

Almanac

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Lucas van Leyden, 1523. Courtesy of the Leon Levy Library, University of Pennsylvania School of Dental Medicine.



The Ides of April: Bad News, Good News

The bad news is no news — just a reminder that the IRS takes its annual bite on the usual schedule (deadline April 15).

The good news is that during the same week, Personnel Benefits will mail out enrollment forms for joining the new University-paid dental care program that starts July 1. Personnel who have a year's full-time service by that date can choose between two plans (described briefly on page 5 of this issue, with more details next week in a special insert) or take the option to waive.

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Toward Planning/Budget Merger

After Council discussion April 8, and a meeting between the president and the Educational Planning Committee scheduled April 10, President Sheldon Hackney's proposal for a joint University Committee on Planning and Budgeting (*Almanac* March 31) is expected to "come to closure fairly soon," according to Dr. James A. Spady, director of the Office of the President.

Dr. Hackney has met separately with the Budget Committee, Senate Executive Committee and others since the document was written. Response from SEC is on page 2 of this issue, and on page 3 appears a letter from the Graduate and Professional Students Assembly, with notes from a draft in preparation by the Undergraduate Assembly. The SEC response expresses support but lists eight points of understandings and suggestions. GAPSA supports the proposal but calls for four students instead of two. The UA focuses on the consultation and decision-making processes as they relate to general versus partial interests.

SENATE

Faculty Senate Officers And Elected Committees 1981-82

Since no additional nominations by petition have been received within the allotted time, the slate of nominees of the Senate Nominating Committee is declared elected.

The Senate Officers for the coming year will be:

<i>Chair:</i>	Phoebe S. Leboy (biochemistry, dental)
<i>Past Chair:</i>	Paul Bender (law)
<i>Chair-elect:</i>	Murray Gerstenhaber (mathematics)
<i>Secretary:</i>	David Balamuth (physics)
<i>Past Secretary:</i>	Anne Keane (nursing)
<i>Secretary-elect:</i>	Andrew Nemeth (anatomy, medicine)

Newly elected as at-large members of the Senate Executive Committee for 3-year terms are:

Ruth Hogue-Angeletti (pathology, medicine)
Larry Gross (communications)
Werner Gundersheimer (history)
Samuel Sylvester (social work)

Newly elected to the Senate Committee on Academic Freedom and Responsibility for 3-year terms are:

Edward Sparer (law)
Ingrid Waldron (biology)

Newly elected for a 3-year term to the Academic Freedom Committee Replacement Pool is:

Charles Kahn (philosophy)

Newly elected to the Senate Committee on the Economic Status of the Faculty for 3-year terms are:

Samuel Preston (sociology)
Robert Summers (economics)

The terms of the new Senate Officers and the newly elected members of the Senate Executive Committee begin with the taking up of new business at the Senate Executive Committee meeting scheduled for May 6. The terms of the newly elected members of the Committees on Academic Freedom and Responsibility and Economic Status of the Faculty begin on May 1.

The Agenda for April 22 And a SEC Response on Planning/Budget Merger

The Spring Meeting Agenda

The regular spring meeting of the Faculty Senate will be held on Wednesday, April 22, 1981, from 3:00 to 5:30 p.m. in Room 200, College Hall. The agenda will include:

1. Approval of the minutes of November 5, 1980.
2. Report of the Chair.
3. Report of the President.
4. Proposed revision of the Rules of the Faculty Senate. The proposed revision, a recommendation of the Senate Committee on Administration, and an explanation of the substantive changes that would be accomplished by the revision, was sent to all Senate members on March 18. This material was also published in *Almanac* on March 24.
5. Proposed University policy on Consultation Procedures for the Appointment and Reappointment of Deans and University-wide Administrators (earlier version in *Almanac* February 17). This policy, which would replace existing provisions in the University Council By-laws, originated in the Senate Advisory Committee about two years ago. A Senate recommendation is sought before the policy is discussed in University Council on April 29.
6. Policy proposed by the Senate Committee on Administration regarding the reappointment of department and graduate group chairs (to be printed *Almanac* April 14).
7. Report of the Senate Committee on the Economic Status of the Faculty regarding implementation of the Senate resolution on faculty compensation adopted at the Fall 1980 regular Senate meeting.
8. Report of the Senate Committee on Academic Freedom and Responsibility concerning problems that have arisen with regard to the application of the faculty grievance procedures to certain members of the Medical School faculty.
9. Report of the faculty members of the ad hoc Council Committee on Codification of Presidential Search Procedures regarding the Committee's progress in implementing the resolution on codification of these procedures, adopted by the Senate at the Fall 1980 regular Senate meeting.
10. Discussion of the Report of the Senate Committee on the Faculty (to be printed in *Almanac* April 14).
11. Proposal of the Senate Committee on the Faculty regarding a clinician-educator track at the Dental School (tentative).
12. Adjournment by 5:30 p.m.

This agenda, along with relevant enclosures, is being mailed to all Senate members this week. In next week's *Almanac* I shall write a brief description of the main agenda items and the issues they are likely to raise. Please give serious consideration to the possibility of attending and participating in the April 22 meeting. Matters of considerable general importance to the faculty (e.g., faculty salaries and faculty participation in the selection of administrators) will be discussed and acted upon. There will also be an opportunity to hear a report to the Senate by our new president.



Text of SEC Letter to the President

March 27, 1981

Thank you very much for coming to our Senate Executive Committee meeting yesterday to present and discuss your proposal for the new University Planning and Budgeting Advisory Committee. After you left us, SEC discussed the proposal at some length. There was a clear consensus of support for the proposal, with the following understandings and suggestions:

1. SEC's understanding is that the creation of this committee would not preclude other consultation, when appropriate. For example, present policy requires the administration to consult with the University Committee on Consultation regarding what consultation should be undertaken before any major changes are made in resource allocations. We assume that such procedures would continue to be followed.

2. SEC thinks it important that EPC or a direct successor to that committee remain in existence to review proposed and existing programs and to engage in long-term planning of a sort that may be beyond the capacity of the new committee. Some group should be charged with thinking in a relatively visionary way about the future direction of the University. We are skeptical about whether the new committee will be able to depart sufficiently from immediate budgetary problems to do this.

3. If EPC or a successor remains with some evaluative and long-term planning functions, coordination between that committee and the new committee will be important. The Provost and the Chair of EPC will, we assume, work out this relationship as a better understanding of the new committee's role and capacity develops.

4. SEC thinks it important that the new committee's performance be reviewed fairly promptly from the faculty's perspective. After the committee's first annual report is issued, SEC would expect to review and react to it, and perhaps to discuss the committee's work (within the constraints of confidentiality) with you, the Provost, and faculty members of the committee.

5. A question was raised about why the Vice President of Operational Services was made an ex officio member of the committee.

6. A fairly large majority of SEC prefers a committee composed of 8 faculty and 2 students to a larger committee. Our second choice would be a committee composed of 12 faculty and 4 students. A clear majority of SEC believes that at least a 3 to 1 ratio should be maintained between faculty and students on this committee.

7. SEC recommends that the term for faculty members of the committee be 3 rather than 4 years, and that the terms not be renewable (except for renewals of the terms of members initially appointed for less than 3 years).

8. With regard to confidentiality, we understand that the committee's deliberations and agenda should be confidential, but that its final work product — i.e., its advice to the administration — will not be confidential. A working change in the first line of the paragraph on confidentiality might be appropriate. Suggestions were also made that the committee be given the explicit power to exact (as well as promise) confidentiality from others, and that expulsion from the committee be explicitly authorized only for proven breaches of confidentiality.

UA and GAPSA Responses on Planning/Budgeting

Monday afternoon, the Undergraduate Assembly was preparing to meet for discussion of a draft response on Planning/Budgeting which reads in part:

The Assembly agrees in principal with the concept of combining academic planning and budgeting at the University. This, to be sure, is an ambitious task and raises many questions of how the University goes about conducting its affairs. In keeping with this thesis, rather than critique the specifics of the charter we would choose to air some of the questions we feel the document calls forth, in order to assure them a wider hearing within the community.

In his letter to the Assembly, Dr. Hackney suggests that for the Committee to be effective, the members would have to surrender "the position of partial interest to the position of general interest." In the same paragraph he asserts that the members of the Committee would constitute a broad-based body. If faculty and students on the Committee are required to abandon their particular views in order to "represent the interests of the University as a whole," then what is it about them that allows them to remain as faculty and students? Isn't this analogous to telling Labor that it may be an integral part of the decision-making process provided it addresses problems and renders advice from Management's point of view? Furthermore, if Committee members must surrender their partial interests, the Committee cannot be construed as broadly based. Without the representation of "partial interests" the Committee would be left with only various people — no longer with various points of view, and no longer "broadly based" in any but an illusory sense.

A question that follows . . . is one of consultation and campus constituencies. Is the proposed Committee to be advisory to the President in the sense that the President and Provost make academic and budgetary decisions seeking the advice of this small group, or is it the role of the Committee to solicit the views of the constituencies, themselves becoming the consultative group, thereby freeing the President and Provost from meaningful dialogue with the rest of the community? Also, how will the President and Provost react when the opinions they solicit from the community's elected representatives conflict with the advice of the Committee? If what is valued within the Committee is knowledge and a general University-wide view, then how does one value the advice of those with less knowledge but with particular views? These potential problems would only seem to be exacerbated by the term requirements and size limitations specified in the charter.

—Allison Accurso, Chairperson
Undergraduate Assembly

Meanwhile, GAPSA sent its response (above, right) to Dr. Hackney on April 2.

GAPSA Letter to Dr. Hackney

In response to your request for comments on your proposal for the University Planning and Budgeting Advisory Committee, the Graduate and Professional Student Assembly held a special meeting last night. The Assembly is supportive of your efforts to develop a functioning system for the setting of University priorities. However, we cannot back your proposed composition of the committee.

Although we recognize and support the idea that the members of the committee will not be serving as representatives of special interest groups, we believe that if there is only one graduate student on the committee, then it will not be properly informed of the wide and divergent concerns of the more than 9,000 graduate and professional students at Pennsylvania. In addition, a provision for only one graduate student on this critical body could mean that, if this student is not effective, the committee could be completely deprived of knowledge of the concerns of graduate students.

For those reasons the Assembly has unanimously resolved to recommend to you that student membership on the committee be increased to two graduate students and two undergraduate students nominated by the appropriate assemblies. We believe this level of input is the essential minimum required if the new Planning and Budgeting Advisory Committee is to do its job in a manner that will gain the support of the entire campus.

We also recommend that the following sentence be added at the end of the section on "Committee Organization": The Provost shall ensure that the committee and its members shall make every effort to gather input from all parts of the University community.

And since many of our masters programs are only two years long, we further recommend that the term for graduate student members be set at one year.

With these changes the Assembly would be pleased to nominate two members of the committee.

—Stephen Marmon, Chairperson
Graduate and Professional Student Assembly

On 'Bullets and Ballots'

The following statement by the President was made in response to inquiries on a student column that appeared on the editorial page of The Daily Pennsylvanian on April 1. Dr. Hackney's remarks were quoted in part in the D.P. of April 2, page one, and published in full on the editorial page April 3. Also on April 2, the D.P. editors carried an apology on the editorial page, addressed "To Our Readers," reproduced further below.

From the President

I and the University community are appalled at the apparent endorsement in a student's article in *The Daily Pennsylvanian* of assassination and violence as a way of solving social and political problems.

The opinions expressed by the author were his and his alone.

While he has a right in our society, and especially on a University campus, to speak his mind no matter how abhorrent his ideas, I also have a responsibility to make it clear that the University stands for a very different set of values. Now that the question has been raised in such a stark form, I hope that the University community will use the occasion to explore the moral implications of the situation.

The legal relationship of the student newspaper (*The Daily Pennsylvanian*) to the University is one of entire editorial independence, with the equivalent legal separation of control. Article 1 of the document setting out the legal relationship of the student newspaper to the University states in part:

1. THE EDITORS OF THE DAILY PENNSYLVANIAN SHALL HAVE THE RIGHT TO PUBLISH MATERIAL WITHOUT THE PRIOR APPROVAL OF THE UNIVERSITY. The Daily Pennsylvanian shall have the sole responsibility to determine the suitability and legality of material to be published and

provide protection and defense against any and all claims arising out of its activities.

and Article 2 states in full:

2. The Daily Pennsylvanian has sole responsibility and authority to answer, if it deems appropriate, criticisms of its editorial policy. Other members of the University community have no authority to answer, and are not responsible for, criticisms of *The Daily Pennsylvanian* and may forward such complaints to the Daily Pennsylvanian.

The Daily Pennsylvanian has assumed responsibility for the decision to print this distressing column, has apologized in print to the University community, and that is as it should be.

I also understand that the student has been questioned by the Secret Service and is represented by his counsel. In view of our responsibility to any person who is a student at this University, I think it would be inappropriate for me to comment further.

—Sheldon Hackney, President

To Our Readers

The Daily Pennsylvanian wishes to express its apologies to the University community for Dom Manno's Cityside column yesterday entitled, "The Bullet and the Ballot."

The Daily Pennsylvanian, of course, assumes responsibility for the decision to print Manno's column. The author's column was screened by the editorial chairman, as are all submissions to the editorial page. As is the case with all columns and letters, the views expressed in Manno's column do not necessarily reflect the opinion of the Board of Managers.

—*The Daily Pennsylvanian*, April 2, 1981
* * *

Sunday, D.P. Columnist Dom Manno said the Secret Service has advised him it will not press charges, but will keep a file on him for five years. Later, the D.P. said the file will include a photograph and handwriting sample.

Almanac

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ALMANAC April 7, 1981

OF RECORD



Guidelines for the Conduct of Sponsored Research

The following guidelines were sent by the President April 3, 1981, to all vice-presidents, deans and directors as the University's official policy on sponsored research. These guidelines replace those published in the 1977 Research Investigator's Handbook, referred to in the 1979 Handbook for Faculty and Administrators, Section F, page 93.

A. Roles and Responsibilities of the University and Its Faculty

1. The University imposes no limitation on the freedom of the faculty in the choice of fields of inquiry or upon the media of public dissemination of the results obtained. It is the obligation of the faculty members to make freely available to their colleagues and to the public the significant results achieved in the course of their inquiries.

2. By providing financial support, physical facilities, and especially an intellectual environment conducive to research the University engenders scholarly inquiry by its faculty. In doing so the University recognizes its responsibility to the faculty to maintain a research environment in which unrestricted scholarship and freedom of inquiry may continue to thrive.

3. The University recognized that its faculty consists of self-motivated scholars and scientists; their participation in scholarly or scientific controversies does not involve the University beyond its general support. Such support is predicated on the University's confidence that its essential functions are best accomplished by freely permitting capable scholars to follow the search for truth wherever it may lead.

B. Sponsored Research Projects

1. An interdependent relationship between the University and the research skills of its faculty becomes manifest whenever the University becomes involved as a corporate entity in the administration of research. In pursuing a policy of encouraging free inquiry the University affirms its reliance on its faculty in all matters of judgment concerning the intellectual merits of a project.

2. For its part as the beneficiary of gifts and as the recipient of grants and contracts, the University must reserve the right to accept only that support which does not in any way compromise the freedom of inquiry of its faculty, the integrity of its scholarship or its commitment to the policy of non-discrimination.

3. In its role as a degree-granting institution, the University views the substantial participation of graduate students in sponsored research as altogether appropriate to its educational mission.

4. The University administration does not distinguish between research activities which acquire new knowledge and research activities which apply existing knowledge. It leaves the decision of how to balance these two elements to the judgment of those who perform research and their academic supervisors.

C. Academic Evaluation of Sponsored Programs

1. Approval of proposals for grants, contracts and other cooperative agreements by the appropriate department chairperson and/or dean is an indication that a favorable evaluation for academic merit has been made.

2. Where research programs lie outside the normal departmental or school structure, the provost, or a designated member of the provost's staff, has a special responsibility to assure that an appropriate academic review has been made.

D. Administrative Requirements for Sponsored Programs

The following seven conditions must govern any research agreement entered into by the University and a sponsor in order for a favorable evaluation to be made.

1. Open identification of sponsors and the actual sources of funding must be present in the agreement. Exception is made for anonymous sponsorship when in the judgment of the provost such a condition is not harmful to the University nor to the integrity of the research and is essential for the award to be given.

2. Unrestricted dissemination of all findings and conclusions derived from the project must be an integral part of the agreement, except where the privacy of an individual is concerned. The University regards any infringement on complete access to research findings as detrimental to free inquiry. It therefore neither seeks nor accepts security clearance for itself or any administrative unit. The decision whether to seek clearance is an individual one to be made by each faculty member according to his or her judgment. Such decision will not be influenced or judged in any way by the University and must be made in each instance on the basis that the benefits of clearance balance its academic shortcomings. Exception may be granted by the provost for privileged information but only in the form of a delay in the release of such information. The delay will only on rare occasions exceed three months.

3. The resources or data sources on which research is wholly dependent must be free of control by the sponsor. The University views such control as incompatible with free inquiry and encourages acceptance of this condition only when no alternative source exists. Exception may be granted by the provost for projects which are conducted abroad and subject to the legal restraints of foreign governments and their agencies.

4. No conditions may be attached to the gift, grant or contract that would in any way jeopardize the University's commitment to the principle of academic freedom.

ple of non-discrimination on the basis of race, color, sex, sexual or affectional preference, age, religion, national or ethnic origin or handicap.

5. Academic appointments made with the support of gifts, grants, or contracts shall be made only in accord with established University procedures. A sponsor shall not ordinarily participate in the selection of persons to work on a project, and individuals employed by the University shall not be excluded by a sponsor from participation in a project for any reason other than when necessary because of insufficient competence or when required to protect privileged information.

6. No financial obligations by the University in the present or any time in the future can be implied other than those stated in the contract. When uncertainty exists in his judgment, the provost or a designated member of the provost's staff shall consult with appropriate officers of the University to assure that this condition is met prior to the final approval of the agreement.

7. The University relies primarily on the discretion of its faculty to limit the commercial aspects of research sponsorship, such as advertising and publicity. Contracts must not allow the use of the University's name for commercial purposes unless such use has been specifically approved by the president of the University. Agreements must not permit the names of University investigators to be exploited for advertising purposes or permit reprint distribution to be made part of a publicity campaign.

E. Administrative Review of Sponsored Programs

1. Approval by the provost or a designated member of the provost's staff indicates that the evaluation of compliance with the University's administrative requirements has been favorable.

2. Grants and contracts which in the judgment of the provost have features which pose potential embarrassment to the University or raise serious non-technical questions of compliance with this policy will require further review. This review is to be accomplished by the Council Committee on Research.*

3. Concurrently with the call for consultation, notice of the project shall appear in *Almanac*.

4. Failure to conform to the Guidelines is expected only on rare occasions marked by special circumstances, such as the exceptional public need of a national, regional or local emergency. On these occasions it is required that the president of the University in consultations with appropriate faculty shall give approval to such action.

* An expanded charge for the Committee on Research and a different mechanism for selecting its members is below.

Committee on Research

In light of the additional responsibilities of the Committee on Research, particularly in the evaluation of questionable proposals for sponsored research, it is essential that the faculty and administration take a more direct responsibility for selecting its membership. Accordingly, we recommend that the Council adopt the following charge for the committee:

The Committee on Research shall be generally concerned with the research activity of the University. It shall have cognizance of all matters of policy relating to research and the general environment for research at the University, including the assignment and distribution of indirect costs and the assignment of those research funds distributed by the University.

It shall advise the administration of those proposals for sponsored research referred to it because of potential conflict with University policy.

Its membership shall include but not be restricted to persons from the major fields of research. Members shall be selected by the Steering Committee from nominations made in the following manner: eight faculty members nominated by the Senate Advisory Committee; four faculty and/or administrators nominated by the president and/or the provost; two graduate-professional students nominated by the Graduate and Professional Student Assembly; two undergraduate students nominated by the Nominations and Elections Committee. The vice provost for research shall be an *ex officio* member of the committee.

Dental Benefits: Enrollment Next Week

April 2, 1981

A dental benefits program has been approved by the Trustees and will be offered to eligible University faculty and staff in the next few weeks.

Eligible personnel may choose to enroll in one of two plans.

The preferred choice is a dental care plan provided through the Penn Faculty Practice at the Dental Care Center of the University.

The other choice is a plan underwritten by the Prudential Insurance Company of America.

Eligibility

All full-time faculty and staff personnel who will have completed at least one year of continuous full time service as of July 1, 1981, may enroll themselves only for single coverage in one of the two plans.

Full-time faculty and staff who will have completed at least three years of continuous full-time service as of July 1, 1981, may also enroll their spouses and/or dependent children under age 19 in the same plan in which they themselves are covered, if they authorize payroll deduction of required contributions toward the cost of such coverage.

For personnel who complete the required amounts of service for eligibility after July 1, 1981, coverage will begin on the first of the month following completion of the service requirement and upon submission of the appropriate enrollment information.

Personnel who do not meet the service requirements may not voluntarily pay premiums to enroll themselves, their spouses or dependent children, before the date on which they are eligible for such coverage under the plan.

Enrollment

Enrollment is *not automatic*.

Dental Benefit Election forms will be mailed to all eligible personnel during the week of April 13, 1981. Completed forms must be signed and returned to the Benefits Office no later than May 1, 1981 for coverage to start July 1, 1981.

A person who does not wish to enroll in either plan should indicate *waive* as a choice, sign the form, and return it to the Benefits Office by May 1, 1981.

A two week open enrollment period will be announced once each year in the future. At the time of open enrollment, eligible personnel may change plans. Eligible personnel who waive coverage now, may sign up during future once-a-year open enrollment periods if they wish to enroll at that time.

Contributions

During the first year of the plan, no contribution will be required of eligible faculty and staff personnel who enroll only themselves for coverage.

Eligible faculty and staff personnel who enroll their spouses and/or children will be required to contribute by payroll deduction toward the cost of such coverage. The amount of the required contribution for the first year will be stated in the enrollment information packets described below.

Further Information

More specific information about each plan will be included with the enrollment materials going to all eligible personnel during the week of April 13, 1981. This material will also contain a notice of times when individuals may meet with or call representatives of both plans to discuss their own choices and raise questions.

—Gerald L. Robinson
Executive Director, Personnel Relations

April 7-April 19

Art Workshop

ICA presents a workshop, *Imaginary Machines*, giving children a chance to build machines using unusual materials, share in a discussion and see the current exhibition of *Machineworks: Vito Acconci, Alice Aycock and Dennis Oppenheim*. The workshop is primarily designed for children five-12 years old who must be accompanied by an adult. **April 11** for general public's children, free in the ICA galleries from 11 a.m.-noon.

Architecture Workshop and Tour

Architecture for Children: The Gingerbread Age, a workshop and tour of various aspects of life in Victorian America, a special program of CGS, is **April 11**. The program begins with a workshop on Victorian life and architecture, followed by a walking tour to discover Victorian houses — peaked towers, unusual windows and lots of the famous gingerbread trimmings. Fee: \$15 for one parent and one child, \$5 for each additional family member. Call Ext. 6479 for more information.

Exhibits

New permanent installation, *India at The University Museum*, a new gallery of South and Southeast Asia.

Through April 8 *The Print Show* at the Philomathean Gallery, 4th floor, College Hall.

Through April 15 *Archaeology: Past, Present and Future*, a photographic display of the adventure and research that is part of discovering ancient people, the traveling exhibition from the Archaeological Institute of America is in observance of AIA's 100th anniversary in 1979, at the Kress Gallery of the University Museum.

Through April 19 *Machineworks: Vito Acconci, Alice Aycock, Dennis Oppenheim*, these artists created new machine works expressly for this exhibition, also on exhibit are drawings, models and related materials, at the ICA Gallery.

Through April 24 *Illustrated Books from the Collection*, at the Lessing J. Rosenwald Gallery, 6th floor, Van Pelt Library.

April 15-30 The Theme Show, *American Food*, an exhibition by painters, sculptors and printmakers from the Fine Arts Department, at Houston Hall Gallery.

Through May 3 *Exhibition of pastels, drawings and prints* by Gerald K. Geerlings, '22 alumnus of GSFA who recently donated the works to GSFA, at Furness Fine Arts Library, Furness Building.

April 15-May 10 *ICA Street Sights 2*, performances, exhibitions, and assorted happenings around town is ICA's major spring outreach program, transforming center city Philadelphia into an extended gallery for this four-part series of events.

April 15-May 10 *Photographs on the Buses*, part of *ICA Street Sights 2*, includes works by five Philadelphia photographers whose images reflect urban life and focus on neighborhoods and activities unique to Philadelphia.

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 September *Black Presence in the Law School—1888-1981*, at the rotunda of the Law School Building.

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

Faculty Club Gallery Hours Monday-Friday, 9 a.m.-9 p.m.; closed weekends.

Furness Fine Arts Library Hours Monday-Thursday, 9 a.m.-11 p.m.; Friday, 9 a.m.-10 p.m.; Saturday, 10 a.m.-5 p.m.; Sunday, 1-11 p.m.

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

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

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.

ICA Gallery Tours

Through April 19 A special program of gallery tours during the exhibition of *Machineworks: Vito Acconci, Alice Aycock, Dennis Oppenheim*. Tuesdays, 11 a.m. and Sundays, 3 p.m. at the ICA.

University Museum Gallery Tours

April 8 *Buddhist and Hindu Art*

April 12 *China*

April 15 *Peru Before the Incas*

April 19 *No tour (Easter & Passover)*

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

Films

Exploratory Cinema

April 8 *Cinema Dead or Alive* (Urs Graf, Mathias Knauer, Hans Sturm and the Zurich Film Collective, 1977, Switzerland)

Screening is held at Annenberg Center's Studio Theatre on Wednesday at 7 and 9:30 p.m. Admission: \$2 for students with I.D. and \$3 for others.

International Cinema

April 8 Discussion of films selected from 8th Annual Northwest Film and Video Festival by Amos Vogel, professor of communication at Annenberg School, 7:30 p.m.

April 9 *The Life and Times of Rosie the Riveter and Love It Like a Fool*, 7:30 p.m.; *Black Moon*, 9:30 p.m.

April 10 *Black Moon*, 4 p.m.; Films by six independent black filmmakers from Washington, D.C. with filmmaker Alonzo Crawford, 7:30 p.m.; *Rosie the Riveter and Love It Like a Fool*, 9:30 p.m.

April 11 Workshop with Alonzo Crawford on *Filmmaking as a Community Consciousness-Raising Process*, 1-4 p.m.

April 15 *As if it Were Yesterday*, 7:30 p.m.

April 16 *How Yukong Moved the Mountains Program 7*, 7:30 p.m.; *As if it Were Yesterday*, 9:30 p.m.

April 17 *How Yukong Moved the Mountains Program 7*, 4 p.m.; *The Man Who Could Not See Far Enough*, U.S. Premiere, with Peter Rose, 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

April 9 *Richard Pryor Live in Concert*, 8 and 9:45 p.m.

April 17 *Superman, The Movie*, 9:15 p.m.; *Sherlock Holmes and the Hound of the Baskerville*, midnight.

April 18 *Clockwork Orange*, 8 and 10:45 p.m.

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

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.

Meetings

University Council: April 8 open to members and invited guests, 4-6 p.m. in the Council Room, Furness Building.

Trustees Executive Board: April 15, 3-5 p.m., in the Tea Room, Faculty Club. Observers must register in advance with the Secretary of the University, Ext. 7005.

Music

April 7 The Curtis Organ Restoration Society and Penn Union Council present a recital by alumnus Dr. Robert Elmore on the newly restored Curtis Organ, 8 p.m. in Irvine Auditorium. Tickets: \$5; \$3 students.

April 10 The Brown University Club of Philadelphia presents The Brown University Chorus, under the direction of William R. Erney, 8:15 p.m. at the Annenberg School Auditorium. Tickets: \$10; \$5 students. Reception follows concert.

William Parberry conducts the University Choir in Bach's *Missa Brevis in F Major*, Faure's *Cantique de Jean Racine* and early lieder, 8:30 p.m. in the Tabernacle Church.

April 15 The University Wind Ensemble, directed by Claude White, presents a Mozart *Serenade* and Persichetti's *Divertimento*, 8 p.m. in the Harold Prince Theatre at Annenberg Center.

Religion

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

April 7-11 *University Hospital Antiques Show* at the 103rd Engineers Armory on 33rd Street, north of Market, noon-9:30 p.m. Tuesday-Friday; 10 a.m.-4 p.m. Saturday. Admission \$4; \$2 students.

April 8-10 *Sixth National Conference: Nursing of Children* sponsored by School of Nursing Center for Continuing Education and CHOP, 9 a.m.-4 p.m. at The Children's Hospital of Philadelphia; for more information call Renee Hill at Ext. 4522.

April 9 *Poetry reading by Maxine Kumin*, consultant in poetry in the Library of Congress; winners of *Annual Student Poetry Contest* will be announced 4 p.m. at Philomathean room, 4th floor College Hall.

April 9-11 *Spring Fling*, includes opening parade, crafts and food sales, carnival booths, films and performances.

President Sheldon Hackney leads opening parade Thursday from College Green to Lower Quad, 11:45 a.m.-noon; entertainment in Lower Quad (Houston Hall Auditorium, if it rains), 12:15-5:30 p.m., performing arts groups including Hill Players, Pennsylvania 6-5000, Mask & Wig and Quadramics in Lower Quad, 6:45 p.m.-8:30 p.m.; movie *The Sting*, 10 p.m. Thursday & Friday, in Irvine Auditorium.

Spring Fling continues with daytime entertainment, participatory events, and evening performances and films, concluding with a *Hall & Oates Concert* at the Palestra, 8 p.m. Saturday, April 11.

April 10 FAS Dean's Visiting Fellow Program sponsors *The Struggle for Equal Rights and the Law: Historical Reminiscences 1950-1980*, moderated by Hon. Leon A. Higginbotham, judge, U.S. Court of Appeals, Third Circuit with a panel including professors and attorneys, 10-11:30 a.m. at Room 213 in the Law School.

April 10-12 A scholarly conference on *Research Advances in Sexology*, sponsored by the Society for the Scientific Study of Sex, at the University City Holiday Inn. For information about conference registration and fees call Dr. Kenneth George, Graduate School of Education, at Ext. 5195.

April 11 *College Day* sponsored by the Society of the College. The Alumnae and Alumni of the Arts and Sciences Program will honor the biology department.

New Bolton Center, the large animal facility for the University's School of Veterinary Medicine *Annual Open House*, 10 a.m.-3 p.m., includes exhibits, demonstrations and hospital facilities will be open to visitors. New Bolton Center is in Chester County on Route #926 near Kennett Square.

April 12 The Student Committee on Racism in co-sponsorship with President Sheldon Hackney present an affirmative action forum on *Cultural Diversity — A Sensible Committee in a Changing World*, noon-6 p.m. at Houston Hall Auditorium.

Through April University Ice Skating Club meets Thursdays 3:30-5 p.m. and Sundays 10:15-11:45 a.m. in the Class of '23 Ice Rink.

Through June Old and New Crafts from India at the University Museum will be featured in the Museum Shop in conjunction with the opening of the new gallery.

Sports

April 7 Softball vs. Drexel, 3:30 p.m. at Hollenbach Field, women's lacrosse vs. Swarthmore, 7 p.m. at Franklin Field.

April 10 Men's Tennis vs. Army, 2 p.m. at Lott Tennis Courts, men's baseball vs. Army, 3 p.m. at Bower Field; softball vs. Textile, 4 p.m. at Hollenbach Field.

April 11 Women's Crew vs. Syracuse and Georgetown, 10 a.m. at Schuylkill River, men's baseball vs. Cornell, noon at Bower Field; softball vs. Trenton, 1 p.m. at Hollenbach Field; women's outdoor track vs. Bucknell, 1 p.m. at Franklin Field; men's tennis vs. Cornell, 2 p.m. at Lott Tennis Courts.

April 13 Men's Baseball vs. Rutgers, 3 p.m. at Bower Field; softball vs. LaSalle, 3 p.m. at Hollenbach Field.

April 14 Men's Baseball vs. St. Joseph's, 3 p.m. at Bower Field.

April 15 Men's Lacrosse vs. Princeton, 3 p.m. at Franklin Field; softball vs. Villanova, 4 p.m. at Hollenbach Field.

April 18 Men's Lacrosse vs. Dartmouth, 1 p.m. at Franklin Field; women's lacrosse vs. Yale, 3:30 p.m. at same location.

Talks

April 7 Department of Psychiatry presents Dr. Joseph Wolpe, professor of psychiatry, director, Behavioral Therapy Unit, Temple University School of Medicine, on *Reactive Depression: Experimental Analogue and Treatment*, 11:30 a.m.-1 p.m. at Medical Alumni Hall, HUP.

Clinical Smell and Taste Research present Dr. Lloyd Beidler, department of biological sciences, Florida State University, on *Electrical Taste and Transduction*, 4 p.m. at Dunlop A, New Medical Education Building.

School of Social Work presents the Kenneth L.M. Pray Memorial Lecture featuring Dr. June Axinn, 1981 Pray Professor, on *Women, Social Work and Social Reform*, 4-6 p.m. at Room B-6, Stiteler Hall.

Group for Humanities and Medicine presents an Interdisciplinary Faculty Seminar on *Suffering and Healing* featuring Dr. Lena Allen-Shore, School of Social Work, on *The Ten Steps of Life*, 4:30 p.m. in the Annenberg School of Communications auditorium.

The Honorable Ilter Turkman, Foreign Minister of Turkey, will speak on *Turkey: Restored Stability in a Region of Turmoil*, 5:30 p.m. at Room 100 Law School.

April 8 Department of Microbiology, School of Medicine, presents Dr. Paula Pitha, Oncology Center, Johns Hopkins University, School of Medicine, on *Effects of Interferon on the Expression of Murine Leukemia Virus Genes*, 4 p.m. at 196 Medical Labs Auditorium.

Graduate School of Fine Arts presents Bernard J. Nieman, professor of landscape architecture, Institute for Environmental Studies, University of Wisconsin, 6 p.m. at Alumni Hall, Towne Building.

ICA presents gallery dialogues featuring artist Alice Aycock, on *Machineworks*, 8 p.m. at the Institute of Contemporary Art galleries.

FAS Leon Lectures present Dr. D. Allan Bromley, president, American Association for the Advancement of Science and director, A.W. Wright Nuclear Structure Laboratory, Yale University, on *Energies of the Future*, 8:15 p.m. at Alumni Hall, Towne Building.

April 9 Department of Geology presents Dr. John G. Miller, Penn professor emeritus of chemistry, on *Aspects of the Infrared Spectroscopy of Clay Minerals. Especially Kaolinite*, 4 p.m. at Room 104, Hayden Hall.

Middle East Center and the Seminar in Non-Western Literature present Amalia Kahana Carmon, Israeli writer, on *The Act of Writing. From First-Hand Experience*, 4 p.m. at Conference Room, 1st floor, Van Pelt Library.

The 1980-81 President's Lecture will be given by Dr. Benjamin F. Hammond, professor and chairman of microbiology in the School of Dental Medicine, on *Oral Microbial Ecology: A Sociological Approach*, 4:30 p.m. in the Annenberg School of Communications auditorium.

April 10 G.S.E. Colloquium presents Dr. Charles E. Osgood, Professor of Psychology, on *Cognitive Dynamics of Synesthesia and Metaphor*, 4 p.m. at Room D9-10 Education Building.

April 11 Penn Women's Center presents *Image: The Violent Pornography Question*, the second of a series of discussions, featuring Larry Gross, associate professor of communications, Annenberg School; Deidre English, author,

Thomas Jefferson Lectures

The Law School has established the Thomas Jefferson Lectures, with the support of the Philadelphia law firm of Spector, Cohen, Gadon and Rosen. Every two or three years a lecturer of international stature will deliver three or four lectures dealing with the fundamental questions of law and jurisprudence. The Thomas Jefferson Lecturer is expected to make an important intellectual contribution to the worlds of law and scholarship, and the lectures will be published in book form. The lecturer will also make an important contribution to the life of the Law School by spending a week participating in classes and seminars, meeting informally with students and attending events with alumni.

feminist, executive editor, *Mother Jones* magazine; special showing of film *Women in Danger*, 7:30 p.m. at Room B-6, Stiteler Hall.

Department of Orthopaedic Surgery presents *Postgraduate Workshop for Electrically Induced Osteogenesis*, Dr. Carl Brighton, course director. Call Nancy Wink at Ext. 8006 for more information.

April 13 Brown Bag Seminars present Dr. Theodore Hershberg, associate professor of history and director of the Philadelphia Social History Project, 1 p.m. at Benjamin Franklin Room, Houston Hall.

Connaissance honors the Black Centenary, presenting David Bradley (FAS '72), author of *South Street and The Chaneyville Incident*, in "Confessions of an Academic Wastrel," 8 p.m. at 102 Chemistry.

Department of Chemical Engineering presents Professor Raymond Cox, McGill University, on *The Spreading of Liquids on Rough, Solid Surfaces*, 3:30 p.m. at Alumni Hall, Towne Building.

Religious Studies, Women's Studies, and Office of the Chaplain presents Jane Barr, Oxford, England, on *St. Jerome's Attitude to Women as an Influence on the Latin Vulgate Old Testament*, 3 p.m. and James Barr, Regius Professor of Hebrew, Oxford, England, on *The Idea of the Canon as a Guiding Principle in Biblical Study*, 4:15 p.m. at Van Pelt Library Conference Room.

April 14 Department of Geology presents John L. Berry, Earth Satellite Corporation, Washington, D.C., on *Reconnaissance Exploration Using Geologic Modeling and Remote-Sensing Techniques: Principles and Case Histories*, 4 p.m. at Room 104, Hayden Hall.

Tinker Lectures: Latin America present Gerard Behague, ethnomusicology, University of Texas, on *Continuity and Change in Afro-Brazilian Religious Music*, 4 p.m. at 285 McNeil Building.

The Romance Language Department and The Graduate Romantic Association presents Francisco Lopez Estrada, professor, University of Madrid, on *EL ABENCERRAJE, la primera novela morisca*, 6 p.m. at East Lounge, Williams Hall.

April 15 Women's Faculty Club presents *Informal Talks* by the winners of WFC Alice Paul Awards 1981, noon at Bowl Room, Houston Hall.

The Tenth Annual Louis B. Flexner Lecture sponsored by the Institute of Neurological Sciences of the School of Medicine presents Henricus G.M.J. Kuypers, M.D., Professor and Chairmen, Department of Anatomy, Erasmus University, Rotterdam, The Netherlands, on *Diverging Axon Collaterals in Different Fiber Systems in Brain: Demonstration by Retrograde Fluorescent Label*, 4:30 p.m. at Dunlop Auditorium B, Medical Education Building.

The Department of Physical Therapy presents Eugene Michels, PT, American Physical Therapy Association, on *Associated Movements, Response Similarity, and Transfer of Motor Learning*, 5 p.m. at Room 208, Nursing Education Building.

University Museum presents an illustrated lecture by Dr. Aptullah Kuran, professor of humanities, University of Bosphorus; visiting professor, Columbia University, on *Ottoman Building Complexes in Istanbul and Their Impact on The Cityscape*, 5:30 p.m. at Rainey Auditorium.

Graduate School of Fine Arts presents Adele Santos, professor of architecture and urban design, Harvard University, 6 p.m. at Alumni Hall, Towne Building.

The Dutch Studies Program and The Art History Department present Dr. S. Levie, director of the Reijksmuseum in Amsterdam, on *The Restoration of Rembrandt Painting. "The Night Watch"*, 8 p.m. at Room B1, Fine Arts Building.

April 16 Department of Geology presents Paul Olsen, department of biology, Yale University, on *Fossil Great-lake Deposits of the Newark Supergroup*, 4 p.m. at Room 104, Hayden Hall.

The Fine Arts Department, Poetry Series presents John Ashbery, at 8 p.m. at 3rd floor, Fine Arts Building.

Theatre

April 7 through 16 Long Wharf Theatre on Tour presents *The Lion in Winter* by James Goldman (Annenberg Center Theatre Series) in Zellerbach Theatre at Annenberg Center.

April 9, 10, 11 Theatre Laboratory I presents the works of Edward Albee, Tennessee Williams, Stanley Taikeff and Philip Alvaré in an evening of *Four One-Acts*, 8 p.m. in the Studio Theatre at the Annenberg Center. Tickets: \$2.

April 10, 11 *Group Motion* in Prince Theatre at Annenberg Center.

April 15 ICA Street Sights 2 presents Performance in Sanctuary by Laurie Anderson, in the series, *United States*. She comments on various aspects of American popular culture, 8 p.m. at the Asbury Methodist Church, 3311 Chestnut Street. Free.

April 16 Annenberg Center Associates celebrate the Center's 10th Anniversary with a Gala, *Une Soiree Au Cabaret Avec Bobby Short* for the benefit of the Center.

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

To list an event

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



Imprisoned by her royal husband for fifteen years, Eleanor of Aquitaine (Barbara Sohmers) risks everything to insure that her son Richard will inherit the throne of England in James Goldman's The Lion in Winter. See Theatre, April 7-16.

OPPORTUNITIES

Listings are condensed from the personnel bulletin of April 6, and therefore cannot be considered official. New listings are posted Mondays on personnel bulletin boards at: **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; **Laidy Labs:** first floor, outside Room 102; **Logan Hall:** first floor, near Room 117; **LRSB:** 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 to be determined. Resumes are required for administrative/professional positions.

Administrative/Professional Staff

Accountant I (3583) \$11,400-\$15,800.
Accountant II (3765) \$14,200-\$19,625.
Accountant, Operations (3814).
Applications Programmer II (3747) \$16,325-\$22,600.
Assignment/Billing Officer (3793) \$11,400-\$15,800.
Assistant Director (3753).
Assistant Director (B0879) \$16,325-\$22,600.
Assistant Director (3773) \$14,200-\$19,625.
Assistant Editor (3820) \$11,400-\$15,800.
Assistant Vice President, Budget & Finance (3625).
Associate Development Officer III (2 positions) (3653).
Associate Director for Administration (3394) \$16,325-\$22,600.
Associate Director, Operations (3742).
Business Administrator I (2 positions) (3761) (B0875) \$11,400-\$15,800.
Business Administrator II (3 positions) \$12,375-\$17,425.
Business Administrator III (2 positions) (3802) (3721) \$14,200-\$19,625.
Business Administrator IV (B0944).
Coordinator (B0880) \$12,375-\$17,425.
Data Entry Supervisor (B0857) \$14,200-\$19,625.
Department Head I (3766) \$14,200-\$19,625.
Director (B0881).
Director, Admissions Data Systems (3569) \$16,325-\$22,600.
Director, University Bookstore (3650).
Environmental Safety Officer (3716).
Junior Research Specialist (B0957) prepares protein modifications, enzyme assays, muscle proteins from rabbits; designs and executes binding studies (degree; experience in gel electrophoresis and protein biochemistry) \$11,400-\$15,800.

Labor Relations Assistant (3704) \$12,375-\$17,425.
Office Manager (B0873) \$11,400-\$15,800.
Operations Manager (3807).
Personnel Specialist (3838) interviews, assesses and refers applicants for research and technical positions in biomedical research; analyzes needs of research scientists; assists in employment process (degree; one to three years' personnel or science-related experience; lab experience, knowledge of scientific research methods and techniques) \$14,200-\$19,625.
Programmer Analyst I (3738) \$14,200-\$19,625.
Registrar (3760).
Research Coordinator (2 positions) (B0952) (B0928) \$14,200-\$19,625.
Research Specialist I (4 positions) \$12,375-\$17,425.
Research Specialist II (2 positions) (B0943) (3717) \$14,200-\$19,625.
Research Specialist III (B0942) \$16,325-\$22,600.
Research Specialist, Jr. (B0912) \$11,400-\$15,800.
Senior Programmer Analyst (B0859).
Staff Nurse (3821) \$11,400-\$15,800.
Technical Writer (B0930) \$11,400-\$15,800.
Vice-Dean, Law School (3434).
Vice President for Operational Services (3786).

Support Staff

Accounting Clerk (3816) \$7,700-\$9,425.
Administrative Assistant I (7 positions) \$8,775-\$10,850.
Administrative Assistant II (3 positions) \$9,400-\$11,675.
Air Conditioning and Refrigeration Mechanic (5 positions) Union wages.
Animal Laboratory Supervisor I (3811) \$13,700-\$16,875.
Animal Laboratory Technician (2 positions) (B0960) (B0961) performs basic animal husbandry functions and provides custodial care for animals and facilities (high school graduate or equivalent; one year's laboratory animal care experience) Union wages.
Billing Assistant (B0936) \$8,775-\$10,850.
Bookstore Clerk I (3349) \$6,725-\$8,175.
Clerk I (5 positions) \$6,325-\$7,625.
Clerk III (2 positions) (3825) (3840) \$7,700-\$9,425.
Collection Assistant (3781) \$8,250-\$10,150.
Coordinating Assistant (B0953) \$10,750-\$13,350.
Coordinating Assistant (2 positions) (3815) (3850) \$9,400-\$11,675.
Data Control Clerk (B0921) \$8,775-\$10,850.
Data Control Coordinator (B0822) \$10,025-\$12,400.
Electronic Technician I (B0399) \$9,600-\$11,700.
Electronic Technician II (3851) manages and conducts consolidated radioactive waste disposal program (physical strength; driver's license; experience with heavy equipment; some science training) \$10,700-\$13,125.
Electron Microscope Technician I (B0918) \$9,600-\$11,700.
Farmhand (9 positions) (B0882) \$5,725-\$7,235.
Film Production Assistant (3523) Hourly wages.
Groom (3847) cares, feeds, manages large animals in a hospital (high school graduate; ability to lift heavy weight and to work a rotating shift) \$7,200-\$9,200.
Herdsman I (2 positions) (B0922) (B0923) \$11,100-\$12,300.
Information Systems Technician (3837) collects faculty data, corporate data, course data and budget data; maintains computer-based information retrieval systems (knowl-

edge of OAP and TECO; data processing experience; bookkeeping) \$10,025-\$12,525.
Junior Accountant (3 positions) \$8,775-\$10,850.
Keypunch Operator (B0849) \$7,700-\$9,425.
Laboratory Assistant (3690) \$6,825-\$8,175.
Mail Carrier (3842) sorts, bundles, and delivers mail; determines rates (driver's license; high school graduate preferred; knowledge of mail operations) Union wages.
Operator II, Duplicating Machine (B0894) \$8,250-\$10,150.
Plumber (2 positions) (3697) (3699) Union wages.
Police Officer (5 positions) Union wages.
Programmer I (3727) \$10,025-\$12,525.
Project Budget Assistant (4 positions) \$8,775-\$10,850.
Psychology Technician I (4 positions) \$10,700-\$13,125.
Psychology Technician II (B0950) \$12,000-\$14,750.
Receptionist (3800) \$6,725-\$8,175.
Receptionist II (2 positions) (3809) (3665) \$8,250-\$10,150.
Receptionist III (3719) \$8,775-\$10,850.
Repairs Expediter (3852) receives, analyzes and forwards requests for maintenance, housekeeping and other services; filing; typing (high school graduate, vocational or commercial background preferred) \$8,775-\$10,850.
Research Laboratory Technician II (5 positions) \$9,600-\$11,700.
Research Laboratory Technician III (19 positions) \$10,700-\$13,125.
Secretary II (8 positions) \$7,700-\$9,425.
Secretary III (19 positions) \$8,250-\$10,150.
Secretary IV (B0827) \$9,400-\$11,625.
Secretary, Clinical III (3804) \$8,775-\$10,850.
Secretary, Medical/Technical (7 positions) \$8,775-\$10,850.
Secretary, Word Processing (B0919) \$8,775-\$10,500.
Stack Attendant (3841) shelves and stores library materials utilizing appropriate classification system; substitutes for desk clerk and exit attendant; packs books and prepares materials for shipping; messenger to campus and off-campus locations (must be physically able to move and stack large cartons of books) Union wages.
Store Cashier (3735) \$6,325-\$7,625.
Supervisor, Mechanical Systems \$15,375-\$19,025.

Part-time Positions

Administrative/Professional

Programmer Analyst I (B0652) Hourly wages.
Staff Physician (2 positions) (B0525) (B0526).

Support Staff

Clerk/Typist (3769) Hourly wages.
Extra Person (3770) Hourly wages.
Laboratory Assistant (B0892) Hourly wages.
Manuscript Typist (B0767) Hourly wages.
Office Help (3464) Hourly wages.
Person (2 positions) (3639) (3459) Hourly wages.
Psychology Technician (B0916) Hourly wages.
Receptionist I (3747) hourly wages.
Research Assistant (B0891) Hourly wages.
Research Laboratory Technician (B0891) 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 (2 positions) (B0810) (B0898) Hourly wages.

A Handbook is Coming, A Handbook is Coming

The guide to facilities and services for the handicapped that more than 100 students, faculty and staff have been working on for more than a year is nearing its press date. Programs for the Handicapped now needs advance orders to determine *Handibook's* print run, as the size of the run will affect both supplies and cost when the book comes out in fall 1981.

The Department of Operational Services has provided basic funding so that *Handibook* will be available at the subsidized price of \$1.00 per copy. While break-even distribution of the book is a minimal goal, any surplus that might come from higher-than-expected orders will go into the funding of specialized reproduction of *Handibook's* content so that the blind may have access either through tape or braille.

The 20-page publication will have a comprehensive campus map section, a directory of current support services, and an index to their use by those seeking admission, employment, or assistance as they study, work or visit here. It was written for those who have limits on mobility (permanent or temporary), and those who have hearing or vision constraints.

Deans, directors, chairpersons and executive officers are receiving direct-mail order forms with the notation that they should plan toward a four-year supply of this edition. *Handibook* can be ordered by individual faculty, staff or students at \$1.00 from Programs for the Handicapped, 3537 Locust Walk/CP. For more information, call Ext. 6993 (TTY/voice extension).

