

Almanac

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Commencement: Sol Linowitz

The University's 1982 Commencement speaker will be Sol M. Linowitz, a member of the FAS Board of Overseers who served as ambassador to Presidents Carter and Johnson. His selection was announced by President Sheldon Hackney on March 10, at Council.

Mr. Linowitz, now co-chairman of the National Urban Coalition and senior partner of an international law firm in Washington, D.C., was ambassador-at-large for the Middle East negotiations of 1979-81 under President Carter, and U.S. Ambassador to the Organization of American States in 1966-69 under President Johnson. He was also co-negotiator of the Panama Canal treaties, 1977-78, and chaired President Carter's Commission on World Hunger, 1978-80.

Mr. Linowitz received the honorary Doctor of Laws degree here in the 1980 Commencement for "dedication to public service and international cooperation."

Filling Four Named Chairs in FAS

Dean Robert H. Dyson, Jr., has announced the selection of four present faculty members—Drs. Ludo Rocher, Spyros Iakovidis, Henrika Kuklick and Candace Slater—for named professorships in the Faculty of Arts and Sciences.

Dr. Rocher, professor of Sanskrit here since 1966, will hold the W. Norman Brown Chair in South Asian Studies, named for the founding chairman of the department here and seeded by an anonymous private gift with grants added from the Ford Foundation and NEH.

The chair to be held by Dr. Iakovidis, senior curator of the Mediterranean Section of the Museum, is also partially funded by the Brown chair's anonymous donor. It is the University Museum Professorship in Biblical Archaeology.

Two chairs reserved for untenured faculty members of outstanding promise are the M.

Mark and Esther K. Watkins Assistant Professorship in the Humanities which will be held by Dr. Slater, now assistant professor of Romance languages; and the Janice and Julian Bers Professorship in Social Sciences to be held by Dr. Kuklick, now assistant professor in the history and sociology of science. Both of these chairs are named for their donors.

In announcing the four selections, Dr. Dyson singled out, among extensive qualifications of the nominees, such highlights as:

... the Belgian-born Dr. Rocher's extensive scholarship in Sanskrit, with special emphasis on Sanskrit scientific literature, Hindi, Hindu law, and the Indian Constitution; his membership in the Belgian Royal Academy of Overseas Science, Fellowship in the Asiatic Society of

(continued next page)

Trustees: The 15.9% Tuition Hike

At the March 18 meeting of the Trustees Executive Committee, the trustees voted a 15.9 percent increase in undergraduate tuition and general fee, bringing the combined figure for 1982-83 to \$8000 (\$1100 over the current one).

Graduate tuition and general fee—now at \$7,245—will increase by a proportionate amount, as will part-time tuition and fee; and professional students' tuition will be determined administratively to reflect budget requirements of schools, a News Bureau release said later.

At the meeting, Trustees Finance Committee Chairman John W. Eckman said the increase keeps Penn roughly in the same position, "neither the highest nor the lowest, but somewhere in the middle" with respect to similar private institutions. He also pointed out that the overall increase in cost of full-time undergraduate attendance is only 13.8 percent, with lower percentage increases for room rents (12.4) and board (11.6).

President Sheldon Hackney cited worsening economic conditions for higher education that leave no alternative but to increase tuition "to enable us to operate with a balanced budget while not sacrificing the quality of our educational programs and student life."

Appointments: The Committee confirmed the previously-reported selections of Professor Robert Mundheim as Law School dean and of FAS Dean Robert H. Dyson, Jr., as director of the Museum, and added the promotion of Arthur Hirsch (left) to the vice-presidency in

operational services. Provost Thomas Ehrlich singled out the only tenure-bearing appointment in the month's list of faculty personnel actions, that of Dr. Marc Nerlove of Northwestern as professor of economics here. He described Dr. Nerlove as a "giant" in microeconomics who will "add further distinction to an already distinguished department."

Financial Reports: Chairman Paul F. Miller, Jr., reported development subscriptions of \$32 million and receipts-to-date of \$25.3 million as "an improvement over the trend line when we last looked at it." Investment Committee Chairman John Neff gave figures showing Penn still outperforming the Dow-Jones, S&P and other market indices. Executive Vice President Edward Jordan said the budget performance this fiscal year "remains in balance with the prospect of a modest surplus," helped by management of cash and temporary investment of cash assigned to projects that are delayed in starting. But, he warned, the cost of operating schools and centers is going up while rate of recovery of indirect costs is slowing down.

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Art Siegel



Vice President: Bud Hirsch

Arthur F. (Bud) Hirsch, above, has been named vice president for operational services, moving up from the acting post he has held since Fred A. Shabel's resignation in October 1980.

Mr. Hirsch, a 1969 graduate of the University, served as lieutenant in the U.S. Navy, then took an M.B.A. at the Harvard Business School in 1975 before returning to Penn that year as assistant to Mr. Shabel. He has moved up through promotions to executive assistant, then to assistant vice president, in the operational services unit. As vice president, he oversees nine divisions including facilities development, construction, physical plant, energy, public safety, transportation and communications, purchasing, dining services, and bookstore operations.

A Conference on University/Corporate Relationships

In recent years universities and corporations have increased their ties in a number of areas of mutual interest in basic research and in the transfer of the results of that research to the development of commercial products. Most of the emphasis has been on biotechnology, and even more specifically on genetic engineering, but many cooperative programs are also being established in the physical and engineering sciences. These kinds of relationships are by no means new. The electronics and computer companies that were created around Boston's Route 128 after World War II by Harvard University and MIT faculty members and their colleagues, and the similar development of Silicon Valley by Stanford University faculty, have become almost legendary example of the translation of basic research discoveries into commercial applications of great benefit to the participants and to the nation. What is new about the current environment is the variety and the scale of the programs and the perception that they may grow into a major resource for some universities and an equally large fountainhead of commercially useful ideas for industry.

The concerns that have been raised by these new associations rival the excitement generated by their opportunities. Faculties and university administrators worry about a shift within the institution from basic to more applied research, the impact of contractual relationships between universities and industry on the openness of research and prompt publication of the results, and the consequences of ownership by faculty of equity positions in companies with which they do research. Corporations wonder how many new products and how much profit can be expected, realistically, from all of this effort, and they are also concerned that universities are counting too heavily on them to replace lost research dollars from the federal government. The federal government has encouraged more research between universities and industry, but now the government is concerned that a select few corporations may make a large profit from information developed with public funds granted to universities for research purposes.

It is clear that neither universities nor corporations are sure how to respond to all of these opportunities and potential problems. Therefore, my colleagues and I have taken the lead in organizing a National Conference on University/Corporate Relationships to address these issues. The Conference will be held at the University of Pennsylvania December 15-17, 1982. It will be co-hosted by the presidents of eight major universities, Cornell University, The Johns Hopkins University, University of Michigan, Princeton University, University of Texas, Washington University, Yale University, and the University of Pennsylvania. A steering committee, chaired by Dr. Alfred Fishman, Professor of Medicine in the School of Medicine, and composed of representatives from the other seven universities and from industry will develop the program of the Conference. Participants will be invited from universities, corporations, foundations, and governments. Dr. Thomas Langfitt, Vice President for Health Affairs, will coordinate the organization of the Conference with the other universities and with corporations. It will be funded in its entirety by a generous grant from the SmithKline Beckman Corporation, and the proceedings of the Conference will be published.

We are pleased and honored to host this important meeting, and we will keep the campus community informed on further developments with the conference. Beyond that, I will be looking to Executive Vice President Jordan to take the lead in developing appropriate new mechanisms through which we might generate nontraditional forms of revenue to support our research and academic programs.

Sheldon Hackney

OF RECORD

Protocol Agreement With Mohamed V (Morocco)

In accordance with the "Guidelines and Integrated Statement of the University of Pennsylvania" (*Almanac* April 24, 1979), the Coordinator of International Programs offers the following information concerning the protocol agreement between the University of Pennsylvania and University Mohamed V in Morocco.

The agreement calls for the development of cooperation between the two institutions for joint research and training projects and faculty and student exchange, primarily through the Graduate School of Education and the Ecole Normale Supérieure of the University. Mohamed V. Prof. Daniel Wagner (Pennsylvania) and Prof. Abdeljilil Lahjomri (Mohamed V) are the principal investigators of this agreement. Each university will be responsible for salaries and other costs involved for its own faculty, and for the funds necessary to support its own students. Neither institution is formally committed to contribute its own funds for any cooperative activity. The agreement will become effective upon its signing and is renewable in periods of two years.

The agreement is available for inspection in the Office of International Programs, 133 Bennett Hall. In accordance with the Guidelines, members of the University community have two weeks in which to raise questions or objections concerning the agreement. Unless objections are raised, the agreement will then be forwarded for final approval to the President and the Provost.

—Humphrey Tonkin, Coordinator, Office of International Programs

FAS Chairs (from page 1)

Bengal, and service in the American Institute of Indian Studies, where he is a vice president and trustee;

... Dr. Iakovidis' combination of scholarship with on-site discoveries in excavations he has directed at Perati and Gla, supervised in Athens (while also working on reorganization of the Acropolis Museum), and taken part in at Pylos, Eleusis, Thera and Mycenae—the last of these his subject before the Society of Antiquaries of London during the invitational Schliemann centenary celebration;

... Dr. Slater's combination of Portuguese language scholarship, folklore and cultural studies in her pioneering work on the Brazilian chapbook and in her leadership of the Tinker Foundation lectures here; and renewed student interest in Portuguese attributed to her teaching; and

... Dr. Kuklick's breadth and depth in the sociology of knowledge and history of social sciences, on subjects as wide-ranging as the British Imperial context and anthropological thought; the revolution in U.S. sociological theory; the application of social sciences to business and government in the nineteenth and twentieth centuries; and race relations and the idea of race.

"In making their nominations to the four chairs," Dr. Dyson said, "the search committees and department chairpersons have done an excellent job of identifying both advanced senior faculty and productive junior members of FAS who can synthesize ideas and deliver them effectively through teaching and scholarship."

Search for Bioengineering Chairperson

The School of Engineering and Applied Science is seeking a chairperson for the department of bioengineering. The School has determined that the chairperson will be chosen from within the University. Members of the University community are hereby invited to submit recommendations for candidates to the Chairman of the Search Committee.

Candidates should have outstanding qualifications in research and teaching, with a strong background in engineering as applied to biological systems.

—L. A. Girifalco, Chairman
Bioengineering Chairperson Search Committee
Room 403 LRSB/KI

Call for Graduate Reps

The Graduate and Professional Students Assembly is accepting nominations for membership on 1982-83 Council and other University-wide committees. Applications are available at the Office of Student Life, first floor Houston Hall; Ext. 6533.

Almanac

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Getting Ready for the Spring Senate Meeting

The rhythm of our faculty governance system is characterized by a gradual buildup of activity throughout the fall semester and, if things are going well, a series of proposals to come before the Senate Executive Committee and the Faculty Senate before the end of the spring semester. Such a pattern is evident in the activities of the Faculty Senate this year, with a number of proposals drafted by our hardworking Committees on the Faculty and on Administration being prepared for presentation to the Senate Executive Committee.

The Senate Executive Committee may at its discretion act for the Senate on substantive policy issues in the intervals between Senate meetings (Sec. 8(a) of the Rules of the Senate). SEC may, therefore, decide to take action on some of these matters without waiting for the full Senate meeting on April 21; indeed, it has done so recently with two items which did not seem of sufficient import to warrant time on the Senate agenda (see items 1 and 2 below). However, it is clear that the faculty will be best served if SEC recommendations are made after the faculty has had an opportunity to review the issues coming up for SEC or Senate consideration. With this in mind, I am summarizing below the proposals which I anticipate will be on the SEC or Senate agenda this spring, as well as the two recommendations which SEC has recently transmitted to the Provost.

1. Admissions Head Title. SEC has concurred with the recommendation of the University Council Committee on Undergraduate Admissions and Financial Aid that the title of Director of Admissions be changed to Dean of Admissions. Mindful of the principle, expressed by the 1970 and 1978 Task Forces on Governance, that the title of Dean be reserved for senior academic administrators who are head of a faculty or school, SEC made this recommendation with the understanding that this exception to the use of the title "Dean" shall not extend to other administrative positions.

2. Terms of Department Chairs. SEC has responded to a request from the Provost for reconsideration of the relatively strict limitation on terms of department chairs which was approved by the Faculty Senate on April 22, 1981. SEC reiterated its support of the principle, approved by the Senate, that exceptions to the 12-year limit be "extraordinarily rare." Since the Educational Planning Committee has been abolished and its responsibilities divided between the new Academic Planning and Budget Committee and the Academic Review Committee, SEC recommended revision of the approved document to read: "Exceptions to the [12-year] limit should be approved in advance by the president and provost after consultation with the Academic Review Committee."

3. Research Associates. The Senate Committee on the Faculty is recommending to SEC that the rank of Research Associate be transferred from the Research Faculty (in the Associated Faculty) to the category of Academic Support Staff.

4. Law School Lecturers. SEC will shortly consider a recommendation from the Senate Committee on the Faculty that Lecturers teaching in the Law School clinical program be permitted to hold that rank for up to 7 years.

5. Maternity Leave. The Committee on the Faculty is preparing a recommended policy statement on maternity leave for faculty.

6. Research Faculty. The Committee on the Faculty is also completing work on a document outlining University-wide guidelines for the Research Faculty track which will specify appointment, reappointment and promotion procedures as well as limitations on permissible teaching loads and maximum numbers of Research Faculty in proportion to the Standing Faculty in a school.

7. Conflict of Interest. The Senate Committee on Administration has completed work on a proposed revision of our faculty conflict of interest policies. The document, which is presented in the adjoining pages for comment, includes a substantial reorganization of several existing statements. Probably its most noteworthy and controversial feature is the proposal in Section II.1. to change the "one day in seven" rule for extramural activities to "one day per five day work week or two days in seven."

Our other Faculty Senate committees are also diligently at work and will be requested to report to the Senate at the April 21 meeting: The Committee on Academic Freedom and Responsibility with a reply to President Hackney's response on the grievance of Professor Maurice Srouji (*Almanac* January 12 and March 9, 1982) and the Committee on the Economic Status of the Faculty on its efforts to cope with the devastating effect of federal budget cuts on the University budget in general and faculty salary policy in particular.

The Senate Executive Committee, in an effort to devote more of its time to substantive policy issues, has approved, on a trial basis, a proposal of its own. It has set up a "subcommittee on committees" to generate slates of nominees for the many committees and faculty representatives that SEC must appoint. The chair of this subcommittee for 1982 is David Balamuth, professor of physics.

SEC will, at its next meeting on April 7, decide which of the above items will be placed on the agenda of the April 21 meeting of the Faculty Senate. I have also asked the Academic Planning and Budget Committee to present a progress report on the six working papers at the Senate meeting. The agenda for our April 21 meeting will appear in the April 13 issue of *Almanac*.

Phoebe S. Leboy

TO: Members of the Faculty

FROM: Senate Committee on the Economic Status of the Faculty... On Faculty Salaries

During the past few months, the committee has held a series of meetings with the Provost dealing with faculty compensation. The purpose of this letter is to report on these meetings and to call the faculty's attention to some of the concerns that we have about the administration proposals on University compensation policy for the coming year.

It is now apparent that faculty compensation increases will fall short of the goals established in the resolution on compensation adopted at the fall meeting of the Faculty Senate. However, the University-wide budgeted increase should approximate the expected rise in the cost of living. We are deeply disappointed that the Senate's objectives will not be met and have communicated this to the administration.

We believe that the administration has been open with us concerning University budgetary information. This continues the pattern established last year and represents a significant improvement over the policies during most of the 1970's. We recognize the problems that the proposed federal budget cuts in research and student aid would create. However, we still believe that greater

efforts should be made to find budget-balancing alternatives besides salaries and tuition. The problems are extremely complex, and there are no easy solutions. We have been urging the administration to attempt to identify marginal projects in every part of the University which might be cut back.

We also view with concern the proposals that recently have been made to establish salary increment policies that differ significantly among schools. We are not convinced that such a change is warranted. If it is appropriate for some schools, it should be undertaken only after a thorough analysis of the potential consequences and then with faculty participation and oversight. The procedures for making exceptions to University-wide salary policy should be carefully designed and understood by all interested parties. Approaching the issue in an ad hoc manner would be a mistake. We are proposing guidelines on how to deal with this matter.

We would appreciate comments from the faculty regarding the matters discussed above as well as other relevant issues. Please send your comments in writing to the committee at the Faculty Senate Office, 15 College Hall/CO.

Proposed Conflict of Interest Policy for Faculty Members February 11, 1982

Preface from the Senate Chair

In June of 1981, the Trustees approved a Policy of Conflict on Interest (*Almanac* September 15, 1981). In that document, the Trustees noted that conflict of interest policy as it pertained to faculty was addressed in existing University policies published in the 1979 Handbook for Faculty and Administration (pages 41-47) and in the Research Investigators Handbook. An additional relevant statement, the Policy on Outside Financial Interests that was approved by University Council in 1969 but omitted from the 1979 Handbook, was published in the Trustee's document in *Almanac*.

This fall, I requested the Senate Committee on Administration to review our existing policies relating to potential conflict of interest for faculty. Their proposed revision of our existing policies, published below, will be considered by the Senate Executive Committee at its meeting on April 7. Members of the Senate are urged to submit their comments, preferably in the form of amendments or substitutions, to the Senate office (15 College Hall) by March 29.

—Phoebe S. Leboy

I. Introduction

This policy applies in full to all Standing Faculty, Standing Faculty-Clinician Educators, and all full-time members of both the Associated Faculty and Academic Support Staff, hereinafter simply designated faculty members. Parts of it also apply to those with part-time faculty appointments; these cases are noted in the appropriate sections. The details of this policy derive from the following general obligations:

1. All employees are required to conform to the mores and ethical standards of the University and the rules promulgated to enforce them.
2. Employment as a faculty member presumes a primary commitment of time and intellectual resources to the academic mission of the University and its functioning as a community.

The following sections cite specific types of activity that have commonly been found to conflict with these obligations, and the procedures and regulations that have been devised to identify and resolve such conflicts. They are intended to serve as examples and not as a comprehensive compilation. Situations not covered by them will be judged in the light of the above general obligations.

Examples of actions that run counter to the first general obligation include nepotism, discrimination on the basis of irrelevant characteristics, inappropriate use of the University's name, and exploitation of any aspect of association with the University for unacceptable purposes or private gain. They are proscribed at all times for all faculty members, extending to those in part-time employment as noted in the relevant sections of this document. Excessive commitment of time or mental effort to extramural engagements or other non-University activities during the academic year constitutes a violation of the second general obligation. As used in this policy, the academic year is defined for each faculty member as that portion of the year during which they receive a salary from the University for services.

II. Conflict of Interest in the Allocation of Time and Effort to Extramural Activities

The University recognizes that its faculty members are not employees in the usual sense, and that a precise allocation of academic time and effort is inappropriate. Their pursuit of knowledge in their areas of competence is presumed to be a lifelong commitment. A limited association of faculty members with government, professional agencies, and public or private organizations is appropriate, especially when it may enhance their competence as scholars.

Policy on Extent of Extramural Activities. Forms of extramural activity include part-time engagement for a fee as a technical or professional consultant or practitioner and formation or association with business

enterprises or non-profit organizations. In principle, both such associations are approved under the following conditions:

1. Faculty members should not engage in such extramural associations to an extent that detracts significantly from their availability for normal academic duties. These commitments in aggregate should neither exceed one day per five-day work week nor two days in seven during the academic year. Exceptions to this will be permitted only in unusual circumstances and require the specific approval of the president or provost, the appropriate department chair, and the appropriate academic dean or director.
2. Faculty members shall make known to their department chairs and academic deans or directors the prospect of each *continuing engagement*, including, at least, all engagements expected to extend for a substantial portion of an academic term. Faculty members should decide to enter a relationship only if, after discussion with their department chairs and academic deans or directors, there is concurrence that the proposed engagement will not conflict with the faculty members' professional obligations to the University, or with the University's outstanding or prospective commitments for teaching and research.
3. In addition to the prospective disclosure cited above, all faculty members must report on the extent of their extramural activities of all types as detailed in Section VII below.

III. Conflict of Financial Interest between the University and Extramural Organizations

Members of the faculty or of their immediate families (including parents, children, siblings, spouse) may have significant investments or interests or hold official positions in extramural business organizations, whether or not they have undertaken to perform continuing work or services for them. Such economic or official relationships are of concern if:

1. The organizations are engaged in activities that parallel activities in which the University is currently or prospectively engaged, and in which faculty members play (or might appropriately play) a role in their academic capacities; or
2. The organizations have a present or prospective relationship with the University, e.g., as suppliers of goods or services or as parties to research contracts, and the conduct of those relationships may involve faculty members in their academic capacities; or
3. The engagements undertaken by faculty members under the aegis of extramural business organizations might be suitable and appropriate activities for execution within the University.

A. Policy on Disclosure of Relationships with Organizations that are Suppliers or Potential Competitors of the University. In either of these situations, faculty members shall be required to report the facts and circumstances to their department chairs and academic deans or directors so that appropriate steps may be taken to avoid conflicts of interest, especially ones in which faculty members may benefit from a knowledge of confidential information.

In the foregoing it assumed that those with part-time faculty appointments will not normally participate in University decisions that could engender such conflicts of interest for them. Whenever this condition does not obtain, the policy stated above extends to them. Furthermore, in any circumstances in which part-time faculty members are engaged in externally sponsored research projects contracted with the University, or in which they stand to benefit from a knowledge of confidential information, full disclosure of their relationships with relevant extramural organizations and of the facts pertaining to any potential conflict is required.

B. Policy on Acceptance of Engagements through Extramural Organizations. Faculty members with positions or connections in extramural organizations who wish to undertake engagements through those organ-

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zations rather than the University are obliged to offer first to the University each such engagement (grant, contract, client, etc.) in which they would assume one or both of the following relationships to the engagement:

1. Owner, executive or other principal decision-making position responsible for the conduct of that business enterprise; and/or
2. Principal investigator or other substantial responsibilities for the satisfaction of the engagement.

By requiring that each engagement be offered to the University, the following ends are served:

- a. The disclosure of the type, scope and extent of extramural activities is achieved, in accord with University policy;
- b. The decision as to whether an engagement is appropriately undertaken as a University or extramural activity is shared with the University administration, thereby avoiding possible conflicts of interest, and the appearance of such conflicts.

Faculty members intending to conduct engagements in business enterprises with which they are associated shall disclose in writing to their department chairs and deans:

1. The nature and terms of the proposed enterprise, and
2. The reasons why it should be conducted as an extramural activity.

If the chairs and deans agree that the engagements are not appropriate as a University activity, and if they conclude that the other conditions of the extramural consulting policies of the University will be met, then they will advise the faculty members to proceed. Otherwise, they may require that the engagements be conducted within the University.

IV. Disclosure of University Affiliation in Publications of Extramural Organizations

Faculty members who form or associate with extramural business enterprises or non-profit organizations should exercise particular care that their University affiliation is appropriately cited in publications of such organizations. Problems that can arise from failure to observe this injunction include:

1. Such an organization, by reason of the participation of faculty members, might be considered to have some formal or informal relationship to the University.
2. Faculty members by reason of their positions in such organizations, might be expected to discharge duties and responsibilities for those organizations that would be inconsistent with their primary duty to the University.

A. Disclaiming University Relationships. A business enterprise or non-profit organization, with which a faculty member has a connection, may release to the public from time to time publications concerning itself and its activities. In all such publications it may be desirable and, in many cases, required by law that a faculty member's affiliation with the University be disclosed.

The impact of such disclosure will depend on the circumstances. At one extreme a faculty member might serve as a member of the board of directors of an established business or non-profit organization, where there is not even a remote implication that such organization is in any way connected with the University of Pennsylvania. At the other extreme all or a large number of the principals of an organization (officers, directors, promoters and substantial shareholders) may be faculty members. In such cases, there is a strong implication that the organization may be connected with the University of Pennsylvania, even that the University bears some responsibility for its activities and success. In these cases, an express statement of the form:

The _____ has no connection, directly or indirectly, with the University of Pennsylvania.

in prominent type, should be included in all publications released by such organization. The provost shall have the power to require such a statement to be included in all organizational publications that refer to faculty members, when it is in his/her judgment necessary.

The foregoing rules extend to part-time faculty members, when their association with the University is mentioned in an organizational publication.

B. Affirmation of Obligations to the University. A faculty member may have a position of responsibility (continuing or temporary) with an extramural business organization. In such cases it should be made clear in any publications of the organization that the obligations, in terms of both time and responsibility, of the faculty member to the extramural organization are limited by and subject to the policy of the University of Pennsylvania. This alerts both the public and the faculty member's

business associates that duties to the extramural organization are thus limited. This is especially necessary in the case of corporate officers who are normally regarded as owning a comprehensive fiduciary duty to the corporation and its shareholders. The suggested format for such a disclosure is:

J. Smith, a vice president of this corporation, is a member of the faculty of the University of Pennsylvania and as such is subject to limitations by the University on the time that may be devoted to the affairs of this corporation. In any instance where the interest of this corporation may conflict with the interest of the University of Pennsylvania, J. Smith will resolve such conflict in favor of the University of Pennsylvania.

The provost shall have the power to require such a disclosure in any instance where he/she adjudges it necessary.

V. Conflict of Interest in Externally Sponsored Research

Detailed information and regulations concerning sponsored research may be found in the 1977 Research Investigator's Handbook, modified by the "Guidelines for the Conduct of Sponsored Research," published in *Almanac* 4/7/81. Copies of both are available from the Office of Research Administration.

All faculty members, including those in part-time employment, participating in externally sponsored research projects contracted with the University should refrain from any use of their employment that is motivated by, or gives the appearance of being motivated by, the desire for private gain for themselves or other persons, including particularly those with whom they have family, business, or financial ties. The potential for private gain is present when any private agencies or enterprises in which they have significant financial interests or consulting, managerial, or other employment relationships stand to benefit. Examples of situations from which conflicts of interest may arise include, but are not limited to, the following:

1. Undertaking or orientation of sponsored research to serve the needs of a private agency or enterprise in which a responsible staff member has an interest.
2. Purchase of major equipment, instruments, materials or other items for externally sponsored research from any agency or enterprise in which a responsible staff member has an interest.
3. Acceptance of any limitations on the free publication of and access to the results of any sponsored research. Exception may be granted by the provost for privileged information, but only in the form of a delay in the release of such information. The delay will only on rare occasions exceed three months. Those wishing to engage in research of a kind whose results cannot be so disseminated may only do so as an extramural consulting activity under the conditions described in Section II.
4. Transmission to any private agency or enterprise, use for personal gain, or other unauthorized use of the work product, results, materials, records, or information gathered from sponsored research that is not made generally available through publication or other free access.
5. Acceptance of gratuities or special favors from a private agency or enterprise with which the University conducts business in connection with a sponsored research project.

A. Disclosure to Responsible University Officials. Before participating in any sponsored research project, all faculty members must give written notice of their extramural consulting relationships or other sponsored research projects that may relate in any way to the project to the appropriate department chairs and through them to the deans and vice provost for research. Any significant financial or managerial interests that may relate in any way to the project must be disclosed in writing to the vice provost. Any faculty members engaged in sponsored research projects must disclose in the same manner any change in their outside activities or interests. In the light of such disclosures, the University will take appropriate steps to neutralize or eliminate potential conflicts of interest.

B. Distribution of Effort. The sponsoring agency supporting research must not be misled as to the amount of intellectual effort that faculty members are actually devoting to these research projects. A system of precise time accounting is incompatible with the inherent character of the work of faculty members, because the various functions that they perform are closely interrelated and do not conform to any meaningful division of a standard work week. However, if externally sponsored research agreements provide that faculty members will devote a definite fraction of effort to the projects, or if it is agreed that they will assume specified responsibilities in relation to such research, demonstrable rela-

tionships between the stated efforts or responsibilities and the actual extent of their involvement are to be expected. Each faculty member, in such circumstances, shall confirm the fraction of effort devoted to the projects in the effort reports required of all faculty members who are so engaged.

C. Advice and Guidance. Any questions concerning potential conflicts of interest, appropriate distribution of effort, or other problems associated with externally sponsored research, should be addressed to the office of the Vice Provost for Research.

VI. Employment of More than One Family Member

University policy permits the employment of more than one member of a family (including parents, children, siblings, spouse), whether or not the persons concerned are in the same academic or administrative department. The University's sole concern, in such appointments as in all others, is that faculty or staff members are the best candidates with respect to the requisite academic or administrative qualifications for employment. However, the University recognizes that the appointment of two or more family members, especially within the same department, can lead to abuses and generate pressures and prejudice among colleagues. To guard against such conflicts, the following rules must be observed:

1. No faculty member shall participate in any way whatsoever in the decision to employ, promote, reappoint, or terminate a member of his or her family on the Standing Faculty or Associated Faculty.
2. No faculty member shall participate in any other vital decision, including salary determination, affecting a member of his or her family on the Standing Faculty or Associated Faculty.

Furthermore, faculty members should take care to avoid conflicts of interest or the appearance of such conflicts in the employment of a family member in a non-faculty position. All decisions regarding such employment should be conducted in strict conformance with the relevant regulations, contained in the University of Pennsylvania Personnel Policy Manual, available from the Office of Personnel Relations.

The above requirements extend to those with part-time faculty appointments whenever they may exercise decision power over the employment of a family member.

VII. Requirements for Reporting Extramural Activities and Obligations

At the end of each academic year, each faculty member shall submit to his or her department chair and dean a report of his or her extramural

activities during that year, containing the following information:

1. Number of days (or hours, if preferred) of extramural activities for fee (include consulting, professional practice, outside teaching commitments, lectures for honoraria, etc.);
2. Names of organizations (government agencies, private firms, partnerships, etc.) for which the extramural activities conducted represented a continuing engagement;
3. Number of days (or hours, if preferred) of extramural activities on behalf of business enterprises in which they have financial interests or official positions.
4. Names of business organizations in which the faculty member is a significant owner, partner, officer, director, or staff member, etc.

The last item shall also be reported by all part-time faculty members for whom any of the following conditions obtain:

- 120a. The organization is a supplier of the University and the part-time faculty member participates in the decision to engage its services.
- 121b. The organization supplies goods or services to the University to be used in the performance of externally sponsored research projects in which the part-time faculty member participates.
- 1219c. The part-time faculty member is privy to confidential University information that could be used to the business advantage of the organization.
- 121d. The affiliation of the part-time faculty member with the University may be mentioned in any publication of the organization.

Forms for the reporting of extramural activity are available from the Office of the Provost.

All faculty members must also report on a continuing and timely basis to the appropriate administrators the relevant circumstances, as noted in the sections cited, whenever any of the following conditions are met:

1. They have or wish to initiate a relationship with an extramural business organization that is or may become a supplier or competitor of the University (Section III. A.)
2. They wish to undertake an engagement (grant, contract, client, etc.) through an extramural organization (Section III. B.)
3. They intend to participate in a sponsored research project that may be related to their other sponsored research projects, to any of their extramural consulting relationships, or to any organization in which they have significant managerial or financial interests (Section V. A.).

Senate Committee on Administration

Adelaide M. Delluva, biochemistry/ Vet.

Richard S. Dunn, history

Martin Pring, physiology/ Med., chair

Michael Selzer, neurology

Frank Trommler, German

Murray Gerstenhaber, mathematics, ex officio

Phoebe S. Leboy, biochemistry/ Dent., ex officio

A Response to the Working Paper on Research

By the Faculty Council Committee on Research

We have reviewed the materials provided in *Almanac* under the topic "Research." It is clear that a significant amount of energy and care has gone into the preparation of the Academic Planning and Budget Committee's Report on the condition of research at the University of Pennsylvania. Indeed, much of the report is obviously well documented and to the point. However, because a number of issues presented have been reviewed by the University's Committee on Research over the past several years, it may, therefore, be of some value to convey our perspective on the Report to the University community.

One of the truly significant issues which we had anticipated finding in the Academic Planning and Budget Committee's report was a succinct and relatively articulate statement concerning the function of research at the University. In this time of transition from one administration to another and, indeed, in the transition in the nation and the economy as a whole, it might be wise to spend a small amount of time restating the obvious: that research functions as more than a component of graduate education and a factor in the development of new knowledge; rather, research, as it has come to be seen in the context of American universities, is the means by which we teach innovation in thought and the grounds for posing questions, deriving answers, and evaluating results. There are many complementary organizations which perform research functions, including corporations, institutes, and the government itself.

The role of universities is not unique in this respect, but, indeed, it is our special position with respect to education which singles out universities for special attention since it is we, as educators, who provide substance for the future generations of researchers. The University's Committee on Research has reviewed the Report of the Academic Planning and Budget Committee carefully, and we feel that, should the administration decide to build on its argument in any way, that there should be room for a well-articulated section on the University of Pennsylvania's view of the role of research in the overall educational mission of the University.

Perhaps the most difficult issue that the University's Committee on Research faced, with respect to the presentation of the Academic Planning and Budget Committee Report, was the organization of the presentation itself. The argument went something like this: first, it is noted that the strength of the University's research effort rests on the strength of its faculty and a tradition of decentralized coordination. Second, that this decentralization needs to be supported by a rationalized organization which emphasizes the decentralized structure of the University in its decisions over resource allocations. And finally, certain research areas are identified where resources may be needed in order to enhance the strength and quality of the research mission and which are in keeping with the general decentralized approach of the University. Some consid-

(continued past insert)

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erable discussion has gone into these matters in the University's Research Committee over the past several years, and, on the basis of our hard deliberations, we believe that it might have been advisable for the Academic Planning and Budget Committee to have considered a variety of prior questions. First, is total decentralization a real strength in the University at the present time or is some balance needed between centralization and decentralization in a period in which the University is shifting from a reliance on federal support to a combination of federal and industrial support? Second, though the emphasis might, on the surface, be seen as one of needing an organization which supports the decentralization of the research functions in the University, the emphasis might be misplaced in the sense that the process of resource allocation and the difficulties of internal capitalization of research infrastructure might be the principal needs. (By infrastructure here we mean laboratories, studios, libraries, computing resources, etc.) And finally, the conclusions reached about the importance of particular research needs and priorities might have been shifted considerably had a somewhat more thorough examination been made of the difficulties inherent in creating a pattern of growth and change for the next decade rather than in addressing some of the perceived past inequities in decision-making.

Finally, the University's Committee on Research was somewhat surprised by the conclusions and recommendations. Rather than providing a relatively far-reaching statement about the future of the University's research activities, the Academic Planning and Budget Committee tended to focus on some relatively immediate problems. The University's Committee on Research will outline comments on each of them:

1. Again, the problem of decentralization is emphasized without any recourse to analysis of any of the alternatives.
2. It was not at all clear what the Academic Planning and Budget Committee had in mind with respect to their advisory position on using resources to "nourish" the University's research position.
3. Insofar as the University's Committee on Research is concerned, it is clear that the previous Vice Provost for Research and Acting Vice Provost for Research have made every effort to strengthen the University's presence on the national funding scene and with respect to influence over national policies. Vice Provost of Research and Graduate Studies Langenberg, as well as Vice Provost for Research Girifalco, tried to raise our research

presence on the national scene, and there is every evidence that the University has considerably improved its position in these areas.

4. Emphasis on indirect costs seems to be a matter of policy which needs not have occupied such a considerable amount of time from the Academic Planning and Budget committee since, as the Academic Planning and Budget Committee phrases it, it inevitably is a problem of "some win and some lose" rather than one of the ultimate research health of the University. Of course it is true that resources ultimately are required for the development of research at the University and that the indirect cost rate is one of the main sources of this support. Nevertheless, the prominence of the issue in the deliberations has given the Report a decidedly political bent rather than an orientation which strikes at any of the fundamental difficulties underlying the organization of research at the University. This is particularly important insofar as the administration is singled out for its lack of responsiveness on indirect cost rates since every effort has been made, to our knowledge, to accept a variety of opinions and comments from the faculty at virtually every point in the decision-making process.

From the point of view of the University's Committee on Research, there are many issues which have been left unresolved by the Academic Planning and Budget Committee. Though it is to their credit that they were able to accomplish so much in so short a period of time, it might have been expected that a number of the issues raised by the University's Committee on Research over the past several years might have occupied some of their attention. These might have included, for example, the role of centers and institutes at the University, the capitalization of laboratory equipment and space, the critical problems associated with the library and computing, the effects of A-21 regulations on funding for graduate students and post-doctoral students, etc. The report seems to argue that the major issues have been resolved, that the University of Pennsylvania should reemphasize its position internally and externally, and that the issues for the future are ones relating solely to budgetary matters. The University's Committee on Research agrees that many of the points are well taken, but that there are a significant number which have been omitted and which require detailed investigation before a firm research policy should be set by the new administration.

—Richard Estes on behalf of the Research Committee
chaired by Stephen Gale

On Ties with the City

A Report of the Community Relations Committee

The Community Relations Committee discussed the Task Group's working paper on "Ties with the City" at its February 12, 1982 meeting. The Committee members present at the meeting feel that the working paper should be modified in the Task Group's final report. The tone of the working paper, the Committee feels, places too much emphasis on the University's existing contributions to the city. The Committee feels that a less self-congratulatory tone would be in order. The Task Group should recognize that many of the University's neighbors view it with skepticism, suspicion, or hostility. The University is not perceived as a very good neighbor. Whatever the objective situation may be, the administration should respond to the perceptions which shape the way in which people in West Philadelphia think about the University.

One way to address the problem of its neighbors' fears is for the University administration to make a clear public statement about its plans or lack of plans for expansion. Many people do believe that the University intends to gobble up much of the rest of University City by expanding to 52nd Street. The University administration should make its current intentions clear. It should state that future development will pay careful attention to the character and needs of the community, and it should also commit itself to the inclusion of community participation in future plans for expansion.

The working paper points out that the University is the largest private employer in Philadelphia, but it does not sufficiently explore the implications of that position. For instance, the Committee feels that the University should commit itself to using the power of its size to exert much more pressure on the city to improve services and facilities in this area. The University, moreover, should recognize that the health of this area is a matter of self-interest as well as principle. Therefore, a priority of the University should be encouraging the rehabilitation and development of

housing for people with moderate incomes. There is a danger that the redevelopment of West Philadelphia will result in a "gentrification" that would hurt many of the area's current residents and destroy the mix of economic and racial groups that now makes the area distinctive. The Committee feels that the University could take constructive action to achieve these goals by depositing substantial amounts of money with local financial institutions which finance home rehabilitation and purchasing in this area and by working in conjunction with developers to rehabilitate the excellent existing housing stock in a way that will make it accessible for rental or purchase to people with modest incomes. The Committee feels that sponsoring moderately priced housing should have a high priority.

The working paper does not explicitly recognize that West Philadelphia is a resource as well as a problem. The diversity of the area offers faculty and students an opportunity to live in an unusually diverse neighborhood close to the University, the city's cultural facilities, and major transportation. As well, it offers a great opportunity for the enrichment of the University's educational mission. The Committee feels that many more opportunities should be made available for students to earn academic credit by working in the city. Specifically, each professional school might offer an internship for academic credit along the lines of the Urban Studies Program. Students would work at a useful job and, at the same time, participate in a seminar related to their work. In this way the professional schools could immediately play a greater role in undergraduate education, the educational program of the University could be enriched, and the city could benefit from the great talents of students and faculty.

—Michael B. Katz
On behalf of the Community Relations Committee

Report on the Judicial Inquiry Office *Fall Semester, 1981*

During the 1980-81 academic year two major changes were made in the University's Judicial System. The first entailed the adoption of a new Judicial Charter* governing student conduct. The second involved making the job of the Judicial Inquiry Officer a full-time position. The latter change was in response to a substantial increase in the number of respondents charged with infractions. It can also be said that general community confidence in the effectiveness of the Judicial System eroded considerably during the previous several years. This fall, Ms. Ann Hart was appointed Judicial Inquiry Officer. The purpose of this report is to inform the University Community about the activities of her office, in Fall 1981. (For more detailed information about current operations of the Judiciary, please contact Ms. Hart at Ext. 5651 or Associate Director of Student Life Fran Walker at Ext. 6533.)

The J.I.O. began the year by investigating 35 cases that had been held over from the previous semester. Thirty eight new cases involving sixty students were reported to her during the semester. Ninety-four student respondents had their cases reviewed.

The most common offense involved theft of property with the preponderance of cases reported by the University Bookstore. Theft of books from the libraries was also a common problem. Antisocial behavior in the form of sexual and racial harassment of other students constituted another major category of offense. Such cases involved making remarks and gestures offensive to blacks, women, and Jews as well as taunting individuals because of their sexual preference. Fire safety violations in the student residences were of major concern and cases involving setting fires and tampering with alarms and fire extinguishers were pursued by the Judicial Inquiry Officer. Malicious mischief and vandalism of University property were frequently reported to the J.I.O. Two cases related to the illegal involvement with controlled substances were also reported.

A total of eighty students received disciplinary sanctions. The most common penalty involved payment of a fine and/or being placed on conduct probation. The minimum fine for retail theft was \$100 while the

range of fines for various offenses varied from \$50 to \$500. Work projects of ten to thirty hours duration were frequently assigned. Two students were suspended from the University for one year. Charts including the number of violations by type and the kinds of sanctions imposed are included at the end of this report.

The new Judicial Inquiry Officer was able to clear up a substantial backlog, ending the semester with only twelve cases pending. Improved efficiency of the office has enabled cases to be reviewed and resolved within a matter of weeks where delays of several months were common prior to the fall of this year.

Although the vast majority of students will never have occasion to encounter the Judicial System, it is important for all to be aware of its functioning. Alleged violations of the University's General Conduct Rule are brought to the attention of the Judicial Inquiry Officer by a variety of sources including Public Safety officers, administrators, victims of offenses, and observers of infractions. Upon receipt of a complaint the Judicial Inquiry Officer interviews the respondent, the complainant, and the witnesses and makes a determination of the facts. If, following an investigation, the respondent is found to have committed an offense the J.I.O. is empowered to establish an informal (administrative) settlement of the case with the student. J.I.O. settlements require admission of responsibility on the part of the respondent and the acceptance of sanctions which may include conduct probation, a fine, restitution, a work project, the withdrawal of certain privileges, or a warning. A written apology may often accompany other sanctions. If the student denies guilt or considers the J.I.O.'s sanctions too severe the case will be sent to a judicial panel. If the Judicial Inquiry Officer thinks that the offense is serious enough to merit suspension or expulsion, the case is referred to the student court established under the Judicial Charter. The proceedings of all components of the University Student Judicial System are strictly confidential and all records are destroyed upon graduation.

— Andrew J. Condon
Director of Student Life**

**Almanac* December 2, 1980. N.B. The portion dealing with the Code of Academic Integrity was later withdrawn.

**Since March 15, Director of the Parents' Program, Annual Giving

Office of the Judicial Inquiry Officer

Summary of Cases

Sanctions

	Cases	Respondents Involved	Respondents Receiving Sanctions from JIO	Respondents Receiving Sanctions from Judicial Panel	Cases Dismissed by JIO or Panel	Cases Pending	Respondents Cleared		
Theft	21	27	19	2	1	2	4	Fine	14
Harassment	15	18	9	1	4	3	5	Fine and Probation	35
Assault	8	18	9	0	1	2	1	Fine, Probation, Project	1
Vandalism	8	15	11	0	0	1	2	Fine, Probation, Damages	1
Malicious Mischief	5	13	11	0	0	1	2	Probation	2
Fire Safety Violations	5	10	7	1	0	1	0	Probation and Project	8
Forgery	3	3	2	1	0	0	0	Probation and Damages	2
Reckless Driving	3	3	3	0	0	0	0	Project	3
Controlled Substance	2	4	1	0	0	2	0	Damages	2
Burglary	1	2	2	0	0	0	0	Warning	8
Weapons	1	1	1	0	0	0	0	Suspension	1
Disorderly Conduct	1	1	0	0	1	0	0	Suspension and Fine	1
Total	73	115	75	5	7	12	14	Total	80
								Cleared	14
								Individuals with cases pending	21

The harassment cases include sexual and racial harassment, as well as that resulting from friction among roommates.

Among the thefts were retail thefts, thefts from the library and the removal of objects belonging to the University.

The malicious mischief complaints include throwing objects from windows, food fights, swinging on parking arms and urinating on doors.

The Antiques Show: An Annual That Blooms In The Spring

Winter drivers passing the grim facade of the 103rd Engineers Armory find it hard to remember what happens to the cavernous hall each April, when the HUP Antiques Show moves in with the flowers and fanfare to make the Armory, for one short week, the antiques showplace of the East Coast. This year it is April 20 through April 24, the 21st staging of an event that has put almost \$2 million into improving and upgrading facilities for patient care. The Show's all-volunteer force of 500, trailed by 56 of the country's leading dealers, will set up a gourmet restaurant on one side of the hall and a dawdler's coffee shop at one end, with an annually-changing loan exhibit in the center that always adds some food for thought about an era that is past but not forgotten.

This year, the loan exhibit is on a seemingly simple and everyday household furnishing: *The Windsor Chair: A Philadelphia Style*, shows not only the chair (as it appears in regional collections, many never opened to loan before), but traces the development and structure of the style that a Philadelphia craftsman brought to this country from England early in the 18th Century. Artist-Illustrator-Writer Charles Santore, himself a major Philadelphia collector, organized the exhibit this year with sponsorship of SmithKline. The exhibit is in part a three-dimensional illustration of findings in his new book, *The Windsor Style in America*; it not only highlights the design, form and constructive qualities of the chair as it evolved, but intersperses these with period drawings, watercolors and paintings showing how and by whom the chair was used. A symposium on *The Windsor Influence* takes the lesson further in three lectures. On Tuesday, April 20, *Regional Characteristics of Windsor Furniture* by Nancy Gagne Evans, Registrar of The Henry Francis duPont Winterthur Museum; on Wednesday, April 21, *The Everyday Windsor* by Lynne A. Lepold-Sharp, Associate Curator of the Independence National Historical Park; on Wednesday, April 22, *The Furniture*



Comb-backed Windsor armchair, probably made in Wilmington, Del. between 1770-1790.

Craftsman in 18th Century Philadelphia by Debra Force, Curator/Director of The INA Corp. Museum. All lectures begin at 11 a.m. at Stein Auditorium, Nesbitt Hall, directly opposite the Armory, and admission is \$10 including the Show.

A special slide presentation and lecture, *The Governor's Palace at Williamsburg, Refurnished*, by Dr. Graham Hood, Vice-President and Chief Curator of the Colonial Williamsburg Foundation, begins at 6 p.m. in Nesbitt Hall in conjunction with the Friday, April 23, buffet. Dinner, from 5:30-9:30 p.m., is catered by Norman L. Fair and Sons. Reservations are required and the cost is \$25 per person.

Surrounding the central loan exhibit are the traditional booths assembled in long, small-town, street-like rows, turning the Armory's main hall into a

microcosm of Pine Street in Philadelphia mixed with the Rue Royale of New Orleans' French Quarter. No giant citified salons here: just intimate and often highly specialized niches, looking a bit like movie-set shops (unwalled on the front side, and ceilingless, as if the camera might zoom in any minute for a close-up of Spencer Tracy turning into Mr. Hyde amongst the scientific instruments of Dr. Jeckyll's day).

For those who want in-depth information on the antiques shown by dealers, gallery tours will be given by the Philadelphia Museum of Art Guides. The tours begin at 11 a.m. on Wednesday and Thursday and at 10:30 a.m. on Friday. The charge of \$10 includes admission. Also on Friday morning, guides from the Philadelphia Park Houses will conduct a tour through six restored historical homes in Society Hill. The cost is \$16 including a ride, to and from the Armory, on the Fairmont Park Trolleys.

The Executive Committee of the Hospital Antiques Show hopes to raise enough money this year to relocate its volunteer rooms to larger and more centralized quarters, as part of the Hospital's improvement and modernization plan. Advisory Committee chairman this year is Mrs. Thomas W. Langfitt, and her co-chairmen are Mrs. John S. Brittain and Mrs. Martin L. Beller.

Full information, parking-and-transportation schedules and reservations may be obtained by calling L. E. Ellis at 662-3941 or by writing to the University Hospital Antiques Show, c/o Miss Ellis, HUP, Box 754, Philadelphia, Pennsylvania, 19104. The basics for those who simply stroll over at lunch, however, are: Antiques Show, April 20-24; at the 103rd Engineers' Armory, 33rd Street, north of Market Street; noon-9:30 p.m. on Weekdays and 10 a.m.-4 p.m. on Saturday; Admission is \$4, students \$2; Gourmet Lunch, noon-2 p.m., catered by Norman L. Fair and Sons, \$8. Gallery Tour, \$10; Symposium, \$10 each; Gallery Tour and Symposium, \$20; House Tour, \$16; Friday Night Lecture, \$15; Supper at the Show, \$25 (prices include admission).

ON CAMPUS

March 23-March 30

1982 Academic Calendar

March 29 Pre-registration for fall term and summer sessions.

Children's Activities

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.

Children's Theatre

April 2, 3 *The White Raven*, a Canadian Indian legend with six-twelve foot tall puppets; Zellerbach Theatre on Friday at 10:30 a.m. and 1 p.m. and Saturday at 11 a.m. and 1 p.m. Information: Ext. 6791. (Annenberg Center Theatre for Children Series).

Workshops

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.

Conferences

March 25-27 *Black American Law Students Association (BALSA) National Conference*; DuBois College House, 3900 Walnut Street. Information: Ext. 5253.

Jews in the Afro-American Perspective: A Dialogue, Eighth Annual Spring Symposium; Annenberg Auditorium. Information: Afro-American Studies, Ext. 4965.

March 26 Sigma Theta Tau, National Honor Society of Nursing, presents a conference entitled *Dissemination and Utilization of Research in Nursing Practice*. Information: Ext. 8289.

March 26, 27 *The Future of Public Interest Law and Practice*; Law School. Information: 592-0815. Friday schedule: 7:30 p.m., *The Contribution of Law Schools to Public Interest Law*; Charles Halpern, Georgetown Law School Faculty; 8 p.m., *Law School As A Socializing Experience: The Responsibility of Law School Clinics to Public Interest Law*; panel discussions; 10:15 reception. Saturday schedule: 8:30 a.m. coffee; 9 a.m., Welcome Address; Provost Thomas Ehrlich; 9:15 a.m., *Poverty Law in the Eighties*; Alan Housman, former Research Director of the Legal Services Corporation; 10 a.m., *The Future of The Legal Services Corporation*; *The Response of Private Firms: Pro Bono Work*; panel discussions; 1:30 p.m., *Civil Rights Law and Practice in the Eighties*; Denise Carty-Bennia, Northeastern law faculty, former co-chair, National Conference of Black Lawyers; 2:15 p.m., *Current Public Interest Practice*; *Alternative Approaches to Public Interest Law Practice and Funding*; panel discussions.

March 27, 28 *The Healing Interaction: The Physiology of Human Communication*, a conference for health professionals on the treatment of psychosomatic illness; 9 a.m., University Museum. Registration and information: Ext. 6310. Key presentations by: Aaron H. Katcher, M.D., Penn associate professor; James Lynch, professor of psychiatry, University of Maryland; Herbert Benson, M.D., associate professor of medicine, Harvard University; Stewart Wolf, M.D., professor of medicine, Temple University; Sue Ann Thomas, R.N., Ph.D., clinical director of the Psychophysical Clinics, University of Maryland.

April 2 *The Unaskable/Unanswerable Question*; 9 a.m.-4 p.m., Nursing Education Building (School of Nursing). Information: Ext. 4522.

April 2-4 *The Eighth Annual Whitney M. Young, Jr. Memorial Conference*; Vance Hall (Wharton School). Information: Ext. 4968.

Exhibits

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

Through April 2 *Photographs* by John Vorlicek, associate professor of art and design, the Philadelphia College of Textiles and Science; University City Science Center Gallery.

Through April 18 ICA presents *Shape of Space: The Sculpture of George Sugarman* at the ICA 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.

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

March 29 *Undergraduate Print Show*; Fine Arts Library, Furness Building. Information: Ext. 8374.

April 1-September 26 *Traditional Balinese Paintings: The Gregory Bateson Collection*; Pepper Gallery, University Museum.

Gallery Hours

Fine Arts Library, in Furness Building. Open Monday-Thursday, 9 a.m.-11 p.m.; Friday, 9 a.m.-10 p.m.; Saturday, 10 a.m.-5 p.m.; Sunday, 1-11 p.m.

Houston Hall Art Gallery Monday-Friday noon-6 p.m., Saturday and Sunday noon-4 p.m.
ICA Gallery Tuesday, Thursday, Friday, 10 a.m.-5 p.m.; Wednesday, 10 a.m.-7:30 p.m.; Saturday and Sunday noon-5 p.m. Closed Mondays.
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 City Science Center Gallery, 3624 Market Street; 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 24 *Polynesia*. **March 31** *Meso-America*.
March 28 *Egypt*. **April 4** *Africa*.
 These Wednesday and Sunday tours are free and begin at 1 p.m. at the main entrance of the University Museum.
March 31 *George Sugarman*, sculptor; These informal lectures are part of an ongoing series, *Conversations*, at 8 p.m. in the ICA gallery.

Films

Exploratory Cinema

March 24 *Still Dancers of Longbow Village; Waiting for Harry*.
March 31 *Ten Minutes of Silence for John Lennon and Reporters*.
 Films are at 7:15 and 9:30 p.m., Studio Theatre, Annenberg Center. Admission: \$3, students \$2.

Grace Kelly Film Festival

April 1 *The Swan*, 7 p.m.; *Children of Theatre Street*, 9 p.m.
April 2 *The Country Girl*, 7 p.m.; *High Society*, 9 p.m. **April 3** *Mogambo*, 2 p.m.; *The Bridges at Toko-Ri*, 4:30 p.m.; *Green Fire*, 7 p.m.; *High Noon*, 9 p.m. **April 4** *High Society*, 2 p.m.; *Fourteen Hours*, 4 p.m.; *To Catch A Thief*, 7 p.m.; *Dial M For Murder*, 9 p.m.
 Films are part of a series, *A Tribute to Grace Kelly*, actress, presented by the Century IV Celebration and the Annenberg Center; screened Thurs.-Sat. in the Studio Theatre; Sun. in the Zellerbach Theatre. Tickets: \$3, students \$2. Information: Ext. 6791.

GSAC Film Series

March 26 *Rules of the Game*.
April 2 *The Bicycle Thief*.
 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

April 2 *American Labor on the Rise*; 7:30 p.m., International House. Admission: \$2.50. Information: 387-5125.

Office of Student Life Film Series

March 23 *Pink Triangles*; 11 a.m.-2 p.m., Bowl Room, Houston Hall (*Awareness Film Series*).

Penn Union Council Film Alliance

March 25 *Forbidden Games*, 10 p.m.
April 1 *One Sings, The Other Doesn't*, 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.
April 2 *Lord of the Rings*; 7:30 p.m., midnight and *Nine Lives of Fritz*, 10 p.m.
April 3 *Animal House*; 8, 10 p.m., midnight.
 Films are in Irvine Auditorium, admission: \$1.25.

Music

March 26 The Penn Composers' Guild presents *new music for small ensembles* by a group of graduate composers, James Ure, Imants Mezaraups, 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.

April 1 The Curtis Organ Restoration Society presents *classical, theater and popular music* performed by Penn student Kevin Chun; 12:05 p.m., Irvine Auditorium.

April 2 William Parberry conducts the University Choir in a program of *music* by Bach, Messiaen, Mozart, and Alexander Goehr; 8:30 p.m., Tabernacle Church, 3700 Chestnut.

April 4 *O Primavera!*, combined early music ensembles of Penn, Swarthmore and Moravian College perform Renaissance music with dancers; 4 p.m., Rotunda, University Museum. Information: Ext. 4015.

The University Wind Ensemble presents Garrett White, trumpet, in recital with music by Haydn, Handel and Kennan; 2:30 p.m., Philomathean Society, College Hall.



Balinese sisters Desak Nyoman Suarti and Suarni will dance at Balinese Day, University Museum (see April 3 Events at right).

On Stage

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 *Poetry Readings* by Jacqueline Savani and Jerome Robinson at 7 p.m.; Christian Association (Cultural Harvest Program).

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; Studio Theatre, Annenberg Center. Tickets \$3. Information: Ext. 7570.

Penn Singers present *Yeoman of the Guard*, 8 p.m., Zellerbach Theatre. Information: Ext. 7038.

April 1 *Poetry Readings* by Gene Baxter and Harold Watson, 7 p.m.; CA (Cultural Harvest Program).

April 1-3 Mask and Wig's spring production *Beau Jest*; 7, 9:30 p.m., Houston Hall Auditorium. Admission: \$3.50.

Theatre Arts Lab I spring production *An Evening of One Acts*; 8 p.m., Prince Theatre, Annenberg Center. Admission: \$3, students \$2.

The University of Pennsylvania Law School's Light Opera Company presents Gilbert and Sullivan's *Ruddigore* or *The Witch's Curse*; 8 p.m., Annenberg School Auditorium. Ticket Information: Ext. 6791.

April 2 *Tales From The Smokehouse: Blue Sky Takes A Wife and The White Raven*, 8 p.m. Zellerbach Theatre. Information: Ext. 6791.

April 3 *An Evening with Dizzy Gillespie*; 7-10 p.m., Zellerbach Theatre. \$9, \$8, \$7; \$2 student discount.

Special Events

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

March 26-April 2 *The Pathfinders*, a network of artists dedicated to teaching: woodcarvers, painters, sculptors at work; 6-9 p.m., DuBois House. Information: 387-7859.

March 28 *Family Day at the Veterinary School*: tour of the new small animal hospital and a talk by Dr. John Martin; 1 p.m. (General Alumni Society). Information: Ext. 7811.

Communities in Transition: The Jewish Immigrant Experience, a four-part series viewing folklife. *American Dreams: American Realities*, features two films, *The Story of Esther* and *The Cohens and the Kellys in Hollywood*, and readings of turn-of-the-century poetry and literature in Yiddish and English by the Shalom Aleichem Club; 8 p.m., International House. Admission: \$2, students and senior citizens, \$1.50. (The International House, Jewish Campus Activities Board and the Philadelphia Center for Jewish Graduate Students).

March 29 *Open House: Programs and Career Opportunities*; 3-5 p.m., Rooms A18-A24, Graduate School of Education (Language in Education, CGS). Information: Ext. 4800 or 8434.

April 2 *Washington Trip*, organized by Dr. N. Palmer, emeritus professor of political science; visits to Georgetown Center for Strategic Studies, the State Department, and The Brookings Institute. Cost, \$15 for members, \$17 for non-members (International Relations Undergraduate Student Association). Reservations and information: Room 226, Stiteler Hall or call 662-0549.

National Family Policy, a debate between John L. Dempsey, author and policy analyst for the U.S. Department of Health and Human Services, and Gilbert Steiner, author and senior fellow at the Brookings Institute; 2-4 p.m., West Lounge, Houston Hall. Information: Ext. 5548.

Sixth Annual Superblock Casino Night: blackjack, money wheels, poker and other games; special appearances by Mask and Wig, a swing band, and various performers. Admission is 50¢ and proceeds will benefit Women Against Abuse. 8 p.m.-2 a.m., High Rise East Rooftop; free admission before 9:30 p.m. and/or with formal attire.

April 3 *Balinese Day*: lecture; performance of Balinese and Indonesian shadow puppets, dance, films, and an exhibit and sale of crafts and jewelry. Information: Ext. 3024.

April 4 The program *Images From Far Away*, second in a four-part series *Communities in Transition: The Jewish Immigrant Experience*, will include the film *Mamele* and a talk on Polish cinema by Dr. Nat Entin, Gratz College; 2 p.m., International House.

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 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.

March 30 *Softball* vs. Ursinus, 3:30 p.m.

March 31 *Baseball* vs. Temple, 3 p.m.

April 1 *Men's Tennis* vs. Concordia, 3 p.m.; *Softball* vs. Lehigh, 3:30 p.m.; *Men's Volleyball* vs. Princeton, 7 p.m.

April 1-3 *Women's Fencing*, AIAW Tournament.

April 2 *Golf* vs. Lehigh, 1:30 p.m.

April 3 *Women's Lacrosse* vs. Brown, 11 a.m.; *Baseball* vs. Princeton (2), 1 p.m.; *Men's Tennis* vs. Yale, 1 p.m.; *Men's and Women's Outdoor Track* vs. Princeton, 1:30 p.m.

April 4 *Baseball* vs. Navy (2), 1 p.m.

Talks

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).

Derrida—Reading Marx; Gayatri Chakravorty Spivak, professor of English and comparative studies, University of Texas, Austin; 4 p.m., Bodeck Lounge, Houston Hall (Center for the Study of Art and Symbolic Behavior).

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

An Evening With Chaim Potok; author of *The Promise*, *The Chosen*, and *My Name Is Asher Lev*; 8 p.m., Irvine Auditorium (Connaissance and Hillel).

March 24 *Some Versions of Narcissus: Woman in the Margins*; Gayatri Chakravorty Spivak, professor of English and comparative studies, University of Texas, Austin; 10 a.m., East Lounge, Williams Hall (Center for the Study of Art and Symbolic Behavior).

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).

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).

The Conservation of Yorkminster: Dr. Bernard M. Feilden, Britain's leading restoration architect; 3 p.m., Room B-1, Fine Arts Building (Graduate School of Fine Arts and the Graduate Group in Historic Preservation).

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).

Macrophage Pinocytosis Receptors: Dr. Virginia Shepherd, department of physiology, Washington University School of Medicine, St. Louis, MO; 4 p.m., 4th floor, Richards Building (Physiology Seminars).

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, the Annual D. Hayes Agnew Surgical Lecture; 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).

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

March 29 Career Direction Series, panel discussion of University administrative and professional staff on their jobs in relation to management/leadership skills; 1 p.m., Room 245, Houston Hall (Department of Orthopaedic Surgery, Administrative Assembly, Personnel Relations Training Office).

Solution Polymerization in Continuous Reactors: John W. Hamer, University of Wisconsin; 3:30 p.m., Alumni Hall, Towne Building (Department of Chemical Engineering).

Mugwump Science: Social and Intellectual Roots of the Physics Discipline in America: Dr. Robert H. Kargon, Johns Hopkins University; 4 p.m., Room 107, Smith Hall (Department of History and Sociology of Science Colloquia).

Physical Reality and Mathematical Form: What Goes On Inside the Atom: Dr. Edward Nelson, Princeton University; 4 p.m., Room A-8, David Rittenhouse Laboratory (Hans Rademacher Lectures).

Cosmic Evolution: The Origin of Matter and Life, the Tobias Wagner Lecture; Professor Eric J. Chaisson, Center for Astrophysics, Harvard University and author of the prize-winning book, *Cosmic Dawn*; 8 p.m., Room B6, Stiteler Hall (Department of Astronomy and Astrophysics).

March 30 Cholesterol Transport from Cells; Dr. Michael Phillips, department of biochemistry, Medical College of Pennsylvania; 12:30 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology Seminars).

Physical Reality and Mathematical Form: Random Fields: Dr. Edward Nelson, Princeton University; 3 p.m., Room A-8, David Rittenhouse Laboratory (Hans Rademacher Lectures).

Parallel Direction of Geomic Evolution in Mammals: Molecular Genetics of Felidae: Dr. Stephen J. O'Brien, National Cancer Institute; 4 p.m., Rooms 151-152, School of Veterinary Medicine (Comparative Cell Biology Series).

Hackney in Retrospect: A Minority Viewpoint: meet the President and voice your concerns; 7-8:30 p.m., High Rise East Rooftop (Groove Phi Groove Social Fellowship, Inc.).

Historical Poetics and the Semiotics of Culture (Historical Poetics and Sign Processes): Itamar Even-Zohar, professor of poetics and comparative literature, Tel-Aviv University, Israel; 4:30 p.m., East Lounge, Williams Hall (Center for the Study of Art and Symbolic Behavior).

Dual Career Couples, a lecture; seminar; 7-9 p.m., Franklin Room, Houston Hall (Career Planning and Placement).

March 31 Problems of Interpretation in a Non-Declared Lesbian Writer: Willa Cather; Sharon O'Brien, NEH Fellow; noon, 106 Logan Hall (Women's Studies Office Brown Bag Seminars).

Physical Reality and Mathematical Form: Radically Elementary Probability Theory: Dr. Edward Nelson, Princeton University; 3 p.m., Room A-8, David Rittenhouse Laboratory (Hans Rademacher Lectures).

Genetics of the Aging Process: George Martin, M.D., department of pathology, University of Washington; 4 p.m., Dunlop Auditorium A, New Medical Education Building (Center for the Study of Aging and the Department of Human Genetics).

Conversations: George Sugarman, American sculptor; 8 p.m., ICA Gallery, in conjunction with his exhibit.

April 1 TJE Calcium and the CGMP-Phosphodiesterase Hypothesis of Phototransduction: Tests from Photoreceptor Membrane Current Records; Dr. E. N. Pugh, Penn department of psychology; 11 a.m., Alumni Hall, Towne Building (Bioengineering Seminars).

Nuclear Power in South Asia: Raza Tahir Kheli, department of physics, Temple University; 11 a.m., Classroom II, University Museum (South Asia Seminars).

Physical Reality and Mathematical Form: Do the Natural Numbers Exist?: Dr. Edward Nelson, Princeton University; 3 p.m., Room A-8, David Rittenhouse Laboratory (Hans Rademacher Lectures).

Regulation of Protein Turnover in Heart: Dr. Howard Morgan, department of physiology, Hershey Medical Center, Hershey, Pa.; 4 p.m., 4th floor, Richards Building (Physiology Seminars).

Balinese Paintings: Hildren Geertz; 5:45 p.m., Rainey Auditorium (The University Museum). \$3 for members, \$5 for non-members. Reception following.

April 2 Brown Bag Sessions on *Women's Lives: Yours and Linda Potemkin*, Women Organized Against Rape; noon,

CA 2nd floor Lounge (Common Women Project).

Visual Experience and Theoretical Identification; Arthur Collins, CUNY; 4-6 p.m., 310 Logan Hall (Graduate Philosophy Club).

April 3 Investigation of the Eigenvalue Priorization Model: Its Statistical Dimensions and Fuzzy Analogs; Edward Lusk, Penn associate professor in Social Systems Sciences; 9:30 a.m., Alumni Hall, Towne Building (The Lilly-Pennsylvania Program).



An Astronomer's Talk (see March 25, Cosmic Evolution).

Courses/Adult Workshops

March 27 The Art of Pruning, 10 a.m.-noon. Rose Pruning Demonstration, 1 p.m. Rain date: March 28.

March 31 Advanced Botanical Illustration, a six session course, 1:30-3:30 p.m.

April 1 Gypsy Moth Management for the Homeowner, 7-9 p.m.

These courses are sponsored by the Morris Arboretum. For pre-registration and information call 247-5777.

March 23 Breaking Into Newsprint, six part course, 7:30 p.m.

Fund Raising: Guidelines For Difficult Times, a six part series, 5:45-7:45 p.m.

Introduction To Technical Writing: A Workshop, a six part series, 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, 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, 6:30 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 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.

March 30 Public Speaking Workshop (1st of three), noon, Room 305, Houston Hall (Penn Women's Center).

April 5 Racism Awareness Workshop for Student Leaders; 7-9 p.m., Houston Hall Auditorium (Office of Student Life). Information: Ext. 6533 or 6535.

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 30, at noon, for the April 5 issue.**

WXPN Marathon: 387-5401

Tomorrow WXPN-FM launches its 13th annual fund-raising marathon, with a volunteer staff of announcers seeking to raise \$85,000 through solicitation of pledges alongside the mix of folk, jazz, avant-garde, classical, blues, reggae and new wave music plus news and public affairs programming.

The 12-day marathon provides most of the University station's operating budget. In addition, the special practice of recording each pledging caller's favorite shows and listening times gives the station clues for program planning. Phones will be staffed from 8 a.m. Wednesday, March 24, through 1 a.m. Sunday, April 4. The number to call is 387-5401.

Going for a Grant?

Strategies that work with private and government sources are the panel topic Thursday, March 25, at 4 p.m. in 286 McNeil Building.

Ted Hershberg of Philadelphia History Project, Alan Rosenquist of anatomy/ Med., and Tony Merrit of ORA are among the participants. Refreshments afterward. (Women's Faculty Club).



"... ALICE SOON CAME TO THE CONCLUSION THAT IT WAS A VERY DIFFICULT GAME INDEED."

Good Friday Holiday

Friday, April 9, 1982, is Good Friday, observed as a holiday in accordance with University policy. Support staff personnel required to work on that day will be compensated at the holiday rate: the regular rate of pay for the day plus one and

one-half times the regular rate of pay for all hours worked on April 9—or, with supervisory approval, compensatory time off, computed in accordance with the same formula.

Personnel Relations Bulletin 251

Booking Irvine or Houston Hall

Advanced reservations for the 1982-83 academic year in Houston Hall and Irvine Auditorium will be accepted until April 1. Applications are available in the Office of Student Life, 110 Houston Hall. For information call Flo Freeman, Ext. 6535.

OPPORTUNITIES

Listings are condensed from the personnel bulletin of March 22 and therefore *cannot be considered official*. New listings are posted Mondays on personnel bulletin boards at:

Anatomy-Chemistry Building: near Room 358;
Centenary Hall: lobby;
College Hall: first floor;
Franklin Building: near Personnel (Room 130);
Johnson Pavilion: first floor, next to directory;
Law School: Room 28, basement;
Ledy Lab: first floor, outside Room 102;
Logan Hall: first floor, near Room 117;
LRSB: first floor, opposite elevator;
Richards Building: first floor, near mailroom;
Rittenhouse Lab: east staircase, second floor;
Social Work/Caster Building: first floor;
Towne Building: mezzanine lobby;
Van Pelt Library: ask for copy at Reference Desk;
Veterinary School: first floor, next to directory.

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

Administrative/Professional Staff

Accountant I (4683) \$12,000-\$16,100.
Accountant I (4699) oversees all accounting for University construction projects (degree in accounting or business administration; one-two years' experience) \$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).
Assistant Director (4696) \$14,500-\$19,775.
Assistant Director I (4640) \$13,100-\$17,800.
Assistant Director II (4418) \$16,350-\$22,600.
Assistant Director IV (C0439).
Associate Development Officer II (C0536) maintains relations with corporations and government agencies; prepares executive summaries; prepares and distributes materials, project proposals; helps to organize conferences (degree with two years' experience in public relations, marketing and promotion; ability to deal with corporate and government executives; good oral and written communications skills, editorial and organizing skills; ability to interpret academic objectives and research for the corporate sector).
Captain of Patrol (4542).
Coordinator V (C0511).
Counseling Psychologist II (3945) \$16,350-\$22,600.
Director (3 positions) (4652) (4653) (4654).
Director of Development (4713) directs functional components of University's fund-raising organization; supervises activities of major gifts, corporate and foundation relations, annual giving and development (ten-twelve years' experience in major gifts fund raising in a research University with capital campaign experience).
Executive Director (4688).
Head Coach, Women's Rowing (4515).
Lecturer Clinical Supervisor (4677).
Librarian III (4525) \$16,350-\$22,600.
Loss Prevention Specialist (4709) performs internal price audits; handles shoplifting cases, trains staff (high school diploma; five years' experience in retail security; ability to report and document cases for court) \$12,000-\$16,100.
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 (4 positions) \$12,000-\$16,100.
Research Specialist II (C0414) \$14,500-\$19,775.
Research Specialist IV (C0380).

Staff Dental Hygienist (4694) \$14,500-\$19,775.

Staff Dentist-Orthodontist (C0545) treats patients in an experimental setting in field of electric-orthodontics; collects records, diagnoses and develops treatment plan; plans, fabricates, monitors devices used; trains dental auxiliary (DMD and orthodontist certification from an accredited program).
Staff Engineer, Electrical (4621).

Staff Writer II (4686) \$14,500-\$19,775.

Supervisor V, Data Processing (4368).

Systems Analyst (C0329).

Vice Chairman (4590).

Vice-Provost for University Life (4701) directs the welfare and development of all students in such areas as admissions, financial aid, residences, student life, recreation and intercollegiate athletics; administers services such as registrar, counseling, career advising and placement (advanced degree; extensive experience in academic administration, student services).

Support Staff

Administrative Assistant (C0513) \$9,925-\$12,250.

Administrative Assistant I (2 positions) (4697) (C0517) \$9,925-\$12,500.

Administrative Assistant I (C0533) types technical reports; handles travel arrangements; corrects papers grammatically (excellent typist with emphasis on statistics and mathematics; good organizational ability) \$9,925-\$12,250.

Administrative Assistant (C0540) organizes and executes internship selection process; performs secretarial duties; assists in projects (proficient typing; office experience; must be well spoken, well organized, function in a professional manner) \$10,575-\$13,100.

Admissions Assistant I (4689) \$10,575-\$13,100.

Clerk II (4702) sorts, checks codes, calculates, or posts data to records or ledgers; reviews and prepares charge drafts for bank deposits; assists in handling requisitions; balances sales and billing (high school diploma; some college level accounting courses; two years' experience in accounting department clerical work) \$8,250-\$10,000.

Clerk IV (4715) types courses and grades on transcripts; mails transcripts; handles class lists, grade sheets, grade changes, name and address changes; computes grade point averages; opens mail; answers phone; gathers statistics (ability to deal with faculty and students and maintain a cheerful attitude; types with accuracy and speed) \$9,375-\$11,500.

Clerk V (4445) \$9,925-\$12,250.

Coordinating Assistant (2 positions) (C0539) (4669) \$10,575-\$13,100.

Dental Assistant II (3 positions) \$10,175-\$12,400.

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

Head Cashier (4719) handles cash; maintains records; enters data and balances books; prepares reports and financial summaries; coordinates work of assistants; operates cash register, adding machine and calculator (high school diploma; experience in cashiering and bookkeeping; accuracy with aptitude for detail; ability to work with people) \$9,375-\$11,500.

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

Junior Accountant (4705) maintains mechanized job order system; reconciles accounts; assists in department's accounting functions (high school diploma with two years' college accounting; familiar with University accounting system) \$9,925-\$12,250.

Personnel Assistant (4714) informs staff and public about University personnel procedures; reviews and processes employment applications; composes and types correspondence; acts as a secretary (types; personnel experience; ability to interact with people; pleasant manner; organizational skills) \$9,925-\$12,250.

Placement Assistant (2 positions) (4662) (4637) \$9,925-\$12,250.

Programmer I (C0510) \$11,225-\$14,000.

Project Budget Assistant (C0532) assists with department operations; directs purchasing function, weekly payroll, petty cash; types general correspondence and financial reports (accurate typing skills; extensive office experience; ability to work independently) \$9,925-\$12,250.

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

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

Research Dental Assistant IV (C0528) \$11,225-\$13,775.

Research Laboratory Technician I (2 positions) (4703) maintains chemistry laboratory storeroom; disburses and receives supplies and materials; prepares chemical solutions; cares for laboratory instruments (high school diploma; laboratory work experience; knowledge of and aptitude to work with chemicals, supplies and scientific instruments) (C0541) performs standard laboratory duties; assists with experiments; prepares solutions; organizes supplies (one year of laboratory experience or two years of college) \$9,150-\$11,100.

Research Laboratory Technician II (C0490) \$9,150-\$11,100.

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

Research Laboratory Technician III (3 positions) (C0531) fabricates microelectrodes and surface electrodes for measurements; uses data in the study of experimental animals' brains (degree; experience in microelectrode fabrication and use in experimental animals) (C0535) helps to plan and perform experiments on smooth muscle; calculates and analyzes data; performs thin layer chromatography, radioisotope methodology, gas chromatography (degree in chemistry with some biochemical course work; research laboratory experience) (C0542) performs routine laboratory procedures; prepares samples; sets up experiments; collects data (degree or equivalent experience using chemical laboratory instruments; ability to work accurately) \$11,225-\$13,775.

Research Machinist II (2 positions) (C0538) (C0537) operates all standard metal working machines; fabricates, modifies, repairs and assembles experimental apparatus; assists research staff and students in design, machining techniques and material choice (approved apprenticeship program; ten years' direct shop experience; general knowledge of working properties of all principal metals) \$12,775-\$16,375.

Secretary II (3 positions) \$8,775-\$10,725.

Secretary III (4 positions) \$9,375-\$11,500.

Secretary IV (4672) \$10,575-\$13,100.

Secretary, Medical/Technical (4 positions) \$9,925-\$12,250.

Shift Supervisor, Mechanical Systems (4647).

Vet Anesthesia Tech I (4716) anesthetizes animal patients; assists in clinic; maintains equipment and records; assists in instruction of students; participates in research projects (completion of a veterinary technician training program; experience in a related field and previous experience in the animal, medical field) \$14,400-\$17,725.

Vet Anesthesia Technician II (C0543) preps and anesthetizes research animals; performs simple operative procedures; orders supplies, animals; maintains laboratory and O.R.; instructs others on techniques and procedures (Vet assistant's certificate or equivalent; one-two years' experience) \$16,150-\$19,975.

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.

Staff Physician (C0501) Hourly Wages.

Support Staff

Employee (2 positions) Hourly Wages.

Employee (2 positions) (C0529) stocks shelves; operates cash register; unpacks orders; services customers; assists in pricing; keeps stockroom in order (experience in operating cash register; patient with children; flexible schedule; amiable in dealing with people) (4718) answers phone; demonstrates use of equipment; maintains tape and slide library; monitors student use of facility; types correspondence; helps secretaries (some video equipment experience) Hourly Wages.

Librarian (4393) Hourly Wages.

Secretary (C0387) Hourly Wages.

Secretary (4704) types; maintains files; acts as a receptionist; does general office work (good typing; shorthand desirable; business training and/or experience as a secretary) Hourly Wages.