and the University of Maryland, May 19-June 11, 1981. Includes a boat trip up the Yangtze Gorges and famous archaeological sites at Xi'an and Beijing. Information: Prof. Allyn Rickett, Oriental Studies, Ext. 7470.

**Another China Tour** This one, sponsored by the Morris Arboretum, takes off for the Orient next autumn: October 1-23, 1981. The itinerary is designed to visit areas of China most interesting for an overview of the country itself, and specific horticultural, historical and archaeological sites. Includes trips to Peking, the Great Wall and the Forbidden City. Information: call or write the Morris Arboretum at 9414 Meadowbrook Avenue, Philadelphia, 19118, CH7-5777.

### Sports

Ticket information: Franklin Field ticket office, Ext. 6151.

**Varsity Football** November 15: vs. Harvard, 1:30 p.m. at Franklin Field.

**Soccer** November 11: vs. Temple, 7:30 p.m. November 14: vs. Harvard, 8:15 p.m. Games at Franklin Field.

### Talks

**November 12** Spencer Cosmos of Catholic University, *Four Verbs to Suffer With in Old English: A Semantic Analysis of Bidan, Dreogan, Tholian, Throwian*, Van Pelt Library's first floor conference room at 5 p.m.

**November 13** Professor Bruce Lawrence, Duke University, on *The Diffusion of Hindu/Muslim Boundaries in South Asia: Contrasting Evidence from the Literature and the Tomb Cults of Selected Indo-Muslim Shayks*. University Museum's Classroom II at 11 a.m. Sponsored by the South Asia regional studies department.

Charles Flagle, associate professor of medicine and director of ambulatory programs, *Global Status of Health Services Research*, Colonial Penn Center Auditorium at 4:30 p.m.

**November 14** Professor Marcus Cunliffe, George Washington University, on *Is the Presidency a Monarchy?* Van Pelt Library's first floor conference room at 4 p.m.

**November 17** Edward N. Ney, chairman of the board of Young and Rubincam, Inc., presents the Annual A. V. B. Geoghegan Memorial Lecture on *The Coming Invasion of the Electronic Baby Snatchers*, Annenberg School 124 at 4 p.m.

Dr. Saxon Graham, sociology department of the State University of New York at Buffalo, *Dietary Factors and Cancer*, NEB 112 at 2 p.m.

Eleanor Smeal, president of the National Organization for Women, Irvine Auditorium at 8 p.m.

**November 18** Professor Arthur Green, religious studies, on *Aspects of Kabbalistic Symbolism*, Van Pelt Library's first floor conference room at 4:30 p.m.

**November 19** Barbara Connolly of the University of Tennessee Child Development Center presents a lecture in physical therapy. NEB 208 at 4 p.m.

**November 20** Benjamin Hrushvski, editor of *Poetics Today* and director of the Porter Institute for Poetics and Semiotics, on *Poetic Metaphor and Frames of Reference*, in Houston Hall's Franklin Room at 7:30 p.m.

**November 21** Update in Clinical Neurosurgery, sponsored by the School of Medicine Continuing Medical Education Program. For information, call Nancy Wink at Ext. 8006.

### Theatre

**The Mask and Wig Club's 93rd annual production**, *Hire and Higher*, at the Mask and Wig clubhouse, 310 South Quince Street. Plays Thursdays, Fridays and Saturdays through December 6. Ticket information: WA3-4229.

*Richard Risso as Ahab in the McCarter Theater Company production of Orson Welles' Moby Dick Rehearsed, which plays at the Annenberg Center's Zellerbach Theatre November 11-16. Ticket information: Ext. 6791.*

# OPPORTUNITIES

Listings are condensed from the personnel bulletin of November 6 and therefore **cannot be considered official**. Some positions may no longer be available. New listings are posted Thursdays on personnel bulletin boards at:

**Anatomy-Chemistry Building:** near Room 358;  
**College Hall:** basement;  
**Dental School:** first floor;  
**Dietrich Hall:** first floor, outside E-108;  
**Franklin Building:** near Personnel (Room 130);  
**Johnson Pavilion:** first floor, next to directory;  
**Law School:** Room 28, basement;  
**Leidy Labs:** first floor, outside Room 102;  
**Logan Hall:** first floor, near Room 117;  
**LRSB:** first floor, opposite elevator;  
**Richards Building:** first floor, near mailroom;  
**Social Work/Caster Building:** first floor;  
**Rittenhouse Lab:** east staircase, second floor;  
**Towne Building:** mezzanine lobby;  
**Veterinary School:** first floor, next to directory.

For further information, call personnel services, 243-7284. 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

**Archivist, Museum** (3453) \$16,325-\$22,000.  
**Assistant Area Director for Operations and Maintenance** (B0386) \$11,400-\$15,800.  
**Assistant Director** (B0355) \$23,600-\$33,250.  
**Assistant Director** (3347) formulates and implements operational and technical programs (degree in mechanical, electrical or architectural engineering; three years' experience in building operation and management) \$17,725-\$25,000.  
**Assistant Director, Alumni Relations** (3342) \$14,200-\$19,625.  
**Assistant Director, Merchandise** (3461) \$14,200-\$19,625.  
**Assistant Director, Telecommunications** (3257) \$14,200-\$19,625.  
**Assistant General Counsel** (3332) \$20,475-\$28,875.  
**Assistant Librarian for Public Services** (3527) \$16,325-\$22,600.  
**Assistant Secretary** (3427).  
**Associate Development Officer I** (3273) \$14,200-\$19,625.  
**Associate Director for Administration** (3394) \$16,325-\$22,600.  
**Business Administrator** (B0641) \$11,400-\$15,800.  
**Business Manager** (B0681) \$16,325-\$22,600.  
**Chief Medical Librarian** (3327) \$27,125-\$38,225.  
**Collection Manager** (3530) \$16,325-\$22,600.  
**Coordinator, Curricular Affairs I** (3446) \$12,375-\$17,425.  
**Coordinator, Off-Campus Living** (3479).  
**Corporate Placement Counselor** (3364) \$14,200-\$19,625.  
**Data Communications Administrator** (2959) \$16,325-\$22,600.  
**Director** (B0206) \$23,600-\$33,250.  
**Director, Faculty Club** (B0695) \$20,475-\$28,875.  
**Junior Research Specialist** (4 positions) \$11,400-\$15,800.  
**Language Specialist** (3352) \$11,400-\$15,800.  
**Librarian II** (3 positions) \$14,200-\$19,625.  
**Manager** (B0170) \$14,200-\$19,625.  
**Nurse Technician** (3474) \$12,375-\$17,425.  
**Office Manager, Collections** (3529) \$11,400-\$15,800.  
**Production Control Technician** (3376) \$14,200-\$19,625.  
**Programmer Analyst I** (2 positions) \$14,200-\$19,625.  
**Project Coordinator** (B0719) \$17,725-\$25,000.  
**Publications Editor/Writer** (3519) \$14,200-\$19,625.  
**Research Administrator** (3465) \$17,725-\$25,000.  
**Research Specialist I** (B0736) centrifuging, makes solutions, runs columns, biochemical assays, microporous filtration, utilizing radioactive labels; researches independently; designs experiments in consultation with supervisor (degree in science; experience as laboratory

technician) \$12,375-\$17,425.  
**Research Specialist I** (3 positions) \$12,375-\$17,425.  
**Staff Dentist** (3473) \$31,150-\$43,925.  
**Vice-Dean, Law School** (3434).

## Support Staff

**Abstractor I** (3485) \$7,700-\$9,425.  
**Accounting Clerk** (B0709) \$7,700-\$9,425.  
**Administrative Assistant I** (2 positions) (3354) assists business administrator in coordinating and maintaining records on budgetary charges, payroll, duplicating center and building administration (two years' budgetary experience, preferably in the University; good clerical and book-keeping aptitude; ability to type accurately and deal effectively with the public); (B0742) responsible for overall fiscal matters including administration of personnel, supplies and equipment, prepares budgets and grant proposals; types, arranges appointments, conferences and meetings (good accounting aptitude; high school graduate; at least two years' secretarial experience; excellent typing skills; knowledge of the University accounting system) \$8,775-\$10,850.  
**Administrative Assistant I** (2 positions) \$8,775-\$10,850.  
**Administrative Assistant II** (2 positions) \$9,400-\$11,675.  
**Administrative Secretary II** (B0315) \$10,700-\$13,450.  
**Animal Laboratory Technician** (3528) \$9,136-\$10,046.  
**Apprentice Plumber** (3425) fixes leaky faucets; installs soil lines; construction and repair of all plumbing fixtures (approved apprentice; five years' experience as a journeyman plumber; high school graduate; valid driver's license) Union wages.  
**Audiovisual Technician** (3496) \$9,400-\$11,675.  
**Bookstore Clerk I** (3533) \$6,725-\$8,175.  
**Bookstore Clerk I** (3349) communicates stock level information to buyer; prices, stocks, arranges and presents merchandise; helps customers (degree; one year's experience in retail sales preferably in a university bookstore; some knowledge of customs and practices in retail field) \$6,325-\$7,625.  
**Buyer II** (3509) \$9,400-\$11,675.  
**Clerk I** (3508) \$6,325-\$7,625.  
**Clerk II** (3462) \$7,200-\$8,750.  
**Clerk II** (3357) maintains computer-based file; researches new address data for temporarily "lost" alumni; adds non-alumni donors to alumni file; records data on donors (high school graduate; clerical experience; ability to follow through on projects) \$7,200-\$8,750.  
**Clerk III** (3095) \$7,200-\$8,750.  
**Clerk IV** (2 positions) \$8,250-\$10,150.  
**Coordinator Assistant II** (B0197) \$10,700-\$13,450.  
**Coordinator of Visitor Services** (B0123) \$8,775-\$10,850.  
**Delivery Clerk** (3532) \$6,325-\$7,625.  
**Duplicating Machine Operator I** (2 positions) \$6,325-\$7,625.  
**Electrician** (2 positions) Union wages.  
**Electronic Technician I** (B0399) \$9,600-\$11,700.  
**Electronic Technician II** (3254) \$10,700-\$13,125.  
**Electron Microscope Technician I** (B0738) sectioning; electron microscope preparations and darkroom procedures; general laboratory duties (degree or relevant experience) \$9,600-\$11,700.  
**Foreman, Farm Unit** (B0518) \$6,900-\$8,825.  
**Herdsmen I** (B0739) feeds, waters, and beds animals; observes general health of animals; bleeds animals as assigned; performs milking of cows by hand and machine; keeps barns clean and orderly (high school graduate; 10 years' experience in handling farm chores) \$5,650-\$7,050.  
**Histology Technician II** (B0697) \$10,700-\$13,125.  
**Information Systems Technician** (B0696) \$10,125-\$12,525.  
**Junior Accountant** (B0741) bills department service facilities and stockroom; assists in preparing commitment and expenditure reports for grants, contracts and budgets; verifies expense allocations; maintains files (one to two years' accounting experience; some courses in accounting or bookkeeping; high degree of accuracy; knowledge of University accounting system helpful) \$8,775-\$10,850.  
**Junior Accountant** (B0665) \$8,775-\$10,850.  
**Limited Service Clerk** (3470) \$7,700-\$9,425.  
**Limited Service Secretary** (3523) Hourly wages.  
**Medical/Dental Receptionist** (2 positions) \$7,700-\$9,425.

**Operator II, Office Automation** (B0651) \$8,250-\$10,150.  
**Pipefitter** (3 positions) Union wages.  
**Project Budget Assistant** (3498) \$8,775-\$10,850.  
**Psychology Technician I** (2 positions) \$10,700-\$13,125.  
**Receptionist** (2 positions) \$6,725-\$8,175.  
**Receptionist** (3355) arranges appointments for advising staff; supplies advisors with appropriate student files; directs inquiries to proper office; mails CGS bulletins; collects and distributes mail (highly organized and responsible individual with pleasant personality; ability to work well in a busy office setting) \$6,725-\$8,175.  
**Research Laboratory Technician I** (3510) \$8,550-\$10,375.  
**Research Laboratory Technician III** (14 positions) \$10,700-\$13,125.  
**Secretary I** \$7,200-\$8,750.  
**Secretary II** (10 positions) \$7,700-\$9,425.  
**Secretary III** (19 positions) \$8,250-\$10,150.  
**Secretary IV** (3469) \$9,400-\$11,675.  
**Secretary, Computer Facility** (3489) \$9,400-\$11,675.  
**Secretary, Medical/Technical** (10 positions) \$8,775-\$10,850.  
**Secretary, Technical/Word Processing** (2 positions) \$8,775-\$10,150.  
**Secretary, Technical/Word Processing** (2 positions) (3353) operates Lexitron Videotype word processing unit; types all correspondence, in-house reports, project proposals, deliverables from draft copies to finished product; maintains tape index (excellent typing skills, editing and organizational skills; experience desirable); (3537) operates Wang word processing equipment including typing letters, proposals, statistical material; handles drafts and revisions; proofreads (high school graduate; excellent typing skills; word processing experience preferred; good English and proofreading skills; ability to work under pressure) \$8,775-\$10,850.  
**Steam Operator** (3323) Union wages.  
**Supervisor, Accounts Payable** (3350) responsible for execution of accounting methods, procedures, data and controls pertaining to the accounts payable section; schedules and allocates work in accordance with deadlines; supervises personnel (high school graduate; college courses in accounting; five to 10 years' clerical work in accounting; some supervisory experience) \$9,400-\$11,675.  
**Supervisor, Herdsman** (3422) \$10,025-\$12,850.  
**Supervisor, Mechanical Systems** (3507) \$13,450-\$16,650.  
**Truck Driver** (3346) moving jobs on- and off-campus; schedules jobs; prepares daily truck report (valid PA driver's license; knowledge of campus buildings; good physical condition) Union wages.

## Part-Time Positions

### Administrative/Professional

**Continuing Education Person** (3525) works with assistant dean for special programs in the development and administration of non-credit courses and programs (advanced degree or equivalent experience, preferably in continuing education) Hourly wages.  
**Nurse** (2 positions) Hourly wages.  
**Outreach Coordinator** (B0690) \$11,400-\$15,800.  
**Physician** (2 positions).  
**Research Coordinator** (B0734) \$14,200-\$19,625 (pro-rated).

### Support Staff

**Custodian** (3499) Union wages.  
**Extra Person** (3 positions) Hourly wages.  
**Laboratory Assistant** (2 positions) Hourly wages.  
**Office Help**, (3464) Hourly wages.  
**Programmer**, (3524) Hourly wages.  
**Secretary** (4 positions) Hourly wages.

## Monell Seeks Associate Director

**Associate Director, Monell Chemical Senses Center** coordinates relationships with foundations, universities, industry and governmental agencies; assists in operation of center; provides scientific leadership by maintaining an active research program. reply to Dr. John Labows, Ext. 5199, salary negotiable.



# Eisenlohr Hall: A Versatile Mansion



Frank Ross



Frank Ross

Behind Eisenlohr Hall (above) there is a beautiful garden with azalea and English hawthorn bushes, magnolia trees, a small pool and a bird bath of white Italian marble. The limestone exterior is quietly elegant yet sturdy. The focal point of Mrs. Eisenlohr's interior design are four imported Italian marble fireplaces on the first floor. Each distinctive fireplace was specially designed in the Italian Renaissance style that Mrs. Eisenlohr studied while in Italy. The floor in the entrance area is made of inlaid mosaic marble. The floors of the rooms are inlaid hard oak in a geometric design; heavy sliding mahogany doors separate the rooms.

At the second floor landing is a stained glass window (left) depicting a coat of arms adapted for Mr. Eisenlohr by the architect. Framed in a Greek temple motif, the window supports a conventional head of a Greek maiden between the peak formed by the roof of the temple and the window's top. The ornate wrought-iron balustrade leads to the second floor. This lavish building is historically certified with the city.

Eisenlohr Hall, the elegant 25-room mansion at 3812 Walnut Street, now being considered as a potential presidential residence, was originally the home of Mr. and Mrs. Otto Eisenlohr.

Otto and Josephine Eisenlohr deliberately had the building designed for easy conversion to educational use. Construction began in 1907 and was completed in 1910; Horace Trumbauer, the architect, also designed Irvine Auditorium in 1928 and the White Athletic Training House in 1925.

Otto Eisenlohr & Brothers produced Cinco and Henrietta cigars. Josephine Eisenlohr, the millionaire cigar manufacturer's widow, left their property to the University in her will. She died in her home October 14, 1939 at the age of 83, leaving an estate of more than \$1.5 million exclusive of realty.

Since the benefactress was particularly interested in the training of teachers, the University's School of Education occupied Eisenlohr Hall in September 1940.

The adjacent building, now known as Eisenlohr Annex, at 3810 Walnut Street was given to the University in September 1942 by Charles J. Eisenlohr, one of Otto's five brothers. He died in September 1947.

Eisenlohr Hall and Eisenlohr Annex, together with parts of Bennett Hall housed the School of Education for many years. When the new Graduate School of Education was completed in 1966, Eisenlohr Hall began another phase in its versatile history.

For the next several years the grand old mansion became home to several University offices. In the early 1960s when the Campus Development Plan was prepared, Eisenlohr Hall was envisioned a presidential residence, although that part of the plan was never realized.

The Center for Urban Ethnography; a linguistics project; the University's Student Counseling Service and the General Alumni Society, with its administrative arm, the Alumni Relations Office are some of the groups to utilize the handsome hall.

The Alumni Relations office is scheduled to be joined by the alumni publications' offices, converting and restoring the house to become an Alumni Center. Funds in excess of \$230,000 have already been raised during the past few years for the center. This historically significant building, in need of extensive restoration and renovation, has already acquired subtle and inconspicuous improvements such as heating, air-conditioning, roof repairs, "sand-blasting" and some landscaping, costing approximately \$150,000.

Being converted into a permanent home for the General Alumni Society, this campus landmark would maintain much of its original decor yet strike a compromise between authentic, period furniture and functional, sturdy furniture. The total estimated cost of the project is \$600,000.

Renovations are still incomplete, whether this building becomes the Alumni Center or the home of the University's president.

— M.F.M.