

Almanac

Tuesday, April 27, 1982

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Senate: Admission of Faculty Children

Dr. Robert Regan's objection that the admission of faculty/staff members' children went down this year by three—while applications rose by 22 and the P.I. (predictive index) level went up—sparked debate after Provost Thomas Ehrlich's appearance at the April 21 spring meeting of the Faculty Senate. On behalf of the Council Committee on Undergraduate Admissions and Financial Aid, Dr. Regan asked for clarification of a rumor that the University was tightening its policy on enrollment of faculty children.

The provost responded that there has been no change in policy, but cited a stronger pool of faculty/staff candidates succeeding in regular admission, shifting statistics away from the special admissions category. He said the faculty/staff children specially-admitted this year make up over half the 2 percent reserved for all in the category, under the McGill guidelines. Dr. Howard Brody cited McGill Report language that treated the 2 percent as a minimum and, at the time (1966-67) projected a need for 3 to 4 percent for a few years.

Later in the meeting, the Economic Status Committee report and a subcommittee report on benefits underscored financial pressures that may increase faculty children's applications and reduce the desirability of the option to go elsewhere on \$900 direct grants for tuition: The Committee's request for 12.2 percent as salary increase was met with a 7 percent response by the administration, with three schools considering no increase in faculty salaries at all; and the benefits subcommittee favored the protection of the salary component of compensation over proposals which would increase the proportion spent on tuition benefits for children.

In response to the two discussions, the provost endorsed to faculty requests that studies be made on the admission of faculty children and on how valid a predictor the P.I. has been.

The provost also confirmed that some schools are discussing a "no increase" salary policy for faculty this year, but stressed that there are no decisions yet and that discussion would be premature. He identified only one school, Dental Medicine, as being under unusual pressure possibly leading to such a policy.

Also in the Economic Status presentation, Dr. Cummins gave a range of options for col-

lective bargaining measures, as requested earlier by Senate. A more complete report on these, and on Dr. Robert Summers' benefits report, will appear in a future issue.

Srouji/SCAFR: Two Senate members gave speeches calling for implementation of the Senate Committee on Academic Freedom and Responsibility's proposals (*Almanac Supplement* April 20). [Technical issues were also raised and challenged. The case is in litigation, and a transcription of the Senate's tapes will be

submitted to the speakers before publication or summarization in *Almanac*—Ed.]

Law Lecturers: In its only formal action, Senate approved with amendment the Law School's request for terms up to seven years for lecturers in the clinical program. Full text will be published next week.

Consulting: On a straw vote, Senate overwhelmingly favored retention of the present "one-day-in-seven" rule.

Other statements at the meeting, including Dr. Phoebe Leboy's final report from the Chair, will be carried as soon as space permits.

The Nine Honorary Degrees for May 17

A heavy component of distinguished scholars makes up the list of honorary degree recipients for the University's 242nd Commencement Monday, May 17, at the Civic Center.

Former Ambassador Sol Linowitz, who gives the Commencement Address for the 4300 regular degree candidates and their families, is not a recipient this year, having received an L.D. in 1980.

The nine who will receive them are:

Sterling Brown, the poet, critic and teacher

whose 1932 *Southern Roads* was a landmark in the recognition of poetry illuminating the life of black Americans, and whose 40 years' teaching at Howard University has influenced generations of poets in the U.S. and Africa.

Dr. Helen O. Dickens, emeritus professor of obstetrics and gynecology and associate dean of medicine here, who founded the Teen Clinic at HUP and the Office of Minority Affairs at the medical school—both programs since widely emulated in the country. The first black woman to become a Fellow of the American College of Surgeons, Dr. Dickens has been widely honored with awards such as the Gimbel Award and the Commonwealth's Distinguished Daughter of Pennsylvania citation.

Shelemo D. Goitein, the Arabist and Hebrew scholar now at Princeton's Institute for Advanced Study, noted for such work as *A Mediterranean Society: The Jewish Communities of the Arab World*. Professor of Arabics for many years at Hebrew University, and director of its School of Oriental Studies, he

(continued next page)

Jules Schick



Dr. Helen O. Dickens

Fabian Bachrach



Robert M. Trescher, Esq.

Rules Governing Final Examinations

1. No student may be required to take more than two final examinations on any one day during the period in which final examinations are scheduled.
2. No instructor may hold a final examination except during the period in which final examinations are scheduled and, when necessary, during the period of postponed examinations. No final examinations may be scheduled during the last week of classes or on reading days.
3. Postponed examinations may be held only during the official periods: the first week of the spring and fall semesters. Students must obtain permission from their dean's office to take a postponed exam. Instructors in all courses must be ready to offer a make-up examination to all students who were excused from the final examination.
4. No instructor may change the time or date of a final exam without permission from the appropriate dean or the vice-provost.
5. No instructor may increase the time allowed for a final exam beyond the scheduled two hours without permission from the appropriate dean or the vice-provost.
6. No classes (covering new material) may be held during the reading period. Review sessions may be held.
7. All students must be allowed to see their final examinations. Access to graded finals should be ensured for a period of one semester after the exam has been given.

We encourage professors to be as flexible as possible in accommodating students with conflicting exam scheduled.

—Thomas Ehrlich, Provost

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- INSERT: Personnel Relations Newsletter

Honorary Degrees, (continued page 1)

came to the University of Pennsylvania in 1957 as professor of Arabic.

Nelson Goodman, professor emeritus of philosophy at Harvard who taught here 1946-51. A fundamental contributor to all branches of philosophy and a significant figure in reforming the understanding of science, symbolism and the arts, he has been the Alfred North Whitehead lecturer at Harvard, John Locke lecturer at Oxford and Immanuel Kant lecturer at Stanford.

Ezekiel Mphahlele, the former Penn English professor who now heads the Center for African Studies at Witwatersrand, South Africa, coming home also as Baccalaureate speaker May 16 (*Almanac* April 13).

Robert M. Trescher, Esq., senior partner in the Philadelphia firm of Montgomery, McCracken, Walker and Rhoads, an alumnus and Trustee of the University who is vice-chairman of the Trustees Executive Board and chairman of the University Museum's Board of Overseers. In the legal profession his many contributions include service as chancellor of the Philadelphia Bar Association and permanent member of the Third Circuit Judicial Conference.

Dental Learning Lab: A \$200,000 Escape from Disaster

At least \$200,000 worth of equipment was damaged, and the Dental School's sophisticated in-house videotapes of dental procedures may be irreplaceable. But the April 13 fire in the basement Learning Laboratory of the Evans Building was contained in the one location, largely because some automatic air-handling equipment doesn't come on until 7 a.m.—and because two men *do* come on at 5:30 a.m. and start their day with a round of inspection.

Fire apparently started overnight, probably in a slide projector or other piece of electrical equipment. But it used up the room's oxygen quickly and most of the destroyed equipment—a minicomputer, AV and VTR equipment among them—melted rather than burned. When building superintendent Bernie Bullock and Al Mauriello reached the area on their early morning inspection tour, they turned in the alarm but carefully kept the room closed. If the air-handlers had been on, or if any air had been let in before the city firemen got there and strung the waterhoses, this could have been a

Jerome B. Weisner, president emeritus and Institute Professor of MIT, who has served as special assistant on science and technology to three U.S. Presidents over the past 20 years. His 1965 book, *Where Science and Politics Meet*, has been described as a turning point in understanding the place of science in public affairs.

Edwin Wolf II, librarian of the Library Company of Philadelphia (now celebrating its 250th anniversary), author of some 20 books of biography, bibliography and history, and one of the major contributors to the current William Penn Papers project at the University. He has been president of the Bibliographical Society of America, Jewish Publication Society of America and Friends of the University of Pennsylvania Library.

C. Vann Woodward, the Pulitzer Prize-winning historian (for *Mary Chestnut's Civil War*, 1982), who last visited Penn to give the Inauguration Address for his former pupil Sheldon Hackney (*Almanac* October 27, 1981). The distinguished historian of the American South is Yale's Sterling Professor of History Emeritus and former head of the American Historical Association, Southern Historical Association, and Organization of American Historians.

real disaster," said University Safety Manager Jim Miller.

Contrary to published reports, Evans "is not a fire trap," added Associate Dean James Galbally. "This could have happened in a modern building, and maybe even been worse in some modern buildings." Firm figures on damage are being assembled for an insurance claim. For the immediate relief of students and faculty whose materials and equipment were destroyed, Temple University Dental School, Penn's medical school and engineering school were among those who called and offered to lend facilities. "Everybody has been terrific," Dr. Galbally said.

The "sad object lesson" as Mr. Miller called it, is that there are "high-value spaces" where irreplaceable materials can be lost just as easily as at the Dental School. "We're urging all deans and directors to survey their equipment and irreplaceable materials specifically from the point of view of storage equipment needed in case of fire" said Mr. Miller.

OF RECORD

Exchange with the Université de Paris XII

In accordance with the "Guidelines and Integrated Statement of the University Policy on Conduct of Research Programs" (April 24, 1979), the Coordinator of International Programs offers the following information concerning the protocol agreement between the University of Pennsylvania and the Université de Paris XII.

The agreement calls for the development of cooperation between the two institutions for collaborative research in economics primarily through the exchange of faculty and students, and also through the exchange of publications, information and scholarly documentation of common interest. Prof. David Cass (Director, Center for Analytic Research in Economics and Social Sciences, Pennsylvania) and Prof. Annie Vallee (Director, U.E.R. de Sciences Economiques et de Gestion, Paris XII) are the principal investigators of this agreement. The salaries of the faculty members involved will be covered in full by their home institutions during their tenure at the host university, and they will also be invited to request travel subventions according to the terms of the Franco-American Commission for Educational Exchange. The agreement will become effective upon its signing and is renewable in periods of three years.

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

—Humphrey Tonkin, Coordinator, International Programs

Wharton Dean Search

Provost Thomas Ehrlich has announced the make-up of the search committee for a dean of the Wharton School, to take office in 1983. The faculty members are:

Dr. Elijah Anderson, associate professor of sociology

Dr. Joseph Bordogna, dean of the School of Engineering and Applied Science

Dr. Thomas Dunfee, professor of legal studies and public management

Dr. Francine Frankel, professor of political science

Dr. Irwin Friend, Edward J. Hopkinson Professor of Economics and Finance

Dr. William Hamilton, Halcon Professor of Management and Technology

Dr. Samuel Sapienza, professor of accounting

Dr. Jerry Wind, professor of marketing

—chair

Student members are James Eisenstein, Wh. Gr., and Robert Zivian, Wh 82. An alumni representative is to be announced.



The late Dr. Harnwell and Mrs. Harnwell, Alumni Day 1963

Harnwell in Memory

For those attending the memorial service for Dr. Gaylord P. Harnwell on Thursday, April 29, at 11 a.m. in the Harrison Auditorium of the Museum, the University Archives announces that it has assembled a display of memorabilia of the late president's career. The exhibit is in Harnwell House, the superb block hi-rise at 3820 Locust Walk, named in his honor upon his retirement in 1970.

Code of Academic Integrity

The new Code of Academic Integrity has been approved by all four undergraduate faculties, and will take effect May 18, 1982. Since the Code will not be applied until after the current examination period, *Almanac* has delayed its presentation until the May 4 or May 11 issue, whichever is most cost-effective. The Code will also be in this fall's *Intro to Penn*. Bulk reprints of the *Almanac* version have been ordered by some of the schools for distribution to summer term students; if any other offices of the University need significant numbers of copies before *Intro* comes out next fall, please advise promptly so that the reprint order can be increased. —Ed.

Almanac

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

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ON CAMPUS

April 27-May 9

For reasons of space, some events already listed in the Upcoming section of the April 13 issue of Almanac will not be repeated here.

Academic Calendar

April 29-May 7 Final Examinations.

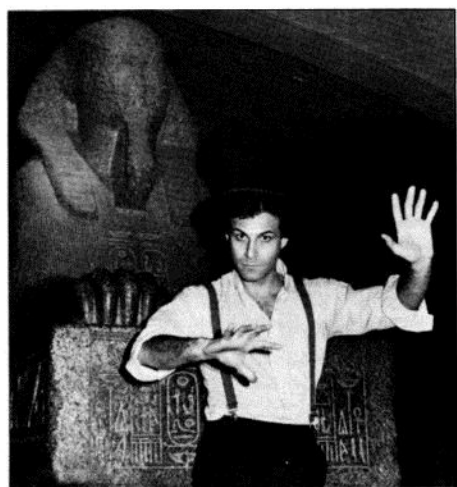
Children's Activities

On Stage

May 1 *The Ballet des Jeunes: The Magic of Dance.*

May 22 *Settlement School Teen Theatre.*

These are the last two programs of the free children's performing arts series *The Magic of Music*, hosted by magician Craig Collis at 11 a.m. and 1 p.m. in Harrison Auditorium of the University Museum. Information and free tickets: Ext. 4000.



Magician Craig Collis and Sphinx of Ramesses II. See Magic of Music, above.

Exhibits

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

Through May 3 *Paintings*: Liz Goldberg, coordinator and art instructor for the Bio-Med Dialysis Unit, HUP; U. City Science Center Gallery.

Through May 6 *Fine Arts Graduate Students' Show*; Houston Hall Art Gallery.

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

Through May 28 *Fine Arts and Photography* by Suzanne Leahy, Thomas Sarrantonio, Pauline Wong, Bette Usco-Woolsey and John Woolsey, Penn's Institute of Neurological Sciences and Department of Biology, at the Faculty Club. Reception: April 27, 4:30 p.m.

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.

May 1-17 *M.F.A. 3rd Year Exhibition* at the ICA 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.

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.

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.

ALMANAC, April 27, 1982

Gallery Talks and Tours

April 28 *Archaeology.*

May 5 *Polynesia.*

May 2 *Egypt.*

May 9 *North American Indians.*

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

Meetings

GAPSA

April 28 Meeting, 6:15 p.m., Council Room, Furness Building.

University Council

April 28 Last meeting of the term, 4-6 p.m., Council Room, Furness Building.

Music

April 27 *Recorder Workshop Concert: Renaissance and Baroque Music* with Joan Kimball, director; 8 p.m., Rooftop Lounge, Harnwell House (Music Department).

May 7 *Van Pelt College House Concert*, including works by Bach, Handel, Corelli; Scott-Martin Kosofsky, recorder, and Christa Rakich, harpsichord; 8 p.m., St. Mary's Church. Admissions: \$4, students \$2. Information: Ext. 5202.

On Stage

May 1, 6, 7, *Confusions* by Alan Ayckbourn, a series of one-act plays performed by the Off Broad Street Players at the Annenberg Center. Information: Ext. 6791.

May 5-9 *Starters* by Jack Gelber, Philadelphia Festival Theatre; Harold Prince Theatre, Annenberg Center. Information: Ext. 6791.

Special Events

April 29 *Poetry Reading* by Bahaman Sholevar and Mary Fran Connelley, CA's Cultural Harvest and Eatery series re-Verse; 7 p.m., Christian Association.

April 30 *French Dinner*, a la carte menu; 5-8 p.m., Faculty Club. Information: Ext. 4618.

University Museum Print Party, unveiling of an original lithograph by Robert A. Nelson. For an invitation phone Ext. 4045.

May 1 *Museum Market Day*: selection of crafts, jewelry and reproductions will be available from importers who supply the Museum Shop; 10 a.m.-4 p.m., University Museum.

May 3 *Wharton School Alumni Dinner*; President Sheldon Hackney, speaker. Information: Ext. 7811.

May 6 *Garden Party*, open bar and unlimited hors d'oeuvres; 4:30-6:30 p.m., Faculty Club. Information: Ext. 4618.

May 8, 9 *Museum Weekend: When Was The Last Time You Visited The University Museum?*; special events, lectures, tours, foods, games. 10 a.m.-4:30 p.m. on Saturday; 1-5 p.m. on Sunday at the University Museum. Free admission for the whole family. Information: Ext. 4000.

May 9 *Mother's Day Brunch*, table service also available; 11 a.m.-3 p.m., Faculty Club. Information: Ext. 4618.

Talks

April 27 *Sympathetic Nerves and Cerebral Blood Flow*; Dr. David Busija, Johns Hopkins University; 12:30 p.m., 4th floor, Richards Building (Respiratory Physiology Seminars).

The Real Story Behind Missing; Joyce Horman, widow of Charles Horman, whose murder is portrayed in the film *Missing*; 7 p.m., Christian Association. Donation: \$2.50.

April 28 *Pager's Disease*; Dr. Fred Kaplan, assistant professor of orthopaedic surgery; 4 p.m., Dunlop Auditorium B, Medical Education Building (Department of Orthopaedic Surgery).

Annual Medical Student Research Colloquium; 6 p.m., Hirst Auditorium, 1st floor Dulles Building, HUP (School of Medicine).

April 29 *The Structure and the Topography of Myoglobin Antigenic Determinants as Recognized by Monoclonal Antibodies and by T-Lymphocytes*; Dr. Jay Berzofsky, NIH; noon, Room D-214, Medical Laboratories Building (Microbiology Graduate Group Seminars).

Geriatric Medicine: A View From The United Kingdom; Dr. James Williamson, professor of geriatric medicine, University of Edinburgh, Scotland; 3:30 p.m., Medical Alumni Hall, HUP (Center for the Study of Aging Seminar Series).

Aequorin as a Quantitative Ca²⁺ 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).

Mechanisms of Ir Gene Control of the Antibody Response to Myoglobin; Dr. Jay Berzofsky, NIH; 4 p.m., Room D-204, Medical Laboratories Building (Microbiology Graduate Group Seminars).

April 30 *Thromboembolic Disease in the Musculoskeletal Patient*; C. McCollister Evarts, M.D., chairman, department of orthopaedic surgery, University of Rochester; 10:45 a.m., Dunlop Auditorium B, Medical Education Building (Department of Orthopaedic Surgery).

Broadband Adaptive Interference Cancellation; Andrew E. Zeger, associate adjunct professor, systems engineering; noon, Room 107, Moore School of Electrical Engineering, (Valley Forge Research Center Seminars).

May 1 *Radiation Therapy in the Prevention of Heterotopic Bone Formation After Total Hip Arthroplasty*; C. McCollister Evarts, M.D., chairman, department of orthopaedic surgery, University of Rochester; 10:15 a.m., Dunlop Auditorium B, Medical Education Building (Department of Orthopaedic Surgery).

May 5 *Cellular Energy Metabolism and the Cytosolic Environment*; Martin J. Kushmerick, department of physiology and biophysics, Harvard University; 2 p.m., Room 321, Veterinary School (School of Veterinary Medicine).

May 6 *Biomedical Applications of NMR*; Martin J. Kushmerick, department of physiology and biophysics, Harvard University; 8 a.m., Widener Amphitheater, New Bolton Center (School of Veterinary Medicine).

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.

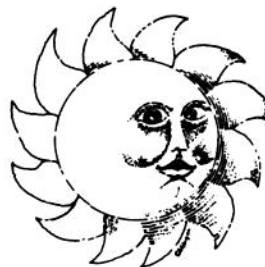
Courses/Adult Workshops

April 27-29 *Massage Marathon: Relax Into Spring*; sponsored by the Health and Wellness Project of the Christian Association. Information and reservations: 222-5941.

May 4 *Impressionism*, three sessions, 10 a.m. (CGS). Information: Ext. 6479.

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 May 4, at noon, for the May 11 issue.



Penn
1982
Summer
Forum

In honor of the city's Century IV celebration, FAS is holding a series of free, public lectures on successive Tuesday evenings from 4:30 to 6 p.m. Each is followed by a reception in the Faculty Club. For more information call Ext. 7362.

April 27 *Philadelphia's Contribution to Cultural Pluralism and Urban Reform*; E. Digby Baltzell, professor of sociology; in Annenberg Auditorium.

May 4 *Philadelphia's Contribution to the Visual Arts: Painting as Social Morality*; Anthony Garvan, professor of American civilization; in Annenberg Auditorium.

May 11 *Philadelphia's Contribution to Governing Urban America*; Edwin T. Haele, professor of political science; in the Fine Arts Auditorium.

May 18 *Philadelphia's Contribution to Urban Engineering: The Engineering of Brotherly Love*; Jacob Abel, professor of mechanical engineering and applied mechanics; in the Fine Arts Auditorium.

May 25 *Philadelphia's Contribution to Music*; Otto Albrecht, emeritus professor of music; in the Fine Arts Auditorium.

June 1 *Philadelphia's Contribution to Urban Political Economy*; President Emeritus and University Professor Martin Meyerson; in the Fine Arts Auditorium.

OPPORTUNITIES

Listings are condensed from the personnel bulletin of April 26 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;
Laidy Labs: first floor, outside Room 102;
Logan Hall: first floor, near Room 117;
LRSB: first floor, opposite elevator;
Richards Building: first floor, near mailroom;
Rittenhouse Lab: east staircase, second floor;
Social Work/Caster Building: first floor;
Towne Building: mezzanine lobby;
Van Pelt Library: ask for copy at Reference Desk;
Veterinary School: first floor, next to directory.

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

Administrative/Professional Staff

Accountant I (4699) \$12,000-\$16,100.
Administrator, Data Communications (4259).
Applications Programmer II (2 positions) \$16,350-\$22,600.
Assistant Dean of Admissions (4774) in charge of admissions and financial aid in Law School; supervises operation of admissions office; reviews applicants' files; makes financial aid decisions; carries out admissions policies (prior University admissions or related experience; supervisory skills).
Area Director of Admissions (4680).
Assistant Director II (2 positions) \$16,350-\$22,600.
Assistant Director IV (C0439).
Assistant Manager I (4770) maintains catering log book; responsible for labor and staffing, party costing and customer billing; supervises functions on location; performs customer liaison detail work (must understand social ground rules of society catering; aware and willing to work long hours and weekends; has abilities to manage and work with people; must enjoy social atmosphere) \$12,200-\$15,575.
Business Administrator IV (C0565).
Captain of Patrol (4542).
Chief Financial Officer (4708).
Coach III (4766).
Coordinator-Curricular Affairs (4753) \$13,100-\$17,800.
Counseling Psychologist II (3945) \$16,350-\$22,600.
Data Communications Trainee (4785) will be trained to develop on-line software; plans expansion of network; deals with service personnel; installs equipment; conducts training; trouble shoots network problems (degree in computer science or equivalent experience; two years' programming and systems experience).
Director (3 positions).

Director IV (C0589) directs professional master's degree program; oversees off-campus program; promotes interchange between School and governmental practitioners (advanced degree in public administration, political science or related fields; university teaching and administrative experience, preferably in program leadership; experience in administrative responsibility in state or local government).
Head Coach, Women's Rowing (4515).
Lecturer Clinical Supervisor (4677).
Librarian I (4765) \$13,100-\$17,800.
Programmer Analyst I (3 positions) \$14,500-\$19,775.
Programmer Analyst II (C0584) \$16,350-\$22,600.
Research Coordinator (C0476) \$14,500-\$19,775.
Research Specialist Junior (5 positions) \$12,000-\$16,100.
Research Specialist Jr. (C0597) obtains specimens and all technical aspects of the mixed lymphocyte culture; deals with patients and subjects for clinical research studies (degree; cell cultural experience) \$12,000-\$16,100.
Research Specialist I (C0583) \$13,100-\$17,800.
Research Specialist I (C0596) operates electron microscope; does cryoultramicrotomy, physiological experiments and darkroom work (college background in biological sciences with several years' experience in electron microscopy, microtomy and darkroom techniques; mechanically inclined) \$13,100-\$17,800.
Research Specialist III (C0573) \$16,350-\$22,600.
Research Specialist IV (2 positions) (C0380) (C0582).
Senior Systems Analyst (C0595) does electronic maintenance and development of DEC PDP11/34 computer hardware, peripherals and new instrumentation; real time programming (college background; certified instrumentation specialist; several years' experience with digital electronics and computer hardware, real time programming, PASCAL, Fortran TSX plus and RSX plus).
Supervisor/Gardeners (4767) supervises, schedules and assigns work of gardeners; maintains stock of materials, tools and equipment (supervisory experience in related landscaping of athletic fields; five years' landscaping experience; three years' supervisory experience) \$12,200-\$15,575.
Supervisor V, Data Processing (4368).
Systems Analyst (C0329).
Vice-Provost for University Life (4701).

Support Staff

Administrative Assistant (C0513) \$9,925-\$12,250.
Administrative Assistant I (4737) \$9,925-\$12,250.
Administrative Assistant II (C0557) \$10,575-\$13,100.
Administrative Assistant II (4780) prepares PAF's and TRF's; maintains budget records; prepares payment aprons; supervises student assistants; assists department director (degree or equivalent; experience with university personnel-payroll and accounting systems; typing and basic secretarial skills) \$10,575-\$13,100.
Air Condition/Refrig. Mechanic (4721) Union Wages.
Assistant Stockkeeper (4756) \$10,025-\$12,250.
Assistant to Loss Prevention Specialist (2 positions) (4709) (4762) \$9,125-\$11,700.
Clerk III (4784) responsible for accuracy, maintenance and retrieval of patient records; acts as a liaison between patients and students; locates charts and other information on the CRT; signs student forms; checks students in and out of charts; keeps accurate inventory records; compiles registration; completes other assigned duties (high school diploma;

three years' clerical or receptionist's experience; good verbal and written skills; ability to interact well with others) \$8,775-\$10,723.
Clerk IV (C0581) \$9,375-\$11,500.
Clerk, Limited Service (4782) answers phone; registers, checks-in and assigns patients; makes appointments; assembles charts; types registration cards; enters patient information on computer; informs patients of appointments (high school diploma; ability to operate a cash register; some typing ability) Hourly Wages.
Coordinating Assistant (Medical, 40 hours) (C0600) coordinates all administrative activities of Foundation (degree or some college science courses; excellent typing skills, English usage and editing ability; knowledge of university policies and procedures; use of dictaphone) \$12,075-\$14,975.
Coordinating Assistant (C0539) \$10,575-\$13,100.
Coordinating Assistant (4777) supervises operation of box office; assists with accounting procedures and daily activities; deals with customer problems (degree; experience in box office work on a supervisory level) \$10,575-\$13,100.
Custodial Supervisor (4735) \$14,575-\$18,700.
Dental Assistant II (4691) \$10,175-\$12,400.
Dental Assistant II (4783) assists in training students; completes clinic forms; assists students chairside; disinfects instruments; prepares area for treatment; prepares dental materials; performs expanded duties as needed (graduation from an approved dental assisting program; certification preferred; two-three years' clinical experience in a teaching environment) \$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.
Junior Accountant (4705) \$9,925-\$12,250.
Production Assistant (4758) \$9,375-\$11,500.
Project Budget Assistant (4744) \$9,925-\$12,250.
Programmer I (C0510) \$11,225-\$14,000.
Psychology Technician I (C0586) \$11,225-\$13,775.
Radiology Technician (4512) \$10,175-\$12,400.
Receptionist II (4745) \$8,775-\$10,723.
Receptionist III (4750) greets and directs School visitors; answers phone; types requisitions and correspondence; other duties as assigned (high school diploma; three years' experience as a secretary or in public relations; excellent clerical aptitude; typing) \$9,925-\$12,250.
Research Dental Assistant IV (C0528) \$11,225-\$13,775.
Research Lab Technician I (C0575) \$9,150-\$11,100.
Research Lab Tech II (2 positions) \$10,175-\$12,400.
Research Lab Tech II (2 positions) (C0591) does immunological assays, purification of viral proteins, gel electrophoresis; maintains cell cultures; (degree in biological sciences) (Note: position located in Kennett Square, PA. No public transportation) (C0598) processes pipets and glassware for washing and sterilization; assists in maintaining rodent breeding colony; does routine animal surgery; prepares reagents (two years' college with major in biology or chemistry; 2 years' general lab experience) \$10,175-\$12,400.
Research Lab Tech III (4 positions) \$11,225-\$13,775.
Research Machinist II (2 positions) \$12,775-\$16,375.
Secretary II (5 positions) \$8,775-\$10,723.
Secretary III (6 positions) \$9,375-\$11,500.
Secretary IV (C0552) \$10,575-\$13,100.
Secretary, Med/Tech (7 positions) \$9,925-\$12,250.
Secretary/Tech/Med/Acad (C0599) maintains schedule; types correspondence and dictation; interview patients (high school diploma; good typist; understands medical terms; has general office skills) \$10,575-\$13,100.
Secretary/Tech Word Proc (4517) \$9,925-\$12,250.
Secretary/Technician Word Processing (C0590) operates NBI 3000 and Quadritik 1400; (fast, accurate typist; knowledge of South Asian languages; able to prepare camera-ready copy of manuscripts; some experience with above, listed machines) \$9,925-\$12,250.
Typist I (C0440) \$7,725-\$9,350.
Vet Anesthesia Technician I (4716) \$12,600-\$15,500.
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.
Editorial Assistant (C0585) Hourly Wages.
Extra Person (C0593) does bibliographies; prepares review of articles and current contents; types grants, manuscripts and technical material; arranges conferences and seminars; takes minutes at meetings; does some bookkeeping (degree in biological science; excellent typing skills; ability to work independently; has organizational skills) Hourly Wages.
Librarian (4393) Hourly Wages.
Secretary (2 positions) (C0580) (C0387) Hourly Wages.

To All Handicapped Individuals, Disabled Veterans, and Veterans of the Vietnam Era

The University of Pennsylvania, in fulfillment of its obligations under Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, invites any member of the faculty and staff who has a handicap of any kind or is a Veteran of the Vietnam Era or a Disabled Veteran to inform the Department of Personnel Relations (and the Department of Public Safety, if you so desire) of your status or condition.

Your response is entirely voluntary and is requested so that you are able to take advantage of the Affirmative Action programs for handicapped individuals and qualified veterans. Information will be kept confidential except that (1) supervisors will be informed regarding and restrictions on duties or safety precautions that are appropriate or any special accommodation that should be provided; (2) the Department of Public Safety will be informed of your needs if you so desire; (3) medical personnel will be informed of your condition should an emergency arise; and (4) government officials investigating the University's compliance with the Acts may be informed.

The Affirmative Action Plans for Vietnam Era and Disabled Veterans and for Handicapped Individuals are available during office hours in the Offices of the Executive Director of Personnel Relations, the Director of Personnel (Hospital), and Director of Affirmative Action. The substance of these plans was published in the February 28, 1980, *Almanac*.

A form for reporting is available from Arlene Stewart, 130 FB/16, Ext. 7285.

—Gerald L. Robinson, Executive Director of Personnel Relations