

Almanac

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Mark Turco



Above on Locust Walk, a mix of races and generations. Rally sponsor Janis Somerville, below, quoted the late Walt Kelly's Pogo: "I have seen the enemy, and they is us."

Ben Alman



Rally Against Racism: 'A Beginning'

In less than 48 hours, over 2000 members of the University rallied to the support of DuBois College House last week—many by petition and at least 1000 more literally forming a protective circle around the House, holding hands and singing "We Shall Overcome" at the climax of a "Rally Against Racism."

Friday's rally was the outcome of two independent initiatives late Wednesday. Council Steering Committee emerged from its afternoon meeting with a resolution (below) for circulation next morning to all schools and departments, while an after-hours meeting in Vice Provost Janis Somerville's office produced the idea of mass demonstration to "show the few [who had been making racist calls and bomb threats against the House] that the many are for DuBois." By Thursday morning when the Steering Committee resolution went into circulation, some deans and department chairs had merged the two into a petition drive that gathered over 560 endorsements of the rally, published as a full-page ad in Friday's *Daily Pennsylvanian*.

At the noon rally, Provost Thomas Ehrlich's short talk at the Peace symbol in Blanche Levy Park urged the crowd to link arms and walk to DuBois "to show how much we care." Moving up Locust Walk, the orderly column gathered strength until it filled the walk, ten or more abreast, from 36th Street over the footbridge and past 39th Street. By some estimates, 1500 to 2000 joined the walk.

At DuBois, Faculty Senate Chair Phoebe Leboy called the threats directed against DuBois "a threat to the whole University. Intolerance is not acceptable anywhere, racism is

not acceptable anywhere; but they are particularly not acceptable at the University of Pennsylvania." Former Chair Robert Lucid, Vice Provost Somerville, Women's Center Director Carol Tracy and student leaders stressed the rally as a beginning—variously, of self-study, of action to root out intolerance on racial and other fronts, and of resistance to "turning back the clock on human rights." Julia Clark of the DuBois House Council, and Marc Rodrigues of the United Minorities Council spoke for the harrassed.

Meanwhile—facing a weekend that was not only Homecoming and Halloween but also Parents' Weekend and Black Alumni Weekend—the president, the provost and vice provost issued a call for "good sense, good manners and restraint"—and warned that those involved in the bomb threats "or in behavior which exacerbates the resulting racial tensions" could expect disciplinary action up to and including dismissal and criminal prosecution.

Except for another bomb threat Saturday night (leading to brief evacuation of DuBois) the campus was quiet over the weekend. Monday, the Steering committee held a special session which put the Wednesday's resolution on the November 11 Council agenda. The text:

In response to racial threats on the campus this week, we join in the outrage and condemnation expressed by the University senior administrators.

What we think is most needed is serious dialogue about why the University is a single community and why all persons within the community must be viewed solely on their merits as individuals. All must bear responsibility for ensuring that intolerance has no place at Pennsylvania.

To this end, we urge all faculty members, as promptly as possible, to spend some time during their classes and on other occasions to underscore that bigotry and harassment will not be accepted on our campus.

This is one University with a strong desire for unity. The action of a tiny handful must not be allowed to corrode that unity.

The Steering Committee of the University Council

Jacob K. Abel
Paul Bender
Ivar Berg
Lisa A. Blumenfeld
Elizabeth B. Cooper
Thomas Ehrlich

Murray Gerstenhaber
Frank I. Goodman
Sheldon Hackney
Phoebe S. Leboy, Chair
Steven K. Ludwig
Jodi J. Schwartz
Oliver E. Williamson

Research Foundation Proposals: November 30

The Research Foundation of the University approved by the Trustees in January 1981 has set a November 30th deadline for its first awards cycle. Members of the faculty are invited to submit brief proposals by that date and will be informed of the Board's decision by January 30, 1982. Additional information concerning guidelines and proposal format is available from department chairpersons. Because the Foundation is so new, its initial resources are limited, and the total of the first cycle awards will not exceed \$40,000. A maximum of \$3000 per award is anticipated. A second round of proposals will be entertained in the spring of 1982.

The purpose of the Research Foundation is to encourage research and scholarship within the University. It is hoped that the Foundation will be able to provide flexibility and stability for faculty especially during this period of changing federal sponsorship. Special consideration will be given to younger faculty members and to proposals within those disciplines that have little access to external funding sources. Initial priorities will include: seed money for pilot projects; publication costs (excluding textbooks); travel for research purposes; research supplies; small capital equipment requests directly related to research; and support for programs with a funding hiatus. Requests for cost-sharing and matching funds required by external sources will also be considered. The members of the Research Foundation Board hope that a wider variety of proposals will be able to be considered in the future. A fund-raising campaign is planned to increase the endowment of the Research Foundation.

Houston Baker
Elias Burstein

Dan M. McGill
John A. Quinn

Eliot Stellar
Clyde W. Summer

Anthony F.C. Wallace
Annemarie Weber

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SPEAKING OUT

Coda

My heart is inditing, to paraphrase Handel, of a small matter, now that the inauguration is over. I want to say how perfectly the choice of music for the occasion played into the hands of those who (like me) found the event charmless and inapt.

The choice of Haydn's finale from *The Creation*—its text being "the great work is completed"—could appeal only to whimsy. Inaugurations normally occur when the work is still to be done, and, besides, the work that faces President Hackney is far from sacred. Of course, the logical implication is that the great work was performed by the Presidential Search Committee. A very nice, if rather profane, compliment indeed to the searchers, the President, and the University.

If the Haydn was not a sophomoric bad joke, the Handel anthem surely was. Can one conceive the gyrations occurring last Friday in the Founder's grave down on Arch Street? Who would have thought that a University founded by one of the signers of the Declaration of Independence would inaugurate a president with a coronation anthem—and, at that, one composed for a British king whose main gift was in allowing ministers smarter than he to do the thinking. Not what we meant to say, President Hackney!

Rather than ascend to the new monarchical protocols down in Washington—and as a way of emphasizing the collegial, the (vaguely) democratic, the federal nature of the University's enterprise—the planners might far better have chosen Aaron Copeland's "Fanfare for the Common Man." This noble work would have fit nicely with the two other fanfares in the program. Or the planners might have relaxed into the splendid normalcy and aptness of Brahms's "Academic Festival" overture or any of a number of triumphal marches from that other never-never-land, opera.

But instead they tried too hard and overweened. When will we Americans learn that pomp and circumstance accompanied by great, self-conscious effort is self-defeating?

—Gary Schmidgall,
Assistant Professor of English

A-3 Invitation

The Facilities Committee Report in *Almanac* October 27 included a complaint from the A-3 Assembly of the lack of cafeteria style dining on campus. I would like to remind A-3 personnel that after three years of

service they are eligible for membership in the Faculty Club. The dues are scaled to salary level, and we now have 163 members from the A-3 support staff.

The Club has a cafeteria offering a wide selection, a spacious well-appointed dining room with table service, and a first floor lounge where coffee and pastry are served in the morning and a light buffet from 11:30 a.m. to 8 p.m.

A tour of the Club's facilities can be arranged by calling Ext. 4618. Applications for membership are available at the receptionist's desk in the lobby of the Club.

—David Cantor, Manager
The Faculty Club

On Active Duty

The October 1981 Personnel Relations Newsletter (Volume 4, Number 2), which was inserted into *Almanac* (Tuesday, October 20, 1981) included my name in its list of faculty retirements. May I suggest to the appropriate sources that it would be helpful, in the future, if they checked with the individuals listed as retiring, to ascertain their accurate status?

Retirement is ordinarily understood as cessation of active service. This may not actually be the case, however. The Handbook for Faculty and Administration (1979, p. 28), states: "Emeritus status is conferred on professors and associate professors of the standing faculty at the time of their retirement. No faculty actions are required to initiate such designations. The rights and privileges of members of the Emeritus Faculty are designated by policy memorandum."

A policy still in force, I understand (originally set forth in the 1969 Handbook, p. 37), states: "The Provost's Staff Conference may also approve, upon recommendation from the appropriate department, the yearly reappointment of a professor emeritus to a salaried basis as a partially-affiliated member of the faculty."

This was the action taken in my case; and it may have also been taken in the case of others. I announce heartily to my friends that I am carrying a full teaching load, serving on committees and enjoying the privileges of active service in the University community.

—Robert Lewis Shayon,
Emeritus Professor of Communications

Response: *Almanac* will pass the word to the Personnel Relations Newsletter for future issues. The Provost's Office confirms that being designated "emeritus" does not always mean fully retiring from the fray. —K.C.G.

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.

Call for Nominations: Law Dean

As announced in *Almanac* September 29, a University-wide consultative committee has been appointed to conduct a search for a new dean of the Law School. That committee invites members of the University community to nominate candidates. Nominations should be sent by November 23 to Professor Henry Hansmann, Chair of the Dean Search Committee, Law School/14.

Reserve Book Requests: Overdue

The deadline for submitting Rosengarten reserve requests for the spring 1982 semester was November 2.

Faculty who reserve regularly received notifications and instruction sheets. Others should immediately pick up forms and instructions sheets at the Rosengarten Reserve Reading Room, Van Pelt Library; or call Ancil R. George's office, Ext. 7561 or 7562, to have them mailed.

Lindback Nominations

The Christian R. and Mary F. Lindback Awards for Distinguished Teaching are presented annually to eight members of the Pennsylvania faculty in recognition of their distinguished contributions to teaching. The awards are open to teachers of graduate students as well as undergraduates in both the professional schools and the arts and sciences.

The criteria and guidelines for the selection of the award recipients define distinguished teaching as "teaching that is intellectually demanding, unusually coherent, and permanent in its effect. The distinguished teacher has the capability of changing the way in which students view the subject they are studying. The distinguished teacher provides the basis for students to look with critical and informed perception at the fundamentals of a discipline, and how he/she relates this discipline to other disciplines and to the world view of the student. The distinguished teacher is accessible to students and open to new ideas, but expresses his or her views with articulate conviction and is willing to lead students, by a combination of clarity and challenge, to an informed understanding of an academic field. The distinguished teacher is fair, free from prejudice, and single-minded in the pursuit of truth."

Four awards each year go to faculty in the non-health areas (FAS, Wharton, Engineering, Law, Education, Social Work, Fine Arts and Annenberg) and four go to the faculty in the health schools, (Medicine, Dental Medicine, Veterinary Medicine and Nursing).

Non-Health Areas: Nominations from schools or departments, students, faculty members, or chairmen should be submitted to the Committee on Distinguished Teaching, 112 College Hall, CO, to the attention of Constance C. Goodman. Nominations and supporting letters should cite those qualities which make the nominee an outstanding teacher, and should include the nominator's address and explain his/her association with the nominee. Additional supporting evidence, in the form of statistical surveys, curricula vitae, lists of courses taught, etc., will also be helpful to the selection process. The Committee on Distinguished Teaching, appointed by the Vice Provost for University Life on behalf of the Provost, presents the Provost Staff Conference with eight finalist candidates from which the four non-health winners are chosen. The nomination period closes Friday, December 11.

Health Areas: The deans of the health schools will welcome nominations for the 1981-82 awards from individuals in the respective schools. Nominations and supporting material, including a current curriculum vitae, comments from faculty and students concerning the nominee's teaching ability and any objective quantitative evaluation of the nominee's teaching activities will be reviewed by a broadly based committee of faculty and students within the school. Each health school may nominate up to four individuals for Lindback Awards. The Vice President for Health Affairs appoints an ad hoc committee drawn from the several school committees, to choose the four recipients in the health schools.

Almanac

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The Admission of Faculty-Staff Children

As background to an agenda item for the Faculty Senate's Fall Meeting November 18, the Senate requested of the Admissions Office some data on the applications, admissions and matriculations of faculty-staff children. The figures provided by C.A. Brest are presented here, along with a text based on his annotations—including some data showing ten-year patterns in admissions and qualifications of faculty-staff children.

The records do not distinguish faculty children from staff children, and according to the Admissions Office this is not a point of discussion as the selection committees meet.

The Senate shares this report with the larger community, and especially urges the faculty to consider it carefully as it informs our preliminary discussion November 18 of a proposal by the Personnel Benefits Committee which would:

1. Extend University tuition benefits for graduate study to dependent children of eligible nonexempt employees with 5 years of service;
2. Extend direct grant benefits* to dependent children of eligible nonexempt employees with 5 years of service;
3. Increase the direct grant benefit* for dependent children of all eligible employees to one half of the University's tuition not to exceed tuition at another University;
4. Change eligibility requirements for all but tenured faculty to a 5-year full-time service waiting period;
5. Change the plan to limit benefits for all employees to 8 semesters of coverage per dependent child; and
6. "Grandfather" benefits for current employees (but current employees would also receive new benefits).

Next week, the Office of Student Financial Aid will provide data on the distribution of aid as it relates to faculty-staff children, as additional background for the Senate discussion November 18.

—Phoebe S. Leboy, Chair

Freshmen

Applications. As the table below shows, faculty-staff candidates comprised 1.3 percent of 1981's freshman applicants. Over the past ten years (1972-81) the number of faculty-staff applicants has increased 26 percent, rising from 117 in 1972 to 147 in 1981. During that same decade, freshman application numbers have increased nearly 62 percent from 7,039 in 1972 to 11,367 in 1981.

Admissions. Faculty-staff candidates comprised 2.1 percent of all 1981 offers of admission, a percentage that has ranged between 2.1 percent and 2.2 percent over the past ten years. The number of faculty-staff admits has averaged 93, with a 1976 high of 97 and a 1972 low of 82. Note also that

- ... among the first (top) 25 percent (admits with predictive indices ranging from 4.0 to 3.2) less than 1 percent or 8 candidates have been faculty-staff affiliated.
- ... Within the last (bottom) 25 percent (admits with predictive indices ranging from 2.6 to 1.3) nearly 6 percent, or 57 candidates, have been faculty-staff affiliated.

In 1981, 64 percent of all faculty-staff applicants were offered admission, whereas only 39.4 percent of freshman applicants in general received offers. The ten-year history of admissions offers shows that:

- ... The admit rate has averaged 68.7 percent for faculty-staff candidates from 1972 through 1981, with a 1974 high of 73.6 percent and a 1980 low of 63.0 percent.

* Direct grant benefits, presently extended to eligible exempt (monthly-paid) employees, allow for \$900 per year for each dependent child attending another college or university, for a maximum of 8 semesters.

1981 ADMISSIONS FIGURES

	Number	Class Percentile	S.A.T. V.	S.A.T. M.	Avg. Ach. T.	P.I.
Applied						
All Freshman	11,367	90th	57	62	60	2.4
All Fac-Staff	147	81st	55	59	57	2.2
Admitted						
All Freshman	4,478	95th	62	67	64	2.8
All Fac-Staff	94	89th	59	63	61	2.5
Matriculated						
All Freshman	2,076	94th	61	66	63	2.7
All Fac-Staff	80	89th	58	62	60	2.4
Waitlisted						
All Freshman	1,124 (9.9%)					
All Fac-Staff	40 (27.2%)					
Denied Admission						
All Freshman	5,572 (49.0%)					
All Fac-Staff	11 (7.5%)					

... For freshman candidates overall, the 1972-81 admit rate average has been 48.4 percent, with a 1978 high of 56.0 percent and a 1981 low of 39.4 percent.

Matriculations. Faculty-Staff candidates represent 3.9 percent of the 1981 entering freshman class, a percentage that has averaged 3.6 percent over the past ten years. The number of matriculants has averaged 73 each year with a 1979 high of 87 and a 1973 low of 60.

... 85 percent of the faculty-staff candidates in 1981 accepted the offer of admission; their yield rate percentage has averaged 79 percent over the past ten years with a 1978 high of 89 percent and a 1973 low of 70 percent.

... For freshman candidates overall, the 1972-81 yield rate average is 47.8 percent with a 1972 high of 51.8 percent and a 1977 low of 45.0 percent.

Denial of Admission. In 1981, 7.5 percent (11 of 147) of the faculty-staff candidates were denied admission. Among freshman candidates overall, 49 percent were denied.

Wait Listing. Among freshman candidates overall in 1981, just under 10 percent were retained on the waiting list. By contrast, 27.2 percent (40 of 147) of the faculty-staff candidates were held on the waiting list in the event that it became possible to offer admissions over the summer months.

Transfers from Other Colleges and Universities

Applications. The ten-year (1972-81) average number of faculty-staff transfer applications is 29 with a 1976 high of 36 and a 1980 low of 22. In that decade, faculty-staff applications among transfer candidates averaged 1.7 percent with a 1978 high of 2.1 percent and a 1980 low of 1.2 percent.

Admissions. The ten-year average number of faculty-staff transfer admits is 15 with a 1978 high of 20 and a 1980 low of 6. The percentage of faculty-staff candidates offered admission averages 52.6 percent for the past ten years with a 1975 high of 70.8 percent and a 1980 low of 27.3 percent.

Matriculations. In the last ten years, there has been an average of 14 faculty-staff candidates among transfer matriculants with a 1978 high of 18 and a 1980 low of 6. Throughout that decade (1972-81) an average each year of 92 percent of the faculty-staff transfer candidates accepted their offers of admission.

To the University Community

Energy costs have rapidly become the dominant economic concern on the American college campus, and they will continue to affect our planning indefinitely. Now that some of the initial shock of this has worn off, most of us have come to realize that energy costs are also a problem that we can deal with, individually and collectively.

I am heartened by the attitude and performance of our University community, especially the fine job of our energy management team, in coming to grips with the situation. Our success in retrofitting older buildings for more efficient heating and cooling, in spotting weak links in existing energy systems, and in pinpointing buildings where renovation costs will be more than offset by reduced energy consumption, has resulted in large-scale "cost avoidance." Cost avoidance is a budget concept that in this case measures how well we're keeping the lid on energy use. In 1981, for example, the energy bill for the University and the Hospital could have been \$26 million, but thanks to you and your co-workers it will probably be held to around \$19 million.

As more new preventive maintenance and operational procedures take hold, I expect to see even greater improvements in energy cost avoidance. Moreover, we'll all have to learn to live

without such no-longer-affordable luxuries as unlimited hot water and lighting, tight year-round building climate control, and scheduling at whim. Obviously, there is nothing in all this that we can't handle, but we've got to stick with our energy plan to make it work.

The Trustees' recent approval of \$5 million for energy-related projects underscores the sincerity of our University-wide commitment, and this investment will add tremendously to Pennsylvania's conservation potential. To make sure that we achieve both our immediate and long-range energy goals, I appeal to each of you to take an active part in our energy conservation campaign. This fall special efforts will be launched to make us all more aware of what still needs to be done. The following energy message is just the first step. I urge you to read it carefully and especially to take note of those areas in which you can make a direct contribution. Many of the personal measures recommended will be as simple and effective as those we are all adopting in our own homes.

The threat inherent in undiminished high energy costs is a serious one, but I am absolutely convinced that together we will be able to make an intelligent and telling response to this challenge.

Sincerely,

Sheldon Hackney

Living With the Energy Crisis

Energy. Its use is essential to the operation of the University. Without it, we would be cold in the winter and hot in the summer, work would be difficult due to lack of lights, equipment from coffee-makers to computers would shut down...but you know what energy does for us. It provides us with amenities, the civilizing influences of life.

Energy costs have skyrocketed in the years since the 1973 Arab oil embargo, and this upward flight shows no signs of subsiding. On a personal level, the price of gasoline has tripled, that of fuel oil has quadrupled, utility rates have soared. Energy expenditures take an ever-increasing bite out of everyone's budget, including the budget of the University.

The hallowed halls of higher education have not been untouched by the real-world problems caused by rising energy costs. Over the past eight years the unit prices of our two major energy sources—electricity and steam—have increased by 437 and 497 percent, respectively. The University's total energy bill has more than quadrupled, rising from a mere \$4.4 million in fiscal year 1973 to over \$19 million in 1981. Present projections indicate a \$23 million energy bill for 1982.

By increasing expenditures for energy (unlike most other budget items) we in no way improve the quality of the University. On the contrary, it hinders our educational and research efforts by depleting our resources. High energy costs have been named by some as a major factor in our current financial difficulties.

Wasting money is considered akin to a sin in this business-oriented society. Wasting energy, however, is not viewed as such: "If I can afford it, why not?" is often the attitude taken. But wasted energy is wasted money, and the University cannot afford to waste either. The cost of the energy we absolutely depend on for operations is enough by itself to bring us fiscal woe. We need not aggravate the situation by using energy we do not require.

A basic understanding of the University's technical energy conservation effort and how it affects you, and a personal commitment to energy-saving ways, should be goals of every member of our community. This message will attempt to bring you such an understanding, and inspire in you such a commitment.

The Energy Management Program

In 1974, as a response to the energy price rises triggered by the Arab oil embargo, the University initiated a campus-wide energy conservation effort. In 1976 the Department of Energy Management was formed to coordinate this effort. Working with every constituency in the University (including the Departments of Physical Plant and Facilities Development, the University Council Facilities Committee, building administrators, and other faculty, staff and students) the Energy Office is responsible for monitoring our energy use and for developing programs and projects that will ensure our continued efficient use of energy.

Our energy management program has already had impressive results. In fiscal year 1981 we reduced our energy consumption by 12.9 percent compared to 1973. This decrease led to an "energy cost-avoidance"—the amount of extra money the University would have spent had it used energy at 1973 levels—totalling \$5.9 million. This means that while we actually spent \$19.2 million for energy the past year, we would have spent over \$25 million without our conservation programs. The total cost-avoidance since 1974 is over \$14.4 million.

The Energy Information Base

A complete, reliable energy information base is essential for accurate planning, monitoring and evaluation of energy conservation programs. If we do not know how much energy we used before undertaking a specific energy-saving measure, there is no way to judge its impact.

The University uses electricity (for lighting, heating/ventilation/air-conditioning systems and miscellaneous equipment) and steam (for space heating, water heating, comfort cooling and in research labs), both purchased from Philadelphia Electric Company. Data taken from PECO bills, covering the years since 1973, have been compiled and are being computerized. Included is consumption/cost information (on both a building-by-building and total University basis) that allows the comparison of current data with those of any previous year. This comparison includes adjustments for

weather and University or building growth, and enables us to assess accurately the impact of conservation projects.

The Energy Calendar

The Energy Calendar is a continuously-updated, year-round timetable that indicates when specific conservation measures are to be implemented. Based on activity schedules from the Registrar, Conference Center and individual schools, we plan nighttime and weekend thermostat setbacks, holiday building shutdowns and warm-weather steam shutdowns. Advance notice of these measures will be given through the campus press and other means.

Total Utility Systems

Under our energy management program, a number of campus-utility wide systems have been surveyed and renovated or redesigned to conserve energy.

1. During the summer months the University's underground steam distribution system is shut down, to reduce steam consumption and allow much-needed steam line repairs. When first implemented in 1980, this program resulted in an energy cost-avoidance of \$775,000. Further work on the steam system will include the upgrading and of several lines, which will reduce steam leakage and radiation and, consumption.

2. Our electric distribution system was surveyed and appropriate changes are being made in an ongoing program. Energy-efficient outdoor lamps, equipped with photocells and timers, have been installed to reduce electric consumption further. On-site generation of both electricity and steam (as opposed to purchasing it from the utilities as we do now) is being considered.

3. Completed in the summer of 1980, our centralized chilled water system will have the greatest long-term impact on our electric consumption. Not only is this system more efficient than the previous conglomeration of window air-conditioners and individual building chillers, but it will also increase occupant comfort. Before, when a building's chiller failed its air-conditioning shut down. With the centralized system, if one chiller malfunctions the others can take up the slack, and the buildings and people stay cool.

4. JC-80 (or "the Eighty" as she is affectionately called by the Plant personnel who man her 24 hours a day) is a minicomputer programmed to monitor and control building mechanical systems remotely. For example, if classes are coming into a building at 9 a.m., the JC-80 can turn on air-handling systems at 8:45 a.m. to provide heat or cooling. The system, now in 46 buildings, is in its expansion phase with more buildings and mechanical systems being tied in. The expansion will make it easier to match mechanical system use with the actual needs of individual buildings, and simpler to control our energy use and distribution system as a whole.

Building Utility Systems

Many University buildings were built before 1973, when energy was cheap and energy-efficient design was all but unheard of. A continuing program of building energy audits has been undertaken to locate energy waste and recommend possible solutions. Several renovation projects have already been completed, and others are underway or in the works.

1. In Vance Hall, an in-depth energy study made recommendations designed to increase mechanical system efficiency, optimize the operation of the systems to provide adequate occupant comfort while minimizing system use, and retrofitting and renovating existing systems for conservation. The resulting \$212,000 project has led to a \$490,000 cost-avoidance in the past four years.

2. A similar energy study was done in the Van Pelt/Dietrich-Library complex, and its recommendations are now being implemented. A \$300,000 grant from the U.S. Department of Energy has been obtained to cover half the cost of the project, which should result in an annual cost-avoidance of \$235,000. An additional \$95,000 matching grant has recently been awarded for similar work in the Rosenthal Building.

3. A survey of 57 campus buildings will identify energy-inefficiencies of three types: operational problems that will be rectified

immediately and lead to immediate reductions in energy use; maintenance problems that will require minimal monetary outlay and no design work; and major problems that will require substantial capital and further analysis and design. This project is part of the \$5 million program recently approved by the Trustees.

4. Building controls are a big source of energy waste and occupant discomfort. In February 1981 the Automatic Temperature Control Teams were formed by the Department of Physical Plant to deal with this sensitive, technical problem. The ATC Teams work to ensure that the controls are operating as designed, maximizing both occupant comfort and energy efficiency.

5. A \$1,080,000 loan from the Department of Housing and Urban Development has been reserved for the retrofit of seven residence buildings for energy-efficiency. A \$1.7 million loan from HUD will be used for window replacement in the Quadrangle this coming summer.

6. A campus-wide indoor lighting survey led to a lamp removal program in overlit areas, the conversion of incandescent fixtures to fluorescent, and the replacement of 40-watt fluorescent tubes with 34-watt tubes.

7. Heat timers (which limit the amount of steam entering a building heating system) and thermostatic control valves (which limit the amount of steam passing through a room radiator) have been installed in many campus buildings. Both of these devices work to distribute heat more evenly throughout a building, thus improving occupant comfort.

8. Student employees are deployed to measure building space and hot water temperatures, and note any outside lights that are left on by day. Where needed, corrective action is taken.

University Energy Policies

Energy-consciousness cannot be imposed on an institution from the outside or from above. But it requires an administration committed to saving energy and money. We have such an administration, one that has implemented policies that will assure efficient energy use now and in the future.

Energy-efficient planning and design standards have been implemented for building renovation and new construction. These standards were first used in the Dietrich Hall renovation, and it is estimated that \$40,000 in annual energy costs will be avoided.

Energy-related guidelines have been established to prevent the purchase of inefficient mechanical and electrical equipment.

Campus activities are scheduled year-round to make maximum use of open buildings, thus minimizing both the number of buildings in use and energy consumption. The opening of an entire building for just one class is the type of inefficiency that this policy helps us avoid.

Heating and cooling seasons have been defined, and a seasonal building temperature policy has been implemented.

You Are the Key to Energy Conservation

The work done by our energy management team, in terms of cost-avoidance and sheer number of projects undertaken, is tremendous. Information has been gathered that enables us to assess and retrofit buildings and whole systems, and we even have a computer that can turn on our fans. On a budgetary level energy has gone from a minor consideration to a major one, and technically energy conservation has become an operational priority.

More important than budgetary or technical considerations are personal ones. Every individual in the University community—staff, students, faculty, even visitors—should be made aware of and become sensitive to our energy conservation effort. Part of the energy management program is a publicity drive, using articles and posters and stickers and balloons. But personal energy conservation should run deeper than a knee-jerk response. Advertising the goodness of energy conservation may affect our outward actions for a time, but is rarely changes our ingrained habits. As soon as the ad fades from mind the thermostats go back up, the lights and appliances again stay on.

Every individual energy-saving act should come from a personal conviction that it is done for the good of the University, the country

and ourselves, because it is good for all three. Energy conservation should become habitual, part of our lifestyles. We cannot afford otherwise.

People use various justifications for their energy waste:

"Energy conservation is a burden, and it makes me uncomfortable besides." As noted, many of our technical conservation projects have actually increased personal comfort. An individual commitment to conservation, while it usually cannot increase comfort, can at least maintain it. When the heat is turned down you can stay warm by wearing several layers of clothing or an attractive sweater. Lighting can be reduced without causing eye strain by directing lamps where needed and using natural light. Shorter showers using less hot water keep you as clean as long, hot ones.

"Equipment costs are covered in my research grant, so it doesn't matter if I don't conserve."

"I get paid the same whether I waste energy or save it."

"I'm paying a lot of money to come here, and I want to get my money's worth."

These three attitudes reflect a basic indifference to and misunderstanding of the interrelated nature of our energy problem, and are in some ways self-defeating and self-fulfilling. By running up his energy costs on a government-sponsored project, one faculty member might cause a cutback in the University-sponsored research of a colleague. By wasting energy in the workplace, one staff member might cause a cutback that forces another out of a job. By wasting energy in the dormitory, students assure themselves of even higher costs the following year, when room rents are raised to cover the bills. Attitudes like these are unfair to the community, and hurt the University as a whole. And there is always the chance that such attitudes will turn around and bite the one who holds them.

"How much energy can one light bulb save?" A 100-watt light bulb, left on unnecessarily for two hours each day, will waste 73 kilowatt-hours of electricity in a year. At the going rate of 5.9 cents a kilowatt-hour, that waste adds up to \$4.31 per year. This may not seem like much, but if half the University community—10,000

people—wastes this much, it will add up to \$43,100. Look at your salary, or your budget, or your tuition, and figure out how much that money would buy.

On the positive side, if everyone saved this amount each year, we could avoid spending this money or have it to spend in more useful ways. And \$43,100, or even \$50,000 or \$150,000 is just the beginning of what we could save, as individuals. The thousands of energy-saving acts performed by a conservation-oriented community, when taken in total, have the potential to save millions of dollars.

Here are some ways that we can all save energy:

- Turn off all unneeded lights (and equipment where feasible) when you leave the room for a cup of coffee, for the day or for a vacation.
- If you have a thermostat, set it at 65° F or below during the heating season and 78° F or above in the summer. Set your thermostat back even further (or turn your hot air blower off) when leaving for the day.
- Make sure your air-conditioner is sealed for the upcoming cold weather. If not, call Energy Office at Ext. 4644.
- In cold weather, open shades or blinds to allow direct sunlight to heat your room. In many cases this also eliminates the need for electric lighting. At night close the shades to keep in the heat.
- If you are getting insufficient heat or too much heat, notify your building administrator.
- Dress warmly in winter and coolly in summer.
- For a booklet outlining further energy-saving tips, contact the Energy Office at Ext. 4644.

If this message is the start of a continuing dialogue between the energy management team and individuals in the community, then it will be considered a success. Let us know your problems and concerns, your energy-saving successes and failures: we can all learn from them. Let's not, however, sit back and assume everyone else will do the job. The only one who can beat the energy problem is you.

—Prepared by the Council Committee on Facilities

ON CAMPUS

November 3-November 15

Children's Activities

Films

November 7 *The Phantom Tollbooth*
November 14 *Tarka the Otter*

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

Theatre

November 14, 15 *BA-TA-CLAN*, by Jacques Offenbach; presented by the Children's Opera Theatre of Washington, D.C., part of The Annenberg Center Theatre for Children Series in the Zellerbach Theatre, Friday at 10:30 a.m. and 1 p.m. and Saturday at 11 a.m. and 2 p.m. For information and tickets call the box office at Ext. 6791.

Workshop

November 14 The College of General Studies presents *Discover The Clever Colonials: An Architectural Workshop For Children*, which includes a slide presentation and a walking tour of Independence National Historical Park. The hours are 9:30 a.m.-noon or 1:30-4 p.m. in the Society Hill area. Cost \$15 for one child and one adult. For more information call Ext. 6479 or 6493.

Exhibits

Through November 20 Alumni Relations presents *The Cartoons of Bo Brown* at the Faculty Club.
Through November 22 *Jan Hanson Paintings, Prints*

and *Drawings* at the Houston Hall Gallery.

Through November 22 *Wayne Thiebaud Painting* at the Institute of Contemporary Art. ICA's first fall exhibition features work in the realist tradition.

Through February 14 *Echoes of the Samurai: Japanese Arms and Armor*, an exhibit of helmets, weapons, samurai swords and body armor dating from the 17th-19th centuries at the University Museum.

Through January *The Genesis of Pennsylvania: England in 1681/1682* at the Rosenwald Exhibition Gallery, 6th floor, Van Pelt Library.

Through February 21 *Camera And I: The Belau of Micronesia*, a collection of photographs by Harvey Reed, at the Sharpe Gallery, University Museum.

Ongoing *The Egyptian Mummy: Secrets and Science* continues 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.

University Museum Gallery Tours

November 4 *Peru Before the Incas*

November 8 *Mesopotamia*

November 11 *T'ang Dynasty of China*

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

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

ICA Gallery Talks and Tours

November 4, 7, 11, 14 Gallery tours of the *Wayne Thiebaud Painting* exhibition at the ICA, 6:30 p.m. Wednesdays; 1 p.m. Saturdays.

Gallery Hours

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

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

Rosenwald Exhibition Gallery, in Van Pelt Library, is open Monday-Friday 9 a.m.-5 p.m.

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.

Films

Exploratory Cinema

November 4 *They Also Serve*, Great Britain; *The Battle of San Pietro*, USA; *Memphis Belle*, USA; *Le Retour*, USA.
November 11 *Bridges Go Round*, USA; *Muscle Beach*, USA; *Ritual in Transfigured Time*, USA; *Marilyn Times Five*, USA; *Le Chant du Styrene*, France; *Dangling Participle*, USA; *Pull My Daisy*, USA.

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

GSAC Film Series

November 13 *The Adversary*, 7:30 p.m. only.

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

Houston Hall Films

November 6 *The Stunt Man*, 7:30 p.m.; *Rebel Without a Cause*, midnight.
November 7 *Private Benjamin*, 7:30, 10 p.m.
November 13 *Annie Hall*, 7:30 and midnight; *Goodbye Columbus*, 9:30 p.m.
November 14 *Fame*, 7:30 and 10 p.m.

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

International Cinema

November 4 *Bye Bye Brazil*, Portuguese with English subtitles, 7:30 and 9:30 p.m.
November 5 *In The Year Of The Pig*, 7:30 p.m.; *Bye Bye Brazil*, 9:30 p.m.
November 6 *In The Year Of The Pig*, 4 p.m.; *Scenes From Childhood*, Philadelphia premiere, with visiting filmmaker, Alfred Guzzetti, 7:30 p.m.
November 11 *Making—And Breaking—The News: Two Films About the News Media*, 7:30 p.m.
November 12 *Landscape After Battle*, Polish with English subtitles, 7:30 p.m.
November 13 *Landscape After Battle*, 4 and 9:30 p.m.; *El Salvador: Another Vietnam*, Philadelphia premiere, 7:30 p.m.

All International cinema films are held at International House. Admission \$2.50 for evening shows and \$1 for matinees.

PUC Film Alliance

November 12 *Blow Up*.

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

University Museum Series

November 8 *Ludwig*
November 15 *Images Before My Eyes*.

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

Meetings

November 5 *Women's Faculty Club First Fall Meeting* in honor of the newly appointed and newly promoted women faculty, 4 p.m., in the Rare Books Room, Van Pelt Library.
November 11 *University Council Meeting*, 4-6 p.m., in the Council Room of the Furness Building.

Music

November 6 The University Symphony Orchestra presents a concert in celebration of the nearly completed restoration of the Curtis Organ with conductor, Eugene Narmour and guest organist, E. Robert Irwin, 8:30 p.m. in Irvine Auditorium. Tickets are \$1 and are available at the door, in advance from the music department or the music performance office in the Annenberg Center.

WXPN presents a concert with composer and vocalist Joan LaBarbara, 8 p.m., at St. Mary's Church. Tickets \$6 at the door or \$5 in advance. For more information call Ext. 6677.

Special Events

November 4, 5, 6 The Personnel Relations Department presents meetings on *Sensitivity Training* for hiring officers who interview disabled persons. See last week's issue for locations of the noon brown bag sessions.

November 6 The Engineering Alumni presents its *Annual Dinner* with President Sheldon Hackney as guest speaker at the Chinese Rotunda, Upper Egyptian Gallery, University Museum. For reservations call Ext. 6564.

Scenes From Childhood with visiting filmmaker Alfred Guzzetti, at International House, 7:30 p.m., registration required, call 387-5125.

November 7 The Alumni Society presents *Family Day* at Franklin Field. For information call Ext. 7811.

Visiting Filmmakers Workshop: *Looking at and Listening to a Film*, with filmmaker Alfred Guzzetti at International House; 1 p.m.; registration required, call 387-5125.

November 9 The School of Social Work presents an *Institute on The Social Aspects of Health Care*, 8:30 a.m., Irvine Auditorium; fee, preregistration required, call Mrs. Marie Stutzman, Ext. 5544.

November 10 The Language in Education division of the Graduate School of Education hosts an *Open House*, 3:30-5:30 p.m., Rooms A-3 and A-24, Graduate Education Building.

November 10, 17, 24 and December 1 The Center for Continuing Education, School of Nursing presents a four-day series, *Pharmacology: Something Old, Something New, Something . . .*, 4:30-6:30 p.m., room 116, Nursing Education Building. For registration call Ext. 4522.

November 12 The Society of the College, The Alumnae and Alumni presents *An Undergraduate Experience At Pennsylvania: General Honors Program*. Join Penn's distinguished General Honors professors and be a Benjamin Franklin Scholar for a day. The schedule is as follows: registration and coffee, 8:30 a.m., in the Kress Gallery lobby, University Museum; session I, 9:15 a.m., Dr. Elizabeth Flower, professor of philosophy, on *The Commitments of Pragmatism*, Dr. Thomas P. Hughes, professor of history and sociology of science, on *Elmer Sperry and Adrian Levekuhn* or Dr. Lee V. Cassanelli, associate professor of history, on *Historians and Storytellers: Studies in Oral History*; session II, 10:45 a.m., Dr. David Brownlee, associate professor of history of art, on *Modern Architecture: I'd Rather Be in Philadelphia*, Dr. Bonnie Webber, assistant professor of computer and information science, on *Computer Programming* or Dr. Peggy R. Sanday, associate professor of anthropology, on *The Feminine Divine in Tribal Societies*; 12:15 p.m. luncheon with guest speaker Thomas Ehrlich, provost, in the Upper Egyptian Gallery; 2 p.m. guided tours of museum exhibits. A \$16 fee includes lunch; reservations are required by November 9; call Ext. 7320.

November 12 The Personnel Relations department as part of the University's recognition of the International Year of Disabled Persons will hold a *Job Fair*, 10 a.m. to 2 p.m. in the Faculty Club Lounge. Anyone who has a job opening is encouraged to attend and qualified disabled persons must complete a University employment application to be considered for interviews. Contact Cynthia Latham at Ext. 6091 for more information.

November 14 The Physicians for Social Responsibility presents a symposium on the *Medical Impact of Nuclear War*, 8:30 a.m. to 5 p.m. in the Medical Education Building. For information call 387-4135. Six category I CME credits offered.

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*
November 6 *Freshman Football* vs. Columbia, 2 p.m.
November 7 *Varsity Football* vs. Delaware, 1:30 p.m.; *Women's Cross Country*, EAIAW Regionals, 11 a.m.
November 14 *Women's Cross Country*, AIAW Nationals, 11 a.m.

Talks

November 3 The Center for the Study of Aging Seminar Series presents Dr. Thomas Fogerty, Penn assistant professor of regional science, on *An Outline of the Community Development Strategies Evaluation Project*, 4 p.m., room 110, Nursing Education Building.

The Committee on Latin American and Iberian Studies Tinker Lecture Series present Victor Sorrell, art historian with the National Endowment for the Humanities, on *The Mexican and Chicano Mural: A Study in Continuity and Change*, 4 p.m., Harrison-Smith-Penniman Room, Houston Hall.

November 4 The Rare Books Room Colloquium presents Ruth Dean, professor emeritus, medieval studies, on *Palaography: Mystique and Techniques*, noon, 6th floor Reading Room, Van Pelt Library.

The Women's Studies Luncheon Seminar presents Barbara Mitchell, chairperson, women's studies advisory committee, Philadelphia School District, on *Sex Equity in Public Schools: Where is Women's Studies?*, 12:15 p.m., room 106, Logan Hall. Bring lunch; coffee/tea provided.

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

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

The South Asia Seminar presents Dr. Michael Meister, Penn associate professor, history and art and South Asia studies, on *Temple Building in South Asia*, 11 a.m., Classroom II, University Museum.

The Department of Pharmacology presents Dr. Jonathan

Cohen, department of pharmacology, Harvard Medical School, Boston, Massachusetts, on *Permeability Control by an Acetylcholine Receptor*, noon, Dunlop A, Medical Education Building.

The Department of Physiology presents Dr. Allan Jones, department of physiology, University of Missouri, on *Ionic Transport Properties in Vascular Smooth Muscle and Significance of Altered Transport in Hypertension*, 4 p.m., Physiology Library, 4th floor Richards Building.

The Christian Association presents U.S. Congressman Robert Edgar, an ordained Methodist minister, on *The Role of Religion in Politics*, second of a four-part lecture series addressing the relationship between personal values and public policy, 7:30 p.m., CA auditorium.

The Dutch Studies Program presents Hendrik Edelman, librarian, Rutgers University, on *Dutch Language Printing In The U.S. From The 18th Century To The Present*, 8 p.m., West Lounge, Williams Hall.

November 6 The Departments of Comparative Literature, Philosophy, and Religious Studies present Peter Kemp, director, Philosophical Institute, University of Copenhagen, Denmark, on *The Relationship Between Hermeneutics and Ethics*, 4 p.m., 310 Logan Hall.

The Philomathean Society presents Cary Mazer, Penn professor of English, on *Subverting Shakespeare: Ideology in Drama*, 4 p.m., Philomathean Society Hall, fourth floor, College Hall.

November 7 The Lilly-Pennsylvania Program presents Jacob Zabara, Temple University, on *Epistemology, Mathematical Models and the Mechanism of the Brain*, 9:30 a.m., and Dr. George Gerstein, Penn professor of physiology and biophysics, on *Subassemblies in the Brain*, after lunch, in Room 337, Towne Building.

November 9 The Department of Pharmacology presents Dr. Jeffrey M. Stadel, department of medicine and biochemistry, Duke University Medical Center, on *How Hormone Receptors Communicate with Adenylate Cyclase*, noon, room 214, Nursing Education Building.

The Annenberg School of Communications presents Peter Clarke, dean and professor, Annenberg School of Communications, University of Southern California, on *Challengers and Incumbents—Press Barriers in Political Campaigns* 4 p.m., Colloquium Room, Annenberg School of Communications.

The Department of History and Sociology of Science presents Professor Robert Nye, University of Oklahoma, on *Cultural Crisis, Neurasthenia and Sport in Belle Epoque France*, 4 p.m., room 107, Smith Hall.

November 10 The University Museum presents Dr. Nabil Khairy, associate professor of archaeology, University of Jordan, on *Nabataean Culture*, 5:30 p.m., Rainey Auditorium, University Museum. Members \$3, non-members \$5, students free. Wine and cheese following lecture.

November 11 Department of Psychiatry presents Dr. Marc Hollender, chairman, department of psychiatry, Vanderbilt University, on *Major Findings in Body Contact Research—A Summing Up*, 11:30 a.m.-1 p.m., Surgical Conference Room, ground floor White Building, HUP.

The Rare Books Room Colloquium presents Dr. Ann Matter, assistant professor, religious studies, Penn, on *Plagiarism and Auctoritas: Dilemma of the Medieval Monk and Modern Editor*, noon-1 p.m., Main Reading Room, 6th floor, Van Pelt Library.

Women's Studies Luncheon Seminars presents Dr. Carroll Smith-Rosenberg, Penn professor of history, on *The Cross and the Pedestal: The Perimeters of Women's Power in American Religion, 1790-1850*, 12:15-1:30 p.m., Women's Studies Office, 106 Logan Hall.

November 12 South Asia Seminar presents Steven Cohen, professor of political science and Asian studies, co-director of Office of Arms Control, Disarmament & International Security, University of Illinois, on *State of Military Technology in the Subcontinent*, 11 a.m., Classroom II, University Museum.

SEAS Department of Bioengineering presents Dr. John J. McCann, manager, Vision Research Laboratory, Polaroid Corporation, Boston, on *Techniques for Computing Color Sensations*, 11 a.m., Alumni Hall, Towne Building.

Department of Pharmacology presents Dr. Trevor M. Penning, department of pharmacology and experimental therapeutics, Johns Hopkins, on *Inactivation of Delta⁵-3-Dehydrosteroid Isomerase by Suicide Substrates*, noon, room 214, Nursing Education Building.

School of Medicine, Department of Physiology presents Professor I. Fridovich, department of biochemistry, Duke University Medical Center, on *Superoxide Dismutases: A Gene Transfer and a Functional Replacement*, 4 p.m., 4th floor, Physiology Library, Richards Building.

November 13 The Renaissance Seminar and the Graduate Romantic Association present Professor Colin Smith, Cambridge University, England and visiting professor at the University of Virginia, on *The Myth of the Goths in Medieval and Renaissance Spanish Literature*, 3 p.m., 4th floor, East Lounge, Williams Hall.

On Campus continues



Claire Bloom in Shakespeare's *Heroines*, right.

Theatre

November 4 The Penn Women's Center presents *Divide and Multiply*, a play about single parents and divorce, followed by discussion, noon, Franklin Room, 2nd floor, Houston Hall.

Through November 8 *Just Between Ourselves*, the American premiere of this comedy by Alan Ayckbourn; Tuesday at 8 p.m., Wednesday at 7 p.m., Thursday at 1 and 8 p.m., Friday at 8 p.m., Saturday at 2 and 8 p.m. and Sunday at 2 p.m., in the Zellerbach Theatre. For ticket information call Ext. 6791.

November 8 The International House Living in Balance series presents *Problem Solving Theatre*, where the audience is asked to be the playwright; 2 p.m., International House. Tickets are \$4, \$3 for members and residents. Call 387-5125 for more information.

November 10 The Annenberg Center and the Department of English present *These are Women, Portraits of Shakespeare's Heroines*, a program devised and performed by Claire Bloom, 1:30 and 8 p.m. at the Annenberg School Theatre. For information call Ext. 6791.

November 12, 13, 14 Marygold Theatre Company presents *Cabaret*, a dinner theatre event, performance at 8:30

p.m. Thursday, dinner at 7:30 p.m. Friday and Saturday, at St. Mary's Church, Parish Hall. Show \$4, dinner and show \$12.50.

November 12, 13, 14 The Penn Players present *A Funny Thing Happened on the Way to the Forum*, directed by Jim Ricciardelli with musical direction by Bruce Montgomery, 8 p.m. in the Zellerbach Theatre, at Annenberg Center. Tickets \$3 and \$4. Call Ext. 6791 for more information.

November 13 The General Alumni Society hosts *A Funny Thing Happened Theatre Party*, beginning at 5:30 p.m. with cocktails and dinner at the Faculty Club, followed by the 8 p.m. performance in the Zellerbach Theatre.

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

Early Deadline

There is no *Almanac* November 24, so events through December 6 will be listed in the November 17 calendar; deadline is November 10.

OPPORTUNITIES

Listings are condensed from the personnel bulletin of November 2, and therefore cannot be considered official. New listings are posted Mondays on personnel bulletin boards at:

Anatomy-Chemistry Building: near Room 358;

Centenary Hall: lobby;

College Hall: first floor;

Dental School: first floor;

Franklin Building: near Personnel (Room 130);

Johnson Pavilion: first floor, next to directory;

Law School: Room 28, basement;

Ledy Labs: first floor, outside Room 102;

Logan Hall: first floor, near Room 117;

LRSB: first floor, opposite elevator;

Richards Building: first floor, near mailroom;

Rittenhouse Lab: east staircase, second floor;

Social Work/Caster Building: first floor;

Towne Building: mezzanine lobby;

Van Pelt Library: ask for copy at Reference Desk;

Veterinary School: first floor, next to directory.

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

Administrative/Professional Staff

Administrator, Data Communications (4259).

Application Programmer Analyst II (4439) \$16,350-\$22,600.

Assistant Controller (4441) \$14,500-\$19,775.

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

Assistant Director II (4418) \$16,350-\$22,600.

Assistant Director, Student Financial Aid (4134) \$14,500-\$19,775.

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

Assistant to the Director (C0359) assists with manuscripts and editorial projects and in preparing presentations to the editorial committee; corresponds with authors; works with University departments and offices, handles all copy-right work, permission requests, microfilm correspondence and processing, transmittals of information on new publications, and personnel related matters; checks and signs administrative bills for payment (degree in humanities; familiarity with book publishing business, copyright and licensing rights; knowledge of University procedures and routines) \$12,000-\$16,100.

Associate Development Officer III (4371).

Associate Director (4410).

Cataloger (4414) \$14,500-\$19,775.

Clinical Supervisor (4394).

Compensation Specialist (4455) \$16,350-\$22,600.

Coordinator I (C0350) \$12,000-\$16,100.

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

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

Counseling Psychologist II (3945) \$16,350-\$22,600.

Director (4420).

Executive Secretary to Vice President (4449) coordinates VP's calendar; acts as a liaison between VP and university officials; collects and prepares materials for meet-

ings and reports; screens mail; takes dictation; types; answers letters requiring research; scans publications for topics of interest to VP (graduation from business school with executive secretary training; some college) \$13,100-\$17,800.

Executive Staff Assistant (4454) administers performance appraisal programs; researches and develops new personnel programs; plans and coordinates projects with personnel relations staff (degree, graduate work in personnel relations; five-ten years' experience, with background in compensation, benefits and employment; experience in higher education or non-profit field).

Fiscal Coordinator (C0358) administers daily operation of interdisciplinary research laboratory; manages multiple budgets, purchasing records (degree; some accounting/finance experience; ability and willingness to learn) \$12,000-\$16,100.

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

Manager, Billing and Collection (4356) \$12,000-\$16,100.

Placement Counselor (4355) \$14,500-\$19,775.

Programmer Analyst I (C0222) \$14,500-\$19,775.

Programmer Analyst II (2 positions) \$16,350-\$22,600.

Publications Editor/Writer (C0032) \$14,200-\$19,625.

Repair and Utility Shop Foreman (4363) \$14,500-\$19,775.

Research Specialist Jr. (11 positions) \$12,000-\$16,100.

Research Specialist I (C0364) prepares specimens for electron microscope; shoots micrograph of cutaneous pigmented lesion; performs darkroom work; interprets and judges micrograph; maintains electron microscope and microtome (degree and certification from Electron Microscopy Society of America; three-five years' experience) \$12,000-\$16,100.

Research Specialist II \$13,100-\$17,800.

Research Specialist II (4 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.

Supervisor V, Data Processing (4368).

Systems Analyst (2 positions).

Support Staff

Administrative Assistant I (4451) types, edits, researches; supervises staff and student assistants (degree; communication skills; two years' secretarial experience; experience at University) \$9,925-\$12,250.

Air Conditioning and Refrigeration Mechanic (4332) Union Wages.

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

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

Clerk I (C0362) \$7,725-\$9,350.

Clerk V (4445) processes papers to payroll; maintains files; verifies employment (high school graduate; six years' responsible clerical experience; accurate typing; ability to work well with students, faculty and staff) \$9,925-\$12,250.

Coordinating Assistant I (2 positions) \$10,575-\$13,100.

Data Entry Operator (4440) \$9,375-\$11,500.

Dental Assistant (2 positions) \$10,450-\$12,675.

Duplicating Operator I (C0361) \$7,725-\$9,350.

Information Systems Technician (4432) \$11,225-\$14,000.

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

Materials Control Supervisor (4437) \$12,225-\$15,375.

Materials Manager (4428) supervises operation of computerized stock control system; assists in receipt, storage and issue of materials (high school graduate; some college

courses; two years' experience in materials management or accounting; familiarity with physical plant operations) \$15,000-\$19,200.

Office Automation Operator I (C0338) \$8,775-\$10,725.

Operator Data Entry (4423) \$9,375-\$11,500.

Project Budget Assistant (3 positions) \$9,925-\$12,250.

Receptionist I (C0368) processes information via telephone and direct contact with public; performs routine clerical duties (high school graduate; experience in public contact; strong customer orientation) \$7,725-\$9,350.

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

Research Laboratory Technician II (2 positions) \$10,175-\$12,400.

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

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

Residence Hall Clerk (4444) answers telephone; directs students and visitors; assists in enforcement of building security procedures; maintains list of occupants; issues keys, carts (high school graduate; responsible individual; ability to deal with people pleasantly but firmly) hourly wages.

Secretary II (4 positions) \$8,775-\$10,725.

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

Secretary, Medical/Technical (5 positions) \$9,925-\$12,250.

Senior Admissions Assistant (4448) performs all admissions processing; assists in designing public relations materials and admissions publications; supervises staff; processes scholarships and monitors allocation; arranges recruiting and interviewing schedule; assists in admissions policy development and implementation; performs secretarial duties for assistant dean; assists in completion of various admissions statistics and information; assists in ad hoc projects (shorthand, dictaphone and typing abilities; admissions work experience in high-volume office; ability to work under pressure and with people) \$10,575-\$13,100.

Steward, Catering (4299) \$10,550-\$13,500.

Technician, Information Systems (4526) \$11,225-\$14,000.

Technician, Vet Anesthesia (4378).

Telephone Operator PBX (4446) operates Dimension phone system; types; performs clerical duties (high school graduate; no hearing impairment; flexibility) \$8,250-\$10,000.

Part-time Positions

Administrative/Professional

Permanent Employee (4216) hourly wages.

Temporary Extra Person (C0126) hourly wages.

Support Staff

Extra Person (4456) hourly wages.

Librarian (4393) hourly wages.

Permanent Electronic Technician II (C0326) hourly wages.

Permanent Employee (6 positions) hourly wages.

Permanent Laboratory Technician (C0054) hourly wages.

Permanent Medical/Technical Secretary (C0352) hourly wages.

Permanent Secretary (2 positions) (C0371) (4222) hourly wages.

Permanent Secretary III (C0353) hourly wages.

Weekend Supervisor (4431) hourly wages.