

Almanac

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Becky Young

Paley Chair: GSFA's Endowed Deanship

Lee G. Copeland (left), dean of the Graduate School of Fine Arts since 1979, was named to the new Paley professorship at the November 25 Trustees Executive Board meeting. The \$1.5 million chair is named for alumnus William G. Paley, head of the Columbia Broadcasting System.

Dean Copeland came to Pennsylvania from the University of Washington, where he was dean and professor of architecture and urban planning. A graduate of Washington, he took his master of architecture and master of city planning degrees at Pennsylvania in 1963 and served on the Philadelphia Planning Commission staff in 1962-63.

He is both a designer and planner, who as a principal in Seattle's Joyce, Copeland, Vaughan and Nordfors designed or contributed to a number of widely publicized projects in Washington state. Among them was the Westlake Development Plan of Mitchell, Giurgola (with Joyce, Copeland as associated architects) which won the Progressive Architecture 25th Awards Program citation, 1978; and the 1974 Seattle AIA-award winning design of an urban fire station.

Dean Copeland is also the author of some 35 papers and studies. He has held numerous professional and community positions in his native state of Washington, including offices in the American Institute of Architects and American Institute of Planning, on their juries, and on various Seattle city commissions and task forces. At the University of Washington, he served on campus architectural selection committees and on boards in Chicano studies, university arboreta, and an institute on aging.

Other Executive Board actions included:

Eisenlohr Hall was designated as the official residence of the President of the University. Trustees Chairman Paul F. Miller said the proposal came after consultations with President-elect Sheldon Hackney and with alumni offices now housed in Eisenlohr. Relocation of the alumni headquarters is to be treated as an administrative rather than a trustee matter, he said. Dean Copeland, with Facilities Development Director Titus Hewryk and Director of Real Estate Richard Buford, will advise on restoration of Eisenlohr as a residence.

Sir Peter Shephard was designated Dean Emeritus and former Provost Vartan Gregorian approved for administrative and scholarly leave as part of a long list of personnel actions.

TIAA-CREF Contract language was altered to reflect recent technical changes, including the implementation of a January 14, 1980, Provost's memorandum which extends TIAA-CREF contributions to all faculty members' total University salary base — including summer salary — unless they obtain permission to continue having their own and the University's contributions confined to the smaller academic-year base.

Social Systems Sciences at the Wharton School, after eight years as a "unit", was designated a department.

For additions to Boards of Overseers, and an acting vice president filling in for Fred Shabel, see Penn People, page 2.

Resignation of Harry Gamble

The University's head coach of ten years, Harry Gamble (right), resigned last Tuesday with a statement that "I want to coach here, but I have been offered the option of staying only if I change my staff. I find this impossible to do, and I am consequently tendering my resignation." He was in the third year of a five-year contract.

Athletic Director Charles Harris accepted the resignation with thanks for Dr. Gamble's "tremendous contributions over the years," calling him "one of the game's great sportsmen."

In his ten years as head coach, Harry Gamble had an overall won-lost record of 34-55-2, including three seasons (1972-73-74) rated Penn's best in 30 years. He was named Eastern Coach of the Year in 1972. In 1979, however, the record was 0-9 and this year it ended 1-9. Rumors of firing that had begun in 1979 resurfaced a few weeks ago, leading some players to circulate a petition ten days ago to keep Coach Gamble. The petition was later withdrawn for lack of signatures, and players reported to the *The Daily Pennsylvanian* some dissatisfaction of their own with the assistant coaching. Dr. Gamble told the *D.P.* that to



change assistants "would be passing the blame to individuals not at fault." He also declined a desk job in the department.

Four of the six assistant coaches were released from their positions after Dr. Gamble's resignation, leaving only backfield coach John Lyons and freshman coach Doug Jackson in place as the search begins immediately for a successor to Harry Gamble.

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PENN PEOPLE

Arthur (Bud) Hirsch, who has been executive assistant to Vice President for Operational Services **Fred Shabel**, became acting vice president yesterday as Mr. Shabel took up his new position as president of Spectacor, Inc. (*Almanac* October 28). Mr. Shabel will continue as a consultant to the University for the next two months. Mr. Hirsch, a Penn alumnus, joined the Operational Services staff in 1974 after taking his MBA at the Harvard Business School.

Dr. Richard Lambert has assumed the position of acting director of the College of General Studies and Summer Sessions in place of the late **Ron Caridi**. **Dr. Daniel O'Kane** heads the search committee to fill the position.

Professor Roland M. Frye, English, succeeds **Professor Matthias Shaaber** as curator of the Furness Memorial Library. Dr. Frye is a former chairman of the Faculty Advisory Committee on the library.

Edward Thomas Weaver was named to the Board of Overseers at the School of Social Work last week, and **Roger Andrew Caras** to the board at Veterinary Medicine. Mr. Weaver is the director of the American Public Welfare Association and visiting professor at Washington University in St. Louis. Mr. Caras, vice president of the Humane Society of the United States, is an adjunct professor of literature at Southampton College, 1977 recipient of the Joseph Wood Krutch Medal and author of *A Zoo in Your Room* and other books. He is also a motion picture company executive and radio-TV commentator on pets and wildlife.

The American Philosophical Society's librarian and executive officer, **Dr. Whitfield J. Bell, Jr.**, has been reappointed to the University Press's board of trustees, along with former Harvard University Press Director **Mark Carroll**. Dr. Bell, who took his Ph.D. here in 1947, edited the Benjamin Franklin papers and wrote the biography *John Morgan* (founder of our medical school) as well as *The Colonial Physician* and other works. Mr. Carroll has been on the staffs of the Yale Press and Boston's radio station WORL. He is now director of professional publications for the National Park Service.

A plaque was recently dedicated in the Lipincott Library, in memory of **Sydney N. Greenberg, Jr.**, by friends and business associates who established a fund in his name. The fund is for the purchase of books and library materials on real estate and shopping centers, important to the Entrepreneurial Center of the Wharton School. The late Mr. Greenberg, along with **Benjamin A. Strouse** were the founding partners of Strouse, Greenberg and Company, realtors. Mr. Strouse headed the fund-raising program for the book fund honoring his late partner.



Delores Brisbon, R.N., (above) has been named administrator of the Hospital of the University of Pennsylvania. Mrs. Brisbon has been at HUP since 1959 when she was named head nurse for medical/surgical and neurology units. After three years in that position, she was promoted to supervisor for medical nursing, a post which she held for 12 years. In 1975, she was appointed to the executive director's administrative staff and was subsequently named director of planning and systems for the hospital. In her new position, Mrs. Brisbon will have responsibility for hospital operations, exclusive of nursing, and will report to the executive director.

Professor Fay Ajzenberg-Selove, physics, has been appointed by the American Physical Society to the editorial board of *Physical Review C* for a three-year term, beginning January 1, 1981.

A Penn grad and former senior vice president of Crozer Chester Medical Center, **James S. Emrich**, was named associate professor for diagnostic services at HUP. **Dr. David B. P. Goodman**, named associate professor of pathology and laboratory medicine and director of the division of laboratory medicine, is director of the William Pepper Laboratory there.

Dr. Stuart W. Churchill, Carl V. S. Patterson Professor of Chemical Engineering was recently awarded the American Institute of Chemical Engineers Founders Award for 1980. He served as director of AIChE from 1961-67, as vice president in 1965 and as president in 1966.

James J. Keller, associate director, personnel relations, has been designated a Certified Employee Benefit Specialist (CEBS) by the International Foundation of Employee Benefit Plans and the Wharton School. Mr. Keller is also a lecturer in Wharton's Department of Management. He qualified for the designation by passing a series of ten college level national examinations on employee benefits and by meeting and attesting to high standards of business and professional conduct.

Along with 12 other educators and political leaders, **President Martin Meyerson** was honored with a Distinguished American Award by the American Foundation for Negro Affairs. The foundation, established in 1968, works with the business, public and educational communities to aid disadvantaged minority students with education in professional fields.

Mrs. Margy Meyerson, honorary president of the Faculty Tea Club was recently presented with a gold disc, inscribed on one side with her initials and on the other side with "Faculty Tea Club, University of Pennsylvania." The surprise presentation was by **Mrs. Eleanor Northrup**, a former Tea Club president (1972-73), on behalf of the club's members.

Before the November 22 surprise celebration for **Bruce Montgomery** (below) on his 25th anniversary at Penn, the Glee Club tipped **Governor Richard Thornburgh**, and this was what the Governor had to say in a proclamation:

... I am pleased to join with your friends and colleagues in honoring you for your 25 years of service to the University of Pennsylvania as Director of the Glee Club.

As composer, conductor, director, author and artist, you are truly a "Renaissance Man" in the classic sense. Your leadership of the University of Pennsylvania Glee Club on its many goodwill tours represents well the spirit upon which this Commonwealth was founded. By traveling to countries where diplomatic relations have often been tense, you have spread the message that understanding between the different nations of this world can be achieved. Your compositions have been performed by such world famous groups as the Philadelphia Orchestra, and your off-Broadway hit *The Amorous Flea*, as well as your spirited direction of the Gilbert and Sullivan Players, has brought great joy to the lives of many people.

On behalf of all Pennsylvanians, I am proud to congratulate one of this Commonwealth's most talented native sons on a distinguished career. I am sure that your many current and future endeavors will prove equally successful.

—Dick Thornburgh, Governor



Derk Bodde, emeritus professor of Chinese Studies, has accepted an invitation from Georgetown University to be its first Distinguished Visiting Professor of China Studies. He will be teaching at Georgetown University during the coming spring semester.

Reflections on the New Faculty Grievance Commission

by Robert Summers

TO: Lucienne Frappier-Mazur, Chair-elect;
Marten Estey, Chair; and
Jim Walter, Past-chair, Faculty Grievance Commission
FROM: Bob Summers, Past-past-chair
SUBJECT: Debriefing: The First Two Years of the New Commission

After just short of two years before the mast since the start-up of the new Faculty Grievance Commission, let me pass on what I've learned about the way the mechanism should work. Contrary to a recent report (*Almanac* November 18, p.3) the Commission has been operating effectively for many more than "several months". We were in a position to receive grievances by March 1979 and to select hearing panels a month later. I know of no evidence that any potential grievant has been held up since then in utilizing the mechanism. Contrary to what I said to the Senate meeting in Fall 1979, I did not continue to suffer the loneliness of the Maytag repairman as I pined for business.

A. The Commission as an Instrument for Righting Wrongs

1. The Commission can play a very important role in giving the faculty an opportunity to insure that it is properly treated since no other University tribunal can handle many of the kinds of complaints that may easily arise on a large campus like ours.

2. At an informal stage of inquiry, the Commission can operate effectively. For some major problems, the chair of the Commission may very well be better than the Ombudsman in mediation, and certainly can help distressed faculty by providing assistance in getting proper information.

3. For serious problems, where only a grievance hearing can resolve a complaint, the Commission is *not* a very flexible procedure. Only one hearing was conducted in the first two years and it was very expensive in time and effort. The high cost doesn't dissuade me for a moment from regarding the hearing as worthwhile; but contrary to what I thought before I came on the Commission, I now feel the balance between using the services of the Ombudsman (or even Commission mediation) and actually going to a hearing, strongly favors the more informal procedures.

B. The Deportment of the Commission

1. The last remarks suggest that a hearing should be a device of last resort. (Penultimate really: the courts are always available.) But still the Commission should be helpful and quick in responding to inquiries. It should not simply be a massive mailbox for faculty members wanting to file grievances.

2. Some members of the faculty are quite capable of handling their own affairs — or have friends to assist them — and such people should be expected to go through the procedures themselves. But some grievants are likely not to be able to help themselves, and the Commission should be ready to provide assistance. The Commission Chair should not recommend University colleagues, of course, but he/she should provide help if necessary in getting a coherent bill of particulars into the filing document.

3. The Grievance Commission should not go out looking for business, but its manner should be such that faculty members will neither be intimidated nor inhibited in bringing their (legitimate) wounds to the Commission for nursing.

4. In a number of approaches to the Commission I handled while I was still Chair, it would have been easy to shove off the people onto the Ombudsman. In fact, calls to a dean, the provost, and the director of the University's disability program were all useful in emphasizing the Commission's eagerness as well as willingness to help.

5. However, there should be limits to the Commission's patience. I originally thought inordinate delays on the part of the grievant would be borne entirely by the grievant and therefore should be tolerated. Now I feel that slowing up the administrative process by delays in going through the necessary steps has too many costs falling on others, so I wouldn't permit the Commission to relax its deliberate speed because the grievant doesn't move along.

C. Jurisdictional Problems

1. I thought a faculty member with a problem should not be allowed to shop around the University for a tribunal (e.g., the Ombudsman or one or another of the committees on academic freedom and responsibility) until he/she found one with personnel or outlook that would be favorable to him/her. I thought there should be a specific form of redress for each complaint. I now think that is wrong: the Commission shouldn't try to assert any sort of monopoly on righting wrongs. However, no case should be adjudicated in more than one University locus at a time.

2. The Commission's personnel (all chiefs; no Indians!) are not infallible, so of course there should be appellate authority outside of the Commission. But that doesn't mean that the appellate authority should run the grievance machinery. Resist encroachments even from a well-meaning Senate leadership and/or Senate Committee on Academic Freedom and Responsibility.

3. The first amendment gives anyone or any organization the right to speak *about* the Commission. But it doesn't give any outside parties the right to speak *for* the Commission. It is no less unseemly for a faculty group to assert the rules of the Commission than for a representative of the administration.

D. Grievance Hearings

1. The guiding rule at all times should be: the grievant is entitled to a fair trial but not necessarily a perfect one. Conflicting values require that the best not be the enemy of the good.

2. Don't be afraid to operate with a firm control over what can be said and at what pace. Rule out of order irrelevancies and insist that repetitious testimony be dispensed with. Time counts.

3. Lawyers as University colleagues: All parties to a grievance should constantly be reminded that a grievance hearing is *not* a legal proceeding and that the founding fathers had in mind University colleagues who normally had professional competence in or near the discipline of the grievant and were familiar with the grievant's professional situation. But in the end, the choice of colleagues is up to the chooser. The admonition to select a colleague who can be helpful in a *substantive* way is applicable to both the grievant and the respondent. Of course, members of the faculty with legal training are not excluded as colleagues, as anyone approaching the Commission at any time would have immediately learned.

4. A busy faculty is not the easiest group to tap into for effective hearings. As burdensome as assembling a hearing panel from the faculty-hearing list is, it's not the main problem. ("I'm sorry but I have an upcoming deadline for a paper I'm giving." "I'd be glad to serve next semester, but I'm teaching two new courses now." Etc.) Use your influence with the Senate Executive Committee to get a balanced hearing list. It's too much to hope to get a random sample of the faculty to serve, but some stratification that approximates the composition of the faculty would help.

I am telling you all of this not simply to empty my mind of all Commission detail at the same time I empty my file cabinet and closet. Rather, it's because I can see that when the Commission's hearing panel speaks, the Provost listens. What the Commission does, does matter.

Dr. Summers, professor of economics, was the first chair of the Faculty Grievance Commission after its reconstitution in the winter of 1978-79.

DEATHS

Douglas Huffman, a 24-year-old first-year MBA candidate, was discovered dead in his off-campus apartment November 25 of head injuries sustained in a robbery Sunday morning.

Police said Mr. Huffman had reported being robbed on Sunday at 3 a.m. by a group of six or seven black youths on the 4400 block of Osage Street. In a struggle with the youths Mr. Huffman had hit his head on the ground, but he declined hospital treatment.

A friend told police he had checked on Mr. Huffman on Monday and received no answer at his apartment at 4412 Osage. He notified police the next day.

For the Philadelphia police investigation, anyone with information should contact the Homicide Division at MU6-3334.

Mr. Huffman was the son of Mr. and Mrs. Earl R. Huffman of New Richmond, Ohio.

Dr. Ira Leo Schamberg, a former assistant professor of dermatology, died October 27 at the age of 71.

A 1934 graduate of the University's School of Medicine, Dr. Schamberg joined the medical school's faculty in 1946. He was an assistant professor of dermatology from 1960 to 1977.

Dr. Schamberg, an expert on the control of venereal disease, had published numerous scientific papers on dermatology and syphilology. He worked with public health departments from 1939 to 1954.

He is survived by two sons, two daughters and five grandchildren.

Memorials in his name may be sent to the American Civil Liberties Union at 260 South 15th Street, Philadelphia, 19102.

Dr. Herbert Lee Ratcliffe, a professor emeritus, died November 1 at the age of 78.

Dr. Ratcliffe, an internationally known pathologist, was a professor of pathology at the University for 43 years until his retirement in 1971. He also spent 40 years as director of the Penrose Research Laboratory at the Philadelphia Zoo until 1969.

Dr. Ratcliffe's discovery that heart disease is related to behavior, not diet, in most animals also has implications for humans.

He is survived by his wife, a daughter, a son, a stepson, five brothers, two sisters and three grandchildren.

Theresa F. Scott, a business administrator, died November 3, following a lengthy illness, at the age of 49.

Mrs. Scott came to the University in 1971 as a project budget clerk in the Department of Chemical Engineering; in 1972 she became a project assistant; in 1973 an administrative assistant; and in 1974 a business administrator.

Mrs. Scott is survived by her husband.

Israel Milstein, a retiree, died November 9 at the age of 88.

Mr. Milstein came to the University in 1946 as a repairs helper in the Buildings and Grounds Department. He retired in 1963.

He is survived by his wife.

An \$870,000 Message to the University Community

Your cooperation in implementing energy conservation measures during the past year helped reduce the University's overall consumption by 5.4 percent, which amounts to approximately \$870,000. We appreciate the support that you are giving us and can only encourage you to increase your level of cooperation during the coming winter months. This heating season we are planning for an even more successful conservation program while maintaining reasonable comfort within our University buildings. To do so, the following schedule will be followed:

Normal Activity Periods: October 15 - November 26
December 1 - December 19
January 12 - March 14
March 23 - May 8

During normal operating periods, we will follow recommended federal guidelines by maintaining temperature levels in occupied spaces at 65°F, plus or minus 3°. We want to emphasize that the mechanical systems in some buildings may impose real constraints on our ability to maintain these temperatures. When your building temperature deviates from this range, please contact your Building Administrator.

Christmas Recess: December 20 - January 4 (First Part)

During this period the University has the greatest opportunity for energy conservation since a major portion of the University community will be off campus. The Energy Office will be working with each Building Administrator to establish special building operating schedules.

Low Activity Periods: January 5 - January 11 — Christmas Recess, Second Part
March 15 - March 22 — Spring Recess

Special building operating schedules will be developed for each remaining low activity period to eliminate unnecessary energy use. The Energy Office will again be working directly with all Building Administrators to design programs for their particular buildings.

Thank you again for your support. If you have any questions or comments on the general program, please contact the Energy Office of Operational Services at Ext. 4644.

—Horace Bomar, Director, Energy Office

Paul C. Shumaker, a retired business administrator, died November 9 at the age of 63.

Mr. Shumaker, also a retired Lieutenant Commander in the United States Navy, came to the University on July 1, 1964 as a business administrator, assistant to the director of the Metallurgy and Material Sciences Department. In 1965 he became business administrator to the director of LRSM and retired on July 1, 1980.

He received a B.S. degree from the Wharton School in 1939.

Mr. Shumaker is survived by his wife and a son.

TTY: To Phone the Deaf

The University now has a TTY — a teletype phone adapter — for communication with the severely hearing and/or speech impaired. Any person with such a handicap wishing information about the University should use the TTY number (243-6994); messages will be taken by the Programs for Handicapped staff and relayed to the appropriate individual on campus, who may go to that office, located at 3537 Locust Walk, and return the call. An outgoing call can be initiated by any member of the University community who wishes to contact someone who has a TTY. The recently installed TTY will also serve as the ticket information number for the Hearing Theatre for the Deaf at the Annenberg Center.

The TTY accessibility is limited to the hours of the Office of Programs for the Handicapped, 9 a.m. to 5 p.m., workdays. There is no charge for local calls but the cost of an outgoing toll call must be prepaid by the caller or made collect; no collect calls will be accepted. Incoming mes-

sages to be relayed to another part of campus should be kept as brief as possible.

Sally Johnson, who heads the program has a national directory of TTY numbers, including those located at businesses, train stations and educational institutions.

Jobs for Handicapped Students

The W.W. Smith Trust fund provides funds for semester or summer job experience for qualified handicapped students not participating in the federally funded College Work-Study Program. If you know of a handicapped student (undergraduate or graduate) who might want such employment experience have him or her contact Sally at Ext. 6993 for further information and an application.

Couples Needed for Breast Surgery Research

Couples, aged 30-75, are needed to participate in a study designed to assess the effects of breast surgery on their relationship.

To participate, a woman must have had a biopsy (benign lumpectomy) and have a husband/partner who is willing to volunteer to complete questionnaires at home. All information from the couples' questionnaires will be kept strictly confidential.

The data obtained will provide health care professionals with an understanding of the problems encountered and the rehabilitation services which may be required.

To volunteer call Bev Wyatt at the Marriage Council of Philadelphia, 382-6683. The Council is affiliated with the Division of Family Study, Department of Psychiatry and the School of Medicine.

Report of the Ad Hoc Committee on Commencement

May 14, 1980

Amended and Adopted by Council November 12, 1980

On March 26, 1980, the Steering Committee of the University Council requested that the Chairman of the Undergraduate Assembly establish a student committee to review the Commencement Speaker Selection Process, which had been adopted by the University Council on May 10, 1978. During the course of its deliberations, the Committee expanded this charge to include the broader concept of "graduation weekend", and thereby avoided the problem of viewing Commencement in a vacuum.

Briefly, the Committee recommends that graduation weekend be divided into four segments: Ivy Day, Baccalaureate, Commencement, and post-Commencement. The Committee believes that these four segments, when adopted, will provide a meaningful and enjoyable graduation weekend for the entire University community.

The Committee must offer one caveat, however. These recommendations serve as our final report, but come without the benefit of public discussions. Therefore, it is our hope that such discussions would occur in the fall, in the Undergraduate Assembly and the Graduate and Professional Student Assembly, prior to discussion and action by the University Council. The Committee strongly believes that it would be inappropriate to reach any decision prior to this widespread student input.

The following are the Committee's recommendations regarding graduation weekend:

Ivy Day: The Committee recommends that Ivy Day be reestablished. It is designed to be a Senior Class Day, just as Hey Day is a Junior Class Day, and, accordingly, should be organized under the auspices of the Senior Class Board. The central focus of Ivy Day will be the Ivy Day Ceremony. This ceremony may include the presentation of the Senior Honor Awards* and other Senior awards. In addition, the Ivy Stone may be unveiled during the ceremony. Ivy Day should be on the Friday of graduation weekend, and thereby provide a natural conclusion to Senior Week activities.

The highlight of the Ivy Day Ceremony will be an address by a speaker chosen exclusively by the graduating seniors. This process will enable the students to hear their "popular" choice, without those constraints inherent in the selection of a Commencement speaker. The Administration should, however, assist the Senior Class Board in securing their chosen speaker. Selected speeches by the students themselves would also be appropriate during the Ivy Day Ceremony. At the conclusion of the keynote address, the speaker might be presented with an Ivy Award and/or a gift.

(As a day designed by and for students, Ivy Day has already been adopted by the Senior Class Board for May, 1981.)

Baccalaureate: The Committee recommends that the Baccalaureate Service be returned to its traditional nature, except that the Service should be as nonsectarian as possible, and consequently minimize any offense to students who wish to attend. Furthermore, we recommend that an address, if given, be by a speaker who is appropriate for this Service. As noted, the Senior Class Board may choose to continue to present Senior Honor Awards at this ceremony.

Commencement: The Committee recommends that the traditional University-wide Commencement ceremony continue, although the role of the keynote speaker should be modified. In part, this will be accomplished by the addition of a "popular" speaker on Ivy Day, and thereby eliminate the uneasy balance between a "popular" yet "appropriate", Commencement speaker. We also recommend that the keynote speaker preferably be selected from those persons affiliated with the University, to make the selection/acceptance easier, and to provide some relevance for having the specific speaker deliver the keynote address. On occasion, highly prominent persons not affiliated with the University (e.g. heads of state) might deliver the keynote address. In either case, the speaker should be selected by the administration, on behalf of the entire University community. There should be appropriate consultation, with a committee outlined below, before a selection is made. A potential speaker ordinarily should receive the unanimous support of the committee. Whenever the administration chooses a speaker who did not have the unanimous support of the committee, it shall offer a written explanation of its decision at the time that the choice of the Commencement speaker is announced.

The appropriate committee to consult with the President on a Commencement speaker consists of nine persons: Undergraduate Assembly Chairperson, Graduate and Professional Student Assembly Chairperson, Senior Class President, a second member of the Senior Class Board, a graduating graduate/professional student chosen by the Graduate and Professional Student Assembly, the Chairperson of the United Minorities Council, Faculty Senate Chairperson and Chairperson-Elect, and the Chairman of the Trustees.

Post-Commencement: To make Commencement more intimate for the University community, and especially for the graduating students, the Committee recommends that the University-wide ceremony be supplemented by post-Commencement receptions sponsored by the several schools. In certain cases, this reception would be a formal ceremony, including a keynote address delivered by a speaker appropriate for that school. No reception should exclude anyone (relative of student, etc.) who was invited to the University-wide Commencement exercises. Other specific details for these post-Commencement receptions should be left up to the schools, in close consultation with the appropriate student government.

Ad Hoc Committee on Commencement

Allison Accurso (FAS 81)	Mark Lerner (FAS, Wh 80)
Myles Berkowitz (FAS 81)	Randall Marks (Law 80)
Mitchell Blatt (Med 82)	Stephen Marmon (Wh Gr 81)
Laura Foggan (FAS, GSE 80)	James Reardon (Wh 80)
Chris Furlan (Dental 81)	Mitchell Portnoy (Wh 80), Convener

Almanac

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* This year, these awards are to be presented at the conclusion of the Baccalaureate service. The results of this experiment should be assessed by the Senior Class Board before they decide to either continue this practice or move the awards to Ivy Day.

ON CAMPUS

December 2-13

Exhibits

Through December 6 Fiber sculpture and textile construction by two native Philadelphia artists, Sue Brandon and Alice Beresin at the Houston Hall Gallery.

Through December 19 An exhibit of sculpture by Yarrott Benz and Eiko Fan, and photographs of British Columbia by Daniel Conrad. At the Faculty Club, 200 S. 36th St.

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

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

Through August 31, 1981 *The Egyptian Mummy: Secrets and Science*, 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

Exploratory Cinema

December 3 *Chronicle of a Summer*, 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.

Children's Film Program

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.

Sunday Film Series

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.

Penn Union Council

December 2 PUC Film Alliance sponsors *Barry Lyndon*, 8 p.m. in Irvine Auditorium.

December 6 PUC Movies presents *Dr. Zhivago*, 8 p.m. in Irvine Auditorium.

December 8 PUC Film Alliance presents *The Big Sleep* at 8 and 10:15 p.m. in the Annenberg Center's Studio Theatre.

December 9 PUC Film Alliance sponsors *Seven Brides for Seven Brothers*, 8 and 10 p.m. in the Annenberg Center's Studio Theatre.

December 12 PUC Movies sponsors *Harold and Maude* at 7:30 and 11:15 p.m. and *Paper Chase* at 9:15 p.m. in Irvine Auditorium.

Meetings

December 10 University Council at 4 p.m. in the Council Room of the Furness Building. Members and invited observers.

Music

December 2 University Choral Society, conducted by William Parberry performs Bach's *Magnificat* and Schubert's *Mass in G*, at the Tabernacle Church, 8:30 p.m.

December 5-6 The Collegium Musicum presents *The Play of Daniel*, a full-staged production of a 13th century music drama from Beauvais, at 8 p.m. at St. Mary's Church, 3916 Locust Walk.

December 7 *Music and the Museum's* second concert of the season features Deborah Carter, flute, and Kiyoko Takeuti, piano; 2:30 in Harrison Auditorium.



O Come All Ye Tuneful . . . to the front steps of College Hall at 4 p.m. Monday, December 8 to carol through the campus with the Glee Club. The Vice Provost for University Life's grace note afterward is the wassail bowl in Houston Hall.

Special Events

Craft Fair December 4-6, 10 a.m. - 6 p.m., in Houston Hall's West Lounge.

Art Exploration *Picture That*, a photography workshop for children. Saturday December 6, 10 a.m. - noon at the ICA Gallery.

A-3 Christmas Party Annual end-of-the-year holiday party sponsored by the A-3 Assembly, December 10, noon - 2 p.m. in Houston Hall's West Lounge. Bring your own lunch, but dessert and beverages will be provided. The A-3 program committee needs contributions of desserts, supplies, decorations, etc. Call Inge Larson, Ext. 4560 or Margaret Sabre, Ext. 5285 to volunteer.

University Museum Tours December 3, *Medicine or Magic?*; December 7, *The Ancient Maya*; December 10: *Ancient Fashions, Fads and Fancies*. Tours begin at 1 p.m. at the Museum's main entrance and last approximately 45 minutes.

Weekend/Nigeria International House presents two evenings of Nigerian art, music and cuisine December 5 and 6, 5 - 9 p.m. December 5 at 5:30 p.m. art historian Judy McEntire Schatz lectures on *Contemporary Nigerian Art: Its Roots and Revolutions*. The Restaurant School's Beginner's Luck will serve a three-course Nigerian dinner both nights. Information: 387-5125, Ext. 201.

Children's Folklore Series African-American Storytelling, December 7 at 2 p.m. at International House. Information: 387-5125, Ext. 201.

Sports

December 2 Women's squash vs. Franklin and Marshall, 4 p.m. at Ringe Courts; women's swimming vs. Widener, 4 p.m. at Gimbel Gym.

December 3 Men's swimming vs. Princeton, 4 p.m. at Gimbel Gym.

December 6 Women's basketball vs. Harvard, 3 p.m. at the Palestra.

December 10 Men's swimming vs. Lafayette, 4 p.m. at Gimbel Gym; men's basketball vs. St. Francis, 7 p.m. at the Palestra.

Ticket Information: For home athletic contests, admission is free except for Big Five basketball games. For basketball tickets, call the Athletic Ticket Office at Ext. 6151.

Talks

December 2 Robert Kaufman, professor of political science at Douglass College of Rutgers University, on *Authoritarianism and Liberalization in the Southern Cone*, at 4 p.m. in McNeil 285.

Dr. Linda Bartoshuk, the Pierce Foundation and department of psychology at Yale, on *Taste Quality Modifications or Why Don't Things Taste the Same to Everybody*, at 4 p.m. in Dunlop A of the Medical Education Building.

Michael Cohen, senior associate and leader of the Research on Instruction team at the International Institute of Education, *Instructionally Effective Schools*, 4 p.m. at the Graduate School of Education Room D 9-10.

Dr. Richard D. Mavis, of the University of Rochester's radiology department, *Is Lipid Peroxidation a Common Mechanism of Lung Pathology?*, 12:30 p.m. at the Physiology Library, 4th floor of the Richards Building.

Dr. James A. Will, of the University of Wisconsin's veterinary science department, *A Different Approach to the Enigma of Pulmonary Hypertension*, 4 p.m. at the Physiology Library, 4th floor of the Richards Building.

December 3 Joan Goodman, a Ph.D. graduate of the Graduate School of Education, on *The Lock Box: An Instrument to Evaluate Mental Development in Pre-School Children*, NEB 208 at 4 p.m.

December 4 Dr. Elias Schwartz of Children's Hospital on *Studies with Human Globin Genes*, at 11:30 a.m. in Medical Labs Building 196.

Dr. Alvin Mushlin, associate professor of medicine and director of ambulatory programs at the University of Rochester, on *Outcome Based Quality Assurance Strategies*, at 4 p.m. in the Colonial Penn Center Board Room.

December 5 Dr. Barbara McCool, acting director of the National Center for Health Services Research, *NCHSR Research Priorities*, at 2:30 p.m. in the Colonial Penn Center Auditorium.

Not to be confused with the Administrative Assembly's Brown Bag seminars, the University Museum's new series of the same name starts with *What in the World Ever Happened to Tikal?* Dr. William R. Coe, curator of the Museum's American Section talks about the 14-year field program in the Maya site of Guatemala. 12-1 in the Ethnic Arts Gallery.

December 6 *Health Research: Can Utility and Quality Co-exist?*, part of the Saturday at the University series. Donald Kennedy, president of Stanford University and former commissioner of the U.S. Food and Drug Administration, and Rosemary Stevens, professor of history and sociology of science, examine adjusting health care research to different contexts and new realities. University Museum at 10 a.m.

December 8 Linguistics professor William Labov on *Strategies for Teaching Reading to Speakers of the Black English Vernacular*, 7 p.m. in Houston Hall's Benjamin Franklin Room.

Dr. Abraham Lilienfeld, Johns Hopkins University's epidemiology department, on *Study of Foreign Service Officers in Moscow*, at 2 p.m. in NEB 111.

December 9 Leo Steinberg, Benjamin Franklin Professor of History of Art, on *Michelangelo Sexagenarian: Witness to the Last Judgment*, at 8 p.m. in the University Museum Auditorium.

Dr. Milton Hernandez of the Hershey Medical Center on *Cerebral Blood Flow During Neonatal Asphyxia*, 12:30 p.m. at the Physiology Library, 4th floor of the Richards Building.

December 11 Dr. Warner V. Slack, Harvard Medical School, on *The Patient's Right to Decide*, at 8 p.m. in Dunlop Auditorium B at the Medical Education Building.

Theatre

December 6 The Rhode Island Feminist Theatre presents *Internal Injury*, 8:30 p.m. at the University Museum Auditorium. Tickets: Available at Giovanni's Room at 12th and Pine Streets.

Through December 6 The Mask and Wig Club's 93rd annual production, *Hire and Higher*, at the Mask and Wig Clubhouse, 310 South Quince Street. Plays Thursday, Friday and Saturday. Ticket information: Call the Annenberg Center Box Office at Ext. 6791 or the clubhouse at WA3-4229.

Pat Carroll brings her award-winning, one-woman show *Gertrude Stein, Gertrude Stein, Gertrude Stein*, to the Annenberg School Theatre December 2-6. Ticket information: Ext. 6791.

Through December 14 Peter Nichols' *A Day in the Death of Joe Egg*, produced by the Philadelphia Drama Guild at the Annenberg Center's Zellerbach Theatre. Ticket information: Ext. 6791.

December 17-28 Charles Dickens' *A Christmas Carol*, as produced by the McCarter Theatre Company. There are both matinee and evening performances. For times and ticket prices, call Ext. 6791.

To list an event

Information for the weekly Almanac calendar should reach our office at 3533 Locust Walk at least one week before desired date of publication.

OPPORTUNITIES

Listings are condensed from the personnel bulletin of November 20, 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: first floor;
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;
Van Pelt Library: ask for copy at Reference Desk;
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

Accountant I (3583) assists in the development of indirect cost rates applicable to research and instruction efforts including special studies; reviews and approves service center costing rates; reviews journal entries effecting research effort; assists in implementation of and compliance with accounting aspects of sponsored research effort (working knowledge of the University's financial accounting system and/or knowledge of University fund accounting; accounting degree; two years' experience) \$11,400-\$15,800.

Archivist, Museum (3453) \$16,325-\$22,000.

Assistant Area Director for Operations and Maintenance (B0386) \$11,400-\$15,800.

Assistant Director (3582) advises students; arranges fieldwork program; budgets and administers program (degree; familiarity with city and non-profit agencies; budget experience; ability to work with students; knowledge of the University) \$12,375-\$17,425.

Assistant Director (B0754) coordinates projects including construction activities; supervises personnel, implements program of fiscal management, develops policies with director (accounting background; degree; experience in management of laboratory; knowledge of construction preferred) \$16,325-\$22,600.

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

Assistant Director (2 positions) \$17,725-\$25,000.

Assistant Director, Alumni Relations \$14,200-\$19,625.

Assistant Director, Merchandise \$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 \$14,200-\$19,625.

Associate Development Officer II (3576) responsible for overall supervision of fund raising and alumni relations activities, conceptualization, planning and execution of gift appeals; analyzes data on potential donor sources; obtains appropriate techniques for obtaining major gifts (proven record of successful fund raising in higher education; creativity and an inquiring mind; strong communication skills; ability to inspire and move people to a desired action) \$17,725-\$25,000.

Associate Director for Administration (3394) \$16,325-\$22,600.

Associate Director, Corporate Placement Services (3364) advises graduate students on placement opportunities; suggests possible recruiting strategies; oversees office in absence of director; advises students on career options; conducts interview training and resume preparation seminars; initiates new employment resources and maintains established relationship (degree; master's degree) \$16,325-\$22,600.

Benefits Counselor (2922) answers all employee inquiries as they relate to payroll and benefits; consults with and advises employees of the benefits for which they are entitled; counsels employees in specific areas relative to benefits; responsible for processing forms (degree; experience in benefits or personnel; willingness to accept increasing responsibilities) \$12,375-\$17,425.

Business Administrator I (B0761) provides assistance to principal investigators of several large research projects; prepares and monitors budgets; acts as liaison with associated group leaders; serves as functional liaison with appropriate federal agencies (ability to communicate effectively with researchers and sponsoring agencies; working knowledge of policies and procedures of NSF, ONR and DOE) \$11,400-\$15,800.

Business Administrator II (B0758) develops, maintains and monitors budgets, grants and all financial matters; prepares annual budget, financial data for grant applications, analysis of current expenses for operational grants and contracts, prepares budget reallocations, reconciles monthly controller's sheets, coordinates flow of information to faculty and staff; prepares and updates personnel action forms and time report forms, monitors budget to assure that all funds are utilized within stipulated time limit (accounting background; ability to develop budgetary systems; University experience preferred) \$12,375-\$17,425.

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 \$12,375-\$17,425.

Coordinator, Off-Campus Living (3479).

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

Department Library Head I (B0760) responsible to associate director for implementation of project operations with staff; supervises preparation of cataloging (ALA accredited MLS; knowledge of Anglo-American Cataloging rules with experience in machine-assisted cataloging methods; supervisory ability; reading competence in Latin preferred) \$14,200-\$19,625.

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

Director, Admissions Data Systems, (3569) coordinates with UMIS in the development, design, evaluation, re-design of all computerized and computer-related procedures for undergraduate admissions; directs computer system supports for recruitment regions, programs; for application processes including evaluation, selection, notification and monitoring subsystems as well as computer interface procedures between word-processing and UPENN's computer CPU (proficient and highly skilled in use of Mark IV programming package, COBOL and PL / I programming languages, and interface of word-processing, WP printer and computer technology; highly effective interpersonal skills needed in servicing staff contacts not technologically experienced) \$16,325-\$22,600.

Junior Research Specialist (2 positions) \$11,400-\$15,800.

Librarian II (4 positions) \$14,200-\$19,625.

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

Manager, Safety Office (03196) manages a safety organization which analyzes University operations for actual or potential safety hazards; oversees fire extinguisher program and hazardous chemical waste disposal program (degree; training in industrial and related safety practices; knowledgeable about OSHA requirements; ability to communicate orally and in writing; supervisory experience) \$17,725-\$25,000.

Nurse Practitioner I (B0748) \$14,200-\$19,625.

Office Manager, Collections (3529) \$11,400-\$15,800.

Production Control Technician \$14,200-\$19,625.

Programmer Analyst I (B0652) \$14,200-\$19,625.

Project Coordinator (B0719) \$17,725-\$25,000.

Research Specialist I (4 positions) \$12,375-\$17,425.

Senior Research Coordinator \$16,325-\$22,600.

Staff Dentist (3473) \$31,150-\$43,925.

Vice-Dean, Law School (3434).

Support Staff

Abstractor I (3485) \$7,700-\$9,425.

Accounting Supervisor (3586) processes all payments to vendors, processes journal vouchers, coaches cash requests for team and individual travel, processes bank deposits and reconciles checking account monthly, works with

business manager in all accounting areas for division (some typing; knowledge of accounting and bookkeeping systems; knowledge of University comptroller system desirable; high school graduate) \$9,400-\$11,675.

Administrative Assistant I (3 positions) \$8,775-\$10,850.

Administrative Assistant II (2 positions) \$9,400-\$11,675.

Animal Laboratory Technician (2 positions) \$9,136-\$10,046.

Apprentice Plumber (3425) Union wages.

Bookkeeper (3563) \$8,250-\$10,150.

Bookstore Clerk I (2 positions) \$6,725-\$8,175.

Clerk I (2 positions) (3578) \$6,325-\$7,625.

Clerk II (2 positions) (3462) (3357) \$7,200-\$8,750.

Coordinating Assistant I (3222) organizes meetings and conferences; secures space for meeting, hotel reservations, arranges for meals; deals with participants' problems; prepares budgets and handles disbursements with respect to conferences; assists in preparing and disseminating papers and materials needed for meetings; screens mail and telephone calls (high school graduate; two or more years of college or business school; at least five years' experience; initiative; mature judgment; ability to work under pressure; knowledge of University procedures; 60 wpm typing; 100 wpm dictation) \$9,400-\$11,675.

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

Coordinator of Visitor Services \$8,775-\$10,850.

Custodian (3499) Union wages.

Duplicating Machine Operator I (3 positions) \$6,325-\$7,625.

Electrician (2 positions) Union wages.

Electronic Technician I (B0399) \$9,600-\$11,700.

Electron Microscope Technician I \$9,600-\$11,700.

Foreman, Farm Unit (B0518) \$6,900-\$8,825.

Limited Service Clerk (3470) \$7,700-\$9,425.

Limited Service Secretary (3523) Hourly wages.

Medical/Dental Receptionist (3531) \$7,700-\$9,425.

Operator II, Office Automation \$8,250-\$10,150.

Photographer II (B0762) photographs specimens and flat copy, histology and scientific subjects; handles many aspects of graphic arts photography, optics and specialized processes; color photography; production of slides and prints; studio maintenance and orders supplies; produces work under stringent time requests (degree preferred in biology and/or fine arts; knowledge of biology and allied research fields; minimum of two years' experience as technical photographer) \$9,600-\$11,700.

Pipefitter (3 positions) Union wages.

Receptionist (3 positions) \$6,725-\$8,175.

Research Bibliographer I (3559) \$8,775-\$10,850.

Research Laboratory Technician II (13 positions) \$10,700-\$13,125.

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

Secretary III (17 positions) \$8,250-\$10,150.

Secretary, Medical/Technical (7 positions) \$8,775-\$10,850.

Secretary, Technical/Word Processing (5 positions) \$8,775-\$10,150.

Secretary/Receptionist, Medical/Academic (3566) \$9,400-\$11,675.

Secretary to the Dean (3572) types, takes dictation, schedules appointments, greets visitors, arranges meetings, trips, organizes luncheons, interfaces with department and University; liaison with outside agencies (high school graduate, University experience helpful, five to seven years' secretarial experience) \$10,700-\$13,450.

Senior Admissions Assistant (3581) coordinates activities associated with graduate student recruitment; assists in the evaluation of student applications for admission; responsible for maintenance of appropriate records of coordination/participation in activities associated with recruitment of graduate students (experience on OX typewriter desirable; fast accurate typing essential; knowledge of University procedures; six years' secretarial experience, some college or business school) \$9,400-\$11,675.

Steam Operator (2 positions) (3575)(3323) Union wages.

Stockkeeper II (B0763) handles incoming material for stocking, posts stock card inventory system; some typing and business machine experience; lifts cartons and handles customers (high school graduate; some bookkeeping experience, some typing and business machine experience) \$7,700-\$9,425.

Supervisor, Accounts Payable \$9,400-\$11,675.

Supervisor, Herdsman (3422) \$10,025-\$12,850.

Supervisor, Mechanical Systems \$13,450-\$16,650.

Truck Driver (3346) Union wages.

A Centenary Album

If the exhibit now on display at Van Pelt Library — *A Century of Black Presence at the University of Pennsylvania, 1879-1980* — is a testament to the black presence at the University over more than a century, it is also a testament to the hard work of University Archivist Francis J. Dallett and his staff, Centenary Coordinator Ralph Smith asks us to note. They tracked down photographs, ferreted out papers and letters, and traced lost alumni and others whose paths have crossed Penn's in the past hundred years. They easily found the household names of recent days (*at right above, Martin Luther King Jr., a philosophy student here in 1949-51, is shown with Trustee Robert Trescher on Law Day in 1965; and Nnamdi Azikwe (MA 1932), Nigeria's founding president, posed with Provost Vartan Gregorian as he returned last spring for an honorary degree*). They also present at Van Pelt W.E.B. DuBois, who was on the Wharton School staff while he wrote *The Philadelphia Negro* and Marion Anderson who gave us her papers recently, and many others not shown here — including Alumni Julian Francis Abele, architect of the Free Library, and Nathan Francis Mossell, founder of Douglass Hospital.

They found "firsts" both known and unknown in today's households. *At right are Minnie Hogan-Clemens Dorchester, the first black graduate of the nursing school, and Lewis Baxter Moore, Penn's first black graduate student. Ms. Dorchester, who was graduated with honors in 1888, went on to become head of nursing at Douglass Hospital. Dr. Moore, whose Ph.D. dissertation examined the stage in Sophocles' plays, taught several subjects — including Latin, pedagogy and education — at Harvard, and later became dean of its Teacher's College. Among "firsts" not shown: Sadie T.M. Alexander, first black woman Ph.D. in America, Penn 1921, and first black woman graduate of our law school, 1927 . . . Ida E. Bowser, in music, in 1887, the first black woman at Penn . . . and of course James Brister, the first Penn black student of all, who enrolled in the dental school in 1879.*

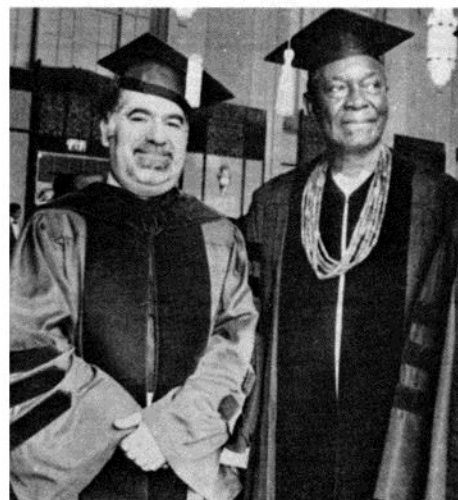
But the Centenary is not all past tense, and there is more than an exhibit afoot. *Below right, playwright Leslie Lee's appearance as Artist-in-Residence started the year's schedule of living/learning activities which focus on black achievement today and yesterday. He is shown with Kristin Hunter, adjunct associate professor of English. In the spring term, activities as well as the exhibit continue. Two dates to mark as the schedule resumes following the Christmas break:*

January 15: Commemorating the birthday of the late Martin Luther King Jr., SCLC President Joseph Echols Lowery will give a major address in Irvine Auditorium.

February 22: For W.E.B. DuBois' birthday, Penn dedicates the W.E.B. DuBois House, with the Fisk Jubilee Singers of his alma mater in concert that evening — C.A.V.



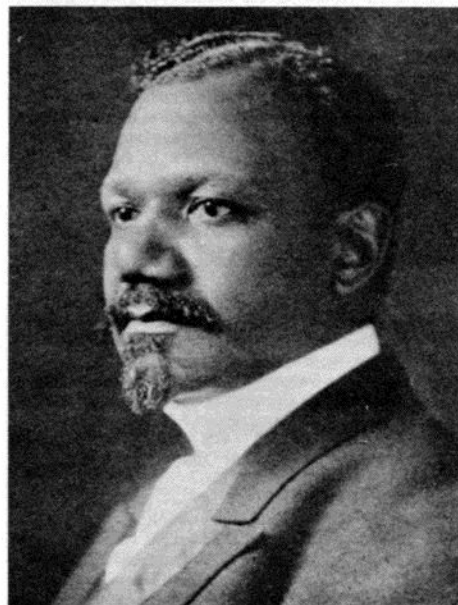
University Archives



Frank Ross



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John Lattany