

Almanac

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PHILADELPHIA, March 1, 1881.

To the Board of Trustees of the University of Pennsylvania.

GENTLEMEN:

Herewith you will receive, in print, a "Project for a School of Finance and Economy, to form a new Department of the University." That project, having received preliminary examination and qualified approval by several members of your Board, is now submitted to you in order that you may determine whether the University will, upon receiving the endowment suggested, undertake to carry the plan into effect.

The main features of this scheme, embodying the fruit of much experience and thought, impressed themselves upon my mind about two years ago, and were then committed to writing. But the many developments and changes of expression which have since occurred to me, have been from time to time carefully incorporated into the paper, so that, as it now stands, it does not lack the "labor time" which is required by most fabrics of thought and words that are intended to endure.

Although care has thus been taken to embody, not only my own convictions, but also some valuable suggestions from your above-named members, the elaboration of details which is still necessary for bringing about a smoothly-working assimilation of this School with the University, may bring to light further improvements which I should welcome, but I should object to any important alteration of the general scheme, and would therefore ask your decision upon it in its present shape; especially should I object to such lowering of tone in regard to national self-protection by means of tariff laws, as some of your members seemed inclined to favor. My conviction of the necessity of bold inculcation of this principle is so strong that I at first drew up a special provision by which the endowment should revert in case of failure to uphold it. It suffices, however, to express, in whatever paper of conveyance may be executed, that forfeiture shall occur upon such failure or unwillingness of the University to execute, on the general terms now proposed.

"A communication was read from Mr. Joseph Wharton . . ." into the Trustees' minutes of March 1881. It was his Deed of Gift (above) founding the first school of higher business and management education in this country. A \$100,000 grant from the successful Philadelphia financier and iron manufacturer was "To provide for young men special means of training and correct instruction in the knowledge and in the arts of Finance and Economy, both public and private, in order that . . . they may either serve the community skillfully (and) faithfully in offices of trust, or, remaining in private life, may prudently manage their own affairs," according to a short history furnished by the School as it prepared for the Centennial Celebration that starts this week. The history continues:

Joseph Wharton was a monetarist who wanted the school's professors to teach that "an essential attribute of money is that it be hard to get." But he also wanted the students to know the "immorality and practical inexpediency of seeking of acquire wealth by winning it from another, rather than earning it through some sort of service to one's fellow men."

Starting with 13 students and one-and-a-half professors in 1881, Wharton School was alone in the field of business education for 17 years. In 1898, schools were established at the Universities of Chicago and California.

When the school was first founded, "rugged individualism" flourished in business, the tariff was of great social significance, labor disputes were settled with lockouts, and the government's role was to stay out of business. Today's graduate takes a curriculum which includes the study of labor relations, government and private sector interaction and social responsibility of the corporation in addition to the usual management disciplines.

In the late 1950's, the faculty concluded that vast changes had taken place in American business and society and that a new philosophy of business education was required. The purposes of the school were re-enunciated and redefined to guide students toward

- (1) the acquisition of intellectual tools indispensable to a manager;
- (2) the development of capacities for exact and independent analysis;
- (3) the attainment of realistic perspectives on economic and political affairs; and
- (4) the recognition of corporate social responsibility.

Today, Dean Donald C. Carroll says, "the essence of what is taught in this School is problem solving. We believe strongly in involvement of both students and faculty in real life problems as well as scholarly pursuits. While we strive to create a sound base in relevant theory for each student, we are determined that the limitations of the theory be tested and learned through application in reality."

Wharton at 100: Words and Music

Alumnus and former Deputy Secretary of the Treasury Charles E. Walker is the keynote speaker, and the brass band is from New Orleans' Preservation Hall (see page 2). Together they usher in the Wharton School's Centennial Celebration at 4 p.m. Thursday at Irvine Auditorium. The School cancels its afternoon classes for the occasion, and the Trustees will move that portion of their quarterly meeting to Irvine to join in.

Dr. Walker, who served as chairman of the Reagan Tax Policy Task Force, will discuss planning and economic policy in the eighties. Dean Donald C. Carroll, President Martin Meyerson and Trustees Chairman Paul F. Miller, Jr., will also speak.

Friday the School holds a Centennial Conference called *Focus: The Eighties—Strategic Planning for Management Education*, and later in spring there will be a Centennial Ball, two departmental conferences—for the Industrial Research Unit's 60th Anniversary June 11-12 and the Statistics Department's 50th May 11-13—plus the first Wharton-Reliance Symposium on *Problems and Opportunities of Private Enterprise* March 22-24, coordinated by Professors Michael and Susan Wachter. Its theme: *A New U.S. Industrial Policy?*

Trustees: Stated Meeting

At the Trustees' stated meeting Friday at 2 p.m., President Martin Meyerson will appear in office for the last time. On the two-hour agenda are eleven committee reports (with action scheduled on items in budget and finance). The session will be in the Council Room of the Furness Building, open to observers who reserve with the Secretary.

Beforehand, President-Elect Sheldon Hackney will address the Trustees for the first time since his informal acceptance speech October 24, at a luncheon for members and invited guests. Dr. Hackney, who has settled temporarily in University-owned quarters on Sansom Street, takes office February 2.

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ON CAMPUS

January 27—February 7

Bill van Calsem



Wharton on Parade . . . with an outdoor opportunity for the campus at large to hear the Dejan Olympia Marching Band from New Orleans' Preservation Hall as they pipe dignitaries from Houston Hall robing to Irvine Auditorium speechmaking. The Centennial parade starts at 3:30 p.m. Thursday, January 29.

Children's Activities

January 31 *A Connecticut Yankee in King Arthur's Court* (Tay Garnett, 1949)
February 7 *Hand in Hand* (Philip Leacock, 1961)

Films are free, screened Saturdays at 10:30 a.m. in Harrison Auditorium of the University Museum. Recommended for children aged five and older.

Exhibits

Through February 8, *Arts of the Maasai*, unique ceremonial costumes, artifacts and jewelry combine with photographs to illuminate the ancient and contemporary world of the Maasai, the great herding people of Kenya and Tanzania, at the University Museum.

Through February 13 *Hidden Talents*, a multi-media collection of works by students, faculty and staff of the University, at the Houston Hall Gallery.

Through February 15 *African Sculpture from the Collections*, more than twenty masks and statues from sub-Saharan Africa selected for their beauty and significance, at the Sharpe Gallery of the University Museum.

Through February 20 *Jean Hamburg Paintings and Sidney Shore Sculpture*, at the Faculty Club.

Through August 31 *The Egyptian Mummy: Secrets and Science*, the exhibit conveys Egyptian ideas about life after death and health and disease patterns of these ancient people as revealed through x-ray and autopsy studies of mummified remains, at the University Museum.

Through December *A Century of Black Presence at the University of Pennsylvania, 1879-1980*. The exhibit honors the Black Centenary, at Van Pelt Library.

University Museum Gallery Tours

January 28 *Views of the Natural and the Supernatural*
February 1 *Ancient Mesopotamia*
February 4 *The Maya*
February 8 *Indians of the West*

All tours begin inside University Museum's main entrance at 1 p.m. and last approximately 45 minutes. Admission free, \$1 donation requested.

Films

Exploratory Cinema

January 28 *An Event on the Beach* (Fernando Amaral, 1960, Brazil); *Pour La Suite Du Monde (Moontrap)* (Pierre Perrault and Michel Brault, 1963, Canada)
February 4 *Paris Vu Par . . .* (Jean-Luc Godard, Eric Rohmer, Claude Chabrol, Jean Rouch, Jean-Daniel Pollet and Jean Dochet, 1966, France)

All screenings are held at 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

January 28, 29 *Alambrista! (The Illegal)*, 7:30 p.m.; *La Chinoise*, 9:30 p.m.

January 30 *Alambrista!* 4 p.m.; *Clarence and Angel* with filmmaker Robert Gardner, 7:30 p.m.; *Alambrista!*, 9:30 p.m.

February 4 Film/History: Three Documentaries with Filmmaker Bertrand Sauzier, 7:30 p.m.

February 5 *Knife in the Head*, 7:30 and 9:30 p.m.

February 6 *Knife in the Head*, 4 and 9:30 p.m.; *The Offenders* with Filmmakers Beth B and Scott B, 7:30 p.m.

All screenings are held at Hopkinson Hall, International House. Admission: \$2, \$1 for the Friday matinees, for more information call 387-5125, Ext. 222.

PUC Film Alliance

January 23 *Live and Let Die*, 7:30 p.m. and midnight; *You Only Live Twice*, 9:45 p.m.

January 24 *Gone with the Wind*, 8 p.m.

January 31 *Blazing Saddles*, 7:30 and 11:15 p.m.; *Young Frankenstein*, 9:15 p.m.

February 6 *The Seduction of Joe Tynan*, 7:30 and 10:30 p.m.; *The Great Escape*, 11:30 p.m.

February 7 *Heaven Can Wait*, 7:30 and 11:30 p.m.; *Shampoo*, 9:30 p.m.

All screenings are held at Irvine Auditorium on Friday and Saturdays. Admission \$1.25, midnight shows \$1.

Sunday Film Series

February 1 *L'Amite Noir* (1944, France); *Dance Contest in Esira* (1936, Africa); *No Maps on my Taps* (1979, USA)
February 8 *Pandora's Box* (Pabst, 1928, Germany)

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

University Museum

Through August 31 *Mummy 1770, The Unwrapping and Egypt's Pyramids, Houses of Eternity*, shown in conjunction with the current exhibition *The Egyptian Mummy: Secrets and Science*.

Films are free, screened on Saturdays at 1:30 and 2:30 p.m. and on Sundays at 1:30 p.m. in Harrison Auditorium of the University Museum.

Music

February 1 The Penn Contemporary Players, directed by Jane Wilkinson, present Stravinsky's *Septet* and Schoenberg's *Fantasy for Violin and Piano*. Guest artist Neva Pilgrim joins the ensemble for Jay Reise's *Cleopatra* and Jane Wilkinson's *Skystones*, 8:15 p.m. in Lang Concert Hall, Swarthmore College.

February 4 The University Wind Ensemble, directed by Claude White, presents a concert of chamber music for winds, 8 p.m. in Houston Hall's West Lounge.

Special Events

Through February 28 *Hmong Embroidery Workshops* presented by International House and the Indochinese Community Center, 10:30 a.m.-noon, Saturdays, at International House, 3701 Chestnut Street. Bring a pair of scissors; other materials will be provided.

Through April *University Ice Skating Club* meets Thursdays 3:30-5 p.m. and Sundays 10:15-11:45 a.m. at the Class of '23 Ice Rink, 3130 Walnut Street. For more information call Marion Friedman at 342-8638, evenings or weekends.

January 29 *Wharton Centenary Opening Ceremony* for students, faculty, staff, student representatives from other schools, overseers and trustees at Irvine Auditorium, processional at 3:30 p.m. and ceremony at 4 p.m.

January 30 *Wharton's Centennial Conference*, Focus: The Eighties, Strategic Planning for Management Education.

The Annual Dinner of The Organized Classes celebrating the classes and honoring Dr. Sheldon Hackney at the Faculty Club. Call Ext. 7811 for reservations.

Houston Hall Night, the semi-annual Houston Hall Celebration including programs, specials and events, 8 p.m., Houston Hall.

January 31 *When in Tokyo . . .* a program exploring cultural differences between Japan and North America, and their consequences for business activity and economic relationships. 10:30 p.m. at International House. For reservations contact Robert Duncan at 387-5125, Ext. 204.

Sports

January 27 *Women's Badminton* vs. Rosemont, 4 p.m. at Weightman Hall.

January 28 *Women's Basketball* vs. St. Joseph's, 5 p.m. at the Palestra; *men's fencing* vs. Rutgers, 7:30 p.m. at Weightman Hall; *women's fencing* vs. Rutgers, 7:30 p.m. at Weightman Hall; *men's basketball* vs. St. Joseph's, 9 p.m. at the Palestra.

January 31 *Men's Fencing* vs. Navy/N. Carolina, 1 p.m. at Weightman Hall; *women's fencing* vs. N. Carolina, 1 p.m. at the Palestra; *men's wrestling* vs. F & M, 1 p.m. at the Palestra; *women's swimming* vs. Cornell, 2 p.m. at Gimble Gym; *men's volleyball* vs. Cornell, 2 p.m. at Weightman Hall; *women's basketball* vs. Cornell, 4 p.m. at the Palestra; *women's badminton* EIAA Tourney.

February 3 *Women's Badminton* vs. Swarthmore, 4 p.m. at Weightman Hall; *women's swimming* vs. Swarthmore, 4 p.m. at Gimble Gym.

February 4 *Men's Gymnastics* vs. Princeton and *women's gymnastics* vs. Princeton, both 7 p.m. at Hutchinson Gym.

February 5 *Men's Volleyball* vs. Princeton, 7 p.m. at Weightman Hall.

February 6 *Men's Wrestling* vs. Yale, 2 p.m. at the Palestra.

February 7 *Men's Wrestling* vs. Harvard, 1 p.m. at the Palestra; *men's squash* vs. Cornell, 2 p.m. at Ringe Courts; *women's badminton* PAIAW, 8:30 p.m. at Drexel.

Talks

January 28 Center for the Study of Aging and School of Public and Urban Policy present Dr. Robert H. Binstock, law and politics at Brandeis University, on *Public Policy on Aging in the 80s*, 3:30-4:30 p.m. at Wistar Institute Auditorium.

Professor Jonas A. Barish, University of California, on *Character-Change in Shakespeare*, 4 p.m. at Conference Room, 1st floor, Van Pelt Library.

Graduate School of Education presents Dr. Robert Rosenthal, Harvard University, on *Pavlov's Mice, Pfungst's Horse, and the Victims of Diagnoses: Deception, sex and Eavesdropping in Nonverbal Communication*, 4 p.m. at Rooms D 9-10, Education Building.

January 29 South Asia Seminars present Gananath Obeyesekere, Princeton University, on *Boundaries of the Buddhist System against the cults of devas and demons in Sri Lanka*, 11 a.m.-12:30 p.m., at Classroom II, University Museum.

Blood Drive: Celebrate National Volunteer Blood Donor Month 1-7 p.m., at McClelland Hall in the Quad. Donors receive free refreshments and a chance to win two free movie passes to the Ritz 3 Movie Theater.

Fine Arts Department presents a Poetry Reading featuring Beth Gamse, 8 p.m. at Third Floor Coffee Shop, Fine Arts Building.

(Continued on page 7)

Documents Relating to the Endowment of the Reliance Professorship/Deanship

Now that a revised agreement for the endowment of the deanship of the Wharton School has been concluded, we think it important to publish, for the information of the University community, the texts of the original and revised agreements with the Reliance Group as well as other directly relevant documents and abstracts of the preliminary correspondence.

1. Preliminary Correspondence. On April 10, 1979, Paul F. Miller, Jr., Chairman of the Trustees, wrote to Saul P. Steinberg, Chairman and President of Reliance, to express his pleasure at the possibility of Reliance's endowing the Wharton deanship. This letter followed months of conversations between Mr. Miller and Mr. Steinberg to develop Reliance's interest in this gift. Mr. Miller's April 10 letter* suggested that the amount of the endowment be \$1.5 million and that the Dean be designated Reliance Professor of Free Enterprise. Mr. Miller noted, however, that the title of the professorship could as well be the Steinberg Professorship, the Reliance Professorship of Private Enterprise or Business Enterprise, or some other designation deemed suitable by Reliance. Whatever his title or academic specialty, the Dean should be a spokesperson for the free enterprise system. Mr. Miller also mentioned an understanding that Reliance would want the Dean to be involved once or twice each year with Reliance employee training and suggested, in addition, that Reliance consider whether the Dean might deliver an annual lecture on some aspect of the private economy.

Two weeks later, on April 24, 1979, Mr. Miller wrote again to Mr. Steinberg to confirm informally the principal features of Reliance's proposed gift. These were: an endowment of \$1.5 million; designation of the dean as Reliance Professor of Private Enterprise; an annual Julius Steinberg Memorial Lecture by the dean on an aspect of private enterprise; involvement of the dean up to twice a year in employee training or another aspect of Reliance's operations; and a bi- or tri-annual Wharton-Reliance Symposium on the Problems and Opportunities of Private Enterprise, to be financed by Reliance and presided over by the dean.

The Reliance endowment was subsequently presented to and approved by the Reliance board. On May 11, 1979, Mr. Miller wrote to Mr. Steinberg expressing his gratitude on behalf of the Trustees, faculty and students. This letter described the main points of the endowment as they had been set forth in Mr. Miller's letter of April 24, and said that the University was discussing proper documentation with counsel. On June 1, 1979, President Martin Meyerson also wrote to Mr. Steinberg to express his gratitude and appreciation for the gift.

2. Original Endowment Agreement. On June 4, 1979, an agreement was signed by President Meyerson, on behalf of the University, and Mr. Steinberg, on behalf of Reliance:

Agreement by and between *Reliance Group, Incorporated*, a Delaware Corporation (hereinafter "RELIANCE") and *The Trustees of the University of Pennsylvania*, a Pennsylvania Non-Profit Corporation (hereinafter "UNIVERSITY") made this fourth day of June 1979.

WHEREAS, RELIANCE recognizes the preeminence of the Wharton School of the University of Pennsylvania in educating the future leaders of the business community throughout the world, and

WHEREAS, RELIANCE desires to assist the University by creating an endowment fund for the Dean of the Wharton School to enable it to keep and obtain an outstanding business statesman for that office, and

WHEREAS, RELIANCE believes that said endowment shall provide the Dean with the opportunity to become an international spokesman to and for the

business and world community on how the private enterprise system can best be adapted to a changing world, and

WHEREAS, the UNIVERSITY desires to be responsive to the intent of RELIANCE, NOW THEREFORE,

IN CONSIDERATION OF THE MUTUAL COVENANTS HEREIN, the parties agree as follows:

1) RELIANCE will donate or cause to be donated to the UNIVERSITY the sum of \$1,500,000 (or its equivalent in value) over a five (5) calendar year period commencing in 1979 at the rate of approximately \$300,000 per year. Such donation shall constitute the principal of an endowment fund which may be invested by the University with its other such funds, provided however that no part of the principal thereof may be used without the prior written consent of Reliance.

2) The purpose of the donation is to endow the Office of the Dean of the Wharton School of the University of Pennsylvania. Accordingly, the said Dean and his successors shall, upon the execution of this Agreement and thereafter, be known as "THE RELIANCE PROFESSOR OF PRIVATE ENTERPRISE".

3) All University catalogues, bulletins and other relevant internal and external publications shall reflect this designation. The same shall appear on the stationery of the Dean as well as at all other places where the official title of the office is appropriate.

4) The income from said endowment shall be paid and applied to provide compensation for the Dean and line of duty expenses including funds to permit the Dean to teach and continue his scholarly work.

5) With said endowment it is the intention of the parties that the Dean of the Wharton School shall be primarily a business statesman as well as a first-rate scholar, a skilled administrator and an inspirational leader as well as a recognized authority in the academic and business communities.

6) As with all deans, the Dean of the Wharton School is selected by the President and Provost of the University from a list of candidates screened by a consultative committee. The procedure includes the appointment by the President of a search committee consisting of half or more members selected by the faculty and the remainder consisting of a student or two and non-Wharton faculty and administration chosen by the President. There is also a non-voting representative of the alumni.

In the case of endowed professorships, it is the practice of the University to keep the donor of that professorship fully informed during this process and to seek advice and information from the donor. Accordingly, the foregoing procedure will be followed with RELIANCE in the case of Wharton Deans.

7) During each school year commencing July 1, 1979, in memory of the late JULIUS STEINBERG, who served RELIANCE as a Director and Secretary, the said Dean will deliver at least one lecture to be known as "THE JULIUS STEINBERG MEMORIAL LECTURE ON THE PRIVATE ENTERPRISE SYSTEM" and will deal with aspects of private enterprise of the Dean's choosing. Said lecture shall be publicized in advance to an audience consisting of Wharton School students and faculty, other members of the University community, distinguished guests and such others as the Dean may deem appropriate, e.g. government officials, University trustees and members of the business and financial community. RELIANCE will be invited to submit a guest list for invitation by the University to such lecture well in advance of its presentation.

8) RELIANCE will sponsor Symposia every two or three years commencing in 1981, the 100th year of the founding of the Wharton School.

9) Said Symposium shall be:

- a) known as "The Wharton-Reliance Symposium on the Problems and Opportunities of Private Enterprise";
- b) presided over by the Dean of the Wharton School, or such other person or the Committee shall select;
- c) structured to include participation by faculty of the Wharton School, selected faculty and leaders from the business, government and political communities, as the Dean shall select subject to advice from the advisory group as hereinafter described;
- d) planned as to time, place and content by an advisory group to be known as "The Committee on The Wharton-Reliance Symposium"; said Committee shall be chaired by the Dean or his designate and shall otherwise consist of an even number of representatives of RELIANCE

*The full texts of this letter and Mr. Miller's subsequent letter of April 24, 1979, were published in *The Daily Pennsylvanian* October 24, 1980, without either our knowledge or permission or that of Mr. Miller or Mr. Steinberg.

and the UNIVERSITY; staffing of this Committee will be the responsibility of the Assistant Dean of the Wharton School for External Affairs. Membership shall be determined by the Chief Executive of RELIANCE for its representatives and by the Dean for the representatives of the UNIVERSITY.;

- e) given priority by both the UNIVERSITY and the Wharton School in its planning and implementation;
- f) given appropriate publicity to attract a public audience as well as the interest of the media.

10) Said Symposium shall be paid for by RELIANCE in amounts and upon terms and conditions determined solely by RELIANCE upon the submission of budget proposals from the Committee. It is understood and agreed that said Symposia shall be expense free to the UNIVERSITY, provided however budget proposals shall not include indirect overhead expenses, such as the cost of space, utilities, regular salaries of administrative personnel and staff and the like, which costs shall be incurred by the UNIVERSITY. It is the intention of RELIANCE to pay the reasonable and necessary direct costs of such Symposia.

11) At the fifth anniversary date of this Agreement, if, for reasons beyond the control of the parties, \$1,500,000 (or its equivalent) has not been donated, the UNIVERSITY shall have the right upon written notice to RELIANCE to offer alternative proposals to commemorate the RELIANCE gifts received to that date. Decision on the proposals shall be made by RELIANCE.

12) The public announcement of the gifts herein described shall be made at a time and place and in a manner to be agreed upon by the parties.

13) Amendments to this Agreement must be in writing and signed by the parties hereto.

14) At the option of the UNIVERSITY, any annual surplus income from such endowment may be accumulated for current or future purposes of the Deanship or added to principal of the endowment of the Deanship as the UNIVERSITY in its discretion, shall determine.

15) Income from the endowment shall, upon receipt, be applied to offset the cost of the Deanship. The UNIVERSITY will furnish the balance of funds for salary and operating expenses until the Deanship is fully funded as hereinabove provided.

16) Notices to the parties shall be addressed as follows:

- a) to the Dean of the Wharton School
University of Pennsylvania
3620 Locust Walk
Room E-111, Dietrich Hall
Philadelphia, Pennsylvania 19104
- b) to Reliance Group, Incorporated
ATT: Mr. Saul P. Steinberg
Chairman of the Board
919 Third Avenue
New York City, New York 10022
- c) and to such other persons as the parties may direct.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement the day and year first above written.

ATTEST: RELIANCE GROUP, INCORPORATED
Frederick A. Jackson,
Secretary *by Saul P. Steinberg*
Chairman of the Board

ATTEST: THE TRUSTEES OF THE
UNIVERSITY OF PENNSYLVANIA
Barbara B. Wiesel
Assistant Secretary *by Martin Meyerson*
President

* * *

Also on June 4, 1979, Wharton School Dean Donald C. Carroll wrote to Reliance to confirm arrangements concerning the dean's occasional participation in Reliance operations:

Mr. Saul P. Steinberg
Chairman & President
Reliance Group, Inc.

Re: The Reliance Professor of Private Enterprise
Dear Saul:

This is to confirm your discussion with the University that once or twice a year the Dean of The Wharton School, The Reliance Professor of Private Enterprise, will participate in an appropriate program in employee training, or another aspect of The Reliance Group's operations, or those of its subsidiaries.

It would, of course, be helpful if such occasion could be planned as far in advance as possible.

With warm regards.

Yours sincerely,
Donald C. Carroll
Dean

3. Actions of the Senate Committee on Academic Freedom and Responsibility. The June 4, 1979, endowment agreement was announced in the campus press. Thereafter, the Senate Committee on Academic Freedom and Responsibility received specific requests from members of the Senate to look into the matter. The Senate Committee requested copies of the appropriate documents from the provost. After receiving and examining the text of the June 4 agreement and other relevant material, the committee sent the following letter to President Meyerson:

January 22, 1980

Martin Meyerson
President

Dear Martin,

The following statement records the unanimous views of the Senate Committee on Academic Freedom and Responsibility.

The formal agreement between the Reliance Group, Inc. and the University of Pennsylvania for endowing the Office of the Dean of the Wharton School, along with the letter of May 11, 1979, from Chairman Paul Miller to Mr. Saul P. Steinberg which appears to be a part of the understanding, raises in the minds of the members of the Senate Committee on Academic Freedom and Responsibility serious questions of academic freedom. The Committee would be most interested and grateful to have the views of the Administration on these matters.

Our primary concern is that the tenor of the formal agreement and the letter, taken in their entirety, appear to limit the University's freedom to select the Dean of the Wharton School by requiring qualifications other than academic leadership and scholastic excellence. Moreover, the agreement and letter would appear to limit the Dean's freedom to speak and write and express independent views and require that the Dean become an advocate of a particular economic and political philosophy.

The following are examples of the language that gives these documents their disturbing tenor:

1. The second "Whereas" clause states as one of the purposes, to "obtain an outstanding business statesman for the office of Dean of the Wharton School". If these words are intended to contemplate qualifications for the deanship other than those customary and appropriate in an academic institution, they would seem to be improper. If they are not so intended, then they are distasteful surplusage. The rest of the document gives color to these words as contemplating that the Dean must have recognition and approval from the business community.

2. The third "Whereas" clause elaborates by stating as one of the purposes, to "provide the Dean with the opportunity to become an international spokesman to and for the business and world community on how the private enterprise system can best be adapted to a changing world." These words seem to contemplate that the Dean has an obligation beyond the Wharton School and the University, as a "spokesman . . . for the business . . . community." Moreover, the Dean seems to be charged with a special responsibility to speak a special message: "how the private enterprise system can best be adapted to a changing world." This not only makes the Dean a "spokesman" *ex officio* for a community of interests beyond the scholarly community, but seems to contemplate that the Dean will be an advocate for a particular set of beliefs. It may well be that a Dean of the Wharton School would choose to be such a "spokesman", but that should be the Dean's choice. It would be a gross violation of academic freedom for a person to be chosen Dean only if that person would become such a "spokesman".

3. Under clause 2, the Dean is to be known as "The Reliance Professor of Private Enterprise," and under clause 3, this title must be used in all "relevant internal and external publications" of the University and on the Dean's stationery. The term "Private Enterprise" is not a neutral word in public discussion, and the tenor of the document gives it a particular political connotation. The Deanship, of all academic positions, should be impeccably free from any suggestion of linkage to any particular political point of view to assure all members of the Faculty of their academic freedom. Moreover, it is a denial of the Dean's academic freedom to require the Dean to bear any title which can be viewed as attaching him or her to any particular set of views.

4. Under clause 5 it is stated that the Dean shall be "primarily a business statesman", and "a recognized authority in the academic and business communities." This appears to implement in obligatory terms the second "Whereas" clause, requiring non-academic qualifications for an academic position, and barring from the deanship individuals who meet in the fullest measure the qualifications of scholarship, administrative ability and leadership.

5. Under clause 6 it is stated that as in the case of selecting persons for endowed professorships, " . . . it is the practice of the University to keep the donor . . . fully informed during this process and to seek advice and information from the donor". This practice, if it in fact exists, raises substantial questions of academic freedom when a professor is selected. When extended to the selection of a Dean, such a practice would compromise the essential neutrality and independence of that office. It would give persons outside the University, whose interest is in promoting a particular set of economic and political beliefs, a special

voice in selecting a key official whose function is to mediate between the administration and the faculty.

This provision has a special danger because under clause I and II, the full amount of the endowment may not be paid until after five years. In that period, a new Dean of the Wharton School will in all probability be named. The obligation to keep the donor "fully informed . . . and to seek advice and information", will carry with it financial pressures to follow that advice and information.

6. Under clause 7, the Dean is required to give an annual lecture which is to be titled as a "The Julius Steinberg Memorial Lecture on the Free Enterprise System". It would seem to be a gross encroachment on the academic freedom of the Dean to require an annual lecture on any specified topic. That encroachment is aggravated by specifying a topic which conveys to the public a particular political coloration.

7. Clauses 8 and 9 require the University to conduct symposia sponsored by Reliance, and planned by a committee half of whom are named by Reliance. The title of the symposia, "The Wharton-Reliance Symposium on the Problems and Opportunities of Private Enterprise," links the name of the School with a political subject. The symposium is to be presided over by the Dean, the planning committee is to be staffed by the Assistant Dean, and the University is to pay all of the overhead costs. Again, the University, and particularly the Dean and the Faculty of the Wharton School, have surrendered their freedom to select the subject and the participants in a public discussion which is conducted under the name of the School and with University funds.

8. The letter of Chairman Miller in the second paragraph of item 3 states, "The Dean can be expected to be involved up to twice a year in an appropriate program in employee training or some other aspect of Reliance's operations." If this is a part of the understanding, formally or informally, then this would compromise the independence of the Deanship and obligate the Dean to serve someone other than the University.

Each of these examples, standing alone, would raise troublesome doubts; all of them together would on their face raise most serious problems of academic freedom, and problems which will be perpetuated by the permanency of an endowment. It is for this reason that the Committee on Academic Freedom and Responsibility would like to discuss the matter with you at your earliest convenience.

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

* * *

At about the same time, the Senate leadership informed the president that, in its view, the June 4 agreement required either extensive modification or complete redrafting, in order to achieve consistency with University rules and practices. At the president's suggestion, the Senate Academic Freedom Committee and the Senate leadership then met with Mr. Miller to discuss with him the concerns stated in the committee's letter of January 22. President Meyerson also sent the following memorandum to Mr. Miller:

Memorandum

To: Paul F. Miller, Jr.
From: Martin Meyerson
Date: February 4, 1980
Re: The Reliance Professor of Private Enterprise

Here are some suggestions for improving the arrangements for the chair for the Wharton deanship provided by Saul Steinberg and his company.

—The University of Pennsylvania is receiving a generous endowment of one and one half million dollars and in turn will establish the Saul Steinberg Professorship of Management or of Management and Private Enterprise to be held by the Dean of the Wharton School. The Deans in the future will of course be chosen by the standard methods and rules of the University for the selection of such officials. (It is more appropriate to name such a chair for a person than for a firm but that may not be possible.)

—The donor would appreciate it if the Wharton Deans signified not only their administrative posts but also that they were the holders of the special chair and I am sure they will.

—As for all professorships, the normal academic freedoms obviously will prevail for this chair.

—To be a statesman inside and outside the University as the donor envisages requires that the Dean should limit such activities as corporate directorships to a day a week (our present policy) and should have adequate administrative staff support. (Daniel Yankelovich of Reliance raised these concerns following the establishment of the chair.)

—Each year the Dean will be expected to deliver a lecture on a subject of his or

her choice within the subject area of private enterprise in honor of Julius Steinberg, the donor's father.

—Every two or three years, under the general supervision of the Dean, the Wharton School — rather than a joint committee — will conduct a symposium, with the financial sponsorship of (but no overhead) and including identification with the Reliance Group, on some theme relating to private enterprise management and policy.

—As in the case of other named professorships, the donor (and the chairman of the school's Board of Overseers) will be informed about new appointees before the selection is formally made by the Trustees of the University.

Vartan Gregorian concurs in these suggestions. He and I desirably should have joined in the deliberations with the donor of the chair. Prudence suggests that we should in the future be involved at the outset of such negotiations.

A revised substitute agreement should cover, if possible, the above points and not others. I believe that by conforming to these accepted practices the problems raised would be resolved.

Though not in the above points, assume a Wharton Dean would be glad to meet and consult from time to time on employee training or other aspects of Reliance's operations as noted in your letter to Saul Steinberg. (This item is not in the formal agreement.)

Once again many thanks for obtaining the chair. Vartan and I would be glad to meet with you and Steinberg to explain the concerns and how readily we believe they can be overcome.

* * *

After discussion of the committee's views, Mr. Miller said that he would undertake to negotiate an entirely new agreement with Reliance to replace the June 4 agreement and all related undertakings. These efforts were successful, resulting in new agreements that were acceptable to the committee from the standpoint of academic freedom.

4. New Revised Endowment Agreements.

November 18, 1980

Mr. Saul P. Steinberg
Chairman and President
Reliance Group, Incorporated

Dear Saul:

This letter is intended to set forth our final understanding on the endowment which the Reliance Group, Incorporated, has generously undertaken to create in the Wharton School of the University of Pennsylvania. This letter will replace our prior communications on this subject and will represent the complete agreement to which we intend to be bound.

The purpose of the gift is to create an endowed chair to be occupied by the Dean of the Wharton School of the University of Pennsylvania. Reliance envisages that the Dean will be an individual with a scholarly and statesmanlike approach to the problems, opportunities, and responsibilities of business as well as a recognized authority in the academic and business communities.

In addition to his or her designation as Dean of the Wharton School, the Dean will be designated as "The Reliance Professor of Management and Private Enterprise." As is customary with chairholders, all University catalogues, bulletins, and other relevant internal and external publications shall bear this designation, and the designation shall appear as well at all other places where the official title of the office is used.

Each Dean will hold the chair only while serving in that capacity. The Dean will be subject to limitations on commitments outside of the University as are all other faculty members and will be subject to, and protected by, the same rules of academic freedom and responsibility as are other faculty members.

The Dean will continue to be selected in the same manner as are all other deans at the University of Pennsylvania. Directors and officers of Reliance may, like any persons interested in the University, make suggestions with regard to the appointment of a new Dean. Reliance will be informed of a new appointment before public announcement.

The income from the endowment will provide the Dean's compensation and will defray other expenses of the Dean related to his duties at the Wharton School, including funds necessary to permit the Dean to continue teaching and scholarly work.

Each year the Dean will be expected to deliver a lecture on a subject of his or her choice within the subject area of management and private enterprise. This lecture will be designated as the Julius Steinberg Memorial Lecture.

To establish the endowed chair as described above, Reliance will donate to the University the sum of \$1,500,000 (or its equivalent in value) over a period of five calendar years commencing in 1979 at the rate of approximately \$300,000 per year. These donations will constitute the principal of an endowment fund which may be invested by the University with its other endowment funds, provided however that no part of the principal may be used without the prior written

consent of Reliance. At the option of the University, any unspent annual income from the endowment may be accumulated for current or future purposes of the chair or added to the principal of the endowment.

I would appreciate your writing to me to signify your agreement to this final understanding. I thank you once again on behalf of the entire University and all those who will benefit from this endowment.

Sincerely,
Paul F. Miller, Jr.

November 18, 1980

Mr. Saul P. Steinberg
Chairman and President
Reliance Group, Incorporated

Dear Saul:

This letter is intended to set forth our final understanding on the symposia which the Reliance Group, Incorporated, has agreed to sponsor at the Wharton School of the University of Pennsylvania. This letter will replace our prior communications on this subject.

Reliance wishes to sponsor a series of symposia at the Wharton School to address themes or topics relating to private enterprise, management, and business and public policy. The symposia are to be vigorous and thorough investigations of all sides of issues considered; new approaches are to be explored, and effective exponents for every point of view are to be invited to participate. Reliance and the University intend that the symposia occur every two or three years commencing in 1981, the centennial of the founding of the Wharton School.

The symposia will be known as "The Wharton-Reliance Symposia on the Problems and Opportunities of Private Enterprise" and will be presided over, if possible, by the person then holding the position of Dean and Reliance Professor of Management and Private Enterprise. Planning as to time, place and content of the symposia will be carried out by a committee consisting of representatives of the University and Reliance.

If programs satisfactory to both Reliance and the University are developed, the reasonable and necessary direct costs of the symposia will be paid for by Reliance. It is understood and agreed that, with the exception of indirect costs, the symposia will be expense free to the University. The financial sponsorship of Reliance will be acknowledged.

I think that these symposia together with the Reliance Professorship of Management and Private Enterprise will be a great contribution to the vigorous intellectual life of the Wharton School, and I thank you for your interest on behalf of all members of the University community.

Sincerely,
Paul F. Miller, Jr.

November 26, 1980

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

Dear Mr. Miller:

This letter is to acknowledge our receipt of your two letters, dated November 18, 1980, which relate to the sponsorship by Reliance Group, Incorporated of

the Dean of The Wharton School, to be designated "The Reliance Professor of Management and Private Enterprise" and of "The Wharton-Reliance Symposia on the Problems and Opportunities of Private Enterprise", respectively.

Reliance agrees that these letters replace our prior communications and the contract, dated June 4, 1979, on these subjects.

I am glad we were able to resolve these matters.

Sincerely,
Saul (Steinberg)

January 16, 1981

Mr. Saul P. Steinberg
Chairman and President
Reliance Group, Inc.

Dear Saul:

As the first person to hold the Reliance Professorship of Management and Private Enterprise, I would like to add my thanks to those already expressed by Paul Miller and others at the University.

It would be my pleasure to participate once or twice a year in an appropriate program in employee training, or another aspect of The Reliance Group's operations, or those of its subsidiaries.

It will be my pleasure to inform you of the arrangements for the Julius Steinberg Memorial Lecture each year, and to include among the guests invited those indicated by you.

With warm regards.

Yours sincerely,
Donald C. Carroll
Dean and Reliance Professor
of Management and Private Enterprise

* * *

In view of the history of this endowment agreement we believe that some mechanism is necessary to insure that future agreements are not concluded unless they comply in all respects with University procedures and regulations. The president, the acting provost and the chairman of the Trustees have expressed agreement with this view. The administration and Senate Committee on Academic Freedom and Responsibility are currently considering specific proposals to this end. Although details remain to be settled, there is agreement in principle that the administration will act promptly to establish a formal process for obtaining the advice and consent of appropriate faculty representatives, including the chair of the Senate Academic Freedom Committee, before concluding endowment agreements that may potentially conflict with University rules and practices.

Robert E. Davies
Chair, Senate Committee on
Academic Freedom and Responsibility
Paul Bender
Chair, The Faculty Senate

Resolution of the Senate Executive Committee Regarding Faculty Compensation

Adopted January 21, 1981

The Senate Executive Committee has received a report from the Senate Committee on the Economic Status of the Faculty regarding the committee's discussions with the president and acting provost about the steps being taken to implement the Senate's resolution of November 5, 1980, calling on the administration to provide for an increase of 14 percent in the funds available for faculty compensation for 1981-82. In SEC's view, provision in the 1981-82 budget for faculty compensation increases that keep pace with inflation and that, in addition, begin to redress substantial losses in faculty real income that have occurred during the last several years, remains a matter of the greatest importance. SEC therefore calls upon the administration to continue its efforts to meet the Senate's 14 percent minimum goal. To this end, SEC urges the administration to meet regularly with the Economic Status Committee during the present budget cycle and to consult with the committee before making any decisions that might directly affect the funds available for faculty compensation in the 1981-82 budget.

Council Resolution on External Issues

Adopted January 14, 1981

This text supersedes the incorrect version published January 20.

University Council commends the Trustee Committee on University Responsibility for the constructive and thoughtful approach reflected in its draft statement entitled "Response by the University as an Institution to External Issues." Council especially supports the draft statement's emphasis on the paramount need to preserve and nurture University forums for the free and open expression of ideas.

There is substantial agreement within the University community that, while the University rarely takes institutional positions on external issues, there are nevertheless a limited number of special situations when such a course may be appropriate. In view of the enormous variety and unpredictability of specific situations that may arise in the future, University Council believes that it will be extremely difficult to provide clear guidance, in advance, regarding both the occasions when institutional positions on external issues should be taken and the kind of University response that may be appropriate in specific circumstances. In Council's view, therefore, the best course is to treat each situation as it arises, with full discussion in appropriate University forums regarding the advisability of an institutional position in light of all the relevant factors and circumstances.

(Continued from page 2)

January 30-31 Fourth Annual Penn Linguistics Club Colloquium, 10 a.m.-4 p.m., at the Harrison-Penniman Room, Houston Hall.

January 31-February 1 Swami Dayanada, a scholar from India, presents a seminar on *Values and Conflicts*, 8:30 a.m.-6 p.m. at International House. Call Jane Cleary at 667-5783 to register or for more information.

February 1 The Morris Arboretum presents Colonel Eliahu Schwartz, director of the Jewish National Fund, on *Tu B'Shvat* (The New Year of Trees, in Israel) and the *Conservation Programs in Israel*, 3 p.m. at the Rainey Auditorium, University Museum. For more information call 242-3399.

February 2 Administrative Assembly Brown Bag Seminar presents Dr. Lawrence R. Klein, Benjamin Franklin Professor of Economics and Finance, 1 p.m. at Benjamin Franklin Room, Houston Hall.

Department of History and Sociology of Science presents Dr. Carolyn Marvin, Annenberg School, on *The Electrical Imagination in the Late 19th Century: Predicting the Future of Communications*, 3:30 p.m. at Seminar Room 107, Smith Hall.

Department of Folklore and the Center for the Study of Art and Symbolic Behavior present Mihaly Csikszentmihalyi,

University of Chicago, on *The Symbolic Ecology of the American Home*, 4-6 p.m. at Folklore Lounge, 4th floor, Logan Hall.

Tinker Lecture Series presents Theresa Karl, Harvard University, on *Oil and Democracy in Venezuela: The Petro-dollar State*, 4 p.m. at 285 McNeil Building.

St. Mary's Church and the Philadelphia Hospice Inc. present *What Happens When I Die?* 7:30-10 p.m. at the Christian Association. Call 386-1530 to register.

February 3 Respiratory Physiology Seminar presents Dr. B. Twarog, Health Science Center, SUNY, on *Studies on the Smooth Muscle Cells in Large and Small Pulmonary Arteries of the Rat During Development of Pulmonary Hypertension*, 12:30-1:30 p.m. at 4th floor Physiology Library, Richards Building.

February 4 Department of Physical Therapy presents Beverly Bishop, Ph.D., SUNY, on *Assessing the Role of the Gamma Motor System in Spasticity*, 5 p.m. at Room 113, Nursing Education Building.

February 5 South Asia Seminar presents Thomas Hopkins, Franklin and Marshall College, on *Indian Sects in America*, 11 a.m.-12:30 p.m. at Classroom II, University Museum.

Departments of Political Science; Slavic Languages and Literatures; and History present A.J. Liehm on *Czechoslovakia 1968 — Poland 1980, The Similarities and The Differences*, 4 p.m. Benjamin Franklin Room, Houston Hall.

February 7 CGS Series, Saturday at the University presents Freeman Dyson, The Institute for Advanced Studies and Walter Sullivan, *The New York Times on Science for Science's Sake: Public Support for Astronomy*, 10 a.m. at the University Museum. Call Ext. 6479 for more information.

Theatre

January 31 Philadanco Mid-winter Concert in Zellerbach Theatre at Annenberg Center.

February 10 through 15 McCarter Theatre Co. production of *Eminent Domain* by Percy Granger (Annenberg Center Theatre Series) in Zellerbach Theatre.

February 12, 13, 14 Advanced Theatre Laboratory presents *No Exit, Lord Byron's Love Letters and Escorial* in Studio Theatre at Annenberg Center.

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 January 22, 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;

Ledy Labs: first floor, outside Room 102;

Logan Hall: first floor, near Room 117;

LRSM: 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 (2 positions) (3583) (B0790) \$11,400-\$15,800.

Administrative Assistant to the Director (B0837) assists director and executive editor in coordinating publishing routines, prepares contracts, subsidy proposals, copyrights, permissions; implements personnel and payroll procedures (degree, experience) \$11,400-\$15,800.

Applications Programmer Analyst I (3644) \$14,200-\$19,625.

Applications Programmer II (3697) exercises analytical judgement, works on complex business problems requiring knowledge of technical phases of programming (degree or equivalent experience, at least two years' programming and system experience) \$16,325-\$22,600.

Assistant Director (B0754) \$16,325-\$22,600.

Assistant Director (2 positions) (3347) (3567).

Assistant Director, Annual Giving (3605) \$16,325-\$22,600.

Assistant Director, Course Books (3685) \$14,200-\$19,625.

Assistant Football Coach (2 positions) (3629) (3630).

Assistant Librarian for Public Services (3527) \$16,325-\$22,600.

Assistant to Director of Patient Assignment (3606) \$11,400-\$15,800.

Assistant Treasurer (3620).

Assistant Vice President for Budget and Finance (3625).

Associate Development Officer III (2 positions) (3345) (3653).

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

Associate Editor (B0791) \$14,200-\$19,625.

Benefits Counselor (2922) \$12,375-\$17,425.

Business Administrator II (3645) \$12,375-\$17,425.

Chief Medical Librarian (3337).

Compensation Specialist (3675) \$16,325-\$22,600.

Coordinator Curricular Affairs I (3446) \$12,375-\$17,425.

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

Director (03206).

Director, Admissions Data Systems (3569) \$16,325-\$22,600.

Director, Nursing Program (B0817).

Director, University Bookstore (3650).

Foreman, Utility and Repair (3682) supervises, schedules, assigns, and inspects work, orders material and services, maintains records (trade school graduate, five years' experience as a journeyman steamfitter, knowledge of pumps and HVAC and automatic temperature control systems) \$14,200-\$19,625.

General Manager, Penn Student Agencies (3609) \$11,400-\$15,800.

Junior Research Specialist (B0596) \$11,400-\$15,800.

Junior Research Specialist (B0832) maintains cells in tissue culture, prepares tissue culture specimens, assists in the preparation and purification of proteins from cells in tissue culture (degree in sciences, one to three years' experience in biochemical techniques for protein purification and tissue culture, knowledge of immunology) \$11,400-\$15,800.

Librarian II (2 positions) (3358) (3317) \$14,200-\$19,625.

Manager, Payroll Operations (3651) \$14,200-\$19,625.

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

Research Coordinator (B0807) \$14,200-\$19,625.

Research Specialist I (2 positions) (B0782) (B0809) \$12,375-\$17,425.

Research Specialist I (2 positions) (B0843) designs, conducts, and interprets laboratory experiments and results; assists supervisor in writing for publication, coordinates and supervises laboratory (masters degree in sciences, two years relevant experience); (B0829) assists in maintenance of tissue culture laboratory for cancer research, performs radioimmunoassay with monoclonal antibodies and other assays (degree with two years experience, familiar with sterile technique) \$12,375-\$17,425.

Research Specialist III (B0814) \$16,325-\$22,600.

Research Specialist III (B0838) collaborates with CHOP in a study on post marketing of drugs, supervises large clinical epidemiology projects, oversees analysis of data, writes computer programs and epidemiology grant proposals on clinical subjects, prepares drafts of publications (masters level training in epidemiology, background as health professional) \$16,325-\$22,600.

Senior Research Coordinator (B0750) \$16,325-\$22,600.

Senior Research Coordinator (2 positions) (B0833) responsible for daily operations of cell center; trains technicians in tissue culture methods, supervises media produc-

tion; liquid nitrogen cell bank and mycoplasma testing (three years' supervisory experience with cell and tissue culture methods); (B0836) provides biostatistical assistance in design of clinical, epidemiological, psychological and basic research studies (masters degree with general statistics and biostatistics, knowledge of computer programming) \$16,325-\$22,600.

Treasurer (3619).

Vice-Dean, Law School (3434).

Writer II (3536) \$12,375-\$17,425.

Support Staff

Administrative Assistant I (2 positions) \$8,775-\$10,850.

Administrative Assistant I (2 positions) (B0844) assists business administrator in budget preparation, maintains financial records and reports, assists in budget monitoring activities, personnel and administrative duties (some college preferred, demonstrated organizational skills, typing, knowledge of University accounting and personnel procedures helpful); (3692) administers combined undergraduate and general departmental office; maintains records on approximately 70 undergraduate majors; supervises departmental word processing function including activities of two secretary technicians (two years' college and/or business school, four years' related experience or demonstrated ability, typing with speed and accuracy) \$8,775-\$10,850.

Administrative Assistant II (2 positions) (B0808) (B0811) \$9,400-\$11,675.

Animal Laboratory Technician (B0812) Union wages. **Assistant Cashier** (3689) receives and records patient payments, processes insurance and DPA forms for clinic, makes patient appointments, reconciles cash from previous day, dispenses gold for all clinics (high school graduate, one to two years' related experience and cash register experience) \$7,200-\$8,750.

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

Bookstore Clerk I (3349) \$6,725-\$8,175.

Buyer I (3687) assists in ordering all merchandise, follows through on orders (high school graduate, three years' experience in retail, knowledge of customs and practices in University Shop department) \$8,825-\$10,875.

Cashier, Assistant (3681) assists University cashier in all phases of operations (high school graduate, two years' experience) \$7,700-\$9,425.

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

Clerk IV (3652) \$8,250-\$10,150.

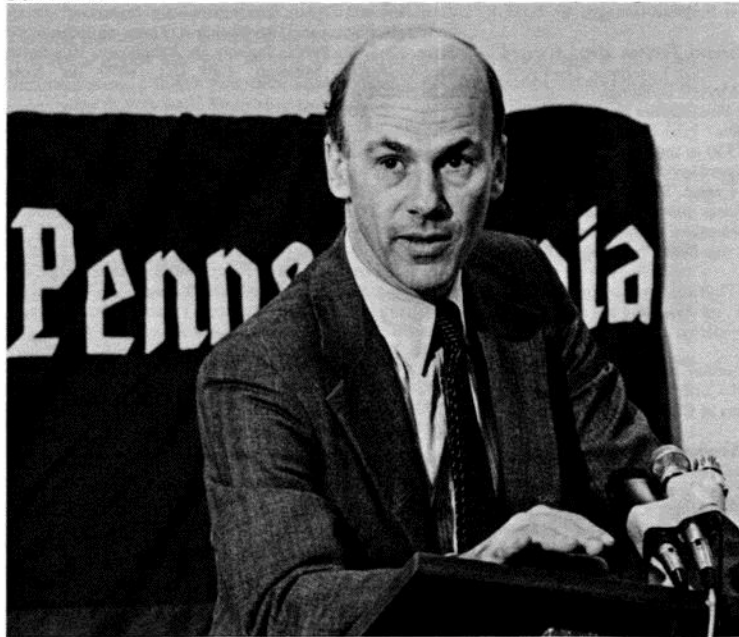
Coordinating Assistant I assists chairman of graduate group in economics (University background helpful; general office skills, good judgement and responsibility) \$9,400-\$11,675.

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

Coordinator, Personnel Data (3415) \$11,450-\$14,325.

Coordinator, Publications Procurement (B0824) assists in planning and designing printed materials, contacts printers, ensures timely delivery within the budget (high school graduate, five years' experience in printing field with background in procurement, ability to operate as a team member) \$15,600-\$19,950.

(Continued on page 8)



Return from Algiers

Professor Robert H. Mundheim had finished his work in Washington, or so he thought. After over two years on leave from Penn as general counsel to the U.S. Treasury Department, he was back in his role as Fred Carr Professor of Law when a call came out of the blue on January 7: Could he fly to London immediately for a special assignment? He could and did, landing in the forefront of negotiations to thaw out Iranian assets which, as general counsel, he had co-authorized the action to freeze when Iran seized U.S. hostages on November 4, 1979. While negotiating in London to design a financial plan (and find a bank to hold the stakes) he got a second call January 15—this one sending him on to Algiers for what turned out to be the final round that set the 52 hostages free. "It was a scramble," was his short description of the round-the-clock, multilingual negotiations in an Algerian hotel suite. Professor Mundheim and two other Americans (the U.S. Treasury attache and the general counsel of the Federal Reserve Bank of New York) dealt not with Iranians but with three "splendid Algerians" who were themselves linked to Iranian principals only by Telex. The communications system added to pressures he labeled a "Cinderella" effect—the possibility that the whole effort could turn into a pumpkin at noon on Inauguration Day when the team's mandate from the Carter administration was set to run out. That it all worked out at last, Professor Mundheim credits to "long, hard work by many, many people" some of whom, like him, were able to meet the hostages at the Algerian airport when they touched down en route to West Germany and freedom. For himself, Professor Mundheim told press Wednesday, he was en route to a good night's sleep.

Opportunities

(Continued from page 7)

Data Control Coordinator (B0822) inputs information via CRT, verifies computer printout information, makes system corrections to capture new information (some experience with systems design, BASIC, knowledge of dental procedures for interface with providers) \$10,025-\$12,400.
Duplicating Machine Operator I (3 positions) (B0654) (B0662) (B0663) \$6,325-\$7,625.
Electronic Technician I (B0399) \$9,600-\$11,700.
Electron Microscope Technician I (B0738) \$9,600-\$11,700.
Helper (3674) moves furniture, carries equipment and supplies to job sites, cleans fluorescent lenses, drives truck (high school graduate, Pa. driver's license for pick-up truck, familiar with tools of various crafts) Union wages.
Histology Technician II (3664) \$10,700-\$13,125.
Junior Accountant (B0787) \$8,775-\$10,850.
Library Clerk (2 positions) (B0816) Union wages.
Limited Service Secretary (3523) Hourly wages.
Library Clerk (3691) performs clerical functions related to processing requested materials, maintains library records (high school graduate, good typing, knowledge of and experience in library operations preferred) Union wages.
Limited Service Secretary (3523) Hourly wages.
Maintenance Engineer (2 positions) (3598) \$11,600-\$14,875.
Operator, MTSC (3481) \$8,775-\$10,850.
Psychology Technician I (B0825) plans and conducts infant research; collects and analyzes data, contacts the infants' mothers to explain research (degree in psychology preferred, must work well with mothers, babies, and students) \$10,700-\$13,125.
Receptionist (3642) \$6,725-\$8,175.
Receptionist II (3665) \$8,250-\$10,150.
Research Laboratory Technician I (B0813) \$8,550-\$10,375.
Research Laboratory Technician II (3 positions) \$9,600-\$11,700.
Research Laboratory Technician III (9 positions) \$10,700-\$13,125.
Residence Hall Clerk (3684) answers telephones, provides information, maintains list of residents, and reports of maintenance work, reports security problems and disturbances (high school graduate, related job experience helpful) Nine Month Position \$8,250-\$10,150.
Secretary II (5 positions) \$7,700-\$9,425.
Secretary III (18 positions) \$8,775-\$10,850.
Secretary IV (B0827) types and composes correspondence; coordinates conferences; manages study log for research projects; develops and compiles slides; collects and maintains references for research (skilled typist, organizational ability and communication skills) \$9,400-\$11,675.
Secretary, Medical/Technical (4 positions) \$8,775-\$10,850.
Secretary, Technical/Word Processing (3363) \$8,775-\$10,150.
Steam Operator (3575) Union wages.

Fellowships: Early American Studies; Penn-Israel

The Philadelphia Center for Early American Studies announces a February 1 applications deadline for dissertation fellowships and research fellowships for 1981-82. The Center plans to appoint six Andrew W. Mellon Visiting Fellows whose stipends range from \$7,500 to \$15,000, depending on qualifications and need. Candidates should be interested in exploring the early political, social, economic or cultural development of Philadelphia and vicinity. Advanced graduate students in relevant disciplines are eligible. It also expects to appoint one or more Research Fellows—either faculty members on leave or independent scholars—and one or more Dissertation Fellows dealing with the early history or culture of the Delaware Valley.

Applicants for any of these grants should

send credentials to Ann F. Stanley, Philadelphia Center for Early America Studies, Box E, College Hall/CO. Credentials should include a curriculum vitae, several letters of recommendation, a three-to-five page statement of purpose and a sample of work.

The Penn-Israel Exchange Program announces the Israel Goldstein Fellowship for University graduate students in the humanities who wish to study at a university in Israel as part of their training. The award is for one academic year and consists of a \$1,000 travel stipend and a \$4,550 fellowship. Applicants should send a personal statement describing the purpose to which the fellowship would be applied, plus transcripts and letters from two faculty members (including the student's advisor) to: Israel Goldstein Fellowship, Israel Exchange Program, 4N36 David Rittenhouse Laboratory, E/1. The deadline is February 15.

Van Pools Forming

Two new van pools are now being formed by the Transportation Office for faculty, staff and students of the University. One van pool will make pick-ups at the Red Lion Shopping Center at Red Lion Road and Roosevelt Blvd., and at the Torresdale Train Station located at State Road and Grant Avenue, leaving the station at approximately 7:45 a.m. and arriving at the University at 8:30 a.m. It will leave campus at 5 p.m. Anyone interested in joining the van pool should contact James Walsh at Room D 307, Richards Building, G/4, at Ext. 8752 or at home, 969-5097.

The other new van pool will start in Prospect Park, Pa. It will arrive on campus by 9 a.m. and leave around 5 p.m.; it is expected to be operational by mid-April. Anyone interested in joining this van pool should contact David Balinsky at Room 748, Franklin Building, I/6 or at Ext. 5831.

Corrections

Last week's *Almanac* was incorrectly numbered 17 rather than 18. Also, the Council resolution on external issues appeared in the draft form that did not incorporate deletions agreed upon January 14. See page 6, this issue, for revised text.

Almanac

3533 Locust Walk/CQ
 Philadelphia, Pa. 19104
 (215) 243-5274 or 5275.

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EDITOR Karen C. Gaines
 ACTING ASSISTANT EDITOR Marguerite F. Miller
 WORK-STUDY ASSISTANTS Lauren Green, Barbara West

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