

Almanac

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Divestment: Not Outright

The Trustees' January 22 vote on University policy in South African investments was in favor of the University Responsibility Committee Report submitted by its chairman Richard Brown—basically a strengthening of the Sullivan Principles adopted in 1980, with elements of the Rockefeller Foundation Study Commission's more recent position. By a voice vote, and with audible demonstration in progress outside, the Trustees adopted the 25-page Brown report after rejecting Alumni Trustee Russell Brooks' amendment calling for outright divestment.

The specific recommendations—given in greater detail in the report—call for

- No new or expanded investment in South Africa by companies in the University's endowment.
- Use of Sullivan Report ratings as a basis for divestment.
- Adoption of a "social expenditure standard," as advocated by the Rockefeller report.
- Auditing of company reports on employment practices in South Africa (with the later notation that President Hackney is working with fellow Ivy League institutions to find better monitoring mechanisms).
- Educational initiatives at American institutions to assist non-white South Africans.

Benefits: In other actions, the Trustees eliminated the six-month waiting period for both health and life insurance benefits for eligible personnel; formalized the choice of Dr. Ross Webber as vice president for development and alumni relations (he takes office June 1); designated Trustee Henry M. Chance II an emeritus trustee; and passed resolutions of appreciation for Mr. Chance and for William J. Zellerbach, whose term ended in 1981.

Progress: Executive Vice President Edward Jordan's report on the FY 1982 budget was a succinct projection that the University will "probably report a modest surplus for this fiscal year." Trustee and General Alumni Society President Sara Spedden Senior said that Alumni Day 1982 (May 15) is the target date for completing the E. Craig Sweeten Alumni Center. President Hackney reported that the "remarkably successful" United Way campaign this year ended with an increase of almost 100 percent in contributions over last year.

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FROM THE PRESIDENT

On the FY 1983 "Trial Balance" Budget

Over the past several months, my colleagues and I have been working to shape the 1983 budget. The process is sufficiently advanced now to report here on the salient features of a "trial balance" or "outline" budget. It is tentative and subject to modification as the process develops over the next few months, but it does reveal the nature of the economic forces at work on the University of Pennsylvania and throughout higher education.

Revenue and Academic Goals

Our thinking has been guided throughout by the primacy of the academic goals of the University. To achieve them, we need first and foremost to provide for the faculty, the heart of the University. We must also do whatever we can to continue to attract the best students, regardless of their financial resources, while keeping costs for all students at the lowest feasible level. Finally, we must provide adequate support services to allow this complex enterprise to function effectively. To these ends, we viewed each component of the budget in relation to all others and we reached tentative judgments on all items simultaneously.

It is clear at the outset that our greatest problems with the 1983 budget are on the revenue side. We must anticipate drastic cuts in federal funds available for student financial aid. In the increasingly competitive scramble for outside support for research, we are operating on the somewhat optimistic assumption that we will be able to achieve modest increases in total income for grants and contracts, and thus of indirect cost recoveries, but at a rate lower than the effect of inflation on costs. Governor Thornburgh has responded to the Commonwealth's financial crisis by announcing a budget based on an average 6 percent increase in costs. However, in recent years our Commonwealth appropriation (except for the Veterinary School) has increased at a rate considerably below the average for all state activities, meaning that we probably will receive much less than 6 percent increase. These and other more minor revenue problems have imposed a severe set of conditions for the 1983 budget.

Tentative Judgments

During the fall, the Academic Planning and Budget Committee worked with the Provost on the three issues of primary importance in fashioning the University's budget—financial aid, compensation, and tuition. On the basis of that review, and after consultations of Provost Ehrlich with the Deans of each School, with the Senate Committee on the Economic Status of the Faculty, and with many others, we have reached some preliminary conclusions.

First, we believe that we can continue the current University policy of ensuring that each undergraduate student admitted can matriculate without regard to her or his financial resources, but we can do this only by substantially increasing the current allocation of University unrestricted funds—probably in the range of 30 percent.

Second, we expect to increase the direct base compensation pool by an amount providing both about a 7 percent increase *and* a reserve to meet special situations; in addition, fringe benefits will increase by perhaps 2 percent of salary base. It may be that the favorable tax trends and abatement of inflation will also help improve the financial situation of faculty and staff. We expect that peer institutions will be in similar positions. In all events, we are committed to remaining competitive with those institutions.

Third, we must increase total tuition revenues in the neighborhood of 15 percent. This amount is higher than any of us would have wished, and we will do all possible to keep the increase at the lowest possible level. From all we have heard and read, a similar increase—in some cases higher—is required at our peer institutions, such as Princeton and Stanford.

(continued)

On the FY 1983 "Trial Balance" Budget (continued)

Fourth, we must achieve some significant cost savings in operating expenses. Executive Vice President Jordan and I are pressing hard to identify the economies that we have already assumed in this trial budget.

Fifth, the levels of federal and state support are obviously not within our control, but we will mount vigorous efforts to argue our case in Washington and Harrisburg.

Working Together

This is a difficult time financially for the University—and for all of higher education—and there is reason to believe that the situation will continue for some years. If we let the difficulties divide us—faculty, students, and staff—our problems will be multiplied, for the academic quality of the institution will only suffer through fractionation. The alternative is the cohesion that adversity can engender—through the common recognition that we can exist as one University only if we do not seek to beggar our neighbors within the University.

Over the course of the spring, my colleagues and I will be discussing the budget in increasing detail as further facts develop. We will do all we can to be responsive to the needs of the University. Your help and your understanding will be greatly appreciated.

Sheldon Hackney

Athletic Policy Draft Statement

A draft statement of University Athletic Policy has emerged through several earlier versions over weeks of intensive discussion and consultation, which is still proceeding. I am sharing it with the Athletic Advisory Board, the Department of Athletics and Recreation staff, the Council of Captains, and various other *ad hoc* groups and individuals concerned with athletic matters. I have now placed it before the two official bodies best equipped to give me overall advice on the present fully formed version. These are the University Council Committee on Athletics, and the Academic Planning and Budget Committee. At the same time, I am placing the document in the February 2 issue of *Almanac* for a wide range of University comment, to be directed to my office. By February 15 the Provost and I will be considering all advice and comment, and publishing the final policy statement.

—Sheldon Hackney, President

SPEAKING OUT

On Academic Freedom

I have read with disbelief the detailed account (*Almanac* 1/12/82) of what the University, Surgical Associates, and CHOP have wrought upon Dr. Maurice Srouji. As a faculty member who has also known Dr. Srouji as a clinician, I am embarrassed and angered at the flagrant violations of the principles of tenure, due process, and collegiality. It seems clear from the Grievance Committee report that Dr. Srouji's competence as a teacher or surgeon has never been challenged. Indeed, Dr. Srouji was recommended to me by colleagues a few years ago as a top pediatric surgeon at CHOP, and I have been most impressed with his clinical skills and demeanor.

We are left with the fact that a tenured member of our faculty has been deprived of the right to carry out his professional duties. The University administration seems unwilling to rectify the situation despite a strong indictment from the SCAFR and the Faculty Grievance Commission. If we, as members of the University community, accept the status quo, then we have compromised our own academic freedom.

—Daniel Malamud
Associate Professor of Biochemistry,
Dental Medicine

Differences of Opinion

Deputy Provost Clelland's statement, in his *Almanac* letter of January 12, 1982, to the effect that there are "differences of opinion between the Senate Committee on Academic Freedom and Responsibility and the Faculty Grievance

Commission" on the Srouji case, is in need of correction on the part of the Grievance Commission as it was on the part of SCAFR.

Professor Sparer was given an opportunity to respond in the same issue of *Almanac*. Our position does not essentially differ from his. The Grievance Commission is both an entity and a changing group of individuals. Successive members all share with SCAFR and among themselves a dedication to the protection of faculty rights and academic freedom. Any internal or external "differences of opinion" do not concern the Grievance Commission as an entity and are immaterial with respect to the implementation of a Panel's report.

Whatever our disciplines, we all know that texts, once written, are open to interpretation. The Srouji panel members were aware of this fact when they carefully worded their report. They now appropriately wish this report to stand on its own. SCAFR in turn has performed its function in accordance with the Faculty grievance procedure. The only "differences of opinion" or of interpretation that can have any impact on the Srouji case lie between the Provost's office and SCAFR.

As chair and chair elect of the Faculty Grievance Commission, we welcome SCAFR's move to promote the prompt and vigorous implementation of the panel's report as they understand it. SCAFR's report fully reflects the import of the panel's findings and in no way contradicts the spirit of its recommendations.

—Lucienne Frappier-Mazur, Chair
—Adelaide M. Delluva, Chair elect
Faculty Grievance Commission

SPEAKING OUT welcomes the contributions of readers. *Almanac's* normal Tuesday deadline for unsolicited material is extended to THURSDAY noon for short, timely letters on University issues. Advance notice of intent to submit is always appreciated.—Ed.

SENATE

The Senate Executive Committee, at its meeting on January 20, requested me to send the following letter to Provost Ehrlich, who chairs the Academic Planning and Budget Committee.

—Phoebe S. Leboy, Chair

The Faculty Senate Executive Committee is greatly disturbed by the recent announcement that budget planning for next year is going forward with a projected increase of only 7 percent in the school budgets for faculty salaries. It is clear that, even with the additional pool of funds to be allocated by the Provost, this proposed increase will be less than the anticipated cost of living with the result that the faculty will once again be subjected to a decrease in real income.

In our view, this budget proposal is of sufficient concern to warrant a progress report from the Academic Planning and Budget Committee. We therefore call upon the Academic Planning and Budget Committee to issue a report outlining (1) the committee's views on the proposals for 7 percent salary increases and 15 percent tuition increase and (2) a description of what options were considered in arriving at this recommendation. We urge that this report be issued promptly in order to permit sufficient discussion before a final budget is prepared.

Call for Nominations: Dental Dean

As announced in *Almanac*, January 12, a University-wide consultative committee has been appointed to conduct a search for a new dean of the School of Dental Medicine. That committee invites members of the University community to nominate candidates. Nominations should be sent by March 5 to Dr. Morton Amsterdam, chair, Dean Search Committee, c/o Health Affairs, 110 College Hall/CO. The University of Pennsylvania is an Equal Opportunity, Affirmative Action Employer.

Alice Paul Award Nominations

The Women's Faculty Club of the University of Pennsylvania invites nominations for the Alice Paul Awards. These awards honor women undergraduate and graduate students of the Class of '82 for outstanding contributions to the University. Nominations are due March 10, 1982. Letters should be addressed to Dr. Ann Matter, chair, Alice Paul Awards Committee, Women's Studies Office, 106 Logan Hall/CN. Call Ext. 8740 for more information.

Corrections

Almanac would like to note a correction in the Working Paper on Research, (*Almanac* Supplement, January 15, 1982) in reference to Exhibit B, page 12: the HUD Project is administered by the Vice Provost for Research.

CGS course listing *Fund Raising: Guidelines For Difficult Times*, a six part series, at 5:45-7:45 p.m., is now starting on April 27 instead of March 23.

For Evening Classes: 2102

In the event of bad weather, information about closings is available from 243-MELT or by listening for the special closing number, 2102. Evening classes will meet unless these sources of information indicate otherwise. Faculty should notify their offices as early as possible if circumstances prevent them from meeting a class or arranging a substitute.

ALMANAC, January 26, 1982

Volunteers Needed for Committee Service

To the University Community:

Once again the Committee on Committees begins its work with an invitation to the faculty and administrative staff to nominate themselves and their colleagues for service on University committees.

We will be spending most of the spring term assembling lists of prospective members who are most interested in and most qualified for service on the 17 key committees listed here. They are the advisory bodies which will help shape academic/administrative policy, administer certain all-University projects, such as faculty awards and honorary degrees, and assist operations, such as the bookstore and libraries, to be of greater service to the campus.

To make our committees effective we need to consider the largest possible pool of candidates with the broadest range of experience and viewpoints. Before submitting your own name or that of a colleague, you may wish to have a better understanding of the work being done by a particular committee. One way to obtain such information is by reviewing the committee reports which have been published in *Almanac*. (See October 27, November 10, and December 8 issues.)

Except where noted, all of the committees listed here are open to both faculty and staff. We plan to submit our recommended committee membership lists to the Steering Committee in late April. In order that we may meet this deadline, we ask you to make your nominations by February 10.

The 1982 Committee on Committees

Roosevelt Dicks
Roselyn Eisenberg
Peter J. Freyd
Judah Goldin
Audrey J. Goldstein
Joan I. Gotwals
Renata Holod
Robert Inman, *Chair*
David P. Pope
Ellen P. Zweig

Committees and Their Work

Bookstore considers the purposes of a university bookstore and advises the director on policies, development, and operations.

Committee on Committees, organized on a calendar-year basis with most of its business conducted during the spring term, fills vacancies on the committees under its purview, oversees and evaluates their work, and presents lists of potential committee members to the Steering Committee of the University Council for its consideration.

Communications has cognizance over the University's communications and public relations activities.

Community Relations advises on the relationship of the University to the surrounding community.

***Disability Board** continually evaluates the disability plan, monitors its operation, and oversees the processing of applications for benefits and the review of existing disability cases.

Facilities keeps under review the planning and operation of the University's physical plant and all associated services.

***Faculty Grants and Awards** recommends policy on University research grants to faculty members, reviews applications for these grants, and recommends those which should be funded.

***Honorary Degrees** does most of its work during the fall term; solicits recommendations for honorary degrees from faculty and students and submits nominations to the Trustees.

***International Programs** is advisory to the coordinator of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs and cooperative undertakings with foreign universities.

Library is advisory to the director of libraries on policies, development and operations.

Personnel Benefits deals with the benefits programs for all University personnel. Special expertise in personnel, insurance, taxes or law is often helpful.

Recreation and Intercollegiate Athletics has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics; advises the athletic director on operations and recommends changes in policy when appropriate.

***Research** is cognizant of research policy and the research environment, including the distribution of indirect costs and the assignment of research funds.

Safety and Security considers and assesses the means to improve safety and security on the campus.

Student Affairs has cognizance of the conditions and rules of undergraduate and graduate student life on campus.

Student Fulbright Awards, active early in the fall, evaluates applications from graduating seniors and graduate students and makes recommendations to the Institute of International Education, which awards Fulbright grants on behalf of the State Department.

Undergraduate Admissions and Financial Aid meetings cover undergraduate recruiting, admissions, and financial aid matters that concern the University as a whole but are not the specific responsibility of individual faculties.

***Open to faculty only.** One or more administrators serve as liaison to most of these committees.

Mail to: Committee on Committees, Office of the Secretary, 121 CH/CO

Committee _____
Candidate _____
Title or Position _____
Campus Address _____

Committee _____
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Title or Position _____
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Committee _____
Candidate _____
Title or Position _____
Campus Address _____

ON CAMPUS

January 26-February 3

Children's Activities

Films

January 30 *Genevieve*
February 6 *If I Were King*

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

Exhibits

Through January 27 *Photography: A Sense of Order*, at the ICA Gallery.

Through February 11 *The Paintings of Louis de Moll and the Sculpture of Maurice Lowe*, at the Faculty Club Lounge.

Through February 12 *Hidden Talents*, Penn students artwork at the Houston Hall Art Gallery.

Through February 14 *Echoes of the Samurai*, at the University Museum.

Through February 21 *Camera and I: Belau of Micronesia*, photographic exhibition at the University Museum.

January 29 *Polynesia*, opening of a new permanent exhibition at the University Museum.

January 29-February 7 *Costumes from Shakespeare productions* will be displayed in the Zellerbach lobby at the Annenberg Center.

January 30-February 20 *Pottery Sculptures* by Michael and Shelley Buonaio will be featured in the Museum Shop of the University Museum.

February 1 *Groove Phi Groove Remembers*, featuring Black notables in the fields of science, engineering and medicine; opening at 7 p.m., in the DuBois House Gallery.

February 1-April 30 *The American Theatre in the 19th Century*, Rosenwald Gallery, 6th floor, Van Pelt Library.

Rare Shakespeare Books and Prints, Klein Corridor, 1st floor, Van Pelt Library.

February 2-26 *The Drawings of Gordon Cullen*, town planner; *Lawrence Halprin*, environmental designer; and *Stephen Kieran*, architect; in the Graduate School of Fine Arts Gallery.

Gallery Hours

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

Graduate School of Fine Arts Gallery Thursday-Tuesday, 10 a.m.-5 p.m.; Wednesday, 10 a.m.-8 p.m.

Houston Hall Art 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.

Museum Shop, University Museum Tuesday-Saturday, 10 a.m.-4 p.m. and Sunday, 1-4 p.m.

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

University Museum, 33rd and Spruce, phone: 222-7777, Tuesday-Saturday, 10 a.m.-4:30 p.m.; Sunday, 1-5 p.m. Closed Mondays and holidays.

W.E.B. DuBois House, 3900 Walnut Street, 9 a.m.-9 p.m.

Gallery Talks and Tours

January 27 *Classical World*

January 31 *North American Indians*

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

Films

Exploratory Cinema

January 27 *Armagedden Crowd Scene Take 1 and Far From Vietnam*.

February 3 *Queen of Apollo, French Lunch and One P.M.*

Films and screened in the Studio Theatre of the Annenberg Center, at 7:15 and 9:30 p.m. Admission is \$2 with an ID and \$3 for others. For more information call Ext. 7041.

GSAC Film Series

January 29 *Nights of Cabiria*.

Films are held in Room B6 Stieler Hall, Fridays at 7:30 and 10 p.m. Admission is \$1.50 or \$10 for a season pass.

Penn Union Council Film Alliance

January 28 *Jonah Who Will Be 25 in the Year 2000*, 10 p.m.

February 4 *Last Year at Marienbad and Diamonds of the Night*, 9 p.m.

Films are screened in Irvine Auditorium and admission is \$2. For more information call Ext. 4444.

Penn Union Council Movies

January 29 *American Werewolf in London*.

January 30 *Dr. Strangelove and Rebel Without A Cause*.

Films are screened in Irvine Auditorium and admission is \$1.25. For times and more information call Ext. 4444.

University Museum Sunday Film Series

January 30 *Silent Witness*, a film on the Turin Shroud.

January 31 *Lotte Eisner and Silent Witness*.

Films are screened at 2 p.m. in Harrison Auditorium of the University Museum. Admission is free. Children are not admitted unless accompanied by an adult. For more information call Ext. 4025.

Music

January 26 The Curtis Organ Restoration Society and the American Guild of Organists present *Linda Wilberger Egan* and *Gene Paul Strayer* in free recitals on the Curtis Organ in Irvine Auditorium at 12:05 p.m.

On Stage

Through January 31 *Dear Daddy*, a Drama Guild production, at the Zellerbach Theatre, Annenberg Center; Tuesday-Saturday at 8 p.m., Sunday at 2 and 7:30 p.m., Saturday at 2, Tuesday and Wednesday at 1:30 p.m. Students receive 1/2 price seats the day of performance.

Special Events

January 28 *Community Volunteer Fair*, recruiting effort for Volunteers in Action, sponsored by the Student Volunteer Center and the Undergraduate Assembly; noon-5 p.m., West Lounge, Houston Hall. For more information call 386-1553.

Member's Night at the University Museum, preview the new exhibition, *Polynesia*, with an illustrated slide lecture by Dr. William Davenport, curator of the Oceanian Section and followed by a luau. For more information call Ext. 4026.

January 29-February 7 *Artfest 82: A Shakespearean Celebration* at the Annenberg Center featuring drama, music, film and exhibits. For ticket prices and more information about the following performances call Ext. 6791.

tion about the following performances call Ext. 6791.

January 29 *Julius Caesar*, film with Marlon Brando, at 8 p.m., in the Studio Theatre.

January 30 *The Taming of the Shrew*, film with Richard Burton and Elizabeth Taylor, at 8 p.m., in the Studio Theatre.

January 31 *Henry V*, film with Laurence Olivier, at 6 p.m., in the Studio Theatre.

February 3 *Who's Afraid of the Sonnets*, at 8 p.m., Zellerbach Theatre.

February 1 The Administrative Assembly and the Personnel Relations Training Office present a *Career Directions Series* beginning with a lecture on *Career Planning* by Dr. Marilyn Morgan, assistant professor, management; 1-2 p.m., Room 245, Houston Hall.

WEOUP presents a workshop, *Know Your Job Rights*, followed by a wine and cheese reception; 4-6 p.m., Art Gallery, Houston Hall. For more information call Ext. 8611.

Talks

January 26 *Functional Sub-Populations of Guinea Pig Broncho-Alveolar Cells*; Dr. Andrij Holian, Penn Medical School; 12:30-1:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Seminar).

Russian Formalism and Definitions of Art; Arkady Plotnitsky, Penn department of comparative literature; 7-8:30 p.m., GSE (Center for Research in Literary Communications Interdisciplinary Colloquia).

January 28 *Fields and Biological Cells: Fundamentals and Mechanisms*; 11 a.m.-12:15 p.m., Alumni Hall, Towne Building (Department of Bioengineering Seminar).

Sociology of Ayurvedic Medicine; Charles Leslie, professor of anthropology and the humanities, Center of Science and Culture, University of Delaware; 11 a.m., Classroom II, University Museum (South Asia Seminar).

Interaction of Cholinergic Receptors with the Adenylate Cyclase System in Rat Striatum; M.C. Olanas, NIMH; 12:30 p.m., Nursing Education Building (Neuropsychopharmacology Colloquia).

February 2 *Controversies About Hypnotic Enhancement of Memory*; Dr. Martin T. Orne, Penn professor of psychiatry; 11 a.m., Medical Alumni Hall, HUP (Department of Psychiatry Colloquia).

Response of Airway Mechanoreceptors During Lung Inflation; Dr. Allan Pack, HUP, Cardiovascular Pulmonary Section; 12:30-1:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Seminar).

Pension Systems and Income; Dr. Dan McGill, Penn professor of insurance; 3 p.m., Room 113, Nursing Education Building (Center for the Study of Aging Seminar).

Neural Assemblies: The Many Neurons Problem; Dr. George Gerstein, Penn department of physiology; 4 p.m., Physiology Library (Department of Physiology).

February 3 *College Women in the Classroom: Teaching Evaluations and the Female Instructor*; Dr. Sheila Bennett, assistant professor, sociology department, Bryn Mawr College; 12:15-1:30 p.m., Room 106, Logan Hall (Women's Studies Office Brown Bag Seminar).

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 26 for the February 2 issue.**

OPPORTUNITIES

To accommodate the President's column on the Fiscal 1983 Budget and other mandated material, the normal job listings were deleted this week. Below are titles and job numbers of new positions placed on Personnel Relations Bulletin Boards yesterday. (Note: the *Personnel Relations Newsletter* which occupies four pages is a paid insert not under *Almanac* control.)

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

Applications Programmer II (4614) \$16,350-\$22,600.

Assistant Director of Operations (4618).

Business Administrator II (4619) \$13,100-\$17,800.

Coordinator I (4624) \$12,000-\$16,100.

Coordinator V (C0477).

Research Coordinator (2 positions) (C0478) (C0476) \$14,500-\$19,775.

Staff Engineer, Electrical (4621).

Systems Analyst (4613).

Support Staff

Clerk, Accounts Payable (4623) \$9,375-\$11,500.

Food Service Worker (4612) Union Wages.

Laboratory Assistant (C0473) \$7,450-\$8,925.

Psychology Technician II (C0474) \$12,600-\$15,500.

Receptionist III (4599) \$9,925-\$12,250.

Research Laboratory Technician III (2 positions) (C0470) (C0472) \$11,225-\$13,775.

Supervisor (Generic) (4611) \$11,925-\$14,975.

Almanac

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ALMANAC, January 26, 1982