

# Almanac

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## After 86 Years, Inauguration Time Again

Not since 1895 — the last year that a Penn provost was ushered in with pomp and circumstance at the Academy of Music — has Penn made a public occasion of the installation of new presidents. And even Provost Harrison's inauguration that year was combined with Commencement rather than held free-standing like the last great gala for Provost Pepper in 1881.

On October 23 the University mends a broken tradition by formally installing Dr. Sheldon Hackney, who took office February 2 as successor to Martin Meyerson. This inauguration, however, is spread over time and place, and billed not as one man's assumption of office but as a celebration of one University's past, present and future.

A month's festivities start October 5, with the first of thirteen school symposia (see page 11) that run through November 9. But the core of the celebration will be three days:

- October 21, when FAS's symposium features new Provost Thomas Ehrlich at the head of a panel on "Ethical Issues in the World of Work";
- October 22, a day of crew races and kite-flying, with dinner and song at the end; and
- October 23 itself, when the formal installation takes place at Irvine Auditorium in ceremonies starting at 10:45.

The principal address at the inaugural ceremony will be delivered by Dr. Hackney's graduate-school mentor C. Vann Woodward, Sterling Professor of History, emeritus, at Yale, introduced by the provost and followed by the president.

Representatives from some 80 colleges, universities, and learned societies will join University trustees, officers, deans, faculty members, and student leaders in the academic procession through a flag-decked campus. A banner (below) has been designed for the inauguration by Professor of Fine Arts Neil Welliver; an inaugural poem written by English Professor Daniel Hoffman; and fanfares composed by Richard Wernick and C. Jane Wilkinson of the music faculty. Performing special music will be the University Choral Society under William Carberry and the University Symphony Orchestra under Music Chairman Eugene Narmour.

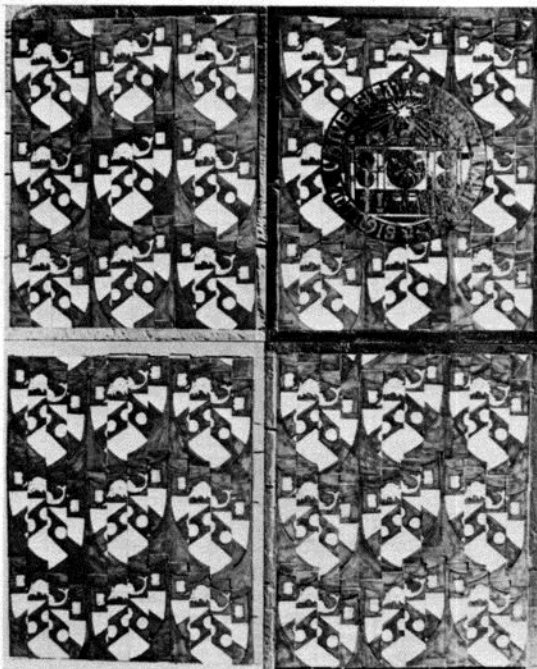
Greetings will be brought to the University and its president both by members of the Pennsylvania family and the larger academic community. Among them: Dr. Jonathan Rhoads, president of the American Philosophical Society and professor of surgery; Bryn Mawr's President Mary Patterson

McPherson; Penn Nobelist Lawrence R. Klein; Faculty Senate Chair Phoebe Leboy; GAPSA Chairperson Steve Ludwig; UA Chairperson Elizabeth Cooper; and Sara Spedden Senior, president of the General Alumni Society.

There will be two special exhibits (also page 11), and kite-flying on Hill Field is planned for 2 p.m. on Thursday, October 22; all University students are invited to share in the light refreshments which will be served during the festivities. Earlier that day a historic exhibition of crew events will take place on the Schuylkill to the accompaniment of the University Wind Ensemble as trustees watch from the grandstand near Columbia Avenue Bridge. Afterward board members will lunch among the racing shells in the University boathouse and that evening they will honor the president at an inaugural dinner at the University Museum. The program will include songs by the Collegium Musicum and the Glee Club. After the inaugural ceremony on Friday, there will be a reception in Blanche Levy Park where the president plans to greet guests. Lunch will be served to all.

The budget for the inauguration is \$50,000 with a \$10,000 contingency fund to cover any over-run. It is expected that a substantial portion of the costs will be covered by donations. The possibility of making a limited number of silk screen prints of the Welliver banner available to friends of the University is also under consideration.

Provost emeritus Eliot Stellar is chairman of the Inaugural Committee. Other members: Jerry Condon, director of student life; Ms. Cooper; Lee Copeland, dean of the Graduate School of Fine Arts; Francis James Dallett, University Archivist; Anthony N.B. Garvan, professor of American civilization; Arthur Hirsch, acting vice president of operational services; Dr. Leboy; Mr. Ludwig; Mary Ann Meyers, Secretary of the University; President Emeritus Meyerson; Professor Narmour; Mary P. Nichols, director of communications; and Philip Rieff, Benjamin Franklin Professor of Sociology.



*Fine Arts Professor Neil Welliver hails the red and the blue with an inaugural banner (design at left) that recasts Penn's familiar dolphin shield with some elements of the Rittenhouse Orrery that was on the official seal between 1782 and 1847. Along with a silver badge of office that Trustees Chairman Paul F. Miller, Jr., will place around Dr. Hackney's neck as a symbol of his investiture, the banner will become a part of Penn's heraldic collection, to be used in future convocations.*

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Insert: Personnel Newsletter

# SPEAKING OUT

## More on Ralph Smith

One important issue that is raised by Ralph Smith's tenure case is the appropriate division of labor between the Provost and the President. President Hackney is reported as saying that he considered reversing the Law School's decision in that case, but it would seem more appropriate that such a reversal be the action of the Provost as chief academic officer of the University. The Faculty Handbook is of little help because it talks about reversals being the joint action of President and Provost, but it is silent on whose responsibility it is to initiate such a proposal for reversal.

This ambiguity in the division of labor between President and Provost which was clearly exacerbated in Ralph Smith's case because both President and Acting Provost were new to their offices. This meant that nobody was left with the clear institutional *responsibility and authority* to decide if a negative tenure decision taken at the school level was in the interest of the University as a whole. As long as there is such ambiguity, administrators will be understandably reluctant to take strong action. Yet, institutionally, it is absolutely essential that there be a specific office that is charged with the responsibility to make a finding as to whether a school's action is appropriate. Such a finding involves more than the question of procedural fairness; it would also require, in Ralph Smith's case, consideration of whether the Law School faculty placed sufficient weight on issues that are of great importance to the University community, such as affirmative action. Since such University-wide considerations as finances are routinely used to justify

the reversal of positive tenure votes within schools, there is absolutely no reason that such considerations cannot be used in the opposite direction. Furthermore, the Faculty Handbook outlines a procedure in the case of such reversals in which the Dean, School Personnel Committee, and other bodies, are given an opportunity to respond to the proposal for reversal before a recommendation goes to the Trustees. Such a procedure constrains the administration from acting arbitrarily in making such reversals.

I submit that since Ralph Smith's case was handled by the central administration in a context of ambiguity as to the division of responsibility and authority, both he and the rest of us were denied the kind of careful finding that I have described. Therefore, now that Provost Ehrlich is in office, he and the President, in consultation with all of the appropriate bodies, should move quickly to clarify the division of labor between their two offices. Once that is done, the appropriate office should reconsider Ralph Smith's case in light of the broadest consideration of the University's needs.

—Fred Block, Associate Professor  
of Sociology

*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.

## President's Reply

In response to Professor Block, these are the facts:

There are established procedures and a "division of labor" (Professor Block's term) between president and provost in faculty appointment and tenure matters, and these were followed in Professor Ralph Smith's tenure case. These procedures are as follows.

In all cases concerning a faculty appointment or promotion, the school involved makes a recommendation. When the recommendation is positive, the proposal is forwarded to the provost for review by the Provost's Staff Conference, an advisory body to the provost. In tenure cases (and in cases of reemployment beyond retirement), the provost brings the case along with his recommendation to the president for a final decision. In non-tenure cases, the provost makes that decision under delegation by the president. In all cases, of course, the Trustees of the University must approve any positive action.

When the recommendation of the school is negative, the matter *may* be reviewed by the provost, with the advice of the Provost's Staff Conference, if the individual involved, the dean of the school, the provost, or the president wishes. In the past, however, review at the provost's level has occurred in only a small percentage of cases involving a negative recommendation by the school. In such cases, after review, the final decision for the university administration is made by the president with the advice of the provost. In Professor Smith's case, Acting Provost Louis Girifalco and I followed this established procedure.

—Sheldon Hackney, President

## Search Committees: Associate Provost, VP/Research, Dean of Law

For three high academic administrative posts where searches are to be conducted this fall, the consultative committee membership was announced this week by Provost Thomas Ehrlich

Search committees are still being formed for two other key posts in the University — Director of the University Museum, and Vice President for Development.

### Associate Provost

#### Faculty Members:

Houston Baker, professor of English  
Charles Bosk, associate professor of sociology  
Maria Delivoria-Papadopoulos, professor of pediatrics  
Michael B. Katz, professor of educational history and public policy — *chair*  
Dan M. McGill, professor of insurance  
Irene J. Winter, associate professor of history of art

#### Students:

Randy Malamud, SAS '83  
Ian Novis, economics, SAS

### Vice Provost for Research

#### Faculty Members:

Renee Fox, Annenberg Professor of Social Sciences  
Fred Karush, professor and chairman, microbiology (Med) — *chair*  
Michael B. Katz, professor, educational history and public policy  
James W. Lash, professor, anatomy  
Almarin Phillips, professor, economics  
Charles Rosenberg, professor, history

#### Students:

Sarah Kimball, SAS '82  
Cindy D'Ambrosio, biochemistry

### Dean of the Law School

#### Faculty Members:

Howard Arnold, associate professor and associate dean, Social Work  
Janice R. Bellace, assistant professor of legal studies and public management, Wharton  
Stephen B. Burbank, assistant professor of Law  
Richard A. Easterlin, William R. Kenan, Jr., Professor of Economics, FAS  
Claire M. Fagin, professor and dean of Nursing

Frank I. Goodman, professor of law  
Henry B. Hansmann, associate professor of law — *chair*  
Ralph S. Spritzer, professor of law

#### Students:

Robert Marchman, second-year  
Leona Barsky, first-year

#### Alumnus:

Thomas N. O'Neil, Jr., of Montgomery, McCracken, Walker, Rhoads

# Almanac

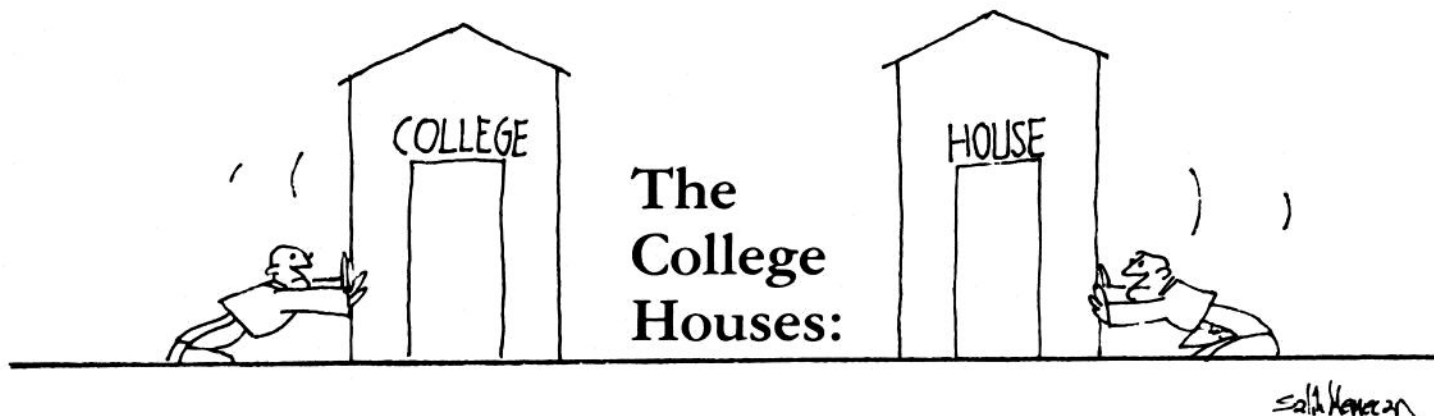
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## Making a Home for Themselves at Penn

The fall of 1981 will mark the tenth anniversary of Van Pelt College House and thus of the beginning of the University's College House system. In only ten years the College Houses have become an established and vital part of campus life. The rapid expansion of the College House system and the popularity of the College Houses as undergraduate residences — nearly 25 percent of resident undergraduates live in College Houses — indicate that College Houses address an important need in the University community.

When Van Pelt College House opened in 1971, the idea for a collegiate system within the University's overall residence system was not new. Indeed it was implicit in the philosophy of Provost Harrison, projector of the Quadrangle, who emphasized the extracurricular and residential role of the University in the late 19th century. The building of the Quadrangle itself was, for its time, an ambitious start for the University's residence system. A development campaign of 1925 raised funds to increase the residence space in the Quad, and in the early part of the century the fraternity system accommodated a number of students; but on the whole the expansion of the residence system did not keep pace with increasing enrollments. By the late fifties another expansion had begun with the building of Hill House as the women's dormitory. The University was on its way to changing its character as a commuter school.

The idea of a "collegiate option" was raised again in the early sixties when the University began to increase the number of its residential accommodations. In April 1961 the University Planning Office proposed that the University develop a series of residential houses which would make possible experiences in informal education commensurate with "the intellectual curiosity, the high regard for knowledge and the maturity of judgment for which academic discipline stands."

While the 1961 proposal was bold, it was also costly and the plans were not carried out. The idea materialized again in a set of plans for 1964-65. Although these plans were again considered too costly, at year's end, similar ideas were once more articulated in the Springer Report, which recognized that "lectures, recitations, examinations, and credits do not add up to a college education." It went on: "The plain truth is that the educational mission of the University cannot be fulfilled

in the classroom alone. The intellectual, cultural and social environment outside of the classroom cannot be divorced from what goes on within, and the University should not, if it could, draw its curtains of concern at the classroom door." While these sentiments were widely held, and the University went so far as to draw up plans for a house system in the British tradition, once again cost stood in the way. As the University reviewed its pressing need for more student housing, it turned not to the house system but to a less expensive complex of apartment-style accommodations — the eventual Superblock.

But the overnight increase in the inventory of student rooms, coupled with the social withdrawal of the students in the late sixties and early seventies, produced a surplus of student accommodations. Suddenly it became a matter of financial as well as philosophical necessity to make on-campus living interesting and intellectually enriching.

The first two programs to be implemented, Van Pelt College House and Hill House, were initiated in 1971-72, following the proposals of President Meyerson and Provost Reitz (*Almanac* April 6, 1971). In the new and underpopulated Low Rise South, faculty members Mark Adams, Richard Solomon, Alan Kors and Martin Seligman, with a group of students set out to create an informal and congenial atmosphere in which students and faculty worked and lived together. The result was Van Pelt House, generously aided by the family that had already given the Library in memory of their undergraduate son. At the other end of the campus, a small group of faculty members took a critical look at Hill Hall, a dormitory which, although the largest single co-educational freshman residence, was also unpopular and underpopulated. As Hill House, it succeeded. Both houses began to run noncredit academic programs and started faculty-affiliate programs which brought members of many disciplines into the houses for dinners, sherry hours, and general discussions with students and colleagues. By December 1972, the report of the Ad Hoc Senate Committee on Academic Priorities had endorsed educational programs in residences as providing "a congenial setting for informal student-faculty contact and enriching the experience of both students and faculty through intellectual interactions with students and faculty in other disciplines."

(continued)

The successes of that year were encouraging enough to prompt dramatic expansion in 1972-73. Three of today's six programs were begun that year — Stouffer College House, with Dr. Joseph Bordogna as its Master; W. E. B. DuBois Residential Program (now the W. E. B. DuBois College House), and the International Floors (now the International Program) in Superblock's Harnwell House. As Van Pelt and Hill went into their second year of operation, Hill was solidified and strengthened under its first Acting Master Dr. Edward Peters. By then there were 165 students and 12 faculty members living in these five programs, and as many as 70 faculty members actively involved as affiliates.

Responsibility for the system was given to the Vice Provost for Undergraduate Studies, whose plan of action for "The Advancement of Undergraduate Education" (*Almanac* April 18, 1982) called for an expansion of the college houses. This helped give the programs credibility as worthwhile educational enterprises. As an increasing number of faculty members began to affiliate with the programs and to interact with the students in new ways, the system grew and prospered. By the end of the year there was a high retention rate and an increasing number of students were applying to be part of these intellectual communities. In 1974 the system was expanded to include an Arts Program in Harnwell House and two language floors in Harrison.

The language floors marked a new departure for the college house system. The French floor and the Spanish floor had departmental affiliations and were tied directly to academic disciplines and formal departmental channels. The success of the language floors led to the expansion of the Harrison project into a college house in the Class of '25 Building. Since then the system has been expanded to include the East Asia Program in Harrison House; the addition of Russian, German, and Italian to the Modern Languages College House; the development of the Arts Program in Harnwell House; and the institution of Ware College House in the Quad, on the theme of Health and Society.

Ware came into being as a project in the high rises, but transferred to the Quadrangle when a distinguished alumnus and trustee, John H. Ware, 3rd, came forward with funds for a massive redesign of the interior space while preserving the historic Queen Anne facade. Plans for use of the whole Quadrangle as college houses (*Almanac* October 29, 1974) had to be shelved in the late seventies, for lack of similar funds, and what is called "minimal renovation" — with the present layout of rooms retained — is going on instead.

## The Houses Today

The nine programs which today make up the College House System can be divided into two categories.

First there are the college houses proper — six in number, some linking all the disciplines, others with a particular orientation or set of interests.

Van Pelt and Stouffer can be regarded as the generalists of the system, including among their residents undergraduates from all fields and all four classes, and seeking through their programming to encourage intellectual cross-fertilization.

Hill College House is rather special, because it is considerably larger than the others and because the majority of its residents are freshmen who will later go on to other parts of the campus. Hill, too, fosters a sense of intellectual openness and versatility.

The other three college houses — the W. E. B. DuBois College House, the Modern Languages College House, and Ware College House — have their own particular interests and concerns, though not, of course, to the exclusion of general programming.

DuBois grew out of the increasing attention to the Black presence at the University in the early seventies and is dedicated not only to providing students of all races with an environment for the study of Afro-American culture but also to fostering that study on the campus at large.

The Modern Languages College House resembles the language houses familiar on many campuses, but goes beyond them by providing a collegiate atmosphere and a sense of purpose that extends beyond the mastery of literary texts and language requirements (though it encourages a love of the former and success in the latter as well).

As for Ware College House, the newest major addition to the system, it embodies a recognition that one of the greatest of Pennsylvania's in-

tellectual strengths lies in its unique concentration of resources in the health sciences and helps to link these resources with the general intellectual enquiry of an undergraduate education.

Each of the six college houses has its own master, appointed to the position by the President of the University on recommendation of the Vice Provost for University Life and the Provost. Masters are selected from among the tenured faculty, through a search process involving participation both of the college house in question and of the faculty in general. Four houses have resident Masters. Two — DuBois and Modern Languages — still do not, although the hope is that resident masters will soon be appointed. In fact, Professor Houston Baker is leading the search for a DuBois House Master now.

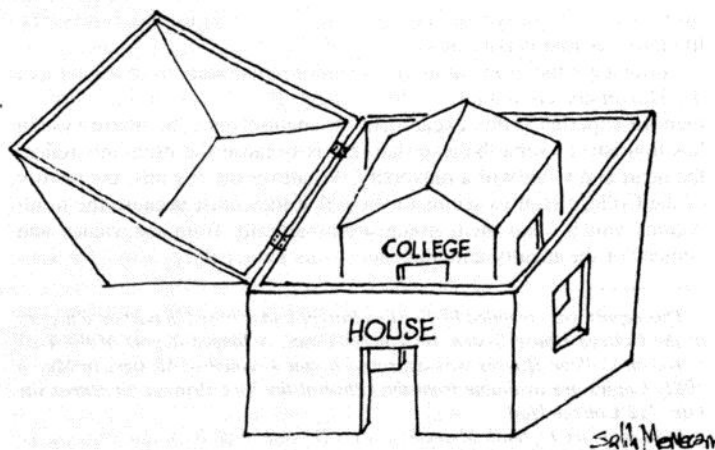
The Masters of the six college houses make up the Council of Masters, which maintains general supervision of the College House System and advises the Vice Provost for University Life, the officer charged with administration of the system. Currently chairing the Council is Professor Robert Lucid, Master of Hill House.

A second category consists of the Living-Learning Programs, three in number, that are in effect on the way to becoming college houses. These are the Arts Program, the East Asia Program, and the International Program, all currently located in the High-Rises. As their names suggest, each has its own particular concentration — on the arts in general, on the life and culture of East Asia, and on the provision of an authentically international living environment. While the first program tends to attract practicing artists and performers, and the second and third are particularly attractive to students from overseas, many of the students living in these three settings might be regarded as typical American students anxious to acquire through their living circumstances a particular type of intellectual or cultural experience.

The three Living-Learning Programs do not have resident masters and their resources for programming and activities are somewhat more limited than those of the college houses. One of the main priorities of the Council of Masters and the administrators of the system is to strengthen these programs and bring them to college house status.

Each of the college houses has its own resident staff of Faculty Fellows, in addition to the Master. The nature of these fellowships varies with the nature of the programs and the physical facilities available for staff housing. Most of the houses have some resident faculty members, drawn from all fields and all ranks. Selection is generally by means of a search committee established by the house in question, with appointment power vested in the master. The Faculty Fellows participate in a newly-established Advisory Council, which meets each semester and which consists of all faculty members resident in the college houses, including the Masters. The Faculty Fellows and their families are complemented also by Graduate Fellows, appointed from among the graduate students.

Arrangements for the participation of nonresident faculty members differ from house to house. In some, faculty members teach credit or noncredit courses in the houses. This, for example, is the regular practice in Hill. In others, such as Modern Languages, faculty members are



linked to the house as special resources — in this instance because of their language skills. (Needless to say, this category is not limited to members of the language departments.) Van Pelt College House has an extensive network of nonresident faculty affiliates who visit the house from time to time and dine with the students or participate in house activities. Stouffer College House has a more limited but more intensive program: a small number of nonresident Faculty Fellows are integrated into the staff, and function much as resident fellows in all other respects. All in all, through program activities and formal affiliation, well over a hundred faculty members have some kind of close contact with the College Houses each year.

### The Faculty Hurdle

Nevertheless — and despite its very considerable impact on the intellectual life of the University — the College House System has its problems, one of them critical to the careers of faculty members.

Younger faculty members drawn to the system sometimes fear that their educational activities in the houses will go unrecognized by their departments. The Task Force on College Houses has found that "The service of a junior faculty member resident in a college house may be underestimated when this faculty member's record is reviewed, primarily because the reviewers are ignorant of the role of faculty resident in college houses . . ." Senior faculty who have not observed or participated in College House activities are apt to suppose College Houses are merely dormitories, and thus to underestimate the educational enterprise they carry on. However, the continuing involvement of several prominent faculty members in the College House system and the low turnover rate among faculty residents suggest that once they are involved and informed, faculty members find College Houses a congenial and rewarding environment. Several faculty members who were or became prominent in the University administration have committed their time and interest to the College House System, among them two former Masters of Hill House (FAS Associate Dean Peter Conn and the Director of Planning Analysis, Robert Zemsky), two former Masters of Stouffer (SEAS Dean Joseph Bordogna, and former Vice President Jon Strauss), and Van Pelt's former Master Joel Conarroe, who served as Ombudsman, then English department chairman, and is now executive director of the Modern Language Association. The present Master of Stouffer House, Humphrey Tonkin, is director of International Programs and former Vice Provost for Undergraduate Studies and University Life; and Hill House's Master, Robert Lucid, is chairman of English.

The growing recognition at Pennsylvania over the last ten years that learning can be conducted effectively outside the classroom in ways which support and supplement the classroom experience has been exemplified in the College House System. By helping to extend the intellectual horizons of students and faculty through close association in residences, this system of houses and programs has gone a long way toward affording the students of a large urban university the advantages of a small college while keeping open to them the resources of so major an institution of higher learning. Students, through special educational programs in residence, begin to appreciate and understand the concept of a university as a living community of minds in which education spills over from the classroom into residences — and from lounges and livingrooms into classrooms.

Fortunately the growing involvement of individuals from throughout the University community in the College House System has allowed them to experience this excitement for themselves. The house system has flourished. Some believe that this is because the programs reflect the heart and vitality of a university. Whatever the reasons, the history of the College Houses seems to show that they exist because the motivations which keep them going arise naturally from the values and choices of the faculty and students at this university.

*This report was compiled by Jo Ellen Parker and is based in part on a history of the College House System by Vincent Conti. A longer Report of the Task Force on College Houses was approved by the Council of Masters in March 1981. Copies are available from the Office of the Vice Provost for University Life, 112 College Hall.*

*Drawings are by Salih Memecan, a Ph.D. candidate in Architecture at the Graduate School of Fine Arts.*

## The College Houses: A Master List

<b>Hill</b>	3333 Walnut St., Ext. 5237
Master:	Robert Lucid, English
Faculty Fellows:	Christopher Dennis, English Peyton R. Helm, Classical Studies Vicki Mahaffey, English
Sr. Admin. Fellow:	Patricia Burton Helm
Graduate Fellows:	15
Undergraduates:	536
Freshmen:	435
<b>Modern Languages</b>	3904 Locust Walk, Ext. 8990
Master:	Frank Bowman, Romance Languages
Admin. Fellow:	Joseph McVeigh, Germanic Languages
Graduate Fellows:	6
Undergraduates:	86
Freshmen:	12
<b>Stouffer</b>	3700 Spruce St., Ext. 6827
Master:	Humphrey Tonkin, English
Faculty Fellows:	Graham Astley, Wharton Management Betsy Erkill, English
Admin. Fellow:	Judy Weinstein, Classical Archaeology
Graduate Fellows:	3
Undergraduates:	130
Freshmen:	13
<b>Van Pelt</b>	3909 Spruce St., Ext. 5202
Master:	Martin Seligman, Psychology
Faculty Fellows:	Michael Frese, Psychology Anna Kuhn, Germanic Languages Ann Matter, Religious Studies Jeffrey Morris, Political Science Steven Ludwig, Penn Law School
Admin. Fellow:	Steven Ludwig, Penn Law School
Graduate Fellows:	2
Undergraduates:	165
Freshmen:	23
<b>Ware</b>	3700 Spruce St., Ext. 6886
Co-Masters:	Charles Bosk, Sociology & Marjorie Waxman
Faculty Fellow:	Gail Slap, M.D., Clinical Scholars Program
Admin. Fellow:	Neil Goldfarb, SPUP
Graduate Fellows:	3
Undergraduates:	165
Freshmen:	36
<b>W.E.B. DuBois</b>	3900 Walnut St., Ext. 5253
Director:	Eleanor Cox, Asst. Dean, Graduate Faculty of Arts and Sciences
Faculty Fellow:	Lorenzo Griffin, Asst. Dean, College of Arts and Sciences
Admin. Fellow:	Mark Carter, School of Social Work
Graduate Fellows:	4
Undergraduates:	125
Freshmen:	28

Faculty members interested in further information about Penn's College Houses may contact Dr. Peyton R. Helm, Coordinator of College House Programs, 3901 Locust Walk, Ext. 5551.



*The following text describes the structure and operation of graduate education at the University of Pennsylvania. It results from the Report of the Task Force on Graduate Education (Almanac March 31, 1981) as modified by suggestions from a number of sources, most especially from the Faculty of Arts and Sciences. It has been circulated as Provost's Memorandum #81-7 to deans, associate deans, vice deans, department chairpersons, graduate group chairpersons, and members of the Graduate Council of the Faculties.*

## On Graduate Education

### I. Background

When the Faculty of Arts and Sciences was created in 1974, the former Graduate School of Arts and Sciences (GSAS) was dissolved. Each graduate group in GSAS was then assigned to the School which had primary budgetary responsibility for it, the intention being to strengthen the graduate programs by joining their academic aspects directly with developmental resources. (The biomedical graduate groups were treated differently. They are considered in the final section of this memorandum.) The organizational scheme for graduate education that was to replace GSAS is detailed in the document, "The Organization of Graduate Studies," by John N. Hobstetter (*Almanac* November 2, 1976). That organization included a Vice Provost for Graduate Studies and Research (VPGSR), a Graduate Council of the Faculties, and a Council of Graduate Deans. In 1979 the Provost's Office was reorganized and the position of VPGSR was abolished. Since then graduate studies has been organized on an *ad hoc* basis with the Associate Provost acting in place of the VPGSR.

### II. Basic Structure

Graduate education in general and the development and administration of the Ph.D. and related master's programs in particular are the responsibilities of the Faculties. The administrative structure described here serves these Faculties in carrying out their responsibilities.

In the general structure of the University the Provost, as chief academic officer, oversees all academic programs. This responsibility is exercised through budgeting, through the appointment of individual faculty members upon recommendation of the various Faculties, and through the Deans, who lead their respective Faculties in the development of academic programs and manage the budgets associated with these programs. The Provost and the Deans may appoint associates to represent them in carrying out certain aspects of these responsibilities.

Since the Ph.D. is a University-wide degree with programs extending presently over seven Schools, there is the need for central administrative oversight. In keeping with the existing structure, this oversight should be exercised by the Provost or an associate. Since the development and maintenance of quality graduate programs depend to a great extent on academic planning and the resulting allocation of financial resources, the Associate Provost emerges as the logical official to serve as the central administrative focus for graduate education. As such, the Associate Provost will serve as a symbol that graduate education at Penn is of prime importance, will

sign the diplomas along with the appropriate Dean and present the Ph.D. candidates at Commencement, will articulate the needs of education graduate at the highest levels of the University, and will oversee the quality of the various graduate programs. In addition, the Associate Provost will review and summarize for the Provost evaluations of graduate programs as they occur. With the help of appropriate staff the Associate Provost will maintain and report graduate enrollment figures, monitor memberships of graduate groups, sign external documents calling for the signature of the "Graduate Dean," and perform similar routine chores.

The graduate programs will be under the academic and budgetary jurisdiction of the School Faculties, led by their respective Deans. Within a School a Dean may delegate responsibility for graduate studies to an Associate, Vice, or Assistant Dean. The Deans or their appointed associates will report to the Provost through the Associate Provost in matters related to graduate education.

The Provost will appoint a University representative to the Council of Graduate Schools, the Association of Graduate Schools, the Northeast Association of Graduate Schools, and the Pennsylvania Association of Graduate Schools.

### III. Graduate Groups

The organizational unit for graduate education is the Graduate Group. This structure, which encourages the development of degree programs in interdisciplinary fields and facilitates the participation of diverse groups of faculty members in the several degree programs, is a strength of this university.

In keeping with this basic structure and concordant with the principle that academic programs should be closely tied to budgetary resources, each Graduate Group is assigned to a School and falls under the jurisdiction of the Faculty and Dean of the School. In this respect a Graduate Group is treated in the same manner as an academic Department.

Each Graduate Group shall have a Chairperson. Responsibilities and privileges of Chairpersons are described in the document entitled "Organization and Responsibilities of Graduate Groups and Graduate Group Chairpersons," which was issued some years ago and was reissued on February 11, 1980, by the Provost's office. That document also outlines the procedure for the appointment of Graduate Group Chairpersons.

The establishment of a new Graduate Group or the elimination of an existing one is to be recommended by the Dean of the appropriate School to the Provost through the Associate Provost. The Associate Provost will inform the Council of Graduate Deans of any such

*(continued past insert)*

recommendations in order that the Council may point out possible overlap or conflicts with existing programs. The final decisions will rest with the Provost, who may request the advice of the Graduate Council of the Faculties. Each Faculty may set up its own procedures to determine its recommendations for establishing or eliminating a Graduate Group.

#### **IV. Graduate Council of the Faculties**

The Graduate Council of the Faculties will be an advisory body to the Provost. It will be chaired by the Associate Provost. Its duties will be threefold: to assist the Associate Provost in the evaluation of graduate programs, to advise the Provost on policy matters related to the well-being of graduate education, and to advise the Provost concerning University-wide admission and degree requirements for the Ph.D., A.M. and M.S. Such advice should be concordant with the statements in the Statutes of the Corporation that the Faculties shall determine the qualifications for admission of students for degree candidacy and shall determine the curricular and other requirements for recommendations for degrees in course. The Council will also certify to the Trustees the candidates for the award of the Ph.D., A.M. and M.S. degrees.

The Council will be elected by the School Faculties with the following representation: FAS, including biomedical faculty, 7 members; the other six Schools, 1 member each. The elections will be conducted in accordance with the by-laws of each faculty. Members of the Administration of the Schools are not eligible for membership on the Council. In addition to the thirteen faculty members, three Ph.D. candidates selected by the Associate Provost upon recommendation of the appropriate students' organization(s) will also serve on the Council. Each member will have one vote; the Associate Provost will vote only to break ties. In order to promote a general discussion and/or seek advice on particular issues, the Associate Provost may convene joint meetings of the Graduate Council and the Council of Graduate Deans.

#### **V. Policy and Administration**

##### *A. Admissions*

The present requirements for admission to the Ph.D., A.M., and M.S. programs will remain in effect. These requirements will be monitored by the Associate Provost. Further requirements may be set by the Faculty of the School to which the student is applying and will be monitored by the Dean. Even stricter requirements may be set by the individual graduate groups. All admissions standards are subject to the implicit approval of the Provost. In particular no Graduate Group or School Faculty may relax any existing standard without the consent of the Provost.

The Dean and the Graduate Group will jointly admit the students; the Dean, on the recommendation of the Graduate Group, will make the formal offer of admission. The signature of the Dean or his representative explicitly appointed for this purpose on an official admission card or letter will constitute the authorization for admission to the University. Each School shall maintain a system of quality control and shall make certain that there is no bias in the admissions process.

The Graduate Deans may coordinate those parts of the admissions process which are more conveniently done collectively, such as printing application forms, sending out forms and bulletins, answering inquiries, and receiving GRE scores.

##### *B. Degree requirements*

The present University-wide requirements for the Ph.D., A.M., and M.S. degrees will remain in effect. Further requirements may be set by the Faculty of the School in question or by the Graduate Group. All degree requirements are subject to the implicit approval of the Provost. In particular, no Graduate Group or School Faculty may relax any existing University-wide standard without the consent of the Provost. The application of degree requirements in individual cases will be carried out by the Deans following procedures that are subject to the approval of the Associate Provost. A student may appeal an adverse ruling at the School level to the Associate Provost.

##### *C. Courses approved for credit*

Each School will determine by procedures set by its Faculty which courses offered within the University may be applied to satisfy the degree requirements for students registered in its Graduate Groups. However, the Provost with the advice of the Graduate Council of the Faculties may set limitations on allowed courses, such as restricting courses taken for credit to those numbered 400 and above. The program for an individual student will be subject to the approval of the Graduate Group.

##### *D. Administrative requirements and procedures*

Administrative requirements and procedures, such as approval for delayed enrollment, registration procedures including late registration, course enrollment procedures including late course changes, regulations involving submatriculation, regulations on auditing courses, regulations on transfer of credit within the University, approval of specific courses transferred from other universities, approval of specific foreign languages and transfer of certification from another university to meet the foreign language requirement, and approval of a leave-of-absence, will be determined by the individual schools.

##### *E. Certification for a degree*

The Dean of the School in which the student is enrolled, on the advice of the Graduate Group, will certify to the Graduate Council of the Faculties through the Associate Provost that a student has completed the requirements for the A.M., M.S. or Ph.D. degree. The Graduate Council, on behalf of the School Faculties, will then certify the candidates to the Trustees.

Since the Dissertation represents the embodiment of the scholarly or scientific innovations produced by Ph.D. candidates, it is appropriate that the Graduate Council symbolically receive the Dissertation. In this context, the Graduate Council shall determine the rules governing the Dissertation including format, publication, micro-filing, and depositing in the library. The administration of these rules is assigned to the Associate Provost.

##### *F. Fellowships*

In conformity with the policy of combining academic programs with budgetary responsibility, the fellowship programs for graduate students involving endowed and unrestricted funds should to the greatest extent possible be the responsibility of the Schools. Those fellowship programs which cross School lines will be administered by the Associate Provost with the advice of various *ad hoc* committees that he or she may appoint.

##### *G. Recruiting*

The recruiting of new students into the various graduate programs will be carried out by the Graduate Groups and the Schools. The recruiting of minority students under the University's affirmative action program will be under the jurisdiction of the Associate Provost with coordination provided by the Graduate Deans. Any staff member with responsibilities in the area of minority recruiting will report to the Associate Provost, but should work closely with the Deans. An appropriate title for such a staff member is "Assistant to the Associate Provost." Annually, each Graduate Group shall send to the Associate Provost a summary of its recruiting activities with particular emphasis on its minority recruiting efforts.

Primary responsibility for the Graduate Bulletin will rest with the Associate Provost, who may delegate the preparation of the Bulletin.

#### **VI. Administrative Organization**

The administrative work involved in graduate education shall be carried out as much as possible by the participating Schools. Although the Associate Provost will have primary responsibility for the administrative work involved in University-wide policies and procedures and in the reporting of enrollment statistics, the Schools shall perform as much of this work as they can and report the results to the Associate Provost. The objective is to decentralize the administrative process and thereby minimize the necessity of increasing the staff in the Associate Provost's office.

The Graduate Office of the Faculties will be discontinued. The

existing facility and staff will be turned over to the Faculty of Arts and Sciences as the Graduate Office of FAS. Insofar as possible, the services now provided by the Graduate Office of the Faculties for a non-FAS student will be provided by the School in which the student is enrolled. However, it is understood that the FAS Graduate Office will continue to provide services to students in Schools which cannot readily take on these functions. Furthermore, the FAS Graduate Office will provide combined services as requested by the Associate Provost. The maintenance of the official transcripts for graduate students will be transferred as quickly as possible to the Office of the Registrar. Until that transfer is accomplished, the FAS Graduate Office will perform that function as a service for all Schools which desire it.

### VII. Quality Control

The primary responsibility for the quality of academic programs at the University rests with the Faculties, and the ultimate responsibility rests with the Provost. The most effective mechanism for quality control lies in the various Schools under the leadership of the Deans. The Dean of the School to which a Graduate Group belongs is expected to conduct periodic reviews to determine the quality of the program and to implement improvements when needed. This review may in some cases be part of a Departmental review. The

Dean, having budgetary control over the programs in the School, is better able to influence those programs than are other administrators or committees. The Provost has the responsibility to require that the Deans provide quality control and conduct reviews and may seek advice and information within and without the University as desired. The Associate Provost will report to the Graduate Council of the Faculties concerning reviews of graduate programs and when appropriate will have the Graduate Council participate in the review process.

### VIII. Biomedical Graduate Groups

The biomedical graduate groups have been organized in a different manner from the other graduate programs; they report to the Dean of FAS for academic matters and to the Board of Biomedical Deans for budgetary matters. Although this arrangement is different from the fundamental organizational scheme introduced when the Graduate School of Arts and Sciences was dissolved, it is the mode requested by the faculty members involved because the members of a given biomedical graduate group may belong to more than one Department and to more than one School. The arrangement was worked out with great effort and appears to be working well. It is now affirmed on a permanent basis.

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## DEATHS

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**Dr. Henry Faul**, the eminent nuclear geophysicist who has been chairman of geology this year, died September 16 at the age of 61. Dr. Faul joined the University as professor of geophysics and chairman of the department of geology in 1966. He was the graduate group chairman of geology from 1975 to 1981.

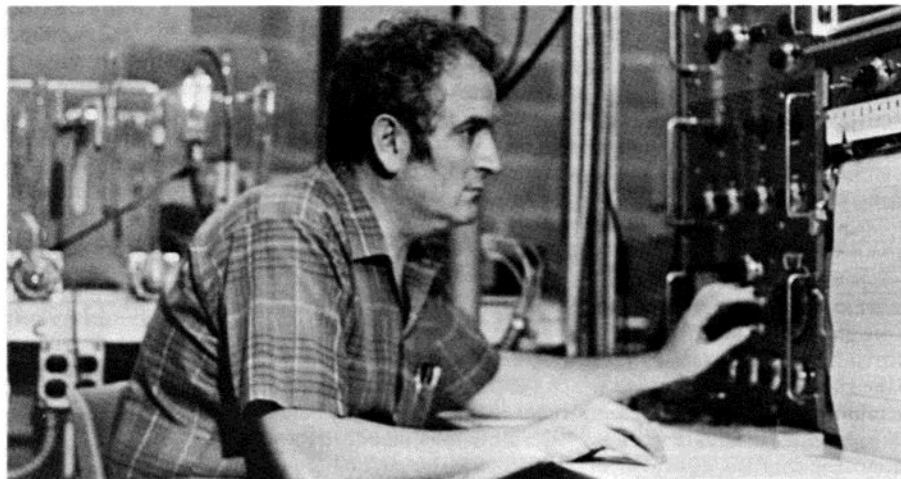
Born in Prague, Dr. Faul took his S.B. in mining geology from the Massachusetts Institute of Technology in 1941, his M.S. from Michigan State University in 1942 and his Ph.D. from M.I.T. in 1949. His ongoing research, spanning the last several decades, helped to develop the uranium fission "clock" for dating the age of rocks. From 1942-1963 Dr. Faul worked in research laboratories on nuclear physics and geochronology. During World War II, he was a geophysicist on the Manhattan Project. He also conducted his studies at the National Research Corporation in Boston, at M.I.T. and with the U.S. Geological Survey, where he was for four years chief of the Radiation Laboratory in Denver.

Dr. Faul recently had been analyzing the photographs from Mars and other planets to learn more about the history of the solar system. Interested in the history of the development of modern geology, at the time of his death he was working intensively on book summarizing his years of study. His wife, Carol, as associate in geology at Penn, intends to complete that book.

Dr. Faul had written a number of books and articles on geology, while under the pen name Moreton Marsh he had become an established authority on American antiques, writing two editions of a book on repairing antique furniture.

He is survived by his wife; a son, Jan; two daughters, who are alumnae of the College, Stephanie ('70) and Karen ('74); and by his mother, Olga Hoffman Faul.

A memorial fund has been established:



*Dr. Henry Faul in 1971 at console of mass spectrometer that he built, in Hayden Hall.*

contributions should be made out to the Trustees of the University of Pennsylvania for the Henry Faul Memorial Fund and sent to the Geology Department, 102 Hayden/D4.

A memorial service has been set for Wednesday, October 14, at 3 p.m. in Room 200, College Hall.

**Dr. Frederick C. Gruber**, an emeritus professor in the Graduate School of Education, died September 11 at the age of 78. Dr. Gruber received his B.S., M.A. and Ph.D. from Penn and then joined the staff in 1963 as director of the Cultural Olympics, a post he held through 1948. He became assistant professor in 1944 and became a full professor by 1960. In 1967 he was vice-chairman of the Department of Education. Dr. Gruber became an emeritus professor in 1973; but continued in 1974 and 1975 as a partially affiliated faculty member.

He is survived by his wife, Alma, who received her B.S. in education and her M.A. degree from Penn. Memorial contributions

may be made to St. Luke's Evangelical Lutheran Church, Devon, PA.

### Memorial Service

A memorial service for **Jeanne Jensen** will be held October 2 at 1 p.m. in the Rare Book Room, 6th floor, Van Pelt Library. Mrs. Jensen, who retired last year as business administrator in the School of Social Work, died July 18 at the age of 59.

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### Home Care for Cancer Patients

The palliative care program of the University, a program designed to help terminally ill patients in their home rather than in the hospital, seeks volunteers to support and assist dying patients and their families. A training program will be offered October 10 and October 17, 9 a.m.-4 p.m. for adults who qualify for this highly selective volunteer program. Volunteers serve in a number of capacities and are an integral part of the palliative care team. Call the Cancer Center at 662-3927 for more information.



# Penn's Way with the United Way in West Philadelphia

"The University of Pennsylvania is like a city within a city," said President Sheldon Hackney and Provost Thomas Ehrlich in a recent letter to Penn faculty and staff, "and we are better off because a number of United Way agencies right here in our neighborhood are going quietly about their business of making this a better place in which to live and work."

Newcomers both, they echo a theme that the Twenty-five Year Club's oldest members would recognize: Penn and the neighborhood, the neighborhood and Penn, struggling toward a "better place to live and work" over decades of depression, war and inflation—punctuated by some dramatic innovations that worked.

As the University's guaranteed mortgage plan drew faculty and staff back to West Philadelphia, and campus housing made a residential campus out of a commuter's school, the Penn population became a factor in the development and use of city services and, more to the point, in the two-way relationship between citizens and nonprofit agencies: as volunteers and as users of community services.

"It is very much a two-way street," said James H. Robinson, recently named as director of community affairs for the president's office. "Our hospital alone has received over \$800,000 in United Way contributions over the years, and I think many of our campus people who work as volunteers with community agencies feel that United Way contributions are helping *them* carry out goals they are deeply committed to—for the poor and the sick, for children they want to help, for older people, for that whole vast range of individual human beings we call 'the community'."

In the University's new planning document (*Almanac* September 22), he points out, one of the six priorities is "Ties with the city" and one of the key questions for the work group headed by President Hackney is, "In our efforts to attract more University faculty to West Philadelphia, what can we do to improve educational opportunities, personal security, and public amenities for all West Philadelphians?"

"The United Way is one way," Mr. Robinson said. "What we give comes back to us, one way or another."

## The Donor Option

Because United Way is an evolving organization with community leadership (including on its board this year Deans Claire Fagin and Louise Shoemaker, and Security Specialist Ruth Wells) its programs and allocation systems change over time as new needs arise. One change that arose out of a controversy of the times is the Donor Option Plan that Penn's steering committee backed as a solution to channeling campus donations to agencies not part of United Way.

Under Donor Option (*Almanac* September 16, 1980), givers can designate all or part of a gift or payroll-deduction pledge to any tax-exempt human services agency—United Way-related or not—and still have the "one gift for all" convenience that was the origin of united giving. To exercise the Option, a donor fills out a form that is available either from the departmental solicitor or directly from Mr. Robinson, Ext. 3565.

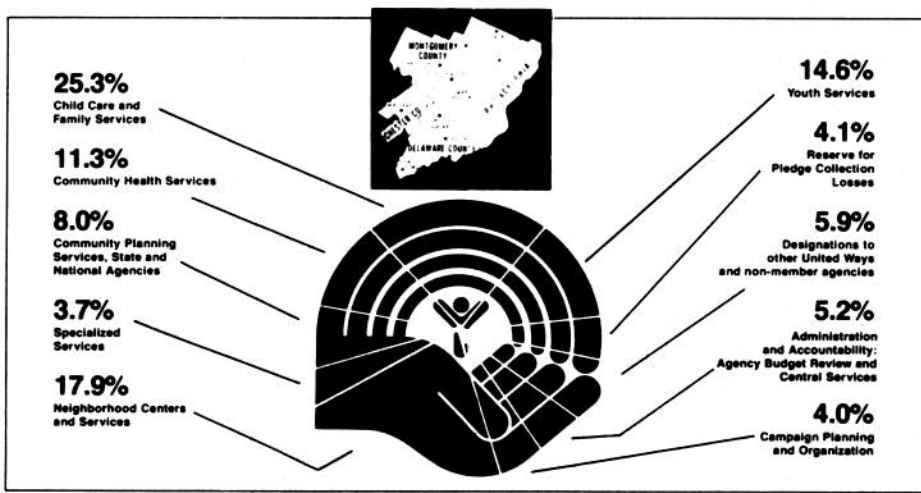
Another way United Way has responded to change is through the Community Development Fund, which funds locally:

- Determination, Inc.  
(Counselling, vocational and recreational services for the physically handicapped, city-wide.)
- Center for Literacy  
(Programs for functionally illiterate people.)
- Harambee Institute  
(Evening courses, child care and history program to help black people understand the black image, encourage development of talents.)
- Mill Creek Council  
(A community self-help program.)
- Paschall Betterment League  
(A civic association with outreach and referral services and youth employment programs.)
- Powelton-Mantua Cooperative  
(Community planning and development of innovative and alternative educational programs for young children.)
- Women's Health Concerns  
(Educational programs on women's physical and mental health.)
- Young Great Society  
(Tutoring and sports program for boys and girls.)

The Community Development Fund program is ten years old, and focuses on struggling, community based organizations in low-income and disadvantaged areas. Last year, 62 of them received one-year grants of \$2,000 to \$20,000, for a total of \$3,127,457.

In the United Way of Southeastern Pennsylvania proper, the total list of agencies numbers 250, categorized as shown on the chart below. Many of these are also located in West Philadelphia—or have branches in the neighborhood:

- American Red Cross
- Big Brother Association of Philadelphia
- Catholic Home for Girls  
(group home for girls aged 14 to 18)
- Crime Prevention Association  
(Operates community centers which contain boys and girls clubs, day care centers, youth service centers and programs for adults and senior citizens. Also sponsors programs on drug education.)
- Family Service of Philadelphia,  
West Philadelphia Branch  
(Provides counselling for individuals, families and groups to help with family and personal problems.)
- Lutheran Social Mission Society of Philadelphia,  
Haverford Center  
(Community-controlled, multi-service neighborhood center working to solve community-identified problems.)
- Philadelphia Council for Community Advancement  
(This center-city located agency provides nonprofit organizations with professional expertise and technical assistance to plan, develop and construct housing for persons of low and moderate income. A number of these attractively designed housing developments are in West Philadelphia.)
- The Salvation Army, West Philadelphia Center
- Booth Maternity Center  
(Family-centered maternity care)
- Ivy House  
(Resident group care for dependent children)
- Southern Home for Children, Community Services  
West Branch  
(Community-based, child and family treatment center serving emotionally disturbed children, adolescents and their families.)
- Stephen Smith Home for the Aged  
(Comprehensive health care for elderly men and women as well as independent housing opportunities.)
- Travelers Aid Society of Philadelphia  
at 30th Street Station  
(Crisis oriented and protective interventive case-work services and material assistance to individuals and families who have problems related to mobility.)
- United Cerebral Palsy Association of Philadelphia and Vicinity
- Urban League of Philadelphia, Inc.
- Women in Transition, West Branch  
(Counselling and support services for widowed and divorced women, victims of abuse and women reentering the job market.)
- YWCA Mini Center
- Youth Service, Inc.  
(Residential, group foster home, foster family home placement for boys and girls 12 to 18.)
- People's Emergency Center  
(This organization, which provides emergency food, shelter, and clothing to women, families, and couples on weekends, receives a special grant from United Way.)



# ON CAMPUS

September 29-October 11

## Children's Activities

### Films

**October 10** *International Velvet*

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

### Exhibits

**Through October 16** *Bits and Pieces*, sculptures by Robinson Fredenthal on exhibit in the Faculty Club Lounge. Sponsored by President and Mrs. Sheldon Hackney and President Emeritus and Mrs. Martin Meyerson.

**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.

### Gallery Hours

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

**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

**October 4** *Archaeology*

**October 7** *Egypt*

**October 11** *North American Indians*

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

### Films

#### Exploratory Cinema

**October 7** *One Sixth of the World*, USSR, and *Grass*, USA.

All screenings are held at Annenberg Center's Studio Theatre on Wednesday evenings at 7:15 and 9:30 p.m. Admission: \$2 for students with ID and \$3 for others.

#### GSAC Film Series

**October 2** *Open City*, 7:30 p.m. only.

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

#### Houston Hall Films

**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.

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

#### International Cinema

**September 30** *Kanall*, 7:30 p.m. Polish with English subtitles.

**October 1** *Point of Order*, 7:30 p.m.; *Clay Plus: New Animation from the Pacific Northwest*, featuring *Closed Mondays*, *Mountain Music*, *Legacy*, *Dinosaur*, *Clay Animation*, *Gazebo Trailer*, *Party Line* and *The Krogstad Film*, 9:30 p.m.

**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.

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

**October 1** *Day For Night*

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*

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

### Music

**October 1** PUC concert series presents, *Peter Tosh: Wanted Dread or Alive*, 8 p.m., Irvine Auditorium, 34th and Spruce St. Ticket prices are \$10.50, \$9.50, \$8.50, with \$2 off with Penn ID.

**October 6** *Curtis Organ Restoration Society* presents noon organ recital at Irvine Auditorium.

**October 11** PUC concert series presents *Southside Johnny and the Asbury Jukes*, 8 p.m., Irvine Auditorium. *The A's* from Philadelphia will open the show. Ticket prices are \$10.50, \$9.50, \$8.50, with \$2 off with Penn ID.



Outdoor Classroom: for courses being offered at Morris Arboretum (above) this fall. See Special Events.

### Special Events

**October 5** *Propagation and Growing of Ferns*, Morris Arboretum course, 10 a.m.-noon, fee. For more information call 247-5777.

**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 5-November 23** *Botany for Gardeners*, Morris Arboretum course, 7-8:30 p.m., eight Mondays, fee. For more information call 247-5777.

**October 6** The Faculty Tea Club will have a *Day in Germantown* with tours of historic buildings. Meet at Deschler-Morris House, 5442 Germantown Ave. with lunch at the Cliveden House. For more information call Ext. 4655.

**October 7-21** *Everything You Wanted to Know About House Plants*, Morris Arboretum course, 10 a.m.-noon, three Wednesdays, fee. For more information call 247-5777.

**October 8** *Pods, Drupes and Other Fruits*, Morris Arboretum course, 10 a.m.-noon, fee. For more information call 247-5777.

**October 10** *Gardening with Bulbs*, 10 a.m.-noon and *Forcing Bulbs for Winter Bloom*, 1-3 p.m., Morris Arboretum courses, fee. For more information call 247-5777.

**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.

### 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*

**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.

### Talks

**September 29** The Respiratory Group of the Department of Physiology Institute for Environmental Medicine, Department of Anesthesiology presents Dr. Sylvia T. Hoffstein, New York University Medical Center, School of Medicine, on *The Cell Biology of Neutrophil Aggregation*, 12:30 p.m., Physiology Library, 4th floor, Richards Building.

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

South Asia Seminar presents, David Pingree, professor of history of mathematics, Brown University, on *Power Series in Medieval Indian Trigonometry*, 11 a.m., Classroom II, University Museum.

The Middle East Center presents Dr. Suna Kili, professor of political science, Bosphorus University, Turkey, on *Analysis of Turkey's Effort at Modernity from a Historical Perspective*, 4 p.m., 4th floor West Lounge, Williams Hall.

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, First Floor Conference Room, Van Pelt Library.

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.

**October 5** The Department of History and Sociology of Science presents Professor Ernst Braun, University of Aston, Birmingham, England, on *Microelectronics as an Example of Technological Innovation*, 4 p.m., Smith Hall.

**October 6** The Department of Psychiatry presents Thomas P. Hackett, M.D., chief of psychiatry, Massachusetts General Hospital, on *Masked Depression*, 11:30 a.m., Medical Alumni Hall, HUP. Category I CME Credit for Physicians.

Kevorkian Lecture, Joan Allgrove, Keeper of Textiles, Whitworth Art Gallery, University of Manchester, on *Persians and the Silk Road: Problems of Sassanian Textiles*, 5:15 p.m. in Rainey Auditorium, University Museum. Call Ext. 4026 for reservations.

**October 7** The Rare Book Room Colloquium presents James O'Donnell, associate professor of classical studies, on *Transformations in the Image and Uses of the Book in Late Antiquity and the Early Middle Ages*, noon, Van Pelt Library, main reading room, 6th floor.

**October 8** South Asia Seminar presents, E.C.G. Sudarshan, professor of physics, director of the Center for Particle Theory, University of Texas at Austin, on *Indian Philosophy and Nuclear Science*, 11 a.m., Classroom II, University Museum.

## Theatre

**October 3** The German Department presents the Wallgraben Theatre troupe performing the German language version of Peter Hacks' *Ein Gespräch im Hause Stein über den abwesenden Herrn von Goethe* in the Harold Prince Theatre at the Annenberg Center, 8 p.m. Tickets available at the door. Call Dr. Anna Kuhn at Ext. 7332 for more information.

**October 6-18** The Annenberg Center Theatre Series first production of the season will be *Viaduct*, a new play by Aileen Malcolm. Performances are in the Annenberg School Theatre, Tuesday-Saturday, 8 p.m.; Thursday matinees, 1 p.m.; Saturday and Sunday matinees, 2 p.m. For ticket information call Ext. 6791.

### To list an event

Information for the weekly Almanac calendar must reach our office at 3601 Locust Walk/C8 the Tuesday prior to the Tuesday of publication.



Ingeborg Steiert as Charlotte von Stein in *Ein Gespräch im Hause Stein über den abwesenden Herrn von Goethe*. See Theatre, October 3.

## Inaugural Events: The Month Ahead

Although the inauguration of Penn's 20th chief executive is almost a month away — the formal installation is October 23 — celebrations linked to the inauguration of President Hackney begin next week. Every school of the University will be involved, holding lectures and symposia throughout October. The highlight of these will be an SAS discussion of *Ethical Issues in the World of Work* chaired by Provost Thomas Ehrlich on October 21 (see below). While provosts have not been inaugurated since 35 years before the separate presidency was first filled in 1930, this occasion will be followed by a reception in his honor.

The full list of events planned by the schools:

**October 5, 6, 7** *International Conference on the Human/Companion Animal Bond*, at the University City Holiday Inn, sponsored by the School of Veterinary Medicine.

**October 12** A lecture by Craig Ammerman, executive editor, Philadelphia Bulletin, on *The Pressures of Competitive Journalism: The Bulletin Story*, 4 p.m. at the Colloquium Room 126, Annenberg School, sponsored by the Annenberg School of Communication.

**October 12, 13** *A Retreat for Reassessment of the Process of Medical Education* at the Wharton Sinkler Estate, sponsored by the School of Medicine.

**October 14** Owen J. Roberts Memorial Lecture featuring Andre Tunc, professor, University of Paris, on *A French Lawyer Looks at American Corpora-*

*tion Law and Securities Regulation*, 5:30 p.m. at Harrison Auditorium, University Museum, sponsored by the Law School.

**October 16** *Dinner* commemorating 50 years since first award of a graduate degree in education with after-dinner address by Charles Willie, professor, Harvard Graduate School of Education, 6 p.m. at the Upper Egyptian Gallery, University Museum, sponsored by the Graduate School of Education.

**October 21** Lecture by Donna Shalala, president, Hunter College, on *Public Policy: Learning by Doing*, 2 p.m. at Room 285, McNeil Building, sponsored by the School of Public and Urban Policy.

Discussion of *Ethical Issues in the World of Work*, chaired by Provost Thomas Ehrlich, with Thomas C. Cochran, Benjamin Franklin Professor of History, emeritus; Renee C. Fox, Annenberg Professor of Social Science, and Thomas P. Hughes, chairman and professor of the history and sociology of science, participating, 3:30 p.m. at the auditorium, Graduate School of Fine Arts, sponsored by the School of Arts and Sciences.

Dean's Distinguished Lecture by Ann Burgess, acting dean, School of Nursing, Boston University, on *Sexual Violence: The Research Perspective*, 4 p.m. at the auditorium, Nursing Education Building, sponsored by the School of Nursing.

Lecture by Gunnar Birkerts, architect, 6:30 p.m. at Alumni Hall, Towne Building, sponsored by the Graduate School of Fine Arts.

**October 22** Lecture by Thorne McCarty, professor, Rutgers University, on *TAXMAN: Experiment in Artificial Intelligence and Legal Reasoning*, 3 p.m. at Alumni Hall, Towne Building, sponsored by the School of Engineering and Applied Science.

**October 23** Hilda and Samuel Shames' Lecture by John DiBiaggio, president, University of Connecticut, on *Managing to Survive Today's Challenge*, 4 p.m. at Room 59, Evans Building, sponsored by School of Dental Medicine.

**October 25, 26, 27** Global Independent Center/Wharton International Conference on *Managing International Risk* at The Barclay Hotel, sponsored by Wharton School.

**November 9** *Symposium on Social Aspects of Health Care* at Houston Hall, sponsored by the School of Social Work.

### Exhibits

**October 19-30** An exhibition of *Portraits of the University's Former Chief Executive Officers* will be on display in the main floor reading room, Fine Arts Library, Furness Building. Hours are Sunday 1-11 p.m., Monday-Thursday 9 a.m.-11 p.m., Friday 9 a.m.-10 p.m., Saturday 10 a.m.-5 p.m.

**October 22** Crew memorabilia will be on display in the Boathouse in conjunction with races on the Schuylkill (*details to be announced*).

**October 22** Kite Flying, 2 p.m., on Hill Field; all University students, faculty and staff are invited to share in the light refreshments which will be served during the festivities.



Photo by Pat Rogers, courtesy of University City Press

### Under Campus

West Philadelphia is the theme of the 16 subway murals recently unveiled at the 34th and Market streets subway-elevated station. The 4' x 8' murals, painted this summer by Philadelphia artists, are an innovative effort to upgrade a station and were made possible through the cooperation of ten organizations, including the University. Elizabeth Jones, a local artist who is active in the University City Arts League, (above) puts finishing touches on a night scene showing Chestnut Street. The University Museum mural awaiting installation is one of several views of the Penn campus. Other murals depict College Hall and with Benjamin Franklin in the foreground; the Covenant sculpture at Superblock; Children's Hospital and the Civic Center; Le Bus and International House.

# OPPORTUNITIES

Listings are condensed from the personnel bulletin of September 28, 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;  
**LRSM:** first floor, opposite elevator;  
**Richards Building:** first floor, near mailroom;  
**Rittenhouse Lab:** east staircase, second floor;  
**Social Work/Caster Building:** first floor;  
**Towne Building:** mezzanine lobby;  
**Van Pelt Library:** ask for copy at Reference Desk;  
**Veterinary School:** first floor, next to directory.

For further information, call personnel services, 243-7284. The University is an equal opportunity employer. Where qualifications include formal education or training, significant experience in the field may be substituted. The two figures in salary listings show minimum starting salary and maximum starting salary (midpoint). Some positions listed may have strong internal candidates. If you would like to know more about a particular position, please ask at the time of the interview with a personnel counselor or hiring department representative. Openings listed without salaries are those in which salary is to be determined. Resumes are required for administrative/professional positions.

## Administrative/Professional Staff

**Accountant II** (4369) \$14,500-\$19,775.  
**Administrative Coordinator** (4397) responsible for administration of graduate group in social gerontology, including admissions, advising, scheduling classes, budget and grant preparation (master's degree with experience in gerontology, educational administration or program planning) \$16,325-\$22,600.  
**Administrator, Data Communications** (4259).  
**Assistant Comptroller** (4399) responsible for administration and management of research accounting and cost proposal development related to the sponsored research effort of the University (degree in accounting or advanced degree in business administration; seven to ten years' progressively responsible experience in public and/or fund accounting; government accounting experience highly desirable).  
**Assistant Dean** (4117) \$16,350-\$22,600.  
**Assistant Director I** (4246) \$13,100-\$17,800.  
**Assistant Director III, Alumni Relations** (4315).  
**Assistant Director, Annual Giving III** (4144).  
**Assistant Director, Bookstore Textbook Department** (3997) \$14,500-\$19,775.  
**Assistant Director, Student Financial Aid** (4134) \$14,500-\$19,775.  
**Assistant to the Director, Alumni Relations** (4311) \$12,000-\$16,100.  
**Assistant to the Director, Annual Giving** (4314) \$12,000-\$16,100.  
**Associate Development Officer** (4373) \$14,500-\$19,775.  
**Associate Development Officer II** (2 positions).  
**Associate Development Officer III** (4371).  
**Benefits Counselor** (4396) answers all employee inquiries relating to payroll and benefits; consults with and advises employees on benefits to which they are entitled; processes forms (degree; experience in benefits or personnel; willingness to accept increasing responsibilities) \$14,500-\$19,775.  
**Business Administrator II** (4384) devises and administers a system for the centralized administration of all departmental grants and contracts; monitors all budgets; oversees construction and renovation (degree; three to five years' fiscal experience with increasing responsibilities; familiarity with University procedures) \$13,100-\$17,800.  
**Clinical Supervisor** (4394) supervises and instructs law students in handling actual cases in legal clinic; teaches small seminar on lawyering skills (J.D. or L.L.B. degree; Bar membership; three years' experience in legal practice; teaching experience).  
**Coordinator V** (C0216).  
**Coordinator, Clinical Education** (C0179) \$16,350-\$22,600.  
**Counseling Psychologist II** (4215) \$16,350-\$22,600.  
**Department Head I** (3926) \$14,500-\$19,775.  
**Director IV** (C0302).

**Director of Alumni Affairs** (4093).  
**Librarian II** (4353) \$14,500-\$19,775.  
**Manager, Billing and Collection** (4356) \$12,000-\$16,100.  
**Office Manager** (B0873) supervises schedule and coordinates support staff, work-study students and temporary help; assists in processing of grant applications; works with section of general medicine business office in analysis and administration of office needs and expenses (knowledge of University administration; degree and/or work in academic setting; some accounting background, preferably in grant and contract accounting; strong administrative and organizational skills; ability to assume responsibility) \$12,000-\$16,000.  
**Placement Counselor** (4355) \$14,500-\$19,775.  
**Programmer Analyst I** (2 positions) \$14,500-\$19,775.  
**Programmer Analyst II** (2 positions) \$16,350-\$22,600.  
**Publications Editor/Writer** (C0219) \$14,500-\$19,775.  
**Research Coordinator** (3 positions) \$14,500-\$19,775.  
**Research Specialist, Jr.** (11 positions) \$12,000-\$16,100.  
**Research Specialist I** (2 positions) \$13,100-\$17,800.  
**Research Specialist II** (5 positions) \$14,500-\$19,775.  
**Research Specialist III** (C0174) \$14,500-\$19,775.  
**Research Specialist IV** (C0019).  
**Senior Staff Writer** (4313) \$16,350-\$22,600.  
**Senior Systems Programmer** (3930).  
**Staff Nurse** \$12,000-\$16,100.  
**Staff Writer I** (4340) \$12,000-\$16,000.  
**Supervisor V, Data Processing** (4368).  
**Systems Analyst** (4090).

## Support Staff

**Administrative Assistant I** (2 positions) \$9,925-\$12,250.  
**Administrative Assistant II** (3 positions) \$10,575-\$13,100.  
**Air Conditioning and Refrigeration Mechanic** (3 positions) Union wage.  
**Animal Laboratory Supervisor I** (3811) \$14,400-\$17,725.  
**Assistant, Loss Prevention Specialist** (4178) \$8,475-\$10,825.  
**Billing Assistant** (4377) deals with billing and collecting of monies from clients and patients including follow-up delinquent accounts (high school graduate, some college education desirable or related training or experience; numerical ability and bookkeeping background, proficiency in use of calculator, typing skills) \$9,925-\$12,250.  
**Bookkeeper** (4391) performs clerical work involved in depositing, recording, and allocating Alumni, Sports, Class fund gifts, dues monies and others for University funds (high school graduate with some college courses in business; experience with adding machine and attention to detail) \$9,375-\$11,500.  
**Budget Assistant** (3790) \$10,575-\$13,100.  
**Buyer I** (4361) \$9,375-\$11,500.  
**Clerk I** (3745) \$6,775-\$8,175.  
**Clerk I** (4374) \$7,725-\$9,350.  
**Computer Operator** (4347) \$9,925-\$12,250.  
**Coordinating Assistant** (4 positions) \$10,575-\$13,100.  
**Custodian** (4392) performs general cleaning of campus buildings including floors, walls, stairs and windows; uses and maintains cleaning equipment (normal health and physical fitness; ability to speak and understand English) Union wage.  
**Dental Assistant I** (4 positions) \$9,150-\$12,675.  
**Electron Microscope Technician II** (B0943) \$12,600-\$15,500.  
**Electronic Technician I** (B0399) \$10,175-\$12,400.  
**Gardener** (3 positions) Union wage.  
**Gardener II** (3 positions) \$11,500-\$16,875.  
**Greenhouse Worker I** (4257) \$10,550-\$13,500.  
**Herdsmen I** (2 positions) \$11,100-\$12,300.  
**Junior Accountant** (4370) \$9,925-\$12,250.  
**Laboratory Assistant** (4388) \$7,450-\$8,925.  
**Maintenance Engineer** (4230) \$14,575-\$18,700.  
**Operator I, Duplicating Machine** (C0127) \$7,725-\$9,350.  
**Receptionist II** (4219) \$9,400-\$11,475.  
**Research Bibliographer I** (4379) researches and writes reports on alumni and non-alumni who are prospective donors; researches information involving use of University libraries, development lists and records department, Corporate and Foundation Information Center; checks microfilm of various newspapers; writes up financial history (at least two years college; ability to work independently in selection of material data; imagination and curiosity to complete all aspects of required extensive reports easily compared to in-

vestigative journalism, library skills helpful) \$9,925-\$12,250.  
**Research Laboratory Technician I** (3 positions) \$9,150-\$11,000.  
**Research Laboratory Technician II** (5 positions) \$10,175-\$12,400.  
**Research Laboratory Technician III** (13 positions) \$10,700-\$13,125.  
**Research Machinist II** (3732) \$12,775-\$16,375.  
**Secretary II** (8 positions) \$8,775-\$10,725.  
**Secretary III** (15 positions) \$9,375-\$11,500.  
**Secretary IV** (3 positions) \$10,575-\$13,100.  
**Secretary, Limited Service** (3959) Hourly wages.  
**Secretary, Medical/Technical** (9 positions) \$9,925-\$12,250.  
**Technician, Information Systems** (4256) \$11,225-\$14,000.  
**Technician, Vet Anesthesia** (4378) anesthetizes animal patients; maintains equipment and records; assists in instruction of students and lower level technicians; participates in ongoing research projects (previous professional experience in the animal/medical field or specialty is highly desirable; successful completion of a veterinary technician training program).  
**Technical Typist** (C0307) types statistical and scientific material from handwritten copy; proofreads material; performs editorial work on manuscripts; other duties as assigned (high school graduate with three-five years' experience) \$10,025-\$12,250.  
**Textbook Supervisor** (4296) \$11,225-\$14,000.

## Part-time Positions Administrative/Professional

**Permanent Employee** (4216) Hourly wage.  
**Permanent Reference Department Assistant** (4352) Hourly wage.  
**Temporary Extra Person** (C0126) Hourly wage.

## Support Staff

**Laboratory Assistant** (C0263) Hourly wage.  
**Laboratory Technician** (3 positions) Hourly wage.  
**Permanent Employee** (9 positions) Hourly wage.  
**Permanent Librarian** (4393) Hourly wage.  
**Permanent Secretary III** (4330) Hourly wage.  
**Permanent Typist/Receptionist** (4344) Hourly wage.  
**Secretary, Limited Service** (4233) Hourly wage.

## Dual Career Couples

Couples in which both the husband and wife have full-time, paying careers and one preschool child are needed for a study on the ways dual-career couples organize their time. Couples interested in volunteering for the interview study should call Pam Markowsky, Department of Psychology, at 487-3868 (9 a.m.-10 p.m.) for more information.

## New Infant Center

Children three months to three years of age are eligible for enrollment in the newly opened Infant Friendship Center, a non-profit early education and child care program. The center, located at 4207 Spruce Street, is affiliated for teaching purposes with the Children's Hospital of Philadelphia. Advanced pediatric students and residents will observe developmentally normal infants in the day care environment, learning first-hand about normal baby development.

Thirty-six children can be accommodated in the day care program which is open Monday-Friday, 8 a.m.-6 p.m. The cost is \$85/week for full-time care and \$55/week for part-time care. Parents, especially nursing mothers, are encouraged to visit their children. For more information call 386-5097.