

Almanac

Tuesday, February 2, 1982

Published by the University of Pennsylvania

Volume 28, Number 18



National AAUP: Bob Gorman

Law School Professor Robert A. Gorman has moved up from vice president to president of the American Association of University Professors, taking office on the death of Amherst's Henry Yost. Professor Gorman, who also serves as associate dean at the Law School, has been active since 1967 in the 70,000-member national organization, heading such committees as the one on Representation of Economic and Professional Interests, which deals with AAUP policy on collective bargaining. He has been on the AAUP Executive Committee for four years. He is a labor law specialist and arbitrator, and the only American judge on the prestigious World Bank Tribunal.

Taking Up the Six Working Papers

In-depth examination of the proposals and options in the "Six Working Papers for Strategic Planning" (*Almanac* Supplement January 15) gets under way in February with a series of public and semi-public discussions.

Forums. The Academic Planning and Budget Committee will hold three open forums, taking two papers at each session. Each is on a Friday at 3 p.m., "location to be announced", and in each case the Committee members are prepared to stay past five if discussion warrants. The schedule:

February 19—Undergraduate Education, 3 p.m.
Graduate Education, 4 p.m.

February 26—Minority Faculty/ Students, 3 p.m.
Educational Outreach, 4 p.m.

March 12 —Research, 3 p.m.
—Ties with the City, 4 p.m.

The Committee will appreciate advance notice of intention to participate (by phone to Jacqueline Akins, Ext. 7227). As with year's Task Force on Teaching Quality, written summaries of positions and/or recommendations are also requested, but short comments from the floor will also be welcome.

Meanwhile, school-by-school discussion of the six papers is being initiated through the Council of Deans. Provost Thomas Ehrlich has also sent letters to several campus organiza-

tions inviting their views on topics of special interest. The Administrative Assembly's executive board will decide this week on a proposal to frame a formal response to the papers. The A-3 Assembly's coordinating committee also has the text under study. The student assemblies expect to hold meetings on several aspects of the working papers, and may submit formal responses on some issues in addition to taking organizational positions to University Council.

Council. Two of the working papers—on Educational Outreach and on Ties with the City—are on the February 10 agenda of University Council. (Other topics for the meeting are the WXPB governing board proposal, *Almanac* January 19, and asbestos management.)

Senate. The Senate Executive Committee expects to hold discussion of the proposals and options at one or more Faculty Senate meetings this spring, but is delaying announcement of a schedule for faculty-wide discussion until the school faculties have had an opportunity to consider the papers. Note that the regularly-scheduled Spring Meeting of Senate is April 21, from 3 to 5 p.m.

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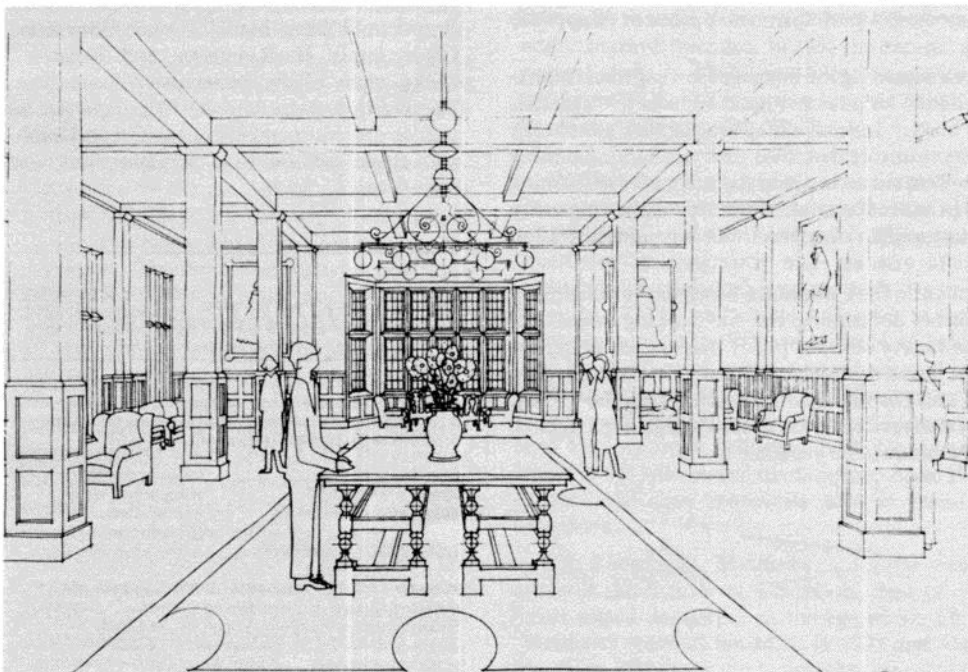
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Insert: FAS Reports On Exxon

What's in a Name...

The West Lounge of Houston Hall, renovated last fall, was officially renamed the Gordon S. Bodek Lounge at the dedication ceremony/coffee hour attended by students, Trustees and administrators on January 21. "This lounge was refurbished through the generosity of Gordon S. Bodek, C'42..." begins the new inscription over the doorway of the lounge.

Gordon Bodek, an alumni trustee since October, 1978, was praised at the ceremony by President Hackney who said, "Gordon's interest in Houston Hall goes back to his undergraduate days as a member of the Board of Governors. He started out in the best Ben Franklin fund-raising style by making a most generous leadership contribution himself. He then set out to call upon other alumni to persuade them of the worthiness of his cause. Evidence of his success is before your eyes—the restored oak wainscoting and floors, new furnishings and decorations—and a portable stage with spotlighting. He has given us back one of the most attractive and livable places on campus, and we thank him for that."



Drawing: Venturi, Rauch and Scott Brown

On Academic Planning and Budget

The charter of the Academic Planning and Budget Committee calls on the Provost, as Chairman of the Committee, periodically to "inform the University community about the advice the Committee as a whole has given the President and the reasons therefor." This statement is issued in response to both that mandate and specific inquiries regarding the Committee's work on the 1983 budget. The most recent inquiry was a letter from the Senate Executive Committee dated January 21, 1982.

The Committee's charter states that its purpose "is to bring together academic planning and financial planning so that informed advice might be provided to the administration on both short-term and long-range resource allocation." A series of specific aims is also listed, of which the first is: "to provide the administration advice on the composition of the annual budget and on multi-year financial plans for the University...."

To meet these responsibilities, the Committee has met for nine two-hour sessions since the beginning of the fall semester. After an initial organizational session, the Committee devoted virtually all of its time in the fall to the three most important clusters of policy issues relating to University financial planning: faculty and staff compensation, tuition, and financial aid. Each cluster of issues was discussed during two-hour sessions.

In the course of these sessions, Committee members gave their advice on key policy issues, including those that would govern adjustments in salary, tuition, and financial aid. In all its discussions, the Committee was in agreement that compensation should be as high as possible, tuition increases minimized insofar as possible, and financial aid provided to all students with genuine need. The Committee was not asked to endorse any particular levels of compensation, tuition, or financial aid. Rather, it was asked for its guidance on policies regarding each of these areas, with a realization that each policy has specific implications for the budget as a whole.

A few examples will indicate the range of options reviewed. In regard to compensation, the Committee discussed variations in levels for across-the-board, merit, and special situation increases, and minimum salary levels. With respect to tuition, the Committee considered variable undergraduate as well as graduate tuitions, and a variety of approaches to setting tuition levels. Concerning financial aid, the Committee reviewed a range of possible modifications in current financial aid policies for various categories of students, including increased emphasis on geographic diversity and minority admissions. During the Committee's discussions, a primary concern was maintaining and strengthening the quality of teaching and research at the University.

At the Committee's first meeting this semester, it reviewed the University administration's FY 1983 budget principles and assumptions regarding costs and income, the preliminary FY 1983 outline budget, estimates of the FY 1983 subvention pool and initial subvention distribution, information on expected 1983 tuition and compensation at other schools, and other related materials. This review brought together the tentative decisions made by the administration, in light of the policies discussed by the Committee in its earlier sessions. The Committee was called on neither to "draft" positions of the budget, as was erroneously reported, nor to approve or disapprove any specific budget decisions.

Two other points concerning the Committee's work regarding the budget deserve special emphasis. First, the Committee was as much concerned with the long-range implications of the University's budget policies as it was with next year's outline budget. Indeed, it may be that the Committee's most helpful analyses relate to ways for the University to ensure that, over time, academic planning precedes rather than follows budgeting. Second, the Committee is still in the process of developing the procedures that will be most useful. Particularly in light of its relative newness on the University scene, I believe the Committee has made a good start in providing the University administration with the policy advice it needs.

Finally, budget issues are by no means the only ones on the Committee's agenda. It has already accepted responsibility for coordinating all comments concerning the six working papers for strategic planning, and has initiated discussion on a variety of other policy matters, including the setting of academic priorities for capital projects, teaching loads and costs of courses. Also scheduled are discussions of both athletic policies and the financial situation facing the library. Naturally, the Committee will continue to be involved in reviewing the overall budget for FY 1983, as details develop, so that wide-ranging advice will continue to be available.

Tom. Eulich



Insurance Waiting Period Eliminated

Effective April 1, 1982, the six-month waiting period for University contribution to Blue Cross/Blue Shield or HMO coverage and life insurance will be eliminated for new full-time faculty and staff. The proposal of the Personnel Benefits Committee was endorsed to President Hackney by Executive Vice President Jordan. Upon recommendation of the President, the Trustees approved the proposal at the January 23 meeting.

The change which eliminates the waiting period reflects the Personnel Relations Office's concern about recruiting new faculty and staff and the current practice in the University's competitive markets. This change will also ease the administrative burden associated with following up on all new hires after six months of service.

Both new hires and those already within the waiting period will begin having their contributions deducted in March and will have full coverage beginning April 1, 1982, if they have completed the appropriate application forms in the Personnel Benefits Office.

Credit Union: Silver February 10

This year's Annual Meeting of the University of Pennsylvania Federal Credit Union will include a wine-and-cheese party for its 25th anniversary celebration, starting at 5 p.m. Wednesday, February 10, in Rooms 236-238 Houston Hall. Speakers are Credit Union President William McGill, Credit Committee Chair James H. Robinson, and Roosevelt Dicks, chair of the Supervisory Committee. The meeting/party is open to prospective as well as present members of the Credit Union, and there will be time for questions and comments.

Almanac

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

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Statement on University Athletic Policy

January 11, 1982

Preface

The following statement of University Athletic Policy has emerged through several drafts from 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 Almanac for a wide range of University comment, which should be directed to my office, care of Dr. Gillian Norris-Szanto, 100 College Hall/CO. By February 15 the Provost and I will be considering all advice and comment, and publishing the final policy statement.

—Sheldon Hackney, President

Athletics are an integral part of the life of a residential university. It is the policy of the University of Pennsylvania to offer a broadly diverse athletic program that provides equal opportunities for men and women students to participate in a number of different sports at the informal, intramural, club, and intercollegiate levels. Historically, Pennsylvania's participation in the Ivy Group and adherence to the 1954 Ivy Group Agreement have resulted in a broad program, offering scope for a great deal of student choice in participation. Opportunities to participate are constrained on the one hand by the levels of interest of the student body, and on the other by the availability of resources. It is the responsibility of the president and provost to ensure a properly balanced allocation of resources among the teaching, research, social, cultural and athletic programs so as to achieve the goals of the University. In our athletic program, as in all our other endeavors, the achievement of excellence should be a guiding principle.

The president deals directly with Ivy League counterparts on matters of Ivy League policy; therefore, on all matters involving Ivy League policy, the director of the division of recreation and intercollegiate athletics reports to the president. On all other matters, the director reports to the office of the provost.

Recreational Program

The athletic program falls into two general categories, intercollegiate and recreational. Recognizing the importance of recreation to the health and well-being of the University as a whole, the University offers a range of club, intramural, instructional and informal recreational activities. As an urban institution, it also serves those who live in the surrounding neighborhoods by making facilities available, consistent with our primary obligation to the University community. The recreational programs provide access to facilities for leisure-time use in swimming, running, and

other sports; supervised instruction in activities such as dance, tennis, and fencing; and intramural teams for graduate and undergraduate students, as well as teams in club sports, competing at the local level. A strong and well-run recreational program should reflect the same commitment to excellence as exists for all University programs.

Intercollegiate Athletics

Intercollegiate athletics offer the opportunity for students to participate in a sport at a higher level than in the recreational program. The opportunity to represent the University of Pennsylvania in competition against athletes from other universities is a privilege which is paid for by a greater commitment of time by the student-athlete and by an appropriate commitment of resources, in the form of facilities, coaching, and other support, on the part of the University.

Through their participation in intercollegiate athletics, students are able to develop satisfying relationships with teammates and coach. In its report on "Athletic Policy" (January 11, 1979), the Senate Advisory Committee aptly remarked on "the educational and personal nature of the relationship between the coach as teacher and the athlete." They noted too that "in this regard, Pennsylvania is most fortunate in having a number of loyal and dedicated men and women serving the University as coaches."

While the University's athletic program exists to satisfy student needs within the academic setting of the University, varsity sports also involve alumni and friends with the University community, and promote general awareness of the institution. Offering an occasion for celebration, athletics reinforce the University's sense of community and shared experience.

The Ivy Agreement

The University of Pennsylvania is committed to achieving a successful intercollegiate athletics program in accordance with the philosophy of the Ivy Group Agreement. The Ivy Agreement holds that athletes are students first and athletes second, that athletes representing a university in varsity competition should be "truly representative of the student body," and that the opportunity to participate in intercollegiate athletics should not result in the provision of unusual benefits. The University will work actively with the other Ivy institutions to ensure that league policies meet the particular needs of Pennsylvania's student-athletes and our athletic program overall.

Admissions Standards

The principles of the Ivy Group Agreement ensure that student-athletes cannot be offered admission or financial support by standards any different from those that apply to the rest of the student body. In practice, this means that scholastic scores of athletes recruited for any sport should not vary significantly from the University-wide profile.

As a reflection of these principles, our admissions policies and procedures should encourage student-athletes of the highest quality—the

"scholar-athlete" envisioned in the Ivy Agreement—to enter the University of Pennsylvania. It should seek these outstanding scholar-athletes as actively as it recruits students with exceptional academic abilities, leadership qualities, and other talents. The goal of our efforts should be to achieve diversity in intellectual interests, in special talents, and in social, cultural, and economic background. Toward this end, the Admissions Office and the Division of Recreation and Intercollegiate Athletics must cooperate fully. The University is committed to matriculating a diversified class, with outstanding strengths in a wide range of talents. Reflecting this commitment, one long-standing guideline at Pennsylvania, which was articulated in the McGill Report, has been that a portion of each freshman class may be student-athletes identified by coaches as capable of participating successfully in a varsity sport. This guideline includes women and men students on a basis of complete equality.

Goals of Intercollegiate Athletics Program

Given its commitment to a broad-based athletics program within the confines of the Ivy Agreement and its goal of achieving competitive excellence, Pennsylvania aims to provide equal opportunities for men and women in intercollegiate sports. In keeping with University policy, the leadership, coaching, and administration of men's and women's sports shall not reflect any division between men's and women's programs. Our women's varsity program has been substantially strengthened in recent years, with scope broadened, level of full-time coaching staff increased, and improvements made in facilities.

As a further expression of its commitment to its women's program, the University's goal over the next four years is to achieve parity between men's sports programming and women's sports programming through equal *per capita* expenditures of unrestricted funds. Currently, such parity exists if football is excluded from consideration. The goal over the next four years is to achieve parity including football.

Intercollegiate sports have different levels of competition. Some varsity programs compete successfully within the immediate geographical region, while others seek to achieve success within the Ivy League. The type and level of support provided for each program depends on its scope of competition and other factors, such as the sport's history at Penn, staffing requirements, level of participation, and the availability of

facilities. Certain sports, such as football, have more visibility than others within our culture. Sports such as men's and women's fencing and men's basketball have a continuing tradition of excellence at Pennsylvania, and sports like women's track and field hockey have demonstrated particular strength and vitality here in the recent surge of interest in women's athletics. All of these programs bring benefits to the University that merit significant investment.

As we develop the intercollegiate athletics program, we should build upon the current strengths of the University of Pennsylvania, as well as its traditional sports and its strategic advantages. Great care should be taken in the allocation of our scarce resources to maximize benefits to the University. We must take care to focus adequate resources on those programs that offer outstanding opportunities to participate, spectator enjoyment, enhanced relationships with our alumni and friends, and improved campus morale.

Resources Necessary to the Program

Resources for staff, facilities and operating funds are essential to a successful athletic program. This fact is reflected each year in the University's operating budget. Recognizing the need for supplementary resources, the University will undertake a vigorous fund-raising effort for the athletic program, supported by the proper professional staffing. In this effort, we will need the participation of many supporters, including the Athletic Advisory Board, to whom we look for leadership in fund-raising as well as in other spheres. Following the pattern of the other Ivy institutions, we will encourage alumni assistance in fund-raising for all sports, and particularly for football and rowing. We believe that substantially increased financial support from alumni and friends will be vital to our goal of providing the vigorous and broad-based athletic program that benefits the University of Pennsylvania.

Conclusion

The quality of our recreational and intercollegiate programs should serve as a metaphor for our aspirations for the University. Just as we seek the highest standards of performance in our academic and research programs, we shall seek to achieve excellence in our athletic endeavors.

University Research Foundation: Second Cycle Deadline March 15

Proposals to the University Research Foundation will be due March 15, 1982. Special consideration will be given to proposals of younger faculty members and to proposals within disciplines that have little access to external funding sources. A limited number of awards, typically under \$3000, will be funded during this second cycle. Appropriate proposals might include:

- seed money for initiation of new research;
- limited equipment requests directly related to research needs (not including word processors or computer terminals);
- improved research opportunities for minorities and women;
- travel for research purposes only;
- publication preparation costs.

Due to limited funds, requests for salaries for principal investigators cannot be entertained; requests for salary support for research assistants will only be considered in unusual circumstances.

Proposals should take the form of mini-grant applications, three to five pages in length. The cover page of the proposal must include:

1. Name, Department, School
2. Title of proposal
3. Amount requested
4. 100-word abstract of the need
5. Amount of current research support
6. Other pending proposals for the same project
7. List of research support received during the past 3 years

The proposal itself should describe briefly the research and the specific needs which the proposal grant will cover. The budget should list and justify the specific items requested and, if possible, assign a priority to each item.

An original and ten copies of the proposal should be submitted to the Chairman of the Research Foundation, Dr. Eliot Stellar, 243 Anat/Chem/G3 (Ext. 5778). Late proposals will be held for the fall award cycle.

Summary of Research Foundation Grants

The University Research Foundation received 65 proposals last semester and was able to make 20 awards for a total of \$38,290. The following is a breakdown of the awards made to 13 men and seven women:

Rank	<i>Below Assistant Professor</i>	<i>Assistant Professor</i>	<i>Associate Professor</i>	<i>Professor</i>
	1	10	6	3
Purpose	<i>Publication</i>	<i>Travel</i>	<i>Expenses</i>	<i>Equipment</i>
	9	3	7	1
Amount	<i>Below \$1,000</i>	<i>\$1-2,000</i>	<i>\$2-3,000</i>	<i>\$3,000</i>
	5	5	3	7
Area	<i>Humanities</i>	<i>Social Sciences</i>	<i>Biological Sciences</i>	<i>Physical Sciences</i>
	11	4	3	2
	\$18,320	\$8,890	\$5,080	\$6,000

Because our money was so limited, we could not fund requests for salary for principal investigators or most requests for salaries for assistants. Also, we could fund only one small request for equipment, and none for individual word processors or computer terminals. In the future, when Research Foundation funds are increased, we hope to be able to meet the research needs of the faculty more broadly.

The next deadline for proposals to the Research Foundation is March 15.

Eliot Stellar, Chair

ALMANAC, February 2, 1982

GSAC on Workload and Compensation for TAs and TFs

Following are excerpts from the Graduate Students Associations Council's 14-page report submitted to the Provost's Office last week, which Deputy Provost Richard C. Clelland has forwarded to the Graduate Council of Faculties for review. The text below was adapted by the report's principal author, Qaisar Khan, to make the recommendations self-explanatory in excerpt form, and to condense and clarify data. While collected informally by GSAC members, the figures in Tables I and II come primarily from department chairs and/or business administrators. Note that not all departments are shown. Mr. Khan notes that the study was based on extensive work by Bruce Johnson, Allison Mankin, Nancy Morgan, Emma Oh, Ellen Zweig and many others from GSAC.

Recommendations

1. Graduate students should be remunerated for the teaching required of them. [Most departments surveyed do, but in some cases "courses credit" compensation ranges from 0 to 7 units, and stipends from \$250 to \$6800 per semester.]

2. The teaching loads of graduate students should not be so heavy as to jeopardize coursework.

a) GSAC recommends a maximum of two full courses per year (one per semester), as is the current practice for about 40% of TAs. [Recitation sections, labs, and grading should be adjusted according to their workload.]

b) A graduate student receiving less than a full teaching fellowship should have proportionately fewer teaching responsibilities. If a full teaching fellow teaches two full courses a year, a half-teaching fellow should teach one.

3. The stipend of a full teaching fellow should be indexed to living expenses taking into consideration the costs of rent at Graduate Towers, the meal plan, health insurance, and incidental expenses. [See below] For reasons outlined [in our unpublished introductory text] the tuition benefits should include the general fee plus 6 or 7 courses a year (dissertation fee for those at that stage). [Currently, no departments provide for the general fee or health insurance.]

By providing an adequate compensation package the University can continue to attract quality graduate students on whose presence the University's reputation as a leading research institution depends to a great extent. Recognizing this problem and dealing with it will put the University in a path to even higher recognition as an acknowledged center of quality research around the world. Failure to do so will eventually, in all likelihood, lead to our leaving the ranks of universities recognized for the excellence of their research. If in these times of economic adversity we do not support one of the principal sources of strength as a top ranked institution, in times of economic upturn we may not recover it. A reputation once lost would be hard to retrieve.

Recommended Calculation of Stipend

Rent = R = \$240 × 9 = 2160¹
 Food = F = \$1300 + \$520 = 1.4F²
 Health = H = \$320³
 Books and supplies = \$300 = \$360 = 1/6R
 Incidentals = \$720 = 1/3R
Total = \$5380

Formula for Future Stipend

$R + F + H + 1/6R + 1/3R + 2/5F = 1.5R + 1.4F + H$

This formula is based on FY 1982 costs. Indexing variables to fixed-cost items such as rent and food tracts allows the University to project the upward adjustments needed in future years as it sets new rates for Graduate Towers rentals and food service contracts.

¹ R is based on Graduate Towers rent, currently the highest is \$245/mo

² F is cost of full meal contract with the dining service currently \$1300

The additional amount is for meals on weekends

³ University Blue Cross/Blue Shield costs

Table I. Distribution and Workload of TA/TFs by Department

Department	Number of Full TA/TFs	Number of Half TA/TFs	Workload ¹ of Full TA/TFs	Workload of Half TA/TFs	Budget Allotment per TA/TF	Budget Change from Fall 1980
Accounting	2	0	4 S/yr	-	N.A. ²	N.A.
American Civilization	6	6	2 R/yr + Lecturing & Grading	-	-	-
Anthropology	7	14	2 C/yr	varies	1070	+ 2%
Architecture	1	3	4 C/yr	2 C/yr	N.A.	N.A.
Astronomy	4	1	4 C/yr	Grading	5200	-17%
BioEngineering	4	0	N.A.	-	4000	-15%
Biology	29	10	4 R/yr	4 R/yr	-	-
Chemical Engineering	7	0	N.A.	-	6770	+41%
Computer Info. Sci.	22	0	N.A.	-	5180	+ 5%
Decision Sciences	13	0	2 S/yr	-	3670	-17%
Electrical Engr. Systems	6	0	6 R/yr	-	5260	+16%
English	40	0	2 C/yr	-	-	-
Finance	11	0	N.A.	-	4000	+27%
Hist. & Soc. of Science	6	0	2 S/yr	-	4160	+25%
History of Art	9	0	6-20 hrs/wk	-	5110	+ 1%
Linguistics	2	2	6 R/yr	3 R/yr	3120	-15%
Marketing	5	0	4 R/yr	-	4570	+75%
Mathematics	32	0	8 R/yr	-	3790	- 9%
Music	6	2	3 C/yr	3 C/yr	4990	N.A.
Operations Research	2	0	2 C/yr	-	N.A.	N.A.
Oriental Studies	7	1	same	same	4690	+25%
Physics	20	0	6 R/yr	-	5970	N.A.
Romance Languages	39	0	3 R/yr	-	5130	+10
South Asia	3	0	N.A.	-	-	-
Statistics	12	0	6 R/yr	-	6100	+20%

1 R = Recitation/Lab. S = Section. C = Course

2 N.A. = Not Available

Table 2. Distribution of Benefits and Stipends for TA/TFs by Department, Fall 1981

Department	Tuition Benefits ¹		Stipends ²		General Fee
	Full TA/TFs	Half TA/TFs	Full TA/TFs	Half TA/TFs	
Accounting	7	-	5000	-	no
American Civilization	8	1	5000	250	no
Anthropology	6	3	2500	1250	no
Architecture	7	3	5000	2500	no
Astronomy	7	3	5000	2500	no
BioEngineering	6	-	4500	-	no
Biology	7	7	5000	2000	no
Chemical Engineering	6	-	4900	-	no
Computer Info. Systems	6	-	6800	-	no
Decision Sciences	6	-	3600	-	no
English	7	-	5500	-	no
Elec. Engr. Systems	6	-	5200	-	no
Finance	0	-	4000	-	no
Hist. & Soc. of Science	7	-	5000	-	no
History of Art	7	3	5000	-	no
Linguistics	7	4	5000	2500	no
Marketing	7	-	2000	-	no
Mathematics	7	-	5000	-	no
Music	7	7	5000	2500	no
Operations Research	7	-	4000	-	no
Oriental Studies	6	N.A.	5000	N.A.	no
Physics	6	-	5000	-	no
Romance Languages	7	-	5000	-	no
Slavic	7	-	5000	-	no
South Asia	8	-	5000	-	yes
Statistics	6	-	4500	-	no

1 In course units per year

2 In dollars per year

N.A. = Not Available

ON CAMPUS

February 2-February 14

Children's Activities

Films

February 6 *If I Were King*

February 13 *The Cry Of The Penguins*

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

Film/Workshops

February 6 *Fables and Legends*

February 14 *Loving Work*

These films are part of International House Positive Images Series which allow children aged five to twelve to interact with the films. They are held at 1 p.m. at International House, 3701 Chestnut St., and the admission is \$1 for age 15 and under, \$2 for all others. For reservations call 387-5125.

Children's Theatre

February 5, 6 Theatre Beyond Words in *The Potato People*, a mask-mime play.

The Annenberg Center Theatre for Children Series presents live theater experiences for young audiences in the Zellerbach Theatre Fridays at 10:30 a.m. and 1 p.m. and Saturdays at 11 a.m. and 2 p.m. Box Office: Ext. 6791.

Exhibits

Ongoing *Polynesia*, a new permanent exhibition at the University Museum.

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

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

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

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

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

Rare Shakespeare Books and Prints from Penn's Furness Shakespeare Library; Klein Corridor, 1st floor, Van Pelt Library.

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.

Museum Shop, University Museum is open 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

February 3 *Egypt*

February 7 *Mesoamerica*

February 10 *Echoes of the Samurai*

February 14 *Echoes of the Samurai*

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

February 10, 14 Special Members' Tour, *The Many Shapes of Oriental Religion*; 2 p.m., main entrance of the University Museum. Reservations are required by calling Ext. 4045.



Wooden Club Head (detail) from the Marquesas Islands, in the new Polynesia exhibit at the University Museum. See story on next page.

Films

Exploratory Cinema

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

February 10 *Gimme Shelter*.

Films are 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

February 5 *Alexander Nevsky*.

February 12 *Throne of Blood*.

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

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

February 11 *Women in Love*, 10 p.m.

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

Penn Union Council Movies

February 5 *Arthur*, 8, 10 p.m. and midnight.

February 6 *Gone With The Wind*, 8 p.m. and *Cat Ballou*, midnight.

February 12 *Blazing Saddles*, 7:30 and 11:15 p.m. and *Young Frankenstein*, 9:15 p.m.

February 13 *Moscow Does Not Believe in Tears*, *Red Balloon* and *The Fly*, 7:30 and 10:30 p.m.

Films are screened in Irvine Auditorium and admission is \$1.25.

University Museum Sunday Film Series

February 7 *Left Handed Women*.

February 14 *No Regrets For Our Youth*.

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.

Meetings

GAPSA

February 10 6:15 p.m. in the Council Room of the Furness Building.

University Council

February 10 4-6 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.

On Stage

February 2-4 *Wharton Follies*, *Annenberg Auditorium*, 8 p.m.

February 5 *Black Extravaganza*, in honor of Black History Month, featuring Penn Black performing arts groups: Penn Black Drama Ensemble, Penn Gospel Choir and Dance Troupe at the Rooftop Lounge, Harnwell House. For more information call Ext.5253

February 6 *Voice of the Turtle*, a Boston based group of musicians, with Sephardic and Hebrew-Oriental music and poetry; 8 p.m., International House; Admission \$5, \$4.50 for students and 1 H members. For reservations call 387-5125, Ext. 204.

February 11 *For Colored Girls Who Have Considered Suicide When The Rainbow is Enuf*, 8 p.m., Zellerbach Theatre, Ext. 6791, 4444, or 7581

February 11-13 Quadramics presents *Sly Fox*, 8 p.m., Houston Hall Auditorium, Ext. 7038

Theatre Arts Lab II presents its *Spring Production*, 8 p.m. in the Prince Theatre. Tickets are \$2 with student ID, \$3 for all others. One of the plays is a contemporary prize winning drama, *Playback*, by Hungarian playwright, Ferenc Karinthy. The play was translated by Ilona Gerbner, director of the Theatre Laboratory, who will also direct a Tennessee Williams and a Bertolt Brecht play.

Sports (Home Schedules)

For more information on sports call Ext. 6182; 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*.

February 2 *Women's Basketball* vs. Lehigh, 7:30 p.m.

February 4 *Women's Badminton* vs. Ursinus, 4 p.m.

February 5 *Men's Basketball* vs. Columbia, 7:30 p.m.

February 6 *Men's Swimming* vs. Yale, 2 p.m.; *Men's Basketball* vs. Cornell, 3 p.m.; *Women's Basketball* vs. Brown, 7 p.m.; *Men's Fencing* vs. Yale, 2 p.m.

February 9 *Women's Basketball* vs. Temple, 6:30 p.m.; *Women's Gymnastics* vs. Bryn Mawr and Montclair, 7 p.m.; *Men's Basketball* vs. Temple, 9 p.m.

February 11 *Women's Badminton* vs. Temple, 4 p.m.

February 12 *Women's Squash* vs. Johns Hopkins and St. Lawrence, 5:30 p.m.

February 13 *Women's Squash*, Round Robin Tournament, 10 a.m.; *Women's Basketball* vs. Dartmouth, 1 p.m.; *Men's Swimming* vs. Army, 2 p.m.

Special Events

Through February 7 *Artsfest '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.

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

February 4 *Shakespeare Lady: The Life and Times of Fanny Kemble*, at 1 p.m., Zellerbach Theatre.

February 5 *Love, Love, Nothing But Love: Focus on As You Like It*, at 8 p.m., Zellerbach Theatre.

February 6 *Under Milk Wood* by Dylan Thomas, at 8 p.m., Zellerbach Theatre.

February 7 *Shakespeare's Musik* by the Renaissance Ensemble of Baltimore, at 3 p.m., in the Zellerbach Theatre. The group interweaves music and quotations from Shakespeare's plays using instruments from the Elizabethan theatre.

February 6 Racism Awareness Workshop, a seminar designed to sensitize participants to issues of individual and institutional racism; 1 p.m., Houston Hall Auditorium. For more information call the Office of Student Life, Ext. 6533.

February 10 Getting To Know You Dinner, at the Faculty Club. Call Ext. 4618 for details.

February 14 Faculty Club Sweetheart Brunch, 11 a.m.-2 p.m., live music, at the Faculty Club. Call Ext. 4618 for details.

Talks

February 2 Controversies About Hypnotic Enhancement of Memory; Dr. Martin T. Orne, Penn professor of psychiatry; 11:30 a.m.-1 p.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 Neurone Problem; Dr. George Gerstein, Penn department of physiology; 4 p.m., Physiology Library (Department of Physiology).

Latin America: Open Economics and Closed Politics?; Dr. Albert Fishlow, professor of economics, Yale University; 4 p.m., HSP Room, Houston Hall (The Tinker Lectures and the Committee on Latin American and Iberian Studies).

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).

Polynesia at the University Museum

A permanent exhibition on Polynesia opened last week at the University Museum, replacing a 20-year-old one on Oceania. Though focusing on a smaller area in the Pacific, it includes a much wider range of material chosen of anthropological and historical, as well as artistic value. Dr. William H. Davenport, curator of the Oceania Section and professor of anthropology, made the selections.

Artifacts from Old Polynesia are fairly rare and the Museum is one of the few in the world with collections of sufficient scope to devote an entire hall to the region. Over 200 objects, representing only five percent of the Museum's collection, will be on display and will be rotated periodically.

Polynesians became known to Europeans in the 18th century as a consequence of the exploring voyages of Captain Cook. William Bligh and others who romanticized them as "noble savages". The exhibit, however, focuses on the 19th century when the native societies were being changed through repeated contact with European cultures.

Geographically, the area highlighted encompasses the islands that lie within the great triangle with Hawaii at the north, Easter Island to the southeast and New Zealand to the southwest. The collection includes utilitarian items as well as many made especially to trade for precious European goods. Among them are an adze blade mounted on a beautifully carved pedestal, a black and yellow feather chieftain cloak (the feathers plucked from native birds), pieces of canoes and paddles (the only means of transportation which carried the Polynesians the 2000 square miles among the many islands), a shell trumpet, war clubs, ivory and wooden carvings and religious figures.

In conjunction with the exhibit, there are several events scheduled, including a film and lecture series. For more information on these events contact the Museum at Ext. 4045.

—R.A.H.

February 4 Three Dimensional Display of Human Organs from Computerized Tomography; Professor Gabor T. Herman, HUP department of radiology; 11 a.m.-12:15 p.m., Alumni Hall, Towne Building (Department of Bioengineering Seminar).

Psychoanalysis in India: Issues of a Professional Identity; Alan Rowland, psychoanalyst; 11 a.m., Classroom II, University Museum (South Asia Seminar).

Mechanochemistry of Muscle Crossbridges; Dr. Yale Goldman, Penn department of physiology; 4 p.m., 4th floor, Physiology Library (Department of Physiology).

Implications of the Settlement of the Justice Department's Antitrust Suit Against AT&T; Louis B. Schwartz, Benjamin Franklin and University Professor of Law, and Almarin Phillips Professor of Economics, Law and Public Policy; 4:30 p.m., Room 124, Annenberg School (Annenberg School of Communications Faculty Research Seminar).

February 5 Probability and Criminal Law; Dr. Murray Gerstenhaber, professor of mathematics; 2:30 p.m., Alumni Hall, Towne Building (The Lilly-Pennsylvania Program).

February 8 Citizen Coalitions and the Networks—A Debate; Rev. Donald Wildmon, Coalition for Better Television, and Gene P. Mater, vice president, policy, CBS; 4 p.m., Colloquium Room, Annenberg School (The Annenberg School of Communications Colloquia).

French Provincial Science and Victor Grignard, Nobel Laureate 1912; Dr. Mary Jo Nye, University of Oklahoma and The Institute for Advanced Study, Princeton; 4 p.m., Seminar Room 107, Smith Hall Building (Department of History and Sociology of Science).

February 9 The Legacy of the Family: A Study of William Faulkner's Absalom! Absalom!; Levon D. Tashjian, M.D., director of adult services, Horsham Hospital; 10:45 a.m.-noon, Conference Room, Gates Pavilion, HUP (Student Health Service, Psychiatry Section).

Respiratory Muscle Fatigue in Chronic Airways Obstruction; Dr. Thomas K. Aldrich, department of physiology, Penn Medical School; 12:30-1:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Seminar).

The Muses From Ambrakia Identified; Dr. Maria Teresa Marabini Moevs, Douglas College; 8 p.m., Rainey Auditorium, University Museum (AIA Lecture).

February 10 Women's Roles in an Indian Community in Oregon; Virginia Hymes, Penn undergraduate chair, lecturer, folklore/folklife; noon, room 106, Logan Hall (Women's Studies Office Brown Bag Seminars).

February 11 Ultrasound Transmission and Reflection Properties of an Extended Boundary; Dr. Peder Pedersen, Biomedical Engineering and Science Institute, Drexel University; 11 a.m., Alumni Hall, Towne Building (Department of Bioengineering Seminar Series).

Smallpox and Immunization in South Asia; Paul Grienough, professor of history, University of Iowa; 11 a.m., Classroom II, University Museum (South Asia Seminar Series).

Literary Language and Modes of Production; Frederic Jameson, Yale University; 4 p.m., Franklin Room, Houston Hall (The Center for the Study of Art and Symbolic Behavior and the Comparative Literature Program).

Spectroscopic Studies of Muscle Crossbridge Dynamics; Dr. David D. Thomas, department of biology, School of Medicine, University of Minnesota, Minneapolis; 4 p.m., 4th floor, Physiology Library (Department of Physiology).

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 February 2 for the February 9 issue.**

DEATHS

James J. Dallahan, a former security sergeant, died January 7 at the age of 79. Mr. Dallahan came to the University in 1938 as a plant guard in the buildings and grounds department. In 1962 he became a watchman supervisor; in 1970 a security sergeant, retiring in 1973. He is survived by his son, James J. Dallahan, Jr.

William Egan, an electrician in the buildings and grounds department, died December 27 at the age of 69. Mr. Egan came to the University in 1966 and retired in 1978. He is survived by his wife.

Rose English, a former key punch operator, died December 26 at the age of 75. Mrs. English came to the University in 1960 as an addressograph operator. In 1961 she became a general clerk; in 1962 a key punch operator, retiring in 1976. She is survived by her daughter, Mrs. Regina English Ward.

William Roy Hockenberry, emeritus professor of management, died January 6 at the age of 88. He joined the faculty in 1920 as an instructor in geography and industry after receiving his bachelor's and master's degrees here. In 1929 he was assistant director of student personnel in the Wharton School. In 1950, Dr. Hockenberry became a professor and in 1964 an emeritus professor. Dr. Hockenberry was director of the Evening School of Accounts and Finance from 1938 until 1963. He is survived by his wife, Anne; his daughter, Anne H. Trout, and two grandsons and a granddaughter.

Dr. Roderic D. Matthews, a former vice dean in the School of Education, died of a heart attack January 3 at the age of 82. Dr. Matthews received his M.A. in 1927 and his Ph.D. in 1931 from the University. He joined

the staff in 1927 as an instructor in the School of Education; in 1935 he became assistant professor; in 1941 an associate professor; in 1947 professor; and emeritus professor in 1965. From 1949 until 1952 he was vice dean of graduate programs in the School of Education. He is survived by his daughter, Mrs. William Skelton, Jr., who graduated from the College for Women in 1946.

Veronica Rosintoski, an assistant cashier in the School of Dental Medicine, died December 22 at the age of 66. Mrs. Rosintoski came to the University in 1966 as a clinic clerk in the School of Dental Medicine. In 1972 she became a receptionist; in 1976 assistant cashier. She retired in November 1981. She is survived by her daughter, Mrs. Mayrides.

Dr. Emory Frank Stover, emeritus professor and former director of the School of Civil and Urban Engineering (SEAS), died December 18 at the age of 88. He graduated from the Towne School of Engineering in 1920 and was immediately appointed to its staff. Teaching there for 46 years, he rose through the professorial ranks and became chief of engineering studies. With Professor W.S. Pardoe, he established a hydraulics-engineering laboratory. Dr. Stover was chairman of the 25 Year Club in 1963. He is survived by his wife, Beatrice, and a son, David Frank.

James L. Williams, a library assistant in the School of Medicine, died December 26 at the age of 61. He came to the University in 1967 as a scientific glass washing attendant. In 1968 he became a research lab technician; in 1969 an assistant stack supervisor in the library of the School of Medicine; in 1975 an assistant head of stacks. In 1978 he was placed on long-term disability. There are no survivors.

OPPORTUNITIES

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

Anatomy-Chemistry Building: near Room 358;
Centenary Hall: lobby;
College Hall: first floor;
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

Administrator, Data Communications (4259).
Applications Programmer II (4614) provides technical analysis design and programming support for business, financial and student systems (degree; four years' experience with COBOL or PL/I using an IBM 370/MVS CICS network and TSO environment; knowledge of JES 2, VSAM and MARK IV) \$16,350-\$22,600.
Applications Programmer Analyst II (C0423) \$16,350-\$22,600.
Assistant Director of Operations (4618) directs house-keeping personnel and equipment; prepares yearly budget (degree or five years' experience in physical plant operations and management; ten years' experience in care and maintenance of buildings and grounds, including five years' experience in supervisory capacity).
Assistant to Chairman I (4658) \$12,000-\$16,100.
Assistant Director II (4584) \$14,500-\$19,755.
Assistant Director II (4418) \$16,350-\$22,600.
Assistant Director IV (C0439) \$16,350-\$22,600.
Associate Registrar (4581).
Business Administrator II (2 positions) (4632) administers grants for Medical School Departments and Genetics Center; coordinates new projects; manages personnel and budget; supervises office (degree; administrative and interpersonal skills; three years' experience; familiarity with grants administration policy); (4619) manages budgets and grants; initiates PAF changes; processes financial forms, acts as liaison between departments and central administration; audits comptroller sheets; generates financial reports (business degree; University experience) \$13,100-\$17,800.
Business Administrator II (4585) \$13,100-\$17,800.
Captain of Patrol (4542).
Coordinator I (4624) coordinates Corporate Matching Gifts Program; maintains donor and prospect tracking system; reports to the director of corporate and foundation relations (degree; ability to work independently; good communications skills; ability to manage a computer-based information retrieval system) \$12,000-\$16,100.

Part-time Day Care

The Penn Children's Center now has a part-time day care program for children ages two and one-half to four and one-half. Children may be enrolled for three days a week at a weekly fee of \$35 or in the full five-day program at a weekly fee of \$57. The center is located at 3905 Spruce Street. For more information, call Pam Johnson at Ext. 5282.

Free Counselling for Women

The Penn Women's Center is offering free counseling for female employees this semester. Counsellors are placements from the Graduate School of Education, supervised by Elaine Robinson of the University Counselling Service. For an appointment call Ext. 8611.

Coordinator V (C0477) conceptualizes, plans, and executes evaluation program, monitors budgets; purchases equipment and supplies; supervises support staff; serves as liaison to national advisory committee (advanced degree; five years' experience in training and project development; good writing skills).

Coordinator, Clinical Education (C0179) \$16,350-\$22,600.
Counseling Psychologist II (3945) \$16,350-\$22,600.
Director (4420).

Head Coach, Women's Rowing (4515).

Instrumentation Specialist (4494) \$16,625-\$21,300.

Librarian III (4525) \$16,350-\$22,600.

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

Project Manager II (C0445).

Research Coordinator (2 positions) (C0478) assists in the planning, coordinating, and reporting of research programs; writes proposals; raises funds; monitors projects (experience and education in technical writing; research activities and project coordination); (C0476) serves as co-investigator in project studying Mexican migration; gathers data at field sites in Mexico and the U.S. (Ph.D.; fluency in Spanish; training in statistics and computer programming; one year's field experience in rural Mexico; experience as a field supervisor) \$14,500-\$19,775.

Research Coordinator (C0461) \$14,500-\$19,775.

Research Specialist, Junior (7 positions) \$12,000-\$16,100.
Research Specialist I (2 positions) \$13,100-\$17,800.

Research Specialist II (C0482) performs chemical characterization of entotoxins, measurement of biological activities, literature and data collection, quantitative and qualitative immunochemical analyses; demonstrates techniques to others (degree; three years' professional experience) \$14,500-\$19,775.

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

Research Specialist IV.

Senior Staff Writer (4313) \$16,350-\$22,600.

Staff Engineer, Electrical (4621) provides technical support in procurement operations and maintenance of primary electrical distribution system; assists in the operation and maintenance of electrical sub-stations and distribution systems; reviews and evaluates new designs and renovations; coordinates efforts between the office of energy management and the director of physical plant; provides interface between the physical plant department and the consultants, department of facilities development and the construction department; advises on all aspects of energy use (degree; ten years' experience).

Supervisor V, Data Processing (4368).

Say
it
with
Kisses



As a Valentine's Day project to benefit the Philadelphia Society for Services to Children—which runs several foster care programs and adoption services—Stouffer College House students are sending kisses near and far. For a wine-glass of candies sent on campus, the price is \$3.50, or three for \$9. Sent via UPS across country, it's \$5.50. Orders must be received by February 10, including check payable to the Stouffer Valentine Fund and name and address of recipient, at Stouffer College House G/9, Box 1, Philadelphia, PA 19104.

Systems Analyst (4613) studies and defines requests for new systems and/or major enhancements to existing systems; interfaces with users to define systems objectives (degree; three years' experience with COBOL, PL/I, TSO).

Systems Analyst (C0329).

Vice Chairman (4590) directs all administrative functions relating to academic and research programs; works with others to maximize effectiveness of programs; implements policy as prescribed by the chairman and faculty; develops policy recommendations; analyzes program needs and goals (Ph.D. in chemistry; five years' administrative experience; teaching ability preferred).

Support Staff

Accounting Supervisor (4629) organizes and distributes work; mails and distributes bills to students; collects payments; reconciles accounts; produces reports (high school diploma; some college coursework in accounting; computational skill; good clerical aptitude; ability to supervise and deal effectively with people) \$11,225-\$14,000.

Administrative Assistant I (2 positions) (C0483) administers budgets; manages office; types; prepares materials; acts as liaison with agencies; makes travel arrangements (excellent typist; knowledge of Gestetner duplicating machine, University office and accounting procedures; ability to work independently; good with details); (4638) provides secretarial and administrative support; knowledge of DEC 10 word processing and computer system (high school diploma; four years' secretarial experience; two years' University administrative experience) \$9,925-\$12,250.

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

Buyer II, Non-Book (4627) supervises work of non-book department personnel; orders all merchandise; handles buying and price negotiations; sells and displays merchandise; follows up orders; maintains files (degree or equivalent work experience; three years in retail sales in University bookstore) \$11,325-\$14,050.

Carpenter (4546) Union Wages.

Data Control Clerk (4636) performs system input and workflow in the Guaranteed Student Loan data processing area; assists with review and processing of GSL applications; works under administrative direction (high school diploma; formal training and two years' experience in computer operations; ability to operate CRT; good organizational skills) \$9,925-\$12,250.

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

Electronic Technician, III (C0463) \$12,600-\$15,500.

Executive Secretary to the Vice-President (4597) \$11,925-\$14,975.

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

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

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

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

Records Assistant II (4579) \$10,575-\$13,000.

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

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

Research Laboratory Technician III (5 positions) \$11,225-\$13,775.

Residence Hall Clerk (4598) \$9,375-\$11,500.

Secretary II (6 positions) \$8,775-\$10,725.

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

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

Secretary/Technician Word Processing (2 positions) (4570) \$9,925-\$12,250.

Supervisor (Generic) (4611) oversees classroom allocation and course scheduling; coordinates publications and student mailings; handles reports and grading; assists assistant registrar (high school diploma, some college; one year supervisory experience required; knowledge of office management and data processing; good communications skills) \$11,925-\$14,975.

Technician, Information Systems (4256) \$11,225-\$14,000.

Part-Time

Administrative/Professional

Business Administrator I (C0460) Hourly Wages.

Permanent Employee (C0386) Hourly Wages.

Support Staff

Librarian (4393) Hourly Wages.

Permanent Employee (4 positions) Hourly Wages.

Permanent Sales Clerk (4576) (4577) Hourly Wages.

Permanent Secretary (C0387) Hourly Wages.

Temporary Extra Person (4544) Hourly Wages.

Temporary Secretary (C0475) Hourly Wages.

Temporary Typist (4608) Hourly Wages.

Weekend Supervisor (4431) Hourly Wages.

ALMANAC, February 2, 1982