

Almanac

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Provost's Search: Call for Nominations

The Consultative Committee on the Selection of a Provost requests that nominations or applications for the position, with supporting documents, be sent by **Tuesday, March 10**, to Professor Irving B. Kravis, in care of the Office of the Secretary, 121 College Hall/CO.

Members of the University community also are encouraged to make formal or informal suggestions to other members of the committee. Members include:

Irving B. Kravis, University Professor of Economics, chairman

Jacob M. Abel, associate professor and chairman of mechanical engineering

Diana L. Bucolo, FAS '83

Dr. Peter A. Cassileth, professor of hematology-oncology

Helen C. Davies, associate professor of microbiology

Irwin Friend, Edward J. Hopkinson Professor of Finance and Economics

Henry B. Hansmann, assistant professor of law

Robert F. Lucid, professor and chairman of English

Larry Masuoka, Dental '83

George Rochberg, Annenberg Professor of Humanities and Composer in Residence

Rosemary A. Stevens, professor and chairman of history and sociology of science

Samuel Sylvester, associate professor of social work

Mary Ann Meyers, Secretary of the University, serves as secretary to the Consultative Committee.

As chief academic officer of the University, the provost is responsible for educational programs, research, faculty appointments, the library and other academic support services, and student life. In the absence of the president, the provost serves as acting president. Candidates should have a record of distinguished scholarship or scholarly professional achievement; academic administrative experience is preferred.

The charge given to the committee by President Sheldon Hackney suggests that the search focus upon internal candidates without precluding consideration of unusually qualified external candidates.

Affirmative Action: Substance First

At the end of Wednesday's meeting with some 30 faculty, staff and student members of the University interested in affirmative action, President Sheldon Hackney announced that the University will proceed with the implementation of its affirmative action plan March 2, without waiting for final sign-off on data displays by the Office of Federal Contract Compliance Programs.

On page 2, Dr. Hackney reports on that meeting and its implications for decision-making styles.

"The sense of the meeting was that we should not lose time in the substantive areas while waiting for technical data to be grouped to everyone's final satisfaction," Davida Ramey of the president's staff said afterward.

Among items she called substantive were improved recruiting, training (of affirmative action officers as well as of promotable staff) and monitoring systems. "We start with good policies, and we have basically acceptable goals. What we have to move on is something in the middle: good administrative implementation so that the policies are put into action."

INSIDE

- Dr. Hackney, on Affirmative Action; Dr. Clelland on Academic Code, p.2
- Athletics Report and Dissent, p.3
- African Diaspora and Return, p.4

Penn Nobelists: Seminar in Exile

Penn's Nobel laureates Baruch Blumberg and Lawrence Klein will be the principal speakers at the "Moscow Scientific Seminar in Exile" to be held at the center city home of Physics Professor Sidney Bludman on March 8 from 3 to 4:30 p.m. Scientists from Penn, Temple, Drexel and other area schools will join to protest the suppression of the Moscow Seminar on Collective Phenomena and the arrest of its leader, Viktor Brailovsky. They will hear of recent developments in Brailovsky's case from his brother, Mikhail Brailovsky, who is currently traveling throughout the United States on Viktor's behalf.

The March 8 seminar is modeled on those Soviet scientists who, on applying to emigrate, were dismissed from their positions and denied access to libraries, lectures, and other scientific activities. For many years the "refuseniks" met for scientific discussion in the Moscow flat of Dr. Mark Azbel, now adjunct professor of physics at Penn.

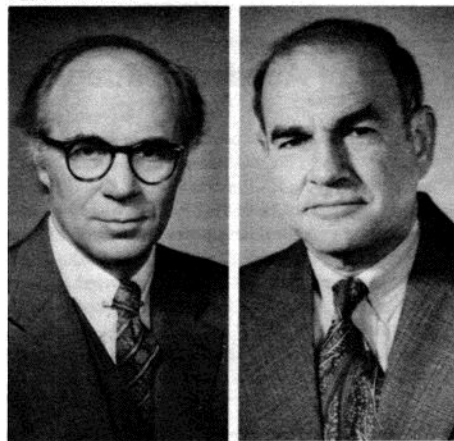
Following Dr. Azbel's emigration Dr. Viktor Brailovsky, a computer scientist, became the leader.

Since Brailovsky's arrest in November, "Seminars in Exile" have been held in many cities (including Ithaca, New Haven, Washington, D.C.; and Pittsburgh) under the coordination of the New York-based Committee of Concerned Scientists.

At the local one, Dr. Blumberg, professor of Medicine and anthropology, will speak on "Hepatitis B Virus and the Prevention of Cancer of the Liver". Dr. Klein, Benjamin Franklin Professor of Economics, will speak on "Soviet Economic Prospects".

The Philadelphia seminar was organized by Dr. Bludman, Dr. Herbert Callen and Dr. Gerald Porter of Penn; Temple Professor Jacob Zabara; and Drexel Professor Bernard Kolman. Dr. Bludman's address is 2027 Waverly St. Interested scientists may RSVP to Ext. 8151 or 732-9393.

Fabian Bachrach



Dr. Klein

Dr. Blumberg

Affirmative Action and Collegiality

In my third week on campus, much happened of interest to you but I want to focus on the events having to do with our affirmative action program because I think we can observe in them some general lessons for the University.

In 1976 our affirmative action plan was approved by the U.S. Office of Civil Rights (HEW), the first plan approved in our region. In 1978 the federal government transferred jurisdiction from HEW to the Department of Labor's Office of Federal Contract Compliance Programs. For two years we have been involved in extremely complex negotiations with OFCCP over the initial approval of what is supposed to be an annually revised plan. The issues at stake thus far are technical, having to do with the way the data are arranged and displayed, and not substantive, having to do with our performance in keeping and advancing women and minority faculty and staff.)

Apparently administrators two years ago, assuming that the HEW experience would be repeated and that our OFCCP plan would be approved in a matter of weeks, decided for what seemed to be sound reasons to keep the details of the submitted plan confidential from the campus press. They did not anticipate that the University, together with the bulk of other universities, would have unapproved plans a year and two years later. As the months wore on, however, ever greater controversy swirled around that fact of confidentiality. When the administration then made the plan itself public last spring, the controversy shifted to the still-confidential status of the ongoing OFCCP negotiations over the plan.

The problem at root was a lack of trust within the campus community on this issue, and perhaps on other matters as well. An academic community cannot function very well without a reasonable level of mutual respect among its members and a willingness to put the institution's general interests ahead of the interests of a particular group or unit within the institution, or at least to do so on important occasions. Differences of opinion can and will occur, but they can be expressed, even passionately argued, within the bounds of collegiality while recognizing each other's integrity. When I arrived it seemed to me that on both sides some of that spirit had been lost on the issue of affirmative action.

It has been reported elsewhere what our response was to this situation. Basically, it was two-fold. First, to confront a communal concern communally, by reasoned factual examination and discussion together. Second, to shift focus away from what doesn't matter all that much—the technicalities of format raised by OFCCP, and toward what does matter—steps implementing substantive affirmative action without waiting further for OFCCP to agree in every detail on the technical questions still at issue.

Even on contentious issues, it should be possible to find the core of values shared by almost all of us in the University, to identify the University's long-term interests, and to agree upon a way of putting those values to work to achieve University goals. I hope that we can, together, continue this approach. We do not need wrangles that divide us, we need decisions and actions that unite us. These lessons from the past week apply as well to many other matters that will be facing us this spring, and I will be reporting on those subjects when they are ripe for report—subjects such as how we should as a community decide budget matters, how we should handle government and other external relations, how we should set our academic priorities. In each of these areas, I believe our problems lie mainly in the nature of how decisions get made rather than in the substance of the decisions. There may well be matters on which no consensus is possible, but even on those I would like to find ways for every point of view to get a fair hearing.

No one can command into existence the qualities that make our life together tolerable, even enjoyable — mutual respect, tolerance of another's view, rational debate, civility. We should, however, be able over time to create an atmosphere in which quarrelsome issues can be faced without taxing the fund of mutual respect and trust that we must have to succeed as a great University.

Sheldon Hackney

Code of Academic Integrity

On November 12, 1980, the University Council approved a revision of the University of Pennsylvania's Code of Academic Integrity. The administration of the University then accepted the revised version. The mechanisms for considering cases according to the old Code were allowed to lapse. Recently questions have been raised concerning the procedures used in adopting the revision. In particular, should not the several faculties have been formally consulted?

At the present time we have no option but to proceed according to the revised Code as published in *Almanac* December 2, 1980. This Code will be in force until a new revision has been issued.

Because questions have been raised regarding matters of substance appearing in the revised Code, deans have now been asked to bring the document before each faculty for discussion and to transmit to me by April 10, 1981, any comments and recommendations for change that the faculties wish to make. The question of further revision of the Code will then be considered by the appropriate bodies at the University level as expeditiously as is possible.

— Richard C. Clelland, Acting Associate Provost

Water Conservation Policy

On February 12, 1981, Mayor William J. Green announced a city-wide mandatory water conservation program which includes penalties for failure to comply. The executive order calls for a ban on nonessential usage which will not cause a hardship to the general public or business community.

The water shortage had by then caused the salt line to move up the Delaware River to the Walt Whitman Bridge. Normally it is 25 miles away from the bridge. Estimates indicate that the region needs 20 inches of rainfall by June 1 to alleviate the drought, and that amount is in excess of normal precipitation.

In anticipation of the Mayor's announcement, Operational Services in late January began a water conservation program for the University. The following measures have been and will continue to be implemented:

1. Restricting orifices are being installed in all shower heads in athletic and residential buildings. Physical Plant has an ongoing program of checking that these restrictors are in place.
2. All flushometers are being adjusted to the lowest setting, from five gallons per flush to three.
3. At the beginning of the air-conditioning season, a log is to be maintained of all cooling towers, citing date of filling and monthly readings of water meters serving these towers.
4. Irrigation systems will be locked until further notice.

We are also starting a campus-wide education campaign. Anyone who has suggestions for water-saving should get in touch with Lynn Manko at Ext. 7203.

— Arthur Hirsch, Acting Vice President
Operational Services

House Master: Health & Society

The Mastership of Ware College House will be available on or about August 1, 1981.

Located in a renovated portion of the Quad, Ware House is a residential program organized around the theme of health and society. Bringing together students and faculty from a variety of disciplines, Ware House provides an opportunity for intellectual exchange in an informal, residential setting. Tenured faculty members are cordially invited to address inquiries to Dr. Peter Conn, chairman of the search committee (Ext. 7349).

Around Academia

The Almanac Advisory Board has recommended the revival of a column which rounds up national and regional news briefs on trends and issues in higher education, especially on topics that relate to our University's concerns. Dolores Solberg, a GSE doctoral student and educational public affairs consultant, will be pleased to hear from faculty and staff who wish to identify issues for monitoring in *Around Academia*. Address her c/o *Almanac*, 3533 Locust Walk/CQ.

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The University of Pennsylvania's journal of record and opinion is published Tuesdays during the academic year and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

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In publishing the 1979-80 Council and University committee reports on November 4, 1980, Almanac delayed printing the following report at the request of the Office of the Secretary. It has now been released for publication along with a dissenting opinion.

Year End Report: University Committee on Recreation and Intercollegiate Athletics, 1979-1980

This committee is large and diverse; it has representatives from the faculty, undergraduate students, graduate students, administration, staff, alumni and trustees. During the year the trustee component disassociated itself from this committee and became a part of the trustee committee on student life.

To facilitate our work four subcommittees were appointed: Facilities (chaired by Hunter Lott); Recreation and Intramurals (Prof. Barbara Jacobsen); Club Sports to Varsity Transition (Prof. Leena Mela); and Long Range Planning on Intercollegiate Sports (Prof. T. H. Wood).

During the year Mr. Lott and others were able to obtain all but \$50,000 of \$325,000 needed for renovation of the Boathouse—in particular, additions to accommodate women rowers. Several meetings of the Facilities Committee jointly with persons in planning and development were devoted to overall needs and the priority listing of new and modified facilities. Possible use of land at the site of the old Philadelphia General Hospital could provide significant help with some of our needs. A University fieldhouse is needed, but detailed planning will have to await identification of possible donors.

Recreational intramural programs are widely used, relatively inexpensive, and function well. This subcommittee unanimously recommends the construction of a fieldhouse which would be used for programs such as indoor track, tennis, dancing, weightlifting, etc. Although the use of work-study students in various parts of the recreational and intramural program is satisfactory, additional professional staff is needed to give better continuity to many programs.

The third subcommittee developed criteria which a club sport should satisfy before being promoted to varsity status. A club sport should be active with a competitive schedule for at least three years; at least enough students (undergraduate) to constitute two full teams should be active in the club; at least five other Ivy Group schools should have varsity teams in that particular sport; the promotion to varsity status must be approved by the Council of Sports Captains, the Director of DRIA, the Council Committee and the University administration; and a probationary period of two years must pass before varsity status is considered permanent. These points were approved by the overall Committee.

Little was done on longer ranged planning for [DRIA Director Charles] Harris wished to receive the report of the committee that had been appointed to represent alumni interests in the athletic programs. That report was finished just this summer and the council committee will now be able to help Mr. Harris in this important area.

One entire meeting of the committee (and parts of others) dealt with admissions policy concerning athletes. The current policy reserves approximately 100 "special admissions" for athletes identified by coaches as outstanding; other athletes must come in through "regular admissions" (diversity or academic) in which "points" are awarded for their athletic abilities, but their academic abilities are not considered marginal. Our admission policies are completely open and known to other Ivy Group administrators and athletes; consequently Penn athletes are believed by some to be "complete jocks" even though they might have been admitted because of their academic abilities. The committee was sympathetic to this problem but in particular the faculty component seemed unwilling to remove the designation of "special admission" from the specially admitted athlete. (As a personal note, the chairman

of the 1979-1980 committee deplores the extension of special admissions to the new programs for women; to extend a dubious policy in the name of parity for women is academically despicable even if legally necessary. Perhaps the way around this would be to eliminate all special admissions except in the so-called "spectator" sports [currently, football and basketball].)

—Thomas H. Wood, Chairman, 1979-1980

Dissent to the Report

The undersigned, who were members of the University Committee on Recreation and Intercollegiate Athletics in 1979-80, wish to disassociate ourselves in part from the report of the chair, and to emphasize for the campus that *the text is the chair's report only*, not representing in all cases the thought, or even the agenda, of the committee. The 1980-81 Committee on Recreation and Intercollegiate Athletics agreed to request of Professor Wood that he delete two passages from the committee report. Since Professor Wood refused to make these deletions, we raise the following caveats for the reader:

1. It is a personal view of the chairman's that "... Penn athletes are believed by some to be 'complete jocks' even though they may have been admitted because of their academic abilities." This conclusion was not tested nor endorsed by the committee as such. We do not agree with the statement, and most emphatically deplore the use of a perjorative term to describe specially-admitted athletes. The assertion is not based on any sampling of opinion or belief among our peer institutions that we know of, and should be received with skepticism if at all.
2. While he identifies his final, parenthetical comments as a personal note, the chairman's inclusion of the topic is misleading: special admission for women was never on the committee's agenda. The introduction of the topic would appear to serve no purpose except to enable the chair to denounce women's search for equity as "despicable" without ever having placed it on the agenda of the committee to determine whether the group as a whole would agree.

In addition to publishing this dissent, we ask the Steering Committee of Council to consider the codification of annual reporting mechanisms for Council and University committees. At present, the annual reports prepared and submitted by chairs are uniformly labeled as *committee reports*. Under normal conditions of collegiality, chairs often circulate their reports to the full committee, and either confine themselves to objective reporting or state both sides when views diverge. Such chairs are to be commended for assuming the onerous task of writing a balanced final report in addition to chairing committees all year. However, when the personal views of the chair are introduced in a report labeled as *the committee's*, then not only is the weight of the committee symbolically added to the weight of a private view, but the reputations of committee members may suffer as well. We urge the creation of safeguards.

—Helen C. Davies
Allison Accurso

This week as part of Black History Month, the University is host to a roundtable discussion by scholars from the U.S. and Africa on the topic discussed below by Dr. Sandra T. Barnes, associate professor of anthropology and member of the organizing committee. The text is edited from two background papers prepared for the roundtable.

The African Diaspora and Return

"Diaspora" is a term that indicates the dispersal of people from their homeland. In a diaspora people retain some aspect of their identity, be it cultural, linguistic, or religious, as the well known cases of the Jewish, Chinese, or Hausa diaspora have shown. Despite their dispersal, they do not necessarily lose contact among themselves or their compatriots in the homeplace. Indeed, diaspora indicates that at some level continuity, communication, or movement persists within that group of people. It is important, then, to consider a diaspora, not as a process leading to dissolution, but as a vital force in itself. A diaspora is a dynamic migratory phenomenon that contributes to the social and cultural life of the receiving societies wherever they are. By the same token, it makes return contributions to the original sending societies wherever they are. In the former case, the diaspora takes something to a new social situation, and in the latter it returns something it has gained during the diaspora experience.

On both sides of a diaspora, the participants are a minority: they are identified as incoming migrants or they are returnees. Therefore in the "African Diaspora and Return" discussions we are turning the usual approach around and asking not how migration has affected a minority, but how a minority has affected the social, linguistic, aesthetic, and scientific features of a majority.

Despite oceans on three sides and a sea of sand forming an equally impressive barrier to the north, the establishment of African peoples on other continents is more pervasive—and of greater antiquity—than is generally understood. As the Liberian intellectual Edward H. Blyden wrote in 1880:

The Negro is found in all parts of the world. He has gone across Arabia, Persia, and India to China. He has crossed the Atlantic to the Western Hemisphere, and here he has laboured in the new and in the old settlements of America; in the Eastern, Western, Northern and Southern states; in Mexico, Venezuela, the West Indies and Brazil.

There were Africans in ancient Greece just as there were early Greek sailors on the East African coast. Residents of the western hemisphere are surprised to learn of self-contained Black communities which still exist in Turkey and India. Similarly, it may surprise the reader to learn that there were Africans in China by 400 A.D.; that the first Africans to reach Ireland probably arrived in 862 A.D.; that Africans constituted the largest "ethnic bloc" in both North and South America until the late 18th century; or that an Ethiopian became a Russian nobleman in the 18th century and, posthumously, a great-grandfather of Alexander Pushkin, Russia's foremost poet.¹

By 1600 Africa's descendants were present on every continent but

Australia. They were so numerous in England that Queen Elizabeth I wanted to restrict their immigration. Approximately 125,000 had already been imported into South America, and so large a community of Africans settled in the western provinces of India that several had risen to political and military power. For that matter Africans had already seized, held and lost a great empire in Europe: North African Moors ruled most of Spain and Portugal from the 8th to the 13th centuries A.D.

Africans who moved into the outside world as conquerors, however, were rare. Mainly, Black Africans went overseas as slaves, whether to East, West or North. They were carried away by Europeans or Arabs, who like the Africans themselves had a long tradition of domestic slavery, but in whose hands this institution was turned to devastating ends.

The consequences of the new slave trade are usually viewed in human terms, and properly so. For every African who reached a distant continent alive, another may have died, during either the warfare stimulated by the slave trade, the forced marches from the interior to the ports for sale to slave merchants, or the voyage on a Portuguese bark or *dhow*. Philip Curtin estimates that 15.2 percent of all those transhipped in the Atlantic slave trade died en route.² The figure could scarcely have been lower for the Indian Ocean trade, given eyewitness accounts of desperate, starving Africans layered between planks on the small boats. It further appears that a minimum 20 percent loss by death was experienced among those who were forcibly marched to the coast from the East African interior.

The consequences of the slave trade went beyond human suffering, however. Depopulation meant that a few areas lost irrecoverable numbers of people. The chaos caused by slave-raiding brought related economic problems. The welfare of African crafts was adversely affected through the importation of often useless European goods by slave merchants. Finally, the slave trade undercut local political organization. Kings could no longer protect their subjects and lost power. King Affonso, who saw it all coming, was one of them; the Kingdom of Kongo, which flourished for 200 years, was already crumbling when he died in 1543.³

But it is not on the negative side of the diaspora that we wish to dwell, for the movement of peoples is a basis for creativity. Asian Arabs and Africans, for example, have mingled since the Christian era on both continents, while African communities in Persia and Persian communities in Africa date from the 7th or 8th centuries A.D. So intensive was the contact between the East African coast and the Middle East that a new language was generated: Swahili. Moreover, so intensive was the contact that a new religion, Islam, was introduced to Africans and with it a system of writing, new architecture that combined Saharan technology with Near Eastern style, and, above all, institutions of higher learning that rivaled those of Medieval Europe.

As this example makes clear, the Africans diaspora must be seen in all of its dimensions: the movement of peoples away from their home-

1. Paul Edwards and James Walvin, "Africans in Britain, 1500-1800," in *The African Diaspora*, Martin Kilson and Robert Rotberg (eds), Cambridge: Harvard University Press, 1976; Philip Curtin, *The Atlantic Slave Trade: A Census*, Madison: University of Wisconsin Press, 1969; Joseph E. Harris, *The African Presence in Asia*, Evanston: Northwestern University Press, 1971; Graham Irwin, *Africans Abroad*, New York: Columbia University Press, 1977; Frank M. Snowden Jr., *Blacks in Antiquity*, Cambridge: Belknap Press, 1970.

2. Curtin, *op cit*.

3. Basil Davidson, *The African Past*, Boston: Atlantic-Little Brown, 1964.

land as well as their return. The founding of Freetown, Sierra Leone, illustrates this complexity since four continents play a role. Initially as slaves the founders were wrenched from villages near the Bight of Benin or regions of the Congo (Zaire) River, shipped to the West Indies, relocated in the United States, evacuated to Nova Scotia, and returned to Africa thanks to abolitionist forces in England that established a "Province of Freedom" for the repatriation of slaves in Sierra Leone.

The hardships involved in establishing Freetown are legend, but survival was the key. From a desolate settlement, Freetown became a center of freedom and, additionally, of learning: Fourah Bay College, established there in 1827,⁴ immediately began to train teachers and administrative officers for much of West Africa. One of its first and most illustrious graduates was a Nigerian, Samuel Crowther, who returned to the country from which he had been taken in a slave raid, and eventually became the Church of England's Bishop for Nigeria.

The cosmopolitan background of the new settlers is best reflected through Creole or *Krio*, the language which they created, and which forms a guide to their history. Its structure and most of its vocabulary in recent times most nearly resemble English. In the remote past, Portuguese seemed most nearly akin, while words from Spanish and from African languages—especially Yoruba—were also incorporated. These facets mirror the past: the original African base, Portuguese transport to the New World, slavery under English or Spanish rule, and the infusion of new African influences upon return. The language of *Krio* is like East Africa's Swahili; it captures the main themes of the diaspora and of external contacts.

A cultural transformation was also inevitable for Africans with vast understanding of life on other continents. Africans became Christians in the western hemisphere and Muslims in the eastern one; they learned different skills and trades, changed their diets and working habits, and adopted new ideas concerning the nature of government and law. The original Sierra Leoneans of the Freetown colony were culturally nearer to the English than to the Sierra Leoneans of the interior. In essence, they created a new culture.

The dispersal of African slaves is the stuff of history. It is difficult to believe that a mass exodus of Africans could take place in the future which would in any way resemble the enormous migrations of the 16th, 17th and 18th centuries. Migration itself continues, however, and it is worth pointing to one of the most significant movements among African peoples today. This is the small outward migration that is taking place for the purpose of education. The number of African universities has multiplied many times in the years since independence, so that study overseas no longer constitutes an African necessity of life. This small, 20th-century emigration has had a profound effect on African history, however. In the university cities of Europe and America, Africans first made contact with each other and established a network. A

Pan-Africanist movement was founded in 1900. At Manchester, England in 1945, expatriate African intellectuals met to formulate plans for the independence movements of their peoples. The foreign students of the 'thirties and 'forties—men like Kwame Nkrumah, Leopold Senghor, Jomo Kenyatta, and Nnamdi Azikiwe—became in the 'fifties and 'sixties the presidents of free African nations.

The consequences of the movement of African peoples and their descendants are among the least proclaimed and least analyzed of such historical processes. The illustrations used here are the results of a relatively recent and small number of explorations into the subject. Therefore we have brought together scholars to guide us in planning an ongoing series of conferences to explore "The African Diaspora and Return" with the eventual goal of disseminating, in published form, the results of this scholarly endeavor.

An Exchange with Nigeria

Penn has set up its first formal link to a black African university.

Monday President F. Sheldon Hackney of Penn and Dean T. M. Kolawole and Professor D. T. Okpako of the University of Ibadan (Nigeria) signed an exchange agreement during the two-day conference on "The African Diaspora and Return." Their object: to facilitate cultural and academic exchanges by providing research opportunities, internationalizing the faculty and student body, and promoting the sharing of information and personnel.

The Penn-Ibadan link has its roots in a visit by Dr. Robert Rutman, a professor of biochemistry in Penn's School of Veterinary Medicine, to Ibadan in 1973-74. "It was clear to me that there were many areas where Penn and Ibadan could exchange scholarship on an equal basis," said Dr. Rutman.

Dr. Rutman returned to Ibadan as an external examiner for that institution's Ph.D. program in 1978. After extensive discussions with Ibadan's faculty and administration, he reported favorably to Penn's administration on the prospects for a formal exchange agreement. Although the process of finalizing the agreement was slowed by the transition in Nigeria from a military to a civilian government, Dr. Rutman says both schools are now ready to formalize their relationship, with the exchange of graduate students and lecturers possible within the next year or two.

"Penn's historical and current relationships with Africa have converged in this agreement," Dr. Rutman said, pointing out that many Penn faculty members have research interests on that continent and that several African leaders, including Nigeria's founding president Nnamdi Azikiwe, earned degrees at Penn.

The University of Ibadan is located in the city of Ibadan in Western Nigeria. It was established as a British Commonwealth university in 1948 and became independent in 1962. Regarded as the premier university of black Africa, and as the flagship of the 13-branch federal university system in Nigeria, Ibadan has about 5000 undergraduate students and 1000 graduate students, 95 percent of whom are Nigerian. The 500 faculty members are primarily African, though most are British-educated. Ibadan's 2500-acre campus contains faculties of arts, sciences, social sciences, humanities, education, veterinary medicine, agriculture and forestry, and medicine (including a 1000-bed hospital).

4. Peter C. Lloyd, *Africa in Social Change*. Baltimore: Penguin Books, 1972 (rev. ed.).

February 24-March 7

Children's Activities

Films

February 28 *Indian Paint* (Norman Foster, 1963)
March 7 *Hunted in Holland* (Derek Williams, 1966)

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

Theatre

The Annenberg Center presents *Theatre for Children*, high quality live theatre experiences for young audiences, in the Zellerbach Theatre.

February 27, 28 *Teddy Roosevelt* a production from the Performing Arts Repertory Theatre, for tickets and information call the Box Office at Ext. 6791.

Exhibits

Through February 26 *1981 Recent Gifts to the University*, GSFA presents contemporary sculpture and prints donated to Penn., at the ICA Gallery.

Through March 6 *Goya, Los Caprichos and Los Proverbios*, etchings by the Spanish artist Francisco Goya, loaned by the Arthur Ross Foundation, at the Lessing J. Rosenwald Gallery, 6th floor, Van Pelt Library.

Through March 13 *First and Second Year MFA Candidates Show*, at the Houston Hall Gallery.

March 2 through March 13 *Bachelor of Fine Arts Exhibit*, at Philomathean Gallery, 4th floor College Hall.

Through June 30 *African Sculpture from the Collections*, more than twenty masks and statues from sub-Saharan Africa at the Sharpe Gallery of the University Museum.

Through August 31 *The Egyptian Mummy: Secrets and Science*, the exhibit conveys Egyptian ideas about life after death and health and disease patterns at the University Museum.

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

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

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.

Philomathean Gallery Hours Monday-Friday, noon-5 p.m., closed weekends.

Rosenwald Gallery Hours Monday-Friday 9 a.m.-5 p.m., Saturday 10 a.m.-4 p.m.

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

University Museum Gallery Tours

February 25 *Subsaharan Africa*

March 1 *Ancient Greece*

March 4 *Mesopotamia*

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

Films

Soviet Films

Seven of the best films produced in the Soviet Union during the last 50 years will be shown during a seven-session, non-credit course this spring. The films include: *Mother* by Vsevolod Pudovkin; *My Name is Ivan* by Andrei Tarkovski; *Hamlet* by Grigori Kozintsev and *Twelve Chairs* by Arkadi Gaidai.

Also on the program are: *Andrei Rublev* by Andrei Tarkovski; *My Childhood* by Mark Donskoi and *Pirosmani* by G. Shengelaya.

Background on the films will be given by Antonio L. Liehm, professor of Slavic languages at Penn. The films will be analyzed during group discussions.

The course, sponsored by College of General Studies, will be held Thursdays beginning March 5 at 7:30 p.m. The fee is \$70. To register for the course call Ext. 6479 or 6493.



The Annenberg Center's Theatre for Children presents *Teddy Roosevelt*, a musical for young audiences, February 27 (10 a.m. and 12:30 p.m.) and 28 (11 a.m. and 2 p.m.). See Theatre at left.

Exploratory Cinema

February 25 *Tourou et Bitti* (Jean Rouch, 1973, France); *Under the Men's Tree* (David and Judith MacDougall, 1968, USA); *The Ax Fight* (Timothy Asch and Napoleon Chagnon, 1975, USA); *The Path* (Donald and Ronald Rundstrom and Clinton Bergun, 1972, USA); *Maring in Motion* (Allison Jablonko, 1968, USA).

March 4 *Divine Horsemen: The Living Gods of Haiti* (Maya Deren and Cheryl Ito, 1947-51/1979, USA) *Navajo Silversmith* (Johnny Nelson, 1966, USA); *Intrepid Shadows* (Al Clah, 1966, USA)

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

February 25 A Joris Ivens Program including *Rain and Power and the Land*, 7:30 p.m.

February 26 *Best Boy*, 7:30 and 9:30 p.m.

February 27 *Best Boy*, 4 p.m.; *Fundi: The Story of Ella Baker and Its Not a One Person Thing* with film-makers Joanne Grant and Sally Heckel, 7:30 p.m.; *Best Boy* 9:30 p.m.

February 28 Workshop with Sally Heckel on *Developing a Film From a Short Story*, 1-4 p.m.

March 4 *To Love, Honor and Obey*, *Jury of Her Peers*, 7:30 p.m.

March 5 Workshop with Christine Choy on *Working Collectively with an All-Woman Crew*, 3-6 p.m.; *How Yukong Moved the Mountains* Program 6, 7:30 p.m.; *Underground USA*, 9:30 p.m.

March 6 *How Yukong Moved the Mountains* Program 6, 4 p.m.; Films from Buffalo, 11 independent films by Buffalo area filmmakers with Bruce Jenkins, film programmer and film critic from media studies/Buffalo, 7:30 p.m. *Underground USA*, 9:30 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

February 27 *Monty Python*, 8 and 10 p.m.; *The Creature from the Black Lagoon*, midnight.

February 28 *Fame*, 7:30 and 10:15 p.m.

March 6 *The Godfather, Part II*, 8 p.m.; *Duck Soup*, midnight.

March 7 *Love and Death*, 7:30 & 11:15 p.m.; *King of Hearts*, 9:15 p.m.

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

Sunday Film Series

March 1 *Jenny L'Amour* (Henri-Georges Clouzot, 1947, France).

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 27 Combined program Gospel Choir and Penn Jazz Ensemble at Annenberg School.

March 8 Chamber Music Concert, 2:30 p.m. in Harrison Auditorium at the University Museum.

Victorian Music

College of General Studies presents *Many Houses of Music: A Victorian Cabaret*, a non-credit course and performance of music from the first decades of the 20th century. Featured will be a variety of composers such as Irving Berlin, Scott Joplin, Nora Bayes and Louis Moreau Gottschalk.

Don Kawash, pianist, and Karen Saillant, vocalist will perform the music Sunday, March 15, 2-4 p.m. at the Annenberg School Theatre. Fee: \$10. Contact Special Programs, CGS, Ext. 6479 or 6493.

Religion

The Christian Association has a new *Chapel of Reconciliation*, located on the third floor of the C.A., at 3601 Locust Walk. The chapel will be open, 9 a.m.-10:30 p.m., to the campus community, starting Wednesday, February 25.

Ecumenical Eucharist 12:15 p.m. Fridays at the Christian Association, 3601 Locust Walk. A gathering for new and informal ways of sharing communion.

Episcopal Weekly services at St. Mary's Church, 3916 Locust Walk. Information: 222-8556.

Jewish Conservative, Orthodox and Reform services are held at Hillel, 202 S. 36th St., at 4:15 p.m. Fridays. Shabbat morning services (Conservative and Orthodox) are held at Hillel each Saturday at 9:30 a.m.

Lutheran Eucharist service Sundays at 11 a.m. Lutheran Student Center, 3637 Chestnut Street.

Muslim The Muslim Student Association hosts Jumaa congregational prayer and meeting, Fridays at 12:30 p.m. in the Harrison-Smith-Penniman room, Houston Hall.

Roman Catholic Midnight mass Saturdays; masses at 9:30 a.m., 11 a.m. and 5 p.m. on Sundays; daily mass at 12:05 p.m. Holy days at 12:05 p.m., 5:15 p.m. and 8 p.m., Newman Center, 3720 Chestnut Street.

Special Events

February 25 Sensitivity and Awareness Day. Equal Opportunity Office and Personnel Office present a program on services for the handicapped, 10 a.m.-4 p.m. at the Faculty Club.

February 28 Third Annual Wharton Alumnae Conference at Vance Hall. Carol Bellamy, president, New York City Council, on *Risk and Reward*. Contact Wharton Graduate Alumni Affairs at Ext. 8478 for more information.

Through 28 Silent Auction of 200 paintings, drawings, prints, sculpture and tapestries at International House, 1-5 p.m. All bids must be submitted in writing by February 28, and highest bidders will be telephoned.

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.

Museum Shop Sale

Crafts, jewelry and Museum publications will be on sale (30-50 percent off) at the Museum Shop of The University Museum. On Thursday, Friday, and Saturday, March 5-7, the Shop will offer reduced prices on most of its stock of treasures and selected publications. All proceeds from the Museum Shop Sale benefit The University Museum. Shop hours are 10 a.m.-4 p.m., Tuesday-Saturday; 1-4 p.m., Sunday; the Museum itself is open until 5 p.m.

Sports

February 24 Men's Basketball vs. Princeton, 9 p.m. at Palestra.

February 25 Women's Fencing vs. Harvard, 3:30 p.m. and men's fencing vs. Harvard, 7 p.m., both at Weightman Hall.

February 27 Men's Swimming vs. Cornell, 4 p.m. at Gimble Gym.

February 28 Men's Volleyball vs. Harvard, 2 p.m. at Weightman Hall.

March 6 Women's Squash vs. Harvard, 4 p.m. at Ringe Courts; men's basketball vs. Cornell, 6 p.m. at Palestra.

March 7 Men's Basketball vs. Columbia, 7 p.m. at Palestra; men's fencing IFA at Weightman Hall through March 8.

Talks

February 24 Respiratory Physiology Seminar presents Dr. H. Herscovitz, microbiology department, Georgetown University School of Medicine, on *Immunological Functions of Alveolar Macrophages*, 12:30-1:30 p.m. at Physiology Library, 4th floor, Richards Building.

The Faculty Tea Club presents Dr. Vincent Cristofalo, acting director, Center for Study of Aging, on *Biology of Aging*, 1:30 p.m. at the Faculty Club.

Morris Arboretum presents *Integrated Pest Management*,

8 p.m. at Plymouth-Whitmarsh High School, Germantown Pike in Plymouth Meeting. For information: Ann Rhoads, Morris Arboretum, 247-5777.

February 25 Near East Lectures presents Dr. Ezat O. Neghaban, visiting scholar from the Near East on *Marlik, Haft Tepe, Zaghe and its Painted Building*, 5:30 p.m. at Rainey Auditorium, University Museum.

GSFA presents Carl Steinitz, professor of landscape architecture and urban design, Harvard University, 8 p.m. at Alumni Hall, Towne Building.

February 26 South Asia Seminars presents Annemarie Schimmel, Harvard University, on *The Position of the Ismaelis in the Islamic Context*, 11 a.m.-12:30 p.m. at Classroom II, University Museum.

School of Medicine presents the 5th Robert G. Ravdin Memorial Lecture featuring Dr. Daniel Hadlock, president, National Hospice Organization, on *Hospice: Intensive Treatment with a Difference*, 4-5 p.m. at Medical Alumni Hall, HUP.

The University Museum presents the annual *Report from the Field* featuring Dr. Robert Schuyler; Dr. Arthur G. Miller; Birthe Kjolbye-Biddle; Dr. Alan Mann and Dr. David O'Connor, 5:30 p.m. at the Harrison Auditorium, University Museum. The program will be followed by cocktails and dinner in the Museum's Upper Egyptian Gallery. Call Ext. 4026.

February 27 University Museum presents a Brown Bag Seminar featuring Dr. Bernard Wailes, associate curator, European Archeology, University Museum, on *Non-Urbanism in Ireland: Excavations and Survey*, noon-1 p.m. at Ethnic Arts Gallery, University Museum.

English Department presents Professor Jonathan D. Culler, Cornell University, on *Deconstruction in Literary Criticism*, 4 p.m. at first floor Conference Room, Van Pelt Library.

March 2 Administrative Assembly Brown Bag Seminars present Martin Biddle, director of the University Museum and professor of anthropology, 1 p.m. at Benjamin Franklin Room, Houston Hall.

Department of History and Sociology of Science presents Professor Everett Mendelsohn, Harvard University, on *The Political Anatomy of Scientific Controversies*, 4 p.m. at Seminar Room 107, Smith Hall.

Annenberg School of Communications presents Brian Henderson, Center for Media Study, State University of New York at Buffalo, on *Film Studies in the 1980s—New Frontiers, Old Problems*, 4 p.m. at the Colloquium Room, Annenberg School of Communications.

Medical Ethics Society presents Grace Powers Monaco, special counsel to the American Cancer Society, on *Alternative Cancer Therapies: Legal/Ethical Issues for the Practitioner*, 5:30 p.m. at Dunlop B Room, Medical Education Building.

Maya Art Program, University Museum presents Dr. Arthur G. Miller, director, Maya Art Program, on *Pre-Columbian Art and Archaeology in Mexico: New Discoveries Part I*, 7:30 p.m. at Rainey Auditorium, University Museum. \$10 contribution.

March 3 Department of Psychiatry presents Dr. Julian Jaynes, Department of Psychology, Princeton University, on *Schizophrenia: A Relapse to an Earlier Mentality?*, 11:30 a.m.-1 p.m. at Medical Alumni Hall, HUP.

Respiratory Physiology Seminars presents Dr. Roland Pittman, Department of Physiology, Medical College of Virginia, on *Recent Ideas and Experiments on the Oxygen Sensitivity of Vascular Smooth Muscle*, 12:30-1:30 p.m. at

Physiology Library, 4th floor Richards Building.

School of Medicine and Student National Medical Association present Dr. LaSalle Leffall, chairman, Department of Surgery, Howard University and past president, American Cancer Society, on *Cancer Control Today: State of the Art*, 3:30 p.m. at Dunlop Auditorium, Medical Education Building.

Clinical Smell and Taste Research presents Dr. Carl Pfaffmann, Rockefeller University, on *Electric Taste as a Probe of Gustatory Receptor Mechanisms*, 4 p.m. at Dunlop A, New Medical Education Building.

Tinker Lectures presents William Carter, chief, Hispanic Division, Library of Congress, on *Drug Use in the Altipiano*, 4 p.m. at 285 McNeil Building.

March 4 Center for the Study of Aging and the Division of Neuropathology presents Dr. Robert D. Terry, chairman, Department of Pathology, Albert Einstein College of Medicine of Yeshiva University, on *The Aging Brain and Dementia*, 3:30-4:30 p.m. at Dunlop Auditorium B, Medical Education Building.

Maya Art Program Part II; see March 2.

Leon Lecture Series presents Dr. David N. Schramm, chairman, Department of Astronomy & Astrophysics, University of Chicago, on *The Big Bang: The Origin of the Universe*, 8 p.m. at Room 124-6, Annenberg School.

March 5 South Asia Seminars presents Indira Shetterly Peterson, Amherst College, on *The Functions of the Songs/Texts of the Salvite Saints in the Formation and Preservation of Tamil/Tamil Saivite Identity*, 11 a.m.-12:30 p.m. at Classroom II, University Museum.

March 6 Women's Faculty Club presents a panel chaired by Dwight Scott, on *Women and Retirement*, noon at Harrison-Smith-Penniman Room, Houston Hall.

Graduate School of Fine Arts presents Arata Isozaki, architect, 4 p.m. at GSFA Room B-1.

March 7 College of General Studies presents Saturday at the University featuring Rene Dubos, professor emeritus, Rockefeller University and Donald Frederickson, director, National Institutes of Health, on *Human Concerns and Medical Research*, 10 a.m. at the University Museum.

Theatre

February 27, 28 Orpheus Club presents *Jacques Brel is Alive and Well and Living in Paris* at Studio Theatre at Annenberg Center.

February 28 The Medical School presents their 1981 *Spoof Suture Self*, 7 and 9:30 p.m. at Dunlop Auditorium, Medical Education Building. Tickets available in Suite 100 MEB weekdays, 9 a.m.-5 p.m.

March 5 through 22 Philadelphia Drama Guild presents *The Front Page* by Ben Hecht and Charles MacArthur in Zellerbach Theatre at Annenberg Center.

March 6, 7 Temple University presents *Temple Dance* in Prince Theatre at Annenberg Center.

For performance times, ticket prices and further information on events, call Annenberg Center Box Office, Ext. 6791 or TTY Ext. 6994.

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.

SAMP Reunion Symposium

The School of Allied Medical Professions is sponsoring a symposium/reunion on the weekend of May 8-10, to mark the graduation of its last class.

The program will include state-of-the art workshops in Medical Technology, Occupational Therapy and Physical Therapy, and will feature many nationally famous professionals and popular speakers; the festivities will include banquets and brunches.

For registration forms or for more information contact Dr. Ruth Leventhal, at SAMP, 420 Service Drive/S2 or Ext. 8419.

Now Hear This . . .

The HUP Speech and Hearing Center would like to establish a stock of used hearing aids for their patients' use during hospitalization. If you, or anyone in your family, have a hearing aid that is no longer used or needed, you can donate it to the Center, on 5 Gates East at HUP, or call 227-2784.

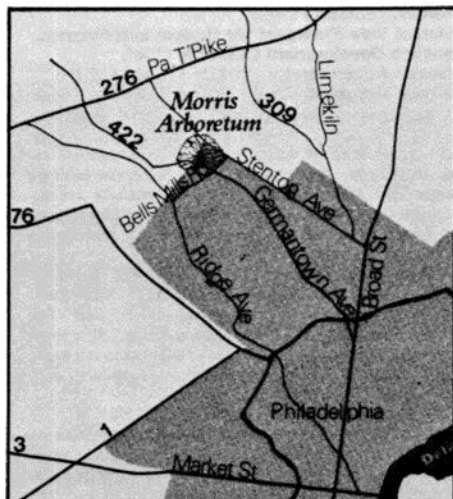
Flower Courses at Arboretum

While most of us associate flowering bulbs with early spring, there are many unusual bulbs that bloom in the summer as well. The Morris Arboretum will present a single-session course on summer flowering bulbs Monday, March 2, 7 to 9 p.m. Bulbs will be supplied for class members to take home. Cost: \$9/members, \$12/non-members.

The Arboretum will also offer a single-session program on selecting and growing perennials for an extended period of bloom. On March 4 from 10 a.m. to 2 p.m. (bring lunch), Viola Anders, former professor of floriculture at Temple University, will teach planning, planting, and caring for the perennial garden. Participants will receive a list of local sources for obtaining some of the more unusual perennials. Cost: \$15/members, \$20/non-members.

Pre-registration is requested for both courses; call Morris Arboretum at 247-5777.

At right, the location of the Morris Arboretum.



OPPORTUNITIES

Listings are condensed from the personnel bulletin of February 23, and therefore **cannot be considered official**. Some positions may no longer be available. New listings are posted Mondays on personnel bulletin boards.

Anatomy-Chemistry Building: near Room 358;
Centenary Hall: lobby;
College Hall: first floor;
Dental School: first floor;
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;
Rittenhouse Lab: east staircase, second floor;
Social Work/Caster Building: first 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) \$11,400-\$15,800.

Accountant II (3765) manages daily cash balances at optimal levels, prepares cash forecasts, maintains strong banking relationships, upgrades banking services, accelerates cashflow and develops internal cash control policies (degree in finance or accounting; two years' related experience; familiarity with cash management concepts and banking operations; proficiency in written and verbal communications) \$14,200-\$19,625.

Administrative Assistant to the Director (B0837) \$11,400-\$15,800.

Applications Programmer II (3697) \$16,325-\$22,600.

Assistant Director (3347).
Assistant Director (3753) formulates and implements operational and technical programs (degree in mechanical, electrical or architectural engineering; minimum of three years' experience in building operation and management).

Assistant Director (B0879) provides consulting services, develops economic and business development plans, assists center director with operations, implements client evaluation programs, assigns resources to cases (MBA or equivalent degree; ability to conduct business evaluations; experience in computer programming and computer systems design) \$16,325-\$22,600.

Assistant Director (3773) accounts for gifts and subscriptions; responds to information needs for treasurer and development office (degree; two years' related experience; proficient in written and verbal communications) \$14,200-\$19,625.

Assistant Director, SEO (3705) \$14,200-\$19,625.

Assistant Treasurer (3620).

Assistant Vice President for Budget and Finance.

Associate Development Officer III (3345).

Business Administrator (B0875) \$11,400-\$15,800.

Business Administrator I (3761) supervises and manages administrative staff; prepares forms and supporting documents for faculty and staff; participates in hiring non-faculty employees; allocates expenses into various accounts; responsible for departmental service center billings; prepares "gray book" budgets for grants, contracts, and departmental accounts (degree in business administration; knowledge of University administrative procedures) \$11,400-\$15,800.

Business Administrator II (3763) oversees operations connected with registration, billing, collections, credit management and accounts receivable; supervises staff (five years progressively responsible experience in active business office; supervisory experience; sound accounting background; ability to prepare financial reports; familiarity with laws regulating collections) \$12,375-\$17,425.

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

Business Administrator II (3721) \$14,200-\$19,625.

Coordinator (B0880) develops overall training framework, establishes topics for training sessions, prepares instructional materials; implements training sessions; conducts client evaluation of training sessions (degree;

On the Director of CGS

As the search committee for Director of the College of General Studies nears the completion of its work, I want to acknowledge to the University community the fact that due to an administrative error, the position was omitted from the Personnel Relations posting and listing in *Almanac*. The omission could have been very embarrassing both to Dean Dyson and to the search committee that has worked so hard to select candidates it feels confident in recommending. Fortunately, the position opening was well known on campus because of front page *Almanac* stories of the position's becoming vacant and other stories concerning the search process. In addition, the search was conducted very broadly and was advertised in both *The Chronicle of Higher Education* and *The Washington Post*.

The search process itself has been both thorough and productive. Approximately 75 candidates responded to the opening. The search committee has interviewed 16 finalists who met the criteria for the position, seven of whom were either University staff personnel or affiliated with the University. So, I am satisfied that the spirit of our Affirmative Action Plan has been observed but I acknowledge that the normal administrative process of communications was not followed.

— Gerald L. Robinson
 Executive Director of Personnel

experience in training programs; public relations experience) \$12,375-\$17,425.

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

Data Entry Supervisor (B0857) \$214,700-\$19,625.

Department Head I (3766) organizes, administers and operates the Veterinary School Library; develops collection and provides library services for the unit; reports to the director of libraries (ALA-accredited; MLS required; MLA certification desirable; academic background in biomedical or physical sciences preferred; experience in a medical or science library essential) \$14,200-\$19,625.

Director (B0881) plans and directs overall operations of SBDC; liaison with State Director, community involvement; counseling and training operations, prepares quarterly and annual reports (advanced degree, business experience, ability to consult and conduct business evaluations, experience with government funded programs).

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

Director, University Bookstore (3650).

Equipment Manager (3772) responsible for athletic equipment for all teams; supervises personnel; keeps records of equipment issued, works with coaches on needs, travels with teams (degree preferred; experience and knowledge of athletic equipment; supervisory, organizational and record keeping skills) \$11,400-\$15,800.

Environmental Safety Officer.

Labor Relations Assistant (3704) \$12,375-\$17,425.

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

Office Manager (B0873) \$11,400-\$15,800.

Registrar (3760) manages the office of the registrar; administers course rostering, transcripting, student registration and grading, classroom assignments, exam scheduling and maintains central student data base (degree, graduate work desirable; five to eight years' progressively responsible managerial experience in college or university administration; experience with data processing; familiarity with the University environment helpful).

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

Research Specialist III (3717) \$14,200-\$19,625.

Senior Programmer Analyst.

Senior Research Coordinator (3 positions) \$16,325-\$22,600.

Treasurer (3619).

Vice-Dean, Law School (3434).

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

Support Staff

Accounting Supervisor (3764) organizes and distributes work to staff members; mails and distributes bills to students; collects payments for current tuition fees, dining, residence and prior bills; balances and explains accounts to students; reconciles accounts and produces reports; services students at the counter, answers inquiries regarding billing procedures and statements (computational skill and good aptitude for clerical work; high school graduate, some college education preferred; ability to supervise and deal effectively with people) \$9,400-\$11,675.

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

Administrative Assistant II (3706) \$9,400-\$11,675.

Animal Laboratory Technician (3574) feeds, waters and cleans small animals; performs general housekeeping duties associated with the animal facilities (high school graduate; interest in small animals; one year's experience in animal care; willingness to work for AALAS accreditation; physically able to move around actively and lift small lab animals) Union wages.

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

Clerk I (4 positions) \$6,325-\$7,625.

Clerk III (3733) \$7,700-\$8,750.

Data control Coordinator (B0822) \$10,025-\$12,400.

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

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

Farmhand (9 positions) (B0882) performs general gardening, arboriculture, horticulture, education, administration and urban forestry internship program (student or recent graduate with degree in horticulture or related field) \$5,725-\$7,325.

Helper (3674) Union wages.

Junior Accountant (B0787) \$8,775-\$10,850.

Keypunch Operator (B0849) \$7,700-\$9,425.

Laboratory Assistant (3690) collects soiled glassware from laboratories; cleans glassware and returns it to laboratories; (high school graduate; some experience helpful) \$6,825-\$8,175.

Limited Service Secretary (3523) Hourly wages.

Maintenance Engineer (2 positions) \$11,600-\$14,875.

Operator II, Duplicating Machine (2 positions) (B0894) (B0895) operates various types of duplicating equipment; assists with production record keeping, inventory control and stock operations (high school graduate; one year's experience; mechanical aptitude and manual dexterity) \$8,250-\$10,150.

Plumber (2 positions) (3697) (3699) Union wages.

Programmer I (2 positions) (3727) (B0896) \$10,025-\$12,525.

Project Budget Assistant (B0871) \$8,775-\$10,850.

Psychology Technician (2 positions) \$10,700-\$13,125.

Receptionist II (3665) \$8,250-\$10,150.

Receptionist III (3719) \$8,775-\$10,850.

Research Laboratory Technician II (3 positions) \$9,600-\$11,700.

Research Laboratory Technician III (11 positions) \$10,700-\$13,125.

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

Secretary III (9 positions) \$8,775-\$10,850.

Secretary IV (B0827) \$9,400-\$11,625.

Secretary, Medical/Technical (4 positions) \$7,775-\$10,850.

Store Cashier (3735) \$6,325-\$7,625.

Supervisor, Mechanical Systems \$15,375-\$19,025.

Part-time Positions

Administrative/Professional

Nurse (B0706) Hourly wages.

Programmer Analyst I (B0652) Hourly wages.

Physician (2 positions) (B0525) (B0526).

Research Assistant (3726) Hourly wages.

Financial Aid Assistant (3680) Hourly wages.

Grievance Commission Assistant (3688) Hourly wages.

Support Staff

Clerk (B0842) Hourly wages.

Clerk/Typist (3769) Hourly wages.

Employee (2 positions) (3714) (3639) Hourly wages.

Extra Person (2 positions) (3459) (B0892) Hourly wages.

Manuscript Typist (B0767) Hourly wages.

Receptionist I (3747) Hourly wages.

Research Coordinator (B0886) Hourly wages.

Research Laboratory Technician (2 positions) (B0891) (B0899) Hourly wages.

Salesperson (2 positions) (3757) (3758) Hourly wages.

Secretary (7 positions) Hourly wages.

Secretary, Medical/Technical (B0780) Hourly wages.

Technician (B0835) Hourly wages.

Typist (B0898) Hourly wages.