

Almanac

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City Planning: To SPUP

The Graduate School of Fine Arts' city and regional planning department will merge with the School of Public and Urban Policy, and a search for a new dean of SPUP will be launched "as rapidly as possible," Provost Thomas Ehrlich said Friday.

Working groups have been formed in both units to plan details of the transition, and both GSFA Dean Lee Copeland and SPUP Acting Dean Jack Nagel have pledged full support, he said. The merger's general outline includes "considerable cooperation" to be maintained with GSFA's remaining programs in architecture, fine arts and landscape architecture.

The target date for completing the budgetary and structural changeover is July 1, with city planning graduates still expected to stand with GSFA in this May's Commencement.

For English, the Regan Chair

A chair in English has been endowed in honor of former Trustees chairman Donald T. Regan, now U.S. Secretary of the Treasury. The Donald T. Regan Professorship is supported by grants from Merrill Lynch & Co., Inc. and by friends and associates of Mr. Regan when he was the financial services firm's chairman and CEO. Endowing professorships in honor of its retired corporate chairmen is a Merrill Lynch tradition, President Sheldon Hackney said in announcing the chair.

Mr. Regan, the first non-alumnus of Penn to head its Trustees, held office from 1974 through most of the five-year campaign that raised nearly \$270 million for the University. He is also an author: (*A View from the Street*, 1972, analyzes two years of crises in Wall Street). Merrill Lynch's current chairman, Roger E. Birk, puts it: "Don Regan's love of the English language, ever since his undergraduate days, is well known as is his facility in use of the language in both written and spoken forms. We are confident that the first incumbent of the chair will be a distinguished scholar in English who will guide them to an appreciation of the rich literary tradition which has been created in our language.

In accepting the grant, Dean Dyson of FAS said he hopes the professorship "will serve as a constant reminder of the need for men and women to study literature as a preparation for becoming dynamic leaders—leaders in business, in government and in community affairs."

A search committee has been set up to

On the Srouji Case

On pages 2-5 President Sheldon Hackney gives details of the University's plan to implement Faculty Grievance Panel recommendations in the case of Dr. Maurice N. Srouji (discussed in the Senate Committee on Academic Freedom and Responsibility's *Almanac Supplement* January 12).

Dr. Hackney sorts the Panel's recommendations into three categories and reports on each: One is on progress toward regularizing clinical arrangements in the Medical School; one outlines what steps the University can and will take toward restoration of Dr. Srouji's status without the cooperation of Surgical Associates and/or Children's Hospital; and one is on what the University cannot do, under present arrangements, without such cooperation.

Dr. Phoebe S. Leboy, chair of the Faculty Senate, said SCAFR is reviewing the president's response and preparing a report for the Senate Executive Committee.

VPUL Search Committee

The search committee to seek a successor to Vice Provost for University Life Janis Somerville has been announced by Provost Thomas Ehrlich. The faculty component:

Howard Arnold, associate dean, SSW
Lawrence Eisenberg, associate dean for undergraduate education, SEAS

Carol Germain, associate professor of nursing
Peter Kuriloff, associate professor of education
Robert Lucid, professor and chairman of English (chair)

Ann Matter, assistant professor of religious studies and director of the Women's Studies Program
Morris Mendelson, professor of finance

Samuel P. Martin III, M.D., professor of medicine
Undergraduate members: Elizabeth Cooper, CAS '84; Paul DiDonato, CAS '83

Graduate Students: Bruce Bromberg, W.Gr.; Qaisar Khan, FAS Gr.

Finishing the "Six Papers"

The last of three all-campus open meetings on the "Six Working Papers for Strategic Planning" will be held Friday, March 12, in 192 Chemistry. Dr. Ralph Amado of the Academic Planning and Budgeting Committee will chair the 3 p.m. meeting on "Research" and the 4 p.m. session on "Ties with the City."

Meanwhile, Council's agenda tomorrow calls for wrapping up "Ties with the City" (held from last month) and covering also the papers on "Undergraduate Education" and "Graduate Education." Preliminary discussion is scheduled on the Graduate Student Associations Council's report on the compensation of teaching assistants and teaching fellows (excerpts in *Almanac* February 2).

Penn: The Ivy Champs

The Quakers are once again Ivy League champions in basketball. Friday night's 68-50 win over Cornell, combined with Princeton's same-night defeat of Columbia, put the Quakers on top for the fourth time in five seasons under Bob Weinhaur. Saturday night, for good measure, Penn scored a direct hit on Columbia, 45-43. Next stop: St. John's at Uniondale, L.I., this Friday night in the NCAA Championship Tournament.



Donald T. Regan

recommend the first incumbent of the Regan chair holder.

Grants: March 15, April 1

Faculty are reminded of approaching deadlines for applications to two internally-administered research funds:

Research Foundation March 15
University BRSG April 1

—Eliot Stellar, 243 Anat-Chem/G3

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The following statement has been sent to President Ronald Reagan, Governor Richard Thornburgh, and all Pennsylvania Senators and Representatives. On behalf of the Senate Executive Committee, Dr. Leboy urges all members of the faculty to send their own messages to their Congressmen, or at the very least forward some endorsement of this or other statements that might express their concern for the future of higher education under the proposed cuts in student aid funding.

On the Reagan Budget Cuts

March 3, 1982

The Executive Committee of the Faculty Senate of the University of Pennsylvania endorses the enclosed statement* by President F. Sheldon Hackney regarding the effects of proposed reductions in federal appropriations for student aid. The reductions would cause serious hardship to our students during the academic year 1982-83; the further reductions proposed for the academic year 1983-84 could drastically alter the composition of our student body by limiting it almost exclusively to children from wealthy families.

Teaching and research activities at the University of Pennsylvania are closely coupled; in both of these areas the University has striven for and has attained excellence. The removal from the undergraduate and graduate student bodies of a large number of gifted students will result in a lowering of the intellectual quality of the educational experience which we offer to the remaining students, and will eventually affect the quality of the research effort in the University.

The national interest hardly seems well served by cutting off our investment in the development of our most valuable resource, the brains and potential skills of highly talented people. Federal funds for student aid, if withdrawn, cannot be replaced from other sources. Financial resources of most private universities, including ours, have already been stretched to the breaking point.

We appeal to our legislators to maintain funding for student financial aid at least at its present level. If the proposed cuts are implemented, the resulting social and economic damage will be with us for many years.

Sincerely,
Phoebe S. Leboy,
Chair/Faculty Senate Executive Committee

*Human and Economic Effects of Cuts in Student Aid, *Almanac* February 16, 1982.

The following memorandum has been sent to all current users of the system referred to in the text, and is shared with others in the event that they may be considering such installations.

Data Communications Network Costs

During the summer of 1980, it was suggested to Professor Howard Brody, who was Acting Director of the Office of Computing Activities at that time, that his office directly charge the users of the Gandalf data communications network.* That recommendation has not been implemented until now because there have been projects associated with the expansion of the computing facilities that have had higher priority. However, it is now necessary to institute this proposal in order to insure the continued existence of the network.

In the past, this office has been funded by a portion of the volume discount that the Uni-Coll Corporation has granted the University, but, with the decreased use of the computing facilities at Uni-Coll, this share has decreased dramatically. Because it is highly unlikely that the University can increase its direct contribution to this office, we must begin charging the end-users directly if we are to meet our

*The Gandalf data communications network is a port selection and contention system that was installed at Penn during the middle 1970's. Its primary use has been to provide the means by which any interactive terminal that is attached to the network can establish a connection with any of the mainframe computers that are attached. Presently, the Moore School and the DRI Computer Facilities have ports available on the network; and there are terminals in the David Rittenhouse Laboratories, During Wing of the Furness Building, the Fels Center, the Fine Arts School, the Harrison House, LRSM, the McNeil Building, the Moore Building, the Towne Building and 4025 Chestnut Street. In the near future, there will be additional buildings on campus that will be added to further expand the network into those areas where there is a need for access to the mainframe computers that provide ports. In the future, anyone who uses this network will be subject to these charges.

—G. P. McK.

operating expenses. In addition, if we are to pay for the continuing expansion of the data communications network, we must develop a mechanism by which the necessary capital is made available. For this reason, the cost of the hardware components will be amortized over a five-year period to provide the necessary funds.

Tentatively, the monthly rental rate (including maintenance) has been set at \$22.50 per installed port, and the installation charge has been set at \$100. (The installation charge is incurred each time a port is placed in service or relocated.) I feel that these charges are necessary, and they represent very reasonable rates when they are compared to the alternatives if the University data communications network is allowed to die. For example, it would no longer be possible to communicate at speeds greater than 1200 baud without a significant increase in expense, and it would cost \$27 per month to rent a 1200 baud modem plus \$10.45 per month to rent a phone and \$74 - \$92 to have the required phone installed.

I am planning to institute this policy effective April 1, 1982, and I will be holding a meeting with all persons responsible for ports on the Gandalf data communications network on Tuesday, March 23, in Room A7 in the David Rittenhouse Laboratories at 3 p.m. to discuss the details of this proposal. If anyone has a particular problem to discuss, I can be reached at Ext. 8184 or 4287.

—George P. McKenna, Acting Director
Office of Computing Activities

Puerto Rican Scientists

Since ethnic origin is a confidential matter in all our personnel files, I am taking this route to invite any faculty, staff or students in science and engineering who may be interested in the formation of a local branch of the new Association for Puerto Ricans in Science and Engineering (APRSE) to get in touch with me.

As described in *Science* (5 February, 1982, p. 654) "The APRSE represents the culmination of several

years of work and cooperation between the (American Association for Advancement of Science's [AAAS]) Office of Opportunities in Science (OOS) and the Puerto Rican science and engineering community.... This organization will work to advance the status and increase the visibility of Puerto Rican scientists and engineers in the professions, increase the flow of Puerto Ricans into science and engineering careers, and facilitate communication among scientists and engineers on the mainland and those in Puerto Rico."

The organization is currently compiling a national directory of members which is useful as a communications tool for many purposes such as job contacts, and support networks.

Our branch is being formed with other campuses, private industry, and other institutions in the Delaware Valley, in the hope that we will all have greater access to research information and enhance career opportunities for our students.

Membership in the APRSE is free of charge and open to scientists, engineers and students who support the goals of the association. "Science" is broadly defined to include applied, social, physical, and life sciences, eg., anthropology, education, medicine, chemistry.

If you are interested, please send your name and address to me at the Graduate School of Education/3700 Walnut Street/CI.

—Maria P. Watkins,
Assistant Professor of Education

DEATHS

Dr. Thomas G. Murray, age 37, an associate professor in the School of Medicine, died in his home on January 30. He received his medical degree from Penn in 1970; was appointed post-doctoral fellow in renal dialysis in 1972, and became an assistant professor of medicine in 1976. At the time of his death he was the director of the dialysis program and a member of the renalelectrolyte section at HUP. He is survived by his wife, M. Catherine Murray; two sons, Timothy and Keith; a daughter, Mollie; his mother, Arleen O'Donnell Murray; a brother and a sister.

Howard J. Henderson, a research assistant, died on December 25 at the age of 82. He came to the University in 1927 as a research assistant in the Phipps Institute and retired in 1965. There are no survivors.

Bernice Wright, a food service worker, died February 11 at the age of 58. She came to the University's Dining Service in June of 1973 and was placed on long-term disability in 1978. Ms. Wright is survived by her sister, Mrs. Gustav Mason of Philadelphia.

Almanac

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Response to the Senate Committee on Academic Freedom and Responsibility's Report of December 10, 1981

I. Introductory Statement

This grievance case has had a long and complex history involving many individuals and several groups. It is very important to recognize that the central issue, sometimes obscured in the welter of details, is the protection of the rights inherent in a faculty position at the University of Pennsylvania. Academic freedom is the core value of a great university, and my administration is dedicated to this concept. Such freedom rests upon certain safeguards, especially the principle that actions affecting a faculty member's status be taken only for appropriate reasons using generally acceptable procedures. I am prepared to use the weight of my office to see that fair and generally accepted procedures govern the appointment, advancement, and termination of faculty members in all parts of the University of Pennsylvania.

II. Brief History

During the summer of 1980, a Panel of the Faculty Grievance Commission held a series of hearings in the case of Dr. Maurice N. Srouji. The Panel carried out its work in a thorough and careful fashion. Its report consisted of two sections, entitled "Findings" and "Recommendations." The report is reproduced [in the typewritten text to SCAFR, and others] as Exhibit 1 [SCAFRA].*

In November 1980, Acting Provost Benjamin S. P. Shen stated in a letter to the Presiding Officer of the Grievance Hearing that he intended to implement the Panel's recommendations. In February 1981 Professor Shen was succeeded as Acting Provost by Professor Louis A. Girifalco. He also stated his intention to implement the Panel's recommendations. (Indeed, certain of the points mentioned in Recommendations I.A and I.B were implemented during the first half of 1981.)

To make sure that he thoroughly understood the other Recommendations of the Grievance Panel, Dr. Girifalco asked that it reconvene for the purpose of clarifying several items. Such a session was held on February 2, 1981, with two out of three Panel members attending; a tape of this session available [at the discretion of the chair] from the Faculty Grievance Commission.

Following this meeting with the Grievance Panel, Provost Girifalco approached the question of implementing the other recommendations of the Panel's report. Since these implementations obviously required the cooperation of Surgical Associates and Children's Hospital, he wrote to Dr. Everett Koop, representing Surgical Associates and to Mr. Noel Kroncke, representing Children's Hospital. His letters and their replies are shown as Exhibits 2 - 5 [in SCAFRE].

It should be pointed out here that, although most of its members have tenure of title in the Associated Faculty, Surgical Associates is a partnership established under the laws of the Commonwealth of Pennsylvania and governed by its own by-laws and procedures. Children's Hospital is incorporated as a non-profit institution under the laws of the Commonwealth of Pennsylvania. The University has no legal authority over the actions of either institution.

It is worthy of note that Provost Girifalco was criticized by members of the Faculty Grievance Commission for the position he took in his letters to Dr. Koop and Mr. Kroncke. I understand that these members felt that his letters went beyond the recommendations of the Grievance Panel and thus represented a position more favorable to Dr. Srouji than the Panel had intended.

Professor Girifalco's term as Acting Provost terminated on July 31, 1981. Since that time Professor Richard C. Clelland has been the person in the Provost's Office directly in charge of the handling of this case. Professor Thomas Ehrlich became Provost on September 1, and since that time Professor Clelland has been acting for Provost Ehrlich.

With the appointment of a new Professor of Pediatric Surgery at the University, who also fills the position of Surgeon-in-Chief of the Children's Hospital, new avenues for settlement began to be explored. While these conversations were proceeding, the Senate Committee on Academic Freedom and Responsibility (SCAFR) met, deliberated, and issued its report of December 10, 1981.

On January 27, 1982, Dr. Srouji filed a legal action in the Court of Common Pleas against the University, Children's Hospital, Surgical Associates, C. Everett Koop, and Harry C. Bishop. This action was commenced by summons only, so that we have no further information on the nature of the suit.

This is but a brief historical outline of a complicated case. However, I believe it provides sufficient background for my discussion.

III. Comments on the Senate Committee on Academic Freedom and Responsibility's Report of December 10, 1981

The text of the SCAFR report, except for certain appendices, appears in the January 12, 1982, *Almanac*. It is not my intention to discuss this report in great detail. I am grateful to SCAFR for its efforts in general and for the report in particular. I will limit my comments to two important points.

First, in the matter of the relationship between "Findings" and "Recommendations," it is my understanding that, in the past, "Findings" of Grievance Panels have been understood as meaning "Findings of Fact." On the other hand, "Recommendations" have been understood as referring to actions that panels have felt Provosts should take to settle grievances fairly. Furthermore, the Faculty Grievance Procedure clearly refers to the Provost's implementation of recommendations. On page 73 of the 1979 *Handbook for Faculty and Administration* we find: "In the event the provost declines to implement the recommendations, the written communication shall include" And on page 74 of that source we read: "In cases which involve reappointment, promotion, or tenure, and in which the provost has declined or failed to implement the recommendations of the panel to the satisfaction of the grievant" To me it seems entirely reasonable that this interpretation should continue.

Second, the SCAFR report is dated December 10, 1981. I am informed that as of that date the conversations mentioned in Section II were still continuing. It seems quite clear to me that these were reasonable attempts to reach a compromise solution. Although opinions may differ as to whether or not some of the extremely strong measures advocated by SCAFR in Section IV.C. of its report should ultimately be adopted by the Provost, it is hard for me to think that such measures would have advanced the negotiations then in progress. So I do not fault the Provost's Office in this respect.

IV. The Position of the University Administration

The University Administration intends to implement the recommendations of the Faculty Grievance Panel. Questions have arisen as to what such an implementation involves, and I will here state my opinions on that subject.

For purposes of clarity, I divide the Panel's recommendations into three groups as follows:

- A. General recommendations relating to how the University of Pennsylvania should be organized.
- B. Recommendations requiring implementation in Dr. Srouji's case where the University of Pennsylvania can take the necessary steps without the cooperation of Surgical Associates, Children's Hospital, or both; and
- C. Recommendations requiring implementation in Dr. Srouji's case where the University of Pennsylvania cannot take the necessary steps without the cooperation of Surgical Associates, Children's Hospital, or both.

A. General Recommendations Relating to How the University of Pennsylvania Should be Organized.

Recommendations 3 and 4 of the Grievance Panel's report are general recommendations to the Provost. They concern relationships among individual faculty members, groups of faculty members and the University; their scope is very much broader than the case I am now discussing. Nevertheless, it is appropriate that I report here upon what the University has been doing to implement them. First, the Clinician-Educator track in the Standing Faculty of the School of Medicine has been functioning for several years. The appointments in this track are governed by a set of rules developed with the cooperation of the Faculty Senate and including proper procedural safeguards. The problem which we are currently facing should not arise in connection with Clinician-Educator appointments. Indeed, Recommendation 3 refers to one of the Clinician-Educator guideline documents, indicating approval of the procedures contained therein.

(continued)

* Some of the president's numerically-designated Exhibits are identical with the SCAFR Report's alpha-designated Appendices that were published, excerpted or referred to in the *Almanac Supplement* 1/12/82. Brackets indicate editor's adjustments in the official text for location of materials referred to. — Ed.

The central problem concerns clinical practice groups which operate under the laws of the Commonwealth of Pennsylvania as independent sole proprietorships, partnerships, or corporations, arrangements which have included individuals who were full-time faculty of the University of Pennsylvania and those who were not. These organizations had their own by-laws and regulations, and the members often did not view themselves as fully employed faculty. Rather, they viewed their medical practices as independent from the University. In historical context it is understandable that such practices may not have adopted policies which provided safeguards for full-time faculty equivalent to those provided by the University. But, with the establishment of the full-time faculty system at the School of Medicine, the need for guarantees that University procedures would be followed became apparent.

Most importantly, in recent years the School of Medicine, under the leadership of Dean Stemmler, has been moving vigorously to bring full-time clinicians into practice arrangements within the University in every sense. To that end, the Clinical Practices of the University of Pennsylvania (CPUP) was established in 1976. The CPUP was formed as part of the corporate body of the University of Pennsylvania, and has articles of association, by-laws and other rules that conform to the standards of the University of Pennsylvania; it is subject to the authority of the University. After the Department of Ophthalmology's members joined CPUP in January of 1982, only one academic department out of 22 in the School of Medicine remained in a non-conforming status. My administration will continue to take steps aimed at ensuring that the principal activities of all full-time faculty members are organized in a way that does not conflict with current generally-accepted University rules and regulations.

To that end, my administration is now moving to require that all fully employed clinical faculty in the School of Medicine must belong to the CPUP to be eligible to hold a faculty title in the Standing Faculty or the Standing Faculty Clinician-Educator. In taking this position, the University is acting in support of the resolution of the Faculty Senate which was adopted by the Trustees and which is shown here as Exhibit 6 [below]. To indicate that this is a matter of serious and immediate concern to the University of Pennsylvania and to the School of Medicine, the Dean of the School of Medicine has stated as a policy that the School will process no further appointments, reappointments or promotions of full-time clinical faculty who are not members of CPUP, the internal practice group. Exhibits 7 and 8** outline the development of this policy. The Provost has written to the Dean in support of this policy (Exhibits 9, 10).**

Thus, I believe that the implementation of Recommendations 3 and 4 of the Grievance Panel's report is proceeding in a reasonably expeditious fashion.

B. Recommendations Requiring Implementation in Dr. Srouji's Case where the University of Pennsylvania can take the Necessary Steps without the Cooperation of Surgical Associates or Children's Hospital

I make a distinction between "Recommendations I.A and I.B" on the one hand and "Recommendation 2" on the other. Recommendations I.A and I.B relate to opportunities, privileges, facilities and services that the University has agreed that Dr. Srouji should have (see Exhibit 11) [below; listed in SCAFR as C, but shown as available rather than published]. Furthermore, Recommendations I.A and I.B refer to opportunities, privileges, facilities and services normally provided to comparable faculty of the School of Medicine.

The letter signed by Acting Provost Benjamin Shen on January 19, 1981 (see Exhibit 11) gave the Provost's official response to the Grievance Commission's recommendations. I understand that this implementation set forth by the Acting Provost was not accepted by Dr. Srouji, although Dr. Srouji did accept the payment of \$75,000, which was made to him at that time. Other elements of the proposed settlement regarding Recommendations I.A and I.B included the restoration of Dr. Srouji's rights and privileges, including the assignment to teaching schedules, seminar privileges, etc. Although this implementation also offered Dr. Srouji an office, secretarial support and telephone services, neither Dr. Srouji nor the School of Medicine moved to implement these offers. Recently, Provost Thomas Ehrlich has sent a letter dated February 23, 1982, to Professor Edward J. Stemmler, Dean of the School of Medicine, asking him to implement fully Recommendations I.A and I.B and to make a detailed report on this implementation by March 31, 1982. A copy of this letter is attached as Exhibit 12 [below]. This administration is thus fully committed to the implementation of Recommendations I.A. and I.B.

The only item specifically suggested in Recommendations I.A and I.B that the University of Pennsylvania cannot unilaterally provide is the restoration of Dr. Srouji's name to the Surgical Associates' letterhead. There are two problems: an action by Surgical Associates is obviously needed to bring this about, but, more important, Surgical Associates no longer lists the names of its partners on its official letterhead. However, the University can provide Dr. Srouji with University stationery carrying his name.

C. Recommendations Requiring Implementation in Dr. Srouji's Case where the University of Pennsylvania Cannot Take the Necessary Steps Without the Cooperation of Surgical Associates, Children's Hospital, or Both

Finally, I address Recommendation 2. This recommendation contains the major issues for implementation, and I believe the Grievance Panel speaks clearly about these matters. First, let me mention two important points that the Panel's report makes very clear:

1) The Panel states in Recommendations 2.A. that "... it is not within its jurisdiction to recommend any action that would either affirm or deny Dr. Srouji's opportunity to see patients . . .". Thus an implementation of Recommendation 2.A. should not deal with the question of whether or not Dr. Srouji has patients beyond the provision of those opportunities, privileges, facilities, and services detailed in Recommendations I.A and I.B.

2) The Panel states in Recommendation 2.B. that "it is not the Panel's intention to set aside the statement in the PSC Minute of 2/13/75 regarding Dr. Srouji's tenure status which says: "fully salaried from funds paid to the University by Surgical Associates. . . without obligation on the part of the University to continue salary and benefits in the absence of these funds." Thus an implementation of Recommendation 2.B. should be based upon the PSC Minute of 2/13/75.

Next let me mention that Dr. Srouji continues to hold admitting privileges to the Children's Hospital and is still an official member of its medical staff. I must note further, however, that Dr. Srouji has been advised by the president of the medical staff that he cannot resume practice without some verification of the state of his current surgical skills, since he has not used these for several years.

With these points as background, I now address Recommendation 2.

The most important part of a settlement is the provision of remedies for what the Panel deemed a failure to use appropriate procedures by those involved in the actions taken against Dr. Srouji. According to the Grievance Commission, Dr. Srouji's academic activities were hampered without recourse to any orderly, formal, or objective process. The Panel also found that Dr. Srouji's professional income was restricted and eventually discontinued without following an orderly, formal or objective process acceptable by general University standards. Thus, in implementing the Panel's recommendations, I believe that it is important to restore the *status quo ante* in so far as this is possible. It would be optimal if Dr. Srouji could be restored to the Surgical Associates partnership. Whether or not this takes place, and in amplification of those items mentioned in the Provost's letter of February 23, 1982, the University will continue Dr. Srouji's malpractice insurance and provide him with University letterhead paper carrying his name. Also, for the period of one year the University will provide Dr. Srouji with an office at Children's Hospital along with appropriate secretarial and telephone services. Furthermore, as part of a final settlement, the University might well provide Dr. Srouji with a standard academic base salary for the year in question. I understand that Dr. Srouji's colleagues in the Division of Pediatric Surgery will be supportive of these arrangements.

An ideal solution would be one which would allow Dr. Srouji to regain his professional skills and then be given an opportunity to build a surgical practice and thereby regain his position in the professional community. Since the professions rely heavily upon the respect and collegiality of professional colleagues, I recognize that forced solutions may not necessarily achieve an end that would be measured by this standard. Once a reasonable return to the *status quo ante* has taken place, procedural remedies may be applied, and the decision whether to retain or terminate him can follow in an orderly way.

Since the principal flaw found by the Grievance Commission in Dr. Srouji's treatment was the lack of an orderly procedure, the question of what does constitute orderly procedure merits discussion. I have stated earlier my satisfaction with the principles which govern the personnel relationships for our Clinician-Educator faculty. Dr. Srouji, however, is not a member of that faculty nor of the Standing Faculty more generally; the procedures that are to be used in consideration of his situation as one who has tenure of title in the Associated Faculty remain to be decided. I believe that the Faculty of the School of Medicine is the body best qualified to give advice in this matter, and I therefore will request the Committee on Academic Freedom and Responsibility of the School of Medicine to establish procedures governing termination for tenure of title faculty generally which are applicable in Dr. Srouji's case. This committee should decide (1) what body should hold a termination hearing, (2) what procedures should govern the conduct of the hearing, and (3) what criteria should be used to judge the appropriateness of a termination. If the Committee on Academic Freedom and Responsibility of the School of Medicine does not wish to set such procedures in place, then this can be done at the University level. However, I view such an alternative as less satisfactory.

It will take some time for the Committee on Academic Freedom and Responsibility of the School of Medicine to decide all the issues surrounding the hearing process for which I am asking. Also, because a period of adjustment following a restoration seems eminently sensible, I think that a grace period is appropriate. Any procedure for Dr. Srouji's termination from either Surgical Associates or the University of Pennsylvania should not be invoked until at least a year has passed after the date of his restoration. This period should also be used for another purpose—that of reestablishing Dr. Srouji's skills as a pediatric surgeon in order to facilitate his re-entry into his profession.

**The president's exhibits 7, 8, 9 and 10 appear neither here nor in SCAFR's 1, 12, 81 *Almanac Supplement*. They are available at Office of the Deputy Provost, 106 CH.

It is clear that the Grievance Panel believed Dr. Srouji should receive some financial recompense. Indeed, the University in the spring of 1981 paid \$75,000 to Dr. Srouji. It is clear that the Panel considered the question of financial recompense a matter for negotiation among the several parties involved (Dr. Srouji, Surgical Associates, Children's Hospital and the University of Pennsylvania). This is particularly apparent when one considers the answer to one of Provost Girifalco's questions at the session held on February 2, 1981. In answer to his question, "Are you able to enlarge upon the meaning of appropriate financial compensation?" a Panel member replied that this might be anything from a token dollar up to some figure that would approximate his lost income.

I believe that negotiations concerning the amount and sources of financial recompense should first be attempted among the parties themselves. If the parties cannot reach agreement, then the Panel that considered this grievance should be reconvened and asked to address the question of what financial recompense should be part of a final settlement. Finally, if the recommendations of the Grievance Panel are not acceptable to all parties, I will recommend to the Provost that he obtain independent professional judgment on this issue.

V. Conclusion

It is a matter of regret to me that no final settlement of this grievance has yet occurred. I have given very serious thought to the various points of view expressed and to the procedures I have here set out. I ask the good will of all parties and of the University community in pushing for a final settlement along these lines. I intend to work for such a settlement.

In the larger context, my administration will continue to move in directions aimed at assuring that procedures governing the appointment and termination of our faculty meet generally accepted standards so that such actions cannot be taken arbitrarily by individuals.



EXHIBITS

Exhibit 6: Resolution of the Senate Committee on Academic Freedom and Responsibility, adopted by the Faculty Senate on April 22, 1981, and forwarded to the Provost on May 1, 1981

Whereas, the University has recently adopted policies and procedures relating to the status of faculty clinician educators holding University appointments, these being designed, among other things, to safeguard their academic freedom and to protect them from arbitrary action affecting their status and professional opportunities;

Whereas, various members of the faculty, including such clinicians, are associated, in the conduct of their principal activities as members of the University, in professional partnerships or other professional entities;

Whereas, it further appears that various members of the faculty, in their roles as members of the University, are substantially engaged in professional activities in institutions that are not part of the University;

Whereas, the ability of members of the faculty having relationships with such professional entities and/or institutions to fulfill their appointed roles as members of the University and to pursue their respective professional disciplines may depend in substantial measure upon the continuity of those relationships and the economic security thereby afforded;

Therefore, the Committee moves that the Faculty Senate approve the following resolution: The Faculty Senate recommends that the University administration and the respective deans initiate measures (1) to ensure that partnership and similar agreements as described above, to which faculty members are parties, conform and be subject to University policies and practices safeguarding academic freedom and protecting faculty members from arbitrary action affecting their status and professional opportunities; and (2) to ensure that agreements between the University and other institutions pursuant to which members of the faculty engage in substantial professional activity in such institutions shall provide like protection.

Exhibit 11: Letter from Dr. Shen as Acting Provost, sent January 19, 1981, to Professor Marten S. Estey as chair of the Faculty Grievance Commission

Further to my letter of November 10, 1980, to Professor Robert Summers, presiding officer at the hearings of the faculty grievance panel concerning Dr. Maurice N. Srouji, I am conveying herewith specific information about my implementation of the panel's recommendations. I have been assured by Dean Stemmler of the School of Medicine and by Dr. Leonard D. Miller, chairman of the department of surgery that they will take steps necessary to implement each of the panel's recommendations as soon as possible. For ease of reference I have reproduced below the language of the panel's recommendations. My responses follow each recommendation.

Recommendation 1. A That Dr. Srouji's academic rights and privileges as a tenured faculty member be immediately restored, specifically:

- a. that he be placed on the appropriate didactic teaching schedules, and
 - b. that he be assigned to the appropriate seminars and grand rounds.
- a. Dr. Srouji will be given didactic teaching opportunities comparable to those of tenured members of his department. I interpret "didactic" to mean "non-clinical."
- b. Dr. Srouji will enjoy seminar privileges and opportunities comparable to those enjoyed by tenured members of his department. Although grand rounds are a hospital function over which the University has no control, Dean Stemmler will attempt to ensure that Dr. Srouji enjoys grand round privileges and opportunities comparable to those enjoyed by tenured members of the department.

Recommendation 1. B That the Provost, working through the Dean of the School of Medicine and the Chairman of the Department of Surgery, ensure:

- a. that Dr. Srouji be granted the standard amenities usually accorded a faculty member in his status, including providing him with appropriate office space, a telephone, and access to clerical help, and
- b. that his name appear in the appropriate catalogues, telephone books, and letterheads and
- c. that his malpractice insurance be continued.

- a. The University does not have the authority to assign space in the Children's Hospital of Philadelphia. If the Children's Hospital does not agree to provide an office for Dr. Srouji in the Children's Hospital, the University will provide him with appropriate office space. I

understand that telephone access will be provided to Dr. Srouji through the switchboard of the Surgical Associates. If clerical help is not provided in Children's Hospital, the University will provide access to clerical help.

- b. The University will see that Dr. Srouji's name appears in the appropriate catalogues and telephone books of the University. University letterhead with Dr. Srouji's name on it will be provided for him at his request. I understand that Dr. Srouji's name will be placed once again on the letterhead of the Surgical Associates.
- c. The University will continue Dr. Srouji's malpractice insurance.

Recommendation 2. A While the Panel considers that it is not within its jurisdiction to recommend any action that would either affirm or deny Dr. Srouji's opportunity to see patients, the Panel affirms that actions taken by members of the University to deny an individual a significant opportunity to see patients be carried out in a formal, orderly way so as to be acceptable to general University standards.

I agree with the panel's affirmation. See my response to Recommendation 4.

Recommendation 2. B That the Provost work closely with the Dean of the School of Medicine and the Chairman of the Department of Surgery and its appropriate practice group to assure that Dr. Srouji be appropriately compensated financially for the past loss of his opportunity to build up a practice, and for the inevitable loss of reputation that he has suffered. It is not the Panel's intention to set aside the statement in the PSC Minute of February 13, 1975 regarding Dr. Srouji's tenure status which says: "fully salaried from funds paid to the University by Surgical Associates...without obligation on the part of the University to continue salary and benefits in the absence of these funds." The intention is that Dr. Srouji be recompensed in an appropriate manner for actions taken by the University which were detrimental to his professional standing.

As part of the settlement of this grievance, the University agrees that Dr. Srouji will be paid the amount of \$75,000.

Recommendations 3 and 4

3. That the Provost work closely with the Dean of the School of Medicine to establish procedures for dealing with situations involving a faculty member's personnel status and the terms of his or her employment. (See, e.g. "Responsibility of Clinician-Educators in Generating Appropriate Levels of Income.")
4. That the Provost work closely with the Dean of the School of Medicine to ensure that practice groups in the Medical Center establish and follow procedures that ensure due process with respect to their members and which are acceptable by general University standards.

The School of Medicine has begun a serious study of means to implement these recommendations.

In implementing the panel's recommendations, I have not reviewed the evidence in detail and I have not passed judgment on the findings or recommendations of the grievance panel in Dr. Srouji's grievance. The function of the provost, as I see it, is to determine whether, on the basis of the information presented in the panel's report, as supplemented by consultations, the panel's recommendations represent a reasonable method of settling an internal dispute.

— Benjamin S. P. Shen

Exhibit 12: Letter from the Provost to Dean Stemmler, February 23, 1982

I am writing concerning the implementation of the recommendations of the Faculty Grievance Panel in the case of Dr. Maurice N. Srouji. In his letter of January 19, 1981, a copy of which is enclosed, Acting Provost Benjamin S. P. Shen stated his intention to implement the recommendations of the Faculty Grievance Panel. Unfortunately, some points mentioned in Recommendations I.A. and I.B. of the Panel report have still not been implemented. These mainly concern didactic teaching, seminars, office, clerical help, telephone, and letterhead paper. Other points have been implemented.

As you know, the University of Pennsylvania is obligated to provide Dr. Srouji with those opportunities, privileges, facilities and services mentioned in Recommendations I.A. and I.B. I trust that you will now see to it that these two recommendations are implemented as completely and speedily as is possible.

Please inform me before March 31, 1982, on the status of this implementation. I await your response with interest.

— Thomas Ehrlich

ON CAMPUS

March 9-March 28

1982 Academic Calendar

- March 13** Spring recess begins at close of classes.
March 22 Spring recess ends at 8 a.m.
March 29 Pre-registration for fall term and summer sessions.

Children's Activities

Films

- March 13** *The Thief of Baghdad*.
March 20 *The Lady Killers*.

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

On Stage

March 20 *The Magic of Music*, hosted by magician Craig Collis, 11 a.m. and 1 p.m., Harrison Auditorium, University Museum. Reservations: Ext. 4045.

Recreation

March 27 The Department of Recreation will offer children's classes in swimming, fencing, and gymnastics; registration deadline March 24. Forms are available between noon and 4 p.m. weekdays at the Gimbel Gymnasium. Information: Ext. 6102.

Special Events

March 6, 13, 20, 27 and April 3, 10 The University Museum presents six lectures on *The Secrets of Egyptian Hieroglyphics* for ages 12 through 16 by Diana Craig Patch; 10 a.m.-noon, Room 229, University Museum. Registration: Ext. 4026.

Workshops

- March 13 and March 27** The Morris Arboretum presents a two session workshop, *A Child's Garden*, for children 8-14 years, 10 a.m.-noon at the Morris Arboretum. Cost is \$20. To register: 247-5777.
March 20 The College of General Studies presents *The How and Why of Mummies*, a hands-on workshop for children and adults, 1-2:30 p.m. at the University Museum. Admissions is \$15 for one adult and child, \$5 for each additional family member. Information: Ext. 6479 or 6493.
March 27 *Shape of Space*, a workshop in conjunction with George Sugarman's first U.S. retrospective; 11 a.m., ICA Gallery. See Exhibits, March 11-April 18.

Exhibits

- Ongoing** *Polynesia*, a new permanent exhibition at the University Museum.
Through March 5 The South Asia Regional Studies Department presents *Exhibition of Five Indian Cartoonists*; First Floor, Faculty Club.
Through March 11 *An Exhibition in Celebration of 101 Years of Black Presence at Penn.*, at the Houston Hall Art Gallery.
Through March 12 *Recent Work* by Brian Peterson, available—light portraits and photographs from nature, at the Philomathean Art Gallery, University Museum.
March 11-March 21 The University of Pennsylvania and the Middle Eastern Technical University present *Architecture of Turkey 1920-1980*, a photographic exhibition and seminar in the Sharpe Gallery, University Museum.
March 11-April 18 ICA presents *Shape of Space: The Sculpture of George Sugarman* at the ICA Gallery. Opening March 10, 5-7 p.m. Information: Ext. 7108.
Through March 19 *The wood carvings* of Dr. Jay N. Zemel, Penn professor of electrical engineering, and the *paintings* of Yvonne Garner, artist and wife of Harvey L. Garner, Penn professor of computer information science, at the Faculty Club Lounge.

March 24-31 The Philomathean Society presents *Dogs!*, the Graduate School of Fine Arts' student show, at the Philomathean Art Gallery, College Hall.

March 26-April 5 *BFA Show*, an exhibit of work of Bachelor of Fine Arts Candidates at the Houston Hall Art 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.

Through May 31 *130 Years of the University of Pennsylvania Law Review* is on display in the rotunda of the Law School Building.

Gallery Hours

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

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.

Law School Rotunda, 1st floor, Law Building. Open Monday-Friday, 9 a.m.-5:30 p.m.

Philomathean Art Gallery, 4th floor, College Hall; Monday-Friday; noon-4 p.m. Information: Ext. 8907.

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.

Gallery Talks and Tours

- March 10** *Africa*. **March 21** *Clay Technology*.
March 14 *Peru*. **March 24** *Polynesia*.
March 17 *Egypt*. **March 28** *Egypt*.
These Wednesday and Sunday tours are free and begin at 1 p.m. at the main entrance of the University Museum.

Films

Exploratory Cinema

- March 10** *White Bird with a Black Spot*.
March 24 *Stilt Dancers of Longbow Village: Waiting for Harry*.

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. Information: Ext. 7041.

GSAC Film Series

- March 26** *Rules of the Game*.
Films are held in Stiteler Hall, B6 on Fridays at 7:30 and 10 p.m. Admission is \$1.50 or a Season Pass, \$10.

International Cinema

- March 10** *Taylor vs. Labor: Three Films About Control on the Job*, 7:30 p.m.
March 11 *The Uprising*, 7:30 p.m.
March 12 *The Uprising*, 4 p.m.; *In Our Water*, with filmmaker Meg Switzgale, 7:30 p.m.; *The Uprising*, 9:30 p.m.
March 13 *Workshop: Humanizing Science*, with Meg Switzgale, 1 p.m.
March 17 *America Is Hard To See*, 7:30 p.m.
March 18 *The Plumber*, 7:30 p.m.
March 19 *The Plumber*, 4 p.m.; *Harlan County, USA*, 7:30 p.m.; *The Plumber*, 9:30 p.m.

All International Cinema films and workshops are held at International House, 3701 Chestnut Street. Admission \$2.50 for evening shows and \$1 for matinees. The workshops are free with pre-registration. Information: 387-5125. Ext. 201.

Office of Student Life Film Series

- March 9** *Wife Beating*. **March 23** *Pink Triangles*.
These films are part of *Awareness Film Series*; screened at 11 a.m.-2 p.m. in the Bowl Room, Houston Hall.

Penn Union Council Film Alliance

- March 11** *THX 1138*, 9 p.m.
March 25 *Forbidden Games*, 10 p.m.
Films are screened in Irvine Auditorium. Admission is \$2.

Penn Union Council Movies

- March 26** *French Lieutenant's Woman*: 7:30, 9:45 p.m. and *Guys and Dolls*, midnight.
March 27 *Blow Out*: 7:30, 9:45 p.m. and *Twelve Angry Men*, midnight.
Films are in Irvine Auditorium, admission: \$1.25.

University Museum Sunday Film Series

- March 14** *A Pearl In the Crown*.
March 21 *Soldier of Orange*.
Films at 2 p.m. in Harrison Auditorium of the University Museum. Admission is free. Children are not admitted unless accompanied by an adult. Information: Ext. 4025.

Meetings

GAPSA
March 10 All meetings are held at 6:15 p.m. in the Council Room of the Furness Building.

Trustees

March 18 *Executive Committee 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. Meetings of the Executive Committee are usually held in the Faculty Club, vary as to time of day, and may or may not include an open session, depending upon whether or not actions are to be taken.

University Council

March 10 Meetings are held from 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.

Music

- March 11** The Curtis Organ Restoration Society presents a classical organ recital of Bach and French composers performed by Penn student Benjamin Epstein; 12:05 p.m. at the Irvine Auditorium. Free.
March 26 The Penn Composers' Guild presents *new music for small ensembles* by a group of graduate composers, James Ure, Imants Mezarauks, and Stuart Hille; 8 p.m., Music Building Annex.
March 27 The University Museum presents the Collegium Musicum Renaissance Wind Band in a *free concert of Renaissance music* at 2 p.m. in the Upper Egyptian Gallery, University Museum.
March 28 The Undergraduate Music Society presents a *free concert of Schubert, Handel and other music for voice and organ* with Richard Clemmitt, organist, and Frances Booker, soprano; 3 p.m., University Lutheran Church, 37th & Chestnut. Reception following concert.
The Interfraternity Council, Provost's Office and Black Student Organizations present the *Fisk Jubilee Singers* in concert; 4 p.m., Irvine Auditorium. Information: Ext. 5263.



Fisk Jubilee Singers, see Music, March 28. (above)

On Stage

- March 12, 13, 19, 20** Cultural Harvest, a program of the Christian Association, presents *Report on a Castaway*, a new musical based on the poetry of Bertolt Brecht and Lao Tzu; 8:30 p.m. at Saint Mary's Church, 3916 Locust Walk. Tickets are \$5. Reservations and information: 387-3268.
March 16-21 The McCarter Theatre Company presents *Iphigenia At Aulis*, Greek direct Spyros Evangelatos; 8 p.m., Zellerbach Theatre, Annenberg Center. Ticket information; Ext. 6791.
March 24, 25 at 8 p.m. and **March 26, 27** at 7 and 9:30 p.m. Bloomers presents *Rhapsody in Bloomers* in Houston Hall Auditorium. Admission: \$3.
March 25-27 Penn Players presents *An Evening of One Acts: The Public Eye* by Peter Shaffer, *Cowboy's #2* by Sam Shepard and *Solo Conversation*, an original play by Penn student, Eric Schrode; in the Studio Theatre, Annenberg Center. Tickets \$3. Information: Ext. 7570.
Penn Singers present *Yeoman of the Guard*, 8 p.m. in the Zellerbach Theatre. Information: Ext. 7038.

Special Events

Through March 14 *1982 Philadelphia Flower Show: Penn's Greene Countrie Towne* at the Civic Center. Coordinated by the Morris Arboretum and produced by the Pennsylvania Horticultural Society, the show will celebrate the Century IV city-wide birthday. Tickets: 625-8250.

March 13 The Egyptian Students' Association presents *Egypt Then and Now*, 3-7 p.m., Auditorium B1, Fine Arts Building. The program includes a lecture, *Secrets of the Pyramids and Sphinx*, by Zahi Hawass, the chief inspector of the Giza Pyramids; a reception with Middle Eastern foods, a craft exhibition and music; documentary movies; a raffle; and dinner served by Salloum's oriental restaurant. Cost is \$10 per person, \$7 for students. For reservations and information call 748-2490 from 6-10 p.m., 688-1783 from 9 a.m.-5 p.m.

March 17 The University of Pennsylvania Press will celebrate St. Patrick's Day and the publication of Henry Glassie's book, *Irish Folk History*, at O'Hara's, 3900 block of Walnut Street, 3-5 p.m. Dr. Glassie, Penn professor of folklore/folklife, will autograph his book, which will be available for the first time on that day.

Irish Folk

History,

see

Special

Events,

March 17.

(above)



Henry Glassie

March 18-21 The Graduate School of Education presents the Third Annual *Ethnography and Education Research Forum*, in Houston Hall. Information: CSE at Ext. 6998 or 5186.

March 21 *The Irish Working Girl—An Afternoon of History and Songs about Ireland's Daughters*, featuring Dennis Clark, a specialist in Irish-American history, and Murray Callahan, who will perform traditional Irish music; 2 p.m., Annenberg Auditorium; admissions \$10. Information: Ext. 6479 or 6493.

March 25 *Problems and Progress in Organic Synthesis*, the 1982 Edgar Fahs Smith Memorial Lecture; by Dr. Gilbert Stork, Higgins Professor of Chemistry, Columbia University; 8:15 p.m., University Museum Auditorium. (Penn and American Chemical Society, Philadelphia Section). Earlier in the day, a symposium celebrates Professor Stork's thirty-five years as an educator of chemists. Local societies and major corporations co-sponsor it, 2-5:15 p.m. in the University Museum Auditorium. The symposium includes Professors Samuel Danishefsky of Yale, Frederick Ziegler of Yale and Ronald Breslow of Columbia. The 8:15 p.m. lecture is free; admission to the 2 p.m. symposium is \$5, students \$2.

March 25-27 The Afro-American Studies Program presents the Eighth Annual Spring Symposium, *Jews in the Afro-American Perspective: A Dialogue*; in the Annenberg Auditorium. Information and reservations: Afro-American Studies Office at Ext. 4965.

March 26 The Faculty Club presents a *Jamaican dinner buffet and entertainment*; 6-9 p.m. at the Faculty Club. Cost is \$13.50 plus service charge; reservation deadline March 22. Call Ext. 4618.

Sigma Theta Tau, National Honor Society of Nursing, presents a conference entitled *Dissemination and Utilization of Research in Nursing Practice*. Information: Ext. 8289.

March 27-28 The Center for Family Studies in Cooperation with University of Penn School of Nursing Center for Continuing Education presents a conference entitled *Healing Interaction: The Physiology of Human Communication*, in the Harrison Auditorium, University Museum. Registration and information: Ext. 6310.

Sports (Home Schedules)

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

Locations: Bower Field: *Baseball*; Franklin Field: *Men's and Women's Lacrosse*; *Men's and Women's Outdoor Track*; Gulph Mills Golf Club: *Golf*; Lott Tennis Courts: *Men's and Women's Tennis*; Penn's Landing, the Delaware River: *Sailing*; River Field: *Softball*; Schuylkill River: *Men's and Women's Crew*; Weightman Hall: *Men's Volleyball*.

March 10 *Men's Volleyball* vs. NJIT, 8 p.m.

March 12 *Men's Tennis* vs. Harvard, 2 p.m.

March 13 *Men's Lacrosse* vs. Army, 1 p.m.

March 20 *Men's Heavyweight Crew*, Class Day Regatta, 10 a.m.

March 24 *Men's Lacrosse* vs. U. of Baltimore, 3 p.m.

March 25 *Baseball* vs. Lehigh, 3 p.m.; *Softball* vs. Eastern, 4 p.m.

March 26 *Women's Outdoor Track* vs. Big Five, 3 p.m.; *Men's Volleyball* vs. Merchant Marines, 7 p.m.

March 27 *Women's Lacrosse* vs. Harvard, 11 a.m.; *Baseball* vs. Textile (2), 1 p.m.; *Men's Outdoor Track* vs. St. Joseph's/Drexel/La Salle, 1:30 p.m.

March 28 *Women's Tennis* vs. Yale, 11 a.m.

Talks

March 9 *The Psychoanalytic Concept of Technical Neutrality: Some Moral and Technical Implications*; Dr. David Sachs, training and supervising analyst, Institute of the Philadelphia Association for Psychoanalysis; 10:45 a.m., Room 1152, Gates Pavilion, HUP (Student Health Service Psychiatry Section).

The Ferret Paratracheal Ganglion: A New Model for the Investigation of the Autonomic Innervation of Airways Smooth Muscle; Dr. Alan R. Cameron, Penn department of physiology; 12:30 p.m., 4th floor, Physiology Library, Richards Building (Respiratory Physiology Seminars).

March 10 *Reading the Romance: Women, Patriarchy and Popular Literature*; Dr. Janis Radway, Penn assistant professor, American civilization; noon, 106 Logan Hall (Women's Studies Office Brown Bag Seminars).

Peace and Poetry; Ada Aharoni, professor, Haifa University, Israel; 4 p.m., East Lounge, 4th floor, Williams Hall (Comparative Literature and Middle East Center Seminars).

Management of Acetabular Dysplasia in the Adolescent; Hugh Watts, M.D.; 4 p.m., Medical Alumni Hall, Maloney Building (Department of Orthopaedic Surgery).

From A Black Perspective: Puritan Boston and Quaker Philadelphia; Judge A. Leon Higgenbotham, adjunct professor of sociology; 5 p.m., Room 285-87, McNeil Building (Department of Sociology Colloquia).

The Recent Excavations of the Salarium Augusti in Rome; Dr. Edmund Buchner, president of the German Archaeological Institute, Berlin; 8 p.m., Rainey Auditorium, University Museum (Archaeological Institute of America).

March 11 *Biohistory*; Dr. Mark Sharnoff, University of Delaware; 11 a.m., Alumni Hall, Towne Building (Department of Bioengineering Seminars).

Product Development and the Transfer of Industrial Innovation; Thomas Fogarty; 11 a.m., Classroom II, University Museum (South Asia Seminars).

Mechanism of Action of Anti-Psychotic Drugs; N. Krieger, Penn assistant professor; 12:30 p.m., Room 215, Nursing Education Building (The Neuropsychopharmacology Colloquia).

March 12 Brown Bag Seminar on *Women's Lives: Yours and Emma Lapsansky*; Temple University history department; noon, CA 2nd floor Lounge (Common Women Project).

March 14 *Opera Singer: Rosa Ponselle*; Gordon Eby, author and critic; 3 p.m., Franklin Room, Houston Hall (Center for Italian Studies).

March 15 *Dopaminergic and VIP-ergic Mechanisms of the Retina*; Dr. Keith Watling, The Biological Laboratories, Harvard University; noon, Room 201, Nursing Education Building (Department of Pharmacology).

March 16 *Lipid Peroxidation and Environmental Pollutants*; Dr. Michael T. Snyder, Milton S. Hershey Medical Center of Pennsylvania State University; 12:30 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology Seminars).

March 17 *Genetic Probes of Senescence*; Dr. Warren Nichols, Penn adjunct professor, human genetics; 3:30 p.m., Human Genetics Room 196, Old Medical School Building (The Center for the Study of Aging Seminars).

Tumors of the Knee; Paul H. Lotke, M.D.; 4 p.m., Conference Room I, White Building (Department of Orthopaedic Surgery).

March 18 *Effect of Aging on Catecholamine Receptors in Brain*; L. Greenberg, Medical College of Pennsylvania; 12:30 p.m., Room 215, Nursing Education Building (The Neuropsychopharmacology Colloquia).

Poetry Readings by Sally Sorenson, artist, and Sandra Friedlander, writer, at 7 p.m. at the Christian Association (CA weekly series entitled re-Verse).

March 18-21 *Ethnography and Education Research Forum*; Graduate School of Education, Fine Arts Building. Information: Ext. 3273.

March 19 *The Perils of Paper*; Mary Elizabeth Ruwell, archivist; noon, Ethnic Arts Gallery, University Museum (The University Museum Brown Bag Seminars).

Computational Complexity; Herbert Wilf, Penn professor of mathematics; 2:30 p.m., Alumni Hall, Towne Building (The Lilly-Pennsylvania Program).

March 22 *Magnetically Stabilized Fluidized Beds: A New Fluid-Solid Contacting Technique*; Dr. Ronald Rosensweig, Exxon Corporate Research; 3:30 p.m., Alumni Hall, Towne Building (Department of Chemical Engineering).

From Print to Electronic Publishing: The Future of the Sears Catalogue; Ron Ramseyer, manager, Sears National Catalogue advertising; 4 p.m., Colloquium Room, Annenberg School (The Annenberg School of Communications Colloquia).

March 23 *Airway Gas Transport and High Frequency Ventilation*; Dr. Peter Scherer, Penn department of bioengineering; 12:30 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology Seminars).

Impact of Demographic Trends in Work and Retirement; Dr. Ann Miller, Penn professor of sociology; 3:30 p.m., Room 113, Nursing Education Building (The Center for the Study of Aging Seminars).

Making a Relationship: A Context for Fabling; Dina Kelly-Byrne, Penn department of language in education, Graduate School of Education; 7 p.m., GSE (The Center for Research in Literary Communications Interdisciplinary Colloquia).

March 24 *Education of the Handicapped Act: Implications for the Future*; Lucy Hackney, attorney; noon, 106 Logan Hall (Women's Studies Office Brown Bag Seminars).

Alternative Energy Sources in Arthroscopic Surgery; Thomas Peff, M.D., and Frederic Balduini, M.D.; 1 p.m., 426 Medical Education Building (Department of Orthopaedic Surgery).

Heat Transfer in High Temperature Gas Turbines; Professor Richard Goldstein, University of Minnesota; 3 p.m., Room 23, Moore Building (Department of Chemical Engineering and Department of Mechanical Engineering and Applied Mechanics).

Dilemmas of Immobilization; H. Lee Osterman, M.D.; 4 p.m., Medical Alumni Hall, 1st floor, Maloney Building (Department of Orthopaedic Surgery).

Chicago: A Tale of a Third City; Dr. Charles L. Bosk, associate professor of sociology; 5 p.m., Room 285-287, McNeil Building (Department of Sociology Colloquia).

The City of David—Jerusalem of the Kings; Dr. Yigal Shiloh, director of the City of David Archaeological Project; 6 p.m., Harrison Auditorium, University Museum. Reception following with Middle Eastern food, wine, and punch; admission \$3 for students, \$6 for members, \$8 for non-members. (University Museum).



The City of David—Jerusalem of the Kings, see Talks, March 24. (above)

March 25 *Coping with Death: The Paradigm of Hell and Heaven in Early Japanese Painting and Literature*; Dr. Barbara Ruch, Director of the Institute for Medieval Japanese Studies; 11 a.m., West Lounge, 4th floor, Williams Hall (East Asian Colloquia).

Information Processing in the Human Retina at Threshold; Dr. M. C. Teich, Columbia University; 11 a.m., Alumni Hall, Towne Building (Department of Bioengineering Seminars).

Mathematics In and Out of India; V. S. Varadarajan, Institute of Mathematics, University of California; 11 a.m., Classroom II, University Museum (South East Asia Seminars).

Recent Progress in Psychotropic Blood Level Monitoring; T. Cooper, Columbia University and Rockland Research Institute; 12:30 p.m., Room 215, Nursing Education Building (The Neuropsychopharmacology Colloquia).

Management Techniques During Budget Retrenchment; W. Wilson Goode, managing director, City of Philadelphia; 3 p.m., Room 200, College Hall (School of Public and Urban Policy).

On My Life and My Work; Aharon Appelfeld, Israeli novelist; 4 p.m., Room 245, Houston Hall (Department of Oriental Studies).

Tumor Angiogenesis: Biology and Clinical Implications; Dr. Judah Folkman, Julia Dyckman Andrus Professor of Pediatric Surgery and professor of anatomy, Harvard Medical School; 4 p.m., Medical Alumni Hall (Harrison Department of Surgical Research, Penn School of Medicine).

Poetry Readings by Jacqueline Savani, editor of Princeton's theological journal, and Jerome Robinson, artist, at 7 p.m. at the Christian Association (CA weekly series entitled re-Verse).

March 26 Brown Bag Sessions on *Women's Lives: Yours and Rita Addessa*, Philadelphia Lesbian and Gay Task Force; noon, CA 2nd floor Lounge (Common Women Project).

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 March 16, at noon, for the March 23 issue.**

OPPORTUNITIES

Listings are condensed from the personnel bulletin of March 8 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 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 (4683) \$12,000-\$16,100.
Administrator, Data Communications (4259).
Applications Programmer II (2 positions) (C0423) (4439) \$16,350-\$22,600.
Area Director of Admissions (4680).
Area Director (4698) administers functioning of six campus residences; directs and manages; recruits, hires and trains staff (advanced degree in personnel management or related field; two-three years' experience in residence).

Courses/Adult Workshops

March 9 *How Plants Work*, a six session course, 7-8:30 p.m.
March 10 *Treasures of the Morris Arboretum*, Part I of a three session course, 10 a.m.-noon.
March 15 *Plants and Medicine*, 7-9 p.m.
March 17 *Beyond Pachysandra*, 1-4 p.m.; *Starting Seeds Indoors*, 7-9 p.m.
March 20 *The Flower Boarder*, 10 a.m.-2 p.m.
March 22 *Greenhouse Management for the Amateur*, a three session course, 7 p.m.
March 27 *The Art of Pruning*, 10 a.m.-noon.
These courses are sponsored by the Morris Arboretum. For pre-registration and information call 247-5777.
March 9 *Public Relations in Practice*, a six session course, 6:15 p.m.
March 16 *Living Alone and Liking It*, a six session workshop, 5:45-7:15 p.m.
March 22 *Beginning Photography*, a six part slide lecture series, at 7:30-9 p.m.
Intermediate Drawing, an eight session course, at 6:30-8:30 p.m.
March 23 *Breaking Into Newsprint*, a six part course, at 7:30-9:30 p.m.
Fund Raising: Guidelines For Difficult Times, a six part series, at 5:45-7:45 p.m.
Introduction To Technical Writing: A Workshop, a six part series, at 6:30-8:30 p.m.
Personal Computing: How to Become Computer Literate, a six session course, 5:45 p.m.
Treasures From The Sea: An Archaeologist's Perspective, a three part lecture series, at 5:45-7:15 p.m.
March 24 *American Glass*, a six session course, 7-8:30 p.m.
March 25 *Beginning Drawing*, an eight part series, at 6:30-8:30 p.m.
March 29 *The Philadelphia Touch: Artists and Patrons*, a two session course, 10 a.m.
These are non-credit courses sponsored by the College of General Studies. Registration and information: Ext. 6479.
March 20 *Family Workshop: The How and Why of Mummies*, 1 p.m., Kress Gallery, University Museum.
March 23 *Maritime History and Nautical Archaeology*, a three session course, 5:45 p.m., Rainey Auditorium, University Museum.
March 27 *The Archaeologist and His Work*, a five session course, 10:30 a.m. and 1:30 p.m., Kress Gallery, University Museum.
These courses are sponsored by the University Museum's Education Department and the College of General Studies. For registration information call Ext. 6493.

Assistant Director (4696) supervises student staff; administers daily program functions; directs policies and procedures related to staffing and programming; manages all aspects of program (advanced degree with training in student personnel, development, theory and psychology; two years' experience in residence staffing and programming) \$14,500-\$19,775.

Assistant Director I (4640) \$13,100-\$17,800.
Assistant Director II (4418) \$16,350-\$22,600.
Assistant Director IV (C0439).
Assistant Director V (C0492).
Associate Registrar (4581).
Captain of Patrol (4542).
Coordinator V (C0511) directs operations of the English Freshman Seminar Program, the Writing Center, the University Writing Program and the Writing Consultant Program (Ph.D. in English language and literature; extensive experience in freshman English teaching and writing instruction; ability to manage inner and intra-departmental operation).
Counseling Psychologist II (3945) \$16,350-\$22,600.
Director (3 positions) (4652) (4653) (4654).
Executive Director (4688).
Group Practice Administrator (C0495).
Head Coach, Women's Rowing (4515).
Lecturer Clinical Supervisor (4677).
Librarian III (4525) \$16,350-\$22,600.
Programmer Analyst I (2 positions) (C0514) (C0515) \$14,500-\$19,775.
Project Manager II (C0445).
Research Coordinator (C0476) \$14,500-\$19,775.
Research Specialist Junior (3 positions) \$12,000-\$16,100.
Research Specialist Jr. (C0522) prepares and studies mitochondria biochemically; performs biochemical protein separation; operates laboratory analytical apparatus (degree in chemistry, biochemistry or biology; knowledge of biochemistry pathways) \$12,000-\$16,100.
Research Specialist II \$14,500-\$19,775.
Research Specialist IV.
Staff Engineer, Electrical (4621).
Staff Dental Hygienist (4694) collects patient data; teaches plaque control, scales and polishes; applies desensitizing agents, topical fluoride, fissure sealants; administers sedation; places and removes periodontal dressings; performs nutrition counseling, placement of rubber dam and temporary restorations (completion of accredited Dental Hygiene curriculum; passed state, national or regional board exams; holds current Penna. State license; two years' experience as dental hygienist) \$14,500-\$19,775.
Supervisor V, Data Processing (4368).
Systems Analyst (C0329).
Vice Chairman (4590).

Support Staff

Administrative Assistant (C0513) \$9,925-\$12,250.
Administrative Assistant I (3 positions) (4526) (C0483) (4667) \$9,925-\$12,500.
Administrative Assistant II (2 positions) (4697) supervises and manages office personnel; trains student workers; prepares PAF's & TRF's; maintains budget records and prepares payment aprons; schedules coverage of reception desks; maintains Area Director's calendar; types letters and confidential materials; understands filing practices (experience with clerical procedures; proficient typist; budget accounting systems and in the administration of student and temporary staff hiring, training, supervising and motivation) (C0517) assists in preparing departmental budgets; prepares all budget forms and maintains budget files; keeps running inventory on all supplies; orders supplies as needed; key operator of IBM II Copier; prepares PAF's, TRF's and work-study payroll; assists with routine office activities as needed (prior office experience essential; accurate typist, strong organizational skills, some bookkeeping experience helpful; knowledge of University budget system preferred, but not required) \$9,925-\$12,250.
Admissions Assistant I (4689) responsible for processing applications to medical school; good eye for detail; ability to organize, communicate and work under pressure (business school and/or some college; excellent typist; 1-3 years experience in admissions, preferably at Penn) \$10,575-\$13,100.
Clerk I (4660) \$7,725-\$9,350.
Clerk V (4445) \$9,925-\$12,250.
Coordinating Assistant (4693) assists Director of Alumni and Development Programs in School of Nursing; attends meetings of the Board of Overseers, Faculty and Alumni Coordinates conferences; develops format for brochures and other publications (two-three years' college, advanced administrative duties; initiative, mature judgement; ability to work independently and under pressure; knowledge of University procedures; excellent writing and typing skills) \$10,575-\$13,100.
Custodial Supervisor (4682) \$14,575-\$18,700.
Dental Assistant II (4670) \$10,175-\$12,400.

Dental Assistant II (2 positions) (4690) assists with training of students in four-handed dentistry; seats, positions and dismisses patient; completes clinic forms; assists students chairside; disinfects instruments, prepares area for treatment and dental materials; may perform expanded function duties (degree from approved dental assisting program; certification preferred; two-three years' clinical experience, preferably in teaching environment (4691) responsible for patient records; exposes, develops and mounts radiographs; supervises dental auxiliary students; assists chairside in four-handed instrument transfer; provides instructions in child management skills; stocks and distributes supplies and patients charts; completes D.F.A. forms; schedules patients; pulls and files charts; answers telephone (degree from approved dental assistant's course; one-two years' experience; certification preferred) \$10,175-\$12,400.
Electronic Technician III (C0463) \$12,600-\$15,500.
Greenhouse Worker I (4673) \$10,550-\$13,500.
Instrumentation Specialist (4494) \$16,625-\$21,300.
Mechanician (4648) \$9,125-\$11,700.

Placement Assistant (2 positions) (4662) (4637) \$9,925-\$12,250.
Programmer I (C0501) \$11,225-\$14,000.
Psychology Technician II (C0474) \$12,600-\$15,500.
Radiology Technician (4512) \$10,175-\$12,400.
Receptionist II (4643) \$8,775-\$10,725.
Records Assistant II (4579) \$10,575-\$13,000.
Registration Assistant I (4472) \$9,375-\$11,500.
Research Dental Assistant IV (C0528) assists orthodontist in the delivery of standard treatment and in performance of research procedures; obtains and develops panoramic, cephalometric and full-mouth radiographs; prepares plaster models of subjects; records entry of research data onto CRC terminal; takes intra-oral photos; expanded duty ortho procedures; individual to be trained by resident dentist and CRC staff (graduate of Certified Dental Assistant Program; minimum two years' experience in private practice or dental clinic setting) \$11,225-\$13,775.
Research Laboratory Technician II (C0490) \$9,150-\$11,100.
Research Laboratory Technician III (4 positions) \$11,225-\$13,775.
Research Laboratory Technician III (2 positions) (C0520) applies existing protocols and designs new protocols for the study of gamete interaction in vitro (degree in biology or related field with extensive laboratory experience required; experience with handling small animals, with light microscope assays and with enzyme assay procedures essential; ability to work independently with research laboratory technician. (C0523) follows up kinetic study of enzyme by biochemical and biophysical methods; operates laboratory analytical instruments as pH meter, spectrophotometer (degree in chemistry, physics, pre-Med or biology; experience in biochemical lab techniques; knowledge of computational methods helpful) \$11,225-\$13,775.
Secretary II (2 positions) \$8,775-\$10,725.
Secretary III (4 positions) \$9,375-\$11,500.
Secretary IV (4672) \$10,575-\$13,100.
Secretary, Medical/Technical (5 positions) \$9,925-\$12,250.
Shift Supervisor, Mechanical Systems (4647) Union Wages.
Supervisor (4611) \$11,925-\$14,975.
Word Processing Secretary (4665) \$9,925-\$12,250.

Part-time Positions

Administrative/Professional Staff
Business Administrator I (C0460) Hourly Wages.
Permanent Employee (C0386) Hourly Wages.
Professional (C0525) analyzes configurations of management and technical systems with respect to implications for computer implementation and implements the programs (educational experience in computer and management systems) Hourly wages.
Staff Physician (C0501) Hourly Wages.

Support Staff

Employee (4538) Hourly Wages.
Employee (2 positions) (Medicine) runs computer programs and writes new ones; edits and verifies data forms and corrects file errors (degree with one year's experience with statistics at a graduate level; knowledge of JCL, FORTRAN, SAS, SPSS on an IBM 370 computer; experience in management of a large computer data base with applications in medical research) (4692) reviews applications and other admission data; arranges interviews; conducts orientation sessions, classroom and meeting space; other clerical duties as assigned (ability to deal with people, compiles and maintains records, and types 50-65 wpm; oral and written skills; extensive phone/mail contact) Hourly Wages.
Librarian (4393) Hourly Wages.
Sales Clerk (4577) Hourly Wages.
Secretary (C0387) Hourly Wages.