

Almanac

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Classroom Space: Quality and Other Questions

An interim report of the Council Committee on Facilities has begun to sort out issues of classroom quality that have arisen this year in Council, along with some utilization and scheduling questions that go back several years.

The report, submitted to the Steering Committee for discussion this week, is based on a February 24 meeting in which a subcommittee headed by Vincent Conti, director of student data, turned in its draft.

The general picture is one of shrinkage in availability of classrooms—through overall renovations in some cases, and conversion of individual rooms to nonacademic use in others—as well as deterioration of rooms. Added to this is the longstanding “mid-day crunch” with overscheduling from 10 a.m. to 2 p.m.

“Our concern is to identify some specific accountability for classroom space and authority over it, so that issues of quality of the space will not be lost in a gray area between the deans and Operational Services,” Mr. Conti said. Some schools do not designate anyone to report on classroom condition, nor set aside budget to refurbish and maintain the space, the report finds. “With a budget line,” Mr. Conti

adds, “the item would become a visible entity subject to negotiation of its priority and of the amount to be spent on it.”

Other points emphasized are that the time-block system for avoiding overlap of class hours is “basically ignored,” and that up to half the available space in school-controlled buildings is not reported to the registrar’s central pool after the school determines its own needs. Also, since large lecture halls were eliminated in Dietrich’s redesign, the central pool now lists only seven that have capacities of 200 or more students. One of these, Logan 17, is specifically recommended for renovation. Among the report’s other recommendations are:

- revision of the time-block plan by fall 1983, and some implementation of it by then;
- involvement of the provost in planning renovations in buildings with significant classroom space (with input from the registrar);
- addition of the registrar to the list of approvals for building plans;
- assignment of an individual in each building to work with Operational Services on the condition of classrooms;
- designation of lines in school budgets for maintenance; and
- a possible fund-raising project for Logan 17.

To unblock the mid-day, the draft proposes that “the provost work with the deans to devise a procedure for each school by which each dean could monitor the distribution of course across the teaching day, and that a goal be established of 40 percent of course offerings in the 8-10 a.m. or 3-5 p.m. periods.” This recommendation is in part a response to student complaints that required courses are taught at conflicting time periods.

Facilities Committee Chairman Dr. Martin Pring said a final report is in preparation, to be discussed with the provost and others this spring.

No Council April 13

The University Council’s April 13 meeting has been cancelled by the Steering Committee, but GAPSA’s post-meeting session has not (see On Campus). The April 28 meeting will be Council’s last for the term, with elections a major item of business.

U-BRSG Extension: April 21

The deadline for University-level Basic Science Research Grant applications has been extended to April 21 to allow faculty more time to prepare their proposals, Dr. Eliot Stellar has announced. For information, call his office, Ext. 5778.

West Philadelphia Curriculum

As one of the 15 schools in the country chosen by the NEH-funded National Humanities Faculty for its Program for Improving Teaching in the Humanities, West Philadelphia High School is conducting a collaborative program with the University.

While studying the humanities here and with visiting national faculty at their school, teachers from WPHS are also developing a Philadelphia curriculum—with emphasis on West Philadelphia—focusing on architecture, art, literature, music and sports.

The College of General Studies is the Penn base for the program. For information: Dr. David Burnett, director of C.G.S.

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Hour		M	T	W	TH	F
The Block System	8:00					
	9:00	1	9	1	9	1
Adherence to the time-block system for scheduling is one of the draft recommendations of the Facilities Committee's Subcommittee on Classroom Space (above). Overlapping of blocks ties up rooms, the report says, and an avoidance of Friday's 3-4 and 4-5 blocks may aggravate mid-day crowding. One proposal for the future: to hold M-W classes 3-4:30 and eliminate the Friday hour for those courses.	9:30	2		2		2
	10:00		10		10	
	11:00	3		3		3
	12:00	4	Open	4	Open	4
	1:00	5	11	5	11	5
	1:30	6		6		6
	2:00		12		12	
	3:00	7		7		7
	4:00	8	13	8	13	8
	4:30					

Dr. Srouji's Tenure

The tenure status of Prof. Maurice Srouji is not as simple as would appear from the letter of Deputy Provost Clelland (*Almanac*, March 30, 1982). The following statement concerning his tenure status was sent to the Office of the Provost on June 19, 1980:

1. By action of the Board of Trustees on September 16, 1974, Dr. Srouji was explicitly granted tenure. The language of the Trustees was "Full affiliation, full salary contingent on funds from Children's Hospital and PGH; with tenure."
2. In view of the words "with tenure", we interpret the language "full salary contingent on funds from Children's Hospital and PGH" as designed to relieve the University of responsibility for full salary in the event that those funds ceased to be generated. Whether or not such limitation would be effective to relieve the University of that responsibility, it is clear that resources from Surgical Associates of Children's Hospital are in fact available and forthcoming to the University.
3. On January 15, 1975, the Dean of the Medical School sent to the Provost's Staff Conference a proposal to change Dr. Srouji's status to:

"full affiliation, full salary without obligation to the University of Pennsylvania to continue the portion of Dr. Srouji's salary which comes from the Surgical Associates of the Children's Hospital in the absence of these funds, with tenure."

An attachment to the document, entitled "Current appointments-proposals for change in status," contains the following entry:

"Dr. Maurice N. Srouji—Promoted to Assoc. Prof. Pediatric Surgery, Dept. Surgery, Sch. Med., eff. 7/1/74 (full affil., full sal. contingent on funds from Children's Hospital & PGH; with tenure)."

"Fully affiliated with indefinite tenure of academic rank; fully salaried from funds paid to the University by Surgical Associates of Children's Hospital and other external sources retroactive to Oct. 1, 1974, without obligation on the part of the University to continue salary and benefits in the absence of these funds."

If the substitution of the phrase "fully affiliated with indefinite tenure of academic rank" for the phrase "with tenure" was designed to alter or diminish the protections of tenure previously accorded to Dr. Srouji, we conclude that it was ineffective to do so. There was neither an adequate explanation of any purpose to diminish the protections incident to tenure nor an informed consent to the loss of such protections.

4. Without due process and adequately supported findings of just cause termination or substantial curtailment of the salary or other professional prerogative of Dr. Srouji would, in the opinion of this committee, constitute a fundamental denial of the principles of academic freedom.

Furthermore, we note that none of the Provost's Staff Conference minutes concerning Dr. Srouji requires that his salary be limited to funds generated by himself. Rather, the minutes state that he shall be "fully salaried from funds paid to the University by Surgical Associates of Children's Hospital and other external sources".

Additional commentary on this aspect of Prof. Srouji's case will be available in the forthcoming analysis by the Senate Committee on Academic Freedom and Responsibility of President Hackney's response in *Almanac* (March 8, 1982).

—Edward Sparer, 1981-1982 Chair,
Senate Committee on Academic Freedom
and Responsibility

—Robert E. Davies, 1978-1981 Chair,
Senate Committee on Academic Freedom
and Responsibility

Response on Srouji Tenure

In response, let me remark that the Provost's Office is endeavoring to implement the report of a Faculty Grievance Panel which did not accept the point of view expressed by Dr. Sparer and Dr. Davies. The Panel's report stated:

"It is not the Panel's intention to set aside the statement in the PSC Minute of February 13, 1975 regarding Dr. Srouji's tenure status."

That minute reads:

"A change in status for Dr. Maurice N. Srouji, Associate Professor of Pediatric Surgery, Department of Surgery, School of Medicine to fully affiliated with indefinite tenure of academic rank; fully salaried from funds paid to the University by Surgical Associates of Children's Hospital and other external sources retroactive to October 1, 1974, without obligation on the part of the University to continue salary and benefits in the absence of these funds."

The statement that I made concerning tenure of title is thus a correct one.

—Richard C. Clelland
Deputy Provost

Response to Response

Unhappily, the additional remarks by Dr. Clelland do not clarify the issues on the Srouji matter. The reader should understand:

1. There is no conflict between the position taken by SCAFR and the Report of the Faculty Grievance Panel, SCAFR's 1980 report, set forth above, did not seek to set aside the PSC Minute of February 13, 1975. Rather, the SCAFR report assessed the Minute's significance with regard to Professor Srouji's tenure status. Mere repetition of the term "tenure of title", which is not used in the Minute, does not add to an understanding of Professor Srouji's tenure status.

2. The words Dr. Clelland quoted from the Grievance Panel Report precede its statement of intent: "... that Dr. Srouji be recompensed in an appropriate manner for actions taken by the University which were detrimental to his professional standing." Whether the University has so recompensed Dr. Srouji is one of the real issues in this matter.

3. Another even more important issue, glossed over by the "tenure of title" and salary source discussion, is whether Dr. Srouji's salary could, properly, be restricted and discontinued without a due process hearing. The Faculty Grievance Panel and SCAFR are of one mind as to the wrong done Dr. Srouji by salary discontinuance without due process.

We do not wish an unending quarrel with Dr. Clelland. We should all join to remedy the gross violations of due process and academic freedom which have marked the treatment of Professor Srouji. SCAFR's forthcoming report will

analyze more fully the options still available to the University to remedy the wrongs thus far done.

—Edward V. Sparer*

Response to Response to...

Points two and three in Professor Sparer's response to my response raise issues in the Srouji case other than the question of tenure of title that I am currently addressing. It is not fruitful to broaden the public discussion in this way at this time, in my opinion. As far as point one is concerned, I will only call attention to my letter of January 12 in *Almanac* and say that this is a point upon which Professor Sparer and I disagree. Let me say also that I have great respect for Professor Sparer's opinions in general and in this case as well.

Since litigation has commenced in this case, I will have no further public comments until the matter is finally settled.

—Richard Clelland

*Ed. Note: Dr. Robert E. Davies, who was out of town at the time the last two letters above were exchanged, has asked to be associated with Professor Sparer's position.

APBC: Not the Author

I am writing with respect to the response from the University Council Committee on Research to the Research working paper, presented at the Open Forum on March 12 (*Almanac* March 23). I certainly agree that research plays an important part in the University's educational mission and, together with the Academic Planning and Budget Committee, I am reviewing carefully the suggestions you have made.

Let me take this opportunity to correct an erroneous impression concerning the role of the Academic Planning and Budget Committee in the strategic planning process. This Committee is not the author of any of the Working Papers for Strategic Planning; rather, the group has been charged by President Hackney and myself to coordinate University-wide review of the Working Papers. By the end of this semester the Committee will convey to the President the comments collected from individuals and groups in the University, along with whatever additional advice the Committee thinks appropriate.

I am pleased that the Council Committee on Research is participating in the University-wide review.

—Thomas Ehrlich, Provost

Sick for a Day

The following was sent to Executive Director of Personnel Relations Gerald Robinson on March 31:

Under date of February 25, 1982, a memorandum from Claire Nagel, Director of Compensation and Benefits Planning, was sent to Deans, Directors and Business Administrators outlining the sick leave policy of the University. The memorandum requires that a form be completed by an attending physician "for any absence because of illness, no matter how brief..." This unduly emphasizes the use of a physician's certificate for an illness of even one day. Many minor illnesses do not require a doctor's

care but they do immobilize the person and increase the possibility of causing others in the work area to become ill. Conscientious employees legitimately home on sick leave seem to be treated in the same vein as those abusing sick leave privileges. A visit to the doctor during a short illness results in unnecessary expense to people who can least afford it.

It is our understanding that a meeting was held by Claire Nagel, Personnel Department staff, and administrative personnel in the College of Arts and Sciences where attempts were made to delineate when the strict enforcement of the policy is to apply and when it should not be used to indiscriminately discipline those conscientious employees who are not abusing the sick leave benefit.

We understand that when the abuse of sick leave occurs the problem must be addressed, as in the above-mentioned memorandum; however, this memorandum is not definitive—it seems to confuse the policy rather than to clarify it.

We feel that since this important nuance has been verbalized by the Personnel Department, it should be reduced to writing and explained to every employee who is affected by this policy and should also be published in the Almanac.

—Roosevelt Dicks, Spokesman
A-3 Assembly

Response to Come: Mr. Robinson said he will reply to the A-3 Assembly's concerns in a future issue.—Ed.

14 Cheers for Dr. Badler

Hooray for Dr. Badler's idea on *Transplanting Spring Break* to coincide with the Flower Show (*Almanac* March 23). Why, oh why didn't someone think of this idea before? It sure would save many a temper and lots of precious gas, to say nothing of time for University employees who get tied up in the traffic jams.

We sure hope the people who are concerned with making up the calendar for next year take heed of this idea and seriously consider making the Spring Recess go along with the Flower Show.

—Audrey J. Boring and other members of
VHUP: Valerie L. Robinson, Charles D. Newton, D.V.M., Jamie Quackenbush, Rosanne G. Hinricks, Ken Mullin, Marylynn Baxter, Elizabeth H. Daughy, Ashra Markowitz, Barry Stupine and Charles A. Tucker Jr.; and from Wharton Grad: Peggy Zeits, Wendy J. Boring, and Audrey J. Sena

Update on Periodicals

In *Almanac's* February 23 guide to **Periodicals on the Penn Campus**, editors who missed the call for entries were invited to submit their titles for this update. Note that in addition to two new listings, this column contains two important corrections: Penn Med Notes and Vital Signs were scrambled in the February 23 issue; and the School of Nursing's Alumni Newsletter was mis-

takenly placed under Med/HUP while its Nursing Research Newsletter was omitted entirely.

Penn Med Notes, Maureen Parris, editor, is addressed to the faculty and staff of the Medical School. Inquiries: U. of P. Medical School, 36th and Hamilton Walk/G3.

Vital Signs, Shay McConnell, editor, is a free, quarterly magazine of information on patient services, growth, expansion and the financial status of HUP. Inquiries: HUP Public Information and Marketing Department, 3400 Spruce/G1.

Nursing Alumni Newsletter, Cynthia Engman, editor, is published quarterly for the School of Nursing alumni. Inquiries: Nursing Education Building/S2.

Nursing Research Newsletter, Dr. Ellen Fuller, editor, is published three times each year for the School of Nursing. Inquiries: Nursing Education Building/S2.

The Penn Chemist, John G. Miller, emeritus professor of chemistry, editor, is an annual newsletter of the Association of the U. of P. chemistry department. It is sent to alumni, students, instructors and researchers in chemistry. Inquiries: Penn Chemist List, Chemistry Building/D5.

Philomel, Bing Mark, 1982 editor, is the literary magazine of the Philomathean Society and is published each Spring. Inquiries: Philomathean Society, 4th floor, College Hall/CO, Ext. 8907.

—K. C. G.

DEATHS

Dr. J. George Coslet, clinical professor of periodontology and director of the division of advanced dentistry education at Penn's School of Dental Medicine, died of cancer on March 17, at the age of 47. He served as chairman of the department of postgraduate periodontics in the School of Medicine and maintained a practice in dental surgery in Philadelphia since 1965. Dr. Coslet was appointed to the faculty in 1964 after having earned his certificate in periodontology and his advanced degree at Penn. Dr. Coslet was a consultant on the staff of Children's Hospital and the Veterans Administration Hospital. He is survived by his wife, Rita Brown Coslet; a son, Jonathan Jay; two daughters, Laura and Joan; and a sister. "The family respectfully requests contributions in his memory be made to the J. George Coslet Scholarship Fund, c/o The Myers Clinic of S.D.M., University of Pennsylvania."

Ethel B. Donlin died on February 24 at the age of 67, following a lengthy illness. Employed by the Uni-

versity since 1948, Mrs. Donlin held positions as a file clerk and secretary in the Admissions Office, and secretary in the Provost's Office. She transferred to the community medicine department in 1970, returned to the Admissions Office as a receptionist in 1972 and retired in 1979. Mrs. Donlin is survived by her husband, James Donlin, of Philadelphia. The family requests donations be sent to the American Cancer Society.

Helen M. Evans, a former laboratory assistant in the Medical Therapy Research Section of the School of Medicine, died on March 19 at the age of 67. Mrs. Evans came to the University in 1951 as a glass washer in the Gastro-Intestinal Section and in that same year became a laboratory assistant in the Micro-Biology Section. In 1953, she became a stock room keeper in the Botany Section and in 1967 joined the Medical Therapy Research Section, retiring in 1979 after being placed on long-term disability in 1970. She is survived by her husband, Martin J. Evans of New Jersey.

James E. Heck died on January 16 at the age of 76. Mr. Heck was hired as a janitor in the physical plant department in 1960. After a short leave, he returned in 1966 as a part-time parking attendant until his retirement in 1974. He is survived by his wife and his grandson, James Rothman, who is employed with the University mail service.

Everett B. Jackson died on March 8 at the age of 66. Mr. Jackson came to the University in 1965 as an animal technician. He transferred to the chemistry department in 1965 and in 1968 to the School of Veterinary Medicine, two years before being placed on long-term disability. He is survived by a daughter, Mrs. Robin Hill, of Philadelphia.

Dr. Martin Kilpatrick, Jr. died February 10 at the

age of 86. He came to the University's chemistry department in 1928 as an assistant professor. In 1937 he was promoted to associate professor and professor in 1945 before leaving the University in 1947. He is survived by his wife who lives in Chicago.

William C. McDermott, professor of Classical Studies, died on March 25 at the age of 74. Dr. McDermott came to Penn in 1939 as assistant professor of classical studies; he became an associate professor in 1948, full professor in 1956, and emeritus professor in 1975. After his retirement in 1975, he was very active in the department and continued his lifetime researches in Latin letters and Roman history. Dr. McDermott has been well known for his courses and has initiated a full generation of undergraduates into the history of the ancient world. He is survived by his daughter, Miss Grace M. McDermott, who received her B.A. in Classical Studies from the University in 1966. It is requested that the Department of Classical Studies be contacted with reference to memorial contributions.

Dr. Dickinson Sergeant Pepper, a prominent Philadelphia physician, lost his life on March 19 in a boating accident on Delaware Bay; he was 74 years old. Dr. Pepper attended the University and in 1932 graduated from Penn's Medical School, where his father, Dr. William Pepper, had been dean. He took a staff position at HUP and the Graduate Hospital, as well as a teaching assignment at the Medical School. In 1962, Dr. Pepper was named a Penn trustee and served on the board until his retirement in 1972. He is survived by his wife, Hester; a daughter, Mrs. Pepper Williams; two sons, H. L. Perry and N. Sergeant; seven grandchildren, a brother and a stepister. "In lieu of flowers contributions to the D. Sergeant Pepper Fund at the Medical School of the University of Pennsylvania will be appreciated."

Almanac

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ALMANAC, April 6, 1982

The following has been submitted by the A-3 Assembly to the Steering Committee of the University Council, and is presented here for the larger community. Comment is invited from any member of the University, and particularly of from the A-3 support staff constituency. It should be sent to A-3 Assembly Spokesman Roosevelt Dicks at P-117 Franklin Building/16 (Ext. 4241.)

On Tuition Benefit Changes

In 1980, a proposal was submitted from the Personnel Relations Office to the Personnel Benefits Committee that would amend the existing tuition benefits plan and equalize benefits for exempt and non-exempt University employees. After several discussions and many changes, the proposal was overwhelmingly approved by vote in the Benefits Committee. Since then that proposal has been lost somewhere in a shuffle by the administration.

The A-3 Assembly heartily endorses the proposal; our membership has advocated most of its amendments for the past ten years. The proposal reads as follows:

Proposed changes in Tuition Benefits Plan

Whereas, there are differences in benefits between exempt and non-exempt employees which have no rationale;

Whereas, employees having limited or no opportunity for their children to attend the University have no benefit;

Whereas, tuition costs are increasing at a rapid rate and the University's costs are among the highest;

Whereas, the current plan for dependent children places undue pressures on parents to send children to this University and on Admissions to admit them;

Therefore, be it proposed that the tuition benefit plan be amended to:

1. Extend direct grant benefits to dependent children of eligible non-exempt employees with five years of service;
2. Extend University tuition benefits for graduate study to dependent children of eligible non-exempt employees with five years service;
3. Increase the direct grant benefit for dependent children of all eligible employees to one-half of the University's tuition, not to exceed full tuition at the other institution;
4. Change eligibility requirements to include a five-year, full-time service waiting period (except tenured faculty);
5. Change plan to limit benefit for all employees to eight semesters of total coverage per dependent child.

All employees appointed before April 1, 1981, are "grandfathered" and will receive benefits under the rules in effect prior to April 1, 1981 as well as those new benefits in the amended plan.

We believe that University Council is obligated to act on the advice of the Personnel Benefits Committee and other Council committees. What has happened to the proposal that represents years of contemplation by many interested parties, and promises of a more equitable plan for all University employees?

On October 12, 1981, the Steering Committee of the A-3 Assembly met with President Hackney to discuss several issues. At that meeting we expressed our concern that this very proposal would be buried by its opponents and not receive a hearing by proper authorities. It now appears that our fears have indeed been realized.

We urge Council to pursue this important matter to a conclusion. We are particularly concerned with those amendments which would extend A-3 benefits, but beyond that, a close examination of the entire proposal will reveal a much improved Tuition Benefits Package being offered to University faculty and staff.

—Coordinating Committee A-3 Assembly

Draft Revision of the Almanac Guidelines

On September 23, 1975, *Almanac* published the formal Guidelines for Readers and Contributors that assist the Almanac Advisory Board in making policy decisions and guide the editor in allocations of space from week to week. Last year, the Board adopted certain technical revisions (reflecting, for example, the change of Senate leadership from a Senate Advisory Committee to a Senate Executive Committee, and formalizing the addition of an Administration representative to the Board). The revised version was requested for publication at a convenient date that would not interfere with other functions of record or opinion.

They are now submitted for comment by the various University constituencies, with these few notes on their current implementation.

1. In general, funds to carry out the basic priorities have been declining over the past four years. This suggests that comments calling for additional missions to be added will have less opportunity for survival than those which suggest some ingenious method of doing all of the desirable things for peanuts.

2. The decline in funding has led to an increased implementation of the section at right which allows for the use of *Almanac* as a "distribution vehicle" for other people's material. This comes in two familiar forms: those called inserts, such as the monthly *Personnel Relations Newsletter* and the less frequent *FAS Reports*, which have their own logotypes; and long documents labeled "*Almanac Supplements*" such as the Year-End Council Reports (*Almanac* October 27, and December 8, 1981) and the SCAFR Report on the Srouji Case (January 12, 1982). The slight difference in these is that *Almanac* has absolutely *no editorial involvement* with the inserts—they have their own editors and set their own type, and merely go on press with us for mutual cost-effectiveness—whereas the editors of *Almanac* do edit and produce the official supplements. But in neither case can the Almanac Advisory Board promise the reader any changes in the content or style of these productions—so there is no use demanding that FAS Reports be converted to a Journal of Bilabial Fricatives for Fun and Profit, or that we lengthen the Council Reports to satisfy your craving for more. Such comments would have to be directed to the insert editors or to the originating offices of the supplements, and they do not have written guidelines inviting your impertinence as we do.

3. The last of the guidelines under the "record" function has been honored in the breach this year due to budget stringencies. Honors that faculty have sent in have not been discarded, however, but will be carried if and when space permits. Appointments to the standing faculty are similarly on hold and will eventually see the light of day.

4. The establishment of a new all-University calendar, called, appropriately enough, CALENDAR, raises questions about the need for the extensive On Campus section which often occupies as much as two pages of the 5.3 per week for which *Almanac* is budgeted this year (see page 8). By agreement with the creators of the CALENDAR, *Almanac* is continuing its parallel production for the rest of the term, so that contributors can adjust their planning to its criteria and deadlines.

It should be clear from all of this why we are often unable to do what we should do, let alone what we would like to do about information for this One but multifarious University. This does not imply that *Almanac* has been unfairly constrained by the administration. It is a fact, however, that the University is somewhat like a family that has a magnificent TV set with all the cable devices but that, because of budgetary priorities, cannot afford to subscribe to TV Guide.

Readers who have comments on these and other portions of the *Almanac* mission as originally outlined in the Shayon Report of 1969-70, and codified in these Guidelines, may address them to me at 519 Williams Hall/CU. I would appreciate hearing from you at the earliest possible date.

—Clifton Cherpach, Chair
Almanac Advisory Board

Almanac

A Guide for Readers and Contributors

Almanac is normally published weekly during the academic term by the University of Pennsylvania. While serving the needs of the University community for news and opinion affecting the governance and intellectual life of the University, *Almanac* is dedicated to and edited primarily for faculty and staff.

As Publication of Record

A fundamental principle guiding the editor in deciding what to print and when to print it is the University community's need to know in order to make informed decisions on pending actions affecting University governance. The editor assigns priorities, therefore, to the following items, generally in the order given. Such items are normally published in full as released to the editor.

1. Plans and proposals released in advance before action is taken by official governance bodies.
2. Responses or counter-proposals to plans and proposals pending action by official components of the University.
3. Messages from the Chairperson of the Faculty Senate.
4. Policies and procedures adopted by official governance bodies.
5. Advance notices of meetings and agendas of governance bodies.
6. Minutes of meetings of governance bodies as supplied by the secretaries or summaries of such meetings prepared by the *Almanac* staff.

Next in order of priority are items which are published after release as space and time permit. The editor may alter such items in length.

1. Notices of job openings and other personnel matters which the University has legal or quasi-legal responsibility to publish.
2. News of events which the University community can attend and services of which the community may avail itself.
3. Honors, appointments and related items; death notices.

Publication of the above items, according to the priorities noted, constitute *Almanac's* basic obligation to the University community as a weekly journal of record.

As Journal of Opinion

Almanac, in addition, provides a forum for open expression, balanced by the editor in the interests of fairness and reasonableness, to all individuals and groups (including alumni) in the University community.

The editor, in administering this forum, is assisted by the Senate Executive Committee's Standing Committee on Publication Policy for *Almanac* and by the *Almanac* Advisory Board, which includes the Senate Executive Committee's Standing Committee on Publication Policy for *Almanac*, plus one designated representative from the Administrative Assembly, one from the A-3 Assembly, one from the Librarians Assembly and one from the administration. The chairperson of the Senate Executive Committee's Standing Committee on Publication Policy for *Almanac* is the chairperson of the *Almanac* Advisory Board.

Almanac welcomes and encourages the robust clash of opinions which marks a vigorous intellectual University climate, in accord with the following guidelines:

1. Relevance to the governance and intellectual life of the University community is the fundamental criterion for access to *Almanac's* pages.

a) If in the editor's judgment a contribution relating exclusively to faculty matters is irrelevant, the editor may reject the contribution, after consultation with the Senate Executive Committee's Standing Committee on Publication Policy for *Almanac*. A faculty contributor has the right to appeal to the Senate Advisory Committee. If the Senate Advisory Committee upholds the decision of its Standing Committee on Publication Policy for *Almanac*, the contributor has access to *Almanac's* *Speaking Out* column to announce that he/she has sought full access and has been refused.

b) If in the editor's judgment a contribution relating to matters affecting other constituencies than the Faculty is irrelevant, the editor may reject the contribution, after consultation with the *Almanac* Advisory Board. The contributor has access to *Almanac's* *Speaking Out* column to announce that he/she has sought full access and has been refused.

2. Contributions will not necessarily be published in the order received. The editor may give priority to contributions judged more im-

portant or urgent to the University community. When space is limited, the editor may require alterations to avoid postponement of publication.

3. The editor, making an initial judgment that a contribution may open the Trustees of the University to suit in court for libel and/or defamation, consults with the *Almanac* Advisory Board. If the problem cannot be resolved at that level, the editor consults with University Counsel, who may ask the contributor to make changes. If the contributor finds this unacceptable, the matter is referred to the University's legal counsel whose decision to reject is final.

4. The editor does not reject a contribution containing alleged obscenity or profanity if it is otherwise acceptable.

5. The editor publishes unsigned letters only in cases where the contributor requires protection against reprisal, and provided that the contributor's identity is known to two persons mutually agreed upon by the editor and the contributor, usually the editor and the chairperson of the *Almanac* Advisory Board. The two persons who know the contributor's identity shall thereafter not reveal that identity unless required to do so in a legal proceeding.

6. If a contribution involves an attack on the character or integrity of individuals, groups or agencies in the University community, the editor immediately notifies the individuals, groups or agencies attacked and offers space for reply of reasonable length in the same issue in which the attack is to appear. If the individuals, groups or agencies fail to reply, the contribution is published with a notice that the individuals, groups or agencies, have been notified and offered an opportunity to reply.

7. If a contributor makes serious charges against individuals, groups or agencies, which do not involve attacks on character or integrity but which involve factual questions or interpretation of policies, the editor may notify the individuals, groups or agencies in advance of publication and offer an opportunity to respond.

8. The editor acknowledges that documents and reports incorporating plans, proposals or actions dealing with the academic, fiscal or physical development of the University are the property of the originators until released for publication.

The editor also understands that the University community expects to be fully and authoritatively informed of such matters. Consequently, when such documents, reports or actions appear in partial form in other media, the originators are expected to cooperate with the editor in informing the University community through *Almanac*, as to the accuracy of such documents, reports or actions, and in announcing that the originators will furnish such full and authoritative information as soon as possible.

9. The editor may decide that a contribution, document, report or other item which is otherwise acceptable is too long to be accommodated in a normal issue of *Almanac*. The editor, in such a case, may ask the originator to prepare a shortened version; or, the material may be published in one of the following three ways, at the originator's option:

- a) A normal issue of *Almanac* may be increased in size.
- b) An issue of *Almanac* may include a supplement.
- c) An extra issue of *Almanac* may be published.

In any of the above cases the originator will be asked to pay the full incremental costs. If an originator believes that length is being used by the editor as an instrument for censorship, the originator has the right to appeal to the *Almanac* Advisory Board.

As Distribution Vehicle

Self-contained inserts prepared independently by University originators and not bearing *Almanac* identification, but clearly bearing the identification of the originator, may be distributed with issues of *Almanac* as a service, subject to approval by the Senate Executive Committee's Standing Committee on Publication Policy for *Almanac* or the *Almanac* Advisory Board, whichever is appropriate. The originator will bear the cost of preparing the insert as well as labor cost for insertion and incremental postage.

As Reference Resource

Almanac maintains a subject index for reference to past articles and reports. Requests for extra copies and back numbers will be honored as supply permits.

ON CAMPUS

April 6-April 18

Children's Activities

Film/Workshops

April 18 *Neat Solutions*, six films plus activities; Positive Images: Movies for Kids; 1 p.m., International House. Admission: \$1 for children age 15 and under, \$2 for others. Reservations: 387-5125.

On Stage

April 17 *The Camarata Opera Theatre: The Magic of Opera*, a performance in the free series *The Magic of Music*, hosted by magician Craig Collis; 11 a.m. and 1 p.m., Harrison Auditorium, University Museum. Information: Ext. 4000.

Workshops

April 17 *Architecture For Children: The Gingerbread Age*, a walking tour and workshop exploring Victorian life and architecture; 9 a.m. or 1 p.m. (CGS). Information: Ext. 6479.

April 18 *Puppets*: a performance/lecture by Steven Abrams; 1:30 p.m., Rainey Auditorium. For ages 6-12. (CGS, Education Department of the University Museum). Information: Ext. 6479.

Conferences

April 14-17 *Advances in Clinical Nutrition*; Dunlop Auditorium, Medical Education Building (University of Pennsylvania and Clinical Nutrition Center). Information: 662-3223.

April 16 *Academic Budgeting for Women Administrators*; Janis Somerville, Vice Provost for Student Life, will speak on *Politics of Budgets and Budgeting*, a panel chaired by Ruth Leventhal, School of Health Sciences at Hunter College (former Penn dean of SAMP). Also participating are: Joan Shapiro, Women's Center; Carrie Span, Wharton; and Carol Vorchheimer, Dining Service. (The Pennsylvania Planning Committee of the American Council on Education's National Identification Program for the Advancement of Women in Higher Education). Information: Ext. 5396.

April 16, 17 *Continuity and Change in Modern Turkey*; Ataturk Centennial Seminar; Faculty Club (Middle East Center). Information: Ext. 6335.

April 16-18 *Sexology Conference*; University City Holiday Inn, 36th and Chestnut Streets (Society for the Scientific Study of Sex, Eastern Region). Information: Ext. 8721.

Exhibits

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

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

Through April 23 *Haggadah Etching* by Ya'akov Boussidan, Israeli artist and *Sculptures* by Christine Woelfle and John Mathews, Penn School of Fine Arts graduate students; Faculty Club Lounge.

Penn Student's Work; Houston Hall Art Gallery (Department of the Design of the Environment).

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, Van Pelt Library.

Through May 21 *The Language of Wildflowers*; Morris Arboretum.

Through May 31 *130 Years of the University of Pennsylvania Law Review*; Rotunda, Law School Building.

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

April 6-May 3 *Paintings*; Liz Goldberg, coordinator and art instructor for the Bio-Med Dialysis Unit, HUP; University City Science Center Gallery. Reception, April 16, 4-6 p.m.

April 16-30 *Graphics*, the M.F.A. print show; 5-7 p.m., Philomathean Gallery.

Gallery Hours

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

Houston Hall Art Gallery Monday-Friday noon-6 p.m., Saturday and Sunday noon-4 p.m.

ICA Gallery Tuesday, Thursday, Friday, 10 a.m.-5 p.m.; Wednesday, 10 a.m.-7:30 p.m.; Saturday and Sunday noon-5 p.m. Closed Mondays.

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

Morris Arboretum, Chestnut Hill; open daily and weekends from 9 a.m.-5 p.m. Information: 242-3399.

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



Willie (Danny Glover) and Sam (Zakes Mokae) in *Master Harold ... and the boys*. See On Stage, right.

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

April 7 *Classical World*.

April 14 *Africa*.

April 18 *Mesoamerica*.

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

Through April 18 *Discussions on the George Sugarman Exhibit*; Wednesdays at 1:15 p.m. and Sundays at 1 p.m.; ICA gallery.

Films

GSAC Film Series

April 16 *Hearts and Minds* 7:30 and 10 p.m., Room B6, Stiteler Hall, Admission: \$1.

International Cinema

April 7 *The Grapes of Wrath*, 7:30 p.m.

April 8 *Kings of the Road*, 7:30 p.m.

April 9 *Kings of the Road*; 4 p.m.; *Clarence and Angel*, 7:30, 9:30 p.m.

April 10 *Clarence and Angel*, 1, 7:30 and 9:30 p.m.

April 14 *Taylor Chain and The Willmar*, 8, 7:30.

April 15 *The Battle of Chile*, Part I, 7:30 p.m.

April 16 *The Battle of Chile*, Part I, 4 p.m.; *Short Films from Minnesota* with Visiting Filmmaker Peter Bundy, 7:30 p.m.;

The Battle of Chile, Part II, 9:30 p.m.

April 17 Workshop: *Between the Idea and Reality Falls the Shadow* with Peter Bundy, 1 p.m.

Films and workshops are held at International House, 3701 Chestnut Street. Admission \$2.50 for evening shows and \$1 for matinees. Information: 387-5125.

Office of Student Life Film Series

April 6 *El Pueblo Chicano: The 20th Century*; 11 a.m.-2 p.m., Bowl Room, Houston Hall (Awareness Film Series). Information: Ext. 6533.

Penn Union Council Film Alliance

April 8 *Roshoman*, 10 p.m.

April 14 *Eraserhead*, midnight

Films are screened in Irvine Auditorium. Admission: \$2.

Penn Union Council Movies

April 3 *Animal House*, 8, 10 p.m., midnight.

April 10 *Taxi Driver*, 7:30, 9:45 p.m.; *Kelly's Heroes*, midnight.

April 14 *Superman II*, 7:30, 9:30 p.m.

Films are in Irvine Auditorium, admission: \$1.25.

Meetings

GAPSA

April 13, 6:15 p.m., Franklin Room, Houston Hall.

Music

April 9 *Neighbors' Complaint*, a Philadelphia a cappella doowap group, singing rhythm and blues of the 1950's and 60's and contemporary music; 8 p.m., International House. Admission: \$2. (Folklore Department and the Folklife Center of IH).

April 10 *Baroque Music for Viol, Lute and Theorbo*, a Collegium Musicum concert; 2 p.m., Upper Egyptian Gallery, University Museum.

April 14 The first performance of Daniel Dorff's *Symphony of Delusions, Mars and Jupiter* from Gustav Holst's *The Planets*, and other music for winds and brass, with the University Wind Ensemble, conducted by Claude White; 8 p.m., Tabernacle Church.

April 17 *Themes from the Philadelphia Museum of Art*, with Collegium Musicum Director Mary Anne Ballard, in a multi-media concert exploring the Medieval and Renaissance collections of the Museum; 8 p.m., Harrison Auditorium, University Museum. Information: Ext. 6244.

On Stage

April 9-11 *Penn Dance Group* performance, 8 p.m., Houston Hall Auditorium. Admission: \$2.50.

April 13-18 *'Master Harold' ... and the boys*, a new play by Athol Fugard, South Africa's leading playwright; Zellerbach Theatre, Annenberg Center. Information and Reservations: Ext. 6791.

April 15, 16 *Cabaret*, Quadramics musical; 8 p.m., Irvine Auditorium. Admission: \$1.

April 17 *The Medical School Musical* in the Med. School.

April 18 *From Irene to Evita: The Broadway Musical, 1920-1980*, music and commentary by pianist Don Kwash and singers, Kate McCauley and Joey Giordan, at 2 p.m. in the Annenberg Auditorium. For additional information call CGS at Ext. 6479 or 6493.

April 23-24 *Penn Dance and Mime Group* performance, 8 p.m., Annenberg Auditorium. \$3.50/\$2.50 students

Special Events



Visitors Day at New Bolton Center, the Penn School of Veterinary Medicine's large animal facility, will hold its annual open house April 17 from 10 a.m. to 3 p.m. Exhibits will include an intensive care unit, preventive medicine in horses and dogs, and a cow whose rumen liquor is used to treat digestive disorders in other cows. There will be demonstrations on the diagnostic evaluation of respiratory problems in horses, the proper way to bandage a horse's leg, and corrective shoeing for lameness problems. Surgical facilities for large animals at the George D. Widener Hospital and the recovery pool at the C. Mahlon Kline Center will also be open to the public. The Center is on Route 926 near Kennett Square. For information call 748-5000, Ext. 180.

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*.

April 7 *Baseball* vs. Drexel, 3 p.m.; *Women's Lacrosse* vs. Ursinus, 7 p.m.

April 8 *Men's Tennis* vs. Brown, 2 p.m.

April 10 *Men's Lacrosse* vs. Cornell, noon; *Women's Tennis* vs. Harvard, noon; *Men's Track* vs. Lehigh, 2:30 p.m.

April 13 Golf vs. Navy/ Temple, 1:30 p.m.; *Women's Lacross* vs. Temple, 7 p.m.
April 15 Golf vs. St. Joseph's, 1:30 p.m.
April 16 Men's Tennis vs. Dartmouth, 3 p.m.
April 16-18 Softball, Philadelphia Tournament.
April 17 Women's Tennis vs. Dartmouth, 10 a.m.; *Women's Lacross* vs. Cornell, 11 a.m.; *Men's Outdoor Track* vs. Cornell, 1 p.m.; *Men's Tennis* vs. Harvard, 2 p.m.
April 18 Penn Relays Marathon, 9 a.m., Franklin Field. \$7 entry fee. Applications available at Penn Relays Office. *Weightman Hall. Information: Ext. 6154.

The University of
Pennsylvania

TWENTY-FIVE YEAR CLUB ANNUAL DINNER AND ICE-CREAM SOCIAL

April 28 at the
University Museum



This promise has been made by mail to all at Penn who have taught or worked here 25 years, including 57 "new" oldtimers who will be saluted with in-family music, comedy and shenanigans on this year's speechless occasion. There are 988 living quarter-centennarians on the rolls here, 487 of them still in service. (Longest known length-of-service of a currently active member is 62 years.)

Talks

April 6 *Violent Crime in Birth Cohort II*; Dr. Marvin Wolfgang, Penn professor of sociology, director of criminology; 11:30 a.m., Medical Alumni Hall, HUP (Department of Psychiatry Colloquium).

Reentrant Excitation in the Heart as a Cause of Cardiac Arrhythmias; Andrew L. Wit, professor of pharmacology, College of Physicians & Surgeons, Columbia University; noon, Room 211, Nursing Education Building (Department of Pharmacology).

Post Synaptic Properties of Medullary Respiratory Neurons; Dr. Deithelm Richter, University of Heidelberg, West Germany; 12:30 p.m., 4th floor, Richards Building (Respiratory Physiology Seminars).

Four Moments of the Sun: African Impact in the Black New World; Robert Thompson, professor of art history, Yale University; 4 p.m., Franklin Room, Houston Hall (Department of Romance Languages, Tinker Lectures).

Kodak Presentation; 4-6:30 p.m., Room B1, Fine Arts Building (Wharton Marketing).

Structure and Regulation of Alpha-Fetoprotein and Albumin in the Mouse; Dr. Shirley Tilghman, Institute for Cancer Research; 4 p.m., Rooms 151-152, Veterinary School (Comparative Cell Biology).

Speech Organizers and Their Role in Colloquial and Literary Language (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).

April 7 *Fracture Healing*; Professor Carl T. Brighton, M.D., chairman of orthopaedic surgery; 1 p.m., Room 426, Medical Education Building (Department of Orthopaedic Surgery).

OPEC Behavior and the International Oil-Market; Dr. Fereidun Fesharaki, former energy advisor to the Prime Minister of Iran, member of OPEC delegation, research associate at East-West Center, Hawaii; 3 p.m., Benjamin Franklin Room, Houston Hall (Energy Management and Policy Special Student Seminar).

Update on Athletic Injuries to the Cervical Spine; Dr. Joseph Torg, professor of orthopaedic surgery; 4 p.m., Room 1, White Building (Department of Orthopaedic Surgery).

Comparative Ethnic Relations; Dr. Richard D. Lambert, professor of sociology and chairman of South Asia Regional Studies; 5 p.m., Room 285-87, McNeil Building (Department of Sociology Colloquia Series).

Education and Economics as They Affect Black Americans; Dr. Marcus Alexis, professor of economics and public policy at Northwestern and chair of the ICC under President Carter; 7 p.m., Rooftop Lounge, High Rise North (Dept. of Residential Living and DuBois House).

April 8 *Non-Invasive Blood Pressure Determination*; Gary Drzewiecki, Penn graduate student, department of bioengineering; 11 a.m., Alumni Hall, Towne Building (Department

of Bioengineering Seminar Series).

The Pharmacology of Anti-convulsants; M. Selzer, Penn associate professor of neurology; 12:30 p.m., Room 215, Nursing Education Building (The Neuropsychopharmacology Colloquia).

Permeant Cations Alter K Channel Gating in Squid Giant Axons; Dr. Rick Matteson, Penn department of physiology; 4 p.m., 4th floor, Richards Building (Department of Physiology Seminars).

April 12 *Career Directions Series* panel discussion with members of the Personnel Relations staff on career opportunities; 1 p.m., Room 245, Houston Hall (Penn Department of Orthopaedic Surgery, Administrative Assembly, Personnel Relations Training Office).

The Army Since Vietnam; Dr. Richard Gabriel, professor of politics, Saint Anselm College, Manchester, NH; 1:30 p.m., Tea Room, Faculty Club (Foreign Policy Research Institute). Reservations: 382-2054.

Using Index Quadratic Cost Functions to Model Network Technologies; Dr. Richard Spady, Bell Laboratories, NJ; 2 p.m., Room 226, Towne Building (UPS Foundation Fund for Advanced Research of U of P Transportation Program, Department of Civil and Urban Engineering and Regional Science Department).

A Mechanistic Approach to Coal Liquefaction Using Model Compounds; Ms. Mary Jane Hellyar, Massachusetts Institute of Technology; 3:30 p.m., Alumni Hall, Towne Building (Department of Chemical Engineering).

Speculations on Aging in Non-Replicating Cartilage and Muscle Cells; Dr. Howard Holtzer, Penn professor of anatomy, and Dr. Maurizio Pacifici, visiting professor, University of Rome; 3:30 p.m., Human Genetics Room 196, Old Medical School Building (Center for the Study of Aging Seminar Series).

Frankfurters and French Fries: Constellations of Contemporary Critical Theory Between the Frankfurt School and Deconstruction; Rainer Nagele, professor, Johns Hopkins University; 4 p.m., West Lounge, 4th floor, Williams Hall (Comparative Literature Association of Students, Department of Germanic Languages and Literatures).

Toward an Anthropology of Knowledge; Dr. Yehuda Elkana, Van Leer Jerusalem Foundation, 4 p.m., Room 107, Smith Hall (Department of History and Sociology of Science).

Perspective in Cistercian History; Christopher Holdsworth, University of Exeter, England; 8 p.m., first floor Conference Room, Van Pelt Library (Medieval Studies Group).

April 13 *Clinical Issues in the Treatment of Young Adults*; Philip Escoll, M.D.; 10:45 a.m., Room 1152, Gates Pavilion, HUP (Student Health Service, Psychiatry Section).

Peroxide Reaction in Rabbit Spermatozoa; Dr. Juan Alvarez, Penn division of reproductive biology; 12:30 p.m., 4th floor, Richards Building (Respiratory Seminars).

Cultural Interference: The Case of Hebrew, Yiddish and Russian (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).

Ovid's Daphne, Petrarch's Laura and the Early Commentators; Thomas Roche, professor of English, Princeton University; 4:30 p.m., 4th floor lounge, Williams Hall (Medieval Studies Group, Renaissance Seminar).

April 14 *Effects of Proteins on Corrosion of Implants Materials*; Dr. David F. Williams; noon, Room 426, Medical Education Building (Department of Orthopaedic Surgery).

Reflections on a Year in Academic Administration; Dr. Phoebe Leboy, chair, Faculty Senate; noon, Room 106, Logan Hall (Women's Studies Office Brown Bag Seminars).

Historical and Ethnological Meaning of Literacy and the Literacy Research Brown Bag; Dr. John Szwed; 12:05 p.m., Room C12, GSE (Graduate School of Education).

Effects of Protein on Corrosion of Implant Material; Dr. D. F. Williams; 1 p.m., Room 426, Medical Education Building (Departments of Bioengineering and Orthopaedic Surgery).

Carnival as Metaphor for Brazilian Society; Roberto da Matta, Museu Nacional, Rio de Janeiro; 4 p.m., HSP Room, Houston Hall (Department of Romance Languages, Tinker Lectures).

Ca²⁺ in E-C Coupling of Frog Skeletal Muscle: Studies with Aequorin; Dr. Stuart R. Taylor, department of pharmacology, Mayo Foundation, Rochester, MN; 4 p.m., 4th floor, Richards Building (Department of Physiology, Pennsylvania Muscle Institute).

April 15 *Positron Imaging Instrumentation in Nuclear Medicine*; Dr. G. Muehlechner, department of radiology, HUP; 11 a.m., Alumni Hall, Towne Building (Department of Bioengineering Seminar Series).

Brown Bag Sessions on Women's Lives: Yours and Linda Bullard, American Friends Service Committee; noon, CA 2nd floor Lounge (Common Women Project).

Block of Cardiac Na Channel by Tetrodotoxin and Lidocaine: Interaction Between Drug Binding and Channel Gating; Dr. Bruce Bean, department of physiology, Yale University; 4 p.m., 4th floor, Richards Building (Department of Physiology Seminars).

Liberty and Union Workers in the Early 20th Century; David Montgomery, Farnam Professor of History, Yale University; 4:30 p.m., Room 285, McNeil Building (Department of History).

Ancient Indian Outposts on the Borders of Central Asia, Kevorkian Lecture; Henri-Paul Francfort, professor, Centre National de la Recherche Scientifique, Paris; 5:30 p.m., Rainey Auditorium, University Museum. Information: Ext. 4026.

April 16 *Siblingship and Partnership: Hierarchy and Equality in an Egalitarian Society*; James Flanagan, Penn graduate student, anthropology; 3 p.m., Room 328, University Museum (Department of Anthropology).

Boethius' Theological Tractates and Early Byzantine Scholasticism; Brian Daley, S.J., professor of theology, Weston Jesuit Seminary and Dumbarton Oaks Institute; 3:30 p.m., Room 108, Towne Building (Medieval Studies Group).

Politics, Culture and Meaning; Dr. Myron Aronoff, professor of political science and member of graduate faculty in anthropology, Rutgers University; 8 p.m., Rainey Auditorium, University Museum (Philadelphia Anthropological Society Lecture).

April 17 *The Heart as a Pump*; Abraham Noordergraaf, professor of bioengineering; *Optimal Design in Vascular Structures*; Julius Melbin, professor of physiology and bioengineering; 9:30 a.m., Alumni Hall, Towne Building (Lilly-Pennsylvania Program).

Courses/Adult Workshops

April 12 *Magazine Editing*, six sessions, 5:45 p.m.

April 13 *Writing for Managerial Success*, six sessions, 6:15 p.m.

April 13 *American Antiques*, six sessions, 6:30 p.m.

April 17 *Introduction to Using Computers in Your Organization: To Computerize or Not?*, 9 a.m.

April 17 *You and Your Aging Parent: Coping with Problems and Finding Resources*, 9:30 a.m.

These are non-credit courses sponsored by the College of General Studies. Registration and information: Ext. 6479.



The Flowers That Bloom

Can spring be really here? The Chinese witch-hazel, crocus, and snowdrops are already in full bloom at the Morris Arboretum, not to mention the daffodils and tulips on Penn's campus. For a non-stop spring display of flowers and flowering trees until mid-May, when the Azalea Meadow is in full bloom, the Arboretum will be open daily and weekends from 9-5.

April 7 *Composting*, 7 p.m.

April 10 *Growing Grapes for Table and Wine*, 10 a.m.

April 14 *Nature Photography for the Novice*, four sessions, 7 p.m.

April 15 *Training Trees, Shrubs and Vines*, 10 a.m.

These courses are sponsored by the Morris Arboretum. Information: 247-5777.

April 5 and 6 *More Cucina Italiana: Italian Americans and Their Food*, a five-session program on Italian cooking and culture (including food tasting and tour of the Italian market); 6 p.m., (CGS). Information and registration: Ext. 6479 or 6493.

April 6, 13 *Public Speaking Workshop*, noon, Room 305, Houston Hall (Penn Women's Center).

April 10 *Assertiveness*, 10 a.m. (CA Health and Welfare Project: Holistic Health). Information: 386-1530.

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 April 6, at noon, for the April 13 issue.**

OPPORTUNITIES

Listings are condensed from the personnel bulletin of April 5 and therefore *cannot be considered official*. New listings are posted Mondays on personnel bulletin boards at:
Anatomy-Chemistry Building: near Room 358;
Cenotaph 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 (2 positions) (4683) (4699) \$12,000-\$16,100.
Administrator, Data Communications (4259).
Applications Programmer Analyst I (4738) does technical analysis, design and programming support (degree; two years' experience writing in Cobol or PL/I languages in an IBM 370 utilizing OS, VS or MVS; knowledge of JCL and TSO; understanding of Mark IV, SAS and CICS) \$14,500-\$19,775.
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 II (4418) \$16,350-\$22,600.
Assistant Director II (4730) maintains and enhances computer-based information system; supervises operation of DP area; assists in design of office forms and staff procedures; monitors and controls DP budgets (degree; expertise with Mark IV; knowledge of COBOL or PL/I; familiar with JCL and TSO; communicates effectively with technical and other personnel; experience in systems analysis) \$14,500-\$19,775.
Assistant Director IV (C0439).
Associate Development Officer II (C0536).
Business Administrator IV (C0565) prepares financial statements; manages business office; assists with technical reports, proposal preparation, cost analysis and budgetary management of central facilities (degree with substantial course work in accounting or extensive experience; familiar with University procedures at the business administrator's level; skills in conventional staff areas).
Captain of Patrol (4542).
Chief Financial Officer (4708).
Counseling Psychologist II (3945) \$16,350-\$22,600.
Director (3 positions).
Head Coach, Women's Rowing (4515).
Lecturer Clinical Supervisor (4677).
Librarian III (4525) \$16,350-\$22,600.
Programmer Analyst I (2 positions) \$14,500-\$19,775.

Programmer Analyst I (C0559) installs and sets up procedures for Pascal and other language compilers; assists users (demonstrated ability in use of Pascal Compiler and Fortran; experience with VM/CMS) \$14,500-\$19,775.
Programmer Analyst II (2 positions) (C0547) (4439).
Project Manager II (C0445).
Repairs and Utilities Foreman (4736) supervises work of twelve tradesmen; orders materials; maintains tools and equipment; oversees work of outside contractors (high school diploma, trade school preferred; completion of apprenticeship program; three years' crafts experience; knowledge of construction procedures; supervisory experience) \$14,500-\$19,775.
Research Coordinator (C0476) \$14,500-\$19,775.
Research Specialist Junior (4 positions) \$12,000-\$16,100.
Research Specialist III (C0558) performs experimental research with Tandem Accelerator; develops methods for extracting and analyzing data; writes scientific papers (advanced degree in physics; extensive experimental experience in vacuum technology; some knowledge of ion sources) \$16,350-\$22,600.
Research Specialist IV (C0380).
Staff Dentist-Orthodontist (C0545).
Staff Writer II (4686) \$14,500-\$19,775.
Supervisor V, Data Processing (4368).
Systems Analyst (C0329).
Vice-Provost for University Life (4701).

A-3 Workshop: Reclassification

Claire Nagel, Director of Compensation and Benefits Planning, Personnel Office and staff members will be on hand to discuss reclassification on April 20, noon-2 p.m., in the Benjamin Franklin Room of Houston Hall.

Support Staff

Administrative Assistant (C0513) \$9,925-\$12,250.
Administrative Assistant I (4737) assists in cost analysis, compilation of data and bookkeeping related to insurance program (ability to work independently and coordinate work of others; knowledge of bookkeeping and of University accounting procedures preferred; mature judgement; good interpersonal skills) \$9,925-\$12,250.
Administrative Assistant II (C0557) \$10,575-\$13,100.
Admissions Assistant I (4689) \$10,575-\$13,100.
Air Condition and Refrigeration Mechanic (4721) Union Wages.
Bookstore Clerk I (C0562) communicates stock level information to appropriate buyer; prices, stocks, arranges and presents merchandise; takes book returns; may have truck-driving responsibility (degree or equivalent work experience; one year experience in retail sales; some knowledge of customs and practices in retail field; helpful personality) \$6,325-\$7,625.
Clerk II (4702) \$8,250-\$10,000.
Clerk IV (4715) \$9,375-\$11,500.
Coordinating Assistant (C0539) \$10,575-\$13,100.
Coordinating Assistant (C0566) coordinates flow of manuscripts and patient data to drug company protocols; supervises unit secretary; reviews for scheduling all appointments for director and associate director and prepares other data for presentation by directors; types confidential letters and other material (command of English language and good knowledge of composition, grammar and spelling; types 55 wpm; ability to work independently; mature judgement) \$12,075-\$14,975.
Custodial Supervisor (4735) monitors mechanical systems and life safety systems; sets up and checks operation of audio-visual equipment; substitutes as packer/shipper/driver; supervises set-ups for events in Museum; trouble

shoots life safety system in emergencies; keeps inventory; meets with planning committees organizing functions; acts as building superintendent and Museum security officer on weekends and evenings (high school diploma; ability to converse intelligently) \$14,575-\$18,700.
Dental Assistant II (2 positions) (4691) (4670) \$10,175-\$12,400.
Electronic Technician I (C0567) performs construction and writing for schematics; assists in checkout of electronic equipment; services general laboratory equipment (high school diploma; graduation from an electronic technician's course or equivalent work experience) \$10,175-\$12,400.
Electronic Technician III (C0463) \$12,600-\$15,500.
Gardener (4731) does general campus gardening (training or past experience in landscaping; operation of routine gardening equipment) Union Wages.
Head Cashier (4719) \$9,375-\$11,500.
Input Typist (4740) types routine work using typewriter or computer terminal; produces, supplements or modifies bibliographic and patron records; produces orders and form letters; alphabetizes and files; sorts and distributes cards to catalogs; other duties as required (high school diploma; accurate typing; 40 wpm) Union Wages.
Instrumentation Specialist (4494) \$16,625-\$21,300.
Junior Accountant (4705) \$9,925-\$12,250.
Mail Carrier (4724) Union Wages.
Parking Attendant (4734) works on parking lot; collects revenues; puts forth a positive image (cashiering skills) Union Wages.
Personnel Assistant (4714) \$9,925-\$12,250.
Placement Assistant (2 positions) (4637) (4662) \$9,925-\$12,250.
Programmer I (C0510) \$11,225-\$14,000.
Radiology Technician (4512) \$10,175-\$12,400.
Receptionist II (4720) \$8,775-\$10,725.
Receptionist II (4739) schedules requests for appointments in Student Health Service; secures additional medical services for students when required (good interpersonal skills; ability to work under pressure; good judgement) \$8,775-\$10,725.
Registration Assistant I (4472) \$9,375-\$11,500.
Research Dental Assistant IV (C0528) \$11,225-\$13,775.
Research Laboratory Technician II (C0548) \$10,175-\$12,400.
Research Laboratory Technician III (5 positions) \$11,225-\$13,775.
Research Machinist II (2 positions) (C0538) (C0537) \$12,775-\$16,375.
Secretary II (3 positions) \$8,775-\$10,725.
Secretary III (6 positions) \$9,375-\$11,500.
Secretary IV (2 positions) (C0552) (4672) \$10,575-\$13,100.
Secretary, Med/Tech (4 positions) \$9,925-\$12,250.
Secretary/Receptionist Med. Acad. (C0551) \$12,075-\$14,975.
Secretary/Technician Work Processing (4517) types from written copy; transcribes from dictaphone; operates Lexitron word processing equipment; proofreads material (high school diploma; ability to type with speed and accuracy; experience with word processing equipment) \$9,925-\$12,250.
Vet Anesthesia Tech I (4716) \$14,400-\$17,725.
Vet Anesthesia Technician II (C0543) \$16,150-\$19,975.
Word Processing Secretary (4665) \$9,925-\$12,250.

Part-time Positions

Administrative/Professional Staff
Staff Physician (C0501) Hourly Wages.

Support Staff
Clerk (4728) Hourly Wages.
Employee (3 positions) Hourly Wages.
Librarian (4393) Hourly Wages.
Secretary (2 positions) (4704) C0387) Hourly Wages.



A Postable Calendar of Penn Events

A new calendar called CALENDAR now appears on campus toward the end of each month. It's dropped in bulk wherever the D.P. is found, and sent via campus mail. About 3000 copies go to another 12 sites in Center City and West Philadelphia, and the same text appears in an insert to the *Philadelphia City Paper*.

To list an event, fill out the form circulated to deans, directors and chairpersons by Calendar Coordinator Jan Bonner of Operational Services. (The same form is also a room reservation form for Physical Plant's computer, with check-off space for services and equipment needed for the occasion.) If the event is public, you can check the box marked "Calendar" and the information goes forward to Publications, where Editor Lin Axamethy Floyd is in charge of producing the 12"x32" wallposter. Events must be sponsored by academic or administrative units, or by recognized student organizations, to qualify. Preference is given to those on the main campus—and those arriving with complete information by the deadline, 5 p.m. on the first of the month prior to publication.