

Almanac

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Starting the Semester with Changes

Over the summer, Penn gained a provost (Thomas Ehrlich; *Almanac* May 19), opened the search for an associate provost and a vice provost for research (second call for nominations, page 11), and came closer to the selection of a vice president for administration and finance (announcement expected shortly).

The University also learned that it will lose a dean as the Law School's James O. Freedman becomes president of the University of Iowa next spring. Other changes:

• **Dr. Ann Matter** was named as director of the Women's Studies Program. The undergraduate chairman and assistant professor of religious studies succeeds Dr. Ann Beuf, who has become professor of sociology at Cedarcrest College (Allentown, Pa). Dr. Matter, a 1981 winner of the Lindback Award for Distinguished Teaching, is on the General Honors Committee and the Van Pelt College House staff. A specialist in the intellectual history of the Middle Ages and in Christian history, she reviews such work as Greeley's *The Mary Myth* and Warner's *Alone of All Her Sex*, and a forthcoming publication is "The Virgin Mary: A Goddess?" in the Seabury Press's *An Introduction to the Religion of the Goddess*. A new associate director named for Women's Studies is **Dr. Joan Shapiro**, who coordinated conferences and grant proposals last year for HERS Mid-Atlantic, the Penn-based consortium for women's career development in higher education. Dr. Shapiro continues as a lecturer in education, and will also lecture at Wharton.

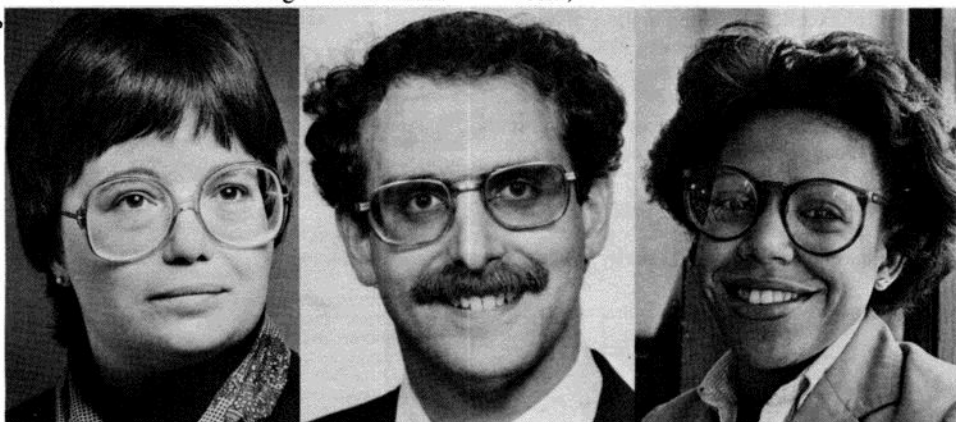
• **Denise McGregor** joined Penn as assistant to President Sheldon Hackney with responsibility for "administrative staffing of the president's office, including his correspondence, certain of his meetings and member-

ships, aspects of his communications and liaison to University groups, and problem-solving of matters brought to the attention of the office." Ms. McGregor holds a B.A. in math and psychology from Wellesley, where the Wellesley Hillman mathematics award was among her honors, and took her M.B.A. at Chicago in 1977. She then held progressively responsible positions at Chemical Bank, New York, among them branch manager at Columbia-Presbyterian Medical Center and account manager in the not-for-profit group which managed academic institutional clients. She was scheduled for promotion to assistant vice president when she elected to join Penn.

• **Rabbi Michael Kaplowitz** was appointed director of the B'nai Brith Hillel Foundation, succeeding Rabbi Michael Monson. Rabbi Kaplowitz, who was Hillel director at the Claremont Colleges in California and advisor to Jewish students at California State Polytechnic University in Pomona, is a graduate of Boston University who studied at Hayim Greenberg Institute, Neve Schechter and Hebrew University in Jerusalem. He holds an M.A. from the Jewish Theological Seminary.

• **Dr. Joan Gotwals** was promoted to Deputy Director of Libraries, with full responsibility for day-to-day administration of the system (including budgets, staff, collections and policies) as Director Richard DeGennaro concentrates on planning, resource development and interlibrary cooperation. Dr. Gotwals, formerly associate director of the system and its acting director last year, has been with the University since 1962. She has headed the Phi Beta Kappa board, the Faculty Club board, and the Administrative Assembly.

(More appointments and changes next week.)



Dr. Matter

Rabbi Kaplowitz

Ms. McGregor

OF RECORD



Consultation Procedures

The President and the Provost have approved with amendment the proposed Consultation Procedures for the Appointment and Reappointment of Deans and University-wide Administrators (*Almanac*, February 27, 1981), and with this notice record their formal adoption. The principal change is the substitution of the following paragraph for paragraph four of the February 27 text:

Consultation for University-wide Academic Offices

Provost. When a vacancy has occurred or is expected to occur in the office of provost, an ad hoc consultative committee composed of 12 faculty members, 2 undergraduate students, and 2 graduate-professional students shall be established by the president. The president shall request from the Senate Executive Committee, through its chair, nominations of 6 faculty members. The president shall appoint to the consultative committee those nominated by the Senate Executive Committee and shall appoint an equal number of other faculty members.

The full typewritten text is available from *Almanac* at 3601 Locust Walk and, in College Hall, from the offices of the president, the provost, and the secretary of the corporation.

Reorienting Orientation

For the first time at Penn, back-to-school activities included a University-wide assembly for graduate and professional students, arranged by GAPSA and GSAC leaders and planned as an annual event. Less ceremonial than the traditional Opening Exercises for freshmen, Wednesday night's affair focused in part on problems and progress in services to postbaccalaureate students.

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Beginning the Process

In my last column of the spring semester I reviewed the great institutional and educational advance at Pennsylvania during the last twenty-five years, and how it flowed in large part from the catalyzing action of two great self-studies during the period. I noted that Pennsylvania is now poised to take the "third step" following on President Harnwell's *Educational Survey* and President Meyerson's *One University* report, and that over the summer we would begin to formulate the key questions to be asked as we plan for the 1980s. This is a report of the planning activities of the summer.

In June and July, I arranged three all-day retreats. On all of these occasions both the acting provost and the provost-designate joined me in leading the discussions. At the first session we were joined by our senior staff. At the second and third sessions we were also joined by the deans. These were lively and productive sessions, and from them emerged the general approach (and not a few particulars) of how we shall begin this fall to analyze our most pressing problems and to lay out our choices.

The provost and I will shortly report in detail on the proposed planning agenda that emerged from our summer discussion, so I will now do no more than sketch the general approach we intend to pursue.

We have identified in our discussions six problem areas that we believe deserve immediate attention. We have established for each area an *ad hoc* working group composed primarily of deans and other University officers. The task of each group is to prepare a paper which will define the nature of its particular problem and evaluate the range of options available to the University of Pennsylvania given the environment in which we will be living in the 1980s.

The working papers will be available for discussion by the University community at large. We will want the advice of the Academic Planning and Budget Committee, especially about any options that have resource allocation implications. Other standing committees and organizations will be asked to respond to problems and proposals as appropriate. Through such an iterative process, we hope by the end of 1981-82 to have reached consensus on new directions and initiatives at least in the six chosen areas.

By utilizing the existing consultative and deliberative machinery, by focusing on concrete and definable problems, and by insisting on realistic solutions in keeping with Penn's nature and mission, we hope to engage the University community in the sort of planning that is fully integrated into the normal life of the institution and which leads to action.

The provost and I shortly will be bringing to you the complete explanation of what is intended over the coming months. We are confident that as the process unfolds much stimulating discussion and progress will result, as well as enhanced collegiality and community.



FROM THE PROVOST

The Teaching Function

Teaching is at the core of the University's mission. No responsibility is more important than to insure teaching of the highest quality.

One year ago, Associate Provost Benjamin S.P. Shen appointed a Task Force on the Quality of Teaching. This group, chaired by Professor Robert E. Davies, conducted a study and issued a report that appeared in *Almanac* April 14, 1981. On behalf of the University administration, I am pleased to respond to that report.

We are gratified that the Committee found strong evidence of excellent teaching at the University. Our faculty can take pride in that finding. The report also makes clear, however, that there is room for improvement. This administration will make every effort to support teaching of the highest quality and to support improvement where improvement is needed.

The task force report made a number of recommendations. This year, the Office of the Provost will work with the Deans and Faculties to implement these recommendations, including:

1. increasing public recognition of and reward for excellent teaching;
2. increasing attention to the teaching performance of graduate students and of junior faculty who have relatively little teaching experience; and
3. expanding formal and informal procedures for the evaluation by students of faculty teaching in areas where evaluation does not now exist.

Working to insure excellent teaching will be high on the University's agenda this year and in the years ahead.



Religious Holidays

Provost Ehrlich wishes to remind faculty and students that September 29 and 30 (Tuesday and Wednesday) are Rosh Hashanah and that October 8 (Thursday) is Yom Kippur. No examinations shall be given or assigned work made due on these days.

Some students may also wish to observe important religious holidays other than those listed above, such as Sukkoth. Although our religious holidays policy (*Almanac*, 2/20/79) does not prohibit examinations on these days, students who are unable to take examinations because of religious observances must make alternate arrangements with their instructors by September 25 (Friday). If instructors are informed of the dates of all religious obligations by the 25th, the students have a right to make-up examinations given on the dates of those holidays or obligations.

Non-faculty Grievance System: Relocation and Review

The Office of Personnel Relations was asked in June of this year by President Hackney to conduct a review of the University's non-faculty grievance procedure. During the fall term, this review will be conducted and recommendations made concerning this procedure and any changes relating thereto. Should a new or amended Grievance Procedure for Non-Academic Staff be adopted by the University, it will be disseminated to the University community.

The task force I have appointed to review the grievance procedure is comprised of: George W. Budd, Chairperson; Davida Ramey, Jacqueline Schreyer, Jo Vanore, Douglas Strong, Martin Stamm and Manuel Doser. This task force will seek the advice and guidance of individuals or groups as appropriate during this review process.

Because of changes in the senior administrative officer structure and the reorganization of the Equal Opportunity and Affirmative Action functions, the President has assigned the responsibilities for the administration of the Grievance Mechanism for Non-Academic Staff to the Office of Personnel Relations. I have appointed George Budd to administer this procedure until the review is completed. The existing procedure remains unchanged except as required by the changes in staff and where a formal review of a complaint can be initiated. If an employee wishes to initiate a formal review of a complaint, the employee may contact George W. Budd, Director, Office of Labor and Staff Relations, Room 737 Franklin Building 1/6; Ext. 6018.

—Gerald L. Robinson, Executive Director
of Personnel Relations

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3601 Locust Walk/C8
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(215) 243-5274 or 5275.

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EDITORIAL ASSISTANT

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ALMANAC, September 15, 1981

Outreach: Across a River, Across the World

What could be more diverse than the two new programs that just got off the ground at Penn? One establishes the nation's most comprehensive exchange with a black African university, and the other opens what is believed to be the first opportunity for corporate employees to earn a liberal arts degree entirely where they work.

A Link to Ibadan

In planning throughout the Year of the Black Centenary has been an exchange with the University of Ibadan, Nigeria's foremost educational institution and one dynamically growing away from its British origins toward the American model.

Last week, Ibadan's Vice Chancellor S.O. Olayide came to campus for a week-long series of visits culminating in a formal "linkage agreement" that includes joint research plus a series of faculty-student exchanges and cultural interactions.

For Vice Chancellor Olayide, the "academic link" is one of the detailed measures of quality control he applies toward reshaping Ibadan's future. As he put it in a colloquium last week at the Annenberg School, "Academic links provide a system of 'barter education' that enables each institution to minimize its comparative disadvantage in the educational process. . . . It is a mechanism of quality control which prevents rapid obsolescence of faculty, services, materials and methods especially in universities in less developed countries such as Nigeria." (His complete paper is available on request.)

For Penn, among the notable new opportunities will be joint research in tropical veterinary medicine, with its strong implications for human health and nutrition. According to Dr. Robert Rutman, the professor of biochemistry whose contacts with Nigerian scholars over the years laid the groundwork for the exchange, "Parasitic diseases which are transferred from animal to man are more prevalent in the tropics, and take their toll on cattle, horses and pigs. In Nigeria, a country that within all its oil has trouble feeding its 80 million people, they cannot afford this loss.

"Here at the Veterinary School, we study comparative medicine: what do certain diseases mean for animals that carry them and what do they tell us about human disease? The tropical environment in Nigeria will allow us to study some of these diseases with our colleagues." The two universities also plan

- studies of medicinal plants for therapeutic purposes, in villages where native medical care depends on plants that contain useful drugs.
- A joint research project on waste resources recycling under the direction of Engineering's Dean Joseph Bordogna
- A comparative American/African lecture program
- Dental curriculum development.

"This is the most comprehensive agreement that we know of between a university in the United States and a university in black Africa," said Dr. Humphrey Tonkin, coordinator of International Programs. "We have involved almost every school in the University."

At INA, the AA and the BA

What makes the new Penn program with the INA Corporation unique is a mixture of things: offering full degree programs at the corporate headquarters in Center City — and in the liberal arts rather than in work-related technical courses — plus company payment of full tuition and fees when due rather than through reimbursement to the employee-student on completion.

"All the studies show that when you have a company-sponsored program, even with tuition reimbursement as part of the package, the opportunity just isn't taken if the classes aren't accessible," said Katherine Pollak, vice dean of the College of General Studies who has guided the Penn half of two years' planning. INA's solution: classes in the home office from 4:30 to 7:30 p.m.

The program is open to any INA employee who meets University admission standards. Two hundred applied, and 99 were admitted, for the credit courses that can lead to CGS's normal associate and bachelor of arts degrees. Another 45 were offered a noncredit, precollege preparatory program.

"Under this program we were able to admit students whose academic backgrounds qualify them for admission to Penn, but who may never have attended the University because of financial and logistical obstacles," President Hackney said.

Added INA's Chairman and Chief Executive Officer Ralph S. Saul: "Education in the liberal arts plays an important role in developing managers. It provides a vital perspective on the interrelationship and growing complexity of business and society. This program gives an opportunity to our employees to acquire those concepts and skills essential for an educated man or woman."

A time for agreements: President Sheldon Hackney celebrated the Ibadan link with Vice Chancellor S. O. Olayide at a Faculty Club reception following Dr. Olayide's talk and went on-site to INA to join the corporation's Chairman Ralph Saul in marking the start of the liberal arts degree program there.



At Opening Exercises on September 7, the President, Provost and Vice Provost for University Life saluted "one of the most gifted classes ever to enter the University." Vice Provost Janis Somerville's short sketch of the incoming class was based on a longer report by the Director of Admissions, which appears below.

A Look at the Class of 1985

by Willis J. Stetson, Jr.

This is the second freshman class to begin its courses of studies in the decade of the 1980s, a decade which promises to bring drastic changes to the admissions picture of many colleges and universities. Still, it is a class remarkably similar to countless other generations of Pennsylvanians in that it shares those motivations, interests and abilities which this University seeks to nurture. It is a class rich in the diversity of its members' backgrounds and accomplishments.

The Class of 1985 represents Pennsylvania's third class matriculated under the expanded and intensified recruitment program initiated in 1978. Our admissions profile has changed in many encouraging ways during this three-year period. Applications have risen 46 percent from 7,768 to 11,367; as a result, we were able to increase our level of selectivity by 17 percentage points—from 56 percent in 1978 to 39 percent in 1981; our matriculant yield has held steady and enabled us to vastly improve the statistical profile of the freshman class. The University administration, the undergraduate schools, faculty, students, the Alumni Office, and literally thousands of University alumni must share equally in the effort to project an image and reality of "One University," enabling Pennsylvania to assume her rightful place among America's best and most competitive universities in the eyes of the college-bound population.

The success of our heightened visibility and desirability can be demonstrated in many areas. It is perhaps useful to view this year's freshman in the context of the past three decades.

In 1955, the University admitted 66 percent of its 3,979 applicants, enrolling a freshman class of 1,218 whose average Scholastic Aptitude Test Verbal and Math scores summed 1050.

The 1960s began with a freshman class of 1,377 and an SAT Verbal plus Math average of 1180. Of the 6,237 applicants that year, 45 percent were admitted to enroll that class of nearly 1,400.

In 1970, 43 percent of 8,083 applicants were admitted to comprise a class of 1,829 with a Verbal and Math SAT average of 1,260.

For each of five years in the 1970s, offers of admissions were made to over 50 percent of the freshman applicants. In 1978, 56 percent of the 7,768 candidates were offered admissions to yield an entering class of 2,139 whose average Verbal plus Math summed 1,230. In 1979 with an applicant pool of 9,833 due to heightened national visibility, the admission rate dropped to 43 percent and the entering freshman class of 2,049 reported average SAT Verbal and Math scores of 1,250.

Of 1980's 11,300 applicants, just over 40 percent were offered admission and the matriculating 2,172 freshmen averaged SAT Verbal and Math Scores of 1,290. And this year—1981—slightly more than 39 percent of our almost 11,400 applicants were offered admission with the 2075 enrolling freshmen reporting average SAT Verbal and Math scores of 1270.

Whether from the perspective of three decades or from the recent half-decade, those years have brought significant changes in numbers of freshman applicants, in the percentage rates of offers of admission, in the testing averages, and in the size of entering freshmen classes.

A Class of Achievers

Again this fall, the young men and women of the entering freshmen class are achievers. They are students whose demonstrated performance in the classroom gives promise of outstanding academic achievement. As we view the decade of the 1970s just past, we see that the percentage of freshman matriculants with high school standing in the top 20 percent moved from 77 percent in 1970 to 86% in 1975, and to over 91 percent in 1980 and 1981. At the same time, the percentage of freshman matriculants with high school class standing in the top 10 percent moved from 55% in 1970 to

67% in 1975,
76% in 1980,
and 78% in 1981.

Also significant is the fact that the percentage of freshmen matriculants with high school class standing in the top 1 percent moved from 10 percent in 1970 to 15.6 percent in 1981.

This year's freshman class has demonstrated abilities beyond the classroom. Virtually every member of the class held leadership positions in athletic, musical, literary, academic, and service organizations of their schools and communities. Many also worked and pursued individual and specialized interests. We have as members of the Class of 1985:

- a young scientist who is helping to develop an artificial pancreas
- a science search winner honored for outstanding work in hematology
- a hi-fi and electronics expert
- a published poet
- a breeder of rare and endangered birds
- a clown/mime on children's T.V.
- a fiddler with a country jug band
- a first chair violinist with a community orchestra
- a private pilot
- a world class squash player ranked number one in the 19-and-under group.

It is a class of diverse backgrounds, representing all regions of our country as well as foreign countries.

Forty-three of the 50 United States including Hawaii and Alaska and 11 foreign countries, including mainland China, are represented. A young man from the Soviet Union, the son of a noted dissident, was offered admission but has been unable to leave Russia thus far.

Thirty-eight percent of the class are women compared with 37 percent in 1979, 30 percent in 1970 and 26 percent in 1960. These young women represent over 18 percent of the entering engineers. In 1970, the percentage was 4 percent. The Wharton class has 29.5 percent women, up from 7 percent in 1970.

The enhanced breadth of the diversity in this class reflects in its cultural and ethnic richness. Over 13 percent of the freshmen are from racial minority groups, as compared to 11 percent in 1978. This group presented the highest credentials for academic performance of the last four years.

The proportion of entering freshmen from public, parochial and private schools has not changed appreciably in recent years. Private

school percentages have gone from 19.2 in 1979 to 20.6 in 1981.

The Class of 1985 has 258 freshmen (or 12.4 percent) who have alumni legacies from the University.

There are 508 Pennsylvania residents among entering freshmen. When this number is added to Pennsylvania residents among transfer students, over 27 percent of those entering this fall are residents of the Commonwealth.

Of the entering freshmen, 129 (or 6.2 percent) have been designated Presidential Scholars/Benjamin Franklin Scholars nominees. This distinguished group of students presented classroom performances at the top half of one percent and achievement and scholastic aptitude testing in the 1400-1600 range.

The overview just presented of the freshman class does not exhaust the ways the class could be described, nor the characteristics which give the class its uniqueness. It does serve to show those salients about the class that made 1981 a successful admissions year.

Perhaps one of the most encouraging aspects of the class is its widened geographic base. It would be helpful here to briefly describe the remodelling of the regional structure carried out two years ago to better facilitate a more national admissions base.

Region I includes New England, Michigan, Minnesota and Wisconsin.

Region II consists of New York, northern New Jersey, Texas, Oklahoma, and Arkansas.

Region III is comprised of the Commonwealth of Pennsylvania and adjoining states of Ohio, Delaware and southern New Jersey.

Region IV consists of the states not included in Regions I, II and III. Region V consists of Puerto Rico and the Virgin Islands. Its Director also heads our Minority Recruitment Program.

Region VI is focused on the International Admissions Program. Its Director also guides the Transfer Program.

Using this framework as a guide, we may examine the geographic make-up of this entering class. Traditionally, Pennsylvania has been essentially a regional institution. In 1978, two states, New York and Pennsylvania supplied 55 percent of our applicants; 90 percent of the freshmen hailed from nine states, seven of which are in the northeast. By 1981, our dependence on New York and Pennsylvania dropped to 50 percent and the number of states supplying 90 percent of the entering class increased to thirteen, six of which are outside the northeast. We have made improvement gains in extending and deepening our geographic base and increasing our national visibility.

However, if Pennsylvania is to avoid the dangers of a declining student population in the decade ahead, we must continue to attract a more national student body. We must also maintain our responsibilities to the children of our alumni and to the residents of the Commonwealth. We have made a good beginning, but it is indeed a beginning.

The Provost as Freshman

Thomas Ehrlich's Remarks to the Class of 1985

A special welcome from a freshman provost. We are starting our Pennsylvania experiences together. I feel full of concerns and uncertainties, as—I suspect—do many of you. But most of all, I feel an enormous sense of excitement and warm welcome. I hope you share those emotions as well.

I came to Pennsylvania, as you did, because I was fortunate enough to be chosen. The competition was substantial, but we all made it and my exhilaration is clear and present. This is an extraordinary institution and we are—all of us—lucky to be here.

It is an institution with great traditions. It is Benjamin Franklin's institution, as you will be frequently hearing, 241 years in operation. The University has changed often in that time, but it has remained remarkably true to Franklin's original vision of a secular academy welding the practical and the liberal arts. It has also stayed faithful to the mission of providing educational leadership for the entire nation and abroad, as well as for a great city and commonwealth.

This is no place for certitudes, moral or intellectual, particularly of the self-righteous variety. It is a place of many questions and few assumptions.

Here at Pennsylvania, you and I are greenhorns. I recently read a wonderful G.K. Chesterton definition of that word, quoted by the young novelist Susan Cheever:

The greenhorn is the ultimate victor in everything; it is he that gets the most out of life.... His soul will never starve for exploits or excitement who is wise enough to be made a fool of. He will make himself happy in the traps that have been laid for him; he will roll in their nets and sleep.... The whole is unerringly expressed in one fortunate phrase—he will be always "taken in." To be taken in everywhere is to see the inside of everything. It is the hospitality of circumstance. With torches and trumpets, like a guest, the greenhorn is taken in by life.

In just that sense, let us all be taken in by life at Pennsylvania.

Pennsylvania is an effervescent array of organizations and activities—13 schools plus scores of individual institutions, theaters, athletic facilities, and other places to work and play. It offers, far more than other universities I know, opportunities to link liberal arts with professional training, and to take advantage of curricular and noncurricular happenings in fields not accessible to undergraduates at other universities.

The whole is, however, greater than the sum of the parts; this is *one* university in spirit and fact. You have the opportunity to integrate what is offered here in ways that best meet your particular interests. Over the course of your undergraduate life, you will shift from being educated by others to educating yourselves. That should be an addictive experience, if a bit scary.

It calls, most of all, for developing an inquiring mind—a mind that is always open, but not at both ends, a mind that is always skeptical but never cynical. The corrosive effects of cynicism take many forms, but the most troublesome in a university is the syndrome that excuses ignorance on the fallacious ground that learning makes no difference.

Learning *does* make a difference; an enormous difference. It is no substitute for courage or kindness. But the problems worthy of your attention after

graduation demand wisdom as well as compassion and guts. You cannot learn all there is to know at this or any other University. But Pennsylvania offers you a prime chance to expand your mind just a little further than you think possible. That process may occasionally be painful; it will certainly be difficult. But it will inevitably be rewarding.

Pennsylvania has great expectations for you, just as you should have for yourselves. Most of all, we hope that you make good use of your opportunities here in preparation for what Felix Frankfurter called the highest position in a democracy, that of citizen.

During the past five years, I took a detour from academic life to lead two public agencies now marked for extinction by the Administration in Washington. It may come as something of a surprise to hear, therefore, that I am enormously optimistic about the role that you, as undergraduates, can play in public and in private life. It has become uncommon if not unfashionable to think that one human being can make a difference in nursing, in music, in business, in the Peace Corps, in law, or in scores of other fields. But that is what I believe because I have seen it happen over and over again.

Thousands of individual women and men I have worked with—in legal aid for poor people in this country and in development aid for poor people abroad—make a difference. They know that ambition and integrity are not inconsistent virtues. They combine intellectual training with moral commitment to do something with their lives that is worth doing—that makes a difference. Both training and commitment are needed, but the combination is unbeatable.

No university provides courses in commitment, though the commitment of teachers can be instruction by example at its best. But this university offers training in dizzy configurations of different disciplines, and there is a lot of counsel available to aid in wending your way through the maze. The University is heavily populated with superb teachers and scholars, committed to the intellectual life, who have not feared to dirty their hands with real problems on the local, state, national, and international scenes. They are here to help you.

My only advice at the outset is not to fear learning that is—in the phrase of a friend—beyond utility. You have opportunities to be stretched, intellectually and emotionally, in all directions, and I hope you will follow some of them solely because they sound stimulating and not reject them because they do not fit within a particular career mold.

With luck, you will have many different experiences over the span of six or more decades ahead. With luck, you cannot possibly predict more than a fraction of those experiences. How boring if it were otherwise. Paradoxically, therefore, pressing your education beyond utility may be the most utilitarian path you can pursue. In all events, I am confident it is the most fun.

We will have good times together this year and in the years that follow. Thank you for the pleasure of your company.

SPEAKING OUT

Button, Button, Who's Got ...

Penn's got the Button—that's who. And I'm not too sure Penn knows quite what to do with it. Nor why it's where it is and what statement, if any, it makes. These and other questions are beginning to unsettle us and will continue to do so—ad nauseam.

In an effort to clarify my own thinking I find myself taking deliberate measures to dispel some persistent nagging doubts. Frequent visits to the site of the *Split Button* serve only to sharpen the focus on these troubling questions. There is a repeated need to assure myself that the concept of esthetic objectivity, acquired so painstakingly at the Barnes Foundation, must be faithfully observed. Hence a Barnesian litany of questions begging to be answered.

1. Has the sculptor, Claes Oldenburg, achieved some great eternal truth and invested it in this rounded white object?
2. Are the broad human values, said to be common to all great works of art, eluding the viewer?
3. Does my knowledge of the exalted status attained by Oldenburg in art circles cloud my perception?
4. And what of the reputed astronomical price-tag for acquisition and installation?

These and other irrelevencies tend easily to warp one's critical judgment. Probing the reactions of other viewers the better to understand my own I've been undertaking a sort of impromptu opinion poll. Just a few of the collected comments follow.

"It's a rip-off, a bleeping rip-off," chorused one couple, knuckles rapping on the already stained white surface.

And this—from a grey-bearded faculty type: "I understand what the artist is telling us, cryptic as it may seem. He's commenting on the failure of society, represented here by the flawed button, to come full circle—to achieve the perfection of oneness." Claes, are you listening?

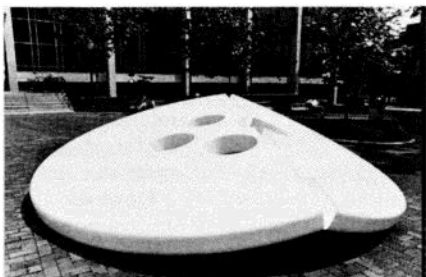
Still another observation—this time from an art history major standing on the fringe of a group watching Oldenburg and wife supervise the installation of the *Split Button*. She leans over to a companion's ear and says, sotto-voce, "We've come a long way, Baby—from Michelangelo's David."

One morning, in an effort to get a Ben's-eye-view, creaking joints notwithstanding, I climbed the nearby statue of Franklin. Sitting at his feet one could not but help ponder what thoughts might be passing through the protean mind were the figure flesh and blood instead of bronze. Did I see his lips barely move as they formed these words, "How long must I sit here gazing at this other-worldly aberration. Will it too, in time, pass into oblivion as did that Horn and Hardart restaurant, located once where now stands the spacious Van Pelt Library. Ah well—we can wait."

Thinking now on past and present doubts, I may well be overlooking the Button's greatest virtue. It squats there in its place on

the Levy Park green, seemingly inert but refusing to be ignored. Its virtue lies perhaps at the very root of all the questions asked, serving to stimulate the viewers' reactions—pro and con.

—Maurice S. Burrison
Interior Design Consultant
Office of Facilities Development



Dianne Felton

Feeling the Pinch

David Sherman's letter to *Almanac* (July 14) concerning the aluminum construction that now lies in front of the Van Pelt Library raises some interesting points. I agree that it certainly appeals to children: I have seen kids climbing on it and sliding down it and in general having a great time with it. I have even felt like doing the same things myself, but I fear that I might look rather undignified. However, since the object is not in a playground but on our campus, I have wondered whether or not there might not be some true symbolic value in it, a value not imposed but integral.

First we must ask ourselves: what is a button? The answer is clear—a button is something that holds together parts of our clothing. Now, what is clothing? Obviously, it is what covers our nakedness. And what articles of clothing most directly cover our nakedness? The answer is our underwear, say, a pair of longjohns. Of course, that must be it: the longjohns of knowledge are covering the nakedness of human ignorance. And what is it that holds together the longjohns of knowledge? Is it not the University? Surely. Thus by impeccable reasoning we are led to the inevitable conclusion that the button is a symbol of the University!

Ah, ha! you say, but the button is cracked. Is it not then flawed? Is the sculptor not telling us that the University is defective, that the cracked button will surely pinch the underlying nakedness? Well, after all, an artist cannot answer such questions. It is his task simply to communicate what he perceives. It is for us, the spectators, to contemplate the inner message that he is sending us.

To those who may not think that a cracked button is a very appropriate symbol of the University, I would ask: would you prefer as a symbol the structure at the corner of 34th and Walnut, the shaft?

—Paul M. Lloyd
Professor of Romance Languages
Graduate Chairman, Spanish

Opportunity Cost

Regarding the controversy over the most recent sculpture choice by the Visual Environment Committee, I believe that the most serious fault in this decision is the failure to encourage young and/or not-yet-established sculptors. It is a mistake to buy any single piece from an artist capable of demanding \$100,000 for his work. The same funds could have purchased five sculptures from each of five less-recognized artists. The diversity of such acquisitions would surely stand a better chance of satisfying a larger critical group, and the work could be more widely distributed around campus; but most important, the University would be performing its appropriate functions of community education and cultural development.

—Daniel Perlmutter
Professor of Chemical Engineering

What Is It?

The controversy raged on months before the *Split Button* was unveiled. The rumbling voices of discontent were heard throughout the campus. "Is it an absurdity or is it art? Couldn't \$100,000 be spent in a more stimulating way to beautify the University of Pennsylvania's campus? How could a gigantic stark white button be proper in the atmosphere of College Green?"

At last the long-awaited sculpture arrived. Mounted in front of Van Pelt Library, the button faces the statue of Benjamin Franklin. The controversy is still being aired as bewildered West Philadelphia residents wonder "What is this huge white saucer that has invaded Penn's campus?" Yet two segments of the community have figured it out.

Children squirm through the buttonholes like a tailor's needle and slide down its immense smooth belly, while young artists—tired of crumbling buildings and obscure subway walls—have scrawled over the whiteness with graffiti. Is this huge monstrosity a drawing board or a sliding board?

Even wise Ben Franklin, in his statuesque state seems to be flustered by it all.

—Anne Neborak
Jr. Accountant, Office of the Bursar

Anonymity: No

Not published above is an anonymous letter on the Button, the receipt of which prompts this reminder that under the September 23, 1975, *Guidelines for Readers and Contributors* "The editor publishes unsigned letters only in cases where the contributor requires protection against reprisal, and provided that the contributor's identity is known to two persons mutually agreed upon by the editor and the contributor, usually the editor and the chairperson of the *Almanac* Advisory Board. The two persons who know the contributor's identity shall thereafter not reveal that identity unless required to do so in a legal proceeding." —Ed.

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.

Campus Calendar for Fall 1981

This calendar lists as many fall events as could be gathered over the summer, to give readers an overview of the semester. You might want to keep it for future reference, either to plan on attending events, or to look up dates to avoid when scheduling your own. This does not supplant the usual weekly listings, which will be more up-to-date especially on talks, meetings and special events. To submit new calendar items, make sure they are received in our office at 3601 Locust Walk the Tuesday before the Tuesday of issue. Starting this year, any item urgent enough to be added after deadline must be so urgent that the contributor is willing to pay direct costs.

1981-82 Academic Calendar

September 9 Fall term classes began for undergraduate schools and graduate schools.
November 16 Pre-registration of spring term begins.
November 25 Thanksgiving recess begins at close of business day.
November 30 Thanksgiving recess ends at 8 a.m.
December 11 Fall term classes end.
December 14 Reading day.
December 15-23 Final examinations.
December 23 Fall term ends.
January 7-8 Registration for undergraduate transfer students.
January 11 Spring term classes begin and new student registration.
January 12 Final day for registration.
January 16 Founder's Day.
March 13 Spring recess begins at close of classes.
March 22 Spring recess ends at 8 a.m.
March 29 Pre-registration for fall term and summer sessions.
April 23 Spring term classes end.
April 26-28 Reading days.
April 19-May 7 Final examinations.
May 15 Alumni Day.
May 17 Commencement.
May 18 First summer session classes begin.
June 25 First summer session classes end.
June 28 Second summer session classes begin.
August 6 Second summer session classes end.

Children's Activities

Films

October 10 International Velvet
October 17 Free Spirit
October 24 Great Expectations
October 31 The Black Stallion
November 7 The Phantom Tollbooth
November 14 Tarka the Otter
November 21 The Seven Faces Of Dr. Lao
December 5 Jamaica Inn
December 12 Hugo The Hippo
December 19 Those Magnificent Men In Their Jaunty Jalopies

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

Instruction

September 26 Gimbel Gym starts classes in swimming, gymnastics and fencing for ages 4-13. Fees and information: Helene Hamlin, Ext. 6102.

Theatre

November 13, 14 BA-TA-CLAN, by Jacques Offenbach; the Children's Opera Theatre of Washington, D.C.

The Annenberg Center Theatre for Children Series presents live theater experiences for young audiences in the Zellerbach Theatre Friday at 10:30 a.m. and 1 p.m. and Saturday at 11 a.m. and 2 p.m. Box office: Ext. 6791.

Workshops

October 3 and 14 Arborgames, a children's workshop at the Arboretum. The fee is \$4.50 members, \$6 non-members. Call 247-5777.

ALMANAC September 15, 1981

October 24 Children's Leaf Crafts at the Arboretum, 10 a.m.-noon. The fee is \$4 members, \$6 non-members. Call 247-5777.

October 17 and December 5 The College of General Studies presents Carol Sivin conducting a maskmaking workshop. The hours are 10 a.m. to 3 p.m. and the fee is \$20 for one adult and one child. To register call Ext. 6479.

December 5 Children's Holiday Decorations Workshop at the Arboretum, 10 a.m.-noon. The fee is \$4.50 members, \$6 non-members.

Exhibits

September 16-October 16 Bits and Pieces, sculptures by Robinson Fredenthal will be on exhibit in the Faculty Club Lounge. Sponsored by President and Mrs. Sheldon Hackney and President Emeritus and Mrs. Martin Meyerson, the opening reception will be September 16, 5-7 p.m. in the Lounge. For information call Ext. 3416.

October 9 Wayne Thiebaud Painting at the Institute of Contemporary Art. Opening is set for October 9, 5-7 p.m.

December 10 Photography: The Formalist Vision at the Institute of Contemporary Art. Opening is set for December 10, 5-7 p.m.

Ongoing The Egyptian Mummy: Secrets and Science. This exhibition explains Egyptian ideas about life after death and health and disease patterns revealed by X-ray and autopsy studies of mummified remains; at the University Museum.

Ongoing India At The University Museum is a display of Indian textiles, jewelry, ceramics and sculpture dating from 2500 B.C. to the 19th Century A.D.; at the University Museum.

Extended thru January 10, 1982 Echoes of the Samurai: Japanese Arms and Armor is an exhibit of helmets, weapons, samurai swords and body armor dating from the 17th-19th centuries; at the University Museum.

Opens at the end of October Camera And I: The Palau Islands of Micronesia is a collection of photographs by Harvey Reed on display in the Sharpe Gallery of the University Museum.

Gallery Hours

Faculty Club 36th and Walnut. For information regarding hours call Ext. 3416.

ICA Gallery, in the Fine Arts Building, is open Tuesday 10 a.m.-7:30 p.m., Wednesday-Friday, 10 a.m.-5 p.m., Saturday 1-5 p.m. Closed Mondays.

University Museum, 33rd and Spruce, phone: 222-7777, is open Tuesday-Saturday, 10 a.m.-4:30 p.m., Sunday, 1-5 p.m. Closed Mondays and holidays.

Gallery Talks and Tours

September 16 Egypt

September 20 Islam

September 23 Classical World

September 27 The Museum as Artifact (New - tour of the outside of the building.)

October 4 Archaeology

October 7 Egypt

October 11 North American Indians

October 14 Mesoamerica

October 18 Egypt

October 21 North American Indians

October 25 You Can Take It With You (Grave Goods)

October 28 Ghosts, Goblins & Things That Go Bump In The Night (Special for Halloween)

November 1 Africa

November 4 Peru Before the Incas

November 8 Mesopotamia

November 11 T'ang Dynasty of China

November 15 Women in Antiquity (a cross-gallery theme tour)

November 18 Sub-Saharan Africa

November 22 Classical World

November 25 Mesopotamia

December 2 Echoes of the Samurai

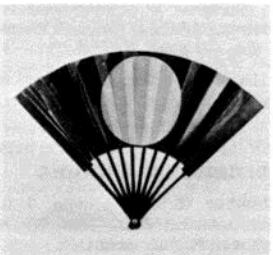
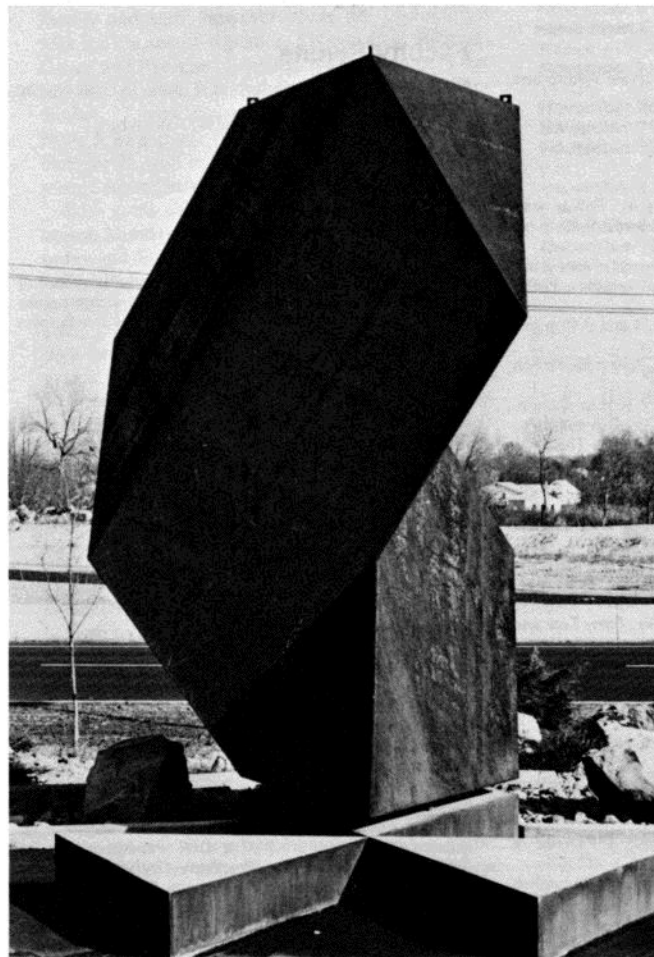
December 6 Egypt

December 9 Ancient Egypt

December 13 Mesoamerica

December 16 Archaeology

The gallery talks and tours are free and begin at the main entrance of the University Museum at 1 p.m.



Robinson Fredenthal's 18-foot sculpture, *On the Rocks*, (left) weighs about 7 tons and is firmly installed in Palmyra, N.J. His *Bits and Pieces*, however, will be on display in the Faculty Club starting tomorrow. See Exhibits, above left.

The War Fan (above) can be found in the University Museum's exhibit, *Echoes of the Samurai: Japanese Arms and Armor*, extended through January 10, 1982.

Films

GSAC Film Series

September 18 *Black Orpheus*, 7:30 and 9:30 p.m.
October 2 *Open City*, 7:30 p.m. only.
October 16 *Tristana*, 7:30 and 9:30 p.m.
October 30 *Spirits of the Dead*, Halloween Special at 7:30 and 10 p.m.
November 13 *The Adversary*, 7:30 p.m. only.
December 11 *Black Girl*, 7:30 p.m. only.

GSAC films are shown at Stiteler Auditorium, admission \$1.

Houston Hall Films

September 18 *Airplane*, 8 and 10 p.m., midnight.
September 19 *Goldfinger*, 7:30 and midnight; *Man With The Golden Gun*, 9:30 p.m.
September 25 *Life of Brian*, 8 and 10 p.m.; *It Came From Outer Space* (3-D), midnight.
September 26 *Exorcist*, 8 and 10 p.m.
October 3 *Ordinary People*, 7:30 and 9:30 p.m.
October 9 *High Anxiety*, 7:30 and 11:30 p.m.; *The Birds*, 9:30 p.m.
October 10 *The Competition*, 7:30 and midnight; *To Sir With Love*, 10 p.m.
October 16 *Raging Bull*, 8 and 10:30 p.m.
October 17 *West Side Story*, 8 p.m. *M*A*S*H**, midnight.
October 23 *Brubaker*, 7:30 and 10 p.m.
October 24 *Mary Poppins*, 7:30 and 10:15 p.m.; *The Philadelphia Story*, midnight.
October 30 *Halloween*, 8, 10, midnight.
November 6 *The Stunt Man*, 7:30 p.m.; *Rebel Without A Cause*, midnight.
November 7 *Private Benjamin*, 7:30, 10 p.m.
November 13 *Annie Hall*, 7:30 and midnight; *Goodbye Columbus*, 9:30 p.m.
November 14 *Fame*, 7:30 and 10 p.m.
November 20 *Elephant Man*, 7:30 p.m.; *African Queen*, midnight.
November 24 *Groove Tube*, 7:30 and 11:30 p.m.; *The Producers*, 9:30 p.m.
December 4 *Altered States*, 8, 10 p.m., midnight.
December 5 *Caddyshack*, 8 and 10 p.m.; *It's A Wonderful Life*, midnight.
December 12 *Paper Chase*, 7:30 and midnight; *Singin' In The Rain*, 10 p.m.

All Houston Hall films are screened in Irvine Auditorium, admission \$1.25.

International Cinema

September 16 *A Generation*, 7:30 p.m. Polish with English subtitles; *Every Man For Himself*, 9:30 p.m. French with English subtitles.
September 17 *Every Man For Himself*, 7:30 p.m.; *Messidor*, 9:30 p.m. French with English subtitles. Philadelphia premiere.
September 18 *Every Man For Himself*, 4 and 9:45 p.m.; *Messidor*, 7:30 p.m.
September 23 *Mon Oncle d'Amerique*, 7:30 p.m. French with English subtitles.
September 24 *Mon Oncle d'Amerique*, 7:30 p.m.; *Lancelot Of The Lake*, 9:45 p.m. French with English subtitles.
September 25 *Lancelot Of The Lake*, 4 p.m.; *The Dozens*, 7:30 p.m. English
September 26 *The Independent Feature Movement*, 1 p.m. workshop with Randall Conrad and Christine Dall.
September 30 *Kanall*, 7:30 p.m. Polish with English subtitles.
October 1 *Point of Order*, 7:30 p.m. English Clay Plus: *New Animation from the Pacific Northwest*, 9:30 p.m. Featuring *Closed Mondays*, *Mountain Music*, *Legacy*, *Dinosaur*, *Clay Animation*, *Gazebo Trailer*, *Party Line* and *The Krogstad Film*.
October 2 *Kanal*, 4 p.m. *Clay Plus*, 7:30 p.m.; *Point of Order*, 9:30 p.m.
October 7 *Ashes and Diamonds*, 7:30 p.m. Polish with English subtitles.
October 8 *Confidence*, 7:30 and 9:30 p.m. Hungarian with English subtitles.
October 9 *Ashes and Diamonds*, 4 p.m.; *Jury Of Her Peers* and *Until She Talks*, 7:30 p.m. Both English. Philadelphia premiere.
October 14 *Eight Minutes To Midnight: A Portrait of Dr. Helen Caldicott*, 7:30 p.m. English.
October 15 *Man of Marble*, 7:30 p.m. Polish with English subtitles.
October 16 *Man of Marble*, 4 and 9:30 p.m.; *Eight Minutes to Midnight*, 7:30 p.m. with discussion following.

October 21 *Law and Disorder*, 7:30 p.m. English; *The Left-Handed Woman*, 9:30 p.m. German with English subtitles. Philadelphia premiere.
October 22 *The Left-Handed Woman*, 7:30 p.m.; *Law and Disorder*, 9:45 p.m.
October 23 *The Left-Handed Woman*, 4 and 9:45 p.m. *Stagefright* and *X2:2 Dances by Nancy Karp*, 7:30 p.m. An evening with filmmaker Jon Jost.
October 24 *Off-Hollywood*, 1-4 p.m. workshop with Jon Jost.

All International cinema films and workshops are held at International House, 3701 Chestnut Street. Admission \$2.50 for evening shows and \$1 for matinees. The workshops are free with pre-registration. For more information call 387-5125 Ext. 201.

PUC Film Alliance

September 17 *Pretty Baby*
September 24 *The Man Who Fell To Earth*
October 1 *Day For Night*
October 15 *Seventh Soul*
October 29 *Kind Hearts and Coronets*
November 12 *Blow Up*
December 3 *Every Man For Himself and God Against All*
December 10 *Swept Away*

All PUC films are shown in Irvine Auditorium at 10 p.m. Admission \$2.

University Museum Series

October 4 *Day After Trinity*
October 11 *Ossessione*
October 18 *Curse of the Demon*
October 25 *The White Dawn*
November 8 *Ludwig*
November 15 *Images Before My Eyes*
November 22 *Mississippi Mermaid*
December 13 *J'Accuse*
December 20 *Gilda*

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

Meetings

Faculty Senate

November 18 Fall meeting at 3 p.m. Location to be determined.

Trustees

September 16 Executive Board.
October 23 Full Board.
November 18 Executive Board.
December 17 Executive Board.

Stated meetings of the full board and the executive board of the Trustees are open to all members of the University community and are held in the Council Room of the Furness Building at 2 p.m.

University Council

September 23, October 14, November 11 and December 9. All meetings are held from 4-6 p.m. in the Council Room of the Furness Building. Council Steering Committee meets two weeks before each full Council meeting. Steering Committee meetings are closed to all but members of the committee; members of the University community may be invited to attend full Council meetings.

Music

September 25 Graduate student recital with Cynthia Priem, violin and Nancy Morgan, piano at the Music Building Annex at 8 p.m.
September 26 *David Bromberg Concert*, 8 and 10 p.m., Houston Hall Auditorium. Tickets available at Houston Hall.
October 6, 13, 20, 27 *Curtis Organ Restoration Society* presents noon organ recitals at Irvine Auditorium.
November 1 The University Museum presents a concert in Harrison Auditorium at 2:30 p.m. Program content to be announced.
November 6 *University Symphony Orchestra*, Eugene Narmour conductor, Irvine Auditorium, 8 p.m. Tickets \$1 at door or in advance at the music department.
November 18 *University Wind Ensemble*, Claude White conductor, Tabernacle Church, 3700 Chestnut, 8 p.m.

November 20 *University Choir*, William Parberry conductor, Tabernacle Church, 3700 Chestnut, 8:30 p.m.
December 6 *The University Museum* presents a concert in Harrison Auditorium at 2:30 p.m.
December 11 *University Choral Society*, William Parberry conductor, Tabernacle Church, 8:30 p.m.
December 12 *The Collegium Musicum*, Mary Anne Ballard, director, University Museum's Harrison Auditorium, 8 p.m. Tickets, \$4 and \$2 for students and senior citizens, are available in the music department or at the door.



CPR demonstrations are among the maximum benefits of a mini-fair on health at HUP (below).

Special Events

September 17 *Mini Health Fair* sponsored by HUP on 36th Street between Locust and Spruce from 11 a.m. to 1:30 p.m. Participants include Sports Medicine Center/Gait Analysis, Dental Medicine, CPR, Scheie Eye Institute, Speech and Hearing Center, Volunteer and Nutrition services. These and other services are available to Penn faculty and students. There will be free screening and literature available.
September 23 *United Way Campus Campaign*. Kickoff Parade begins at 39th and Locust, 11:30 a.m. and leads to Blanche Levy Park Green, where the Walk will be temporarily renamed Penn's United Way.

The Faculty Club offers a *Pre-theatre Buffet*, 5-7:30 p.m., at the Club.

September 18 *Pre-football Game Seafood Buffet*, 5-8 p.m., at the Faculty Club.

September 24 *Pre-theatre Buffet*, 5-7:30 p.m., at the Faculty Club.

September 25 The Faculty Club presents *Family Night*; à la carte menu and entertainment for children (under 12, free), 5-8 p.m., at the Club.

September 26 *Museum Shop Fashion Festival*, a fashion show and sale of clothing and accessories from Japan, Guatemala, Afghanistan and Indonesia will be modeled informally by staff and friends of the Museum at 11 a.m., 12:30 p.m. and 2:30 p.m. in the University Museum Shop.
September 27 *Indochinese Day*, sponsored by the Indochinese Community Center in cooperation with the Folklife Center of International House, from noon-6:30 p.m. This program includes workshops on Southeast Asian crafts, dance, folklore, puppetry, music and food. \$3 for adults, \$1.50 for children, senior citizens, students, and refugees who have been in the US for less than one year.

October 5-7 International Conference on the *Human/Companion Animal Bond* sponsored by the Center for Interaction of Animals and Society of the University of Pennsylvania and the Latham Foundation's Delta Group. There will be multi-media presentations on how pets can assume a vital health role in the lives of the elderly. At the University City Holiday Inn. Ext. 4695 for registration.

October 11 *Family Day at the Wharton School*. 1-4 p.m. in Vance Hall. Seminars on economics, marketing and computers. For reservations call Alumni Relations at Ext. 7811.

Health and Wellness Project

The Christian Association presents a program of classes and activities to explore the possibilities for health and balance of the whole person — body, mind and spirit. For registration and information call the CA at 222-5941. There is a fee charged for each series of courses.

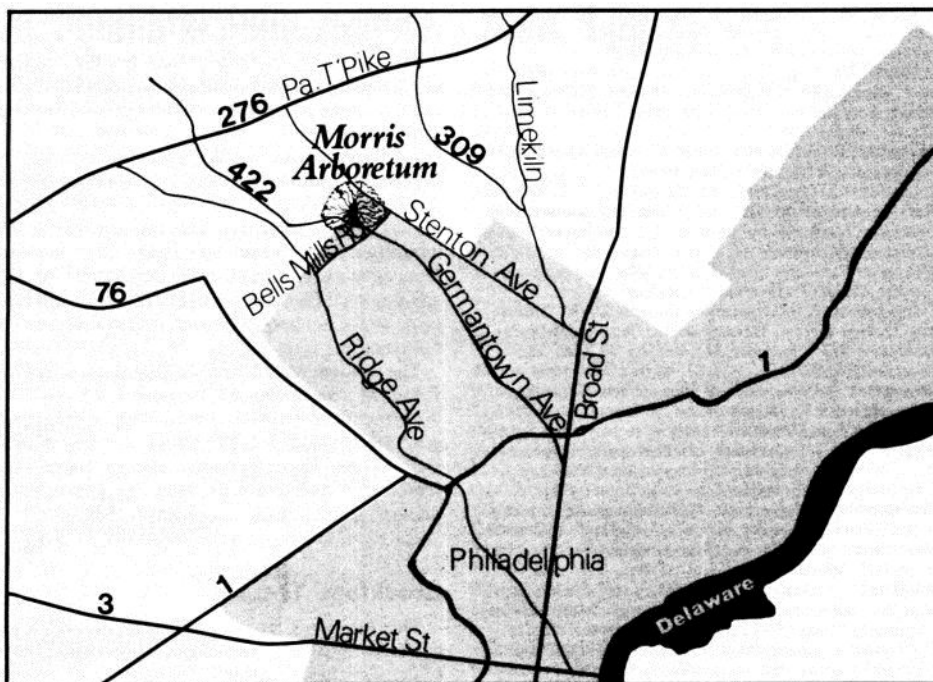
September 15, 16-October 27, 28 *Basic Massage and Healing*. Four courses, each 6 weeks in length at 7 p.m.

September 17-December 10 *Oriental Diagnosis and Massage Therapy*. A twelve week course at 7 p.m.

September 25-December 18 *Friday Night Meeting: Dances of Universal Peace*. Meets each Friday at 8 p.m.

September 21-October 19 and October 26-November 23 *Life Drawing*. Classes meet for five weeks 10 a.m.-noon.

December 11, 12, 14, 16 and 19 *Massage Marathon: Relax for Finals*.



Arboretum Courses and Events

The Morris Arboretum is again offering fall courses, lectures, workshops and special events. For more information about these events call the Arboretum at 247-5777.

September 14-October 1 Fall Guide Training Program for volunteer guides.

September 16 The Art of Home Wine-Making, 7-9 p.m., fee.

September 17 Fall Lawn Care, 7-9 p.m., fee.

September 18-November 6 Shade Trees for Your Garden, 10 a.m.-noon, eight Fridays, fee.

September 26-27 Harvest Show, Big Trees of Southeastern Pennsylvania, will be the Arboretum's entry in the Pennsylvania Horticultural Society's 1981 Harvest Show. Memorial Hall in Fairmount Park.

September 26 & October 3 Meeting The Mushroom, 10 a.m.-noon, fee.

October 5 Propagation and Growing of Ferns, 10 a.m.-noon, fee.

October 5-November 23 Botany for Gardeners, 7-8:30 p.m., eight Mondays, fee.

October 7-21 Everything You Wanted to Know About House Plants, 10-noon, three Wednesdays, fee.

October 8 Pods, Drupes and Other Fruits, 10 a.m.-noon, fee.

October 10 Gardening with Bulbs, 10 a.m.-noon, fee; Forcing Bulbs for Winter Bloom, 1-3 p.m., fee.

October 13, 20, 24 & November 3 Nature Photography, fee.

October 17-23 Fall Festival, fall foliage celebration includes tours, demonstrations and live music in the Arboretum.

October 22 The Whys and Why Nots of Wood Burning, 7-9 p.m., fee.

October 28 Arranging Dried Flower Wreaths, 7:30-9:30 p.m., fee.

October 29 Winterizing Your Garden, 7-9 p.m., fee.

November 4, 11 and 14 Passive Solar Greenhouse Design, fee.

November 5 Houseplants for Cool Places, 10 a.m.-2 p.m., fee.

November 10-December 1 Principles of Plant Classification, 7-9 p.m., four Tuesdays, fee.

November 12 Pressed Flower Pictures, 10 a.m.-noon, fee.

November 12 Introduction to Horticulture Therapy, 7-9 p.m., fee.

December 2 Miniature Landscapes in a Dish, 10 a.m.-noon, fee.

December 11-13 Holly and Greens Sale. Greens, laurel or pine ropes, holiday plants, decorating supplies, wreaths, centerpieces and swags made by Arboretum staff and volunteers.

December 14 and 15 Holiday Decorations I and II. Wreaths, swags, table trees and centerpieces can be made in 4 different sessions at the Arboretum. Fee.

Recreational Sports

Recreational and lifetime sports classes are again available to all students, faculty and staff members, alumni and community residents at Gimbel gymnasium, 37th and Walnut Streets, Ext. 6101 and Hutchinson gymnasium, 33rd near Locust Street (adjacent to the Palestra), Ext. 8387. Use of the gyms for recreational purposes are free to students, faculty and staff; however, there are instructional fees for classes in Aquatics, Gymnastics, Jogging, Dance and Exercise, Fencing, Raquet Sports, Yoga and Self-defense. Gimbel Gym classes begin September 17 with registration on September 15, 16 from 5:30-8 p.m. Hutchinson Gym classes begin October 29 with registration October 12-16, noon-4 p.m. Late registration will be available for a fee.

Both gyms are open during the regular academic season Monday-Friday from noon to 9 p.m. and Saturday and Sunday from noon to 5 p.m.

The Robert P. Levy Tennis Pavillion, 3130 Walnut Street, has eight courts for the use of faculty, staff, alumni and their spouse and dependent children for recreational and intercollegiate tennis programs. The courts are open from September 27 thru May 16, Monday-Friday from 7 a.m. until midnight and on weekends from 8 a.m. until midnight. There is a fee for court use and reservations are required. Tennis instruction, clinics and workshops are available, as well as racquet service and tennis balls. For more information call Ext.4741.

Dealing CHOP a Full House

Here's your chance to become a casino dealer or a judge in women's sporting events. Derby Week will be held September 22-26 for the benefit of CHOP's Ronald McDonald House and is sponsored by Sigma Chi Fraternity. The call is out for faculty and administrators to volunteer as dealers on Casino Night September 24, and to judge an unusual array of women's field events on September 25 and 26. There will also be a raffle (tickets sold on campus by Frat members) with prizes including a trip to Atlantic City, dinners at LaTerrasse and the Astral Plane and a show. For information on all events and to volunteer call Steve Adler, 222-9365 or Charlie Crowley, 662-5350.

Sports (Home Schedules)

For more information on sports call Ext. 6128; for ticket information, Franklin Field pick up window at Ext. 6151.

Locations: Franklin field: Varsity Football, Women's Field Hockey, Lightweight Football, Freshman Football and Men's Soccer; Fairmount Park's Belmont Plateau: Men's and Women's Cross Country; Penn's Landing: Sailing; Lott Courts: Women's Tennis; Weightman Hall: Women's Volleyball; Palestra: Men's and Women's Basketball

September 15 Men's Soccer vs. LaSalle, 7 p.m.

September 18 Men's Soccer vs. Cornell, 8:15 p.m.; Men's Cross Country vs. LaSalle/Textile, 3:30 p.m.

September 19 Varsity Football vs. Cornell, 1:30 p.m.; Women's Field Hockey vs. Cornell, 11 a.m.

September 22 Women's Field Hockey vs. Delaware, 7:15 p.m.; Women's Tennis vs. Swarthmore, 3:30 p.m.

September 25 Men's Soccer vs. St. Joseph, 8:15 p.m.

September 26 Women's Tennis vs. Trenton State, 2 p.m.

October 6 Women's Volleyball vs. Villanova/West Chester, 7 p.m.

October 9 Men's Soccer vs. Brown, 1:30 p.m.; Women's Volleyball vs. Swarthmore/Immaculata, 4 p.m.

October 10 Varsity Football vs. Brown, 1:30 p.m.; Women's Field Hockey vs. Brown, 11 a.m.

October 14 Women's Volleyball vs. Lafayette, 4 p.m.; Women's Tennis vs. Penn State, 1:30 p.m.; Men's Soccer vs. Textile, 7:30 p.m.

October 15 Women's Tennis vs. Delaware, 3:30 p.m.; Women's Field Hockey vs. Princeton, 7:15 p.m.

October 16 Lightweight football vs. Army, 7 p.m.; Freshman Football vs. Lafayette JV, 1:30 p.m.

October 17 Men's Cross Country, Big Five Meet, 11 a.m.; Women's Cross Country, Big Five Meet, 11 a.m.

October 20 Women's Field Hockey vs. Lafayette, 7:15 p.m.

October 21 Women's Volleyball vs. Temple, 6 p.m.

October 24 Women's Cross Country vs. Rutgers, 1 p.m.

October 24-25 Sailing, Packer Trophy, 9 a.m.

October 27 Men's Soccer vs. Drexel, 7:30 p.m.; Women's Volleyball vs. Ursinus, 7 p.m.

October 30 Men's Soccer vs. Princeton, 9 p.m.; Women's Field Hockey vs. Dartmouth, 7:15 p.m.; Freshman Football vs. Princeton, 1:30 p.m.

October 31 Varsity Football vs. Princeton, 1:30 p.m.; Homecoming/Parents Weekend: Lightweight Football vs. Princeton, 10 a.m.

November 6 Freshman Football vs. Columbia, 2 p.m.

November 7 Varsity Football vs. Delaware, 1:30 p.m.; Women's Cross Country, EAIAW Regionals, 11 a.m.

November 14 Women's Cross Country, AIAW Nationals, 11 a.m.

November 20 Men's Soccer vs. Dartmouth, 8:15 p.m.

November 21 Varsity Football vs. Dartmouth, 1:30 p.m.

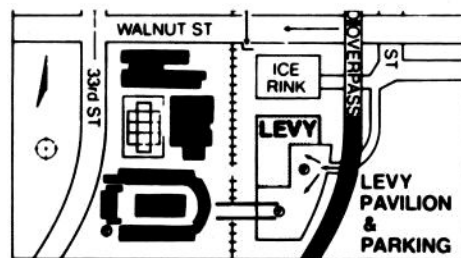
November 30 Men's Basketball vs. St. Francis (Pa.), 7:30 p.m.

December 3 Women's Basketball vs. West Chester, 7:30 p.m.

December 8 Women's Basketball vs. Ursinus, 6:30 p.m.

December 12 Men's Basketball vs. Villanova, 9 p.m.

December 18/19 Women's Basketball, Holiday Tournament.



Greek Weekend to Aid Diabetics

Penn's Interfraternity Council, Panhellenic and Interfraternity Alumni Councils are sponsoring the University's first Greek Weekend Festival to raise money for the Penn-founded Juvenile Diabetes Foundation's Association of Insulin Dependent Diabetics. September 19 the activities include a 1600-meter race on Franklin Field's track, 1 p.m., preceding the 1:30 p.m. varsity football game vs. Cornell. Food concessions will be on Superblock during the afternoon and music and entertainment will complete the evening.

Talks

September 17 Department of Bioengineering presents Dr. D. Lauffenburger, Chemical Engineering, on *How Smart Are Cells, Really? A Quantitative Look At Chemotaxis*, 11 a.m., Towne Bldg.

September 21 Department of History and Sociology of Science presents Professor Thomas P. Hughes, on *Elmer Sperry and Adrian Leverkuhn*, 3:30 p.m., Smith Hall, room 107.

September 23 *The Paradise Gardens of Islam* by Antony Hutt, scholar, adventurer and leading authority on Islamic art history, 5:30 p.m. in Rainey Auditorium of the University Museum. Lecture free, \$2 donation requested for wine and cheese reception following the lecture.

September 24 Department of Bioengineering presents Dr. R. J. Lutz, National Institute of Health, Bethesda, Md., on *Fluid Mechanics and Mass Transfer in Model Arteries - How Can These Relate To Atherosclerosis?* 11 a.m., Towne Bldg.

September 28 Department of History and Sociology of Science presents Dr. Spencer Weart, Center for History of Physics and American Institute of Physics, on *Nuclear Fear: The Background*, 4 p.m., David Rittenhouse Laboratory Auditorium.

October 1 Department of Bioengineering presents Dr. P. Srulovicz, Johns Hopkins University, on *Central Spectral Patterns in Aural Signal Analysis Based on Cochlear Neural Timing and Filtering*, 11 a.m., Towne Bldg.

Department of Surgery, HUP, presents the 8th Julian Johnson Lecture in Cardiothoracic Surgery by Dr. E. Stanley Crawford, Professor of Surgery at Baylor College of Medicine, Houston, Texas, on *Surgery of Aortic Aneurysms Updated*, 5 p.m., Dunlop Auditorium, Medical Education Bldg.

The Center for Italian Studies in conjunction with the Center for Studies in Criminology and Criminal Law present David Durk, assistant commissioner, Department of Finance, City of New York, on *Organized Crime in America*, 4:30-6 p.m., First Floor Conference Room, Van Pelt Library.

October 5 Department of History and Sociology of Science presents Professor Ernest Braun, University of Aston, England, on *Revolution in Miniature*, 4 p.m., Smith Hall seminar room.

October 6 Kevorkian Lecture, *Persians and the Silk Road: Problems of Sassanian Textiles* by Joan Allgrove, 5:15 p.m. in Rainey Auditorium of the University Museum. Wine and cheese reception following the lecture.

October 12 Department of History and Sociology of Science presents Professor Paul Allison, Penn., on *Cumulative Advantage*, 4 p.m., Smith Hall seminar room.

October 15 Department of Bioengineering presents Dr. G. Taler, Johns Hopkins University, on *Geriatric Medicine and Bioengineering*, 11 a.m., Towne Bldg.

October 22 Department of Bioengineering and Chemical Engineering Department presents Dr. E. Horwitz, Johns Hopkins University, on *The Role of Measurements and Standards in Surgical Implants*, 11 a.m., Towne Bldg.

October 26 Department of History and Sociology of Science presents Professor Tore Frangsmys, Uppsala, Sweden, 4 p.m., Smith Hall seminar room.

October 29 Department of Bioengineering presents Dr. J. Ultman, Penn State University, on *Application of Oxygen Polarography in the Measurement of Blood Flow*, 11 a.m., Towne Bldg.

November 2 Dr. Robert P. Multhauf, Smithsonian Institution, 4 p.m., Smith Hall seminar room.

November 5 Department of Dermatology, School of Medicine presents the Sixth M. H. Samitz Lectureship on Cutaneous Medicine by Samuel L. Moschella, M.D., Chairman, Department of Dermatology, Lahey Clinic, Boston, on *Palisading Granuloma-Its Clinical Significance*, 10 a.m., Children's Hospital Auditorium.

Department of Bioengineering presents Dr. D. Brown, Post-doctoral Fellow, Bioengineering Department, Penn., on *Middle Ear Clearance Mechanisms in Otitis Media*, 11 a.m., Towne Bldg.

November 9 Department of History and Sociology of Science presents Dr. Steven Shapin, Edinburgh University, Scotland, 4 p.m., Smith Hall seminar room.

November 12 Department of Bioengineering presents Dr. J. McCann, Polaroid Corporation, on *Techniques for Computing Color Sensations*, 11 a.m., Towne Bldg.

November 19 Department of Bioengineering presents D. Pienkowski, graduate student, Bioengineering Department, Penn., on *The Origin of Stress Generated Potentials in Fluid-Saturated Bone*, 11 a.m., Towne Bldg.

November 23 Department of History and Sociology of Science presents Professor Owen Hannaway, Johns Hopkins University, 4 p.m., Smith Hall seminar room.

December 3 Department of Bioengineering and Chemical Engineering Department present Dr. R. Jain, Department of Chemical Engineering, Carnegie-Mellon University, Pittsburgh on *Heat Transfer and Microcirculation in Tumors*, 11 a.m., Towne Bldg.

December 7 Department of History and Sociology of Science presents Dr. William Montgomery, American Philosophical Society, 4 p.m., Smith Hall seminar room.

Theatre

September 25 and 26 Pat Carroll returns by popular demand in *Gertrude Stein*, *Gertrude Stein*, *Gertrude Stein*.

October 6-18 *Viaduct*, a new play by Aileen Malcolm.

October 30, 31 Uta Hagen stars in *Charlotte* by Peter Hacks and directed by Herbert Berghof.

November 3-8 *Just Between Ourselves*, the American premiere of this comedy by Alan Ayckbourn.

December 16-27 *A Christmas Carol* from the McCarter Theatre Company.

All plays are set for the Annenberg Center in either the Zellerbach Theatre or the Annenberg School Theatre. For ticket information, call the box office at Ext. 6791.



Uta Hagen (left) gives a dynamic solo performance as Charlotte, whose romance with Goethe inspired the *Pter Hacks* script. See October 30, 31 Theatre, listing above.

Pat Carroll (above) is back by popular demand in her award-winning, one-woman *Gertrude Stein*, *Gertrude Stein*, *Gertrude Stein*. See Theatre September 25 and 26.

American Jewish Experience

The University of Pennsylvania and the Museum of American Jewish History are sponsoring a Scholar Seminar Series surveying the 300-year sweep of American history from the arrival of the first Jewish settlers in 1654 to the present. Two of the speakers are Dr. Ira Harkavy, vice dean of FAS and lecturer in history, on *1880-1924: Eastern European Immigration, Anti-Semitism and the Transformation of Jewish Life* and Dr. Seymour Mandelbaum, professor in the department of City and Regional Planning on *1924-2000: Abiding Features and Changing Times: The American Jewish Community*.

The lectures will be held on Thursday evenings at 7:30 p.m., September 17, October 1, 15 and 29 at the Museum of American Jewish History, Independence Mall East, 55 N. 5th Street. Admission is \$5 for the series; \$2 for individual lectures. Student and senior adult rates are discounted. For further information call 923-3811.

Breakfast, Too

The Faculty Club now features a continental breakfast, 8-10 a.m. weekdays, in the cocktail area of the First Floor Lounge.

The Club's new Catering Guide is also available in the Club Business Office and can be picked up between 10 a.m.-4 p.m., Monday through Friday. Departments are urged to secure a copy while the supply lasts.

Celebrate Credit Union Week

The University's Federal Credit Union will celebrate Credit Union Week, October 5-12, at Six Flags Great Adventure in Jackson, N.J. All members and their guests can buy tickets for \$7.45 each (regularly \$13.95) good any day, October 5-12. Children under three are admitted free. The price includes rides, shows and the safari. There will be an authentic Bavarian Oktoberfest featuring German food, beer, oompah bands, slap dancers, alpine horn blowers, yodelers and singers. Tickets are available at the Credit Union, 4015 Chestnut Street, or call Ext. 8539. Deadline to order is September 18. Non-members are invited to join the Credit Union.

Child Care Available

The Parent-Infant Center at 4205 Spruce Street provides educational child care for children from three months to five years of age. The Center, operating Monday-Friday, 8 a.m.-6 p.m., 51 weeks a year, serves many University families as well as families from the larger community. Several openings are expected in the fall for children one-four years of age. The fee for children under two years and nine months is \$87/week or \$365/month. The fee for children over two years and nine months is \$65/week or \$272/month. Call Ext. 4180 or 4181 for more information.

Purchase Power Cards

Faculty and staff may receive the latest Purchase Power Membership Cards from the Purchasing Department. These cards indicate those vendors offering the best prices for selected commodities over \$150 base price, including major appliances, televisions, china, furniture, pianos, carpeting, rugs and jewelry. The card also gives instructions for the purchase of new automobiles.

ALMANAC September 15, 1981

Policy on Conflict of Interest

This policy on conflict of interest is divided into two parts, the first dealing with faculty and the second dealing with trustees, officers, and other employees of the University.

I. Faculty

Certain categories of potential conflict of interest as to faculty are addressed in existing University policies, including the Policy on Extramural Consultative and Business Activities of Standing Faculty Members, recommended by the University Council 12 April 1972, promulgated by the President, and printed in the 1979 Handbook for Faculty and Administration and the Policy on Conflict of Interest in Government Sponsored Research, recommended by the University Council 15 November 1966 and promulgated in the 1977 Research Investigators' Handbook. University Council also recommended a Policy on Outside Financial Interests on 24 September 1969 which is as follows:

A member of the faculty may have a significant investment or interest, or hold an official position, in an outside firm or organization but has not undertaken to perform continuing work or services for it. Such an economic or official relationship is of concern if (1) the firm or organization is engaged in activities which parallel activities in which the University is currently or prospectively engaged and in which the faculty member plays (or might appropriately) play a role in his academic capacity; or (2) the firm or organization has a present or prospective relationship with the University, e.g., as a supplier of goods or services or as a party to a research contract, and the conduct of that relationship may involve the faculty member in his academic capacity. In either of these situations, the faculty member shall be required to report facts and circumstances to the department chairman and the academic dean or director so that appropriate steps may be taken to avoid a conflict of interest.

These policies are recognized to govern those areas of potential conflict of particular concern to faculty.

A number of other existing University policies pertaining to conflicts of interest apply to faculty members unless they are intended by their terms to apply only to other groups of employees. These policies include, but are not limited to, policies on patent and copyright, purchasing, nepotism, and sexual harassment.

II. Trustees, Officers and Other University Employees

Trustees, officers, and other employees of the University shall avoid any conflict between their personal interests and the interests of the University; furthermore, they shall avoid any situation where it would be reasonable for an objective observer to believe that the person's judgment or loyalty might be adversely affected. For purposes of Paragraphs II (a) and (b) below, reference to the University is intended to include also reference to all entities controlled or owned in substantial part by the University.

(a) If a trustee, officer, or other employee has any power or influence to approve or disapprove a transaction proposed to be entered into between the University and that person or between the University and any entity or individual having a significant relationship to that person, he or she has a potential conflict of interest and may not participate in the process leading to the approval or disapproval of the transaction unless the underlying facts giving rise to the potential conflict of interest are disclosed and approval for participation is obtained pursuant to the procedures described below in paragraphs (e), (f), and (g).

(b) A trustee, officer, or other employee also has a potential conflict of interest if that person, or any entity or individual having a significant relationship to that person may benefit from information considered by the University to be confidential and learned in his or her capacity as a trustee, officer, or employee of the University.

(c) A significant relationship exists as to an entity if a person is a director, trustee, officer, or employee of, a partner or member in, or has a material financial interest in, the entity in question.

(i) An entity is a corporation, partnership, unincorporated association, or any similar group.

(ii) Determination of a material financial interest is a matter of personal judgment but, at a minimum, would be required for an aggregate interest

for the person and for all entities or individuals having material relationships with the person of more than

— 1% of any class of the outstanding securities of a firm or corporation,

or

— 10% interest in a partnership or association, or

— 5% of the total direct and beneficial assets or income of the person.

(d) A significant relationship exists as to an individual if that individual is in the immediate family of a person subject to this policy. The immediate family includes parents, siblings, spouse, and offspring.

(e) When the Trustees or any body on which trustees serve consider a transaction that raises a potential conflict of interest for a trustee, that individual shall disclose the potential conflict to the Trustees or body considering the transaction. No individual with a potential conflict of interest with respect to a transaction may vote to approve or disapprove the transaction; but the individual may be counted in determining the presence of a quorum once proper disclosure has been made. If proper disclosure has been made and if the chairman of the meeting determines it to be useful, the individual with a potential conflict of interest may participate in discussions of the transaction.

(f) The minutes of the Trustees or of the body on which a trustee having a conflict is serving shall reflect that disclosure was made as to a particular transaction and that the transaction was approved or disapproved by others without an interest.

(g) Any officer or employee who has a potential conflict of interest covered by this policy shall immediately disclose the potential conflict in writing to a superior who in turn should inform the Secretary. The officer or employee may continue participation in the transaction only on terms approved by the Secretary which in the case of an officer may require disclosure to, and approval by, the Trustees under the provisions of the Pennsylvania Nonprofit Corporation Law of 1972 or any successor statute.

(h) A trustee or officer, or any entity or individual having a significant relationship to that person, shall be cognizant of potential conflicts of interest in considering investment opportunities in real estate where the University may have an interest and shall promptly disclose such opportunities to the Secretary on learning of them. The obligation to disclose shall be a matter of personal judgment but shall, in all events, arise with regard to properties in the Institutional Development District or immediately adjacent to properties owned or leased by the University.

(i) A member of other University policies pertaining to conflict of interest remain in effect and may, depending on their terms, apply to trustees, officers, and other employees of the University. These policies include, but are not limited to, policies on extramural consulting by administrative staff, purchasing, sponsored research, patent and copyright, nepotism, and sexual harassment.

—Adopted at the Stated Meeting June 19, 1981

Second Notice: Call for Nominations Associate Provost and Vice Provost for Research

The University of Pennsylvania invites nominations and applications for two senior positions in the office of the provost, the chief academic officer of the University. The positions are available now.

The *associate provost* is the chief adviser and deputy to the provost. His or her responsibilities include academic programs and planning, faculty appointments, and faculty affairs. The associate provost should have exceptional credentials for academic leadership.

The *vice provost for research* is responsible for research policy and administration and for the increasing demands of governmental and foundation relations as they affect the climate for research. The vice provost has a special concern for a number of interdisciplinary research related centers and facilities. The vice provost should be a strong and active scholar; experience in federal research policy is desirable.

Nominations and applications, with supporting documents, should be sent as soon as possible and certainly no later than September 18 to Dr. Joyce M. Randolph, Executive Assistant to the Provost, 104 College Hall/CO, University of Pennsylvania, Philadelphia, Pennsylvania 19104. Provost Thomas Ehrlich has requested that the searches focus upon internal candidates without precluding consideration of unusually qualified external candidates.

The University of Pennsylvania is an equal opportunity affirmative action employer.

Appointments and Promotions in the Standing Faculty

The following actions on standing faculty status were approved by the Trustees June 19, based on Provost's Staff Conference actions April 17-May 13. Added to the list published May 19, they complete the record of standing faculty appointments and promotions in 1980-81.

Annenberg

Conversion to Tenure

Dr. Robert C. Hornik, Associate Professor of Communications is converted to tenure.

Arts and Sciences

Appointments

Dr. Eugene J. Mele as Assistant Professor of Physics.
Dr. William R. Molzon as Assistant Professor of Physics.
Dr. Peter S. Petraitis as Assistant Professor of Biology.
Dr. L. Elizabeth Seiberling as Assistant Professor of Physics.
Dr. Paul J. Steinhardt as Assistant Professor of Physics.

Promotions

Dr. Arjun Appadurai to Associate Professor of Anthropology.
Dr. Charles L. Bosk to Associate Professor of Sociology.
Dr. Lee V. Cassanelli to Associate Professor of History.
Dr. Masahisa Fujita to Associate Professor of Regional Science.
Dr. Paul G. Langacker to Associate Professor of Physics.
Dr. Susan Naquin to Associate Professor of History.
Dr. Stanley J. Opella to Associate Professor of Chemistry.
Dr. Gregory L. Possehl to Associate Professor of South Asia Regional Studies.
Dr. Irene J. Winter to Associate Professor of History of Art.
Dr. Sally H. Zigmund to Associate Professor of Biology.

Dental Medicine

Promotion

Dr. Patricia Cormier to Associate Professor of Periodontics.

Education

Promotion

Dr. Paul A. McDermott to Associate Professor of Education.

Engineering & Applied Science

Promotion

Dr. Jacob M. Abel to Professor of Mechanical Engineering and Applied Mechanics.

Law

Appointment

Thomas Ehrlich as Professor of Law.

Promotion

Henry B. Hansmann to Associate Professor of Law.

Medicine

Appointments

Dr. Terry J. Higgins as Assistant Professor of Microbiology.
Dr. Gareth J. Parry as Assistant Professor of Neurology.
Dr. Roy D. Schmickel as Professor of Human Genetics.

Promotions

Dr. Jane B. Alavi to Associate Professor of Medicine at the Hospital of the University of Pennsylvania.
Dr. Robert L. Barchi to Professor of Neurology.
Dr. Mark J. Brown to Associate Professor of Neurology.
Dr. John M. Eisenberg to Solomon Katz Associate Professor of General Medicine.
Dr. Harvey M. Friedman to Associate Professor of Medicine at the Hospital of the University of Pennsylvania.
Dr. Ruth Hogue-Angeletti to Associate Professor of Pathology.
Dr. Paul A. Lotke to Professor of Orthopaedic Surgery at the Hospital of the University of Pennsylvania.
Dr. Michael Mennuti to Associate Professor of Obstetrics and Gynecology at the Hospital of the University of Pennsylvania.
Dr. Larry A. Palmer to Associate Professor of Anatomy.
Dr. George H. Reed to Professor of Biochemistry and Biophysics.
Dr. Michael J. Reichgott to Associate Professor of Medicine at the Veterans Administration Hospital and the Hospital of the University of Pennsylvania.

Dr. Jane Marie Vanderkooi to Associate Professor of Biochemistry and Biophysics.

Public and Urban Policy

Promotion

Dr. Arie P. Schinnar to Associate Professor of Public and Urban Policy.

Veterinary Medicine

Promotions

Dr. Peter Dodson to Associate Professor of Anatomy in Animal Biology.
Dr. Peter F. Jczyk to Associate Professor of Medical Genetics in Clinical Studies (Philadelphia)*.
Dr. Richard R. Miselis to Associate Professor of Anatomy in Animal Biology.
Dr. Bernard H. Shapiro to Associate Professor of Biochemistry in Animal Biology.

Wharton

Promotions

Dr. Eric K. Clemons to Associate Professor of Decision Sciences.
Dr. David Cummins to Professor of Insurance.
Dr. Monique Guignard-Spielberg to Professor of Statistics and Operations Research.
Dr. Franklin R. Root to Professor of International Business and Management.

* There are two completely separate Departments of Clinical Studies in the Veterinary School, the other designated "New Bolton Center."

Amendment on Retirement Dates

The following action, reported briefly in the issue of May 19, 1981, was passed by the Trustees Executive Board May 14, 1981. It amends an action of July 1, 1974, as indicated in the preface.

Intention:

The Executive Board by resolution on 1 July 1974 changed the date of mandatory retirement from 30 June to the first of the month following attainment of the age of mandatory retirement for administrative (A-1) staff, but left the date of mandatory retirement for academic (A-2) and support (A-3 and A-4) staff 30 June following attainment of the age of mandatory retirement; and mandatory retirement on the first of the month, rather than on 30 June, following attainment of the age of mandatory retirement would avoid potentially inequitable treatment of persons whose birthdays fall near the end and near the start of the fiscal year ending 30 June. Mandatory retirement on the first of the month, rather than on 30 June, following attainment of the age of mandatory retirement would, except in the case of academic (A-2) personnel who are not engaged in full-time administration at the time of attainment of mandatory retirement age, allow replacement of staff at a more orderly pace throughout the course of the academic year. A-3 support staff and A-4 support staff participate in the same retirement program (the Retirement Allowance Plan), and hence should retire on the same schedule.

Article X of the Statutes of the University empower the Executive Board to determine the age and other provisions for retirement for all officers, faculty, and other employees of the University.
Resolved, that:

1. All support (A-3 and A-4) staff, and all academic (A-2) staff engaged in full-time administration, will retire on the first of the month following attainment of the age of mandatory retirement except for those covered by exceptions below:
2. Support (A-3 and A-4) staff employed full time prior to 1 January 1976 who attain the age of 65 during the fiscal years ending 30 June 1976, 30 June 1977, or 30 June 1978, may retire on 30 June rather than the 1st of the month following their 65th birthday if they choose.
3. Academic (A-2) staff who are not engaged in full-time administration will be eligible to retire on 30 June rather than the 1st of the month following attainment of their age of mandatory retirement.
4. Academic (A-2) staff who attain the age of mandatory retirement during the fiscal years ending 30 June 1976, 30 June 1977, or 30 June 1978, may retire on 30 June rather than the first of the month following attainment of their age of mandatory retirement regardless of administrative duties.
5. Special arrangements regarding retirement mutually agreed upon by the individual and the University prior to passage of this resolution will be respected notwithstanding provisions of this resolution.
6. Employment may be extended to 30 June following attainment of the age of mandatory retirement upon agreement of the retiree, the immediate supervisor and the appropriate dean or vice president. Employment beyond 30 June following attainment of the age of mandatory retirement shall be granted only for limited periods of time to meet specific urgent needs, and shall require the approval of the appropriate dean or vice president, the Executive Director of Personnel Relations, and the Provost or the Vice President for Finance and Administration.

DEATHS

Hattie Bates, a food service worker in the Hill Hall dining facility, died July 2 at the age of 56. Mrs. Bates came to the University as a food service worker in the Dining Service in March 1968 and was given sick leave in May of this year. She is survived by her daughter, Linda Bates.

Samuel J. Catarro, a mechanic, died August 15 at the age of 56. Mr. Catarro came to the University in April 1970 as a mechanic in the Physical Plant Department. In January 1981 he was placed on extended sick leave and in June he was placed on long-term disability. He is survived by his sister, Mary J. Catarro.

Alexander H. Frey, emeritus professor of law, died August 30 at the age of 83. A leader in the civil rights movement, Mr. Frey taught at Yale, 1926-30 and Duke University, in 1931-32 before joining the faculty at Penn's Law School in 1932 as professor of law. In 1950 he was named Ferdinand Wake-mann Hubbell Professor of Law and in 1964, Algernon Sydney Biddle Professor of Law. He became Algernon Sydney Biddle Emeritus Professor of Law in 1968.

Mr. Frey received his A.B. degree in 1919, his L.L.B. in 1921 and his J.S.D. in 1925, all from Yale. He also took an A.M. in 1920 from Columbia University. He attended Oxford University from 1921-23 as a Fellow in International Law of the Carnegie Endowment for International Peace.

He authored a number of books including *Cases and Statutes on Business Associations*, *Cases on Labor Law* and *Cases and Materials on Corporations and Partnerships*. Upon retirement from academia he served as counsel with the Center City Law firm headed by David Berger.

He is survived by his wife, Alice Field Hubbard Frey; two daughters, Dr. Alice Emerson, former Dean of Students and Acting Vice Provost at Penn, and Susan; and three sons, Alexander Jr., Charles and Richard. Contributions in his name may be sent to the Book Fund at the Law School.

Dorothy B. Hayworth, a retired head laboratory technician, died August 23 at the age of 69. Mrs. Hayworth came to the University in May 1965 as a laboratory technician at New Bolton Center. In August 1973 she became head laboratory technician and retired in June 1978. She came back in July 1979 as a temporary extra employee for a short time. She is survived by a son, William F. Hayworth.

Mary V. Hopkins, a retired accounting supervisor, died July 1 at the age of 65. Mrs. Hopkins came to the University in September 1964 as a receptionist at the Cheston Apartments. In 1968 she became a secretary in Residence Living. She became a book-keeper in the Parking Office in 1971 and in 1973 she became a supervisor of accounting

in the same department. Mrs. Hopkins retired in 1979 and is survived by her son, Robert Hopkins.

Jeanne Jensen, who retired last year as business administrator in the School of Social Work, died July 18 at the age of 59. Mrs. Jensen came to the University in 1962 as a secretary in the Biddle Law Library and then a month later became administrative assistant in the Placement Service. In 1964 she transferred to the Bio-Chemistry Department of the Medical School, and in 1971 became business administrator of the School of Social Work.

Mrs. Jensen, a founder and former president of WEOUP (Women for Equal Opportunity at the University of Pennsylvania) was given WEOUP's first Founder's Award last year for her work in advancing the rights and status of women on campus. She is survived by her husband, Homer Jensen; a son, Peter, who was a student in the College of Engineering and Applied Science in 1964-65; and four daughters, Judy, Kristina, Lauren and Jeanne.

In lieu of flowers, Mrs. Jensen had asked memorial gifts be sent to Women's Way, 1501 Cherry Street, Philadelphia, PA 19102. Plans for a memorial service on campus will be announced this semester.

Kathryn H. Kravitz, a retired administrative assistant in the Graduate School of Education, died July 18 at the age of 79. Mrs. Kravitz came to the University in May 1952 as secretary in the Otolaryngology Department; in 1953 she transferred to the Reading Clinic in the School of Education. In 1962 she became an administrative assistant in the Graduate School of Education. She retired in 1969 and is survived by her son, Richard M. Taylor.

Jessie Margaret Lightfoot, a clinical psychologist who trained Penn graduate students in psychiatry, pediatrics and neurology, died July 17 at the age of 84. Miss Lightfoot became well known on campus as the tutor of medical students from the Far East and South America.

A member of the first class to be graduated from the West Philadelphia High School for Girls, she attended Philadelphia Normal School. Upon graduation, she took a job with the Philadelphia school system in 1917. She retired in 1963. While working as the school's representative to the courts, she studied with Dr. Helena Devereaux, a pioneer in the treatment of mentally retarded and emotionally disturbed children, who established the Devereaux Schools, and with Dr. Lightner Witmer, a clinical psychologist at Penn.

Miss Lightfoot, along with Dr. Witmer, did pioneering work in testing the interests, aptitudes and abilities of civilians seeking employment during World War I with the

Philadelphia Navy Shipyard and the Naval shipyard at Hog Island. This testing was refined during the next 30 years, becoming the standard personnel tests now in use throughout the country.

Rodney Randall, a custodian at the University Museum, died August 18 at the age of 53. Mr. Randall came to the University in March 1967 as a janitor at the museum. In July 1967 he became a custodian and in March 1978 he was placed on long-term disability. He is survived by his mother, Mrs. Elsie Randall.

Dr. Albert P. Seltzer, emeritus associate professor of otolaryngology and human communication, died August 22 at the age of 79. He received his degree in 1944 from the Graduate School of Medicine. A noted specialist in ear, nose and throat diseases and a plastic surgeon, Dr. Seltzer came to Penn as an instructor in otorhinology in 1941 and by 1949 was an assistant professor. He became as associate professor in otorhinolaryngology in 1971 and an emeritus associate professor in 1972.

He was the former chief of the otolaryngology departments at Philadelphia General Hospital, Albert Einstein Medical Center and Mercy Douglas Hospital. At the time of his death, Dr. Seltzer was the chief of the ear, nose and throat department at Guiffre Medical Center.

He is survived by his wife, Sylvia; a son, Dr. Benjamin, who received his B.A. degree cum laude, from the College in 1965; a daughter, Dr. Marjorie Stanek, a brother and five grandchildren.

To Report a Death

Almanac receives most of its obituary notices through the Office of the Chaplain, which is the central office for reporting deaths in the University family. The Chaplain's Office can assist families in a number of ways including various notifications to personnel benefits staff. For advice or assistance, contact Mrs. Una Deutsch, Houston Hall/CM, Ext. 8456.

Recently Remarried Couples

Recently remarried couples are wanted for an interesting and rewarding study; both partners must be between 50 and 60 years of age and married less than three years. The study is concerned with the major determinants of marital and sexual adjustment. Participants will receive an excellent physical and psychological examination and will be paid \$500 per couple. Approximately 25 one-hour visits spaced over six months are required of participants. Interviews, paper-pencil tests and blood samples are also required. The study is under the auspices of the Department of Psychiatry of the Medical School and The Marriage Council of Philadelphia. Call Dr. Persky at Ext. 5662 for more information.

OPPORTUNITIES

Listings are condensed from the personnel bulletin of September 14, 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;
Ledy 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 (4057) assists in development of indirect cost rates applicable to research and instruction effort including special studies; reviews and approves service center costing rates; reviews journal entries effecting research effort; assists in implementation of and compliance with accounting aspects of sponsored research effort (working knowledge of the University's financial accounting system and/or knowledge of University's fund accounting; degree in accounting; two years' progressively responsible experience in an accounting department) \$12,000-\$16,100.

Administrator, Data Communications (4259) develops online applications using CICS; plans expansion of network; deals with vendors and servicemen; conducts training; interacts with UNI-COLL interaction with network users; monitors network; resolves problems (degree; four years' programming and systems experience and at least one year CICS; background in PL1 and COBOL).

Assistant Dean (4117) performs individual academic advising for undergraduate students with special attention to students of Hispanic origin; handles administrative responsibilities related to undergraduate studies (Ph.D. in arts and sciences; advising experience desirable, fluent Spanish) \$16,350-\$22,600.

Assistant Director I (4246) designs, coordinates and executes an aggressive plan for significantly increasing the number and quality of minority students in the Graduate Division's MBA program (degree; highly selective admissions experience preferred; strong organizational skills; and willingness to devote long hours to a demanding position, often requiring weekends and evenings) \$13,100-\$17,800.

Assistant Director III, Alumni Relations (4315) writes, designs, edits and finalizes production of all mailings; coordinates all office printing; formulates, publicizes, and conducts alumni programs (five years' administrative or supervisory experience; familiarity with graphics and printing; ability to write; ability to organize and motivate people).

Assistant Director, Annual Giving III (4144) plans, organizes and administers the medical annual giving and alumni relations programs (proven organizational skills; ability to supervise and effectively direct the efforts of large scale volunteer programs; degree; three-five years' experience in fund-raising, public relations).

Assistant Director, Bookstore Textbook Department (3997) controls and authorizes price changes, mark-downs; resolves customer problems, reinforces customer service levels; anticipates needs and administers change; analyzes sales trends and volume; supervises staff (degree; five years' experience in university, academic book sales; supervisory and administrative abilities) \$14,500-\$19,775.

Assistant Director, Student Financial Aid (4134) coordinates with graduate and professional schools on financial aid; interviews graduate students; serves as liaison with

banks on guaranteed student loans; oversees GSL processing (degree; experience in financial aid; familiarity with rules and regulations of U.S. Department of Education, regarding student loans; ability to communicate effectively) \$14,500-\$19,775.

Assistant Regional Director (4321) assists in programs to identify, recruit, enroll high school students; contacts and communicates with college counselors, alumni, faculty and students; interviews prospects, participates in evaluation and selection of candidates (degree; progressively responsible experience in admissions or related fields; organizational and management ability; strong, effective oral and written skills; extensive travel required and long hours of work for months at a time) \$13,100-\$17,800.

Assistant to Chairman I (4299) assists chairman in carrying out administrative functions; acts as liaison with other University officials; carries out special projects (degree; three years' administrative or business experience; excellent interpersonal and organizational skills and writing ability) \$12,000-\$16,100.

Assistant to the Director, Annual Giving (4314) responsible for implementing and directing the annual giving campaigns with special emphasis on major gift fund raising associated with quinquennial reunions; plans and executes publications and programs (degree; two-four years' experience in University fund-raising; organizational ability; ability to supervise others and direct efforts in large-scale volunteer programs) \$12,000-\$16,100.

Assistant to the Director, Alumni Relations (4311) organizes, implements and promotes Alumni Weekend, Founder's Day, Family Days, Homecoming and other special alumni programs; composes and edits printed materials related to special events and supervises printing; maintains accurate records of events (degree; two years' administrative or supervisory experience; strong leadership qualities; ability to write and speak effectively) \$12,000-\$16,100.

Assistant to Provost (4285) coordinates special projects, including faculty and staff planning efforts by all schools and budget areas; acts as an expeditor in areas of concern; analyzes and prepares special reports (degree; fifteen years' progressively responsible experience in higher education structures and procedures; strong analytical and writing skills; ability to communicate effectively; considerable independent responsibility).

Assistant Editor (C0171) copyedits selected manuscripts, provides liaison with authors, designers, production manager and suppliers from manuscript to bound book; checks and corrects all stages of proof (experience in all phases of book publishing; exceptional command of English and the various styles of scholarly communication; standard editorial skills) \$12,000-\$16,500.

Associate Development Officer II (4140) assists in the planning, administration and implementation of University capital fund-raising and annual support campaigns (degree; five years' experience in public relations, sales or fund-raising activities, some knowledge of intercollegiate athletics).

Associate Director (4241) responsible for the daily operation of the Women's Studies Program, including curriculum development, student advising, liaison with other departments; develops grants and manages budget (Ph.D. preferred; experience in women's studies; background in interdisciplinary programs; knowledge of curriculum development; three-five years' academic experience) \$16,350-\$22,600.

Coordinator II (C0237) coordinates programs, handles logistics, correspondence, prepares materials for publication, maintains student contact (some college education; two years' experience coordinating programs, organizational ability, interpersonal skills) \$13,100-\$17,800.

Coordinator III (4260) communicates with students, includes some academic counseling; supervises student records; liaison with instructors, CGS advisers, tutors; liaison with INA management and staff (master's degree; experience in a university setting; sophisticated oral and written communication skills; familiarity with personnel and training procedures in a corporate setting) \$14,500-\$19,775.

Coordinator V (C0216) responsible for formulation and management of interdisciplinary research projects (master's degree; demonstrated academic/professional capability; ability to coordinate work with academic professionals).

Coordinator, Clinical Education (C0179) maintains hematology clinical laboratory; trains medical students, fellows and residents; makes photomicrographs, performs special hematologic diagnostic; monitors and records billing (degree; five years' specialized hematology training including teaching experience) \$16,350-\$22,600.

Counseling Psychologist II (2 positions) (3945) (4215) performs individual and group developmental counseling in areas of academic performance, vocational exploration, and personal, social and emotional concerns; provides campus

outreach, liaison and in-service training activities (doctorate in counseling psychology; two years' experience in college counseling center, including one year under close supervision; experience in leading structured and unstructured groups) \$16,350-\$22,600.

Department Head I (3926) responsible for the organization, administration and operation of the Library of the School of Engineering and Applied Science, develops collection and provides library services; reports to Director of Libraries (ALA-accredited MLS; professional experience in a strong engineering or science-oriented library; academic preparation in science and/or technology) \$14,500-\$19,775.

Director, Admissions Data Systems (3569) coordinates with UMIS in the development, design, evaluation, redesign of all computerized and computer-related procedures for undergraduate admissions; directs computer system supports for regions recruitment programs and for application processes; coordinates contacts outside admissions (proficient and highly skilled in use of MARK IV programming languages, and interface of wordprocessing, WP printer and computer technology; highly effective interpersonal skills in servicing staff contacts not technologically experienced) \$16,350-\$22,600.

Director of Alumni Affairs (4093) assists in the Dental Annual Giving Campaign for unrestricted funds from Dental Alumni, Dental Hygiene Alumni and Post Doctoral Dental Specialists; initiates and institutes program to fund selected capital needs of the School of Dental Medicine (proven skill in organizational ability and coordinated fund raising work; ability to supervise and direct the efforts of large scale volunteer programs; degree; three-five years' experience).

Librarian II (4353) responsible for general reference functions including information and bibliographic service; participates in library orientation and instruction programs; conducts automated bibliographic retrieval searches (MLS from ALA-accredited program; two years' experience with online searching; second language helpful; subject background in social sciences or humanities) \$14,500-\$19,775.

Manager, Benefits (4266) communicates and administers all University benefits programs; manages all aspects of Benefits counseling office (degree; five years' experience in personnel related work with supervisory experience in benefits administration) \$16,350-\$22,600.

Manager, Billing and Collection (4356) follows up and collects delinquent accounts; tracks individual accounts to resolve apparent discrepancies; handles difficult or complex situations involving billing collection; responsible for hand transaction adjustments (degree with an accounting major; ability to work with detailed figures; understanding of a large, complex system of accounting; ability to communicate effectively) \$12,000-\$16,100.

Manager, University Press Marketing (C0166) plans, executes and evaluates comprehensive selling program for new book program of 40-50 titles and backlist titles; supervises marketing staff, budgeting, market research and analysis (five years managerial experience in sales, marketing and/or advertising with a trade, scholarly or textbook publisher, bookstore management experience).

Placement Counselor (2 positions) (4106) advises Wharton undergraduate students of job planning, career development and placement opportunities; assists in developing career planning strategy programs; conducts job hunting strategy programs (degree; experience in program development and implementation; counseling experience and some exposure to business); (4355) develops and implements internship programs for undergraduate and graduate students; administers summer work programs; cultivates faculty and employer support (degree; experience in program development and marketing; counseling skills) \$14,500-\$19,775.

Programmer Analyst I (2 positions) (4333) responsible for problem analysis and programming in support of day-to-day operations as well as long-range planning in the Faculty of Arts and Sciences (degree; direct programming experience); (C0222) develops and implements systems; establishes controls for input of data, programs and edits new routines, works with project administrators in areas of system analysis and application development; supervises input clerks (degree, systems programming experience, BASIC, FORTRAN, ASSEMBLY) \$14,500-\$19,775.

Programmer Analyst II (C0140) designs systems and implements program for clinical and laboratory data, reviews statistical designs with principal investigators; programs, codes and edits systems; trains and supervises data entry personnel (master's degree in biostatistics, experience in management of large data sets; experience with BMD, SAS and other statistical packages; knowledge of medical or dental research) \$16,350-\$22,600.

Publications Editor/Writer (2 positions) (C0219) produces major publications for Wharton School; coordinates individual publications for departments, units and centers (degree in English or journalism; demonstrated writing skill; knowledge of typographic technique, layout, photography, production; (C0032) responsible for the format of publications released by the center; helps staff write reports and articles; coordinates turn around time with project coordinators (experience in scientific writing and editing; familiar with academic publications and journals; excellent oral and written communication skills; degree; two years' writing and editing experience) \$14,500-\$19,775.

Research Coordinator (5 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications \$14,500-\$19,775.

Research Specialist, Jr. (4 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications \$12,000-\$16,100.

Research Specialist I (3 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications \$13,100-\$17,800.

Research Specialist II (5 positions) see Personnel Bulletin Boards for complete descriptions of duties \$14,500-\$19,775.

Research Specialist III (C0174) responsible for the statistical aspects of ongoing research in the Clinical Epidemiology unit, including study design, questionnaire development, supervision of research assistants, training of coders, data management, computer programming, statistical analysis and consulting with the faculty within the medical school (master's degree in statistics, experience in analyzing epidemiologic data, facility with computer statistical package programs and one or more computer programming languages) \$14,500-\$19,775.

Research Specialist IV (C0019) designs and supervises the construction of instrumentation associated with particle detector systems used in unique cosmic ray and particle physics experimental research; coordinates industrial production of apparatus (degree in mechanical engineering; five years' experience with unusual engineering problems; ability to take full responsibility for design, production and installation of large scale detector systems).

Senior Staff Writer (4313) responsible for conceiving basic format, tone and length of assigned project; researches background information; maintains liaison with deans and University officers as needed; confers with artists, photographers, publications office, as printed materials are required (degree in English or journalism; six years' experience in news media, fund-raising, journalism, public relations or promotional writing; demonstrated writing ability) \$16,350-\$22,600.

Senior Systems Programmer (3930) generates and maintains operating systems; analyzes operating system performance and tunes it for MSCF environment; consults with students and faculty on operating system problems; designs and implements operating system enhancements (in-depth knowledge of OS1100 operating systems; competence in Univac 1100 assembler language; three-five years' experience in operating system maintenance and development; degree).

Staff Dental Assistant (4359) supervises support staff; hires, fires, disciplines staff; schedules students for assignment to clinic, orders supplies and maintains inventory, prepares reports for clinic director (five years' clinical experience supervisory experience; knowledge of SDM student procedures) \$12,000-\$16,000.

Staff Nurse provides nursing care to patients in ward area (degree in veterinary technology; two-three years' experience) \$12,000-\$16,100.

Systems Analyst (4090) studies and defines requests for new systems and/or major enhancements to existing systems; interfaces with users to define systems objectives (degree; one-two years' systems analysis experience three-five years' programming experience utilizing COBOL, PL/I, TSO and/or other equivalent software).

Support Staff

Administrative Assistant I (5 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications \$9,925-\$12,250.

Administrative Assistant II (4 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications \$10,575-\$13,100.

Air Conditioning and Refrigeration Mechanic (3 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications Union wage.

Animal Laboratory Supervisor I (3811) coordinates and conducts research programs involving cattle (degree in animal science or dairy; research experience) \$14,400-\$17,725.

Assistant, Loss Prevention Specialist (4178) assists in handling shoplifting cases; trains staff members; aids in visual security; coordinates store personnel to aid in security

and assists in performing and internal audit (high school graduate with some college preferred; three years experience in retail security procedures; knowledge of internal and external pilferage problems; ability to document cases to stand up in court) \$8,475-\$10,825.

Budget Assistant (3790) processes University systems forms, daily log and posting, reconciliations, reports, petty cash, general office duties, special assignments, works with computer (at least one year's University accounting/payroll experience; aptitude for figures; accurate typing and use of calculator; mature judgement) \$10,575-\$13,100.

Carpenter (4301) reads blueprints, lays out own work, repairs furniture and windows, installs dry walls, panelling and suspended ceilings (four years' apprenticeship program, three years' journeyman experience, ability to use carpentry machines, both portable and stationary) Union wage.

Clerk I (3745) responsible for communication of stock level information to appropriate buyer; pricing, stocking, arranging, and presentation of merchandise (degree or work experience; one year's experience in retail sales; knowledge of customs and practices in the field) \$6,775-\$8,175.

Clerk III (4329) performs admissions processing; statistical calculations, notification of applicant status, assists senior admissions assistant (mature, personable, familiar with transcripts and admissions work, ability to work with figures accurately; typing skills desired) \$8,775-\$10,725.

Clinical Receptionist I (4327) receives and seats patients; answers questions about registration; takes and relays message; files patient materials; light typing and general office duties (high school graduate) \$8,250-\$10,000.

Computer Operator (4347) responsible for MSCF operations during night shift, including operation of Univac 90/70 and 1100/61 (high school graduate; some computer exposure with operator experience) \$9,925-\$12,250.

Coordinating Assistant (5 positions) see Personnel Bulletin Boards for complete description of duties and qualifications \$10,575-\$13,100.

Dental Assistant I (3 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications \$9,150-\$12,675.

Dental Assistant IV (4358) assists chairside utilizing expanded function techniques, completes dental and medical forms, performs preliminary oral examination; may apply topical anesthesia (completion of approved expanded function dental assistant program; two-five years' experience in four-handed dentistry) \$11,225-\$13,775.

Editorial Assistant (4296) edits manuscripts, computes types files, retrieves library information, simple programming and some xeroxing (high school graduate with good writing and language skills, 55 wpm typing, business degree or some courses in English and/or journalism) \$11,225-\$14,000.

Electron Microscope Technician II (B0943) conducts experiments for transmission and scanning electromicroscopic analysis, knowledge of quantitative E.M. autoradiographic and immunocytochemistry, works with minimum direct supervision and responsible to the P.I. for the keeping of scientific records (degree with some professional EM experience) \$12,600-\$15,500.

Electronic Technician I (B0399) assembles and tests electronic and mechanical equipment (AS in electronics or equivalent; experience at assembly and testing equipment) \$10,175-\$12,400.

Food Service Worker (10 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications, Union wage.

Gardener (2 positions) general gardening throughout campus (training or past experience in landscaping; training in operation of routine gardening equipment) Union wage.

Gardener II (3 positions) see Personnel Bulletin Boards for complete description of duties and qualifications \$11,500-\$16,875.

Greenhouse Worker I (4257) seeds, transplants and cares for plants used in research laboratories and classrooms and maintains existing botanical specimens in greenhouses; performs general maintenance on all mechanical equipment (high school graduate with experience in greenhouse and/or gardening, understanding of plants and their environment and greenhouse and gardening techniques) \$10,550-\$13,500.

Groom (2 positions) (4094) maintains hospital barn and cares for horse patients including disease control and dietary maintenance (high school graduate or equivalent, one year's experience with horses, ability to move quickly, handle farm equipment, and do heavy lifting) \$11,000-\$13,000; (4348) responsible for daily maintenance of assigned wards/stables for large animal patients, diet program, and assists with treatments of patients (experience with handling, care of large animals; ability to move about actively and lift considerable weight; ability to perform without supervision and work a 48 hour week) \$7,900-\$10,000 + o.t.

Herdsmen I (2 positions) (B0922) (B0923) performs routine farm work and general care of animals, observes general health of animals daily, maintains records as required, related duties as assigned (high school graduate, two years'

experience with cattle, must be able to perform strenuous work daily) \$11,100-\$12,300.

Laboratory Assistant (4180) collects and preserves material for teaching, prepares whole slide specimens for teaching, prepares museum specimens for demonstration, maintains and catalogues teaching material (high school graduate with knowledge of biology) \$7,450-\$8,925.

Maintenance Engineer (4230) maintains and tests waste-water treatment operation, familiar with boilers, pumps, ventilating, air conditioning systems and other similar equipment (high school graduate with completion of Sacramento I, II, III waste-water treatment courses; licensed, certified Penna. operator; ability to move about freely, lift heavy weights and communicate effectively) \$14,575-\$18,700.

Office Automation Editor I (4165) types manuscripts on word processor and on typewriter for optical character reader (excellent typing and grammatical skills; ability to work independently; knowledge of manuscript formats; ability to learn word processing equipment; ability to work under pressure and to interact pleasantly) \$9,925-\$12,250.

Office Automation Operator II (C0217) enters text and highly statistical equations on a computer based system; retrieves and proofreads draft copy; keeps log of material that is submitted for typing; nature of work may require overtime and weekend attendance during peak periods (highly developed typing skills; ability to work with mathematical and Greek characters; ability to balance work load) \$9,375-\$11,500.

Operator I, Duplicating Machine (C0127) operates various types of duplicating equipment; may assist with the sale of text materials and related cash handling, inventory control and stock operations (high school graduate; one year's experience in the operation of duplicating machines and collateral processes; some mechanical aptitude and manual dexterity; mandatory overtime required) \$7,725-\$9,350.

Operator, C.O.M. (4244) operates COM processor; operates film developer and fiche duplicator; programs COM CPU; maintains master fiche files and COM supplies and inventory; maintains logs of fiche usage; contacts maintenance technicians for service; programs optical scanner and maintains optical scanner tape library (high school graduate; one-two years' experience in data processing/COM operations; aptitude for programming and physically able to handle COM supplies) \$10,575-\$13,100.

Production Assistant (3 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications \$9,375-\$11,500.

Psychology Technician I (C0223) assists with research on human subjects, assists with analysis of related data, is present during physical examination of female patients participating in research studies, operates calculator and typewriter, gives EKGs to research patients, responsible for the recruitment of human subjects, makes patient appointments (degree in psychology) \$11,225-\$13,775.

Project Budget Assistant (4269) assists business administrator; maintains financial reports and records; prepares budget and journal entries and salary reallocations, handles accounts payable and reimbursements; supervises work-study students (high school graduate; bookkeeping experience; high degree of accuracy and aptitude for figures; familiarity with University procedures) \$9,925-\$12,250.

Receptionist II (4326) answers phones, takes and relays messages, answers questions and directs visitors; types memos, drafts and letters, opens and disperses mail (good typing skills; pleasant personality and mature judgment; two years' experience) \$8,775-\$10,725.

Records Assistant (4342) maintains student performance evaluation system, processes lincensure requests, supervises enrollment lists and student directories; answers phones (two years' college and two years' experience in academic office setting with highly sensitive scholastic information easily accessible) \$9,925-\$12,500.

Research Laboratory Technician I (5 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications \$8,775-\$10,725 (1-40 hr./wk. position) \$10,450-\$12,675.

Research Laboratory Technician II (5 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications \$10,175-\$12,400.

Research Laboratory Technician III (12 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications \$10,700-\$13,125.

Research Machinist II (3732) uses all standard machine tools in the manufacture of tools and complex machine parts and assemblies related to research needs; operates metal working machine tools (completion of four-year approved apprenticeship program; four years' machinist experience in a research facility) \$12,775-\$16,375.

Secretary I (13 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications \$8,775-\$10,725.

(continued)

OPPORTUNITIES

(continued from p. 15)

Secretary III (12 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications \$9,375-\$11,500.

Secretary IV (5 positions) see Personnel Bulletin Boards for complete descriptions of duties and responsibilities \$10,575-\$13,100.

Secretary, Limited Service (3959) types large volume of social sciences manuscripts, along with routine typing, receptionist duties, filing, xeroxing and stocking departmental supplies (excellent typing skills; familiarity with manuscript preparation, shorthand; ability to deal with people) Hourly wages.

Secretary, Medical/Technical (6 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications \$9,925-\$12,250.

Secretary, Technical/Word Processing (4346) types from written copy, transcribes from dictaphone, operates Lexitron word processing equipment, proofreads typed material (high school graduate; ability to type with speed and accuracy, some experience with word processing) \$9,925-\$12,250.

Secretary, Word Processing (4167) transcribes varied material from dictating equipment as well as copy from rough draft; types mass production of individualized letters, reports and manuals; spends 90 percent of time on Wang Word Processor (high school graduate; business training; ability to work under extreme pressure) \$9,925-\$12,250.

Service Assistant (4271) supports daily functioning of the residences; implements policies of the department and the written procedures for service aspects; performs under general instructions with supervision of progress and results (experience with large facility; ability and interest in working with college students; excellent organizational skills; high school graduate, some college) \$10,575-\$13,100.

Stack Attendant (4295) responsible for the physical arrangement and order of material in the library collections; shelves or stores library materials in accordance with appropriate classification system or another method of organization; maintains order of materials, Union wage.

Supervisor (4277) maintains NBI system and word processing unit, optical character recognition equipment, printer; performs some technical typing, acts as head operator and assists other secretaries (background in word processing and some computer knowledge) \$11,225-\$14,000.

Technician, Information Systems (4256) supervises DP operations/files; establishes priorities; develops improvements to data preparation, quality control; trains and supervises personnel (degree; excellent organizational skills and background in statistical analysis and research methods; knowledge of Mark IV; supervisory experience) \$11,225-\$14,000.

Typesetter I (C0265) types varied material, which may be highly technical, for University publications; performs minor adjustments to typesetting equipment (high school graduate; ability to type 50 wpm; two years' experience as a typesetter; ability to operate in a high pressure deadline situation; team oriented) \$12,600-\$15,500.

Typist II (4162) types, files, transcribes from dictaphone, answers telephone, makes travel reservations (high school graduate; excellent clerical aptitude, initiative and good judgment, five years' experience) \$8,250-\$10,000.

Training Programs

Personnel Relations presents several training programs this fall; all of the programs require advance registration. *New Employee Orientation* will be at noon, October 9 and November 13. *Resume Development* will be at noon, September 25 and October 23. *Preparing to be Interviewed* will be at noon, October 2 and 30. *How to Conduct an Interview* will be noon, October 16 and November 20. *Clerical Skills Upgrading Program* (2 sections) will be at 12:15-2:15 p.m. and 4:30-6:30 p.m., every Monday and Wednesday beginning September 28, for 12 weeks. *Business Communications Program* (2 sections) will be at noon-1:30 p.m. and 4:30-6 p.m., every Tuesday and Thursday beginning September 29, for 6 weeks. Call Alice N. Abdulah at Ext. 3429 for registration and information. *Purchasing Orientation* will be at 2 p.m., the first and third Wednesday per month. Call Dorothy Vaccaro at Ext. 7216 or 4078 for registration and information. *Accounts Payable Orientation Seminar* will be at 2 p.m. every other Thursday beginning September 17. Call Isabel Muse at Ext. 7263 for registration and information.

Capping Steam Costs

After two summer experiments in selective shutting down of steam systems, the Office of Energy Management and Conservation plans campus-wide shutdowns during the non-heating season (May-October), with some conversion of systems in buildings where steam is essential.

Closing off steam in 45 buildings in summer 1980 led to cost avoidance of some \$775,000, and for 1981 the figure is projected at \$1 million in 56 buildings.

The Council of Building Administrators will coordinate a program that includes building-by-building identification of equipment that can be replaced with similar equipment using alternate energy sources. Where process steam is found mandatory, individual steam generators will be installed. "There will be a sufficient transition period to avoid an untimely interruption of daily routines," Director Horace Bomar emphasized.

Steam purchases cost \$9,575,000 in FY 1981, and the cost is projected at \$12,660,000 for FY 1982. Steam used May-October accounted for \$1,660,000 of the 1981 figure and is projected at

\$2,150,000 for FY 1982. "Locally, the cost of steam is rising faster than the cost of electricity," Mr. Bomar added. "This is an important cost to cut."

Off-Campus Living

The University has recently established the Office of Off-Campus Living to serve students, staff and faculty living off campus.

This office has assumed responsibility for the residence listing service which matches those looking for off-campus housing with vacancies in the community. In addition, the office provides information on safety, sanitation and community resources. A major role of the office is to improve communication between those living off campus and other community resources.

Students will be encouraged to become more involved in community activities. A series of meetings with students, community leaders and building owners will take place periodically.

The office, headed by Maye Morrison, is located in Houston Hall, Room 126, Ext. 5352. The hours are 9 a.m. - 5 p.m., Monday-Friday.

Assemblies: Officers 1981-82

The three nonacademic assemblies that participate in University Council and other governance activities on campus have announced the following officers for 1981-82:

Administrative Assembly

Chairperson: Jacqueline Schreyer, associate director of administrative services, Wharton

Chairperson-elect: Stuart H. Carroll, executive vice president, General Alumni Society

Secretary: Eleanor Canal, director of administrative affairs, SEAS

Executive Committee: Victoria Mulhern, benefits counselor, Med
Carol E. Tracy, director, Women's Center
Jeanne Hitman, assistant director of personnel, Med
Daniel McCollum, assistant comptroller, Wharton
Anne Mengel, assistant to the provost (staff conference matters)

Council: Maureen Parris, assistant to dean for academic affairs, Med
Almanac Advisory Board: Shirley Hill, business administrator, pathology

Librarians Assembly

Chairperson: Robert L. Harned, Reference Librarian

Vice-President/Chairperson-elect: John Kupersmith, Reference Librarian

Secretary: Jim Coffey, Head, Acquisitions

Executive Committee: Jean Adelman, Librarian, Museum
Jean Farrington, Assistant Circulation Librarian
Irma Feldman, Serials Librarian, Lippincott
Judie Malamud, Assistant Librarian, Med

Council: Valerie Pena, Assistant Director of Libraries
Almanac Advisory Board: Jane Bryan, Head, Reference Services

A-3 Assembly (Support Staff)

Spokesman: Roosevelt Dicks, project coordinator, Engineering Services

Steering Committee: Harry Hance, Technician, MDL, Vet.
Louise Andrews, Technician, 206 School of Vet.

Coordinating Committee: Mary Davis, secretary, SEAS
Yolanda Davis, transfer in process (from E.O.)
Hedwig DeRienze, supervisor, Office of the Registrar
Una Deutsch, adm. asst., Office of the Chaplain
Patty Lynn Dopierala, secretary, Career Placement
Marian Friedman, secretary, FAS Advising
Yola Green, adm. asst., GSE
Joseph Guerrero, draftsman, Physics Department
Gerthel Gateward, secretary, Associate Treasurer's Office
Betty Hutt, secretary, Physics Department
Joseph Kane, elec. technician, Radiation Safety
Inga Larson, adm. asst., Wharton Executive Program
Phyllis Pompa, adm. asst., GSE
Nancy Rodgers, secretary, Student Financial Aid
Margaret Sabre, secretary, Stewardship and Development
Theresa Singleton, secretary, GSE
Celia Slom, secretary, Admissions
Josephine Vanore, senior asst., Admissions
Jacqueline Washington, adm. asst., Classical Studies
Virginia Wojtowicz, secretary, Radiation Safety

Council: Roosevelt Dicks (above)

Almanac Advisory Board: Una Deutsch (above)