

Almanac

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Development: Dr. Webber

Wharton's Professor of Management Ross A. Webber will be nominated by President Sheldon Hackney as vice president for development at the January 22 Trustees meeting. The selection of Dr. Webber, a prominent author and business consultant who has been on the faculty for 18 years, reflects two new emphases for the eighties, Dr. Hackney said:

"First, in a decade of retrenchment in governmental sources of funding, I wanted someone with special understanding of the private sector and someone particularly who has credibility in the corporate world. Second, in a decade of academic uncertainty nationwide, I wanted someone who understands education in general and Penn in particular."

Dr. Webber has a B.S. degree with honors in mechanical engineering from Princeton and a Ph.D. in business from Columbia, where he was a Ford Foundation fellow. He is the author of five books including the highly acclaimed *Time is Money* (1980, Macmillan Free Press). His research includes the roles, behavior and problems of individuals and small groups within organizations, with emphasis on leadership and conflict. In addition to teaching graduate and undergraduate courses at the Wharton School, he has taught in the Leonard Davis Institute of Health Economics, the School of Social Work and School of Medicine.

MLK Commemoration: 7 p.m.

The Martin Luther King program of January 15 will begin at 7 p.m. in Irvine Auditorium. In addition to Congressman William H. Gray, III, and other speakers announced by the Provost in *Almanac* December 15, the program will include Senate Chair Phoebe Leboy, Black Student League President Dwayne Everett, Black Faculty and Administrators' Jacqueline Wade, and Alumni Trustee Russell Brooks. Cheryl Burrell of the BSL will be master of ceremonies.

Search Committee: Dean of Dental Medicine

A consultative committee in the search for a Dean of the School of Dental Medicine has been appointed by President Hackney, in consultation with Provost Ehrlich and Vice President Langfitt.

Faculty members: Morton Amsterdam, professor of periodontics *chair*
Martin Greenberg, associate professor of oral medicine
Ronald Johnson, professor and chairman of orthodontics and pedodontics
Max A. Listgarten, professor of periodontics
Robert H. Mundheim, University Professor of Law and Finance
Edward J. Stemmler, dean of the School of Medicine
Ann L. Strong, professor and chairman of city and regional planning
Norton S. Taichman, professor and chairman of pathology, Dental Medicine

Students:

Jonathan A. Ship, Dent. '84
Robert A. Giantomas, Dent. '82

Non-voting advisors:

John P. Hellwege, alumnus
Alice Vasselli, clinical assistant professor of periodontics

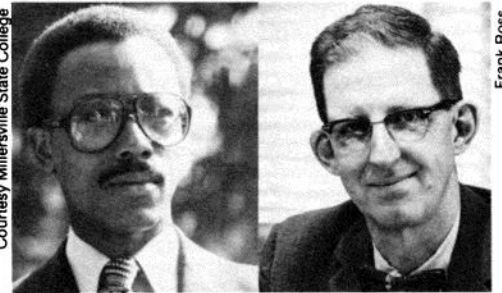


Joan Ruggles, The Pennsylvania Gazette

Left: Dr. Webber

Right: Dr. Oliver,
Dr. Clelland.

Not shown:
Dr. Cooperman



Courtesy Millersville State College

Frank Ross

Provost: Three Appointments for a Full House

Three appointments by Provost Thomas Ehrlich complete the roster of senior academic administrators in College Hall: Dr. Richard Clelland as Deputy Provost (a new position); off-campus appointee Dr. Marion Oliver as Associate Provost; and Dr. Barry Cooperman of the chemistry faculty as Vice Provost for Research.

Dr. Cooperman and Dr. Clelland take office immediately. Dr. Oliver, now visiting professor at the University of Pittsburgh, will join the University effective May 1982.

Provost Ehrlich discussed the expansion of the Provost's Office to include a deputy provost as well as an associate provost with the Committee on Consultation and with President Hackney. Drs. Clelland and Oliver "have extraordinary talents that are needed by the University. Particularly as the University faces increasingly difficult financial problems, the primacy of the academic mission must be preserved. Dick Clelland and Marion Oliver are both vital to that goal." Dr. Cooperman, succeeding Acting Vice Provost Alan Heeger with University-wide responsibility for research, "knows the University and its complex research undertakings," the Provost said. "I am pleased that he wants to stress research throughout all disciplines at the University and that relations between the University and industry will be a principal area of his attention."

Dr. Clelland, who has been acting associate provost since February 1981, is a former chairman of statistics and operations research at Wharton who also served as acting dean and later associate dean there. He joined the University as research investigator in 1953 and took his Ph.D. here in 1956.

Dr. Oliver is a *magna cum laude* graduate of Fisk University, where he majored in mathematics and physics. He went on to earn an M.S. and Ph.D. in mathematics at Carnegie-Mellon University, where he later directed the Carnegie-Mellon Action Project designed to identify and enroll minority students in the quantitatively-based disciplines, particularly engineering. From 1976 to 1979, he was associate dean of Carnegie-Mellon's School of Urban and Public Affairs. He then served as provost and vice president for academic affairs at Millersville State College from 1979 to 1981.

Dr. Cooperman came to the University in 1968 as an assistant professor, after taking his Ph.D. from Harvard, and rose to full professor by 1977. A winner of the Merck Faculty Award and a Sloan Foundation Fellowship, he has worked extensively on model systems for metal-ion catalysis of phosphoryl transfer, on the active site characterization of yeast inorganic pyrophosphatase and on the use of photoaffinity labeling to probe biological receptors.

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- Insert: Wharton Research Update, centerspread
- A Supplement, "Six Working Papers for Strategic Planning," will be distributed separately on Friday, January 15

On South Africa

As reported in the December 15, 1981 issue of *Almanac*, the University Council voted 28-9 to accept the recommendation of the Report of the Ad Hoc committee on South Africa, which advised that the University "adopt a policy of divestment of all stocks in the firms with substantial investments, or substantial trading interests, in South Africa." Issues of several types can be distinguished in reaching this result. The first issue is the practice of apartheid. The second is the procedure that brought this Report to Council. The third concerns substance. Let me consider these in order.

1. **Apartheid:** Individuals throughout the University are unified in their view that apartheid is morally abhorrent. The only differences arise over ways to express this abhorrence.

2. **Procedures:** The Report of the Ad Hoc Committee on South Africa was sent to the Steering Committee of the University Council on November 24 and was briefly considered by the Steering Committee at its November 30 meeting. Steering had several options open to it. One of these was to go over the Report with care, the purposes being to identify and, if possible, eliminate factual errors or conceptual ambiguities and help structure the issues for subsequent deliberation by Council. A second was to take a position on the Report, with or without structuring. A third was to do neither but send the Report to Council for its December 9 meeting. Steering adopted the third. As discussed at Council, the reasons for expedited treatment were that the issues raised by the Report were numerous and complex and the Trustees were anxiously awaiting the advice of Council.

The University, however, is a deliberative organization and, here as elsewhere, there are tradeoffs between the timeliness and quality of advice. Absent some pressing external deadline over which the Trustees have no control or evidence that the University has been dilatory, the Trustees ought to recognize that a report which poses numerous and complex issues will benefit from deliberation.

3. **Substantive Concerns:** Among the issues that the Steering Committee could have examined and presented to Council for its deliberations were the efficacy and operationality of the Ad Hoc Committee's divestment recommendation. Steering Committee also could have helped Council to avoid making technical errors on matters of financial economics, which errors are easy to make and appeared repeatedly in the Council discussions. And Steering could have pointed out that the matter of South Africa should be examined in a larger framework in which the issues of "social investing" and politicizing institutions were addressed.

(a) Efficacy and Operationality

It is clear that the vote had symbolic significance to many of those who supported the motion. But whether the motion is meaningfully related to the elimination of apartheid was not demonstrated. Failure to address such basic questions as how the University is to identify firms with "substantial trading interests" suggests that form is more important than substance. It would be reckless for the Trustees (or other portfolio managers) to accept this diffuse obligation without a definition of the criteria for judging substantiality and a statement of procedures for applying these. Questions of whether there should be exceptions (for strategic mate-

rials, medical supplies, etc.) presumably ought to be addressed as well.

(b) Social Investing

The Report observes that "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." Is this more than a statement of fact? Is it a suggestion that South Africa is the first of many countries in Africa and the Middle East for which University divestment will be asked?

More generally, divestment of stocks in firms that do business in or trade with South Africa is properly regarded as a specific manifestation of "social investing." This spans a wide range of domestic as well as international matters on which the University could be asked to signal its moral views or political preferences by selective divestment. (Indeed, the view was expressed at Council that the University should divest its holdings in U.S. bonds.)

What are the reasoned limits of social investing? What limits does Council intend? What are the hazards of piecemeal application?

(c) Politicizing Institutions

Politicizing issues of two types are presented by the Report and by the vote of Council. The first goes to the merits of politicizing the corporation. The second concerns politicizing the University. A view that deserves consideration in this connection is that both the corporation and the university are specialized institutions with important but limited purposes and that assigning larger purposes, however well intended, ought to be done, if at all, in a carefully delimited way.

(i) The Corporation

Although various economic and other purposes can be and are ascribed to the corporation, society is better advised to regard and use the corporation as an efficiency instrument for the production of goods and services. In accomplishing these efficiency purposes, the corporation should be expected to act within the boundaries of the law and forego efforts to set the boundaries in ways that are contrary to the social interest. Assigning it with larger purposes not only runs the risk that its efficiency purposes will be diluted but, inasmuch as the corporation is not well constituted to shape society, may have problematic political results. Specifically, the corporation may well develop, by itself and in concert with other organizations, an apparatus by which to participate more fully in the political process if it senses that it has become an object of political manipulation. Whereas others may regard this as a healthy development, I question whether society is better served as a consequence.

(ii) The University

The hazards of politicizing the university were eloquently addressed by Professor C. Vann Woodward at the recent Inaugural (see October 27, 1981, *Almanac*). These matters could have been raised in examining the Report of the Ad Hoc Committee, but they were not. Faculty who believe that the teaching, scholarship, and research interest of the University are poorly served by politicization have reason to be concerned that the University's governance processes are in need of repair.

—*Oliver E. Williamson, Day Professor of Economics, Social Sciences, Law and Public Policy*

On The SCAFR Report

To the University Faculty:

Dr. Srouji's grievance case has been and continues to be a difficult one for all parties concerned. It is complicated by the fact that three separate organizations are involved: Children's Hospital of Philadelphia, Surgical Associates of Children's Hospital of Philadelphia, and the University of Pennsylvania. Further difficulties involve differences of opinion between the Senate Committee on Academic Freedom and Responsibility and the Faculty Grievance Commission.

The Provost's Office is trying to implement the hearing panel's recommendations; discussions and negotiations aimed at resolving the situation are presently going forward on at least two levels. In view of this fact, it seems unwise for the Provost's Office to engage at this time in public debate on the various issues involved. Suffice it to say that the Provost's Office does not agree with SCAFR's report on a number of points. Indeed, it is an open question as to whether publication of the report advances or retards progress toward a solution. However, SCAFR's right to publish is not in question.

Since August 1981, I have been the person in the Provost's Office most closely concerned with this case. If any faculty member or group of faculty members would like to meet with me for a discussion of the case, please give me a call at Ext. 3600.

Richard C. Clelland
Deputy Provost

Response

I am not aware of any difference of opinion between SCAFR and the Faculty Grievance Commission. SCAFR and the commission have performed their separate functions in the grievance procedure. The publication of the SCAFR report is required by the rules of the Faculty grievance procedure (see Faculty Handbook, page 74).

The important issues raised by the Srouji case should no longer be hidden from the University faculty on the implied ground that Professor Srouji will be hurt by discussion. Professor Srouji is being hurt daily by the failure of the Provost's Office to take those steps, outlined in the SCAFR report which would resolve this case.

—*Edward V. Sparer, chair, SCAFR*

Memorial Service

A memorial meeting for **Dr. John D. Durand**, professor emeritus of economics and sociology and former chairman of the graduate group in demography, will be held January 15 at 4 p.m. in Room 486, McNeil Building.

Telephone Directory Omission

Dr. Dilys V. Winegrad, assistant to the President for special projects, Ext. 7221 or 6910.

Almanac

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ON CAMPUS

January 12-January 24

Children's Activities

Films

January 16 *The Mark of Zorro*

January 23 *Watership Down*

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

January 17 *Animals and Monsters*

January 24 *Chills and Thrills*

Films are screened at International House at 1 p.m. as part of Positive Images program. The cost is \$1 for ages 15 and under and \$2 for all others. For more information call 387-5125.

Exhibits

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.*

January 12-February 11 *The Paintings of Louis deMoll and The Sculpture of Maurice Lowe* in the Faculty Club Lounge.

January 20-February 12 *Hidden Talents*, a show of student artwork, in the Houston Hall Gallery.

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.

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 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

Exploratory Cinema

January 20 *Oh Dem Watermelons, Black Panthers: A Report and Mingus*. All films are screened in the Studio Theatre of the Annenberg Center at 7:15 and 9:30 p.m. Admission is \$2 for students with IDs and \$3 for others.

Film Alliance (PUC)

January 21 *Tess*. 10 p.m., in Irvine Auditorium. Admission is \$2.

GSAC Film Series

January 15 *The Great Dictator*

January 22 *Contempt*

All films in this series are shown at 7:30 and 10 p.m. in Stiteler B6. Admission is \$1.50 or \$10 for a season pass.

PUC Movies

January 14 *For Your Eyes Only* and *Spy Who Loved Me*

January 16 *Debbie Does Dallas*

January 23 *Stripes*

All films in this series are shown in Irvine Auditorium. Admission is \$1.25. For times call Ext. 4444 or 7581.

University Museum Series

January 17 *Carmen Jones*

January 24 *North China Commune*

All films in this series are free and 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

January 22 Stated Meeting

Stated meetings of the Trustees are held at 2 p.m. in the Council Room of the Furness Building and are open to the public.

University Council

January 13 at 4 p.m., in the Council Room of the Furness Building. Members of the University Community may attend meetings if there is space in the Council Room to accommodate them and if they have asked to attend by signing a list in the Secretary's Office prior to the meeting.

Music

January 12 Dennis Elwell

January 19 Peter Studane

The Curtis Organ Restoration Society and the American Guild of Organists present these recitals at 12:05 p.m. in the Irvine Auditorium.

Special Events

January 15 The Office of Student Life presents a film, *From Montgomery to Memphis*, in honor of Martin Luther King's birthday, 11 a.m. to 3 p.m. in the Bowl Room, Houston Hall.

The Third Annual Martin Luther King, Jr. Commemorative Program in Irvine Auditorium, at 7 p.m. Among the participants will be Representative William H. Gray, III, Poet Sonia Sanchez and the Penn Gospel Choir.

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.

The Founders Day Program of the Education Alumni Association presents Dr. Norman A. Newberg, Penn associate professor of education, on *Education in Philadelphia: The Process of Reconstruction*, at 11 a.m. in Room 2 at the University Museum.

January 21-22 The Center for Continuing Education of the School of Nursing presents a two-day program, *Increasing Your Professional and Personal Success*, 9 a.m. to 4 p.m., in the Nursing Educational Building. For reservations call Ext. 4522.

January 23 The ICA presents an all day conference, *Formal Issues in Recent Photography*, with Lewis Baltz, photographer; Leroy Searle, English professor, University of Washington, Seattle; Gus Blaisdell, philosopher and Alan Trachtenberg, historian, Yale University; Room 200, College Hall. For reservations call Ext. 7108.

The University Museum presents *Welcome To The Chinese Year Of The Dog*, with a Chinese dumpling lunch, lectures on Chinese New Year customs and Chinese herbal medicine, a performance of Chinese opera and demonstration of Chinese art styles. Admission is \$10 for members, \$15 for non-members. For more information call Ext. 4000.

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*.

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

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

January 19 *Men's Basketball* vs. LaSalle, 9 p.m.

January 20 *Women's Squash* vs. Yale, 4 p.m.

January 21 *Women's Gymnastics* vs. Trenton, 7 p.m.

January 22 *Men's Squash* vs. Stonybrook, 3 p.m.

January 23 *Men's Fencing* vs. Penn State and St. John's, 11 a.m.; *Women's Fencing* vs. Penn State, and St. John's and Hofstra, 11 a.m.; *Men's Squash* vs. Army, 2 p.m.; *Men's Swimming* vs. Villanova, 2 p.m.; *Women's Basketball* vs. American, 7 p.m.

Talks

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 Women's Studies Program and Religious Studies Department present Dr. Carol Christ, director of women's studies and professor of religion, San Jose State College, on *Symbolism and Feminist Theology*, 2 p.m., Ben Franklin Room, Houston Hall.

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.

January 20 The University Museum presents Dr. Keith De Vries on *The Museum Finds Midas*, 5:45 p.m. at the Museum. For more information call Ext. 4000.

The ICA presents Joel Meyerowitz, color photographer in the exhibit, *Photography: A Sense Of Order*, who will conduct a lecture as part of the ICA's ongoing series, *Conversations*; 8 p.m. at the ICA Gallery.

The Leon Lecture Series presents Jaroslav Pelikan, Sterling Professor of History at Yale University, on *New Rome versus Old Rome: A Tale of Two Cities*, 8 p.m., in Houston Hall.

January 21 The Department of Bioengineering presents Professor F.A. Bettelheim, department of chemistry, Adelphi University, on *Physical Models of Cataract Formation*, 11 a.m., Alumni Hall, Towne Building.

The South Asia Seminar presents Mitchell Weiss, clinical fellow in psychiatry, Harvard Medical School, on *Ancient Indian Medicine*, 11 a.m., Classroom II, University Museum.

January 22 The Cerebrovascular Research Center presents Dr. David Smith, Penn department of anesthesiology, on *The Effects of High Dose Narcotics on Cerebral Blood Flow and Metabolism*, 3 p.m., Rehabilitation Conference Room, Piersol Building, HUP.

Theatre and On Stage

January 13-16 and 20-23 Intuitions presents *Ashes*, 8 p.m., at the Houston Hall Auditorium. For ticket information call Ext. 7038.

January 16, 17 The Gallaudet College Theatre Touring Company presents a *new play* not yet titled, at the Annenberg Center. For more information call the box office at Ext. 6791.

To list an event

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

Snow and Emergency Closing

The University almost never closes because of weather conditions. In any case, if a blizzard begins in the middle of the day, daytime classes on that date are *not* cancelled officially.* Evening classes on that date *may* be cancelled, however.

In radio announcements, 102 is the University's code number for daytime closing of classes and offices, 2102 for cancellation of evening classes. For information on closing, you may also phone 243-6358 ("AID-MELT").

—Office of the Provost

*This does not preclude the occasional cancellation of a particular class because the faculty member teaching the course is unable to travel to the campus. Students should inquire in the office of the appropriate academic department.

OPPORTUNITIES

Listings are condensed from the personnel bulletin of January 11 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;
Ledy Lab: first floor, outside Room 102;
Logan Hall: first floor, near Room 117;
LRSM: first floor, opposite elevator;
Richards Building: first floor, near mailroom;
Rittenhouse Lab: east staircase, second floor;
Social Work/Caster Building: first floor;
Towne Building: mezzanine lobby;
Van Pelt Library: ask for copy at Reference Desk;
Veterinary School: first floor, next to directory.

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

Administrative/Professional Staff

Accountant I (4520) \$12,000-\$16,100.
Administrator, Data Communications (4259).
Applications Programmer Analyst II (2 positions) (C0423) (4439) \$16,350-\$22,600.
Assistant Director I (4589) directs corporate and foundation solicitation; coordinates corporate and foundation communications program; coordinates stewardship requirements of donors (experience in fund-raising, public relations; ability to organize practical strategies for realizing gift opportunities; strong communications skills) \$13,100-\$17,800.
Assistant Director II (4584) interviews prospective undergraduate students; counsels prospective graduate students and refers them to appropriate program director; coordinates recruitment programs; supervises recruitment staff (degree; administrative experience; knowledge of health care and/or education fields) \$14,500-\$19,755.
Assistant Director IV (4418) \$16,350-\$22,600.
Assistant Director IV (C0439) prepares, monitors and executes budgets; coordinates personnel and operations management (MBA and experience in animal care; four years' experience in financial management) \$16,350-\$22,600.
Associate Director (4498).
Associate Registrar (4581) coordinates efforts of assistant registrars; develops office procedures; prepares manuals; trains new employees; serves as deputy when registrar is absent; assists registrar in assigning priorities to items on maintenance list; coordinates activities for various system-related projects; supervises activity for internal and external enrollment reporting and distribution of reports (degree with some graduate work; three to five years' experience in university administration; experience in registrar's office and management of personnel essential; strong oral and written skills; strong background in data processing techniques).
Business Administrator II (4585) administers all restricted accounts; assists faculty in development of grant budgets; prepares monthly reports; building administrator duties; supervises staff (degree; two years' experience as university business administrator; ability to interact with faculty and students) \$13,100-\$17,800.
Captain of Patrol (4542) commands activity of patrol division personnel; oversees planning; (extensive police command experience with administrative duties and functions).
Contracts Administrator I (4505) \$14,500-\$19,775.
Coordinator I (4561) coordinates alumni placement activities; edits brochures and bulletins (master's degree in communications, counseling or related field; knowledge of business opportunities and employment searches; excellent organizational and communications skills) \$12,000-\$16,100.
Coordinator, Clinical Education (C0179) \$16,350-\$22,600.
Counseling Psychologist II (3945) \$16,350-\$22,600.
Director (4420).
Executive Director (C0405).
Head Coach, Women's Rowing (4515) manages, directs and coaches the rowing team; responsible for recruiting, training and counseling of student athletes; coordinates the maintenance and use of program within the budget (degree, master's degree preferred; previous college experience; familiarity with national rules and regulations).

Instrumentation Specialist (4494) \$16,625-\$21,300.
Librarian II (4406) \$14,500-\$19,775.
Librarian III (4525) \$16,350-\$22,600.
Programmer Analyst II (C0316) \$16,350-\$22,600.
Project Manager II (C0445) responsible for oversight, promotion, supervision and general administrative functions of the export project; recruits firms; supervises consulting work; helps in the development of new export-related areas and new sources of funds; carries out research programs related to exports (advanced degree in field related to international trade; five to seven years' experience in export field; excellent oral and written communication skills; familiarity with budgeting and control and several languages).
Publications Editor/Writer (C0032) \$14,200-\$19,625.
Research Coordinator (C0461) provides patients' information and nursing care; assists in preparing information for reports and grant submission (registered nurse with intravenous technical ability; experience in oncology and/or medical research projects) \$14,500-\$19,775.
Research Specialist Jr. (6 positions) \$12,000-\$16,100.
Research Specialist I (2 positions) (C0462) sets up and conducts experiments in calcium and membrane platelet physiology (degree; two years' experience in biochemistry of physiology required; experience in cell handling, affinity technique and radiolabelling); (C0447) sets up processing laboratory for electron microscopy; performs fixation, embedding and sectioning for light and electron microscopy (three years' experience as electron microscopy technician; knowledge of ultracentrifugation, immunohistochemistry and protein biochemistry) \$13,100-\$17,800.
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.
Staff Assistant (2 positions) (C0406) (C0308) \$12,100-\$16,100.
Supervisor V, Data Processing (4368).
Systems Analyst (2 positions) (4458) (C0329).
Systems and Programming Staff Coordinator (C0390).

Support Staff

Administrative Secretary I (4540) \$11,225-\$14,000.
Animal Laboratory Technician (2 positions) (C0411) (C0408) Union Wages.
Billing Assistant (C0438) makes deposits; posts checks and charges; answers phone; files; light typing; other duties as assigned (high school graduate with some college; ability to communicate with patients; basic insurance information; good with figures; some bookkeeping) \$9,925-\$12,250.
Buyer I (4487) \$9,375-\$11,500.
Clerk III (4566) checks budget balances and makes encumbrance entries on C. R. T.; some telephone and window work (high school graduate; experience in accounting and/or clerical work) \$8,775-\$10,725.
Coordinator Assistant (C0264) assists in planning and designing of departments' printing; contacts vendors; (high school graduate; experience in printing field with procurement background; knowledge of graphic arts production techniques; ability to work under pressure) \$15,000-\$19,200.
Coordinating Assistant I (4510) \$10,575-\$13,100.
Coordinating Assistant I (4499) performs enrollment, data entry and general clerical duties related to benefits administration (high school graduate two or more years' personnel experience; good communications skills) \$10,575-\$13,375.
Coordinating Assistant I (4546) mails, distributes and adjusts bills; balances and explains accounts to students; collects payments for dining, residence, tuition and fees; answers questions about billing, loans and student deposits (high school graduate; good computational skills; ability to deal with people) \$10,575-\$13,100.
Coordinator, Student Permanent Records (4552) assigns teaching space, student lockers and microscopes; maintains all student data and current transcripts; reviews graduation requirements (high school graduate, some college; two-five years' experience; ability to work under pressure) \$10,575-\$13,100.
Data Control Coordinator (4513) responsible for systems error reporting, analysis of clinical and procedural changes and their effect; supervises the correction of patients' treatment plan errors; monitors transmittal of data to data processing; revises computer syllabus for clinical orientation; counsels students needing assistance with their progress reports; maintains and operates medical records system through Termatrix Data Retrieval System; compiles data and prepares statistical reports; assists with correction of reports (high school graduate; computer training; two years' experience in computer operation; knowledge of job control language for computer and keypunch; medical terminology; mathematical aptitude) \$11,325-\$14,000.
Dental Assistant I (4337) \$10,450-\$12,675.
Editorial Assistant (2 positions) (C0401) (C0433) \$11,225-\$14,000.
Electronic Technician II (4500) \$11,255-\$13,775.

Electronic Tech III (C0463) serves as chief engineer; maintains F.M. transmitter and broadcast equipment; supervises and trains volunteer technical personnel; conducts all equipment test (F.C.C. First Class License required; technical school graduate; radio experience) \$12,600-\$15,500.
Junior Accountant (2 positions) (4557) (4558) helps maintain effort reporting and equipment management systems; assists in calculation of indirect cost rates (high school graduate with two years of college; accounting course work required) \$9,925-\$12,250.
Maintenance Person (4463) \$8,675-\$11,100.
Materials Control Supervisor (4437) \$12,225-\$15,375.
Mechanic II (4497) \$12,200-\$15,575.
Personnel Data Coordinator (4569) processes all personnel paperwork for large department; maintains associated files; produces reports and verifications (degree; four years' administrative experience; accounting exposure; aptitude of computer approaches) \$11,225-\$14,000.
Radiology Technician (4512) \$10,175-\$12,400.
Receptionist II (2 positions) (4582) answers phone; takes and relays messages; answers questions and directs visitors; types; opens and disperses mail (two years' experience as a secretary; good typing skills; pleasant personality; mature judgement); (4567) receives patients; pages doctors; receives payments and credits accounts; keeps financial records; contacts patients for appointments; maintains patient records; types clinic correspondence and reports (high school graduate; two years' dental receptionist experience; good book-keeping skills) \$8,775-\$10,725.
Records Assistant II (4579) researches and processes action forms, transfers and cancellations; logs transcript requests and cancels completed requests; updates, maintains and corrects Permanent Record; keypunches (high school graduate; some college; two to three years' clerical experience; knowledge of CRT, microfilm and microfiche reader printer, key-punch equipment and data processing procedures; strong communication skills; ability to key punch accurately) \$10,575-\$13,000.
Registration Assistant I (4472) \$9,375-\$11,500.
Research Lab Technician I (2 positions) (C0453) dissects birds; analyzes biological specimens; performs card punching and computer analysis of data; performs literature survey (degree in biology; experience with lipid extraction and vertebrate dissections; skills in typing and keypunch); (C0457) responsible for weighing, feeding and caring for cattle; maintains pens and equipment; interacts with clinicians (degree in animal science; experience in feeding and handling of cattle) \$9,800-\$11,900.
Research Laboratory Technician I \$9,150-\$11,100.
Research Lab Technician III (C0455) sets up experiments; analyzes results; reports on experiments; directs work for part-time assistants (degree in biology or equivalent) \$12,025-\$14,775.
Research Laboratory Technician III (3 positions) \$11,225-\$13,775.
Research Machinist II (3732) \$12,775-\$16,375.
Secretary II (4 positions) \$8,775-\$10,725.
Secretary III (14 positions) \$9,375-\$11,500.
Secretary, Medical/Technical (9 positions) \$9,925-\$12,250.
Secretary/Technician Word Processing (4570) operates Lexitron word processor; relieves duties of other secretaries (two years' secretarial experience and business school; knowledge of word processing and dictating equipment) \$9,925-\$12,250.
Secretary, Technical/Word Processing (4517) \$9,925-\$12,250.
Services Coordinator (4583) distributes and ships publications; maintains inventory records; operates printing and duplicating equipment; retrieves, sorts and distributes mail; acts as a messenger; coordinates mailing (proficient in detail work; able to type; interpersonal and organizational skills; pleasant telephone manner; physically able to move about and perform some strenuous work) \$9,925-\$12,250.
Stack Attendant Union Wages.
Technician, Information Systems (4256) \$11,225-\$14,000.

Grants for Handicapped Students

The Charlotte W. Newcombe Foundation currently provides funds for semester or summer job experience for qualified handicapped students not participating in the federally funded College Work-Study Program. If you are a handicapped student who desires such employment experience, you may be eligible for one of the grants. For information and/or an application contact Davida H. Ramey, Office of Affirmative Action, 4 Bennett Hall, Ext. 6993. Interested persons should apply before January 22, 1982.