

Almanac

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Caveat Lector

1: Which Way Now?"

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U. May Close Press, Cut Dental Clinics

Ice Rink Faces Uncertain Future

By MICHAEL BARNHART
and ANDREW LUTHEY
The University of Pennsylvania Press, which has been operating at a loss for several years, may be closed, and several major dental school programs may be slashed, according to the University's budget for fiscal year 1982.

Acting Provost Louis Giraldo and University President Thomas Langfitt said in a letter to the University Press, dated the afternoon the budget was released, that the University would be "forced to make a final decision on the future of the Press."

Giraldo also said he would like to close the Ice Rink, and that he would like to see the University's budget for fiscal year 1982.

A report to the University's Board of Trustees, dated the afternoon the budget was released, said that the University would be "forced to make a final decision on the future of the Press."

The report also said that the University would be "forced to make a final decision on the future of the Press."

The University Press is not about to close.

"The financial status of the Press has been reviewed for possible savings, just as all University operations have," said Acting Provost Louis A. Giraldo. "There are no plans under way to close or phase out the Press." The *Daily Pennsylvanian's* April 21 reference to "a final decision later this month" may refer to scheduled analysis of ways to cut costs and increase revenues for FY 1982. "We are working with the press, not against it, to find ways to control or offset costs so that its increased sales will not be undercut by rising expenses." In *Speaking Out* on page 4, Press Board Chairman Jerome J. Shestack outlines plans that include raising \$2 million externally.

Dental Clinics are not an endangered species.

A fraction of the Dental School's clinical operations are involved in 1982 budget reductions, and the statement that "major" programs might be slashed is "preposterous," according to Vice President Thomas Langfitt. Throughout the country, he said, dental schools are gearing up for conversion to a new system of care called Model B, developed at Penn, to integrate care and make it more cost-effective; reallocations are part of that process. "Cutting losses in a specialty clinic, planning to relocate people from a federally-sponsored project if the grant dries up, and planning to integrate a preventive unit into the mainstream do not add up to a headline crisis," added Dean D. Walter Cohen in a letter to *Speaking Out*, p.4.

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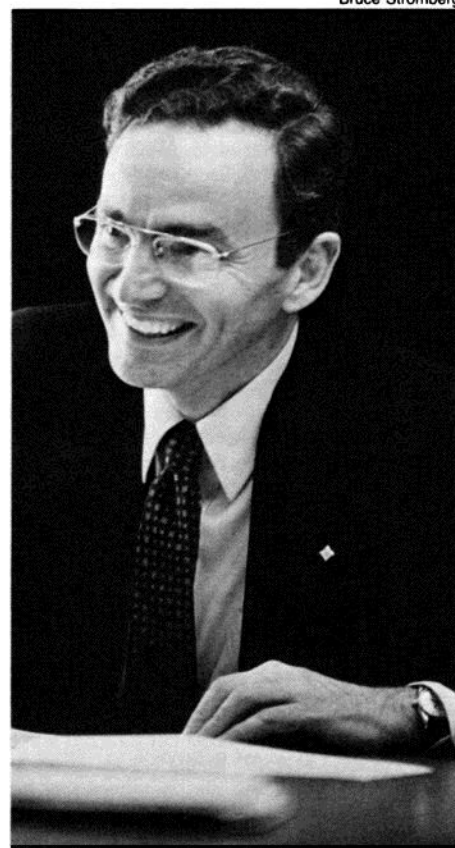
Engineering Dean: Joseph Bordogna

Bruce Stromberg

Dr. Joseph Bordogna, teacher and administrator at Penn for the past 17 years, has been named Dean of the School of Engineering and Applied Science. Acting Dean since last year when Dr. Arthur Humphrey became provost and vice president at Lehigh, Dr. Bordogna will remain the Alfred Fitler Moore Professor of Electrical Engineering, and continue as director of the Moore School of Electrical Engineering.

Dr. Bordogna took his B.S. in electrical engineering here in 1955, a master's at MIT in 1960, and Ph.D. at Penn in 1964. Joining the faculty as assistant professor that year, he gathered five major teaching awards as he moved through the ranks — Penn's Lindback and S. Reid Warren Jr. Awards, and the off-campus education awards of Western Electric, Westinghouse, and United Engineers and Constructors Inc. He was also the first master of Stouffer College House.

His contributions to engineering have been numerous and varied, including laser and radio communications, electro-optic recording materials, and holographic television playback systems. He helped initiate the development of space craft recovery techniques at sea, receiving a commendation for history's first such recovery during Project Jupiter. He also helped create the National Academy of Engineering's well known high school course in technology, The Man-made World.



Acting Budget Director: Bill Hickey

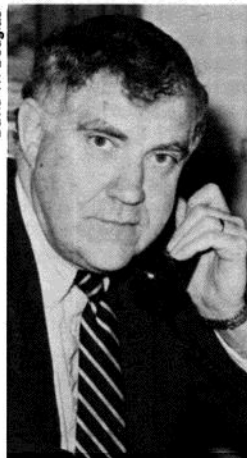
Reorganization that began with the creation of a combined Academic Planning and Budget Advisory Committee has led to the reactivation of the post of Director of the Budget in the Office of the President, the job held by Dr. Jon Strauss before he became Vice President for the Budget and Finance.

The reestablished position will be filled on an acting basis by Dr. William J. Hickey (left), assistant vice president for health affairs. "I am delighted," said President Hackney, "because I have heard so many good things about his discreet and efficient performance of complicated and delicate duties." At the health schools, Vice President Thomas Langfitt said, "Bill Hickey has done an outstanding job on a wide variety of matters related to the hospitals, the schools, and our Washington relations. He knows the responsibility system budgeting extremely well."

Merger of Vice Presidencies. With this change will come others: As Dr. Strauss leaves this month, the finance component of his vice presidency will be added to the now-vacant post of vice president

(Continued next page)

David W. Douglas



for operational services; it will be renamed Vice President for Finance and Administration; and the current search will be redirected to reflect the added qualifications.

The changes essentially separate "staff" functions (budget) from "line" authority (finance and administration). Dr. Hackney noted. "Jon Strauss is an extremely competent person who was rewarded for his excellent work as director of the budget in the President's Office with a vice presidency, and he performed even more competently in the dual role. With Jon leaving, however, it is appropriate again to separate 'line' and 'staff.'"

"Reorganizing this way also places the Director of the Budget again in the President's Office, where a University-wide perspective is most readily achievable," the President continued. "This, and the merger of academic planning and budget advising under the Provost, will give us a much more rational and unified budget process."

Dr. Hickey took a B.A. in history and a B.B.A. in economics at St. Mary's University in San Antonio in 1958, and an M.B.A. at the Wharton School in 1960. After serving as an instructor in marketing at St. Mary's and data processing representative for IBM, he entered the health administration field as director of systems management for Santa Rosa Medical Center in San Antonio. Later he joined Bexar County Hospital, serving also as adjunct professor of health care administration in Trinity University's graduate program and taking an M.S. there in 1971. Meanwhile, he began his Ph.D. in organization behavior at Northwestern and was a research associate there before joining Pennsylvania in 1973-74. Last year, after nearly a decade's combined study and full-time employment — and with a dozen publications to his credit — he received his Ph.D.

A-3 Assembly Nominations

The ninth annual A-3 Assembly elections will be held Tuesday, May 19. Voting is open to all A-3 employees of the University. A-3 employees may nominate themselves or others for the positions of Spokesman (1); Steering Committee (2) and Coordinating Committee (11) for 1981-82. To submit names contact Yolanda Davis, chairperson of the Nominating Committee, 3537 Locust Walk/CP, or call her at Ext. 6993. The deadline for submitting nominations is May 1.

Almanac

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ALMANAC ADVISORY BOARD Robert Lewis Shayon, chair; Paul Bender, Herbert Callen, Clifton Cherpach, Jamshed Ghandhi, and Phoebe Leboy for the Faculty Senate . . . James A. Spady for the Administration . . . Valerie Pena for the Librarians Assembly . . . Shirley Hill for the Administrative Assembly . . . Una L. Deutsch for the A-3 Assembly.

Research Foundation: Board Chosen

President Sheldon Hackney has named an eight-member Research Foundation Board, the body that will draw up operating procedures for the new internally-funded Foundation approved by the Trustees in January (*Almanac* January 20). Later the group will also be in charge of reviewing faculty proposals for research support.

Dr. Alan J. Heeger, acting vice provost for research, will convene the group this spring. The Foundation — set up to seed new projects that could become self-supporting, bridge between grants, and fund modest research projects for which external support is not offered — will have limited funds at first, Dr. Heeger noted. The Trustees' authorization to apply \$1 million of rollforward funds takes effect July 1, and revenues from the new patent policy provisions (see below) will take time to build. Applications procedures and guidelines will be announced to the entire faculty as soon as they are in place, he added.

The members, appointed for two-year renewable terms (with some members holding one-year renewable terms the first year so terms can be staggered) are:

Dr. Houston Baker, Professor of English
Dr. Elias Burstein, Professor of Physics
Dr. Daniel McGill, Professor and Chairman of Insurance
Dr. John Quinn, Robert P. Bent Professor of Chemical Engineering
Dr. Eliot Stellar, University Professor of Physiological Psychology
Dr. Clyde Summers, Jefferson B. Fordham Professor of Law
Dr. Anthony F. C. Wallace, Professor of Anthropology
Dr. Anne Marie Weber, Professor Biochemistry and Biophysics

OF RECORD



Supplement to Patent Policy: Utilization of Patent Revenues

Following is the text issued April 20, 1981, by President Sheldon Hackney as an addendum to the University Patent Policy (*Almanac* May 22, 1980). It becomes an appendix to Part IV of the 1977 Research Investigator's Handbook.

The University's share of returns from patents resulting from any invention or discovery from work carried out on University time will be used to support research at the University. Thirty percent (30%) of such revenues will be placed directly in the Research Foundation to be dealt with by standard procedures of the Foundation Board. Priority for the remaining seventy percent (70%) should be given to support research close to the origin of the work which generated the patent.

- i) For net patent income less than \$100,000 per year: The 70% may be distributed by the Vice Provost for Research, after consultation with the home department chairman, in response to research proposals of merit from the inventor(s), from the home department(s) or inventor(s) and from faculty members from the home department and school of the inventor, with priorities in that order.
- ii) For net patent income in excess of \$100,000 per year: The 70% will be distributed by the Board of the Research Foundation. Priority will be given to research proposals from the inventor(s), from home department(s) of the inventor(s) and from faculty members of the home department and school of the inventor(s) in that order. The Board of the Foundation will, however, have the responsibility of evaluating the importance and merit of these priority proposals in the context of the broader research needs within the University.

Rules Governing Final Examinations

- (1) No student may be required to take more than two final examinations on any one day during the period in which final examinations are scheduled.
- (2) No instructor may hold a final examination except during the period in which final examinations are scheduled and, when necessary, during the period of postponed examinations. No final examinations may be scheduled during the last week of classes or on reading days.
- (3) Postponed examinations may be held only during the official periods: the first week of the spring and fall semesters. Students must obtain permission from their dean's office to take a postponed exam. Instructors in all courses must be ready to offer a make-up examination to all students who were excused from the final examination.
- (4) No instructor may change the time or date of a final exam without permission from the appropriate dean or the vice-provost.
- (5) No instructor may increase the time allowed for a final exam beyond the scheduled two hours without permission from the appropriate dean or the vice-provost.
- (6) No classes (covering new material) may be held during the reading period. Review sessions may be held.
- (7) All students must be allowed to see their final examinations. Access to graded finals should be ensured for a period of one semester after the exam has been given.

We encourage professors to be as flexible as possible in accommodating students with conflicting exam schedules.

—Louis A. Girifalco, Acting Provost

Executive Board Approves Increased Liaison

The Trustees Executive Board, at its April 17 meeting, approved a motion to increase liaison membership on Trustee committees to two faculty and two student members, excluding the audit committee as earlier specified and noting that the exclusion applies to the Executive Committee (the Board's new name in the proposed revised Statutes).

Afterward, the Secretary of the University issued a report on the Board's reaction to the draft revision of the Statutes (*Almanac* April 14), reading:

Members of the Executive Board reviewed the proposed revision of the Statutes at their meeting yesterday [April 17]. Generally pleased with the draft, they made a few suggestions for improving it, and requested that a subcommittee of Paul Miller, John Eckman, and Sheldon Hackney examine it in further detail in advance of the May meeting. By that time the Board expects to have received advice from the entire University community, and be in a position to agree upon a final document for action by the Trustees in June.

Also at the April 17 meeting, the Board heard a preliminary report on the potential impact of federal cutbacks in research, student aid and medical aid, given by Dr. James A. Spady, Dr. Alan Heeger, Dr. Thomas Langfitt and William Schilling.

In research, Dr. Spady's and Dr. Heeger's reports emphasized that the University's risk is partly offset by the distribution of federal research funding here — with 60.5 percent from NIH and 11.4 percent from NSF — and by an

aggressive, entrepreneurial faculty that increased applications 28 percent last year. NIH is slated for an 8 percent increase — not keeping pace with inflation, but not cut back — and NSF cuts are selective. The hard sciences will fare best at NSF; for Penn's various other exposures there and at NEA/NEH, see Dr. Heeger's report below.

Student aid is "forward funded" so that the federal 1982 budget, rather than the 1981, will be the one with strong impact, Mr. Schilling noted. Funds will be tight, and there will be a one-year squeeze; the immediate problem will be one of shifting aid packages among categories, to meet Washington's differential cuts in grants versus loans.

Dr. Langfitt, who recently testified before the Health and Human Services committee in Washington, said that time is a factor: budget cuts have moved rapidly through the Senate side, and there has been little time for regrouping to mount efforts to preserve programs. As the budget moves through the House he expects some slowing down in decisions. National associations, working cooperatively, realize they must get behind selected priorities he said, and student aid is among the highest of those agreed upon.

(See *Speaking Out*, page 5, for a student resolution to rename High Rise North for former Provost Vartan Gregorian; Trustees Chairman Paul F. Miller said buildings are normally named for donors or those they honor, or for presidents, but the request will be considered.)

Preliminary Impact Statement on the Effect of Proposed Federal Budget Cuts on Sponsored Research

The task force appointed recently by President Hackney will meet frequently over the next months to assess the possible effects of the budget cuts proposed by the Reagan Administration. While the budget process is continuing in Washington members of the University task force are reviewing the implications of proposed cuts on the University budget within a variety of areas; it is expected that this review process will be lengthy. An initial assessment of the impact of proposed budget cuts on sponsored research (student aid, Medicaid funding, changes in Commonwealth funds, etc., are being considered by other members of the task force) allows us to make only the following comments at this time, and it should be noted that since grants are usually awarded for a minimum of one year it will be some months before decreases — or increases — have effect on the University's research budget.

1) The major portion of sponsored research funding at Penn comes from PHS through the National Institutes of Health; this support was \$58.2 million in FY 1980. From our current sources of information, we understand that NIH is not slated for cuts within research areas but for an inflationary increase of approximately 8 percent.

Since the University's awards from PHS have increased yearly (\$42.8 million in FY 1978; \$53.2 million in FY 1979; and \$58.2 million in FY 1980), our exposure within this area is slight. Within the Department of Health and Human Services, however, we can expect a loss of approximately \$1 million if the 8 percent overhead and the institutional allowance for students on training grants are eliminated.

2) The second major source of University research funding is the National Science Foundation. Here again our awards have increased yearly, from \$8.84 million in FY 1979 to \$10.07 million in FY 1980, an increase of 14 percent. Two areas within NSF are expected to have major cuts: the Biological, Behavioral, and Social Sciences Directorate and the Science Education Directorate. Grants from the latter are spread throughout the University and an

assumption of their complete elimination would amount to about a \$100,000 loss. Within the BBS Directorate, the problem of assessing Penn's exposure becomes more difficult since cuts have been proposed primarily within the areas of social research. We have a total of 56 active awards within this area and are presently examining them on a grant-by-grant basis to see if they are endangered. Using a "worst-case scenario," in which one predicts a loss of funding similar to the percentage funding loss proposed for these areas for NSF, we would expect a \$500,000 decrease in awards.

3) The more than 50 percent reduction in funding levels proposed for the National Endowments for the Arts and the Humanities would result, should one use the above "worst-case" and assume a similar decrease for Penn's funding from these agencies, in a decrease of approximately \$1.2 million. However, in the case of the arts and humanities we must again examine our awards on an individual basis, since it is our understanding that awards within the Division of Research in NEH are less likely to be cut than those within other divisions, such as Education, Public Programs and Fellowships.

While the dollar amounts in respect to the total University research budget are small, the impact of the Reagan Administration's proposed reductions could be severe for research and scholarship in the arts, humanities and social sciences. These areas are of vital importance to the health of the University and the possibility that their major funding sources might be severely cut is of great concern to the faculty, administration and students. It should be noted, however, that Penn's faculty is in an excellent competitive position for obtaining federal funding for research, and that practised researchers within the University will be exploring new possibilities for funding. In a yearly NSF survey of the top 100 institutions in total federal obligations, Penn as consistently ranked among the top 15 institutions in the country.

—Alan J. Heeger, Acting Vice Provost for Research

Salaries . . . Mail Ballots . . . Faculty on Provost Search

Success in salary talks with the administration was reported by Economic Status Committee Chairman David Cummin at the April 22 Faculty Senate meeting. The ten percent compensation figure for 1981-82 is not the 14 percent proposed last fall, he noted, but does reflect Committee input and a start toward recovery from past salary policy. Other actions in the Spring Meeting—President Sheldon Hackney's first, where he gave an informal speech that will be reported next week:

- Passage of revised Senate Rules, with a change in the provision for mail ballots which allows for a mail ballot when more people petition for the ballot than voted on the prevailing side at a meeting.

- Passage of an amendment to the Consultation Procedures for Appointment and Reappointment which, on provost's searches, sets 10/2 instead of 12/4 as the faculty-student ratio.

- Passage of Academic Freedom and Responsibility Committee's motion to require that arrangements with outside entities such as affiliated hospitals and clinical partnerships contain protections of grievance process and academic freedom for Penn faculty involved.

- Approval of the extension of the clinician educator track to the Dental School, substantially similar to that at Medicine but limited to ten appointments at first, with review by the Faculty Senate in July 1984.

Chair Paul Bender opened with a review of the year's Senate and SEC activity which he will issue in writing in one of the remaining spring issues of *Almanac*.

(See page 5 for a message delivered to Senate by Dr. Elsa Ramsden, SAMP.)

SPEAKING OUT

Beyond Mark Twain

The report of the imminent demise of the University of Pennsylvania Press is not exaggerated; it is false. In fact, the future of the Press is highly promising.

Item: Under the leadership of Maurice English, the Press is at last staffed with highly qualified, energetic and committed personnel.

Item: Last year, the Press published 14 books; this year it will be 28; next year, look for 40 volumes or more.

Item: The Board of Trustees of the Press is planning a \$2 million development fund to finance further expansion of the Press and to reduce the level of University subvention.

Item: The Press deservedly has received national attention with the recent publication of the Pennsylvania edition of *Sister Carrie* and the *William Penn Papers*.

Item: Our new catalogue, due shortly, will present an impressive list of titles. And other manuscripts already on hand are strong.

Item: The Press recognizes a special relationship with the University faculty and will especially seek to encourage and promote faculty publications.

Any university of distinction *must* have an excellent press. Let doubt be set aside: This University deserves and shall have a superb press.

—Jerome J. Shestack, Chairman
Board of Trustees
University of Pennsylvania Press

Dental Health Intact

Some of the dental faculty thought at first that the D.P. had published another "joke issue" at our expense on April 21; but apparently the students were quite serious in believing that our modest reductions in the FY 1982 budget are worthy of bold headlines. The problem is apparently one of context. The writers belatedly detailed each of our three small clinics' status correctly — but without understanding the scope of our clinical operations, or the subtleties of the budgeting process which allow us to build up strength at the core only by reductions and integration at the periphery.

The picture of an endangered clinical program, being massively slashed from above, is utterly false.

We are a forward-looking school with important goals which cannot, in today's economy, be add-ons. We therefore looked for synergistic ways to relieve budget stress without damaging the core missions of the school, and we found them.

I described them to the D.P. editor, at his request, in what seemed a friendly conversation about how we were ensuring our future in the face of uncertainties throughout higher education. Knowing that at least one college newspaper had published as *fact* the D.P. "joke issue" story about our recent "demise", I mentioned that the School has a full entering class, at the highest quality, despite

the 15 percent tuition increase that makes us the fifth most costly dental school in the country. I noted that we have had encouraging words from Harrisburg on a request for clinical services support. I assured him that we provided properly for salary and wage increases. I told him about the probability of selective reduction; specifically the Page Oral Medicine Clinic where costs so greatly exceed income and possibly the federally funded DAU/TEAM Clinic if its grant is not renewed.

Cutting our losses in a specialty clinic, planning to relocate people if a federal grant dries up, and planning to integrate a preventive unit into the mainstream do not add up to a headline crisis. They represent responsible decisions on improving clinical services while protecting the quality of education. They are what responsibility center budgeting is all about.

This School is gearing up for Model B, a complex new plan developed at Penn and now being adopted throughout the country to improve dental health care delivery. I will not detail it here, but will advise that many dental schools in the country will be telescoping, reorganizing and otherwise changing their configurations to deliver care more cost-effectively for the patient as well as the providing clinic. This does not mean that dental education is in crisis. A school that adopts Model B is probably heading off the eventual crisis that comes to those who fall behind. May all our sister dental schools be so fortunate as to have the excellence of management planning that we have recently adopted — one of the best things that has happened to us in 103 years — to ensure that they will be as little dislocated as we are.

Other deans, chairmen, and faculty who have been involved in the budgeting process undoubtedly recognized the magnifications that occurred in the D.P. story. I address this message to the larger community of patients and friends who have not had the doubtful pleasure of deciding how to cut the least to achieve the most.

1. Our FY 1982 budget is in balance, and has been accepted by the Provost. No changes in our internal decisions were made or were proposed by the central administration.

2. Except for the Page Oral Health Clinic, we are not yet certain what options in cutting may need to be exercised. Plans and efforts to relocate staff in these are therefore tentative, pending greater knowledge.

3. The mainstream clinical program is completely unaffected by the reduction at Page, or by proposed reductions in the other two units. Our extensive teaching clinics remain available to the campus and community, at full strength.

4. There is no relationship between the "dental clinics" of the headline and the Dental Care Center Plan recently announced as the preferred option for University-paid dental benefits. We are pleased to learn that a very high proportion of the faculty and staff are choosing our plan. They will receive excellent care.

In short, the School of Dental Medicine is in very good health, which may not be front-page news everywhere but has been very well received in the community of scholars at the University of Pennsylvania. Our thanks to the many friends who expressed concern.

—D. Walter Cohen, Dean
School of Dental Medicine



She Stands Her Ground: Honore Daumier's 1839 lithograph is believed to be the first picture showing a female dentist in action. Reproduction courtesy of the Leon Levy Library, University of Pennsylvania School of Dental Medicine.

Reminder: Dental Care Enrollment Deadline May 1

The open enrollment plan for University-paid dental care plans with the Penn Dental Care Center or with Prudential Insurance Company ends May 1.

Eligible employees who do not sign up this year must wait for the next open enrollment period, a year from now, to join.

Dental benefits start July 1, and are described in packets sent to eligible full-time faculty and staff in mid-April by the Personnel Relations Office.

The following was delivered at the Faculty Senate on April 22:

SAMP to Senate Members

I have asked for a few moments at this meeting because it is the last Senate Meeting for the faculty of the School of Allied Medical Professions. At this time I would like to thank the Senate for support throughout the review process five years ago, and for its recommendations to retain the School — to allow it to continue on its established path of development of graduate programs and the implementation of a \$750,000 grant.

The then-President, Mr. Meyerson, chose to ignore the Senate's recommendations as well as those from the review committee — so I thank you also for help in resolving some of the problems attendant to the phasing out of the School. Many of you have been supportive of our faculty during the past five difficult years, and we appreciate this.

Four and a half years ago we in SAMP were told we were not part of the University's mission — in the absence of any clearly articulated statements about what that mission was. I am gratified to note that President Hackney seeks to provide systematic thought about the evolving educational mission of the University. I strongly urge the Faculty Senate to become involved in the drafting of that mission to head off this kind of thing's happening again.

—Elsa Ramsden
Associate Professor of Physical Therapy

Message to SAMP

The Women's Faculty Club wishes to share with the campus the resolution we are presenting to the School of Allied Medical Professions as its last Commencement approaches on May 18.

—Norma Kahn, President, WFC

Resolution

Whereas, the faculty, students and alumni of the School of Allied Medical Professions have for so many years enriched the intellectual and professional life of the University of Pennsylvania; and

Whereas, through its national preeminence in its field the School has brought honor and acclaim to the University, making a unique contribution to the wholeness and humanism of health care and to the collaborative concept of care; and

Whereas, as citizens of the University its members have enriched the lives and work of their colleagues in other schools and departments, especially contributing to the affirmation of women's role in academic and extracurricular life at the University; and

Whereas, on May 18, the School of Allied Medical Professions will assemble for its last Commencement;

Therefore be it resolved,

That the Women's Faculty Club of the University of Pennsylvania salutes the members of the School of Allied Medical Professions, past and present, expressing our sorrow at the loss of colleagues deeply valued for their rigorous intellectual standards, their devoted service to others in the University, and their special contribution to women's presence in the health professions; and

That we offer our most heartfelt wishes to each member of the School's faculty, staff, and alumni as they embark on new career paths here, and in the nation, and in the world.

Gregorian House Resolution

The Undergraduate Assembly, the Student Activities Council, and the High Rise North Residence Advisory Board request the publication of the resolution we presented to the Trustees Executive Board on April 17 and which the Trustees Chairman said will be taken under consideration.

—Elizabeth B. Cooper, Chairperson, U.A.

Resolution

Whereas in his years as the first Dean of the Faculty of Arts and Sciences and as Provost of the University, Vartan Gregorian has made historic and memorable contributions to the University of Pennsylvania; and

Whereas undergraduates have been the special beneficiaries of Vartan Gregorian's integrative and humanistic approach to education; and

Whereas we are the last undergraduate student body able to express the gratitude, admiration and special affection he has earned from this and preceding generations

Therefore be it resolved that the undergraduate residential tower now bearing the designation High Rise North, be named Gregorian House in honor of a beloved Dean and Provost who served so ably during our college years.

Computer Time Shortage

The following exchange consists of excerpts from a Graduate Economics Society open letter and the Dean's response.

From the Society

The recent temporary cut-off of computer privileges to graduate students and faculty in the Department of Economics has raised feelings of anger and cause for concern. The cut-off came with no warning to graduate students. A number of our colleagues, in the process of completing their dissertation, were severely handicapped. We understand the need to operate within a budget. However, we resent the manner in which this constraint was "suddenly" imposed on graduate students, who are given no indication of the rate at which budget allocations are being exhausted. We ask that persons in the Department meet their responsibility to communicate this fundamental information to us.

We acknowledge the efforts of Dean Dyson to make non-budgeted funds available to the students most affected. We appreciate his quick response and his sensitivity to these students. This, however, is only a short term solution and cannot be a substitute for longer term solutions.

We believe that a serious review of FAS computing policies, school-wide and within departments, is very much in order. We cannot continue to tolerate this situation, the correction of which depends primarily on improved communication and cooperation at administrative and departmental levels. It is imperative that students be actively involved in developing improved policies toward computer facilities. The level of student concern is high. A committee of the Graduate Economics Society has been formed to pursue this problem to its resolution. The Graduate Students Associations Council passed a resolution on March 24, 1981, calling for prompt attention and action in the area of computing. We will view a fail-

ure to address the situation and to incorporate student participation as a lack of concern for graduate students, their coursework, and their research.

Once again, we emphasize the importance of the computer to the discipline of economics. The strength of the graduate program is at stake. The present situation discourages top quality students and assistant professors from joining the graduate program. This fact was made abundantly clear in the recent report of an outside committee that reviewed the Department.

We believe that the University takes pride in the quality of the Department of Economics, its research, and its graduate program. We urge you to see the computer situation in this broader context.

(Recommendations follow in the GES text.)

—Signed by some 80 students and several faculty members

From the Dean

I welcome the concern and interest of the Graduate Economics Society in the problem and look forward to the Society's help in solving it.

As you no doubt realize, the Computer problem is one of long standing, having a complex history both at the University and the FAS level. When I became Dean last year I began to take steps toward improving our situation although we had very limited resources. We helped the Physics department replace its antiquated computer. At the same time I appointed an Associate Dean, Howard Brody, who, with the help of a reconstituted Computer Advisory Committee, has worked to bring some order into our problems and our allocation of limited resources. At their recommendation I authorized the hiring of a programmer for Social Sciences and I initiated the Undergraduate Data Analysis Laboratory in McNeil and put Bob Douglas in charge. At the same time Dean Brody has been working on extending the terminal reception to McNeil and the residences. As you point out, however, these are short term aids to our needs.

On the long term problem, I have talked with Paul Taubman, and with Acting Provost Girifalco and President Hackney. We have agreed to make time available after Commencement to review the problem. In the meantime I understand the Vice Provost has organized a committee to review the question as well. It is clear that what we need is a major development effort to jump us significantly ahead — not just to catch up — but to really allow us to utilize the brilliance of our faculty and students to undertake exciting and significant research.

Please accept my apology for the abruptness of Dean Brody's "cut-off" in Economics; but it seems that some such dramatic event was needed to make the seriousness of these limitations real after several earlier attempts elicited little response. Now that the matter is clearly in the open I hope that we can all work together to develop a strategy which will result in a very real improvement to the benefit of all concerned.

—Robert H. Dyson, Jr., Dean, FAS

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

April 28-May 10

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.

Academic Calendar

Through April 29 Reading days
April 30-May 8 Final examinations
May 16 Alumni Day
May 17 Baccalaureate Service: organ recital, 2:30 p.m.; service, 3:30 p.m.; in Irvine Auditorium.
May 18 Commencement

Children's Workshops

May 2 The Institute of Contemporary Art sponsors a performance program in conjunction with *ICA Street Sights 2*, 11 a.m.-noon, meet at ICA gallery doors.
May 9 International House and the School of Understanding present *Jump for Joy: A Youth Folk Arts Festival*, includes talks, films and performances such as *African-American Rhymes, Chants and Dance*, 10 a.m.-3 p.m. at International House.

Exhibits

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

May 2 through May 18 *Master of Fine Arts Exhibit*, showing works of graduating painters, sculptors and printmakers of GSFA, at the ICA.

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.

May 3 through May 8 *Paese e Campagna*, an exhibit of water colors, oils, and graphics of village life in Southern Italy by Shirley Moskowitz, at Houston Hall Gallery. Wine and cheese reception at opening, May 3 at 4:15 p.m.

Through 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.

Through 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 May 29 *Exhibition of paintings and pastels* by Penn alumni Michael Neff and Claire Marcus, at the Faculty Club Gallery.

April 25 through June *Exhibition of writings, correspondence and memorabilia* of Ezra Pound, '06 M.A. and William Carlos Williams, '06 M.D., sponsored by the Writing Program of the Department of English and Friends of the Library, at the Lessing J. Rosenwald Gallery, 6th floor, Van Pelt Library.

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

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

Through August *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.

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, 11 a.m.-3 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.

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.



Museum Market Day, May 2, is an opportunity to buy from dealers and importers who regularly supply the University Museum Shop with its international array of crafts and jewelry. They will include Navajo jewelry of silver, turquoise and shell from the American Southwest; colorful handwoven tapestries and cotton appliques from the villages of Egypt; from Bali, exquisite tourmalines, moonstones and garnets in ancient traditional settings of sterling silver. The sale, part of the University Citiweek Celebration, runs 10 a.m.-4 p.m. at the Museum's main entrance.

University Museum Gallery Tours

April 29 Mesopotamia
May 3 Archeology
May 6 Medicine or Magic
May 10 The Classical World

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

Faculty Club

May 1 May Day on Annenberg Plaza (cancelled).
May 10 Mother's Day Buffet Brunch, 11 a.m.-3 p.m. Cost: \$12.50 for adults, \$6.25 for children. Call Ext. 4618 for reservations before May 5.
 For more information call Gladys Kolodner, Ext. 3416.

Films

PUC: May 1 *Butch Cassidy and the Sundance Kid*, 8 and 10:30 p.m. at Irvine Auditorium, \$1.25.

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*. Saturdays at 1:30 and 2:30 p.m., Sundays at 1:30 p.m. in Harrison Auditorium of the University Museum; free.

Meetings

University Council: April 29, 4-6 p.m. in the Council Room, Furness Building. Members and invited guests.

Faculty Club: April 29, Annual Meeting, 4 p.m. at the Club. Board of Governors election.

Music

April 29 Collegium Musicum students and teachers present a pot-pourri of renaissance and medieval music, 8 p.m. at West Lounge Houston Hall.

May 2 Museum Market Day will include performances by the Madrigal/Jazz Chorus of the Camden Catholic High School, 12:30 and 2 p.m. in the Main Entrance of the University Museum.

International House presents *Der Yidisher Caravan: An Evening of Yiddish Music, Theatre and Film* 8 p.m. at Harrison Auditorium of the University Museum. Admission: \$5 for general public, \$3.50 for students, and \$2.50 for senior citizens and children under 12.

May 3 Pennsylvania Balalaika Orchestra with Holy Ghost Church Dance Ensemble and Gypsy vocalist, 2 p.m. at Studio Theatre, Annenberg Center. Admission \$2.

May 4 University City Holiday Inn presents *Citiweek Brown Bag Bandstand* with Juggernaut String Band, noon, outside Smart Alex restaurant.

May 5 Annenberg Center presents *Citiweek Brown Bag Bandstand* with folk music, noon, at Annenberg Plaza.

Music and dance groups associated with St. Mary's Church in community program, *Community Celebration*, with guest, The Rt. Rev. Lyman Ogilby, bishop of the Episcopal Diocese of Pennsylvania, 7:30 p.m. at St. Mary's Church.

International House and Philadelphia Old Time Musicians and Callers Cooperative present Square Dancing with live calling, 8 p.m. at Hopkinson Hall, International House. Admission \$2.

Religion

Ecumenical Eucharist 12:10 p.m. Fridays at the Christian Association. A gathering for new and informal ways of sharing communion.

Episcopal Weekly services at St. Mary's Church. Information: 386-3916.

Jewish Orthodox and Reform services are held at Hillel and Conservative services, at the Christian Association Auditorium Fridays. Shabbat morning services (Conservative and Orthodox) are held at Hillel 9:30 a.m. Saturdays. **Lutheran** Eucharist service 11 a.m. Sundays at the Lutheran Student Center. Information: 387-2885.

Muslim The Muslim Student Association hosts Jumaa congregational prayer and meeting, 12:30 p.m. Fridays, at Room 245, Houston Hall.

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

Special Events

April 25 WXPB presents its annual *Outdoor Day Celebration*, as a way of thanking its supporters. Live music by local musicians will be featured, 1-5 p.m. behind the station at 39th and Locust Walk; rain date, April 26.

April 28-30 and June 5 School of Nursing Center for Continuing Education presents a program on *Health Care for the Elderly, Gerontological Nursing: Implementation in Educational and Service Settings* 9 a.m.-4 p.m. in the Nursing Education Building.

May 2 Education Alumni Association and Consortium of Education Associations sponsor the *Annual Awards Luncheon* featuring Dr. Mark A. Shedd, commissioner of education, State of Connecticut, on *Education for the 80s*, noon at the Hilton Hotel. For information and reservations call Marilyn O'Connor at Ext. 8445.

May 5 Wharton Centennial Convocation and Honorary Degree Ceremony with the AACSB Deans at the University Museum.

May 8-10 *The Third Annual University Sponsored Middle Tennis Tournament* at the Levy Tennis Pavilion for players over 50 years; singles and doubles will be played. For information and applications, call Ext. 4741.

May 8-10 The School of Allied Medical Professions presents a *Symposium and Reunion*. For reservations and applications call Ext. 8510.

May 10-13 Department of Statistics hosts *Conference of Professional Association* at Hilton Hotel. For more information contact Nancy Schnerr at Ext. 8223 or Donald Morrison at Ext. 8229.

Sports

April 29 *Women's Lacrosse* vs. Princeton, 7 p.m. at Franklin Field.

May 2 *Men's Lacrosse* vs. Hofstra, 2 p.m. at Franklin Field; *lightweight crew* vs. Navy (Callow Cup) at Schuylkill River.

May 2-3 *Golf*, NCAA District II; *sailing*, Admiral's Cup (Kings Point) 9 a.m. at Penn's Landing (Delaware River).

May 9 *Men's Baseball* vs. West Chester, 2 p.m. at Bower Field.

May 9-10 *Sailing*, America's Trophy (Navy), 9 a.m. at Penn's Landing (Delaware River).

Talks

April 27-30 *Discourses on Shiva: A symposium on the Nature of Religious Imagery* 11 a.m.-12:30 p.m. at Classroom II, University Museum. Information: call Ext. 7475.

April 28 South Asia Studies symposium continues with sessions, 9 a.m.-noon and 2-5 p.m. today; 9 a.m.-noon April 29; 9 a.m.-noon and 2-5 p.m. April 30, at Council Room, Furness Building.

Respiratory Physiology Seminar presents Dr. S. Narasimulu, Department of Surgical Research, Penn's School of Medicine, on *Adrenal Microsomal P-450 and Steroid Hydroxylation*, 12:30-1:30 p.m. at Physiology Library, 4th floor Richards Building.

The Morris Arboretum's annual Laura L. Barnes Lecture features a slide lecture by Carlton Lees, senior vice president, New York Botanical Garden, on *the Italian Renaissance — Paradise and Ancient Rome*, 8 p.m. at Woodmere Art Gallery on Germantown Avenue in Chestnut Hill.

April 29 The Center for Nursing Research presents Dr. Robert E. Kihler, assistant professor, Department of History and Sociology of Science, on *The Clinical Connection: The Case of Biochemistry*, 4 p.m. at Room 101, NEB.

The Fine Arts Department, Poetry Series presents John Ashbery, Pulitzer Prize winning poet, 8 p.m. at B3 Fine Arts Building.

May 1 Department of Personnel Relations presents Claire Guthrie, Esq., Assistant General Counsel, American Council on Education, on *Changes under the Reagan Administration affecting Higher Education*, 2 p.m. at Annenberg School Auditorium.

May 3 College of General Studies presents author Chaim Potok, on *The Dilemma of Asher Lev*, 2 p.m. at Harrison Auditorium, University Museum. Admission: \$10; including reception \$15. Call Ext. 6479 for reservations.

The Center for Italian Studies and Amici presents a lecture/slide show by Dr. Jacob W. Gruber, professor of anthropology, Temple University, on *Food and Family in Southern Italy*, 3 p.m. at Houston Hall. For reservations call Ext. 8279.

May 5 The Department of Psychiatry Colloquium presents Dr. John Mason, professor of psychiatry, Yale University School of Medicine and senior researcher at West Haven Veterans Administration Hospital, on *Multihormonal Strategies in Clinical Psychoendocrine Research*, 11:30 a.m.-1 p.m. at Medical Alumni Hall, HUP.

Respiratory Physiology Seminars present Dr. J. Kipski, Warsaw Medical Academy, on *What Do the Recent Intracellular Data Tell Us About How the Central Respiratory Complex Operates?* 12:30 p.m. at Physiology Library, 4th floor Richards Building.

May 6 Medical Ethics Society presents Dr. Leon Kass, Committee on Social Thought, University of Chicago, on *Hippocratic Oath: Thoughts on Medicine and Ethics*, 5:30 p.m. at Dunlop B Room, Medical Education Building.

May 7 Medical Student Research Colloquium, *Research Activities of Medical Students*, 1-5 p.m. at Room D-123, School of Medicine.

The Annual Elizabeth Baker Moffett Memorial Symposium, sponsored by HUP's Department of Pastoral Care, features Dr. Charles V. Gerkin, professor of pastoral psychology, Chandler School of Theology, Emory University, on *The Shape of Crisis Experience* and three presentors points of view, 1 p.m. at Dunlop Auditorium, Medical Education Building.

May 8 The Wharton School, Department of Statistics, Fiftieth Anniversary Celebration, Opening Colloquium features Professor Simon S. Kuznets, Nobel Laureate in Economics, 1971 and former member of the department, on *The Use of Statistics for Economic Analysis—Personal Recollections and Reflections*, 11 a.m. at Rainey Auditorium, University Museum.

Theatre

May 1-2, 8-9 *The Widow of Uppity Downs*, an original musical comedy by Laughing Stock Company, 8:30 p.m. at St. Mary's Parish Hall. Admission: \$5. Information: (609) 939-1506.

May 6-7 Penn City Dancers in studio ballet concerts, 8 p.m. at St. Mary's Parish Hall. Admission: \$4. Information: 387-9397.

Through May 10 Philadelphia Drama Guild presents *Old World* by Aleksei Arbusov in Zellerbach Theatre at Annenberg Center. Admission: \$13.50-\$8. Information: Ext. 6791 or TTY Ext. 6994.

Fulbright Deadlines: June 1, July 1

The Office of the Vice Provost for Research has information from the Council for International Exchange of Scholars on 1982-83 Fulbright Lecturing and Research Awards Abroad, which have deadlines of June 1 (American Republics, Australia, New Zealand) and July 1 (Africa, Asia, Europe). For this and other grant information normally in the VPR-ORA newsletter *ORA-CLE* (suspended during summer) visit the Office at 106 College Hall.

Faculty Associates

Fraternities and sororities at the University are seeking faculty and administrative staff for a new program called Faculty Associates. Without the relocation involved in a live-in College House mastership, the Faculty Associate will affiliate with a chapter for one academic year, to assist the chapter officers in developing and implementing educational programs which broaden the students' experiences, and promoting a chapter environment that enhances individual academic achievement and supports scholarship standards.

Qualifications for a Faculty Associate include a willingness to assist undergraduate officers in their fraternity/sorority planning and to relate to members in a non-academic setting, and an interest in the non-academic educational development of students.

Nominations will be received by the Office of Fraternity Affairs c/o Dr. Martin Stamm, Quad/G9 through May. Letters of affiliation will be mailed to the associates in early June.

Sporting Ideas

The Third Annual Smokey Joe's - University of Pennsylvania Golf Outing, May 15, fits pros and high handicappers to a tee. The competition with prizes is open to all faculty, staff, alumni, students and friends of the University. Registration may be made by individuals or by a twosome or foursome.

Cocktails and a buffet lunch begin at 11:30 a.m. at Overbrook Country Club. The Golf Outing is sponsored by the General Alumni Society for Alumni Weekend (May 15 and 16). Call Gerald Beaver at Ext. 4773 for reservations and further information.

The Third Annual Alumni Run, May 16, is not for alumni only. The 5000 meter (3.1 mile) race gets underway at 9:15 a.m. and winds its way through the campus, beginning and ending on the track at Franklin Field. Categories of entrants are faculty/staff: 35 and under, 36 and over; alumni, spouses, children (16 and over), and current students. Each participant who enters the race before noon May 1 receives a Third Annual Alumni Run T-shirt. Post entries can be made May 16, 7:45-8:45 a.m. inside Franklin Field. Entry fee is \$5 and should be sent to Alumni Run, c/o Alumni Relations, Eisenlohr Hall, 3812 Walnut St./B2.

Infant Center Opens

The Infant Friendship Center, an early education and day care program serving children three years old and younger will open this fall at the Children's Hospital of Philadelphia. The center will be open 8 a.m.-6 p.m., offering care for children in the University community and a base for practicum work-study experience and research, as appropriate.

October 15 is the projected date for the opening; however, some positions will be open in a playgroup beginning September 1 to serve families whose needs coincide with the academic year.

With endowment from the JHJ Memorial Fund the Center expects fees to be \$70 per week. For information call Andrea Kiener, 438-2558.

Seminar Trips to Israel

This marks the sixth year that the Jewish Activities Board, with the United Jewish Appeal and B'nai B'rith Hillel Foundations, will conduct subsidized travel experiences in Israel open to faculty.

In addition to the usual historical and religious tourist sites, there will be visits to kibbutzim, development towns and industrial sites. Lectures will be given by noted figures in economics, political science, sociology and education; briefing sessions are being arranged with official government leaders and professors will be able to meet their counterparts at Israeli institutions.

There are two programs planned for this year: a three-week seminar July 26 through August 13 and a ten-day program December 27 through January 7. Both programs have limited registration; for information contact Joel Paul, executive director of JCAB, Ext. 8265.

Trio of Trips to Arts Festivals

The Annenberg Center Associates, and the Membership of the Pennsylvania Ballet are sponsoring trips to the Spoleto Festival, U.S.A., in Charleston, South Carolina, June 4-8; the Dubrovnik Festival in Yugoslavia, July 17-27 and the Shaw and Shakespeare Festivals in Ontario, Canada, September 3-7. For further information about these trips call the Annenberg Center at Ext. 6706 or Travel Anywhere at 925-2123.

Art Tour

The Wyeths of Brandywine—Andrew, Jamie and N.C., three generations of painters who have consistently ranked among America's favorites will be the focus of a tour sponsored by the College of General Studies. An all-day bus tour will travel to Chadds Ford, Pennsylvania, a place the Wyeths made famous, and to the Brandywine River Museum. The May 13 program includes an introductory slide-lecture, a museum tour and lunch at the Mendenhall Inn. The \$30 fee includes lunch. Contact CGS at Ext. 6479 for reservations.

Cemetery Tour

Legacies of the Past: Old Cemeteries around Philadelphia is a five-and-one-half hour program that uses cemeteries to reflect on the cultures and modes of past generations. The tour begins in Society Hill with an introductory lecture and tour of 18th century churchyards and continues with a chartered bus trip to Laurel Hill Cemetery, one of the world's great Victorian cemeteries. John Marion, Philadelphia historian and author will conduct the program which will be held twice: April 30, 10 a.m.-3:30 p.m. and May 2, 10 a.m.-3:30 p.m. The \$20 fee does not include lunch. Contact CGS at Ext. 6479 for reservations.

Need Extra Summer Help?

Departments in need of extra help during the summer vacation months may be able to obtain interested persons through the Job Referral Service, a student-run agency. The Service will post job descriptions and interested applicants will be referred to the department free of charge. For more information call Ext. 7539.

Volunteers for Acne Study

The Department of Dermatology at HUP has an ongoing program for the treatment of acne. Children 8-12 years old who have parents or siblings with severe acne are currently being sought. They will be followed for several years; if acne does develop, it will be identified in the early stages and treated at onset. For more information or to register a child, call Joan Johnson at 662-2739.

OPPORTUNITIES

Listings are condensed from the personnel bulletin of April 27, 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;
Leidy Labs: first floor, outside Room 102;
Logan Hall: first floor, near Room 117;
LRSB: first floor, opposite elevator;
Richards Building: first floor, near mailroom;
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 Bursar (3881) communicates with financial aid office to determine eligibility of students requesting aid and the distribution of approved funds; reconciles, prepares and distributes funds in accordance with established criteria; prepares fiscal reports to government agencies; handles financial clearance of candidates for degrees; supervises and trains support staff (degree; experience in federal and non-federal student loan legislation and procedures; knowledge of systems analysis; mature judgment) \$16,325-\$22,600.
Assistant Director (3753).
Assistant Director (3773) \$14,200-\$19,625.
Assistant to Vice Provost (3869) \$14,200-\$19,625.
Assistant Trainer (3835) \$12,375-\$17,425.
Associate Development Officer III (3653).
Business Administrator II \$12,375.
Business Administrator II (2 positions) (B0989) manages financial and administrative aspects of federal and state grants; manages section's clinical practice funds and hospital budget (degree with experience in grant management); (3885) controls and administers 50 budgets for clinical studies; New Bolton Center, responsible for personnel matters (degree or experience in academic environment; mature judgment; experience in budgetary and personnel matters; excellent organizational skills) \$12,375-\$17,425.
Business Administrator IV (B0944).
Director, Admissions Data Systems (3569) \$16,325-\$22,600.
Director of Internal Audit (3853) responsible for on-going audit of all University activities, assists adequacy of internal controls and operational efficiency, insures compliance with statutory regulations; supervises staff (five years' public accounting experience, direct experience with auditing of educational institution; communication skills).
Director, University Bookstore (3650).
Environmental Safety Officer (3716).
Junior Research Specialist (4 positions) \$11,400-\$15,800.
Junior Research Specialist (2 positions) (B1002) grows bacteria, conducts quantitative chemical analyses, serologic and immunochemical techniques, maintains lab supplies, supervises students (degree in microbiology or immunology, experience with continuous cultures, M.S. helpful); (B1004) carries out independent experiments in cellular immunology research, involves tissue culture, chemistry, mice and data analysis (degree in a biological science; laboratory experience in cell or tissue culture) \$11,400-\$15,800.
Language Specialist/Limited Service (5 positions) (3894) teaches, with some responsibilities in program administration and research/materials development (M.A. in

TESL; substantial experience in adult-level intensive ESL for academic purposes; ability to function well in team projects) \$11,400-\$15,800.

Nurse Practitioner II (B1003) direct care responsibilities in a multi-disciplinary program (R.N.; M.S. in public health, oncology or other nursing program; experience with terminally ill, pain management) \$16,325-\$22,600.
Office Manager (B0873) \$11,400-\$15,800.
Operations Manager (3807).
Personnel Specialist (3838) \$14,200-\$19,625.
Registrar (3760).
Research Coordinator (B0952) \$14,200-\$19,625.
Research Specialist I (2 positions) \$12,375-\$17,425.
Research Specialist I (B1006) provides assistance to lab group investigating calcium metabolism in embryonic development; performs experiments in biochemistry, cell biology and molecular biology (degree, advanced degree helpful; at least two years' experience in protein biochemistry and membrane biology; capable of working without supervision) \$12,375-\$17,425.
Research Specialist II (B0943) \$14,200-\$19,625.
Research Specialist III (B0942) \$16,325-\$22,600.
Research Specialist IV (B0992) does independent lab research in cellular neurophysiology leading to publication (Ph.D., two years' postdoctoral research experience, publications in preferred journals, experience in invertebrate tissue culture methods helpful).
Senior Programmer Analyst (B0859).
Staff Nurse (3821) \$11,400-\$15,800.
Staff Psychiatrist (3840).
Training Coordinator (3878) designs and coordinates training programs; consults with deans and directors; conducts needs assessments and evaluations; coordinates, edits and distributes University policy manuals (three or more years' administrative experience; interpersonal communications skills; demonstrated creativity; personnel and/or University experience desirable; advanced degree preferred).
Vice-Dean, Law School (3434).
Vice President for Operational Services (3786).

Support Staff

Administrative Assistant I (6 positions) \$8,775-\$10,850.
Administrative Assistant I (B1000) takes dictation, types manuscripts, reports, grant applications and general correspondence; maintains financial records, performs bookkeeping function (shorthand, accurate typing, knowledge of medical terminology helpful) \$8,775-\$10,850.
Administrative Assistant II (3867) oversees office staff, assists with compilation and monitoring of office budgets, administers telephone requests and bills, handles confidential correspondence, maintains personnel records (degree; four years' related experience or demonstrated ability; initiative, organization; supervisory ability; typing skill) \$9,400-\$11,375.
Assistant II (3796) \$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 (B1005) provides food, water, bedding; cleans trays daily; cleans and maintains cages and adjacent areas; services routine animal care supplies, equipment, food, water; records data (high school graduate; experience handling mice) Union wages.
Billing Assistant (B0985) makes deposits, posts checks, posts charges on statements, answers phone, files, types (high school graduate; ability to communicate with patients) \$8,775-\$10,850.
Bookkeeper (3867) \$8,825-\$10,875.
Bookstore Clerk I (3349) \$6,725-\$8,175.
Buyer I (2 positions) (3832) (3822) \$8,775-\$10,875.
Clerk I (6 positions) \$6,775-\$8,175.
Clerk III (3840) \$7,700-\$9,425.
Clerk IV (3775) coordinates registration; assists students in person and by phone; maintains files, forms, bulletin boards; processes record changes, grades; operates IBM terminal; assists office manager (highly organized and responsible individual who works well with large volume of people, good typing) \$8,250-\$10,150.
Collection Assistant (3781) \$8,250-\$10,150.
Computer Operator (3872) \$8,775-\$10,850.
Coordinating Assistant (3815) \$9,400-\$11,675.
Data Control Clerk (2 positions) (B0993) performs data research keyed to interactive system; responsible for records, quality control; collects and abstracts data from medical charts (degree in biology or anatomy preferred; typing or computer experience; knowledge of medical termin-

ology); (3891) responsible for system input and workflow in GSL data processing under administrative direction (high school graduate with formal training in computer operations; at least two years' direct experience, organizational skills) \$8,775-\$10,850.

Electronic Technician I (B0399) \$9,600-\$11,700.
Electronic Technician II (3851) \$10,700-\$13,125.
Electronic Technician III (B0996) participates in experimental studies of hydrodynamic instabilities and turbulence using laser light scattering techniques (degree in physics or engineering; experience in electronics and computer programming; experimental research experience in any field) \$12,000-\$14,750.
Farmhand (9 positions) (B0882) \$5,725-\$7,235.
Groom (2 positions) (3847) (3849) \$7,200-\$9,200.
Head Stockkeeper (3893) \$8,775-\$10,850.
Herdman I (2 positions) (B0922) (B0923) \$11,100-\$12,300.
Information Systems Technician (3837) \$10,025-\$12,525.
Intermediate Draftsperson (3866) designs, draws schematic, preliminary working drawings and details; coordinates furniture selection with client, writes specifications; provides support to the interior design coordinator; meets with contractors; follows through on construction details and furniture orders (high school graduate; completion of acceptable program in drafting and design) \$9,600-\$11,700.
Junior Accountant (2 positions) \$8,775-\$10,850.
Laboratory Utility Person (B0995) works under direct supervision; installs and relocates lab equipment; makes minor repairs and maintenance; sets up and operates audio-visual teaching aids; performs emergency janitorial services; maintains departmental directories (high school graduate; two years' related experience; ability to lift heavy objects; mechanical aptitude) \$8,300-\$10,650.
Mail Carrier (3842) Union wages.
Operator I, Duplicating Machine (B0968) \$6,325-\$7,625.
Programmer II (B0986) codes, documents and implements application programs in a large computer environment (one or two years' programming experience in FORTRAN and/or PLI; degree; familiarity with social research applications) \$10,700-\$13,450.
Project Budget Assistant (3869) maintains expenditure associated with research grants and contracts; verifies expense allocations; prepares journal vouchers, requisitions, periodic reports (high degree of accuracy and aptitude for figures; bookkeeping experience) \$8,775-\$10,850.
Receptionist II (3809) \$8,250-\$10,150.
Repairs Expediter (3852) \$8,775-\$10,850.
Research Laboratory Technician I (2 positions) (B0983) prepares taste stimuli; interviews potential subjects; completes questionnaires; tests subjects; cleans glassware; compiles, reduces and collates data; prepares data summaries; maintains subject files; types, orders equipment and supplies, xeroxes (two years' college, preferably in science; ability to perform mathematical computations; good interpersonal skills and organizational abilities); (3879) maintains chemistry laboratory storeroom; disburses and receives supplies and materials used in laboratory experiments; prepares chemical solutions; cares for laboratory instruments (knowledge of chemicals, laboratory supplies and scientific instruments, high school graduate; laboratory work experience) \$8,550-\$10,375.
Research Laboratory Technician II (2 positions) \$9,600-\$11,700.
Research Laboratory Technician II (B0982) prepares stimuli for smell and taste studies; prepares data; administers tests to normal and clinical populations; sets up equipment for stimulus presentation and recording (degree in life sciences; research experience in biological or psychological science) \$9,600-\$11,700.
Research Laboratory Technician III (15 positions) \$10,700-\$13,125.
Secretary II (8 positions) \$7,700-\$9,425.
Secretary III (11 positions) \$8,250-\$10,150.
Secretary IV (2 positions) (3789) (B0827) \$9,400-\$11,625.
Secretary, Medical/Technical (6 positions) \$8,775-\$10,850.
Secretary, Technical Word Processing (3826) types from written copy, transcribes from dictaphone, operates Lexitron word processing equipment, proofreads (high school graduate, ability to type with speed and accuracy, experience with word processing equipment, familiarity with dental terms helpful) \$8,775-\$10,850.
Steamfitter (3868) troubleshoots problems on HVAC systems; performs general mechanical maintenance (thorough knowledge of high and low pressure steam and related equipment) Union wages.
Typist II (3865) \$7,200-\$8,750.