

# Almanac

November 17, 1981

Published by the University of Pennsylvania

Volume 23, Number 11

## Council November 11: Racism, Harassment and Related Topics

A collection of issues that speakers summed up as "a rising level of intolerance" dominated Council discussion November 11, shelving a scheduled agenda item on the quality of teaching and pervading information reports as well as discussion of the Steering Committee's resolution on racism.

The resolution, passed at Steering October 28 and published here November 3, passed with a near-unanimous voice vote after one grammatical change ("racial" to "racist"):

In response to racist 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.

In addition, Council passed unanimously a motion by UA's Lee Brown:

We request that the University devote further resources toward educating groups and individuals who make up our university to the variety of benefits of minority presence and the destructive effects of intolerance toward such a presence.

**DuBois:** President Sheldon Hackney's report included an update of the investigation into harassment of DuBois residents and nonresident

student leaders: since state and federal violations are involved, state and federal law enforcement agencies have been called in.

**Sexual Harassment:** A question following Provost Thomas Ehrlich's report led to some delineation of complaint procedures and penalties in sexual harassment cases here. Student complaints about faculty may begin with the Ombudsman or the academic chair, and appeal through the vice provost for University life, ending at provost's level, the provost said. President Hackney added that depending on the severity of the offense, the range of penalties includes probation, suspension with loss of pay, and separation from the faculty. The role of school Academic Freedom and Responsibility Committees was clarified by the president, provost, Senate chair and chair-elect and a past chair of the Senate AF&RC as being that nonfaculty do not have a "right" to bring charges before a school Committee, but school Committees do have the option to accept such cases. An expansion on last year's position statement (*Almanac* May 22, 1980) will be published in the near future.

**Separatism:** The provost's update on the proposed Intercultural Center, combined with the Steering resolution on racism, led to discussion of what one speaker characterized as "separatism". United Minority Council Leader Marc Rodrigues responded that only 113 of 450 black students live in DuBois; all Hispanics live in integrated housing; and less than 10 percent of Asian students live in East Asia House. The proposed Center and DuBois "promote integration, coming together around

programs," Professor Sam Sylvester added. Provost Ehrlich emphasized that the Center (as headquarters for seven minority-oriented organizations) will not exclude whites.

**Classroom Issue:** Dr. Michael Cohen's dissent to the portion of the Steering Committee resolution that urged faculty to bring up the subject in class sparked the bulk of discussion in the two-hour meeting. Dr. Cohen's argument against the appropriateness and effectiveness of the proposal was challenged by several speakers: Senate Chair-elect Murray Gerstenhaber said, "We tell them not to cheat. That doesn't eradicate cheating but it does say, and it is appropriate to say, 'we won't tolerate it.'" Dr. Jacob Abel linked a series of real-world events that have eroded middle-class self-respect — from humiliation in Viet Nam to OPEC and inflation — with subliminal federal messages that "it's okay to thump on blacks again, to abuse women again." At a minimum, he proposed, a university should say "We are looking for civilized behavior even if you don't have civilized thoughts."

Dean Louise Shoemaker added that through classroom jokes and anecdotes faculty already express values — sometimes racist, sexist, or offensive to ethnic groups — making it appropriate to propose a positive statement now.

**Kappa Sigma:** President Hackney granted the floor to Kappa Sigma representative Jonathan Fish, who appealed to Council for the continuation of the fraternity whose recognition was withdrawn November 2 on what he called a unilateral decision by Vice Provost Somerville. Provost Ehrlich responded that he and the president had concurred, and that "the reason was thought through. The statement [see page 3] does analyze it fully and carefully. . . . It was done because it had to be done, and because we are doing what we can to help the fraternity system." Thursday, some 300 students held a Unity Rally for the fraternity system at Ben Franklin's statue. (See coverage and IFC statement in *The Daily Pennsylvanian* 11/13/81.)

### University of Paris Exchange

Agreements of cooperation exist between the University of Pennsylvania and the University of Paris II (law), IV (humanities), and VI (science and medicine). The texts of the Agreements provide for the visits of faculty members to participate in research projects or to teach. Salary expenses are the responsibility of the home institution with travel and lodging expenses borne by the individual. Travel subventions may be available from the Council for International Exchange of Scholars, if requested at least six months before a planned departure. Usually faculty members who participate plan their visits to coincide with a semester or year of paid scholarly leave.

Courses offered by Paris IV—Sorbonne are mostly in the field of literature and oriented toward the study of civilizations. Folklore, psychology, and the history of science are not included. However, the Institut des Sciences Humaines Appliquées would be interested in exchanges in the area of sociology. A member of the Paris IV faculty will be a guest in the Linguistics Department during the spring term.

Paris VI—Pierre et Marie Curie offers courses in the biological and physical sciences, mathematics, statistics, and medicine. This Agreement was signed last May and faculty members who had planned to take scholarly leaves in France during this academic year were invited to visit Paris VI and meet with faculty in related disciplines.

Further information on the Paris IV and Paris VI exchanges may be obtained from Dr. Peggy Gelber, executive assistant to the associate provost, 106 College Hall, Ext. 7225.

**Reminder: Senate's Fall Meeting, 3 p.m. in 200 CH, Wednesday, November 18.**

### INSIDE

- **United Way Interim Report, p.2**
- **Kappa Sigma Withdrawal (Text), p.3**
- **Personnel: Special Report on Training**

## First United Way Campaign Report (As of November 6, 1981)

School/Operational Unit	Total Employees	Total Reports	Total Contributions
SAMP	9	7	\$ 75.00
Annenberg	37	28	1,210.00
Dental Medicine	357	31	480.00
Faculty of Arts & Sciences	889	22	2,789.00
Engineering	205	11	1,875.00
Education	70	4	345.00
Fine Arts	61	1	90.00
President	75	29	2,784.00
Provost	91	55	2,069.00
Provost-Interdisciplinary	106	48	2,105.00
Libraries	246	3	66.00
Student Services	153	20	487.00
Student Aid	31	-	-
Annenberg Center	19	-	-
Museum	98	-	-
Intercollegiate Athletics	66	4	301.00
Budget and Finance	322	46	2,719.00
Development, Univ. Relations	114	96	2,293.00
Operational Services	74	11	464.00
Auxiliary Enterprise	297	20	277.00
Operations & Maintenance	608	2	35.00
Law	66	10	1,792.00
Medicine	1,316	119	8,916.00
Nursing	80	15	282.00
SPUP	32	19	556.00
School of Social Work	39	13	1,439.00
Veterinary Medicine	496	-	-
Wharton	436	14	715.00
Other Sources	-	22	5,072.00
<b>Grand Total to Date</b>	<b>6,393</b>	<b>648</b>	<b>39,236.00</b>

## SPEAKING OUT

### In Recognition of the Disabled

The following has been excerpted from a brochure produced by the National Easter Seal Society for the Building Owners and Managers Association International, in recognition of the United Nation's International Year of Disabled Persons. It provides a reference list that I find useful and, perhaps, others will too.

Always speak directly to the person who has a disability. (Don't consider a companion to be a conversational go between.)

Don't hesitate to ask the person if you can help in any way.

When there is a need to push a wheelchair ask the occupant how he or she wants to proceed.

When greeting a person who has a visual impairment, be sure to identify yourself.

Try to orient persons with visual problems to their environs.

Guide dogs—both "seeing eye" and "hearing ear"—accompanying persons with disabilities should be admitted into buildings. Such dogs are highly trained and need no special care other than that provided by their owners.

Try to give whole, unhurried attention to the person who has difficulty speaking.

When addressing a person with a hearing loss:

Speak clearly and slowly, but don't exaggerate or shout. (Sometimes it may be necessary to communicate in writing.)

Try to stand facing the light source in order to provide a clear view of your face. (Never speak directly into the person's ear.)

Look directly at the person and speak expressively, remembering your facial expressions, gestures, and body movements help in understanding. Just remember you don't need to be an expert in sign language to do this.

—Harold Taubin, Chair  
Committee for Architectural  
Barrier Removal and Prevention

### Antiphonal Response

Those of us who perform regularly in Irvine are always discussing its miserable acoustics and are fascinated by Dr. Schmidgall's discovery (*Almanac* October 27) of a seat where there is complete separation of text from music. Had he heard the notes, perhaps he would have enjoyed the inaugural music more.

Is Dr. Schmidgall sure that his proposed pieces are more suitable? I've heard that Brahms' *Academic Festival* has a lot of old student drinking songs in it! As far as I know, there isn't a great body of music written for the installation of nonroyal, nonreligious officials, so any choice is bound to have problems.

If people are going to assume that the choice of music implies a literal endorsement of the text and/or patron (what about the composer?), as Dr. Schmidgall does, then in good conscience I would have to limit myself to music written by or for secular humanists with feminist leanings! Goodbye orchestra, hello scales.

—Nancy Drye, 5th chair violist,  
University Symphony Orchestra

## United Way: Interim Report

Campus United Way Campaign Coordinator James H. Robinson has released a November 6 tabulation of University faculty and staff participation, showing some 10 percent of the University's 6393 eligible donors have completed gifts or pledges. He expects to report in *Almanac* December 1 additional gifts expected this week.

According to the tabulation (left), the School of Medicine leads in dollar amount, with \$8,916 reported, and three units are in a second rank showing more than \$2700 each (FAS, the President's Office, and Budget and Finance). Leading in participation are Development, SAMP, the Annenberg School and the Provost's area.

"These are interim figures," Mr. Robinson emphasized. Four units have not yet reported at all, and in many offices the returns are understood to be incomplete."

## Vandalism at CA

Campus police arrested one student and are investigating the participation of others in vandalism of the privately-owned Christian Association last Tuesday night.

Judicial Inquiry Officer Ann Hart has withheld the name of the student apprehended following the breakage of some 20 windowpanes of the second-floor auditorium and the smashing of two leaded-glass windows in the first-floor offices rented to HERS Mid-Atlantic, the Penn-based consortium of colleges that sponsor women's training for management in higher education. According to CA Custodian Norman Robinson, some 20 potatoes were thrown through the upper windows.

The damage, estimated at \$1500, came just after CA's board had authorized a campaign for repair-and-restoration of the 50-year-old building at 36th and Locust Walk, and had been designated a Donor Option agency by the United Way. CA, incorporated some 90 years ago as the nation's first ecumenical Protestant campus ministry, is made up of a dozen Protestant components but also is the site of the weekly Conservative Jewish services. Temporary repairs made by the University's physical plant personnel allowed Friday's services to take place without interruption.

CA Director Ralph Moore said he has asked the JIO to include restitution in any negotiated settlement with the apprehended student or students.

*Almanac*

3601 Locust Walk/C8  
Philadelphia, Pa. 19104  
(215) 243-5274 or 5275.

The University of Pennsylvania's journal of record and opinion is published Tuesdays during the academic year and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

EDITOR  
ASSISTANT EDITOR  
EDITORIAL ASSISTANT  
WORK STUDY ASSISTANTS

Karen C. Gaines  
Marguerite F. Miller  
Ruth A. Heeger  
Anita LaRue, Alex Chun

ALMANAC ADVISORY BOARD Clifton Cherpack, chair; Murray Gerstenhaber, Jamshed Ghandhi, Charles D. Graham, Jr., Phoebe Leboy and Carolyn Marvin for the Faculty Senate .... James A. Spady for the Administration .... Jane Bryan for the Librarians Assembly .... Shirley Winters for the Administrative Assembly .... Una L. Deutsch for the A-3 Assembly.

*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.



*The following was delivered by the Vice Provost for University Life on November 9, 1981, to Bruce Edwards, president, Alpha Epsilon Chapter Kappa Sigma; Michael J. Beck, president, Kappa Sigma Alumni Corporation; and Richard Huebner, executive director, Kappa Sigma Office.*

## Text of the Kappa Sigma Decision

The University governance procedure for fraternities and sororities developed in conjunction with the Interfraternity Alumni Council and the Interfraternity and Panhellenic Councils, charge the Vice Provost for University Life with final responsibility for determining University recognition of fraternities. In accord with those procedures, the recognition status of Alpha Epsilon Chapter of Kappa Sigma Fraternity has been the subject of formal review, brought on by numerous allegations that members and pledges of Kappa Sigma violated University regulations and conduct standards during 1980-81. The seriousness of these charges is compounded by the fraternity's probationary status: It is currently in the second year of a two-year probation, imposed jointly by its National Office and by the University, for serious discipline problems.

The recent history of Kappa Sigma shows a continuing pattern of serious disciplinary problems despite formal administrative intervention including: administrative warnings by the Vice Provost in 1978 and again in 1979, then suspension of the fraternity in February 1980, followed by restoration of probationary recognition status in summer 1980 under the direct aegis of a National Fraternity plan. In his letter of April 23, 1980 restoring recognition to the chapter, the Director of Fraternity Affairs emphasized the conditions for continued University recognition during the probation period:

There can be no further transgressions of the University's Code of Conduct by members, guests, and pledges of Kappa Sigma. Every preventive measure must be taken to ensure that none occurs. You have acknowledged the collective responsibility which the fraternity has to the University community, and the accountability of each fraternity member to both the fraternity and the University community. The continued future of the chapter at the University is inexorably tied to the behavior of each Kappa Sigma member and each brother bears such direct responsibility at all times.

These conditions have not been met; not one, but several violations of probation have been reported. After considering the cumulative implications of the most recent series of violations occurring within the period of probation, I regretfully have reached the following decision: *Effective immediately, the University's recognition of Kappa Sigma Fraternity is withdrawn, for a period of not less than three (3) years.* Withdrawal of recognition means the loss of all affiliation with the University and its fraternity system, and the consequent disbanding of the student chapter and chapter house on campus. The Director of Fraternity Affairs, under my direction, will take steps immediately to plan with the Kappa Sigma Officers, and its Local and National representatives, an orderly transition to be completed prior to the end of the current semester.

\*\*\*

The procedure for formal review has included reports of findings by the University Judicial Officer and the Director of Fraternity Affairs, with subsequent review and recommendations by the Fraternity/Sorority Advisory Board. Both the Advisory Board members and the Director of Fraternity Affairs have consulted directly with the student chapter leaders, the representatives of the local Alumni Corporation, which owns and administers the residence, and the Executive Director of the national Kappa Sigma Fraternity with which the local chapter is affiliated. The information provided has been considered by the Advisory Board and I have given serious weight to its recommendations, although they differ in degree from my final assessment. I have, in turn, consulted with the Provost and the President, who concur in my decision.

Although withdrawal of recognition is not unprecedented at Pennsylvania (some will recall the closing of Beta Theta Pi in the 1960's and its subsequent successful re-establishment in recent years), it does involve the formal severing of the University's relations with a student undergraduate chapter and an alumni corporation of long standing at Pennsylvania. In taking this step, I particularly regret the resulting interruption of that long-valued presence. Unfortunately, I conclude that the University has no alternative.

Withdrawal of recognition at this time is the direct result of a continuing pattern of the very behavior that resulted in suspension of the fraternity in February 1980. The Director of Fraternity Affairs then cited "violence, blatant ignorance or disregard of civil and criminal codes as well as University standards," and "religious slurs, physical threats, sexual harassment, or racist behavior." Since then although I believe the efforts of the national and student leadership have been sincere, the number and character of the incidents involving Kappa Sigma members has been inconsistent with the University's mandate that there can be "no further transgressions." Instead, there have been personal threats and physical

assaults, instances such as racial and anti-semitic harassment, unauthorized possession and misuse of BB and air gun firearms as well as other disruptive behavior.

It should be understood by the University community that members of Kappa Sigma (and, some suggest, fraternities in general) believe themselves to have been the object of unfounded or inconclusive allegations and overzealous scrutiny by the administration. In two specific cases involving Kappa Sigma members, formal judicial review has exonerated individuals, and in other cases when the allegations were not readily substantiated,—they were not pursued by the administration. At the same time, no other student organization has been the subject of a significant fraction of the number of complaints that the University has received regarding behavior of the members of Kappa Sigma, much less while that fraternity was on probation. (Indeed, of the 36 chapters within our system only two are on probation, and the majority of fraternities go through an entire year without a single incident of a judicial nature.) Nevertheless, in making this decision, I have confined my review to those incidents *only* that have been verified and have resulted in formal disciplinary action by the University Judiciary, the fraternity, or the Department of Residential Living. From this review I can only conclude the problems of Kappa Sigma are so deeply embedded, and so persistent despite the best efforts of the fraternity to discipline its members, that withdrawal of recognition is the only remaining response.

The Fraternity/Sorority Advisory Board consisting of University alumni, and faculty and student representatives, is a significant part of the governance of fraternities, and I have to date accepted its recommendations. In this instance, its recommendations confirm that serious problems exist within Kappa Sigma. The Board was particularly impressed, however, by the sincerity of the current student officers and the evidence of their commitment to continue to channel the energies of the chapter toward constructive ends. It noted, as well, the expressed commitment of the Executive Director of the National Fraternity to supervise personally the required further steps. At the same time, it stressed that the local Alumni Corporation has not been rebuilt successfully. Noting that serious problems remain, the Board recommended that the University: a) suspend pledging until March 1982 at which time progress would be reviewed again, and b) rely heavily upon the Director of Fraternity Affairs and the National Fraternity to monitor the specific plans and actions of the fraternity.

I am most appreciative of the Board and its desire to seek further administrative and national fraternity intervention to assure the needed turnaround. I believe, however, we have already attempted all such reasonable measures. Indeed, the probationary plan of 1980 was so designed. When the University agreed in April of 1980 to reinstate the fraternity it was on the basis of a thoughtful plan to be directly supervised by the National Fraternity and on the basis of the expressed desire by the Alumni Corporation to rebuild, together with the explicit understanding that no more disciplinary problems would be tolerated. Despite the sincerity of those commitments, they have not been translated effectively to accomplish a visible and constructive presence of alumni in the House, to reverse the kind of behavior patterns that were found unacceptable, and to prevent further transgressions. Our framework for fraternity governance at Pennsylvania is based upon the premise that the essence of a successful fraternity is an unusual degree of bonding between students and alumni and the ability to exercise a high degree of responsible self-governance. The University cannot take on the "receivership" role that has been suggested by the Advisory Board without diminishing the fraternity system's rights and privileges of self-governance and our expectation that each individual house will meet those rights and privileges responsibly.

I reach my conclusions about Kappa Sigma with sadness. At the same time, I wish not to diminish, but to affirm the fraternity system of which it has been part. I believe that the Interfraternity Council, the Panhellenic Council, and the Interfraternity Alumni Council have shared with me the desire to strengthen the University's perception that fraternities and sororities are a valued part of the educational community, and I believe we have taken many concrete steps toward that end. At the same time, I am convinced that the future of the fraternity system will be determined by our ability to hold accountable those members and chapters who demonstrate they are unable to govern themselves, and who by their continued misconduct force the entire system into disrepute. We have, in the main, a system with enormous potential for constructive activity, and its many positive aspects should not be overlooked in the wake of this decision.

—Janis I. Somerville



## Special Report on Training Opportunities

This month, Personnel Relations is focusing its attention on upcoming training programs and events.

Remember to look for the *Personnel Relations Newsletter* which will assume its regular format in the December 15 issue of *Almanac*.

### Skills Programs Expanded

Over the past few months, the Training Office has been offering skills training programs for support staff. The office has provided the following course descriptions to help supervisors and staff select future programs.

It is anticipated that these programs will begin in mid-January. Please contact the Training Office at ext. 3429 for more specific information.

**Clerical Skills Upgrading:** for entry-level and experienced secretarial and clerical employees. The course includes an emphasis on learning and/or upgrading typing skills plus a basic review of English grammar and composition; basic math; memorandum and letter development; preparation of agendas, itineraries, manuscripts and reports.

**Business Communications I:** for employees interested in reviewing and upgrading their grammar, punctuation, and written and oral communication skills. The course includes an intensive review of basic English grammar rules, vocabulary, letter and memorandum preparation, and the development of a work schedule to achieve effective time management.

**Business Communications II:** for employees interested in developing the ability to write or edit effective business letters and memos. The course discusses the underlying principles of effective business writing, how to use words and sentences that have color and vitality, a review of outlines and manuscripts and the development of a personal writing style.

In-class and homework assignments involve the composition of letters and memos and manuscript and outline formats. Special exercises are used to reinforce these skills.

This course is designed for employees who have completed Business Communications I or those who can demonstrate a good grasp of English grammar.

All books and materials for the above courses are included in the program fee of \$100. This fee is paid by the department, which must first approve an employee's participation. Participants receive certificates at the conclusion of each program. Course outlines are available upon request.

The Training Office encourages supervisors to help their staff members decide whether they might benefit from any of the training programs offered. In addition, Linda Haynes, training specialist, is available to help assess a per-

son's skills to determine which program might best suit him or her. Linda can be reached at ext. 3429 or ext. 8808.

### RESOURCE DATA FORMS AVAILABLE

Do you receive brochures from off-campus organizations describing a variety of training programs, conferences and seminars? Do you wonder, "How reputable are these organizations? Should I attend any of their programs?"

#### University of Pennsylvania Training Office Resource Data Form

This form is to be used by individuals who attend conferences/ seminars/ workshops sponsored by organizations other than the University. The information supplied will serve as resource data for others who wish to attend programs.

Name \_\_\_\_\_ Date of report \_\_\_\_\_

School/Dept. \_\_\_\_\_ Extension \_\_\_\_\_

Name of program \_\_\_\_\_ Date(s) \_\_\_\_\_

Organization sponsor and address \_\_\_\_\_

Cost of program \_\_\_\_\_

Format: (Check as many as apply) lecture ☐ role play ☐ case study ☐

small group discussion ☐ other (list) \_\_\_\_\_

What were the objectives of the program? \_\_\_\_\_

Did it meet your overall expectations? yes ☐ no ☐ somewhat ☐

Please explain: \_\_\_\_\_

Should the University sponsor this type of program on campus for a group of employees? yes ☐ no ☐

Other comments: \_\_\_\_\_

Please attach a copy of program announcement/agenda to this form, if possible.

Please forward this form to the Training Office—516 Franklin Building/16  
Attention: Ms. Alice Abdullah.



What have been the responses from those attending such seminars in the past?"

In order to supply answers to the above and help people make well-informed, cost-efficient choices, the Training Office has designed the "Resource Data Form." This one-page questionnaire asks questions such as, "What were the objectives of the program? Did it meet your expectations? Would you recommend it to others?" The completed forms will be kept on file in the Training Office and used to provide information to people looking for good programs to attend.

Before registering for a program, contact the Training Office at ext. 3429 and find out whether they have any information to share with you about that program. When you decide to attend an off-campus event, please request copies of the Resource Data Form which you will fill out upon completion of the course and return to the Training Office at 516 FB/16.

The office also keeps copies of training brochures on file for your

review—feel free to make an appointment to stop by and go through these files.

Remember, the more completed Resource Data Forms received by the Training Office, the more information the office will have to help you make good choices.

### **Special Lunchtime Seminar Scheduled**

#### **"Coping With The Holiday Blues and Blahs"**

"Only twenty-five more days 'til Christmas."

Does this countdown make your stomach turn? Do you wonder why this is called the "season to be jolly?"

If you answered "yes" to the above questions, you are probably not alone. Dr. Arthur Freeman, clinical director of the Center for Cognitive Therapy, says that "many people get upset this time of year as they misperceive that 'everyone'

is happier than they are." In order to help University employees prepare for this year's holiday season, Dr. Freeman will present a mini-lecture and lead a follow-up discussion on ways to cope with the "holiday blues."

The seminar will be presented twice; a participant should sign up for *just one session*. December 2 and December 9 are the dates; 12:00-1:00 p.m. is the time. Call the Training Office at ext. 3400 or ext. 3429 to register. There will be a limit of 50 participants per session and registration will be accepted on a *first-come, first-served basis*.

### **University of Pennsylvania Training Schedule Ongoing Programs**

<b>Event</b>	<b>Date</b>	<b>Time</b>	<b>For Registration</b>	<b>and Info. Call</b>
New Employee Orientation	December 11	12:00 p.m.	Alice N. Abdulah	ext. 3429
Résumé Development	December 4	12:00 p.m.	Alice N. Abdulah	ext. 3429
Preparing to be Interviewed	December 11	12:00 p.m.	Alice N. Abdulah	ext. 3429
How to Conduct an Interview	December 18	12:00 p.m.	Alice N. Abdulah	ext. 3429
Purchasing Orientation	1st and 3rd Wednesday of each month	2:00 p.m.	Dorothy Vaccaro	Ext. 4078
Accounts Payable Orientation Seminar	Every other Thursday	2:00 p.m.	Isabel Muse	ext. 7263
*Clerical Skills Upgrading Program	Every Monday and Wednesday beginning early January for ten weeks	1:00-3:00 p.m. 4:30-6:30 p.m.	Alice N. Abdulah	ext. 3429
*Business Communications I	Every Tuesday and Thursday beginning early January for six weeks	1:30-3:00 p.m.	Alice N. Abdulah	ext. 3429
*Business Communications II	Every Tuesday and Thursday beginning early January for six weeks	10:30 a.m.-12:00 p.m. (section I) 4:30-6:00 p.m. (section II)	Alice N. Abdulah	ext. 3429
**"Coping With the Holiday Blues and Blahs"	December 2 or December 9	12:00-1:00 p.m.	Alice N. Abdulah	ext. 3429
Weight Watchers	Every Monday	4:30 p.m.	HUP Benefits Office	227-3178

All of the above programs require advance registration. Interested participants should call the contact person to register. Registration is accepted on a first-come, first served basis.

\*See program description above.



# ON CAMPUS

November 17-December 6

## Academic Calendar

**November 16** Pre-registration of spring term begins.  
**November 25** Thanksgiving recess begins at close of business day.  
**November 30** Thanksgiving recess ends at 8 a.m.

## Children's Activities

### Films

**November 21** *The Seven Faces Of Dr. Lao*  
**December 5** *Jamaica Inn*

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

**December 5** The General Alumni Association presents *Family Day At Mask and Wig*, noon, at the Clubhouse. Featuring hot dogs and a special child-edited version of the current production, *Between The Covers*. After the performance, youngsters are invited on stage to dance and jig with Mask and Wig. Reservations required, call Ext. 7811.

### Workshops

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

*Children's Holiday Decorations Workshop* at the Arboretum, 10 a.m.-noon. The fee is \$4.50 members, \$6 non-members. Call 247-5777.

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

**Through February 14** *Echoes of the Samurai: Japanese Arms and Armor* at the University Museum.

**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* at the University Museum.

**Ongoing** *India At The University Museum* at the Museum.

## University Museum Gallery Tours

**November 18** *Subsaharan Africa*  
**November 22** *The Classical World*  
**November 25** *Mesopotamia*  
**December 2** *Echoes of the Samurai*  
**December 6** *Egypt*

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

## ICA Gallery

**November 18, 21** 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 18** *Les Maitres Fous*, France; *Jaguar*, France.  
**December 2** *Le Joli Mai*, France.

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.

### Houston Hall Films

**November 20** *Elephant Man*, 7:30 p.m.; *African Queen*, midnight.

**November 24** *Groove Tube*, 7:30 and 11:30 p.m.; *The Producers*, 9:30 p.m.

**December 4** *Altered States*, 8, 10 p.m., midnight.

**December 5** *Caddyshack*, 8 and 10 p.m.; *It's A Wonderful Life*, midnight.

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

### International Cinema

**November 18** *Husbands and Fathers: Three Films About Men in Families*, Philadelphia premiere, 7:30 p.m.; *Return of the Seacaucus* 7, 9:30 p.m.

**November 19** *Return of the Seacaucus* 7, 7:30 and 9:30 p.m.

**November 20** *Return of the Seacaucus* 7, 4 and 9:30 p.m.; *Resurgence: The Movement For Equality Versus The Ku Klux Klan*, Philadelphia premiere, with visiting filmmakers Pam Yates and Tom Segal, 7:30 p.m.

**November 27** *Death Of A Bureaucrat*, 6 and 10 p.m., \$2.

**November 28** *Portrait of Teresa*, 6 and 10 p.m.; *Death Of A Bureaucrat*, 8 p.m., \$2.

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

### PUC Film Alliance

**December 3** *Every Man For Himself and God Against All*

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

### University Museum Series

**November 22** *Mississippi Mermaid*.

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

## Meetings

### Administrative Assembly

**November 20** Fall meeting at 1 p.m., in the Benjamin Franklin Room, Houston Hall with Trustees Chairman Paul Miller on *The Future of the University Under Its New Leadership*.

### Faculty Senate

**November 18** Fall meeting at 3 p.m., 200 College Hall.

### Trustees

**November 18** Executive Board, stated meeting, noon-1 p.m., is open to all members of the University community, in the Council Room, Furness Building.

### University Council

**November 24** Steering Committee, 3-5 p.m., in the Council Room, Furness Building.

## Music

**November 18** *University Wind Ensemble*, Claude White conductor, Tabernacle Church, 3700 Chestnut, 8 p.m.

**November 20** *University Choir*, William Parberry conductor, Tabernacle Church, 3700 Chestnut, 8:30 p.m.

**November 21** *Concert in conjunction with A Japanese Afternoon at the Museum* (see Special Events) with Reiko Kamata on the *koto* and Ralph Samuelson on the *shakuhachi*; noon, Rainey Auditorium, University Museum.

The Penn Composers' Guild presents a *recital of contemporary music* by graduate composers, 8 p.m., Music Building Annex, free. Information Ext. 6244.

**December 3** The Penn Balalaika Orchestra presents a concert, *Večerinka*, 7:30 p.m., Houston Hall Auditorium. Tickets \$2 at the door or call Kia Reinis at 386-8306.

**December 6** *Chamber Music Concert*, 2:30 p.m., Harrison Auditorium, University Museum.

## Special Events

**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 17** Penn's Women Center presents *Adam and Even*, a play and discussion about sex discrimination, noon, in the Franklin Room, Houston Hall. For more information call Ext. 8611.

**November 21** Penn's Women Center hosts a conference, *Affirmative Action: Does It Have a Future?*, 9:15 a.m.-4 p.m., Houston Hall. Speakers include: Walter Leonard, president, Fisk University; Thomas Ehrlich, Penn provost; Fran Farmer, formerly with the E.E.O.C.; Denise Carty-Bennia, Northeastern University Law School; Wanda Flowers of Working Women in Philadelphia; and Penn's Janice Madden, associate professor of regional science and Ralph Smith, assistant professor of law. Call Ext. 8611 to pre-register or arrange for child care.

The Department of Public Safety, Office of Off-Campus Living and the West Philadelphia Corporation present a *Neighborhood Crime Prevention Conference* for student and nonstudent neighbors. President Sheldon Hackney opens the conference at 9 a.m. in Houston Hall. Councilwoman Augusta Clark's keynote address is followed by a series of workshops on personal and residence safety; organizing block associations and block walks; and crime prevention for women, senior citizens and small businessmen. A forum on *Conflicts of the Criminal Justice System* conclude the day's events. Register in 126 Houston Hall before the conference. Those desiring lunch must register in advance.

*Visiting Filmmaker's Workshop: Survival Skills for Independents*, with filmmakers Pam Yates and Tom Segal; 1 p.m.; registration required, call 387-5125.

The University Museum presents a *Japanese Afternoon* which brings together medieval and modern Japan: noon, a concert of *Japanese Music*; 1:30 p.m., gallery tour of *Echoes of the Samurai*; 2:30 p.m., slide lecture: *Whatever Happened to the Samurai?*; 3:30 p.m., *Martial Arts Demonstration*. The Potlatch Restaurant will be serving chicken teriyaki and Japanese green tea in addition to its regular menu and The Museum Shop will feature items from Japan. For more information call Ext. 4000.

**November 26** The Faculty Club presents its annual *Thanksgiving Dinner*, 2-5 p.m., Alumni Dining Room; choice of menu with waitress service; for reservations call Ext. 4618.

**December 2** *Annual Wassail Party and Shopping Night*, 5:30 p.m., Museum Shop, University Museum. Become a member of the University Museum and enjoy holiday treats and discount shopping.

*Miniature Landscapes In A Dish*, Morris Arboretum Course, 10 a.m., fee, call 247-5777.

### Pre-Thanksgiving Fast

The Penn Hunger Action Committee is sponsoring its eighth annual *Fast For A World Harvest* for 24 hours, beginning 8 p.m. November 18. The University and local communities are asked to go without food and to donate the money they would have used for food to the *Fast*.

The monies raised will be divided between two national organizations devoted to development, research and education on world hunger problems, Oxfam-America and the Institute for Food and Development Policy, and to the Peoples' Emergency Center at the Asbury Church on Chestnut Street, which provides free emergency food and shelter to those in need on weekends when most regular social service agencies are closed.

Money collection and information tables will be located throughout the campus, with a central location at the Christian Association. For information on related events during the *Fast* contact the CA.

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

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

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

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

## Talks

**November 17** The Respiratory Physiology Seminars present Dr. Mitchell Litt, professor and acting chairman, Penn department of bioengineering, on *Physico-Chemical Properties of Human Middle Ear Secretions*, 12:30-1:30 p.m., Physiology Library, 4th floor Richards Building.

Center for Study of Aging Seminar Series presents Dr. Franz Matschinsky, Penn professor of biochemistry and biophysics, on *Metabolic Adaptation of Pancreatic Islet Tissue in Aging*, 3:30-4:30 p.m., Human Genetics, room 196, Old Medical School School Building.

The International Relations Undergraduate Student Association presents a colloquium on *The Importance of Culture in International Relations*, with Penn professors from the history and political science departments; 4:30 p.m. in the Harrison-Smith-Penniman Room of Houston Hall.

The Penn Political Union presents Gus Hall, chairman of the American Communist Party, on *Can United States Capitalism Survive Reagan?*, 8 p.m., room 200, College Hall.

**November 18** Women's Studies Luncheon Seminars present Ruth Moyer on *The Lectures at the Female Medical College of Pennsylvania, 1850-1875: A Career Typology of the Philadelphia Non-Physician Women in Attendance*, 12:15 p.m., Women's Studies Office, room 106 Logan Hall. Bring your lunch, coffee or tea will be provided.

The Rare Books Room Colloquium presents Norman Smith, Penn associate professor of music on *12th Century Musical Notation*, noon, Main Reading Room, 6th floor, Van Pelt Library.

The Department of Pharmacology Faculty Seminar Series

presents Drs. Orville Horwitz and William T.M. Johnson, Penn School of Medicine, on *Chemical and Mechanical Changes in Human Arterial Intima on Aging*, noon, mezzanine, room 153, Old Medical School.

The Research Libraries Group presents Norman Smith, Penn professor of music, on *12th Century Musical Notation*, noon, 6th floor, Van Pelt Library.

The Department of Civil and Urban Engineering presents John W. Padan, Office of Ocean Energy and Minerals, NOAA, U.S. Department of Commerce, on *Deep Ocean Nodules Mining: A Status Report*, 3-5 p.m., Alumni Hall, Towne Building.

The Writing Program of the English department presents Edward Hirsch, recent Penn alumnus and author of *For the Sleepwalkers*, with readings from his poetry, 4 p.m., Philomathean Rooms, 4th floor College Hall.

The Career Planning and Placement Service office presents a seminar on *Job Security in the Ivory Tower* with representatives from the Provost's office, AAUP and young faculty discussing factors affecting tenure decisions, 4:30 p.m., in the Harrison-Smith-Penniman Room, Houston Hall.

**November 19** South Asia Seminar presents David E. Ludden, Penn assistant professor of history and South Asia regional studies, on *Colonialism, Technology and Agrarian Relations: Roads, Railroads and Irrigation in South India*, 11 a.m., classroom II, University Museum.

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

The Neuropsychopharmacology Training Program Colloquium presents A.L. Beckman, Alfred I. DuPont Institute, on *Lack of Opioid Physiological Dependence in Depressed CNS*, 12:30-2 p.m., in room 215, Nursing Education Building.

The Department of Pharmacology, School of Medicine presents Dr. Dennis M. Higgins, department of anatomy and neurobiology, Washington University, School of Medicine, on *Modes of Synaptic Transmission Employed by Sympathetic Neurons In Vitro*, noon, room D213, Medical Education Building.

The Department of Physiology, School of Medicine presents Dr. Chin Lee, department of physiology, Medical College, Cornell University, on *The Effect of Strophanthidin on Intracellular Sodium and Calcium Ion Activity and Contractile Tension of Dog Cardiac Purkinje Fibres*, 4 p.m., 4th floor, Physiology Library.

The Computer Science Colloquium presents *Computer Animated Film and Video Show*, 6:30-10 p.m., Alumni Hall, Towne Building.

**November 20** The University Museum presents a Brown-Bag Seminar, Dr. Alan Mann, Penn associate professor of anthropology, on *The Case For Human Evolution*, noon, Ethnic Arts Gallery, University Museum. Bring your lunch; coffee or tea provided.

The Lilly-Pennsylvania Program presents Guy Steucek, Millersville State College, on *Computer Models of Branching in Botanical Trees*, 2:30 p.m., Alumni Hall, Towne Building.

The Group for Medicine and the Humanities presents Dr. Charles Rosenberg, Penn history professor and chairman, on *Therapeutic Revolution: The Social Meaning of Tradition*, 4:30 p.m., Bishop White Room, Houston Hall.

**November 23** The Department of History and Sociology of Science presents Professor Owen Hannaway, Johns Hopkins University, on *Laboratory Design and Ideology in Early Modern Science: Libavius's Chemical House vs Brahe's Uraniborg*, 3:30 p.m., room 107, Smith Hall.

The Chemical Engineering Seminar Series presents Dr. J.J. Wise, Mobil Oil Company, on *Strategic Planning of Research and Engineering*, 3:30 p.m., Alumni Hall, Towne Building.

The Christian Association's Faith and Life Study Division presents Maggie Kuhn, national convenor of the Gray Panthers, on *The Dignity of Aging*, third of a four-part lecture series addressing the relationship between personal values and public policy, 7:30 p.m., CA auditorium.

**November 24** The Rare Books Room Colloquium presents Paul Watson, Penn associate professor, history of art, and David Anderson, Penn assistant professor of English, on *Boccaccio: Scribe and Illuminator*, noon, main reading room, 6th floor, Van Pelt Library.

The Respiratory Group of the Department of Physiology, Institute for Environmental Medicine and Department of Anesthesiology present Dr. Robert Hilfer, Temple University, department of biology, on *Cell-Cell Interactions in the Developing Lung*, 12:30 p.m., Physiology Library, 4th floor, Richards Building.

**November 25** The Department of Pharmacology Faculty Seminar Series presents Dr. Niels Haugaard, Penn professor of pharmacology, on *Properties of Uridine Kinase*, noon, mezzanine, room 153, Old Medical School.

**November 30** The Department of History and Sociology of Science presents Edward Morman, Penn graduate student, on *Scientific Medicine and the Hospital: Clinical Pa-*

*thology Comes To Philadelphia*, and Edmund Todd, Penn graduate student, on *Technology and Interest Group Politics: Electrification of the Ruhr, 1886-1930*, 3:30 p.m., room 107, Smith Hall.

The Center for Research in Literary Communication presents Warren Motte, Penn graduate student, Romance languages, on *Literature and Games*, 7-8:30 p.m., room B 27, Graduate School of Education.

The Law School presents *Black Bag Jobs, The F.B.I., The Constitution and The Courts*, with John W. Nields, J.D. '67, 2 p.m., room 100, Law School.

**December 1** The Department of Pharmacology presents Dr. Gregory Kapatos, Laboratory of Neurochemistry, NIMH, on *Bioprotein Metabolism in Rat and Man*, noon, room D 210, Medical Education Building.

The Center For The Study of Art and Symbolic Behavior presents James Fernandez, professor of anthropology, Princeton University, on *Moving Up In The World—Transcendence As A Problem For Symbolic Anthropology*, 4 p.m., Penniman Room, Houston Hall.

The Christian Association's Faith and Life Study Division presents Baruch Blumberg, Penn professor of medicine and anthropology and associate director of the Institute for Cancer Research, Fox Chase Medical Center, on *Scientific and Religious Inquiry*, part of a lecture series addressing the relationship between personal values and public policy, 7:30 p.m., CA auditorium.

**December 2** The Rare Books Room Colloquium presents Rudolf Hirsch, retired associate professor of Van Pelt Library and emeritus professor of history, on *Basic Problems in the History of Early Printing*, noon, main reading room, 6th floor, Van Pelt Library.

The Women's Studies Luncheon Seminars present Lynn Haskins, assistant professor of journalism, Penn State University, on *Sex-Typed Occupation: Assessment and Change*, 12:15 p.m., Women's Studies Office, room 106, Logan Hall. Bring your lunch, coffee or tea will be provided.

The Writing Program of the English Department presents Josephine Jacobsen, author of the University Press' recent publication, *The Chinese Insomniacs*, with readings from her poetry, 4 p.m., Philomathean Rooms, 4th floor College Hall.

**December 3** The South Asia Seminar presents Morris D. Morris, professor of economics, University of Washington, on *The Comparative Level of Technology of South Asia Around 1890 and Its Influence on Industrial Development During the Raj*, 11 a.m., classroom II, University Museum.

The Departments of Chemical Engineering and Bioengineering present Professor Rakesh K. Jain, Carnegie-Mellon University, on *Heat Transfer and Microcirculation in Tumors*, 11 a.m., Alumni Hall, Towne Building.

The Neuropsychopharmacology Training Program Colloquium presents Vanaja V. Ravagan, post doctoral resident fellow, Philadelphia Child Guidance Clinic, on *Opioid Control of Prolactin Secretion*, 12:30-2 p.m., room 215, Nursing Education Building.

**December 4** The Lilly-Pennsylvania Program presents Noah Prywes, Penn professor of computer and informational science, on *Distributed Processing in Econometric Modeling*, 2:30 p.m., Alumni Hall, Towne Building.

## Theatre

**November 17** The Christian Association presents *Buckskin and Burlap*, the life of Christ according to Francis of Assisi, performed by Buffalo Bill Cody's Wild West Show; noon at the Christian Association and 9 p.m. at St. Mary's Church. For more information call 386-1530.

**November 17-22** The Annenberg Center presents the world premiere of a new play, *The White Hawk*, which incorporates music, dance, mime and sign language for both the deaf and hearing audience. Tuesday, Thursday, Friday and Saturday at 8 p.m., Wednesday at 7 p.m., Thursday at 1 p.m., Saturday and Sunday at 2 p.m. For ticket prices and reservations call Ext. 6791.

**November 19, 20, 21** Intuitions presents Four Plays by Samuel Beckett: *Play, Come and Go, Not I and Rockaby*; Thursday, 8 p.m., Friday and Saturday, 7 and 9 p.m., Harold Prince Theater, Annenberg Center. Tickets \$3.

**December 1** The Penn Women's Center presents *We, The Family*, a play and discussion about modern family life, noon, in the Franklin Room, Houston Hall.

**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.

*Due to Thanksgiving, the deadline for the December 1 calendar is Monday, November 23. Information about events December 1 through 13 must reach our office at 3601 Locust Walk/C8 by noon, November 23.*

## 武士の面影



Osamu Honda

A Japanese Afternoon at the University Museum, November 21, starts with music at noon. The shakuhachi (a five-holed vertical flute) will be played by Ralph Samuelson, above, a young American musician whose interests in jazz led him to classical Japanese music. Reiko Kamata, a noted koto virtuoso of the Ikuta School, performs also in the concert presented courtesy of the Japan Foundation. The Japanese characters, left, spell Echoes of the Samurai, the topic of the 1:30 p.m. Gallery Tour.



## Black Alumni Society

An outgrowth of Penn's Year of the Black Centenary is the formation of a Black Alumni Society, which elected its first set of officers at a Black Alumni Weekend meeting Saturday, October 31.

**President:** George R. Burrell, Jr. (Wh '69, L '74), deputy mayor of Philadelphia.

**Vice Presidents:** Dr. Christina Brinkley-Carter (CW '59), a management consultant, and Wendella P. Fox, Esq. (CW '73, L '76), of Freedman and Lorry in Philadelphia.

**Secretary:** Karen P. McManus (Nursing '80), a nurse at HUP.

**Treasurer:** Kevin E. Vaughn (Col. '77), assistant to the executive director, student financial and administrative services at Penn.

Their one-year terms begin officially in spring 1982. The new society also elected a 21-member board of directors.

## DEATHS

**Dr. John D. Durand**, emeritus professor of sociology and economics, died October 27 at the age of 68. Dr. Durand came to the University in 1964 as professor of sociology and economics. He was a senior research associate in the Population Study Center at the University and in 1966 became chairman of the FAS Graduate Group in Demography. He became an emeritus professor in 1979 and is survived by his wife and a son, Mark. A memorial service will be held on campus at a date yet to be determined.

**Anna Jayne Murray**, a word processing secretary in Alumni Relations, died October 30 at the age of 54. Mrs. Murray came to the University in 1972 as a secretary in the Alumni Relations Office where she became a word processing secretary this year. She is survived by her husband, Edward W. Murray, Jr., and four sons.

### To Report a Death

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



Listings are condensed from the personnel bulletin of November 16, and therefore *cannot be considered official*. New listings are posted Mondays on personnel bulletin boards at:

**Anatomy-Chemistry Building:** near Room 358;  
**Centenary Hall:** lobby;  
**College Hall:** first floor;  
**Dental School:** first floor;  
**Franklin Building:** near Personnel (Room 130);  
**Johnson Pavilion:** first floor, next to directory;  
**Law School:** Room 28, basement;  
**Leidy Labs:** first floor, outside Room 102;  
**Logan Hall:** first floor, near Room 117;  
**LRS:** 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 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 to the Director** (C0359) \$12,000-\$16,100.  
**Cataloger** (4414) \$14,500-\$19,775.  
**Clinical Supervisor** (4394).  
**Clinical Supervisor** (C0379).  
**Compensation Specialist** (4455) \$16,350-\$22,600.  
**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) \$13,100-\$17,800.  
**Executive Staff Assistant** (4454).  
**Fiscal Coordinator** (C0358) \$12,000-\$16,100.  
**Librarian II** (2 positions) \$14,500-\$19,775.  
**Placement Counselor** (4355) \$14,500-\$19,775.  
**Programmer Analyst I** (C0222) \$14,500-\$19,775.  
**Programmer Analyst II** (C0316) \$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** (3 positions) \$13,100-\$17,800.  
**Research Specialist II** (4 positions) \$14,500-\$19,775.  
**Research Specialist IV** (2 positions).  
**Senior Staff Writer** (4313) \$16,350-\$22,600.  
**Staff Assistant** (C0308) organizes, services and moti-

vates regional alumni clubs and organizations; works closely with University offices on programs for alumni; arranges alumni functions on campus; coordinates programs for International Friends; prepares reports and budget information (degree, two-five years' experience in public relations, alumni relations or fund raising) \$12,000-\$16,100.  
**Supervisor V, Data Processing** (4368).  
**Systems Analyst** (2 positions).

### Support Staff

**Administrative Assistant I** (2 positions) (C0397) performs general administrative and secretarial duties; arranges conferences; organizes use of facility (initiative; organizational ability; mature judgment; ability to establish rapport with users of facility; accurate typing); (4476) types; maintains files and inventory; supervises work-study students; oversees sales; writes invoices; arranges appointments, conferences, meetings and trips (high school graduate with some college; excellent typing skills and organizational ability; knowledge of art history; two years' experience) \$9,925-\$12,250.

**Air Conditioning and Refrigeration Mechanic** (4332) Union Wages.

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

**Clerk V** (4445) \$9,925-\$12,250.

**Coordinating Assistant I** (C0381) \$10,575-\$13,100.

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

**Electronics Technician II** (C0384) \$11,225-\$13,775.

**Histology Technician II** (4478) supervises technicians; performs tissue technology and staining (degree in medical technology; experience) \$11,225-\$13,775.

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

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

**Locksmith** (4477) services and maintains lock system; makes keys; opens locks without keys; services and maintains exterior doors, panic devices, electric door openers and electric, time and tower clocks (high school graduate; three years' experience as a journeyman locksmith) Union Wages.

**Maintenance Clerk** (4468).

**Maintenance Person** (4463) \$8,675-\$11,100.

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

**Materials Manager** (4428) \$15,000-\$19,200.

**Office Automation Operation I** (4473) types manuscripts on word processing machine; writes letters and curricula vitae; records processing operation of optical character reader (excellent typing and grammatical skills; training on NBI 3000; ability to work independently and under deadlines) \$8,775-\$10,725.

**Project Budget Assistant** (2 positions) (C0356) (4434) \$9,925-\$12,250.

**Registration Assistant I** (4472) directs registration and grading; audits registration forms; corrects computer errors; verifies schedules; responds to students, schools and department inquiries; processes grade sheets; audits class lists (ability to handle detailed tasks, organize and communicate; work independently) \$9,375-\$11,500.

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

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

**Research Laboratory Technician III** (9 positions) \$11,225-\$13,775.

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

**Secretary II** (5 positions) \$8,775-\$10,725.

**Secretary III** (2 positions) \$9,375-\$11,500.

**Secretary, Medical/Technical** (6 positions) \$9,925-\$12,250.

**Secretary, Technical/Word Processing** (C0377) \$9,925-\$12,250.

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

**Technician I, Veterinary Anesthesia** (4378).

### Part-time Positions

#### Administrative/Professional

**Permanent Employee** (C0386) hourly wages.

#### Support Staff

**Librarian** (4393) hourly wages.

**Permanent Electronic Technician II** (C0287) hourly wages.

**Permanent Employee** (5 positions) hourly wages.

**Permanent Laboratory Technician** (C0054) hourly wages.

**Permanent Secretary** (2 positions) hourly wages.

### No Almanac November 24

*Almanac* will skip the November 24 issue, to adjust for printers' holidays, and use its production time toward a December 1 issue. All long articles must be received by Friday, November 20, for publication on December 1. Speaking Out letters, ON CAMPUS listings and urgent announcements or corrections can be accepted up to noon Monday, November 23.