

Almanac

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Council: For Divestment, 28-9 . . . Judicial Charter Amended

At its December 9 meeting, Council unanimously passed four amendments to the Charter of the Student Judicial System, and by a vote of 28-9 accepted the Report of the Ad Hoc Committee on South Africa with its recommended Option C, to "adopt a policy of divestment of all stocks in firms with substantial investments, or substantial trading interests, in South Africa."

The divestment recommendation was one of three options in the ad hoc committee report, which appears on pages 4 and 5 of this issue along with a letter in which one committee member disassociates himself from the report.

After Dr. Oliver Williamson's motion to remit the report to Steering Committee failed, President Sheldon Hackney introduced the discussion with a short speech in support of Option A, which called for continuation of the present policy based on the Sullivan Principles. Some speakers questioned the feasibility of Option B (based on a Rockefeller Study Commission report) calling for divestment only of stock in U.S. firms that will not agree to cease expansion in South Africa.

The bulk of debate was on Options A and C (divestment), with faculty members ranged on both sides and with student speakers overwhelmingly supporting C. Arguments against divestment included the prerogative and fiduciary responsibility of the Trustees (investing endowment for the highest available return under the "prudent man" concept) and the potential to apply pressure on South African policy by remaining shareholders. Arguments for divestment incorporated issues from the risk of an "Iranian example" — potential financial loss if the South African regime crumbles under *apartheid* — to Dr. David Hildebrand's anecdotal argument based on his father's view of tobacco stocks: he wouldn't buy them, Dr. Hildebrand said, "not because he thought he would bring down [the companies] because he said it was a damned dirty business and he didn't want to make money out of it." Virtually all speakers prefaced their views with condemnations of *apartheid*.

The recommendation on divestment goes forward to the Trustees Committee on University Responsibility.

The amendments to the Judicial System — which apply only to cases involving alleged violations of the Code of Conduct — were reviewed immediately after Council by the president and provost, and were adopted without change. (See page 3.)

Both action items were introduced by Senate Chair Dr. Phoebe Leboy on behalf of the Steering Committee. Summarizing the judicial system amendments, she and Student Life Director Andrew J. Condon clarified that the advisor provided for in Section III.C.5 (see page 3) can be an outside lawyer — or anyone from the faculty or student body — although the Student Life office is responsible for providing an advisor from its staff.

In an abbreviated reporting period, the president gave no report and Provost Thomas Ehrlich delivered only two prepared items:

The Budget: Nothing is settled yet on the interrelated items of tuition, compensation and financial aid. "All indicators are more troublesome this year than last," he added, because of federal cutbacks in financial aid and research, the recession, and some changes in tax law. But the committee is making every effort to "head off divisiveness." Its working procedure is to estimate income from all sources, then project expense limits for a balanced budget. (Later, in response to query, he said there is no longer an "inertial budget" as such in the planning/budgeting process.)

Sexual Harassment: The promised statement has been published (*Almanac* December 1). If it appears that Washington is going one way and the University the other in such policies, he said, "Quite right. . . . We make University policies because they make sense, not because the government the government is asking us to." Two queries emerged from this statement. In response to Dr. Michael Cohen's questions on recent racism workshops' content and their appropriateness as required training for University life staff, Provost Ehrlich defended them as "the right thing to do." President Hackney fielded the second, Dr. Paul Korshin's charge that affirmative action for the handicapped lags behind the law despite such advances as the new *Handibook*, and strong recruiting efforts by Admissions. Dr. Korshin emphasized the physical barriers, and especially the delay in installing an elevator in College Hall. Dr. Hackney emphasized that while the University is not yet barrier-free it has a plan and commitment to become so; he used the word "ludicrous," however, for the elevator plan's delay, stemming from College Hall's landmark status.

When a GAPSA representative raised concerns about the make-up of the forthcoming search committee for a Dental School dean, Provost Ehrlich asked him to put his ideas in writing immediately as the committee is very close to announcement.



A Date to Mark

The birthday of the late Dr. Martin Luther King, Jr., has become an annual highlight of the first week after the holiday break. This year, to give faculty, staff and students more advance notice than in the past, the Provost's Office makes a preliminary announcement of the program; with the exact time still to be determined.

The date: Friday evening, January 15, 1982.

The place: Irvine Auditorium.

The program: Keynote address by Rep. William H. Gray, III, with poetry reading by Sonia Sanchez and music by the Penn Gospel Choir; other speakers to be announced.

United Way: Penn Up

A record \$92,611 has been given or pledged so far in the University's campus campaign for United Way and the Donor Option agencies. Coordinator James H. Robinson will issue a detailed report in January with analysis of campus participation by unit, as in the preliminary report in *Almanac* November 17.

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OF RECORD



Faculty Leaves of Absence

The following text of Provost's Memorandum #81-9 was sent November 18, 1981, to the Academic Deans, Department Chairmen and Directors. Note that it replaces Section 7 of the 1979 Handbook for Faculty and Administration, pp. 48-50.

This material was prepared during 1980 by a committee appointed by Provost Vartan Gregorian. It was then reviewed during the spring of 1981 by the Senate's Committee on the Faculty, chaired by Professor Roger Soloway. The Senate committee was in agreement with the Provost's committee in all respects except one: the time limitation on leaves for employment elsewhere. The original committee recommended a strict two-year limitation on such leaves; the Senate committee favored up to four years in the case of leave to accept a high level appointment in the federal government.

After some deliberation this fall, I have decided to accept the Senate committee's recommendation. The following material is University policy as of January 1, 1982, replacing Section 7 of the 1979 *Handbook for Faculty and Administration* appearing on pages 48-50 of that volume.

7. Faculty Leaves of Absence

There are three general types of leaves of absence available to the Faculty of the University of Pennsylvania: scholarly leave, leave for employment elsewhere, and child care leave. All require the approval of the relevant department chairman and dean and of the provost. Combinations of these types of leave are possible; however, such arrangements are governed by the principle that no faculty member will be on leave for more than four semesters during any six years that include the period of a requested leave without the explicit approval of the provost, president and trustees except where child care leave is involved.

Scholarly Leaves

It is appropriate that members of the standing faculty, full-time clinician-educators, and full-time research faculty periodically be granted scholarly leaves for study and research. A scholarly leave is a means of recognizing a faculty member's high academic performance while at the University, future potential for growth, and opportunity to make a major contribution to knowledge. It is intended to extend and to accelerate intellectual growth and to enable a faculty member to pursue without distraction a project designed to this end including the advancement of personal knowledge or competence in the faculty member's current or potential areas of specialty. A scholarly leave is also intended to benefit the general academic community and the University. Therefore, a scholarly leave normally will be granted only to a faculty member who will have a continuing appointment with the University after the end of the leave and who, at the time of notification of approval for the leave, has not made a commitment inconsistent with return to the University.

A scholarly leave is granted only to a faculty member who has presented an appropriate program of study or research. It is recognized, however, that scholarly leaves for faculty members in the arts and professions can be based upon programs designed to increase professional competence even though these may not normally be interpreted as research programs.

Approval of an application for scholarly leave is contingent upon adequate fiscal and personnel resources being available to meet instructional assignments and other departmental responsibilities. If exigencies require, it may become necessary to postpone leaves.

Scholarly leave is normally not granted to University faculty members holding a term appointment. In special cases where faculty on term appointments are granted scholarly leave, the leave will be counted as part of the time

accumulated toward tenure, unless the formal action approving the leave expressly provides otherwise.

Scholarly leaves may be with or without salary from the University.

Scholarly Leaves without Salary

Scholarly leaves without salary are occasionally granted. In these cases, the faculty member does not receive remuneration in the form of salary from the University of Pennsylvania or from any other organization. To the extent that personnel benefits are not financed under this arrangement, the faculty member may request that the University make contributions toward the cost of these personnel benefits as permitted by law and University benefits policies, provided that the faculty member continues individual contributions to the employee benefits plans.

Scholarly Leaves with Salary

Normally, an initial scholarly leave is granted to a University faculty member holding the rank of assistant professor, associate professor, or professor after a period of six or more consecutive years of full-time service in the standing faculty or in the full-time clinician-educator or research faculties at the University.

For a faculty member whose leave proposal is approved, the University will provide up to full academic base salary for one semester, or one-half academic base salary for two semesters. (For faculty members on 12-month appointments, the corresponding figures will be full academic base salary for six months or half academic base salary for twelve months.)

Faculty members are encouraged to seek outside support wherever possible to permit them to take advantage of the full year leave option without loss of income. Total salary during the leave cannot exceed the normal academic salary for that period; if the outside support is such that the total would exceed the normal academic salary, the University contribution shall be appropriately reduced. Payments specifically designated by the supporting agency for travel or living expenses are exempt from this limitation; the University may also consider higher-than-usual travel or living costs in determining its contributions, up to one-half academic base.

It is the responsibility of an applicant for a scholarly leave to inform the University fully concerning the financial circumstances surrounding the leave, including any grant, fellowship, stipend or other compensation that is received during the leave period so that the University may make arrangements for appropriate financial support. Such information shall be presented as soon as it is available.

A faculty member may not accept paid employment during a scholarly leave with salary except as provided within the University's policy governing extramural activity for compensation. Personnel benefits are continued to the extent permitted by law and University benefits policy during a paid leave provided the faculty member continues normal benefits contributions.

Additional paid scholarly leaves may be periodically granted and will normally be considered after the sixth year following the completion of the previous paid leave. In rare instances, however, the University may consider granting a paid leave sooner than the normal six year period if an exceptional opportunity arises, one such as a prestigious fellowship which reflects great credit on the faculty member and the University. In cases where the sponsor provides 75 percent or more of the base salary, and the University's contribution is less than 25 percent, such leaves are treated as scholarly leaves without

salary. However, if between 25 percent and 50 percent of salary is requested, the leave is considered to be a paid leave.

Leaves for Employment Elsewhere

A leave of absence may be granted to a faculty member who wishes to accept a temporary post at another university, in governmental service, or in a private institution, agency, industry or firm. Such leaves are granted only when clear benefits in terms of scholarly opportunity or professional development derive from the leave and support the activities of the University. They are granted only when the personnel resources of the University are adequate to maintain the programs with which the faculty member is concerned in his or her absence.

Normally a leave of absence for employment elsewhere will be for a period of one year. If there is sufficient justification, a second year of leave may be approved. A leave of absence for employment elsewhere will never be extended beyond two years with the single exception of leave to accept a Presidential appointment to a high-level position in the federal government. In this one case, leave may be extended for a period as long as four years. The appointment of a faculty member who does not return to his or her duties at the University at the end of a leave for employment elsewhere will be terminated as of the end of the leave period.

Normally the University does not contribute toward the salary or benefits of a faculty member on leave for employment elsewhere. Frequently employers will provide their own benefits plan to the faculty member or will reimburse the University in order to maintain University benefits coverage for the individual in question. However, the University urges the faculty member to retain appropriate benefits coverage while on leave to make any necessary arrangements with the Personnel Office prior to the leave period.

Child Care Leave

For faculty members in tenure probationary status serving on a half-time basis in approved child care leave, the probationary period shall be extended

by one year for each two years spent in such half-time service, except that the total tenure probationary period shall not exceed 10 years.

Other Leaves

The University recognizes that occasions may arise when faculty members may wish, or be forced, to request leaves of absence for purposes other than child care, scholarly study or employment elsewhere. It will endeavor to be as generous as possible in granting these requests when they are compatible with the best interests of the faculty members, the students, and the University. If such a leave is granted to a member of the standing faculty on a term appointment, this leave will be counted as part of the time accumulated toward tenure unless expressly provided otherwise in the formal action approving the leave. Additional information on leaves is included in the University of Pennsylvania's Personnel Policy Manual.

Inactive Status

Special arrangements whereby faculty members are released from academic duties for periods of time shorter than a single semester are not called leaves. Such arrangements require the approval of the Dean and are handled within the several schools; they do not involve the University benefits pool.

Resignation While on Leave

If a faculty member while on leave accepts an appointment to another institution, it is the custom among institutions of higher learning for the new institution to reimburse the former institution for sums paid to the faculty member, or on his or her behalf, from the University funds during the period of the leave. The University of Pennsylvania generally observes this practice in its own appointment procedures, and it expects that faculty members who resign from the University of Pennsylvania while on leave will cooperate in seeking such reimbursement for the University from their new institutions.

—Thomas Ehrlich, Provost

OF RECORD



Amendments to the Charter of the University Student Judicial System

The following amendments to the Charter of the University Student Judicial System (Almanac December 2, 1980) refer only to alleged violations of the Code of Conduct. The amendments were approved by the University Council December 9 and have now been accepted by the president and the provost. Material in italics is deleted by amendment; underlined material replaces or adds to what remains of the existing provisions.

Section III.B.2 (existing):

The Court shall sit in panels constituted as follows: In cases involving undergraduates, a panel of three undergraduates and two graduates shall be convened. In cases involving graduates a panel of three graduates and two undergraduates shall be convened. *The JA shall designate the Presiding Officer from the group of undergraduates when the respondent is an undergraduate and from the group of graduates when the respondent is a graduate.*

Section III.B.2. as amended

The JA shall designate an additional student as a Presiding Officer who shall be an undergraduate when the respondent is an undergraduate and a graduate when the respondent is a graduate. The Presiding Officer shall not participate in deliberations or vote on matters of guilt or innocence or sanction.

Section III.C.5. (existing):

Advisors to the Respondent and to the Court

(a) *A respondent may be assisted by an advisor who shall neither examine witnesses nor address the Court at hearings unless requested or authorized to do so by the Court. Any respondent who does not have an advisor and wishes to have one should so notify the JA. The JA shall assist the respondent in securing an advisor from an appropriate source. The JA shall maintain a pool of advisors to aid respondents.*

(b) *The Court or the JA may at any time seek the advice of the General Counsel.*

Section III.C.5. as amended:

(a) A respondent may be counseled by an advisor during the hearing, but the advisor may not address the panel except as in (b) below. If an advisor is to be present, the respondent must notify the JA of the name of the advisor no later than five working days in advance of the scheduled hearing date.

(b) Prior to determination of guilt or innocence by the panel, the respondent or the advisor may have a maximum of fifteen minutes to deliver a

summation; the JIO may be accorded a maximum of fifteen minutes to respond. After a determination of guilt, but before imposition of sanction, the JIO shall inform the panel of any previous offense by and sanction imposed upon the respondent and make a recommendation for sanction; the respondent or the advisor may have a maximum of ten minutes to respond.

(c) Any respondent who does not have an advisor and wishes to have one should so notify the JA. The JA shall assist the respondent in securing an advisor. The JA shall maintain a pool of advisors to aid respondents.

Section III.C.7. (existing)

All Hearings

All hearings shall be held in appropriate University facilities and shall be private unless the respondent requests an open hearing in writing to the JA. The JA may limit attendance to an open hearing so as to ensure fair and orderly proceedings.

Section III.C.7. as amended by adding to the end of the section:

If a respondent intends to present witnesses in his or her behalf, he or she must notify the JA of the names of the witnesses not later than five working days in advance of the scheduled hearing date. In exceptional circumstances, when a witness becomes known or available fewer than five working days in advance, the JA may at his or her discretion admit the witness or reschedule the hearing.

Section IV.B. (existing)

Enforcement

The JA shall enforce sanctions imposed by the Court, while the JIO shall enforce sanctions imposed by informal settlements. No sanctions shall be enforced until the appeals process is completed.

The first sentence of Section IV.B. as amended:

The JIO shall enforce sanctions. In performing these duties, the JIO shall have the cooperation of the Office of Student Life, the respondent's dean, and any other relevant University officers.

Report of the Ad Hoc Committee on South Africa

Adopted by the University Council December 9, 1981

Preface

The University Council ad hoc Committee on South Africa was charged with the responsibility of assessing the integrity and effectiveness of University investment practices governed by a policy instituted in 1979 at the recommendation of the Trustees' Committee on University Responsibility. The background and entailments of those policies are captured by the following report that appeared in the January 20, 1981 *Almanac*:

South African Investments

WHEREAS, The University Council on February 28, 1979, recommended (1) that the University urge all companies in which it has holdings to adopt the Sullivan Principles or their equivalent, (2) that the University divest itself of holdings in any company that does not adopt and follow those principles; and (3) that by June, 1981 the Trustees again study the appropriateness of the Sullivan Principles, invite the Council and other campus groups to participate in that study, and report to the University community either reaffirmation or its change of policy with regard to companies operating in South Africa; and WHEREAS, The Trustees thereafter on January 18, 1980, adopted a series of resolutions stating in part (1) that all companies in which the University holds equity investments should adopt principles of corporate practices comparable to the Sullivan Principles; (2) that the University, in concert with others should pursue information-gathering activities to help ensure that principles of employment practices once adopted are implemented; (3) that the Trustees' University Responsibility Committee, after making persistent efforts to change the attitudes of companies over a substantial period of time, shall make recommendations which may include sale of stock if there are companies in the University's portfolio which have not adopted practices comparable to the Sullivan Principles; and (4) that the series of resolutions "be reviewed in all respects in the fall of 1981"; Therefore be it RESOLVED, That an ad hoc committee of the University Council, to be composed of six faculty members, two undergraduate students, and two graduate professional students, be appointed by the Steering Committee to review the adoption and implementation of the Sullivan Principles by companies in which the University has holdings and to evaluate the continuing appropriateness of the Sullivan Principles; the ad hoc committee to report to Council no later than its meeting of April 29, 1981, so that Council may offer advice to the Trustees relevant to their review in the fall of 1981.

As part of its plan to insure the effectiveness of the resolution, the University Council stipulated that University investment practices governed by the resolution should be scrutinized by an ad hoc committee. In the spring of 1981, such a committee was appointed with Professor Houston A. Baker, Jr. of the University's department of English as chairman. The committee was asked to conclude its work in the spring of 1981, but it was obvious to everyone involved that the committee's charge could not be successfully met in such a brief period of time. Hence, the committee's work was extended to the fall semester of 1981. This extension enabled the committee to become acquainted with issues surrounding the actions of corporations in South Africa, to make contact with people who have first-hand knowledge of the state of corporate and government activity in South Africa, to organize a forum designed to inform the University community of issues surrounding divestment, and to survey the ramifications of current University of Pennsylvania policies and actions related to the University's stock holdings in corporations that do business in South Africa. The committee felt that it could not meet its charge or make appropriate recommendations without engaging in the information-gathering processes that have marked its work during the past six months. Our consensus, now that we are at the end of our work, is that the policy of the University of Pennsylvania Trustees regarding the holding of stocks in corporations that do business in South Africa is misguided, ineffective, and potentially harmful. The current policy is both myopic in its presuppositions and inefficient in the operations that it entails. If fiduciary responsibility is the primary charge of the University of Pennsylvania Trustees, then the University's Policy on South African investment must be immediately abandoned. Financial, military, government, and mass-political activity in South Africa, across the African continent, and in the Middle East indicate that institutions and governments that support oppressive regimes like the one currently in power in South Africa will find themselves ostracized and financially bereft in approaching decades. That those who exercise fiduciary responsibility for our

University should look to the future and formulate investment postures that guarantee credibility and amiable business dealings among future generations is a commonplace. That the University of Pennsylvania's current policies are entirely present-oriented and manifest a lack of foresight and, as a corollary, a dangerous fiduciary irresponsibility on the part of the University's Trustees is also a commonplace. In the text that follows, we attempt to make apparent some of the reasons that prompted our present judgment. We also attempt to suggest desirable alternative policies for the University's adoption.

I. Introduction.

Discussions of United States' corporate involvement in South Africa over the past few years have often focused on the Sullivan Principles. These six principles articulated by Reverend Leon Sullivan provide guidelines for subsidiaries of United States' firms in South Africa. They stipulate that those firms (over 300 of them currently) should provide concrete assistance to the black population and contribute to pressures for internal reform in South Africa. However, it is increasingly apparent that the Sullivan Principles are based on a theory of social change that is, perhaps, inappropriate for the South African context. In brief, Reverend Sullivan's plan rests on an implicit analogy between South Africa and the American South of the 1950's. It is certainly reasonable to argue that if Northern-based firms operating in the United States South in the 1950's and 1960's had adhered to principles of affirmative action and anti-racism in their treatment of black employees, their actions might have contributed powerful pressure for the dismantling of racial segregation. However, there are two important factors that make the analogy with South Africa inappropriate.

A. The role of the national government.

In the American South, the Federal Government played a critical role, albeit sometimes with reluctance, in supporting the process of racial reform. The Federal Courts undermined the legal basis of racial segregation, and the Executive Branch used its power to support various private initiatives for racial change. In South Africa, by contrast, the national government remains determinedly committed to the maintenance of the Apartheid system; racial segregation is very much "the law of the land." While there has been much talk of reform in South Africa in recent years, it is quite clear that the reforms that have been effected have done little to alter the overall system of racial inequality. For example, even the most "enlightened" thinkers within the ruling Nationalist Party are unwilling to contemplate granting equal political rights to the black African population.

Because the South African government supports the maintenance of racial inequality with the full force of its formidable powers, private sector initiatives for reform are unlikely to succeed. Many commentators have noticed, for example, that some of the Sullivan Principles require firms to violate South African laws. It seems likely that if the South African government pressed firms on such violations, they would have little choice but to obey the law, thus violating the spirit and the letter of the Sullivan Principles. Moreover, the normal division of labor between corporate headquarters in the United States and the local management of the South African subsidiaries creates the distinct possibility that while headquarters endorses the Principles with the best intentions, local subsidiaries might well proceed to ignore the Principles altogether. To date, no effective enforcement procedures have been devised to determine if, in fact, firms are respecting the Sullivan Principles. The hostility of the South African government makes it unlikely that such effective monitoring mechanisms will be devised in the future.

B. The question of time.

An even more serious weakness in the analogy between the United States' and South African situations is occasioned by the time horizons of the two reform efforts. In the American South there was time for a prolonged, and slow, process of reform to dismantle the system of racial segregation. From the Brown vs.

Board of Education decision in 1954, racial reform in the American South has proceeded over twenty-five years. Even without the unrelenting opposition of the South African government, an analogous process of reform in South Africa is likely to proceed far longer and to be far less successful. For example, even if American subsidiaries move dramatically to upgrade the skill level, living conditions, and wages of their employees in accord with the mandates of the Sullivan Principles this will have only a relatively small effect on the overall black-white income gap in South Africa because United States' firms employ only a small percentage of the total African labor force. (This should not be taken to imply that United States' corporations have an insignificant role in the South African economy. On the contrary, because United States' firms in South Africa tend to be capital-intensive and in high-technology industries their support for the South African economy is crucial while their employment of black workers is minimal).

The problem is that such a prolonged reform period for South Africa is completely unrealistic given the pressures that are already building up in South African society. The recent Rockefeller Study Commission on United States' policy toward South Africa called its report *South Africa: Time Running Out*. Time is running out because the black population is understandably unwilling to wait for freedom. Despite laws which make the mere calling for foreign companies to withdraw from South Africa a capital offense, all black anti-Apartheid organizations and many black leaders in South Africa have called for just such actions.* Armed resistance to Apartheid has already begun. With the end of white colonial rule in African nations such as Mozambique, Angola, Zimbabwe, and, perhaps, Namibia, the possibility exists for external support for black resistance within South Africa. Whatever one might think of the advisability, or prospects, of black resistance to white rule in South Africa, heightened conflict will create grave dangers over the next five to ten years. This issue was discussed at length in the forum on divestment sponsored by our committee on October 26, 1981.

Professor Dennis Brutus, a South African poet, activist, and Professor of English, currently on leave from Northwestern University, emphasized the increasing possibilities of armed conflict in Southern Africa. Professor Brutus asserted that the movement was now at hand for United States' academic institutions to divest their holdings in corporations doing business in South Africa. For academic institutions to continue to hold their stock in such corporations is for them to risk the possibility of supporting corporations that may eventually be suppliers of military goods and services to a regime at war with its majority population and with its proximate African territories. Professor Brutus insisted that any investments by United States' institutions in corporations doing business in South Africa constituted direct blows at the freedom of the majority black South African population. He was firm in his insistence that the Sullivan Principles are "obfuscating mechanisms" designed to hide the instrumental role that corporate investments and activities play in maintaining the Apartheid system in South Africa. Professor Brutus' viewpoint was roundly contradicted by Mr. Daniel Purnell, a spokesman for the International Council for Equality of Opportunity Principles, Inc., the organization charged with monitoring the compliance of signatory corporations with the Sullivan Principles. Mr. Purnell insisted that since United States' corporations were, in fact, in South Africa, they should be made to comply with principles of conduct that ensured a "liberating" role for such corporations. His premise was that if corporations doing business in South Africa comply with the Sullivan Principles, they will contribute to the welfare of the black South African population. Professor Brutus countered this position by saying that the activities of corporations that, in fact, aid in the maintenance of the system of Apartheid can never be "liberating" for the majority population. Our committee found Professor Brutus' viewpoint more persuasive than that of Mr. Purnell. (We have included a transcript of our forum with this report in the form of a cassette recording).

*The following Black South African organizations are calling for corporate withdrawal: African National Congress, Pan-African Congress of Azania, South African Students Organization, South African Congress of Trade Unions, Indian Congress of South Africa, Christian Institute of South Africa, Coloured Labor Party. The following organizations are also calling for withdrawal: Organization of African Unity, United Nations General Assembly, NAACP, AFL-CIO Executive Council, Congressional Black Caucus, World Council of Churches.

II. The Policy of the University Trustees.

The Trustees' policy on South Africa shares all of the weaknesses of the Sullivan Principles and possesses additional shortcomings of its own. Rather than divesting stocks of firms operating in South Africa that are not Sullivan signatories, the Trustees have initiated a process of writing letters to the management of such firms asking them to clarify their policies. However, no time limit has been established for determining if a particular firm is intransigent. Hence, no stocks have been divested to date. Further, if the University sells its stock in such intransigent firms for financial reasons and then later reacquires it, the process is interrupted. The Trustees may thus be proceeding in ways reminiscent of the actions of those who have moved with "all deliberate speed" to integrate public schools in the United States. Furthermore, the Trustees, using the Sullivan Principles as justification, have seen fit to vote against stockholders' resolutions

that require firms to cease expanding their stake in South Africa. In short, the University has thrown its weight behind continued expansion of United States corporate involvement in South Africa.

III. Present Options

At present, there seem only three serious alternatives for the University to consider vis-a-vis investments in corporations doing business in South Africa. A detailing of these alternatives follows.

A. Continuation of the present policy based on the Sullivan Principles. In our view, such a course may simply contribute to strengthening the existing regime in South Africa. If, however, the University decides to continue to support the Sullivan Principles, it should be incumbent upon the University to immediately divest its holdings in non-signatory companies.

B. Adoption of a policy that accords with the recommendations of the Rockefeller Study Commission on United States' policy toward Southern Africa. (*South Africa: Time Running Out*, Berkeley: University of California Press, 1981). This commission recommended that United States' corporations and financial institutions cease any expansion of their activities in South Africa and that firms that have not had a stake in Southern Africa should not initiate such investments. The University could implement this policy by announcing that it would divest itself of all stock in United States' firms that are expanding their activity in South Africa in the form of direct investment, loans, or, expanded sales. The University could also cooperate with other institutions in initiating shareholder actions to urge the management of firms to agree to a policy of non-expansion in South Africa. If this option were seriously pursued, it would constitute an advance over present policies. However, even if firms agree to stop expansion in South Africa, the present United States' stake in South Africa would remain largely intact. Selection of option A is not incompatible with the selection of option B.

C. Adoption of a policy of divestment of all stocks in firms with substantial investments, or substantial trading interests, in South Africa. In implementing this policy, the University would, perforce, devise reasonable criteria of "substantial investments" or "substantial trading interests." Criteria governing "trading interests" are essential because it would make little sense to divest the stock of a firm that had a relatively minor subsidiary in South Africa while continuing to hold stock in a firm that had no subsidiaries but still sold large quantities of goods with potential military uses to the South African government. (At present, United States' firms are not allowed to export military items to South Africa. These rules, however, are enforced by the Commerce Department which, in the current administration, seems likely to enforce them quite loosely.)

A policy of divestment does not rest on a simple economic calculus; the stocks that the University sells will find other buyers. Hence, the brute fact of divestment will not directly influence corporate managements. The impetus behind a policy of divestment is an educational one. By divesting its South African holdings, the University will help educate the American public about the seriousness and danger of the current situation in South Africa.

Some have argued that it is inappropriate for a University to take a stand on a political issue such as South Africa. The failure to take action, however, is itself a political stance. Adoption of a policy of divestment can be interpreted as part of the historic mission of the University—the education of the populace to higher levels of understanding where critical human issues are concerned.

An argument that has emerged in past debates on divestment at the University of Pennsylvania is that divestment would be economically costly to the University. It is argued that divestment of South African stocks would involve high transaction costs and, perhaps, lower returns on our endowment as our portfolio is shifted. However, there is now evidence from other universities that such transactions and reduced earnings are minimal. At least one institution, in fact, claims that it has profited from divestment.

Third, it is suggested that corporations and individuals who have been generous in their donations to the University would punish the University for adopting a policy of divestment by withholding future donations. Such an argument appears remarkably like the traditional "radical" argument that the University is necessarily subservient to corporate interests. It is our belief, on the contrary, that if the University carefully explains its divestment policy, it will garner new respect, even from the business community.

It is the majority view of this committee that the University Trustees should embark on a policy of divestment as outlined in point 3C. The majority of our committee stands ready to aid the University in implementing the policy outlined in 3C.

University Council ad hoc Committee on South Africa

Houston A. Baker, Jr., Chairman
Javese Badsden
James Baker
Fred Block

Robert Engs
Laverne Miller
Robert Ruitman
Josie Yanguas

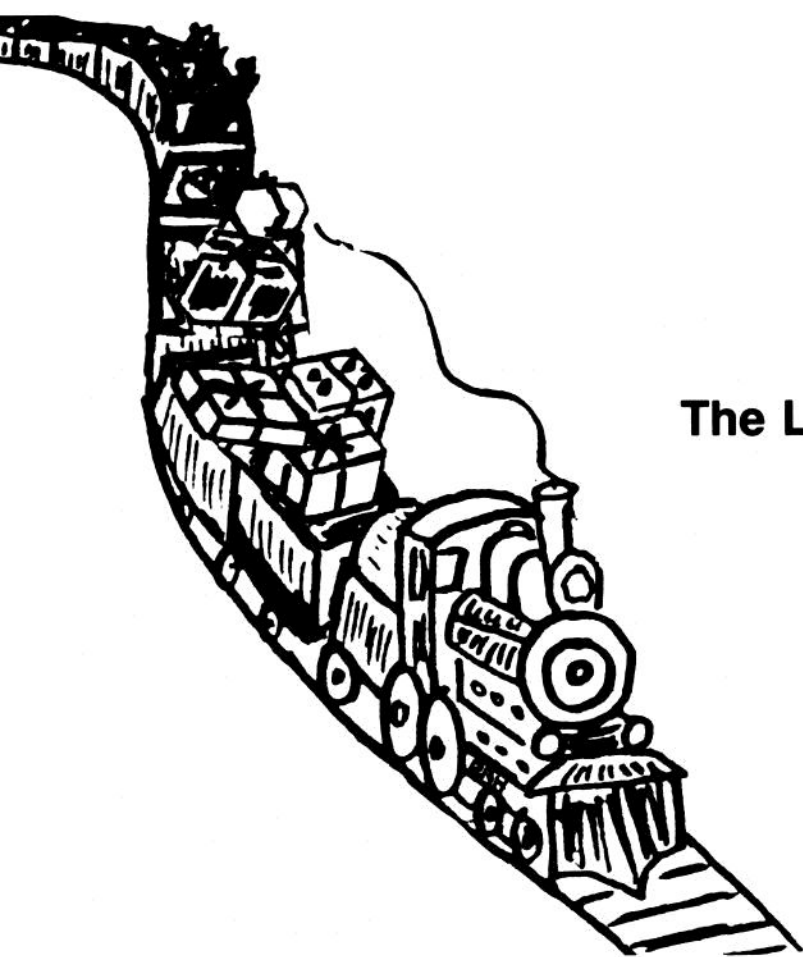
Letter of Disassociation

At Council, one member of the Ad Hoc Committee on South Africa distributed the following letter, sent to Chairman Baker on November 24:

Although I have a deep concern for repressed minorities in South Africa as well as in other parts of the world, I must disassociate myself from the report of the University Council's Ad Hoc Committee on South Africa. The reasons are twofold: First, I was not informed that a Forum of Divestments was scheduled on October 26, 1981. Second, I did not receive the penultimate report of the Committee until it was too late to incorporate my comments into the final report.

In view of these two reasons, I hope that you will appreciate why I cannot sign the report.

—Marshall E. Blume
Howard Butcher Professor of Finance



The Late Shopper's Last-Minute Guide

If the rest of December looms as one long impending collision between the year-end workload and the spirit of holiday giving, this article suggests an easy way out: Shop close, shop fast at Penn's own stores (the Bookstore, Museum Shop and Houston Hall Arcade, page 7) — or just put your feet up and browse through the first few paragraphs of non-shop shopping via tickets and memberships that don't even have to be wrapped.

Christmas Onstage

What could be a more appropriate Christmas gift than tickets to the McCarter Theatre Company Production of *A Christmas Carol* by Charles Dickens at the Zellerbach Theatre December 16-27 (tickets \$10.50-\$14)? Then there are the upcoming performances at the Center, including *A Dramatic Potpourri* with actors from the Royal Shakespeare Company February 4,5,6 (tickets \$10, \$11, \$12). A classic Greek masterpiece of passion and courage, *Iphigenia at Aulis* by Euripides, will be done in English by the McCarter Theatre Company March 16-21 (tickets \$10.50-\$14). *Tales from the Smokehouse* is a Canadian contribution by its Theatre Sans Fil, coming April 2 (tickets \$6 and \$8).

For children, too, the thrill of live theatre can be stuffed in a stocking. There are *Potato People* in the Canadian Theatre Beyond Words mask-mime play (in cartoon style, geared to children in kindergarten through junior high school) coming February 5 and 6 (tickets \$3 and \$4). Another show for the same age group

is *The White Raven*, presented by Theatre Sans Fil, whose giant puppets breathe life into Indian legends in performances April 2 and 3 (tickets \$3 and \$4). The Annenberg Center Box Office (Ext. 6791) is open Monday through Friday, noon- 6 p.m. With a Penn I.D. tickets may be purchased at discount prices with cash, check or charge card.

A Gift of Belonging

For a gift that lasts all year give a membership — and there are many to choose from on campus. Annenberg Center Associates, Friends of the Library, Institute of Contemporary Art, University Museum and Morris Arboretum welcome campus and community memberships, and all offer something concrete in return for the support.

Annenberg Center Associates puts the recipient's name in programs; gives advance notice of trips, parties and meetings; keeps a private telephone line for ticket requests; admits him or her to the Associates Lounge at performances and to guest dining privileges at the Faculty Club (if a nonmember). And sends a newsletter. An Associate's membership (\$30) can be bought at the Development Office in Annenberg Center.

Book lovers join the Friends of the Library, and people who love book lovers can make membership a gift. Members attend special functions and lectures, and receive the *Library Chronicle*, a scholarly journal which explores the resources of this and other libraries. A student membership (\$15) or a regular member-

ship (\$25) may be obtained at Van Pelt Library.

A gift membership in the Institute of Contemporary Art is perfect for the artist, art lover, or collector on your gift list. ICA member benefits include participation in the ICA community, invitations to exhibition openings, to private membership dinners and to members' trips; announcements of special events, special children's programs and the annual report. ICA memberships (\$30, or \$20 for artists and members of the University community) are available at the ICA, Monday through Friday, 9 a.m.-5 p.m.

Know someone who wants to go underground . . . at the University Museum? A member participates in the hidden work of the Museum and its collections as well as its many public and social activities. The member (\$25) receives a newsletter, national and international travel opportunities, invitations to openings, special members' evenings, discounts on lectures, tours and courses, new-member orientation, volunteer opportunities, and a 10-percent Museum Shop discount. Order this gift in the Museum's membership office (Ext. 4026).

A Morris Arboretum membership gift is the closest thing to a conferring green thumb. Members of the University's historic arboretum in Chestnut Hill help to support the research and public education programs of the Arboretum while enjoying a 25 percent discount on all course fees, a special bonus plant at the annual Spring Plant Sale, and a 10-per-

(Continued past insert)

ALMANAC December 15, 1981

to Campus Gifts

key rings. . . for the keys you haven't lost yet! Naturally the Card Shop has a wide selection of holiday greeting cards and paper goods for parties; they also have mailing labels, sealing tape and package sending kits to help get a gift to a faraway friend or relative. That's when the Houston Hall Post Office becomes Santa's helper, as it delivers what you have signed and sealed.

If all this shopping is tiring your feet, stop in Clog n Jog in Houston Hall basement for a pair of clogs or athletic shoes. They will keep you running in style. Or if the shopping trip is eating away at your lunch hour, you can grab a quick bite at Hardees, Fruity Rudy (fresh fruit salad and fruit drinks) or the Candy Shop (ice cream, donuts, bagels, cookies, coffee).

Museum Shop: International Array

If you want gifts from around the world, just go around the block — to the University Museum at 33rd & Spruce Streets. The Museum Shop specializes in carefully selected, exotic and educational gifts from every corner of the globe. The Shop reflects the cultures and collections of the Museum itself, and is a one-of-a-kind place for one-of-a-kind items. To start at the top, there are Chinese theatre puppets, 50 to 70 years old, with lacquered faces on wood, actually used in the theatres. The quantity is limited and the price is \$115-\$125; but where else will you find one?

Starting at \$12.50 is Burmese lacquerware that shows intricately carved designs of green, yellow and black on a red background. Floral, animal and human figures decorate bowls, boxes and trays in this collection based on an ancient artform originating in China. They range up to \$65.

The Museum Shop also has Zulu and Botswana baskets and pottery for a gift with an organic look (\$15-\$150). The pottery is in terra cotta, greys, and black, with etched or built-up

sides. The baskets are in natural browns and tans.

In the new children's book section is a selection of picture and reading books for children of all ages: folk tales, coloring and design books, and a "how to" book on archaeology (\$2-\$10.95).

A great gift for someone with a flair for the arts is a soft sculpture of a Hopi Indian doll, Noah's Ark, or a Chinese dragon. They are ready to be colored with the felt tipped markers included in the package (\$7-\$15).

The Museum Shop, open 10 a.m.-4 p.m. Tuesday through Saturday and 1-4 p.m. on Sunday, also carries a large selection of games and puzzles, baskets, textiles, pottery and books in addition to the holiday greeting cards and ornaments from many parts of the world. There, the lunch break can be at the Potlach, with a view.

The More-than-Bookstore

The University Bookstore has much, much more than what's in the name. The Christmas Shop in the Bookstore is brimming with tree ornaments, candles, mugs, gift wrap and cards. There is an enormous selection of 1982 calendars featuring American folk art, auto racing, bears, bible verses, black women, cats, cities of Europe, dogs, food, football, golf, horses, Jacques Cousteau, Miss Piggy, performing arts, Philadelphia Eagles, Preppy, quilts, rainbows, sailing, seasons, Sierra Club, skiing, Star Trek, Walt Disney and Winnie the Pooh.

The Children's Center at the Bookstore is packed with selections for young readers. Cloth books (\$3.50) for the very young as well as coloring books and other educational materials fill the shelves. A Random House Dollhouse (\$6.95) is a unique offering: open the book and it's a real (paper) dollhouse with easy-to-assemble car and furniture.

There are clothes, toys, games and puzzles for children of all ages. Appealing stuffed animals, chic pot holders and cookware, gourmet foods, vases and bric-a-brac from sleek to sentimental, scented soaps and whimsical mugs are just some of the numerous gifts to choose from.

But are there *books* for giving at the Bookstore? Virtually every one you've seen on anyone's wish list, and many that might be hard to find on a neighborhood shopping center's mass-market-oriented racks. Note especially the faculty titles that may have added appeal. Just a few highlights are *Puritan Boston and Quaker Philadelphia* by E. Digby Baltzell (\$19.95); *Brotherly Love* by Daniel Hoffman, (\$5.95); *Sister Carrie*, *The Pennsylvania Edition* of Theodore Dreiser's novel (\$12.95); *In the Matter of Color* by A. Leon Higginbotham, Jr. (\$6.95) and the *History of Children's Play* by Brian Sutton-Smith (\$20).

Most of the titles on The New York Times Book Review's recent list of 300 "notables" for 1981 are there, including Erving Goffman's *Forms of Talk*. And there are some signed copies of Alumnus David Bradley's *A Chaneyville Incident*, which led off the Times "editor's choice" list of 12. — M.F.M.

cent discount on purchases made at sales throughout the year. A regular (family) membership (\$25) or a student membership (\$10) is available at the Arboretum (247-5777).

The Sporting Life

A basketball fan is sure to appreciate the 1981-82 Penn Basketball Record Guide, listing players and records (\$3 at the Sports Information Office in Weightman Hall) — especially if you add tickets to an upcoming Big Five game at the Palestra. Tickets (\$4,\$6,\$8) are for sale at the Ticket Office, Franklin Field, 9 a.m.-4:30 p.m.

Big and Small at Houston Hall

Houston Hall is a good place to shop whether you are looking for something large or small. How large is large? Well, a cruise or a ski trip are pretty big gifts that don't use a lot of wrapping paper. They can be arranged through the Travel Agency in the basement of Houston Hall.

If small is all you are looking for be sure to check out the assortment of bite-sized hard candies, chocolate pretzels, nuts, and Christmas cookies at the Candy Shop. They also feature a variety of stocking stuffers and candy canes to sweeten the holidays.

Everyone knows at least one chocolate lover, and the Card Shop is well stocked with Hershey's-kiss stick pins (\$2.99), calorie-free (till filled) ceramic mugs (\$5) and Hershey-bar key rings (\$2.99). The Card Shop also has a collection of stuffed animals (\$2-4) and Ziggy



What Penn Will Do in the Tercentenary

In October of 1682, the English Quaker William Penn, with a charter from Charles II granting him "a tract of land in America north of Maryland bounded on the east by the Delaware, on the west limited as Maryland,* northward as far as plantable," landed at New Castle on the Delaware. The city he founded in December of that year was Philadelphia. Under a constitution drawn up by Penn and anchored in his delineation of the principles of democracy and religious toleration, the settlement attracted many members of English and European religious sects.

Fifty-eight years later, in 1740, the charity school that became the University of Pennsylvania was founded. The fledgling academy and the city grew together—the University with its home and context in the city, and the city benefiting from the University as a constant source of intellectual and cultural leadership. In observation of Philadelphia's Tercentenary year in 1982, the University of Pennsylvania will conduct a variety of cultural, historical, and recreational events focused on this 300th anniversary.

Publishing 'The Papers'

The University of Pennsylvania Press will publish a select, critical edition of the papers of William Penn in a series of five volumes. Volume II, which spans the years of Pennsylvania's founding and settlement, will be published in October of 1982, accompanied by a one-day conference to celebrate the founding of the city. A popular paperback version of Volume II, to be entitled "The Founding of Pennsylvania," will also be published through a grant from the Glenmede Trust for free distribution to schools and public libraries throughout the Commonwealth.

William Penn's life will also be celebrated in the University Archives' exhibition, "The Proprietary Family, the University, and the Institutions of Philadelphia," September 15 to December 15, 1982, in the Van Pelt Library. Materials from the American Philosophical Society, the Library Company of Philadelphia, and the Historical Society of Pennsylvania, partners and lenders in the exhibition, will illustrate the relationships among the University and these three historic institutions.

The University will also add to the chronicle and analysis of the history of the City and the Commonwealth. The settlement of the Commonwealth is the subject of the Center for Early American Studies conference, scheduled for a Saturday in October, on "The Peopling of Pennsylvania." The conference will include talks on William Penn's vision of Pennsylvania and the religious and ethnic mix that evolved, and on the nature of Philadelphia as a mature provincial capital on the eve of the Revolution.

The Philadelphia Social History Project continues its decade-long research on Philadelphia's past. Its multidisciplinary studies on work, family, ethnicity, spatial structure and historical development resulted in scores of monographs and the most extensive data set on any American city's past.

* i.e., by New Jersey

The Center for Philadelphia Studies, which in cooperation with Temple University organized "Philadelphia: Past, Present and Future," will begin to reach some conclusions on the eve of the Tercentenary. Supported by several grants from local foundations and CBS, this twenty-month process of community-wide debate and education is designed to promote informed policy choices and substantive public and private action. For the City's 300th anniversary the project is focusing public attention on Philadelphia, in order to celebrate its attributes and consider its weaknesses. Task forces on economic development; race, poverty and unemployment; housing and neighborhoods; education; energy; water, air and waste; the peace of the city; the public purse; transportation; culture and recreation; health and human services; and the long term future met during the spring, in preparation for conferences on these issues in Philadelphia this fall. By April 1982 general integrative papers will be completed and more conferences will take place to draw together the groups and findings of these task forces. By October 1982 a national conference on public policy strategies and other public events will take place.

Seeing the City

In the winter of 1982, Philadelphia children will be able to tour historic sites and learn first-hand about colonial Philadelphia through a College of General Studies Program designed just for them: the "Phila-Kid Program, An Introduction to Colonial Philadelphia."

The spring of 1982 will bring two more walking-and-learning programs from CGS: "Archaeology of the Olde City"; "Victorian Architecture in Philadelphia", with a focus on West Philadelphia examples; and "Legacies of the Past: Old Cemeteries Around Philadelphia."

During the First Session (May 18-June 25), of Penn's 1982 Summer Sessions, a specially arranged "Tercentenary College" will offer a selection of six courses and a public lecture series. The six courses are:

History 459 Philadelphia: An Interdisciplinary History, 1850-1981;

HSS 13, Technology and the American City;

Sociology 531 A, Urban Social Structure: The Special Case of Philadelphia;

Urban Studies 49 G, The Geography of Philadelphia;

Urban Studies 49 K, Philadelphia Politics;

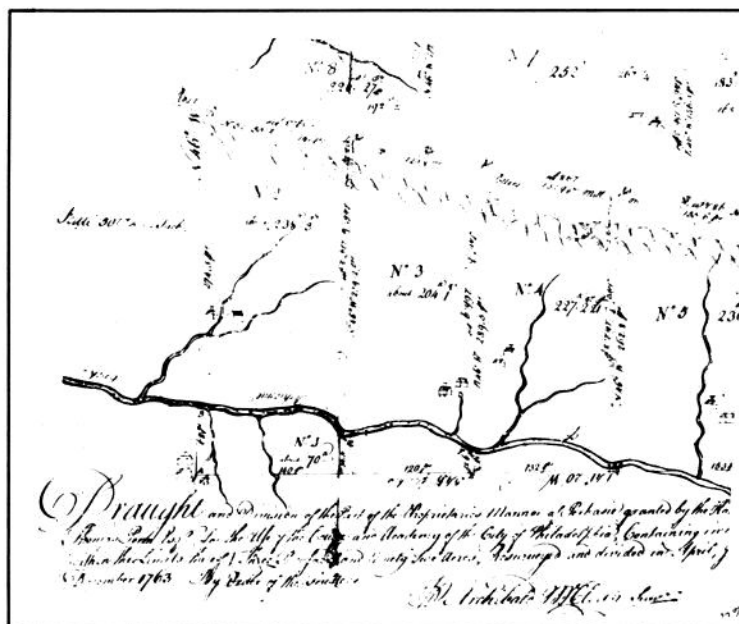
Urban Studies 49 L, Architecture, Location and Class in Philadelphia

The lecture series, called the "University Summer Forum," is sponsored by the College and will explore Philadelphia's contribution to various aspects of urban life and organization. Lectures will be held on Tuesdays from 4:30 to 6 p.m. from April 20 through June 1.

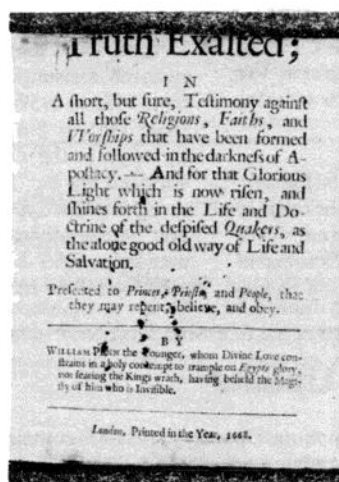
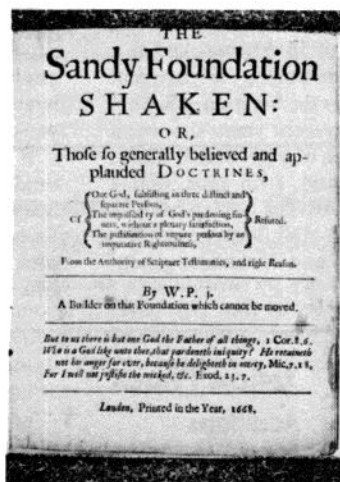
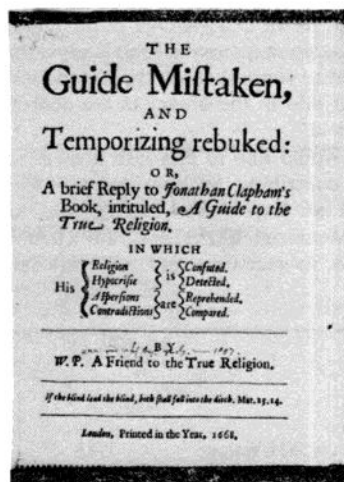
Also during the Tercentenary year, the Philadelphia Transnational Project within the College of Arts and Sciences, which studies and reports on the city of Philadelphia's transnational aspects, will publish a monograph on "The International Dimensions of 'Century Four'."

Outdoor Observances

Recalling William Penn's insistence on the value of greenery and green spaces in a town, the Morris Arboretum has joined with 30 other botanical gardens, arboreta and related institutions in the Delaware



Like other historical celebrations, the Tercentenary sends researchers into the University Archives for such memorabilia as this 1763 manuscript survey of some early Penn real estate. Thomas Penn's 1763 gift to The College was a 3092-acre tract of the Manor of Perkasi in Bucks County, settled by German-speaking tenants and later described as "a source of more headaches than income" for the institution. It remained the University's principal real estate investment until 1840.



The University Press's well-timed contribution to the Tercentenary is *The Papers of William Penn*, in five volumes. Volume I is already out, and Volume V — from which these title papers of his youthful writings are borrowed — is being published ahead of sequence to be ready for the celebration. Volume V is the Bibliography of Penn's publications, edited by Edwin B. Bronner and David Fraser; the first four volumes are being edited by Richard and Mary Dunn.

Valley to form the Tercentenary Gardens Collaborative which will present "Changing Images of the Garden: 300 years of Horticulture in the Delaware Valley." Looking at the private and public garden, at landscape architecture, the science of horticulture, and at the area's parks and gardens, "Changing Images of the Garden" will include an exhibit of colonial, Victorian, and contemporary gardens at the 1982 Philadelphia Flower Show. There will also be traveling exhibitions overseas and within the United States. A series of public symposia, whose proceedings will be published, will feature experts from at home and abroad speaking on the garden in science, in the history of ideas, and in the overall environment. Public knowledge of the area's gardens and arboreta will be greatly increased through publication of a new, comprehensive *Guide to the Gardens and Arboreta of the Delaware Valley*.

In another realm of the outdoors, the University's Penn Relays, April 18 to 24 in Franklin Field, will mark the Tercentenary with the running of the Penn Relay-Betsy Ross 300 Anniversary Mile for women on April 24 and the Penn Relay-Jumbo Elliot 300 Anniversary Mile for men, also on April 24. The traditional Penn Relay marathon, in which about 3,000 runners compete, will be run through historic Philadelphia on April 18.

The Scholar's Calendar

Throughout the anniversary year of 1982, University departments and centers will offer seminar and lecture series with particular meaning for the history of Philadelphia. The Dutch Studies Program will hold a series of seminars in the spring and fall of 1982, in celebration of 200 years of uninterrupted diplomatic relations between the Netherlands and the United States of America, 1782-1982. The Prime Minister of the Netherlands will be among those giving seminars.

In honor of the Tercentenary of a city where science and technology have flourished, four national associations in the history and sociology of science and technology will hold their first joint meeting in October 1982, under the auspices of the department of the History and Sociology of Science.

The School of Engineering and Applied Science will delve into the history of the origins of the modern computer, whose prototype, ENIAC, was developed in Philadelphia at the University's Moore School.

Turning to earlier history in the Philadelphia area, the University Museum will mount a special exhibition in mid-July, on Delaware Indians, and the Philadelphia Museum of Art will borrow, as a star attraction in its spring and summer exhibition on Thomas Eakins, that painter's masterpiece, "The Agnew Clinic," a University treasure which hangs in the School of Medicine.

Finally, as a splendid visual summing-up of the history of the city, the Graduate School of Fine Arts will help create the Tercentenary exhibit, "Visions and Realities," to be displayed in the Penn's Landing Museum on the Philadelphia waterfront. Together with the architectural plans and documents that shaped the city's past and present, the exhibit will display a range of images and visions for the future of the city. GSFA workshops during 1982 are to include projects on the city, and the results of this focus will be exhibited in February 1983, in the main gallery of the Fine Arts Building.

—Prepared by Tom Corl and Gillian Norris-Szanto for the President's Committee on the Tercentenary

DEATHS

Dr. Daniel Blain, emeritus professor of clinical psychology, died November 13 at the age of 82. He came to Penn in 1958 and became an emeritus professor in 1968 when he took the position of superintendent at Byberry State Hospital. In 1971, Dr. Blain assumed the role of assistant superintendent of research and education at Byberry. During his emeritus status he also taught courses in the psychology department at Penn. He is survived by his son, Daniel Blain, Jr., who attended the University as an undergraduate in 1960, 1963 and 1964, and two sisters and two grandchildren.

Frank B. Fowler, the longtime information desk clerk in Houston Hall, died November 28 at the age of 78. Since coming to the University in 1964 he had also served as a mail clerk in the Quad and the Medical School and a lounge supervisor before becoming the information desk clerk in 1974, a position he held until May of this year. Mr. Fowler was a 1924 graduate of the Wharton School. He is survived by his wife, Gertrude, a son and a daughter. Mrs. Fowler was a catalog assistant and head typist at Van Pelt Library, 1954-75; she has been working there part-time since 1975.

Kalliopi Kirifides, a scanning technician, died November 25 at the age of 69. She came to the University in 1965 as a part-time employee in the Physics department and in October of that year became a full-time scanning techni-

cian in the department. She is survived by her husband, George.

Edna M. West, a retired food service worker, died in early November at the age of 78. Mrs. West came to the University in 1954 as a food service worker and retired in 1972. She is survived by a niece, Mrs. Jacqueline Bazemore Coleman.

Memorial Services

A memorial service for **Dr. John D. Durand**, emeritus professor of economics and sociology, will be held January 15 at 4 p.m. in Room 286, McNeil Building. Dr. Durand died October 27 at the age of 68.

A memorial service for **Sarah Caspari**, former research assistant in the Veterinary School and wife of physics professor Max Caspari, will be held December 23 at 5:30 p.m., at the Church of the New Jerusalem (Swedenborgian), 2129 Chestnut Street. Mrs. Caspari died October 14 at the age of 56. She worked as a research assistant in the zoology department from 1955 to 1957 and in the Veterinary School from 1965 to 1967. In recent years she was a librarian at the College of Physicians. She is survived by her husband, twin sons, and a daughter. Rachel attended the College of Arts and Sciences from 1975-1977; Matthew graduated from FAS in 1981 and Alexander graduated from FAS in 1980.

Memorial Fund Book Sale

A book sale today, from 10 a.m.-4 p.m. initiates the memorial fund to be established in memory of the late professor **Narendra Juneja**. He died May 12 at the age of 45. The book sale which will be held in Dean's Alley in the Graduate School of Fine Arts will include many volumes related to the professions of landscape architecture, architecture and planning. The books to be sold, many of them new, belonged to Professor Juneja.

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.

To Establish a Memorial Fund

After the death of a member of the University community, a memorial fund is sometimes established to support research, provide scholarships or add to the library in the deceased person's field.

If you would like to establish a memorial fund or contribute to one, contact Mary Schwandt at Ext. 8445. The Alumni and Friends Memorial Funds program assists in such ways as receiving and acknowledging gifts.

Telephone Directory Update

The recently issued University Telephone Directory (1981-82) contains some information which should be updated or corrected. The following additions, corrections and deletions can be clipped and saved in the back of the directory or pencilled in on the appropriate pages. The information in italics is the portion of the entry that was printed incorrectly.

White Pages

Additions

Bevan, Lynn A.	7221	Sec. Off. of Pres.	100 CH/CO
James, Robyn	6335/6336	Adm. Asst. Mid East Ctr.	838 WmsH/ CU
Knoedler, Sherry J., Mrs	7221	Sec. Off. of Pres.	100 CH/CO
Pond, Marion	6811	Adm. Asst. Develop. & Univ. Relations	423A FB/16
Scafidi, Frank	6424	Dir. for Programming & Tech. Svcs.	227 FB/16

Corrections

Brown, Jeanette	386-5700	<i>Nurse Midwife Penn-Urb. Urb. Clin. Instr. Sch. Nursing</i>	133 S. 36th
Geewax, John	387-4300	Asst. Instr. Finance	1117 CeH/CC
Goldwasser, Samuel	3489	Asst. Prof. C.I.S.	172 Moore/D2
Makler, Paul T., M.D.	5945	<i>Cur. Univ. Art Collections</i>	100CH/CO
McPhillips, Nancy	4059	Adm. Asst. <i>Museological Svc.</i>	247 Mus/FI
Norris-Szanto, Gillian	3437	Asst. Office of the Pres.	100 CH/CO
Pfeffer, Sanford	893-7676	<i>Director Psychiatric Res. and Admin.</i>	Graduate Hospital

Yellow Pages

Additions

Energy Managment and Public Policy	3831 Walnut Street/TN	7185
Middle East Center	838/839 WmsH/ CU	6335/6336
Dir.: Dr. Thomas Naff		
Asst. Dir.: Dr. Ahmet O. Evin		
Outreach Coord.: Ruth Matson		
Admin. Asst.: Robyn L. James		
Public Policy Analysis	Fels/BI	8216
Chairman: James Laing		5849
Secretary: Patricia Needham		8216

Corrections

Computer and Information Science Department (Moore School)		
<i>Undergraduate Curric. Info:</i>		
Ms. Elaine Simmonds	269 Moore/D2	5326
Graduate Curric. Info.	268 Moore/D2	8540
Engineering and Applied Science, School of		
Info. and Records Office	110 TB/D3	7231
Asst.: Ms. Kit Brewer		
President, Office of the		
Asst. to the President:		7224
<i>Denise R. McGregor</i>		
Staff Asst. and Writer:		3437
<i>Dr. Gillian Norris-Szanto</i>		
Vice Provost for University Life, Office of		
Exec. Asst. to Exec. Dir.:		6404/4922
Mary G. Beerman		
Asst. to Exec. Dir.: Kevin Vaughan		6404/4922
Wharton Duplicating Center	101N Centenary Hall/CC	7600

Deletions

Biostatistical Consulting Office
Program for Epidemiological Research and Training

ON CAMPUS

December 15-January 17

Academic Calendar

December 15-23 Final examinations.
December 23 Fall term ends.
January 7, 8 Registration for undergraduate transfer students.
January 11 Spring term classes begin and new student registration.
January 12 Final day for registration.
January 16 Founder's Day.

Children's Activities Films

December 19 *Those Magnificent Men In Their Jaunty Jalopies*
January 2 *Of Human Hearts*
January 9 *Treasure Island*
January 16 *The Mark of Zorro*

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 17, 18, 20 and 27 *A Christmas Carol*, by Charles Dickens will be artistically interpreted into American Sign Language by Susan Leviton and Arlene Long in the Zellerbach Theatre at Annenberg Center. For more information call the box office Ext. 6791 or TTY Ext. 6994.



Happy Holidays

Preschool at CHOP

Children's Hospital of Philadelphia Preschool has openings in its program for children with developmental delays and provides a wide range of programs to the child and family. The services are available for newborns through five-year-olds, at no cost to Philadelphia residents. Non-residents pay tuition based on financial ability. Children participate in either the morning or afternoon session. For more information call Robert Schwartz at 387-6174.

Infant Friendship Center

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

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

Exhibits

Through December 23 Penn Union Council presents an *Exhibition of sketches, paintings and watercolors by Luke Gray* at the Houston Hall Art Gallery.
Through December The International House Bazaar Shop presents *Traditional Embroidery of the Hmong*, the vividly colored Indochinese art of *pa ndao* (flower cloth). On display are hand-worked tapestries, pillows, small mat-sized pieces and Christmas tree ornaments, ranging in price from \$8-\$40; and *International Christmas Tree Ornaments*, a varied display of ornaments from Austria, Mexico, India, Sweden, Ecuador and more, ranging in price from \$1-\$6.
Through December The Graduate School of Education presents a *display of artwork* by students from Bucks, Delaware and Montgomery counties; room B 31, Graduate School of Education.
Through January 27 *Photography: A Sense of Order*, includes over 350 photographs by 15 photographers, six of whom work in color. This is the first recent examination of the controversial formalist issue in contemporary photography, at the ICA.
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

December 16 *Archaeology*
January 6 *Archaeology*

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

Gallery Hours

The Bazaar Shop, in International House, is open Monday, 10 a.m.-4 p.m.; Tuesday-Friday, 10 a.m.-8 p.m.; Saturday, 10 a.m.-4:30 p.m.
Graduate School of Education is open Monday and Tuesday, 9 a.m.-5 p.m.; Wednesday-Friday, 8:30 a.m.-5 p.m.; closed Saturday and Sunday.
Houston Hall Gallery Monday-Friday noon-6 p.m., Saturday and Sunday noon-4 p.m.
ICA Gallery Tuesday, Thursday, 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

University Museum Series

December 20 *Gilda*
January 3 *King of Marvin Gardens*
January 10 *Last of the Blue Devils*
January 17 *Carmen Jones*

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

Meetings

GAPSA

January 13 at 6:15 p.m. in the Council Room of the Furness Building.

Trustees

December 17 Executive Committee, 2 p.m., Tea Room at the Faculty Club.

University Council

December 16 Steering Committee, 3-5 p.m. in the Council Room of the Furness Building.

January 13 4-6 p.m., in the Council Room of the Furness Building.

WEOUP

January 13 meeting at noon, Houston Hall.

Music

January 12 The American Guild of Organists and The Curtis Organ Restoration Society present Dennis Elwell, professional organist, with an *organ recital* at noon in Irvine Auditorium.

Special Events

December 16, 19 *Massage Marathon: Relax for Finals*, at the Christian Association. For reservations call the CA at 222-5941.

December 16 The A-3 Assembly presents *A-3 Holidays Party*, noon-2 p.m., West Lounge, Houston Hall. Bring your lunch. Coffee, tea and dessert will be provided. For contributions to or suggestions for the party call Margaret Sabre at Ext. 5285.

Dell Hymes and Brian Sutton-Smith will autograph copies of their newly published books, *In Vain I Tried to Tell You: Essays in Native American Ethnopoetics* by Dell Hymes and *A History of Children's Play: The New Zealand Playground, 1840-1950* by Brian Sutton-Smith, both published by University Press, at the Bookstore, 1-3 p.m. These books will be available at a 20 percent discount.

December 17 The Faculty Club presents a *Christmas Carol Cocktail Party*, 4:30-6:30 p.m. in the main lounge. Complimentary hors d'oeuvres and cocktails at Happy Hour prices. A *Special Christmas Dinner Buffet* follows the cocktail party, in the Alumni Dining Room. Cost: \$10.95 plus 12 percent service charge.

Now through December 18 *Holly and Greens Festival*, sale of holiday greens and decorations, demonstrations and refreshments, 10 a.m.-4 p.m., at the Morris Arboretum. For more information call 247-5777.

December 20 The International House Children's Folklore Series presents a *Chanukah Celebration*, 2-4 p.m., at International House. Admission is \$2.50 for adults and \$2 for children and senior citizens. For reservations call 387-5125.

January 15 *The Third Annual Commemorative Program* honoring Martin Luther King, Jr. on his birthday, Irvine Auditorium, time to be announced. Among the participants will be Representative William H. Gray, III, Poet Sonia Sanchez and the Penn Gospel Choir. (see page 1 for more information.)

January 16 *Founder's Day*. Celebrate Benjamin Franklin's birthday at the General Alumni Society's presentation of Founder's Day. Alumni Awards of Merit will be presented, reception at noon in the Chinese Rotunda of the University Museum and luncheon at 12:45 p.m. in the Upper Egyptian Gallery. Reception and lunch \$18. For reservations call Alumni Relations at Ext. 7811.

Sports (Home Schedules)

For more information on sports call Ext. 6128; for ticket information call Ext. 6151.

Locations: Hutchinson Gym: *Men's and Women's Gymnastics*; Ringe Courts: *Men's and Women's Squash*; Gimbel Gym: *Men's and Women's Swimming*; Palestra: *Men's Wrestling*; *Men's and Women's Basketball*; Weightman Hall: *Women's Badminton*; *Men's and Women's Fencing*; *Men's Volleyball*.

December 18, 19, *Women's Basketball* vs. Notre Dame, Delaware and Mt. St. Mary's *Holiday Tournament*, 7 p.m.

January 9 *Men's and Women's Gymnastics* vs. Dartmouth, 2 p.m.

January 10 *Men's Squash* vs. Dartmouth, 2 p.m.

January 12 *Men's Basketball* vs. St. Joseph's, 9 p.m.

January 16 *Men's Swimming* vs. Dartmouth, 2 p.m.

Talks

December 15 The Department of Pharmacology presents Dr. J. David Johnson, department of pharmacology and cell biophysics, University of Cincinnati Medical Center, on *Calmodulin, Ca²⁺ Antagonists and Muscle Contraction*, noon, Room 212, Nursing Education Building.

The Respiratory Group of the Department of Physiology,

Institute for Environmental Medicine and the Department of Anesthesiology present Dr. Jack Kaplan, department of physiology, Penn., on *Sodium Pump Mechanism in Red Blood Cells-Studies with Caged ATP*, 12:30 p.m., Physiology Library, 4th floor, Richards Building.

The Computer Science Colloquium presents Professor John Guttag, MIT, on *On The Uses of Formal Specifications*, 3 p.m., Room 23, Moore Building.

December 16 The Rare Books Room Colloquium presents Georgianna Ziegler, assistant curator, Furness Library, on *Using the STC and the Penn STC Collection*, noon-1 p.m. in the Main Reading Room, 6th Floor, Van Pelt Library.

The Dutch Studies Program presents J. Willem Smit, Queen Wilhelmina Professor of the History of the Low Countries, Columbia University, on *The History of the Jews in the Netherlands*, 8 p.m., Room B1, Fine Arts Building.

The Department of Physiology presents Dr. William Santamore, Baccus Research Institute, Philadelphia, on *Dynamic Coronary Artery Stenosis*, 4 p.m., 4th floor, Physiology Library.

December 22 The Respiratory Group of the Department of Physiology, The Institute for Environmental Medicine and The Department of Anesthesiology present Dr. Bernard Goldstein, department of environmental medicine, CMDNJ, East Piscataway, New Jersey, on *Alteration of Alveolar Macrophage Function by Inhalation of Ozone or NO₂*, 12:30 p.m., Physiology Library, 4th floor Richards Building.

January 7 The Neuropsychopharmacology Colloquium presents S. Wardlaw, Columbia University, on *Recent Studies on Pituitary and Brain B-Endorphin*, Room 215, Nursing Education Building.

January 8 The Department of Physiology presents Dr. Jack H. Kaplan, Penn department of physiology, on *Sodium Activation of the Na, K-ATPase*, 4 p.m., 4th floor, Physiology Library.

January 14 The Neuropsychopharmacology Colloquium presents B. Skolnick, Penn post doctorate trainee, on *Laterality of Autonomic Nervous System Responsiveness*, 12:30 p.m., Room 215, Nursing Education Building.

January 15 The Lilly Pennsylvania Program presents Dr. Sam Bedrosian, Penn professor of systems engineering, on *Graph Theoretical Models*, 2:30 p.m., Alumni Hall, Towne Building.

The Department of Physiology presents Dr. Steven Karlish, department of biochemistry, Weizmann Institute of Science, Israel, on *Protein Conformation and Cation Transport by the Na, K-ATPase*, 4 p.m., 4th floor, Physiology Library.

Theatre

December 16-27 *A Christmas Carol* from the McCarter Theatre Company at Zellerbach Theatre. Charles Dickens' classic returns to the Annenberg Center for evening and matinee performances. Call Ext. 6791 for ticket information.

To list an event

Information for the weekly Almanac calendar must reach our office at 3601 Locust Walk/C8 the Tuesday prior to the Tuesday of publication. The next deadline is January 5 for the January 12 issue.



Scrooge (Herb Foster) and Tiny Tim (Scott Anderson) celebrate a happy ending and a joyous Christmas in a scene from Charles Dickens' *A Christmas Carol*.

OPPORTUNITIES

Listings are condensed from the personnel bulletin of December 14 and therefore cannot be considered official. New listings are posted Mondays on personnel bulletin boards at:

Anatomy-Chemistry Building: near Room 358;

Centenary Hall: lobby;

College Hall: first floor;

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;

LRSB: first floor, opposite elevator;

Richards Building: first floor, near mailroom;

Rittenhouse Lab: east staircase, second floor;

Social Work/Caster Building: first floor;

Towne Building: mezzanine lobby;

Van Pelt Library: ask for copy at Reference Desk;

Veterinary School: first floor, next to directory.

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

Administrative/Professional Staff

Accountant I (4520) \$12,000-\$16,100.

Administrative Coordinator (4493) \$16,350-\$22,600.

Administrator, Data Communications (4259).

Applications Programmer Analyst II (2 positions) (C0423) (0423) (4439) \$16,350-\$22,600.

Assistant Dean (4534) performs academic advising and related administrative duties (teaching and/or advising experience in the arts and sciences; Ph.D.) \$16,350-\$22,600.

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

Assistant Registrar (4105) oversees access to collections files and storage; coordinates volunteers; administers object accessioning and examination (degree in museum collections; two years' experience; familiarity with computer applications) \$12,000-\$16,100.

Associate Director (4498).

Business Administrator II (C0391) \$13,100-\$17,800.

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

Contracts Administrator I (4505) \$14,500-\$19,775.

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

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

Director (4420).

Educational Coordinator I (4535) coordinates operations of a curricular and placement program for Ph.D.'s seeking non-academic employment (advanced degree; good com-

munications and organizational skills; knowledge of the University; experience in business or placement) \$12,000-\$16,100.

Executive Director (C0405).

Librarian II (4406) \$14,500-\$19,775.

Librarian III (4525) responsible for selection, referencing, cataloging; advises on library operations relating to music materials; supervises music listening room (M.L.S. and masters in musicology or history of music; several years' experience; working knowledge of German with Italian and/or French; familiarity with automated systems for bibliography control) \$16,350-\$22,600.

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

Programmer Analyst II (C0316) \$16,350-\$22,600.

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

Research Specialist Jr. (8 positions) \$12,000-\$16,100.

Research Specialist I (2 positions) \$13,100-\$17,800.

Research Specialist II (4 positions) \$14,500-\$19,775.

Research Specialist IV (1 position).

Senior Staff Writer (4314) \$16,250-\$22,600.

Senior Systems Analyst (C0424).

Staff Assistant (2 positions) \$12,100-\$16,100.

Supervisor V, Data Processing (4368).

Systems Analyst (2 positions)

Systems and Programming Staff Coordinator (C0390).

Support Staff

Administrative Assistant I (C0397) performs administrative and secretarial duties; arranges conferences; organizes facility use (accurate typing, initiative and organizational ability; mature judgement) \$9,925-\$12,250.

Administrative Secretary I (4540) performs secretarial and administrative duties; maintains calendars; makes travel arrangements; types confidential material and multiple letters on Oxy typewriter; assists with faculty appointments and promotions (high school graduate, some college or business school; six to ten years' experience preferably at Penn; excellent typing) \$11,225-\$14,000.

Air Conditioning and Refrigeration Mechanic (2 positions) (4489) (4232) Union Wages.

Animal Laboratory Technician (C0411) Union Wages.

Buyer I (4487) \$9,375-\$11,500.

Clerk II (2 positions) (4532) processes applications for admissions; files and maintains records; some applicant contact (accurate, efficient, consistent; some typing). (4537) receives requests for repairs and maintenance of physical plant; prepares service job requests and enters in log; distributes requests and follow-up; maintains files; types memos and purchase orders (excellent interpersonal and organizational skills; physically able; ability to perform some strenuous work; light typing) \$8,250-\$10,000.

Coordinating Assistant I (4510) \$10,575-\$13,000.

Dental Assistant I (4337) \$10,450-\$12,675.

Dental Assistant II (4516) \$10,175-\$12,400.

Editorial Assistant (C0433) assists in the preparation of manuscripts, editorial projects and presentations; maintains manuscript log and files; prepares agendas and minutes of staff and committee meetings; (fast, accurate typing; organizational and filing skills; knowledge of general business rou-

tines and publishing; degree) \$11,225-\$14,000.

Editorial Assistant (C0401) \$11,225-\$14,000.

Electronic Technician II (4500) \$11,255-\$13,775.

Housekeeper (4480) \$9,000-\$11,550.

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

Instrumentation Specialist (4494) \$16,225-\$21,300.

Locksmith (4477) Union Wages.

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

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

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

Mechanic II (4497) \$12,200-\$15,575.

Office Automation Operator (4473) \$8,775-\$10,725.

Plumber (4492) Union Wages.

Radiology Technician (4512) \$10,175-\$12,400.

Receptionist schedules requests for appointments and services from students; helps students secure additional medical services (good interpersonal skills; ability to work under pressure; good judgement) \$7,725-\$9,350.

Registration Assistant I (4472) \$9,375-\$11,500.

Research Laboratory Technician (2 positions) \$9,150-\$11,100.

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

Research Laboratory Technician III (7 positions) \$11,225-\$13,775.

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

Secretary II (4 positions) \$3,775-\$10,725.

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

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

Secretary, Technical/Word Processing \$9,925-\$12,250.

Stack Attendant (4538) processes materials; maintains records; assists users (high school graduate) union wages.

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

Utility Person (4529) performs receiving/shipping functions, messenger service and set-ups; sorts, handles and distributes mail, moves lab equipment, furniture; performs other duties as assigned (high school graduate; ability to lift heavy objects; mechanical aptitude; physically able to move about freely) union wages.

Almanac

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