

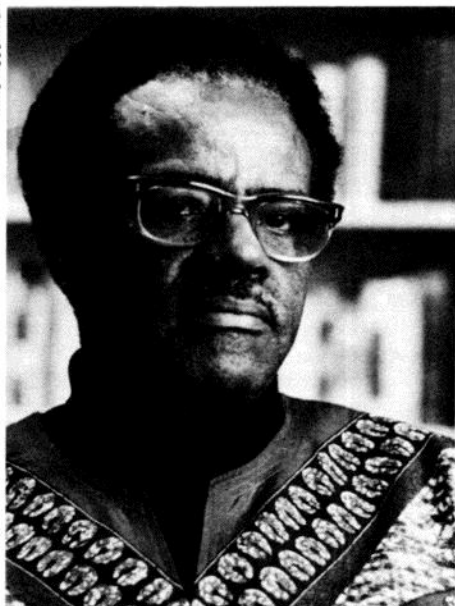
# Almanac

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Mike Rosenman



Dr. Mphahlele

## Baccalaureate: Dr. Mphahlele

A leading South African teacher and writer returns to Penn this spring as Baccalaureate speaker for the University's 226th graduating class.

Dr. Ezekiel Mphahlele, who was on the English faculty from 1974 to 1977, went "home" five years ago to the country from which he had been banned as a teacher in 1957. He now teaches at the Center for African Studies at Witwatersrand, the major English-speaking university in South Africa—and lives in Soweto, the section of Johannesburg set aside for blacks. The ban has been lifted there on some of his books, however.

Among his works are acclaimed autobiography, *Down Second Avenue*, now translated into 11 languages; a novel, *The Wanderers*, named the best African book of 1968-69; and several collections including *Long Black Song: Essays in Black American Literature*; *Voice in*

*the Whirlwind and Other Essays*; and *The African Image*.

Ezekiel Mphahlele joined Penn after taking his doctorate at the University of Denver, and taught English Romantic literature as well as black American and African literature and a graduate seminar in modern poetry from the black world. "His special contribution was as a critic and creator of literature that was comparatively alien to us at the time," said English Department Chairman Robert F. Lucid.

"He always told us that the Third World had the ability to see the importance of charging and recharging itself with imaginative materials. He thought that we always took for granted and were in danger of forgetting those things," Dr. Lucid added.

"His presence here had the effect of reminding students and faculty of the social and cultural value of teaching literature."

The Baccalaureate is celebrated in Irvine Auditorium at 3:30 p.m. the Sunday before Commencement.

## Guggenheims: We're Number 3

The 1982 Guggenheim Fellowships have been awarded, with Penn and Stanford tying for third place at nine each. Berkeley was first with 12 awards and MIT was second with ten. The recipients from Penn are:

Dr. John J. Cebra, Annenberg Professor of the Natural Sciences and chair of biology;

Dr. Robert M. Fagen, assistant professor of anatomy and animal biology, Vet.;

Dr. Frank F. Furstenbert, professor of sociology;

Dr. David B. O'Connor, associate professor of Egyptology, Oriental Studies, and associate curator of the Egyptian Section, University Museum;

Dr. James R. Ross, professor of philosophy;

Dr. Candace Slater, Watkins Assistant Professor in the Humanities (Romance languages);

Dr. Wendy Steiner, assistant professor of English;

Dr. Gary A. Tomlinson, assistant professor of music and undergraduate chair; and

Dr. Ziegfried Wenzel, professor of English.

## SENATE

### More on Faculty Salaries

Each year the faculty and staff of the University learn what to expect in forthcoming paychecks through announcement, by mid-May, of a "salary policy" for the next academic year. The salary guidelines for faculty, while they vary from year to year in details and amount of percentage increase, have in recent years consistently contained two major items of information: a statement of University-wide minimum salary increment (the minimum raise each faculty member may expect unless his or her dean has obtained the provost's approval for a lower figure) and a statement of the overall percentage increase in faculty salaries budgeted in each school. For example, last year the increase in each school's faculty salary pool was set at 10 percent, with 8 percent being the minimum increase (described as "standard increment") for continuing standing faculty and the remaining 2 percent allocated for faculty salaries at the discretion of the dean.

One characteristic of this policy is that each faculty member has some sense of the relationship of his or her increase to the average increase for faculty within the school and throughout the University. Another feature is that, since the policy is University-wide, it is possible to obtain faculty input into the decision-making via the elected Senate Committee on the Economic Status of the Faculty as well as the University Budget Committee (now the Academic Planning and Budget Committee); it is not essential to set up budget committees in each school for this purpose. However, perhaps its most important feature is the support it gives to the "One University" concept. We have all been aware that there has not been and cannot be uniformity of salaries within a rank throughout the University. Some of our colleagues are in disciplines in which marketplace pressures inevitably push salaries up to levels which the University could not afford to match for all faculty. But the fact that, aside from periodic deliberate market adjustments, average salary raises were uniform throughout the University has tended to sustain a sense of collegiality among the faculty regardless of school and discipline.

The Senate Committee on the Economic Status of the Faculty, in its letter to the faculty in *Almanac* March 23, stated its concern with recent proposals to establish salary increment policies that differed significantly among schools. While the Senate Committee has not been directly involved in the overall budgeting process, it has discussed its concerns with the provost and members of the Academic Planning and Budget Committee. The result of these discussions is the set of guidelines proposed by the Senate Committee which are presented below.

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# SENATE

(continued)

These guidelines state in paragraph 1 what the Senate Committee on the Economic Status of the Faculty views as the procedures which have been followed in recent years in setting University-wide salary policy for faculty. They should provide faculty with information on what each individual can expect for the forthcoming year in terms of both average salary increase for continuing faculty and minimum salary increase for faculty throughout the University. In the second paragraph, the proposed guidelines make provision for departure from University-wide norms on a school-by-school basis. This is done in recognition of the facts that some schools are facing problems of how to maintain a high quality student body in the face of rising tuition and declining enrollments while other schools are anticipating severe budgeting difficulties due to projected declines in federal grant income. It is possible that the least harmful response to these problems in a school may be to limit faculty salary increases, but this is a decision that should be made only after thorough consultation with the faculty concerned.

—J. David Cummins, Chair  
Senate Committee on the Economic Status of the Faculty  
—Phoebe S. Leboy, Chair, Faculty Senate

## Proposed Guidelines for Allocation of Faculty Salary Increments

1. Each year, the provost shall establish two University-wide guidelines on faculty compensation for the coming year, after consultation with the Academic Planning and Budget Committee and the Senate Committee on the Economic Status of the Faculty. The first will set an average salary increment for continuing standing faculty in each school. The second will set a minimum increment for continuing standing faculty. Each school shall make every effort in preparing its budget to observe these guidelines.

2. A departure by any school from the University-wide guidelines resulting in smaller average or minimum salary increments for standing faculty should occur only after approval of the provost, and discussion with either an elected budget committee in the school or the entire school faculty and with the Senate Committee on the Economic Status of the Faculty. Increments below the established minimum for individual faculty members shall require the concurrence of the provost on a case-by-case basis, except when part of an agreed-upon deviation from the University-wide guidelines.

—Senate Committee on the Economic Status of the Faculty

*Under the Faculty Senate Rules as amended April 22, 1981, formal notification to members may be accomplished by publication in Almanac in lieu of direct mail. The following notice is published under that rule.*

### Agenda for the Spring Meeting Wednesday, April 21, 1982 200 College Hall 3-5:30 p.m.

1. Approval of the minutes of November 18, 1981 (mailed to members of the Senate)
2. Report of the chair
3. Report of the provost
4. Report from the Academic Planning and Budget Committee. This committee will provide a progress report on its consideration of the Six Working Papers for Strategic Planning (*Almanac Supplement 1/15/82*) and the University-wide review of these papers.
5. Proposal to permit lecturers in the Law School clinical program to engage in full-time service in that rank for up to 7 consecutive years. The Senate Committee on the Faculty has recommended adoption of the statement which appears at right.

The Committee on the Faculty noted in its recommendation that it had considered the alternative of the clinician educator track but decided it was not appropriate because these clinicians cannot generate their salaries from their legal practice.

SEC has concurred in the Committee on the Faculty's recommendation to approve this departure from the 3-year limitation on service in the rank of lecturer with the understanding that the extension to 7 years would apply only to the Law School clinical program. The matter of maximum term for lecturers was the subject of considerable discussion at Faculty Senate meetings on 11/28/73, 4/17/74 and 10/30/74. Therefore, the advice of the Senate on this proposal is sought.

6. Report of the Senate Committee on Academic Freedom and Responsibility. SCAFR has been asked to report on matters arising from the grievance of Professor Maurice Srouji (see *Almanac 1/12/82*). SCAFR has prepared a response to President Hackney's statement concerning this grievance (*Almanac 3/9/82*), including several recommendations which were approved by the Senate Executive Committee at its meeting on April 7, 1982. The response will appear in *Almanac* next week.

7. Proposed revision of Conflict of Interest Policy for Faculty Members. The Senate Committee on Administration published a proposal for reorganizing and revising our existing policies in *Almanac* on 3/23/82; the committee has been asked to present, at this meeting, a summary of how the proposal differs from existing policy. Several comments on this proposal have been sent to the Faculty Senate Office. Most of these expressed concern over changing the "1 day in 7" limitation on extramural activities. Others point out that the proposal does not acknowledge that some clinical faculty are not permitted to devote any time to employment in extramural professional practice. The proposed revision will be on the agenda for discussion prior to preparation of a final draft by the Senate committee.

8. Report of the Senate Committee on the Economic Status of the Faculty, including:
  - a. Salary policy
  - b. Progress report from the Subcommittee on Personnel Benefits
9. Adjournment by 5:30 p.m.

## FAS Dean Search Committee

The consultative committee on the search for a Dean of the Faculty of Arts and Sciences has been appointed by President Hackney, in consultation with Provost Ehrlich.

### Faculty Members:

Sandra T. Barnes, Associate Professor of Anthropology  
John J. Cebra, Annenberg Professor of Natural Sciences and Chairman of Biology  
Robert F. Engs, Associate Professor of History  
C. Drew Faust, Associate Professor and Chairman of American Civilization  
Roland M. Frye, Felix E. Schelling Professor of English Literature  
Thomas P. Hughes, Professor of History and Sociology of Science, Chair  
Paul Soven, Professor of Physics  
Eliot Stellar, University Professor of Physiological Psychology in Anatomy and Provost Emeritus

### Students:

Robert Shepard, CAS '83  
Allison Mankin, Graduate Division

### Alumni Advisor (non-voting):

Ione Apfelbaum Strauss.

### April 21 Senate Agenda Item 5 Law School Lecturers' Terms

*Endorsed by the Senate Committee on the Faculty (See discussion at left)*

We approve the use of continued lecturer appointments as approved by the Law School's personnel committee for terms of up to 2 years with a maximum of 7 years' consecutive full-time service for clinical lecturers with the following restrictions:

- a. The approval for 7 years of consecutive appointment only extends to lecturers in the clinical program.
- b. These lecturers are distinguished from other faculty members by their concentration on the supervision of student practice of law as opposed to the teaching of the theory of law.
- c. It is anticipated that these lecturers will not be involved in Law School teaching activities outside the clinical program.
- d. The Senate Committee on the Faculty will review this policy after 3 years to determine whether this exception has met the purpose stated by the Law School; that is, it has succeeded in attracting and retaining the most capable lecturers.

## Almanac

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ALMANAC, April 13, 1982

## DEATHS

**Dr. Henry L. Bockus**, the world-renowned gastroenterologist who became professor emeritus at the Medical School in 1960, died April 3, at the age of 88, when he was struck by a truck near his Rittenhouse Square home.

Joining the Graduate School of Medicine faculty in 1921, Dr. Bockus organized the Department of Gastroenterology here in 1923 and led in developing the field as a subspecialty both by his extensive clinical contributions and his remarkable teaching abilities. In 1958, his students and residents founded the Bockus International Society of Gastroenterology, which now has over 350 members from 39 different countries. Two years later, Penn's Trustees authorized the creation of a research institute in his honor and it continues as a core research facility at Graduate Hospital.

His 1946 four-volume text, *Gastroenterology*, (updated in 1974), is still the standard reference work in the specialty. He was also the author of more than 180 scientific articles.

Among the many honors bestowed upon Dr. Bockus during his distinguished career were honorary degrees from several universities including Penn, the Distinguished Service Award of the AMA, and the Strittmatter Award of the Philadelphia County Medical Society. He was a Fellow of the American College of Physicians, and an Honorary Fellow of the Royal Society of Medicine, with honorary membership in gastroenterology associations in many South American and European countries. Peru awarded him the title of *Commander of the Order of Hipolito Unanue*, and the *Order of El Sol Del Peru*, the highest honor that Peru bestows upon a foreigner. The *Order al Merito* of Chile, the Caldwell Medal of the American Roentgen Ray Society and the American Gastroenterological Association's highest honor, the Julius Friedenwald Medal, were also given to Dr. Bockus.

He is survived by his wife, the former Rosalind Foss, and a daughter, Mrs. Barbara Bockus Aponte, both of Philadelphia. A memorial service will be held on April 19 at 4:30 p.m. in the Graduate Hospital Auditorium. Contributions in lieu of flowers may be sent to the Bockus Research Institute Fund, The Graduate Foundation, One Graduate Plaza, Philadelphia, Pa. 19146.

**Charles K. Knight**, professor emeritus of the Wharton School, died March 28 at the age of 92 in Oak Harbor, Washington. A professor at Penn for 42 years, Dr. Knight received his Ph.D. from the University in 1920; became an assistant professor in 1922; professor in 1923; taught navigation for the navy and developed supply systems for the military during World War II; and became emeritus professor in 1959 but continued to teach through the mid-60's. He was the author of several books on insurance. Surviving are a daughter, Mrs. Dorothy K. Rogers of Oak Harbor, Washington; two granddaughters; two great-grandchildren, and a brother.

**James C. Shaw** died on February 12 at the age of 76. Mr. Shaw came to the University in 1959 as a mechanical engineer and in 1960 became a building construction coordinator in the Buildings and Grounds Department until his retirement in 1972. He is survived by a nephew, The Rev. Walter W. Kesler of New Hampshire.

### To Report a Death

*Almanac* receives most of its obituary notices through the Office of the Chaplain, which is the central office for reporting deaths in the University family. The Chaplain's Office can assist families in a number of ways including various notifications to personnel benefits staff. For advice or assistance, contact Mrs. Una Deutsch, Houston Hall CM, Ext. 8456.

ALMANAC, April 13, 1982

## Administrative Assembly: Mr. Jordan, April 22

Elections and an address by Executive Vice President Edward Jordan are the main agenda items for the Administrative Assembly's Spring Meeting Thursday, April 22, from 1-2 p.m. in Houston Hall Auditorium (Room 245).

The Assembly holds contested elections, and all members of the A-I administrative staff are entitled to attend and vote. On the slate are these offices and candidates:

**Chairperson-Elect:** Harold Taubin, senior analyst in facilities management; and Edwin (Bud) Ledwell, director of administrative affairs in athletics.

**Secretary-Elect:** Chris Mason, director of central gifts processing and assistant to the treasurer, and Arlene Stewart, personnel relations assistant.

**Executive Committee (three to be chosen):** Ann Hart, judicial inquiry officer; Charlotte Settimi, business administrator in the president's office; Peter Olds-Clarke, director of budget and finance at the School of Veterinary Medicine; Stuart Watson, contracts administrator in the Office of Research Administration; and Anthony Straccioli, manager of the Medical School Computing Facility.

## OF RECORD



### Open Enrollment: Health & Dental Plans

The annual open enrollment period for health and dental plans began April 12, 1982, and continues through Friday, April 30, 1982. During this period eligible staff members can change coverage from one plan to another or make other changes that cannot be made after the open enrollment period. For that reason, all staff members should examine their 1982 Benefit Statements to determine their coverage and make any changes during the open enrollment period.

It is important to note that this is the last time those who waived dental coverage for their

dependents can enroll them without penalty. Hereafter, for those who were not enrolled at the time they first became eligible, there will be waiting periods for certain types of coverage. Premiums for Health and Dental Plans will change effective July 1, 1982. Deductions for that change will begin with June paychecks.

Questions about enrollment, termination and coverage restrictions that apply after April 30 can be answered at the Benefits Counseling Office. Enrollment and change forms are available in the Benefits Counseling Office, Room 116 Franklin Building.

## An Intercultural Center on Chestnut

A decision by the Philadelphia Redevelopment Authority and funding from the Greenfield Foundation have cleared the way for an Intercultural Center at the University.

The site is 3807 Chestnut Street. Last Wednesday at a press conference President Sheldon Hackney announced the Redevelopment Authority's decision to accept the Penn bid of \$133,000 for the property, to be renovated at a cost of \$250,000. Provost Thomas Ehrlich gave a target date of December 1982 for its completion.

The center will be named the Albert M. Greenfield Center, honoring the late Philadelphia philanthropist whose name also appears on a University-wide professorship in human relations, last held by Judge Louis A. Pollak when he was dean of law here.

Separately, President Hackney and United Minorities Council President Marc Rodriguez stressed that the Center does not represent a "separatist" movement among Penn minority students, but is expected to encourage exchange between the majority and minority communities. Mr. Rodriguez, an undergraduate who has worked closely with the University Life office in the center's evolution from a 1978 sit-in demand for a "third world" center, issued a challenge to the majority to get involved with minority cultures. The center itself will have a

mix of programming with emphasis on the cultures of U.S. minorities via film, lectures, workshops, exhibits, and some social activities.

It will be staffed by a full-time director, a secretary and a work-study aide.

# 243 898

Starting July 26, 1982, Penn's phone exchange will be 898 instead of 243. The switch is prompted by a lack of growth in the 243 exchange. It does not affect extension numbers, but:

- There will be no moves or changes of telephone equipment during the changeover period starting June 23; and

- Members of the University should remember to send notices of the change to any off-campus directories or mailing lists that furnish phone numbers to their members; list the new number in any mailings or brochures to be read after July 26; and otherwise guard against confusion for friends and colleagues or expense for their departments in reproducing materials this spring and summer.

## The Center for History of Chemistry

... History reminds us of the potential importance of small seemingly unimportant things; the need to understand what a fact is; the relationship of chemistry to the other sciences; the constructive necessity of controversy; the need for commitment; the effects of failure. In other words, history tells us of how the human condition and intellect produce our science, and since humans are intimately involved, the process is naturally interesting to other humans.

Thus an editorial in the May 1981 *Journal of Chemical Education* put the case for the American Chemical Society's newly-announced efforts to found a center where the history of the field could be preserved and mined.

The Center is a reality now, and it's at Penn. Launched quietly with a dual signing ceremony in Washington and in Philadelphia in January, the Center for History of Chemistry backed by the 125,000 member ACS chose the University as headquarters for "archives, publications and programs that will display the human achievement" of chemists, their work and the industries created by that work.

With the Edgar Fahs Smith Memorial Collection at Van Pelt as its focal point (see right), the new Center will take an unusual approach, however, to the question of "centralizing" history. The object is less to gather all of the academic and industrial records in the country into one location—with the space needs which that would create on campus and the dislocations it might entail for existing collections—than to stimulate regional collections and make them centrally accessible.

Thus the new Center will locate, catalog, preserve, publicize, and make available the historical records that already exist. Not only here in the Smith Collection but elsewhere it will put some of its effort into helping sort and catalog papers, then set up and maintain a central index to them. Where papers are not already in an appropriate regional or company archive, the Center will encourage their deposit for preservation and access.

A major tool for disseminating information will be a *Newsletter*, expected to start up later this year, directed to chemists, engineers, historians, industrialists, teacher, scholars, and patrons (whether individuals or organizations) that draw upon or help further chemistry in the U.S.

Chemistry's history in this country is fairly short, said Dr. Arnold Thackray, who is spearheading the Center's installation; but it is also dramatic. "When the ACS was founded in 1876, America depended on Britain and Germany for dyestuffs, drugs and chemical products; the few American chemists were overshadowed by their European counterparts.

"A century later, America's pharmaceutical and chemical companies, along with agricultural-product firms and the petroleum/petrochemical industries, had become the envy of the world—and American universities won a near-monopoly on Nobel Prizes in chemistry," he said.

Three of the American Nobelists who help form the near-monopoly have accepted positions on the new Center's Advisory Board: Penn alumnus Dr. Christian Anfinsen of the NIH, Purdue's Dr. Hubert C. Brown and Berkeley's Dr. Glenn T. Seaborg. Among other leaders in chemistry on the board are three national corporate leaders—Chairman and CEO Edward G. Jefferson of E.I. du Pont de Nemours & Company, Inc., Vice-Chairman John C. Haas of Rohm & Haas, and Chairman and CEO John W. Eckman of Rorer Group Inc.—along with ACS's Board Chairman Dr. Clayton Callis, its President-elect Dr. Fred Basolo of Northwestern, Dr. D. Stanley Tarbell, Distinguished Professor of Chemistry at Vanderbilt, and Dr. Charles C. Price, Benjamin Franklin Professor Emeritus at Penn and former president of ACS. The board will have general oversight of the Center and its ties with the larger chemical community, while a Policy Council of Penn and ACS representatives will assist the director in week-to-week operations.

Initially, the Center for History of Chemistry will have a director drawn from the Penn faculty and an assistant director, to be recruited. Secretarial and archival assistants will be added as activities develop. The Center is expected to be in full operation, with the *Newsletter* in production, by Thanksgiving, 1982.

## A Heritage with a Future

Modern teaching and research in chemistry at the University of Pennsylvania are largely a legacy of Edgar Fahs Smith, who was three-time President of the American Chemical Society (1895, 1921, 1922). Born to a modest family in York, Pennsylvania, Dr. Smith (1854-1928) was educated at the Pennsylvania College of Gettysburg and at the University of Göttingen, where he received his Ph.D. in 1876. After he settled at Pennsylvania in 1888, he became a major figure in chemistry and in education. He became chairman of the Department of Chemistry in 1892 and the University's provost (at that time the chief executive officer) from 1910 to 1920. The ACS Divisions of History of Chemistry and of Chemical Education were founded largely through his efforts.

Edgar Fahs Smith left to the University more than a strong Department of Chemistry and a stable administration. He was a lover of history and an avid collector of rare books, manuscripts and memorabilia dealing with alchemy and early chemistry. In 1931 his widow presented to the University his collection, with a modest endowment, forming the basis for the Edgar Fahs Smith Collection in the History of Chemistry. Today the Smith Collection includes 15,000 volumes of primary source material, thousands of portrait prints of noted chemists, and an extensive collection of secondary literature bearing on the history of chemistry, along with an unrivaled set of reference works (dictionaries, encyclopedias, catalogs and learned periodicals). The Collection is widely recognized as the leading research resource in the history of chemistry.

A newer resource at the University of Pennsylvania is the Department of History and Sociology of Science, established in its present form in 1969. The Department emphasizes the study of science, technology, and medicine in an integrated framework; its programs focus on the post-Enlightenment period and on American developments, which offer rich and relatively unexplored opportunities for research. Both teaching and research emphasize policy aspects of science, technology and medicine. Within the Department are leaders in several fields that enhance the new Center.

In the study of American technology there is Dr. Thomas P. Hughes, president of the Society for History of Technology, 1979-81. In American medicine, Dr. Charles E. Rosenberg is the Welch Medallist of the American Association for the History of Medicine, 1969, and Dr. Rosemary Stevens is a member of the Institute of Medicine, National Academy of Sciences. With these and others, the Department has a unique concentration of faculty skilled in the history of chemistry: Dr. Robert E. Kohler has major interests in modern biochemistry, for example, while Professor Nathan Sivin is the leading authority on Chinese alchemy. Dr. Arnold Thackray has published widely on European and American chemistry, and is curator of the Edgar Fahs Smith Memorial Collection as well as President of the Society for Social Studies of Science. He also edits *Isis*, the official journal of the History of Science Society, which is published at the University of Pennsylvania.

## SPEAKING OUT

*The author of the following has circulated these two messages to business administrators via mimeograph in the March 25 Purchasing News of Note, but calls them also to the attention of all faculty and staff whose activities might bring them into contact with purchasing:*

### Scam Operators

At least three telephone calls from unauthorized dealers in California to University Departments have results in ordering toner and developer for copiers at *three times the price* we normally pay. All customers are urged to reject telephone solicitations from these operators in California, obtain their telephone number, if possible, and report such calls to the Purchasing Office.

*There are no bargains from these scam business offers in California.*

### Reputation at Stake

The status and prestige of the University of Pennsylvania is being seriously questioned today, particularly by the vendors that serve the University complex. Our credit reliability and the personal responsibility of investigators, educators, research and administrative personnel is being questioned because of unreasonable demands being made of vendors, lack of communication, delayed payments of invoices and disregard for established policies and procedures.

It is regrettable to realize that several vendors have refused to do business with the University because payments have been long delayed. Just this past week, Purchasing received over ten invoices that were due since July, 1981. All of these invoices involved verbal orders from University personnel. Over twelve (12) vendors have notified Purchasing, in the past six weeks, that they will no longer honor our credit and must have payment with the order. Three firms have actually severed relationships with the University.

What is causing this reversal of good University vendor/customer relationships? Late payment, mostly involving retention of invoices sent directly to individuals or departments, and failure of University personnel to respond to telephonic and written requests for information on orders and invoices has resulted in a flood of paperwork and warnings about credit. Yes, in some cases, legal suits against the University are being initiated.

In many cases, monies are not available for encumbrance, creating flurries of work for many offices. Individuals continue to buy directly from a firm and request reimbursement for checks or credit card transactions used in the purchase. Our tax exempt status is endangered and the vendor has no way of knowing if a personal purchase is involved or if it involves University funding.

As a result of unauthorized purchases and delayed forwarding of invoices, countless requests are made to Purchasing and to Accounts Payable for "Emergency" and "Special Checks" as well as hand-typed checks. The trend towards special handling is now twice as great as for routine handling of invoices. This defeats the concept of "prompt-pay" discounts and the established system of the Accounts Payable Office. Selfish attitudes are becoming more apparent. We are not only losing prestige—we

are losing control and cooperation within the University.

Let's work together to regain the prestige of the University of Pennsylvania.

—Robert M. Ferrell  
Director of Purchasing

### Allocation of University Fellowships

In *Almanac* (October 27, 1981) my office stated that advice was being sought from a variety of sources on the allocation of University Fellowships among schools. Based on the advice I have received, I propose the following procedure for distributing University Fellowships commencing with the allocation of January 1983, applicable during the academic year 1983-84.

At least ninety percent of the University fellowship pool, after special allocations, shall be distributed to the schools by the Provost on the same percentage basis as was used in the previous year. The remaining portion, not to exceed ten percent, shall be allocated to the schools by the Provost using criteria related to University objectives.

The schools will be advised that merit should be the primary basis for making individual awards and that at least twenty-five percent of the University fellowships funds allocated to them by the Provost should be distributed to students on a purely merit basis. Merit will be defined according to the academic criteria of each school.

I welcome further comments on this issue before May 30, 1982.

—Thomas Ehrlich, Provost

*Following is the promised response to Roosevelt Dicks' letter on behalf of the A-3 Assembly, "Sick for a Day," (Almanac April 6, p. 2). Claire Nagel's more detailed response appears further below.*

### On Sick Leave Policy

As the Personnel Relations staff has already explained to Mr. Dicks and others, the intent of the memorandum on sick leave policy is to strengthen the position of managers who must deal with chronic absenteeism. The policy is not intended to penalize employees who legitimately use their sick leave entitlements and I do not expect to find such abuses.

We have attempted to give broad interpretation to the term chronic absenteeism. Managers must use good judgment in addressing the issue and we find that narrowly defining the term to be counterproductive.

Finally, our Training Office will be conducting management workshops this year which will help managers in administering all of our personnel policies.

—Gerald L. Robinson  
Executive Director of Personnel Relations

### Sick Leave Documentation

It was with considerable surprise and disappointment that I read Roosevelt Dicks' letter in the April 6 issue of *Almanac*. On Tuesday, March 16, I had met with him and two other members of the A-3 Steering Committee to discuss my now infamous memorandum of February 25, 1982. We spent approximately an hour together discussing the implications of the memo. The group assured me that I had ans-

wered all their concerns. But if there are to be questions, let me clear them up in writing this time.

First, it may be helpful to quote the pertinent section of my February 25 memo. Emphasis has been added.

*Sick Pay*—Several managers have asked for assistance in dealing effectively with absences because of illness. To that end we have developed the enclosed Physician's Certification Form and sample letter. A supervisor *may* require an employee to have the form completed by the attending physician for any absence because of illness, no matter how brief, unless the employee is a member of a collective bargaining unit whose contract specified the number of days which must elapse before a doctor's certificate is required. We recommend using this form not only in cases of chronic absenteeism, but also whenever an absence because of illness exceeds seven (7) calendar days.

Now I would like to reiterate my response to the concerns raised during the March 16 meeting and in last week's letter:

1) As you can see, the memorandum does not *require* the physician's form be completed for any short-term illness. The memo suggests that the form *may* be used in those instances where, in the past, a doctor's note might have been requested. Usually, when such action is taken by a supervisor, i.e., requesting a note or form for one or two days absence, it is in response to repeated absences often just before and after weekends or holidays.

During the meeting on March 16, the A-3 Assembly representatives expressed concern that supervisors might use the memorandum to harass innocent employees. I assured them that that, of course, was not the intent of the memo and suggested that if such a situation should arise the employee had several sources of support including Personnel Staff members and the Ombudsman's Office.

2) We realize that many minor illnesses do not require a doctor's intervention. I explained that using the form for absences in *excess of seven calendar days* was suggested because illnesses of such duration often entail consultation with a doctor. In addition, should the illness be of such a nature that a more prolonged absence is anticipated, the supervisor can take the appropriate steps to see that the work is done and the personnel staff is alerted for possible application of extended sick leave benefits.

3) In response to concern about the expense of a doctor's visit, I suggested that the consultation with the doctor might well be over the phone and the form merely mailed to his/her office for completion.

4) When the question was raised about supervisors' training in use of the forms, I mentioned that a workshop on sick pay policy and procedures was available to any unit requesting it and that a workshop was scheduled for the College of Arts and Sciences. I did not attend that workshop.

Whenever I have been asked to clarify policy or procedures by individuals or groups I have, I believe, responded fully and with candor. It is because I believe in free and open communication that I met with the A-3 Steering Committee group on March 16; that I will be conducting the workshop on reclassification April 20, and that I am writing this letter. I hope it sets the record straight and clarifies the issues.

—Claire M. Nagel, Director  
Compensation and Benefits Planning

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

# ON CAMPUS

April 13-April 25

## Children's Activities

### Films/Workshops

**April 18** *Neat Solutions*, **April 25** *Animals, Monsters and Other Friendly Creatures*; 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*. **April 24** *Pickwick Puppets Theatre: Arabian Nights*. Performances 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.

### Special Events

**April 18** *Two Philadelphia Storytellers*, Ed Stivender and Joette Korpics, spin tales for the hearing and hearing-impaired; 2 p.m., International House. Information: for the deaf, call 972-7586 TTY; for the general public, 387-5125. **April 24** *Go Fly a Kite!*, kite flying contest, 1 p.m., Morris Arboretum. Information: 242-3399.

### 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. **April 18** *Puppets*, a performance/lecture by Steven Abrams; 1:30 p.m., Rainey Auditorium. For ages 6-12. **April 24, May 1** *Maskmaking: A Workshop for Children*, 10 a.m.-3 p.m.; McNeil Building. CGS workshops. Information: Ext. 6479.



Ed Stivender, storyteller and "banjo-playing fool," at IH (Children's events, above).

## 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. **April 17** *Eastern PA Area Association of Teachers of English to Speakers of Other Languages*; 8:15 a.m., Fine Arts Building. Information: Ext. 8681. **April 21-23** *Seventh Annual Conference: The Hospitalized Child*; Children's Hospital (VA Hospital and SON) Information: Ext. 4522.

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

**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, U. Museum.

**April 18-30** *Graphics*, the M.F.A. print show, 5-7 p.m., Philomathean Gallery.

**April 23** *BFA Show*; Houston Hall Art Gallery (Fine Arts Department). Information: Ext. 8374.

## 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 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.

**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 14** *Africa*.

**April 21** *Egypt*.

**April 18** *Mesoamerica*.

**April 25** *Classical World*.

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 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 Plus One* 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.

**April 21** *Song of the Canary and On the Line*, 7:30 p.m.

**April 22** *Gaijin*, 7:30 p.m.

**April 23** *Gaijin*, 4 p.m.; *The War Game*, with critic Alan Rosenthal, 7:30 p.m.

**April 24** Workshop: *Shaping the Documentary* with Alan Rosenthal, 1 p.m.

Films and workshops are held in International House. Admission: evenings, \$2.50; matinees, \$1; workshops, free with pre-registration. Information: 387-5125.

## Penn Union Council Film Alliance

**April 14** *Eraserhead*, midnight.

**April 25** *My Brilliant Career*, 10 p.m.

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

## Penn Union Council Movies

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

Films are in Irvine Auditorium. Admission: \$1.25.



Balinese Art is at the Museum (Exhibits, left)

## Meetings

### Faculty Senate

**April 21** Spring Meeting, 3-5 p.m., Room 200, College Hall.

## GAPSA

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

## Trustees

**April 15** Open meeting of the Executive Committee; 2 p.m., Tea Room, Faculty Club.

## Music

**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** *Free Concert* including works by Handel, Mozart, Stravinsky and Grover Washington, performed by the New York 1H Student Orchestra; 2 p.m., International House.

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

**April 19** *Israeli folk-singer Chava Alberstein*, in concert; 8 p.m., International House. Admission: \$6, \$5 for students, seniors and members. Information: 387-5125.

**April 23** Classical, theatre and popular music recital performed by Penn student John A. Jackson, Jr.; 12:05 p.m., Irvine Auditorium (Curtis Organ Restoration Society).

*University Choral Society and the University Symphony Orchestra*, conducted by Eugene Narmour, in the Berlioz' *Requiem*, for orchestra, chorus, four brass choirs, sixteen timpani and tenor, soloist William Parberry; 8:30 p.m., Irvine Auditorium (The President and Provost Concert).

**April 25** *Slavic Musicale* by Penn Balalaika Orchestra; 8 p.m., Houston Hall Auditorium. Information: 386-8306.

## On Stage

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

**April 15, 16** *Cabaret*, Quadratics 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 19** *Poetry Reading* by Sherley Anne Williams; 6:30 p.m., Dubois College House.

**April 21-25** *Triple Play* by Joseph Hart, Philadelphia Festival Theatre; Harold Prince Theatre, Annenberg Center. Information and tickets: Ext. 6791.

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

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## Special Events

**April 14 Poetry reading** by James Dickey, winners of student creative writing contests announced, 4 p.m.; film *Deliverance*, 7 p.m.; **April 15 Deliverance: Novel into Film** with James Dickey, Mark Crispin Miller and Betsy Erkkila, noon, Stouffer College House (FAS, The Writing Program, Penn Union Film Board).

**IFC Power Meet 82**; noon, Superblock, High Rises.

**April 15-17 Spring Fling**, parade, outdoor entertainment, participatory events, crafts fair; 11 a.m.—round the clock, in the Quad and Superblock. **April 15-16 Cabaret** by Quadramics, 7:30 p.m., Irvine Auditorium; **April 15 Dance Party** by WQHS, 11 p.m., McClelland Hall; **April 17 B-52's Concert**, 7:30 p.m., Palestra. Information: Ext. 4552.

**April 17 Open House at New Bolton Center**, 10 a.m.-3 p.m., at the Center. Information: 748-5000.

**April 19-23 Steamboat Roast Buffet**, luncheon in honor of Secretaries' Week; 11 a.m.-3 p.m., Faculty Club. Information: Ext. 4618.

**April 20 The Color of Pomegranates**, a film by Sergei Paradjanov, 9 p.m., Room B1, Fine Arts Building (The Armenian Students Club). Admission: \$3, \$2 for students.

**April 22-24 Penn Relays**, Franklin Field. Information: Ext. 6151. (See below).

**April 22-27 The Windsor Chair: A Philadelphia Style**, University Hospital Antiques Show; Armory, 33rd north of Market. Information: 687-6441.

**April 24 Irish Folklife Festival 1982**, music, dance, food, films, exhibits and workshops; 2-6 and 8-10:30 p.m., International House. Admission charge. Information: 387-5125.

**April 25 Communities in Transition: The Jewish Immigrant Experience**; film *Lies My Father Told Me* and Barbara Breitman, clinical social worker, on *Aging in the Community*; 8 p.m., International House. Admission: \$2, \$1.50 for students and seniors. Information: 387-5125.

## 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 13 Golf** vs. Navy/Temple, 1:30 p.m.; *Women's Lacrosse* 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 Lacrosse* 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.

**April 20 Men's Tennis** vs. Columbia, 3 p.m.; *Softball* vs. Kutztown, 4 p.m.

**April 22-24 Men's and Women's Outdoor Track**: Penn Relays.

**April 23 Men's Tennis** vs. Princeton, 3 p.m.

**April 24 Baseball** vs. Dartmouth (2), 1 p.m.; *Women's Crew* vs. Cornell/Rutgers, 2 p.m.; *Men's Lacrosse* vs. Brown, 2 p.m.; *Men's Tennis* vs. Navy, 2 p.m.

**April 25 Baseball** vs. Harvard (2), 1 p.m.; *Men's Lacrosse* vs. Brown, 2 p.m.

## Tercentenary: Relays and Recollections

The Penn Relays at Franklin Field mark the Tercentenary with the running of the Penn Relay-Betsy Ross 300th Anniversary for women and the Jumbo Elliot 300th Anniversary for men, both on April 24. The traditional Penn Relay Marathon, in which about 3,000 runners compete, will route itself through historic Philadelphia on April 18. Want to know more? Call Ext. 6128.

*The Age of Penn and Franklin, 1682-1790*, by Professor Richard Dunn of the history department, will be given on seven successive Tuesday evenings beginning April 20 from 4-6 p.m. This is a free public lecture series, part of the University Forum offered by FAS. Another Forum course, *Philadelphia's Contribution to Cultural Pluralism and Urban Reform* by E. Digby Baltzell, professor of sociology, will be given on April 27. For more information call Ext. 7326.

On April 22 the Prime Minister of the Netherlands, Andries Van Agt, will lecture on *Governing the Netherlands in the 1980s* in Room 200, College Hall at 8 p.m.

A CGS course on April 22, *Legacies of the Past: Old Cemeteries Around Philadelphia*, uses burial grounds as gateways to the past, reflecting the culture and values of previous generations. For registration, Ext. 7236.

On April 29 Ms. Marion Dewar, Mayor of Ottawa, will present two Royal Swans for the people of Philadelphia.

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**April 30-May 2 Middle States Senior Indoor Tennis Championships**, for ages 50-60; Robert P. Levy Tennis Pavilion. Deadline for entries is April 23. Call the Pavilion for registration form, Ext. 4741.

## Talks

**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).

*Ca<sup>2+</sup> 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. Muehlethner, 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*, Kevoonian Lecture; Henri-Paul Francfort, professor, Centre National de la Recherche Scientifique, Paris; 5:30 p.m., Rainey Auditorium, University Museum.

**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).



one to Mayor Green, and one to William M. Klein, Jr., director of the Morris Arboretum, in a private outdoor reception on the grounds of the Arboretum.

*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).

**April 19 Kinetics of Gas-Solid Reactions**; Dr. Daniel D. Perlmutter, Penn professor of chemical engineering; 3:30 p.m., Alumni Hall, Towne Building (Department of Chemical Engineering).

*Land and Water: The 1930's Revisited—Recurring Issues of Social Policy*; the Annual Henry Darwin Rogers Lecture; M. Gordon Wolman, professor of geography and environmental engineering, Johns Hopkins University; 4 p.m., Room 10, Hayden Hall (Department of Geology).

*The Formalists on Film, or the Beginnings of the Semiotics of Cinema*; Dr. Frank Galan, University of Texas; 6 p.m., West Lounge, 4th floor, Williams Hall (Comparative Literature Association of Students).

**April 20 Welfare and Aging**; Dr. June Axinn, Penn professor of social work; 3:30 p.m., Room 113, Nursing Education Building (Center for the Study of Aging Seminar Series).

*The Age of Penn and Franklin, 1682-1790*; Richard Dunn, Penn professor of history; 4:30 p.m., Annenberg Auditorium (Penn Summer Forum).

**April 21 The Effects of Electricity on Nerve**; A. Lee Osterman, M.D., assistant professor of orthopaedic surgery; 1 p.m., Room 426, Medical Education Building (Department of Orthopaedic Surgery).

*Bone Tumors*; Dr. Murray Dalinka, professor of radiology; 4 p.m., Orthopaedic Conference Room 1, White Building (Department of Orthopaedic Surgery).

*Crime and Punishment in Renaissance Florence*; Dr. Marvin E. Wolfgang, professor of sociology and director of criminology; 5 p.m., Room 285-87, McNeil Building (Department of Sociology Colloquia Series).

*Dilemmas of School Improvement*; Dr. John Goodland, dean of the Graduate School of Education, UCLA; 8 p.m., Annenberg School Theatre (Graduate School of Education).

*Golden Ages*; Robert Nisbet, Albert Schweitzer Professor Emeritus, Columbia University, authority on cultural, social and intellectual history, and author of several books including *History of the Idea of Progress*; 8 p.m., Benjamin Franklin Room, Houston Hall (Leon Lecture Series).

**April 22 The Cellular Basis of Starling's Law of the Heart**; Dr. Mark Hibberd, Penn department of physiology; 4 p.m., 4th floor, Richards Building (Department of Physiology Seminars).

*Medical Consequences of Nuclear War*; Dr. Herbert Abrams, chairman of the department of radiology, Brigham & Women's Hospital, Boston, and 1982's Alpha Omega Alpha National Medical Honor Society's visiting professor; 4 p.m., Medical Alumni Hall, HUP (School of Medicine).

*The Royal Tombs at Vergina in Macedonia*, A.I.A. Lecture; N.G.L. Hammond, visiting emeritus professor; 8 p.m., Rainey Auditorium, University Museum.

**April 23 Brown Bag Sessions on Women's Lives: Yours and Emiko Tonooka**, Antioch University, Philadelphia; noon, CA 2nd floor Lounge (Common Women Project).

## Courses/Adult Workshops

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

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

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

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

**April 19 Literary Marketplace: Writing Articles for Publication**, six sessions, 5:45 p.m.

*Oriental Rugs*, four sessions, 7 p.m.

**April 22, 24 Legacies of the Past: Old Cemeteries Around Philadelphia**, 10 a.m.

**April 25 The Morris Arboretum—A Walking Tour**, 2 p.m.

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

**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.

## 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 13, at noon, for the April 20 issue**.

# UPCOMING

The next two issues will be heavily crowded. Here is advance notice of some On Campus events for which space may not be available later:

**Academic Calendar:** April 23 last day of Spring Term; April 26-28 Reading Days; April 19-May 7 Final Examinations; May 15 Alumni Day; May 17 Commencement.

**Children's Activities:** May 1 *Ballet des Jeunes: The Magic of Dance*, hosted by magician Craig Collins, 11 a.m. and 1 p.m., Harrison Auditorium, University Museum.

**Conferences:** April 30 *Marketing For Human Services Managers*, 8:30 a.m., Annenberg Auditorium. Information: Ext. 5502. (SSW); May 6 *Symposium for the Director of the Wistar Institute*, Hilary Koprowski, 9 a.m., Harrison Auditorium, University Museum; May 4, 5 *How To Improve The Older Patient's Quality of Life*, 9 a.m., Nursing Education Building.

**Exhibits:** April 29-May 6 *Fine Arts Graduate Student's Show*; Houston Hall Art Gallery.

**Gallery Talks and Tours:** April 28 *Archaeology*, 1 p.m., University Museum.

**Films:** PUC in Irvine Auditorium—April 30 *Richard Pryor Live In Concert*, 8 and 11:30 p.m. and *Silver Streak*, 9:30 p.m. May 1, *Manhattan*, 7:30 and 11:15 p.m. and *The Graduate*, 9:15 p.m. International Cinema in International House—April 28 *Union Maids and Controlling Interest*, 7:30 p.m.; April 29 *Toast, In Our Own Backyards, Lovins on*

*the Soft Path*, 7:30 p.m.; *Lightning Over Water*, 9:30 p.m.; April 30 *Painter Painting*, 4 and 9:40 p.m.; *Lightning Over Water*, 7:30 p.m.

**GAPSA Meeting, April 28** 6:15 p.m. in the Council Room, Furness Building.

**On Stage: May 5-9** *Starters*, Prince Theatre, Annenberg Center. Information: Ext. 6791.

**Special Events:** Faculty Club—April 30 *French Dinner*, May 6 *Garden party*; May 9 *Mother's Day Brunch*. Information: Ext. 4618; University Museum—April 30 *Print Party*; May 1 *Museum Market Day*; May 8, 9 *Museum Weekend*. Information: Ext. 4045; May 3 *Wharton School Alumni Dinner* with President Sheldon Hackney, speaker. Information: Ext. 7811.

**Sports:** April 27 *Softball* vs. Penn St. (Ogontz), 3:30 p.m.; April 29 *Women's Lacrosse* vs. Lafayette, 3:30 p.m., *Softball* vs. Lafayette, 3:30 p.m.; May 1 *Baseball* vs. Columbia, 1 p.m.; *Men's Lightweight Crew* vs. Navy (Callow Cup), 3 p.m.; May 8 *Men's Lacrosse* vs. U. of Maryland (Baltimore City), 1 p.m.; May 10 *Baseball* vs. Lafayette (2), 1 p.m.; May 11 *Baseball* vs. Glassboro, 3 p.m.

**Courses/Workshops:** CGS courses and tours—April 27 *Crosscurrents in Nineteenth-Century American Painting*, 10 a.m.; *Fund Raising—Guidelines for Difficult Times*, six sessions, 5:45 p.m.; April 28, May 6 *The Best of Baltimore: The Walters Art Gallery and Harborplace*, all-day tour, 8:30 a.m.; May 1 *An Introduction to SoHo: New York's Cast-Iron District*, all-day tour, 9 a.m.; May 2 *Botanical Treasures of the Orient*, 1 p.m.; May 3 *Writing Children's Books*, six

sessions, 1 p.m. Information: Ext. 6479. April 27, 28 *Massage Marathon: Relax for Finals, CA Health and Welfare Project: Holistic Health*. Information: 222-5941. May 1 *Herbs Through the Season*, 10 a.m. (Morris Arboretum). Information: 247-5777. May 10-13 *Registration for English classes*, International House, 9:30 a.m.-4 p.m. Information: 387-5125, Ext. 225.

**Talks:** *Sympathetic Nerves and Cerebral Blood Flow*; Dr. David Busija, Johns Hopkins University; 12:30 p.m., 4th floor, Richards Building (Respiratory Physiology Seminars); April 28 *Paget's Disease*; Dr. Fred Kaplan, assistant professor of orthopaedic surgery; 4 p.m., Dunlop Auditorium B (Department of Orthopaedic Surgery); *Annual Medical Student Research Colloquium*; 6-9 p.m., Hirst Auditorium, 1st floor Dulles Building, HUP (School of Medicine); April 29 *Aequorin as a Quantitative Ca<sup>2+</sup> Indicator in Heart: Capabilities and Limitations*; Dr. Gil Wier, department of physiology, University of Maryland; 4 p.m., 4th floor, Richards Building (Department of Physiology Seminars); May 4 *Philadelphia's Contribution to the Visual Arts: Painting as Social Morality*; Anthony Garvan, Penn professor of American civilization; 4:30 p.m., Annenberg Auditorium (Penn Summer Forum); May 6 *Using Monoclonal Antibodies to Probe the Human Neuron*; L. Lampson, Penn assistant professor of anatomy; 12:30 p.m., Room 215, Nursing Education Building (Neuropsychopharmacology Colloquia); May 7 *Current Archaeological Research on Easter Island*; Christopher Stevenson, Penn State; 6 p.m., Rainey Auditorium, (University Museum). \$3 for members, \$5 for non-members, students free.

# OPPORTUNITIES

Listings are condensed from the personnel bulletin of April 12 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 Labs:** first floor, outside Room 102;

**Logan Hall:** first floor, near Room 117;

**LRSM:** first floor, opposite elevator;

**Richards Building:** first floor, near mailroom;

**Rittenhouse Lab:** east staircase, second floor;

**Social Work/Caster Building:** first floor;

**Towne Building:** mezzanine lobby;

**Van Pelt Library:** ask for copy at Reference Desk;

**Veterinary School:** first floor, next to directory.

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

## Administrative/Professional Staff

**Accountant I (2 positions)** (4683) (4699) \$12,000-\$16,100.  
**Administrator, Data Communications** (4259).  
**Applications Programmer Analyst I** (4738) \$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 (2 positions)** (4418) (4730) \$16,350-\$22,600.  
**Assistant Director IV** (C0439).  
**Associate Development Officer II** (C0536).  
**Business Administrator IV** (C0565).  
**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 (3 positions)** \$14,500-\$19,775.  
**Project Manager II** (C0445).

**Repairs and Utilities Foreman** (4736) \$14,500-\$19,775.

**Research Coordinator** (C0476) \$14,500-\$19,775.

**Research Specialist Junior (4 positions)** \$12,000-\$16,100.

**Research Specialist Jr. (C0571)** fabricates microelectrodes and surface electrodes for measurement of pH, potassium, hydrogen and glucose; assists in experimental animal studies (degree in biology or chemistry; experience in microelectrode fabrication and use in experimental animals) \$12,000-\$16,100.  
**Research Specialist III** (C0558) \$16,350-\$22,600.

**Research Specialist III** (C0573) does research in epidemiology, including data collection and analysis using statistics; interprets experimental results; writes papers; does computer programming; on-line applications (advanced degree in social science, mathematics or biology; degree in epidemiology or biostatistics desirable; background in data analysis, survey design, statistics and research methodology; good writing skills) \$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).

## Support Staff

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

**Administrative Assistant I** (4737) \$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) \$6,325-\$7,625.

**Clerk II** (4702) \$8,250-\$10,000.

**Coordinating Assistant** (C0539) \$10,575-\$13,100.

**Coordinating Assistant** (C0566) \$12,075-\$14,975.

**Custodial Supervisor** (4735) \$14,575-\$18,700.

**Dental Assistant II** (4691) \$10,175-\$12,400.

**Electronic Technician I** (C0567) \$10,175-\$12,400.

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

**Gardener** (4731) Union Wages.

**Head Cashier** (4719) \$9,375-\$11,500.

**Input Typist** (4740) Union Wages.

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

**Junior Accountant** (4705) \$9,925-\$12,250.

**Loss Prevention Specialist** (4709) performs internal price audit; handles individual shop lifting cases; trains staff members; holds security seminars (high school diploma or equivalent; some college; five years' experience in retail security; ability to report and document cases for court) \$9,125-\$11,700.

**Parking Attendant** (4734) Union Wages.

**Project Budget Assistant** (4744) handles all requisitions and reallocates funds; checks computer sheets, journals, vouchers; xeroxes; assists business administrator in EES office; prepares support personnel payroll (types; uses calculator; experience in accounting and bookkeeping; ability to relate to students and faculty) \$9,925-\$12,250.  
**Programmer I** (C0510) \$11,225-\$14,000.

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

**Receptionist II (2 positions)** (4720) (4739) \$8,775-\$10,725.

**Receptionist II** (4751) works in the gynecology section; answers the telephone; makes appointments; provides information and referral; pulls charts and verifies completion; completes lab slips, telephones lab for results; stands-in with the M.D.'s; checks in patients (good judgement required to handle students' request for service; interest in women's health care; sensitivity to issues of birth control and sexuality; ability to work under pressure; good interpersonal skills) \$8,775-\$10,725.

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

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

**Research Laboratory Technician I** (C0575) shears and lifts 150 lb. sheep; assists with surgery and experiments; blood gas analysis; assists with spectrophotometer; general lab duties (degree in biological sciences; experience in tissue culture preparation) \$10,175-\$12,400.

**Research Laboratory Technician II** (C0548) \$10,175-\$12,400.

**Research Laboratory Technician II** (C0576) prepares medium and reagents for tissue culture and peripheral blood lymphocytes from cattle and sheep; prepares and maintains a variety of cell lines; purifies bovine leukemia virus (degree in biological sciences; experience in tissue culture preparation) \$10,175-\$12,400.

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

**Research Laboratory Technician III** (C0569) prepares tissue cultures and reagents; performs tissue culture experiments; does radioisotope and microscope work; assists in surgical procedures in laboratory animals (degree in biology or science; experience in sterile techniques, tissue culture, hematology and as a research laboratory technician) \$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 (7 positions)** \$9,375-\$11,500.

**Secretary IV** (C0552) \$10,575-\$13,100.

**Secretary, Med/Tech (5 positions)** \$9,925-\$12,250.

**Secretary/Technician Word Processing** (4517) \$9,925-\$12,250.

**Typist I** (C0440) types, files, acts as a receptionist; does general office work (accurate typist, 50 wpm; uses dictating machine; knows basic medical terminology, grammar and spelling) \$7,725-\$9,350.

**Vet Anesthesia Technician II** (C0543) \$16,150-\$19,975.

## Part-time Positions

### Administrative/Professional Staff

**Staff Physician** (C0501) Hourly Wages.

### Support Staff

**Clerk** (4728) Hourly Wages.

**Employee (2 positions)** (C0553) (4718) Hourly Wages.

**Librarian** (4393) Hourly Wages.

**Secretary** (C0387) Hourly Wages.