

Almanac

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Death in Powelton

Jahad Taha, a Ph.D. candidate in Engineering's computer sciences department, was stabbed to death early Saturday morning in an apparent burglary with an assault attempt on Mr. Taha's wife of two months. A local resident has been arrested. On campus, Ruth Wells of Security and Maye Morrison of University Life joined in urging *any student who has not received the security checklist mailed out this year to call for one immediately*. "The perimeter is very much a part of our crime-prevention responsibility," Capt. Wells said, even though Powelton is not within University Police jurisdiction. Ms. Morrison helps students particularly in dealing with landlords to make their properties secure.

Museum: Search Is On

The search committee for a new director of the University Museum — which has been headed by FAS Dean Robert H. Dyson as acting director since the departure last summer of Martin Biddle — was announced last week by President Sheldon Hackney. In the faculty-student-overseer mix of the committee, chaired by Dr. Goodenough and already at work with a January target for reporting, are:

Susan Catherwood (Mrs. Cummins Catherwood, Jr.) member of the Board of Overseers;

Peggy Dilks (Mrs. John Hyland Dilks), member of the Board of Overseers and Chairman of the Women's Committee of the Museum;

Dr. Ward H. Goodenough, professor and chairman of anthropology;

Dr. Renata Holod, associate professor of the history of art;

Lee Horne, graduate student in anthropology;

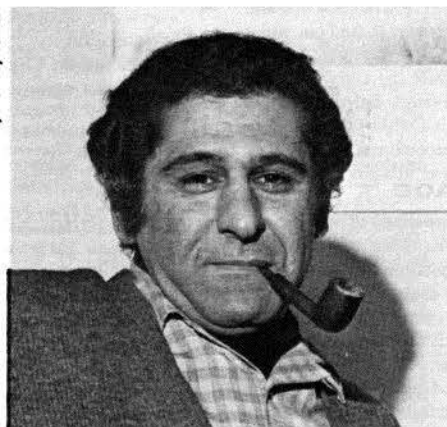
Dr. Spyros E. Iakovidis, professor and chairman

of the graduate group in classical archaeology and curator of the Mediterranean Section;

Dr. Erle Leichty, professor of Assyrian in Oriental studies and curator of Akkadian Language and Literature;

Mary Elizabeth Ruwell, Museum archivist; and Esther Van Sant, recorder (ex-officio member).

The Daily Pennsylvanian



Our Man in Cairo: Philadelphia newspeople looking for local insight into the shooting of Anwar Sadat turned, as they often do for middle-eastern expertise, to Penn. But the man they wanted, Dr. Thomas Naff, had just got off the plane in Cairo on the Egyptian leg of a federally-sponsored lecture tour. Via a press-conference call hastily set up in the News Bureau's Logan Hall headquarters, Dr. Naff gave local dailies, wires and electronic media a first-hand report — then turned around to field more calls in his Cairo hotel from world press who had tracked him down there. After a week in Saudi Arabia and another in Tel Aviv, Dr. Naff is due back at the Middle East Research Institute about November 1.



Harvard's Man in Urban Ed: Dr. Charles V. Willie, the sociologist who was vice president of Syracuse before he joined Harvard as professor of education, gives the next school-level Inaugural address, at the Graduate School of Education's dinner Friday night at the Museum. His talk, "The Education of Students Who Are Good Enough — Adequacy versus Excellence," highlights a 50th anniversary for GSE: the awarding of its first master of science in education degree in 1931.

At Law School this week, the Inaugural event is Paris Law Professor André Tunc's look at U.S. corporate law, given as the Owen J. Roberts Memorial Lecture. And who was Owen J. Roberts? Among other things, Valedictorian of the 1895 Commencement that marked the last inauguration of a chief executive, Provost Charles Custis Harrison. As the not-yet-daily *Pennsylvanian* said that June 12: "... the best thing of the day was the Valedictory ..."

To Parents: Where Your Kids Take SATs During the Strike

Due to the teachers' strike in the Philadelphia Public Schools, many University faculty and staff members have expressed concern about the effect on the college admissions process. The University's admissions office would like to assure all faculty and staff whose children attend Philadelphia Public Schools, that each applicant for admission will be reviewed carefully and sensitively, taking into account the unusual circumstances.

Below is a list of SAT and Achievement test dates and locations:

Test dates: 11/7-SATs, Achievements; 12/5-SATs; 1/23-SATs, Achievements; 3/27-SATs only; 5/1-SATs, Achievements; 6/5-SATs, Achievements.

Test locations: Archbishop Ryan H.S., Bartram H.S., Cardinal Dougherty H.S., Drexel University, University of Pennsylvania—David Rittenhouse Labs—33rd and Walnut Sts.; Friends Select School;

George Washington H.S., Little Flower H.S., Northeast Catholic, Olney H.S., Overbrook H.S., St. John Neumann, St. Joseph's Prep, St. Maria Goretti, Temple University, West Philadelphia H.S., West Philadelphia Catholic, William Penn Charter School.

Test applications are available at: University City H.S., Benjamin Franklin H.S., Overbrook H.S., William Penn H.S., Germantown H.S., Olney H.S., Northeast H.S.; or through the College Board SAT center in Princeton, N.J. Tel. (609) 922-9000. Applications should be filled prior to testing.

If any questions or concerns arise concerning the strike please contact Carol Richter, regional director, or Sharon Brooks, regional assistant in the admissions office, Ext. 8587.

—Office of Admissions

Attending the Inaugural: Tickets for undergraduate and graduate students to attend Friday morning's formal inaugural ceremonies in Irvine Auditorium are available starting Thursday, October 15, via the Office of Student Life, 110 Houston Hall. (Faculty invitations have already been issued, and a limited number of seats have been reserved by the President's Office for invited nonacademic staff.)

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Summary Report of Investigation into Complaints Concerning Employment Practices in the Department of Physical Plant

Ombudsman's Report to the President

At your request, I have investigated the circumstances which led several University employees to file a complaint with the Office of Federal Contract Compliance Programs last winter. As is its normal practice, the OFCCP has not transmitted this complaint to the University, but I have been advised by Mr. Belton who the complainants were. With his assistance I have interviewed each one and such other University employees as I thought necessary in order to find out about the circumstances of each case.

The primary gravamen of these complaints is that, while the University has adopted sound, reasonable personnel regulations, supervisors failed to follow them in the cases involved. The secondary gravamen is that while all University employees suffer from the failure to follow established procedures, members of minority groups have suffered disproportionately. In some instances, the complainants charged that the action taken was racially discriminatory.

Three of the five signers of the OFCCP document complained of specific actions concerning a possibility of promotion for themselves. Two joined in general complaints of the failure to observe University regulations in good faith. Recognizing the difficulties that are presented when one seeks to determine the intentions that motivated a particular personnel decision, especially when there are differing perceptions of the "true" motivation, I find, first, that none of the supervisory employees making the decisions complained of was motivated by racially discriminatory intentions. I find, second, that University procedures were not followed in two of the cases. In one, there was a failure to post a notice of the job opening, although there is a conflict of testimony as to whether the members of the division knew in fact of the opening despite this failure. None of the shop employees applied for the job. The issues, then, are whether or not they had actual notice of the opening, and, if they did, the reasons for which they failed to apply for the job. I have not been able to reach any conclusions on these issues because of conflicting testimony. In the second case, the announcement of the hiring was made less than six months after the person selected had been promoted to the position he held before being selected, thus violating one of the University's regulations.

I have been impressed during my investigation that many University employees do not have confidence that the University's personnel procedures, especially in the area of affirmative action, have been fairly and vigorously implemented. I urge you to make it clear to both senior and middle level supervisory personnel that such a full commitment to principled and enlightened management practices will be expected of them. While the primary responsibility for improving personnel management rests with these supervisors, there are at least three other sets of offices with essential roles in the successful implementation of enlightened management policies.

First, the Hospital's Office of Personnel Management and Relations, the University's Office of Personnel Relations, the Assistant to the Provost responsible for affirmative action in faculty matters and the newly reorganized Office of Affirmative Action, must play effective supportive, educational and monitoring roles. These offices serve to handle, in the first instance, questions from both supervisors and employees, and cases where an infraction of University procedures is alleged.

Second are the offices that administer procedures for the informal review of complaints that are not resolved by the offices mentioned above. This important function of the University's grievance procedures is not presently being performed, because of the abolition of the Office of Equal Opportunity. It is my belief that this function should be served by an office that is independent of both the lines administrations and the offices listed first above. The Ombudsman's office is available for limited service in this area but the primary responsibility for it should rest with an office created for that purpose.

The third element needed is a formal grievance procedure, by means of which those complaints that are not resolved satisfactorily by the offices already discussed can be reviewed objectively and expeditiously. At the present time, no such grievance procedures are operative with respect to A-1 and A-3 personnel*, or with respect to charges against faculty members other than Title IX grievances by students or proceedings for suspension and termination. This omission must be corrected promptly. I should add here that a significant number of University

employees question the efficacy of the present form of Grievance Procedure for protecting employee rights. While this view may be due, at least in part, to an understandable lack of complete information about the seven grievances that have gone before a panel and the manner in which they were handled, the existence of this skepticism decreases the probability that the University will be able to resolve personnel controversies internally. It was clearly a factor in the decision to file a complaint with the OFCCP in the cases that are the subject of this investigation.

In conclusion, I find that:

1. the employment decisions in the cases complained of were made for legitimate, non-racially discriminatory reasons.
2. in two instances, University regulations were not followed.
3. many University employees believe that the University's employment policies are not administered in an objective, even-handed manner that rewards merit over favor.
4. many University employees lack confidence in the efficacy of the A-1 and A-3 Grievance Procedures.
5. the Grievance Procedures are not currently operational and, in any case, merit careful review and reformation.* I note that Mr. Robinson has taken the first step to initiate this review.

I concur in the statements that you made in *Almanac*, shortly after assuming the responsibilities of the presidency, about the importance of focusing on basic goals and of creating an atmosphere of mutual respect, tolerance and civility at the University. For many members of our community, enlightened, even-handed management policies are the primary vehicle by which these values will be realized — and such a realization requires leadership and vigilant dedication at all levels of the University.

—John C. Keene, Ombudsman

*Ombudsman's Note: As part of the reorganization of the Office of Affirmative Action, the responsibilities for administering the employee grievance procedures have been temporarily assigned to Gerald Robinson, Executive Director of Personnel Relations, pending completion of the review of the grievance mechanism that is now being conducted by a committee under the chairmanship of George Budd, Director of Labor Relations.

President's Response to the Ombudsman

Thank you very much for your report on the complaints of last spring regarding discrimination against physical plant employees.

When I asked you early this summer to investigate the situation I thought that we needed a thorough inquiry by a neutral party into the several individual cases with the particular goal of determining whether or not a pattern of discrimination practices lay behind the complaints. I accept your finding that there is no such pattern.

I also take very seriously your perception that some employees believe there is such a pattern. That, in itself, is not healthy and we must do whatever we can to correct the situation. In particular, we must clarify our procedures and policies to insure that all our personnel practices are well understood by everyone involved and that the practices promote fairness.

I am taking the following steps to insure that the rules are followed in an equitable way. Last summer I asked the personnel services department to study the question of how to improve our existing formal non-faculty grievance procedures. I will now supplement that by asking, when he assumes office on November 15, the new executive vice president (to whom personnel services reports administratively) personally to monitor that study. I will also make sure that the committee working on the grievance procedures consult WEOUP and the BFA and other appropriate individuals and groups. In addition I have asked Davida Ramey, director of affirmative action, to propose a program of education and information for supervisors and employees about our personnel policies.

I expect that these steps will improve the reality and appearance of non-discrimination. I appreciate your efforts and think they have helped to move us along in the right direction.

—Sheldon Hackney, President

Welcoming the Provost

This week the Faculty Senate Office mailed to all of the Standing Faculty an invitation to attend a reception for our new Provost, Thomas Ehrlich, on October 21 at 5 p.m. in the Law School Lobby. (The precise location, for those in the know, is the "Goat Area," in the newer wing behind the main lobby). This reception is part of the week-long inaugural activities leading up to the Presidential Inauguration on Friday, October 23. I know that many of you have already indicated your intention to march in the academic procession and/or attend the inaugural ceremonies on that Friday. I would like to take this opportunity to issue an additional invitation to the faculty also to attend the reception on Wednesday.

We chose October 21, since that is the date when Provost Ehrlich will be the moderator of the School of Arts and Sciences symposium on "Ethical Issues in the World of Work" at the School of Fine Arts auditorium starting at 3:30 p.m. We are pleased that the oldest academic unit of the University shares its afternoon and its guest of honor with the Senate. Our reception will start immediately following the symposium.

The Provost of the University of Pennsylvania, as the chief educational officer, is in many respects in partnership with the Faculty Senate in maintaining the centrality of the academic mission of the University. I have been impressed, in my discussions with Tom Ehrlich during the past several months, with his sensitivity to academic standards and to his awareness of the link between those standards and a strong faculty role in governance. He has already met with the Senate Executive Committee, and will be speaking to the Senate at our fall meeting on November 18.

The reception next week will allow us to welcome Provost Ehrlich into our midst in a more informal setting. It might be a little crowded, but I would be delighted if all 2,000 of the Standing Faculty accepted the invitation to the reception. Too seldom will we have the opportunity to meet as one university faculty under such pleasant circumstances.

Phoebe S. Leboy

Under the Faculty Senate Rules as amended April 22, 1981, formal notification to members may be accomplished by publication in ALMANAC in lieu of direct mail. The following is published under that rule:

TO: Members of the Faculty Senate
FROM: Phoebe S. Leboy, Chair
SUBJECT: Senate Nominating Committee

1. In accordance with the requirements of the Senate Bylaws, notice is herewith given to the Senate Membership of the Senate Executive Committee's 9-member slate of nominees for the Nominating Committee for 1981-82. The Nominating Committee nominates candidates for election to the Offices of the Senate (chair-elect and secretary-elect), to the at-large positions on the Senate Executive Committee, and to the Senate Committee on the Economic Status of the Faculty and the Senate Committee on Academic Freedom and Responsibility. The nine nominees, all of whom have indicated their willingness to serve, are:

Helen C. Davies (associate professor of microbiology/Med.)
Rosalyn Eisenberg (assistant professor of pathobiology/Vet.)
Kenneth Fegley (professor of systems engineering)
Edward Herman (professor of finance)
Barbara J. Lowery (associate professor of nursing)
Ann Matter (assistant professor of religious studies)
Daniel O'Kane (professor of biology)
Robert Palmer (professor of Classical studies)
Irving Shapiro (professor of biochemistry/Dent.)

2. Pursuant to the Bylaws, you are herewith invited to submit additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the date of this notice. If no additional nominations are received, the slate nominated by the Executive Committee will be declared elected. Should additional nominations be received, a mail ballot will be distributed to the Senate Membership.

The closing date for receipt of nominations by petition is Tuesday, October 27, 1981. Please forward any nominations by petition to the Faculty Senate Office, 15 College Hall/CO.

Senate Committees, 1981-82

Senate Executive Committee

At-large members elected by the Senate

Jacob M. Abel, applied mechanical engineering
Regina Austin, law
David P. Balamuth, physics, *Secretary*
Paul Bender, law, *Past Chair*
Ivar Berg, sociology
Murray Gerstenhaber, mathematics, *Chair-elect*
* Larry Gross, communications
* Werner Gundersheimer, history
David K. Hildebrand, statistics
* Ruth Hogue-Angeletti, pathology
* Anne Keane, nursing, *Past Secretary*
Phoebe S. Leboy, biochemistry/Dent., *Chair*
Morris Mendelson, finance
Adrian R. Morrison, animal biology
Andrew M. Nemeth, anatomy, *Secretary-elect*
* Samuel Sylvester, social work
Leon P. Weiss, animal biology

Assistant Professor Members

Samuel S. Fager, medicine
Thomas Fogarty, regional science
Henrika Kuklick, history & sociology of science

Members elected by constituency

- | | |
|--|--|
| 1. Francis Johnston, anthropology | 14. Henry Teune, political science |
| 2. Paul Korshin, English | 15. James E. Walter, finance |
| 3. J. Michael G. Fell, mathematics | 16. Robert A. Zelten, insurance |
| 4. Stephen Roth, biology | 17. John J. Furth, pathology |
| 5. Michael Cohen, physics | 18. Marilyn Hess, pharmacology |
| 6. Maria R. Menocal, Romance languages | 19. Truman G. Schnabel, Jr., medicine |
| 7. Richard R. Beeman, history | 20. Stanley Baum, radiology |
| 8. C. Drew Faust, American civilization | 21. Frank I. Goodman, law |
| 9. Kenneth Fegley, systems engineering | 22. Sheldon A. Steinberg, neurology/Vet. |
| 10. Iraj Zandi, civil engineering | 23. Martin S. Greenberg, oral medicine |
| 11. William G. Grigsby, city & regional planning | 24. Carol P. Germain, nursing |
| 12. June Axinn, social work | 25. Peter J. Kuriloff, education |
| 13. Oliver Williamson, economics | 26. Charles R. Wright, communications |

Senate Committee on Academic Freedom & Responsibility

Terms Expire April 1984

Edward Sparer (professor of law), *Chair*
Ingrid L. Waldron (associate professor of biology)

Terms Expire April 1983

Ruzena Bajcsy (associate professor of computer & information science)
Elaine Scarry (associate professor of English)

Terms Expire April 1982

Alan C. Kors (associate professor of history)
Morris Mendelson (professor of finance)

Ex-officio:

Chair-elect of the Senate, Murray Gerstenhaber

Replacement Pool:

Charles H. Kahn (professor of philosophy)
David Solomons (Arthur Young professor of accounting)
Phyllis R. Rackin (associate professor of English in general honors)

Senate Committee on the Economic Status of the Faculty

Terms Expire April 1984

Samuel Preston (professor of sociology)
Robert Summers (professor of economics)

Terms Expire April 1983

Kenneth D. George (professor of education)
Mark Miller (assistant professor of English)

Terms Expire April 1982

J. David Cummins (associate professor of insurance)
Gerald J. Prince (associate professor of Romance languages)

Ex-officio:

Chair of the Senate, Phoebe S. Leboy
Chair-elect of the Senate, Murray Gerstenhaber

* Observes in Council

University Council, 1981-82

The University Council exists to consider the activities of the University broadly in all of its phases with particular attention to the educational objectives of the University and those matters that affect the common interests of faculty and students. It recommends general policies and otherwise advises the president, the provost and other officers of the University. It is empowered to initiate policy proposals as well as to express its judgment on those submitted to it by the administrative officers of the University and its various academic divisions. It is also empowered to request information through appropriate channels from any member of the University administration.

—Council Bylaws

The University Council normally meets on the second Wednesday of each month from 4 to 6 p.m. in the Council Room of the Furness Building. Any member of the University community may submit items for consideration to the Steering Committee, c/o the Secretary's Office, 121 College Hall/CO.

Steering Committee

The Steering Committee shall consist of the president of the University, the provost, the chair, the chair-elect, and the past-chair of the Faculty Senate, the chair of the Undergraduate Assembly and the chair of the Graduate and Professional Student Assembly. In addition, there shall be four faculty members, one undergraduate student, and one graduate-professional student to be elected by the incoming Council at its May meeting from among its membership for the ensuing year. The chair of the Faculty Senate shall be the chair of the Steering Committee.

—Bylaws

Jacob K. Abel	Sheldon Hackney
Paul Bender	Phoebe S. Leboy, <i>Chair</i>
Ivar Berg	Steven K. Ludwig
Lisa A. Blumenfeld	Oliver E. Williamson
Elizabeth B. Cooper	One graduate/ professional student to be elected
Thomas Ehrlich	
Murray Gerstenhaber	
Frank I. Goodman	

Membership of the Council

Faculty: All members of the Senate Executive Committee sit on Council; five of these (normally the four first-year at-large representatives and the past secretary) are non-voting observers.

Students: Twenty-three students serve on Council, nine of them from the undergraduate schools (five elected by mutually exclusive constituencies, and four—including a freshman—elected at large via the Undergraduate Assembly). The 14 graduate professional students on Council are from mutually exclusive constituencies; each school is represented by at least one representative.

Administration and Staff: The president and the provost are members of the Council. The president appoints nine administrative officers, at least five of whom shall be deans of faculties. The Administrative Assembly, Librarians Assembly, and A-3 Assembly each have one elected representative.

Presiding Officer: The president may act as presiding officer of the Council or may appoint a moderator to preside at meetings.

Members of the Administration

Joseph Bordogna
Richard C. Clelland
Lee G. Copeland
Thomas Ehrlich
Claire M. Fagin
Sheldon Hackney, *Presiding Officer*
Dell H. Hymes
Thomas W. Langfitt
Louise P. Shoemaker
Janis I. Somerville
James A. Spady

**Representatives elected by the Faculty at Large

(Faculty Senate officers are indicated)

Jacob M. Abel
Regina Austin
David P. Balamuth, *Secretary*
Paul Bender, *Past Chair*
Ivar Berg
Murray Gerstenhaber, *Chair-Elect*
*Larry Gross
*Werner L. Gundersheimer
David K. Hildebrand
*Ruth Hogue-Angeletti
*Anne Keane, *Past Secretary*
Phoebe S. Leboy, *Chair*
Morris Mendelson
Adrian R. Morrison
Andrew M. Nemeth, *Secretary-Elect*
*Samuel Sylvester
Leon P. Weiss

**Elected by the Faculty Constituencies

1. *SAS: Anthropology, Geology, Psychology:* Francis Johnston
2. *SAS: English, General Honors:* Paul J. Korshin
3. *SAS: Linguistics, Mathematics, Philosophy:* J. Michael G. Fell
4. *SAS: Biology, Chemistry:* Stephen Roth
5. *SAS: Astronomy, Physics:* Michael Cohen
6. *SAS: Classical Studies, German, Romance Languages, Slavic Languages:* Maria R. Menocal
7. *SAS: History, History of Art, Music, Religious Studies:* Richard R. Beeman
8. *SAS: American Civilization, Classical Archaeology, Folklore and Folklife, History and Sociology of Science, Oriental Studies, South Asia Studies:* C. Drew Faust
9. *Engineering: Moore School of Electrical Engineering:* Kenneth A. Fegley
10. *Engineering: Bioengineering, Chemical and Biochemical Engineering, Civil and Urban Engineering, Materials Science and Engineering, Mechanical Engineering and Applied Mechanics:* Iraj Zandi
11. *Graduate School of Fine Arts:* William G. Grigsby
12. *School of Social Work:* June Axinn
13. *SAS: Economics, Regional Science:* Oliver E. Williamson
14. *SAS: Political Science, Sociology:* Henry Teune
15. *Wharton: Accounting, Finance, Social Systems Science, Statistics:* James E. Walter

* Observer

** Members of the Senate Executive Committee

16. *Wharton: Decision Sciences, Insurance, Legal Studies, Management, Marketing:* Robert A. Zelten
17. *Medicine: Anatomy, Biochemistry and Biophysics, Pathology:* John J. Furth
18. *Medicine: Human Genetics, Microbiology, Pharmacology, Physiology, Therapeutic Research:* Marilyn E. Hess
19. *Medicine: Dermatology, Medicine, Neurology, Ophthalmology, Otorhinolaryngology, Psychiatry, Research Medicine:* Truman G. Schnabel, Jr.
20. *Medicine: Anesthesia, Obstetrics and Gynecology, Orthopaedic Surgery, Pediatrics, Physical Medicine, Radiation Therapy, Radiology, Surgery:* Stanley Baum
21. *Law School:* Frank I. Goodman
22. *School of Veterinary Medicine:* Sheldon A. Steinberg
23. *School of Dental Medicine:* Martin S. Greenberg
24. *School of Nursing:* Carol P. Germain
25. *Graduate School of Education:* Peter J. Kuriloff
26. *Annenberg School:* Charles R. Wright

**Assistant Professors

Thomas Fogarty Samuel S. Fager
Henrika Kuklick

Junior Faculty Members

Jacqueline Wade Alexander Messinger

Parliamentarian *Christian Day

Librarians' Assembly Valerie Pena

Administrative Assembly Carrie B. Spann

A-3 Assembly Roosevelt Dicks

ROTC Representative *LTC. Robert D. Marcinkowski

Undergraduates

Lisa A. Blumenfeld (Wh '83)
Lee M. Brown (Wh '83)
Elizabeth B. Cooper (CAS '83)
Elizabeth A. Egan (Nursing '84)
Susan A. Keiffer (CAS '84)
Susan A. Miller (CAS '83)
Garabed A. Sarkessian (SEAS '83)
Edward J. Szczepkowski (Wh '84)
One freshman to be elected

Graduate-Professional Students

Thomas R. Eng (Vet)
Bruce W. Johnson (Gr SAS)
Kevin J. Kaufman (Medicine)
Qaiser M. Khan (Gr SAS)
Richard O. Kimmel, II (GSFA)
Steven K. Ludwig (Law)
Patty Rodiloso (SEAS)
Jodi J. Schwartz (Wh Grad)
Cathy St. Pierre (Nursing)
Carol Traynor (Social Work)
Laura A. Wawrzaszek (Annenberg)
Josie Yanguas (Education)
Michael Yasner (Dental)
SPUP representative to come

* Observer

** Members of the Senate Executive Committee

Council and Independent University Committees 1981-82

Much of the work of the Council is done through its standing committees. They are chosen each spring through the Committee on Committees, which makes its recommendations after issuing a campus-wide call for nominations. The Committee on Committees also recommends members for the Independent Committees. Appointments to all of these committees are made by the Steering Committee.

Council Committees

Bookstore Committee

Chair: Brian J. Spooner (anthropology)

Faculty:

Jonathan Black (orthopaedic surgery)
Terry L. Friesz (engineering)
Gloria Hagopian (nursing)
Daniel R. Hirschberg (history)
Robert Wachbroit (philosophy)
Charles R. Wright (communications)

Administration:

Alan M. Cook (Museum)
R. Anne Mengel (provost's office)
Joan Meranze (Dripps Library)
Leon M. Rosenson (School of Medicine)

Students:

Victor J. Wolski (CAS '84)
Richard D. Tadler (Wh Gr)
Ex officio: Elizabeth Tufts (director, University Bookstore)

Committee on Committees

Chair: John A. Lepore (civil and urban engineering)

Faculty:

Deirdre Bair (English)
Stella Y. Botelho (physiology)
Renata Holod (history of art)
Robert Inman (finance)
Almarin Phillips (law and public policy)

Administration: Andrew J. Condon (student life)

Students:

Jill Groginsky (FAS '81)
Jodi Schwartz (Wh Grad)
A-3 invitee: Roosevelt Dicks (engineering services)

Communications Committee

Chair: Adelaide M. Delluva (biochemistry, veterinary medicine)

Faculty:

Barbara F. Atkinson (pathology)
Raymond S. Berkowitz (systems engineering)
Louis Carter (social work)
Clifford H. Jordan (nursing)
Paul J. Korshin (English)
Daniel Malamud (biochemistry, dental medicine)
Michele Richman (Romance languages)

Administration:

Tobe Amsterdam (alumni affairs, SAS)
David B. Espey (SAS advising)
Karen Freedman (external affairs, Wharton)

A-3 Staff:

Una Deutsch (chaplain's office)
Leigh Vogel (electrical engineering)

Students:

Monica L. Lorick (CAS '83)
One undergraduate student to come
Mark A. Latta (Dental)
Jodi J. Schwartz (Wh Gr/Law)

Ex officio:

Mary Perot Nichols (director of communications)

Community Relations Committee

Chair: Michael B. Katz (education)

Faculty:

Walter D. Bonner (biochemistry and biophysics)
Peter Dodson (anatomy, veterinary medicine)
Christ Fiacas (astronomy)
William G. Grigsby (city and regional planning)
Herman Levin (social work)
Janet Rothenberg Pack (public and urban policy)
Jeffrey Rosenstock (pediatrics)

Administration:

Mary Jo Ambrose (assistant to vice provost for research)
Valerie Duhig-Fortune (nursing school)
Hamilton Y. Elliott, Jr. (University archives)
Carrie B. Spann (CWEP)

Students:

John C. Ferree (Wh '83)
Wanda R. Griffin (Wh '82)
Daniel M. Landes (CAS '83)
Lyn M. Allee (Dental)
Ann E. Freedman (Fine Arts)
Richard R. Stang (Gr Eng)
Ex officio:

Ronald A. Bond (director, recreation)
Stephen Goff (director, Annenberg Center)
Arthur F. Hirsch (acting vice president for operational services)
Maye Morrison (coordinator of off-campus living)
James H. Robinson (director, community relations)

Facilities Committee

Chair: Martin Pring (physiology)

Faculty:

Dorothy A. Brooten (nursing)
David B. Brownlee (history of art)
Bertram Greenspun (physical medicine and rehabilitation)

Melvyn A. Hammarberg (American civilization)

Jon T. Lang (urban design)

John D. Morrison (social work)

Vukan R. Vuchic (civil engineering)

Administration:

Daniel J. Boyle (residential living)
Mary Spata (student life)
Carol L. Vorchheimer (dining service)

A-3 Staff:

Harry E. Hance (veterinary medicine)
One A-3 representative to come

Students:

Elizabeth B. Cooper (CAS '83)
Mark D. Bernstein (Wh '83)
Steven C. Delbianco (Wh Gr)
J. Michael Tracy (Wh Gr)

Ex officio:

Vincent Conti (director of student data)
Arthur F. Hirsch (acting vice president for operational services)
James H. Robinson (director, community relations)
John Smolden (registrar)
Staff: Virginia J. Scherfel (assistant to vice-president for operational services)

International Programs Committee

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Faculty Grants and Awards: February 1 Deadline

The Committee on Faculty Grants and Awards announces that the application deadline for summer fellowships and grants-in-aid is February 1, 1982.

This Committee of the University Council considers applications for funds in support of research submitted by standing faculty members who hold the rank of assistant professor or higher, although preference will be given to applicants of the rank of assistant professor. An individual who has not received an appointment may apply for a research grant; however, any award by the Committee will be contingent upon the applicant's receiving such an appointment prior to the effective date of the grant.

The Committee uses funds appropriated by the Trustees of the University. In order to insure the maximum benefit from the limited funds available, the Committee will not normally consider applications from persons who have received an award in the previous three years; have other support for their project; or, in the case of summer research fellowship, have other salary for the period.

Summer research fellowships pay the recipient a stipend of \$2,000 while the grants-in-aid pay specified research expenses not to exceed \$1,000. The applicant may apply for one or both according to his/her individual needs.

Applications and information may be obtained from Deborah Reed Hardy by calling Ext. 7293 or, by stopping at the Office of Research Administration, 409 Franklin Building.

Committee to Come: To the list of Council and Independent Committees on these pages will be added the Academic Review Committee that assumes some of the functions of the former Educational Planning Committee (see *Almanac* October 6, page 1).

Corrections: In the October 6 issue's *Programs on the Move*: (1) we were misinformed on the Leonard Davis Institute: only the Research Section is moving, and it goes to the 11th Floor of Centenary Hall; L.D.I.'s headquarters remains at Colonial Penn Center, 3641 Locust Walk; and (2) the Ombudsman's move to Duhring Wing has now been completed. In James Dallett's article on the history of inaugurations, page 3: Daniel Goodwin was the *ninth* provost, and the eighth (Henry Vethake, 1854) had no ceremony. Also, our sincere apologies for a typographical error in Dean Louise Shoemaker's name on page 5.

Almanac

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Philadelphia, Pa. 19104
(215) 243-5274 or 5275.

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ON CAMPUS

October 13-October 25

Children's Activities

Films

October 17 *Free Spirit*

October 24 *Great Expectations*

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

Workshops

October 14 *Arboregames*, a workshop at the Arboretum. Fee: \$4.50 members, \$6 non-members. Call 247-5777.

October 17 The College of General Studies presents Carol Sivin conducting a maskmaking workshop: 10 a.m. to 3 p.m.; fee, \$20 for one adult and one child. To register call Ext. 6479.

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

ICA presents *Streets and Sweets*, a workshop to learn and explore techniques used by artist Wayne Thiebaud, 11 a.m., ICA Gallery. For reservations call Ext. 7934.

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.

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.

Through November 1 *Big Trees of Southeastern Pennsylvania*, the Morris Arboretum's award-winning Harvest Show exhibit, including a computer-operated large-scale map showing the locations and providing descriptions and color photographs of several of the state's largest trees, at the Arboretum's Hillcrest Pavilion.

Through November 22 *Wayne Thiebaud Painting* at the Institute of Contemporary Art. The ICA's first fall exhibition features the works of Wayne Thiebaud, one of the most important artists working today in the realist tradition.

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 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.

Fine Arts Library, in Furness Building, is open 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.

Hillcrest Pavilion, Hillcrest Avenue in Chestnut Hill, phone 242-3399, open every day 9 a.m.-5 p.m.

ICA Gallery, in the Fine Arts Building, is open Tuesday, Thursday and Friday, 10 a.m.-5 p.m.; Wednesday 10 a.m.-7:30 p.m.; Saturday and Sunday noon-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.

ICA Gallery Talks and Tours

October 13 *Conversations*, part of an ongoing series in which the artist and critics lead an informal discussion. Artist Wayne Thiebaud will speak in the ICA upper gallery at 8 p.m.

October 14, 17, 21 and 24 Gallery tours of the *Wayne Thiebaud Painting* exhibition at the ICA, 6:30 p.m. Wednesdays; 1 p.m. Saturdays.

University Museum Gallery Tours

October 14 *Mesoamerica*

October 18 *Egypt*

October 21 *North American Indians*

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

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

ALMANAC October 13, 1981

Films

October 14 The International Relations Undergraduate Student Association presents *China: A Class By Itself*, 7 p.m., Benjamin Franklin Room, Houston Hall. Free.

Exploratory Cinema

October 14 *Man of Aran*, Great Britain, and *How the Myth Was Made*, USA.

October 21 *Strike*, USSR.

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 16 *Tristana*, 7:30 and 9:30 p.m.

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

Houston Hall Films

October 16 *Raging Bull*, 8 and 10:30 p.m.

October 17 *Best 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.

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

International Cinema

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

October 15 *Seventh Soul*

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

University Museum Series

October 18 *Curse of the Demon*

October 25 *The White Dawn*

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

Meetings

A-3 Assembly

October 14 *General Meeting*, noon, Houston Hall Auditorium. Speaker, President Sheldon Hackney.

GAPSA

October 14 *Meeting*, 6:15 p.m. in the Council Room, Furness Building.

Trustees

October 15 *Executive Board Stated Meeting*, 2 p.m. in the Tea Room, Faculty Club.

University Council

October 14 *Meeting*, 4-6 p.m. in the Council Room, Furness Building.

October 23 *Full board meeting*, 2 p.m. in the Council Room, Furness Building.

Memorial service in remembrance of Dr. Frederick C. Gruber will be held October 16 at 6 p.m. in the Thomas Woody Room, 2nd floor, Van Pelt Library. Dr. Gruber, an emeritus professor in the Graduate School of Education, died September 11 at the age of 78.

Music

October 13 and 20 *Curtis Organ Restoration Society* presents noon organ recitals at Irvine Auditorium.

Special Events

October 13-November 3 *Nature Photography*, Morris Arboretum course, 7-9 p.m., fee. For more information call 247-5777.

October 17 The Graduate School of Education sponsors *Educators Day*, the second in a series of bi-annual meetings to provide for the exchange of ideas among those interested in education and to create an opportunity for faculty and alumni of GSE to conduct seminars on a wide spectrum of current issues in education. 8:15 a.m., International House. For more information call Ext. 8130.

October 17-23 *Fall Festival*, fall foliage celebration includes tours, demonstrations and live music, Morris Arboretum. Admission free with Penn I.D. Call 247-5777.

October 20 The Faculty Tea Club will hold its *Twenty-five Year Club Luncheon* with the guest speaker, Dr. Edgar Perretz, Penn professor of social work, on *The Success of Groups Meeting to Help Each Other with Specific Problems*. For more information and reservation call Ext. 4655.

October 21-24 The Linguistics Department sponsors *New Ways of Analyzing Variation in English*, 10th annual conference, Houston Hall. For information call Ext. 4912.

October 22 *The Whys and Why Nots of Wood Burning*, Morris Arboretum course, 7-9 p.m., fee. Call 247-5777.

Sports (Home Schedules)

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

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.

Talks

October 13 The Respiratory Group of the Department of Physiology, The Institute for Environmental Medicine and The Department of Anesthesiology present Dr. James Sylvestre, Johns Hopkins Hospital, Department of Medicine, Baltimore, Maryland, on *Hypoxic Pulmonary Vasodilation*, 12:30 p.m., Physiology Library, 4th floor, Richards Building.

The Center for the Study of Aging Seminar Series presents Dr. Robert Inmann, Penn associate professor of finance and economics, on *An Economist's View of Social Insurance for the Aged*, 3:30 p.m., Room 110, Nursing Education Building.

The Tinker Lecture Series in Continuity in Latin America with the cooperation of the Committee on Latin American and Iberian Studies present Brazilian novelist Antonio Calado, on *Latin American Fiction* and reading from English translations of his own work, 4 p.m., Harrison-Penniman-Smith Room, Houston Hall.

The University Museum presents five Penn archaeologists' *Reports From the Field*, focussing on the work done by University Museum scholars in the Eastern Mediterranean, 5:30 p.m., Harrison Auditorium, University Museum.

The W.E.B. DuBois College House presents its first Living and Learning Colloquium, featuring Dr. Irene Diggs, professor of anthropology and sociology, Morgan State University, Baltimore, Maryland, on *DuBois... Who Was He?*, 7 p.m., Rooftop Lounge, High Rise North.

October 14 *The Rare Book Room Colloquium* presents Ed Peters, Lea Professor of Medieval History, and Thomas G. Waldman, associate director Lilly/Pennsylvania Program,

on *The Study of Medieval Documents*, noon, Van Pelt Library, 6th floor Reading Room.

The A-3 Assembly presents President Sheldon Hackney, noon at Houston Hall Auditorium.

The Women's Studies Luncheon Seminars present Dr. Joan Shapiro, associate director of Women's Studies, lecturer Graduate Education and Wharton, on *Beyond the Numbers Game: Evaluation for Women's Programs*, 12:15 p.m., Women's Studies Office, 106 Logan Hall. Bring your lunch; coffee or tea will be provided.

The Department of Civil and Urban Engineering and The Department of Electrical Engineering and Science present Hsien-Tung Yu, engineer, Electric Power Construction Administration, Ministry of Electric Power, Beijing, People's Republic of China, on *Damage of the Duo Ho Power Plant in the Tangshan Earthquake and its Restoration after the Earthquake Shock*, and Cheng-Xin Zhang, Wuhan Water Conservancy and Electric Power Institute, Wuhan, People's Republic of China, on *Calculation of Technological Characteristics of Counter-Current Strongly Acidic Hydrogen-Ion Exchange*, 3 p.m., Alumni Hall, Towne Building.

The Center for Study of Aging Seminar Series presents Dr. Elliot Levine, associate professor, Wistar Institute, on *Endothelial Cells in Vitro: Senescence, Differentiated Functions and Transformation*, 3:30 p.m., Human Genetics Room 196, Old Medical Building.

October 15 South Asia Seminar presents Robert J. Miller, professor of anthropology, University of Wisconsin, on *Technical Realities and the Fantasy of "Cultural Constraints" in South Asia*, 11 a.m., Classroom II, University Museum.

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

The Department of Physiology presents Dr. Martin Morad, department of physiology, University of Pennsylvania, on *Implications of Intracellular Calcium Release on Membrane Currents in Cardiac Muscle*, 4 p.m., 4th floor,

Physiology Library.

The Contemporary Buddhist Association presents Dr. Stanley Ohnishi, Hahnemann Medical Center, on *Buddhism and Medicine*, and Dr. Pat Tenn, Philadelphia V.A. Medical Center, on *Six Causes of Illness*, 7 p.m., Auditorium B1, Fine Arts Building. For information call 448-4938.

The Morris Arboretum presents the first in its series of six Members' Evenings with Mr. T. P. Burr, Regional Information Officer, National Trust for Places of Historic Interest or National Beauty, England, on *The English at the Seaside-The National Trust Campaign to Preserve the Finest Unspoiled Coast*, 8 p.m., Gruber Theatre, Logan Library, Chestnut Hill College. For information call 247-5777.

October 19 The Department of History and Sociology of Science presents Alexander Vucinich, Penn professor of history and sociology of science, on *Soviet Marxism and The History of Science*, 4 p.m., Seminar Room 107 Smith Hall.

October 20 The Respiratory Group of the Department of Physiology, The Institute for Environmental Medicine and The Department of Anesthesiology present Dr. Avinash Chander, Penn's Department of Physiology, on *Reuptake of Pulmonary Surfactant Phospholipids*, 12:30 p.m., Physiology Library, 4th floor, Richards Building.

October 21 Women's Studies Luncheon Seminar presents Dr. Ann Matter, director of Penn's women's studies and assistant professor of religion, on *Virgin Mary: A Goddess?*, noon, Women's Studies Office, 106 Logan Hall. Bring your lunch; coffee or tea will be provided.

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

The South Asia Seminar presents Dr. Gregory L. Possehl, assistant curator, South Asia section, University Museum, on *Prehistoric Technology in South Asia*, 11 a.m., Classroom II, University Museum.

The Department of Pharmacology presents Dr. Ravi

Iyengar, Department of Cell Biology, Baylor College of Medicine, on *Regulation of Component Interactions and Hormone Signal Transduction in Adenylate Cyclase*, noon, Dunlop A. Medical Education Building.

The Department of Physiology presents Dr. Don Engelman, Department of Molecular Biophysics and Biochemistry, Yale University, on *Structural Studies of the Energy Transducing Membrane Protein Bacterial Rhodopsin*, 4 p.m., fourth floor, Physiology Library.

The Christian Association presents William Sloane, Jr., minister of The Riverside Church in New York City and former chaplain at Yale, on *The Arms Race and the Human Race*, first of a four-part lecture series addressing the relationship between personal values and public policy, 7:30 p.m., CA auditorium. For information call 386-1530.

October 23 The English Department presents Professor John Wideman, University of Wyoming, on *Black Speech and Black Fiction*, 4 p.m., First Floor Conference Room, Van Pelt Library.

Theatre

Through October 18 The Annenberg Center Theatre Series first production of the season is *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.

October 22-December 5 Mask and Wig Club presents its 94th annual show, *Between the Covers*, a musical revue which takes a satirical look at an unnamed news magazine; Wednesday-Saturday at the Clubhouse, 310 Quince Street and on-campus as announced. For information and reservations call WA3-4229.

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.

OPPORTUNITIES

Listings are condensed from the personnel bulletin of October 12, 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) \$16,325-\$22,600.

Administrator, Data Communications (4259).

Assistant Comptroller (4399).

Assistant Dean (4117) \$16,350-\$22,600.

Assistant Director I (4246) \$13,100-\$17,800.

Assistant Director II (4418) implements non-alumni parent annual giving program and annual funds for the graduate schools of education and social work (degree; experience in university fund raising; skills in organization of fund effort and management of volunteer force) \$16,350-\$22,600.

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 Registrar (4309) \$16,350-\$22,600.

Assistant to the Director, Alumni Relations (4311) \$12,000-\$16,100.

Associate Development Officer \$14,500-\$19,775.

Associate Development Officer II (2 positions).

Associate Development Officer III (4371).

Benefits Counselor (4396) \$14,500-\$19,775.

Business Administrator II (4384) \$13,100-\$17,800.

Cataloger (4414) catalogs monographs and serials using AACR 2, LCSH, RLIN; assists in operation of department, training and revision of support staff; supervises support staff in absence of department head (MLS; one-two years' cataloging experience in an academic library; knowledge of legal materials; experience with automated cataloging) \$14,500-\$19,775.

Clinical Supervisor (4394).

Coordinator I (4380) \$12,000-\$16,100.

Coordinator V (C0216).

Coordinator, Clinical Education (C0179) \$16,350-\$22,600.

Coordinator of Education I (4386) \$12,000-\$16,100.

Counseling Psychologist II (2 positions) \$16,350-\$22,600.

Director (4420) directs all activities of the museum with primary functions being administrative and fund raising; directs field research teams (degree in museum related field; reputed scholar concerned with research, exhibitions, conservation and education; experience in management, field research, administration, executive positions and museum work).

Librarian II (2 positions) \$14,500-\$19,775.

Manager, Billing and Collection \$12,000-\$16,100.

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.

Repair and Utility Shop Foreman \$14,500-\$19,775.

Research Coordinator \$14,500-\$19,775.

Research Specialist, Jr. (12 positions) \$12,000-\$16,100.

Research Specialist I (3 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 Assistant (C0308) \$12,000-\$16,100.

Staff Writer I (4340) \$12,000-\$16,000.

Supervisor V, Data Processing (4368).

Systems Analyst (2 positions).

Support Staff

Administrative Assistant I (4038) \$9,925-\$12,250.

Administrative Assistant II (4 positions) \$10,575-\$13,100.

Air Conditioning and Refrigeration Mechanic (4332) Union wage.

Billing Assistant (C0328) \$9,925-\$12,250.

Budget Assistant (3790) \$10,575-\$13,100.

Buyer I (4361) \$9,375-\$11,500.

Cashier (4417) handles and records all cash transactions for Houston Hall services; (mathematical aptitude and accuracy; ability to handle details; bookkeeping skills; experience in cash handling) \$8,775-\$10,725.

Clerk I (3745) \$6,775-\$8,175.

Clerk II (4205) \$8,825-\$10,725.

Clerk IV (4416) types checks; answers phones; xeroxes; supplies W-2 information; handles stop-payments; assists with batching of PAF and TRF (typing skills; use of adding machine; pleasant telephone manner; ability to deal with employees) \$9,375-\$11,500.

Delivery Clerk (3983) \$6,325-\$7,625.

Dental Assistant I (3 positions) \$10,450-\$12,675.

Expediter (C0322) \$9,375-\$11,500.

Gardener (4385) Union wage.

Junior Accountant (4370) \$9,925-\$12,250.

Laboratory Assistant (4388) \$7,450-\$8,925.

Maintenance Engineer (4230) \$14,575-\$18,700.

Office Automation Operator I (C0338) operates NBI word processor; supervises typing work flow, types and proofs reports, correspondence, proposals, charts; uses dictaphone, telephone; files, xeroxes, orders publications, makes travel arrangement (accurate typing; command of English language; two years' secretarial experience) \$8,775-\$10,725.

Operator I, Duplicating Machine \$7,725-\$9,350.

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; aptitude for figures; familiar with University procedures) \$9,925-\$12,250.

Receptionist II (4219) \$9,400-\$11,475.

Research Bibliographer I (4379) \$9,925-\$12,250.

Research Laboratory Technician I (2 positions) \$9,150-\$11,000.

Research Laboratory Technician II \$10,175-\$12,400.

Research Laboratory Technician III (12 positions) \$10,700-\$13,125.

Research Machinist II (3732) \$12,775-\$16,375.

Secretary II (2 positions) \$8,775-\$10,725.

Secretary III (6 positions) \$9,375-\$11,500.

Secretary IV (2 positions) \$10,575-\$13,100.

Secretary, Medical/Technical (2 positions) \$9,925-\$12,250.

Steward, Catering (4299) works with catering team; coordinates all packing for parties and schedules trucks; takes inventory and keeps all items in stock and repaired; makes sure all items are returned from party, are cleaned and stored (attention to detail; orderly, precise and reliable) \$10,550-\$13,500.

Technician, Information Systems \$11,225-\$14,000.

Technician, Vet Anesthesia (4378).