

Almanac

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Boards for WXPN, The Press

At Council Wednesday, President Sheldon Hackney announced the make-up of the WXPN Governing Board, and of a new Presidential Advisory Council to the University Press. The latter will supersede the present editorial board in reviewing manuscripts, but will advise on new fields opening up, Penn faculty strengths, and strategies for manuscript searches.

WXPN Governing Board: Five constituencies have representatives on the eight-member board. They are:

Faculty: Professor Paul Bender, Law; Dr. John Szwed, chairman and professor of folklore, FAS;

Administrator: Dr. James E. Davis, associate dean, FAS;

Students: Lisa Henderson, '83 Col.; Warren Meltzer, '83;

Trustee: Anthony S. Minisi, Esq., of Wolf, Block, Schorr & Solis-Cohen;

Listening Community: Mark Hyman, of the public relations firm Mark Hyman Associates, Inc., and the Rev. Ralph M. Moore, Jr., director of the Christian Association.

University Press: With one additional faculty member to be named, the twelve announced so far are:

Professors Robert Giegengack, geology; Michael Katz, Education; Paul Korshin, English; Noyes Leech, Law; Eugene Narmour, music; Norman Oler, mathematics; John Quinn, Engineering; Charles Rosenberg, history; Barbara Herrnstein Smith, English; Henry Teune, political science; Anthony F. C. Wallace, anthropology; and Saul Winegrad, physiology/Med; **Emeritus Professors:** Jerre Mangione and Arthur Scouten, English.

Annenberg: A Program in the Capitol ... A Plan on Campus

The first joint effort between two of the nation's Annenberg Schools—Penn's and U.S.C.'s—will be a Washington-based program for graduate study and research in telecommunications policy. It will open in fall 1982 with a curriculum covering the technological, economic, legal, social, political and cultural aspects of telecommunications. Graduate students will use the Washington facility as a base for internships with federal agencies and corporations involved in the fast-growing field; and there will be professional development components for officials in government and industry as well as advanced work for faculty members from communications schools throughout the country.

The Penn-USC program was developed by faculty committees from both Annenberg Schools, and approved by a joint committee of their trustees, their presidents and deans, at a recent weekend conference in Palm Springs. Officials are now negotiating a lease for space in Washington for library, classroom and other uses.

Council: Turnover of Leaders; Classroom Quality

At its final spring meeting April 28, Council welcomed new leadership for two of its component organizations; saluted outgoing chair Phoebe S. Leboy of Senate and others; and elected six new Steering Committee members.

President Sheldon Hackney introduced Vic Wolski as the new UA chair and Betty Miller as GAPSA's. Incoming Senate Chair Murray Gerstenhaber and Chair-elect June Axinn, with Dr. Leboy as past chair, will make up next year's Senate Consultation Subcommittee.

Elected to the Steering Committee were Professors Ivar Berg (sociology), Larry Gross

(communications), David Hildebrand (statistics) and Sam Sylvester (social work) for the faculty; and Marc A. Feigen, C '82, and Jodi Schwartz, a J.D./MBA candidate, for the undergraduate and graduate students.

Classrooms: The Facilities Committee's ad hoc report on classroom quality (summary, *Almanac* April 6) included the news that a permanent subcommittee will continue on the subject. Among its 1981-82 tasks will be study of academic schedules in relation to the time-block system, with a view to creating a series of standard options that meet differential teaching schedules. Subcommittee Chair Vince Conti said the two greatest demands for lecture-style space are for 40-50 students and for over 150 (some needed for exams) but that for seminars, the problem is a lack of flexibility of seating in small rooms.

Six Papers: Council completed its review of the *Six Working Papers for Strategic Planning* with discussion of those on Research and Minority Faculty and Students. Both drew extensive debate, some of it based on earlier comment at the spring's Open Meeting series. (The various reviews, including Senate's, and written responses to the Academic Planning and Budget Committee's call will be summarized in an APBC report in the fall.)

INSIDE

- Senate: Year-End Report, Law Lecturers, p. 2
- Of Record: Academic Integrity Code, pp. 3-5
- Alumni Weekend; Ivy Bands' Agreement, p. 7
- Oral Health Day, p. 7; Summer Escort, p. 8

On campus, the Annenberg School's sketch of a projected extension of its building at 3620 Walnut Street shows the southern facade (facing the Plaza). The lobby would be extended outward over the planter originally built as a fountain. At right is a projected new wing for the southeastern side of the Plaza toward the Faculty Club. The proposal is still in approval stages.



At Year's End, What's Ahead?

The end of the academic year is usually an occasion for the chair of the Senate to take stock. This can take two forms: reporting on what the Senate has done in the past year, or speculating on where we are heading.

During the past year, the Senate Consultation Subcommittee (chair-elect, chair and past-chair of the Senate) has held biweekly meetings with President Hackney and Provost Ehrlich; these informal discussions have, I think, been very helpful in communicating faculty concerns to the administration. The Senate Executive Committee has acted "on behalf of the Senate" on two issues, one concerning the title of Dean of Admissions and the other involving reclassification of Research Associates. Reports of these actions appeared in *Almanac* without eliciting any petitions calling for reconsideration. Other Senate activities this year have been published in *Almanac* in the form of committee reports, discussions intended to inform faculty of issues appearing on the agenda of our two Senate meetings, and summaries of those meetings. On behalf of the Senate I would like to thank *Almanac* for its consistent support of the principle that it must continue to function as a vehicle for exchange of faculty news and opinion during a year in which space in *Almanac* has been severely limited by budgetary constraints.

Turning to the future, some of my predictions on Senate activity next year are not very speculative, since they include items which Senate committees are already working on. The Conflict of Interest Policy was discussed at the spring meeting to gauge faculty opinion on some of the issues; I hope a final version will be ready for action at the fall Senate meeting. A subcommittee of the Economic Status Committee is still working on the very difficult problem of tuition benefits for faculty children; the administration and the Steering Committee of University Council have asked us to complete work on a Senate recommendation on that subject before the end of the fall semester. The Committee on the Faculty should be finishing its document on Guidelines for the Research Faculty Track by the end of this semester, and we anticipate proposals to allow the clinician educator track to spread to the remaining health schools—namely, the Nursing and Veterinary Schools.

While I can summarize some of the specific activities that will occupy the Senate committees next year, it is considerably harder to predict what we, as a faculty, will be thinking about. There seems little doubt that the University is in for some harder times, brought on by cuts in financial aid and federal expenditures for research, limitations on state support and potential decreases in the applicant pool for our student body. I am concerned that these hard times may erode the qualities of collegiality that have been a hallmark of this faculty.

Dr. Harnwell's death reminded many of us of how his unfailing collegiality was with us through the good times of expanding goals

and facilities and the change from a regional University to a major research University. But his collegiality also helped sustain us through times of stress—as we emerged from repressions of the McCarthy era, and later as we wended our way through the turmoil of the late sixties. President Harnwell took office shortly after the birth of the Faculty Senate. He encouraged and supported the Senate, and he helped to make it an important vehicle for faculty advice in both good times and bad.

If we are now facing some bad times, I hope the faculty will give our new administration the same assistance it has given in the past. If we stay informed about the problems, and stay involved in University governance, we will be in position to seek solutions. If we work towards solutions which preserve and enhance the overall quality of the University, we will be acting in the best traditions of distinguished and concerned faculties. If we seek these solutions while maintaining our remarkable devotion to academic freedom and open expression, we will be acting in the best traditions of the University of Pennsylvania faculty.

These traditions have been very evident to me this year as I have worked with faculty colleagues on Senate business. I am grateful for the time and effort contributed by the members of the Senate Executive Committee. This committee of 47 faculty is, admittedly, unwieldy and definitely unmanageable, but they do indeed represent the incredible diversity and quality of our faculty. I have also appreciated being able to rely on the help and counsel of Paul Bender and Murray Gerstenhaber—the past chair and chair-elect have done a tremendous amount of work on behalf of the Senate. And I want to thank Carolyn Burdon, administrative assistant to the Senate. Penny has just passed the ten-year mark in running the Senate Office; she provides the continuity from year to year, and has been a great help in keeping me on schedule, and on track, this year.

I also want to pay a particular tribute to those faculty who spent most of the year working diligently, but without much publicity, on the Senate committees. The chairs of these Senate committees have been wonderful: Ed Sparer of Academic Freedom, Dave Cummins of Economic Status, Janice Madden of the Committee on the Faculty, Martin Pring of the Committee on Administration and Clif Cherpack of the Senate's *Almanac* Committee. It has been a rewarding experience working with them, and I thank them.

Phoebe S. Leboy

Senate (Continued from Last Week)

Paragraphs deleted from last week's Senate coverage are below. At right, an action taken.

Six Papers: Introducing Drs. Ralph Amado and James Emery for presentations on the *Six Working Papers for Strategic Planning*, Provost Thomas Ehrlich said the Academic Planning and Budget Committee will now have two subcommittees—Dr. Amado's on budget planning and Dr. Emery's on academic planning. Dividing the papers into two groups (Dr. Amado's on undergraduate education, graduate education and research; Dr. Emery's on the more administratively-related minority presence, educational outreach and ties with the city), both speakers stressed the need for additional refinement and faculty input before implementation of most of the options.

Communications: Dr. Adelaide Delluva, on behalf of faculty on the Council Committee on Communications, read a statement of concern on the projected elimination of the *Almanac* calendar.

Resolution on Terms of Appointment of Lecturers in the Law School Clinical Program

(Adopted by the Faculty Senate at its meeting April 21, 1982; forwarded to the Provost on April 26, 1982)

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 cumulative fulltime service for clinical lecturers with the following restrictions:

- The approval for 7 years of cumulative appointment only extends to lecturers in the clinical program.
- 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.
- The principal teaching activities of these lecturers will be in the Law School clinical program.
- 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.

Winding Down

Unless otherwise indicated by changes in flow of news and opinion, *Almanac* will publish May 11 and May 18, then suspend until midsummer. The office will be open through the summer.

Almanac

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ALMANAC, May 4, 1982



Code of Academic Integrity

Preface

The complexity of academic life today often impels members of an academic community to codify procedures that many people have long practiced. The University's new Code of Academic Integrity takes decisive steps in this direction. It is meant for the use of both instructors and students, since academic integrity is the responsibility of all those who perform academic work, whether it be the research, scholarship, and teaching of the faculty or the studies of the student body.

The new Code deserves the attention of all members of the University, and some of its provisions require special emphasis. It is the University's first code to contain a statement of principles of academic integrity (Chapter I). All students should read this chapter and the section on violations of academic integrity (Chapter II). In these chapters, the Code stresses that academic ethics are the mutual responsibility of both students and faculty.

Chapter IV describes what an instructor who detects a violation of academic integrity in his or her class must do to safeguard academic ethics. Such an instructor has three possible courses of action. The first is to settle the matter of the violation of integrity with the student privately. The second is to assign an appropriate grade to the work in question or—if the semester's work is complete—for the entire course and, at the same time, to make a formal complaint about the student to the Judicial Administrator. The third is to make a formal complaint about the student but to withhold a grade until a hearing of the Honor Court has determined the student's innocence or guilt. The instructor is the best judge of which of these actions to take. The maintenance of the highest standards of academic integrity will depend upon the willingness of instructors to rely upon this Code and its procedures to rule upon violations.

The Code presents, in plain language, the Honor Court's procedures, the penalties that it may impose or recommend to a student's Dean, and how a student or an instructor may appeal its rulings (Chapters V-VII). The Court's penalties may vary according to the seriousness of a student's offense, and may include a disciplinary notation on a student's transcript. While a student's school may later remove such a notation, in some cases it may become a permanent part of a student's academic record. Students should note, moreover, that every violation of academic integrity detracts from the University's reputation and is therefore severe.

The University believes that academic integrity, as embodied in the following Code, is so important that, in calling the new Code to the attention of the University community, the Provost notes that it is a concept to which all students should subscribe thoroughly so that its enforcement will be unnecessary. The new Code becomes effective on May 18, 1982.

ALMANAC, May 4, 1982

Code of Academic Integrity

I. Principles of Academic Integrity

1. Introduction. A university's reputation depends upon the quality and integrity of the academic work that its faculty and students perform. The academic work at a university includes the research, scholarship, teaching, and related activities of its faculty and the studies that its students undertake as they progress toward degrees or other certification.

2. Members of the Faculty. Members of the faculty should carry on their academic work in such a way as to encourage academic integrity.

3. Students. Students, like their instructors, should conduct themselves in their academic work with honesty and integrity.

4. Uniqueness of a Student's Work. Any work that a student undertakes as part of the progress toward a degree or certification must be the student's own, unless the relevant instructor specifies otherwise. That work may include examinations, whether oral or written, oral presentations, laboratory exercises, papers, reports, and other written assignments. Whenever possible, an instructor should specify the rules that students are to follow in completing these assignments. In written work other than examinations, a student must clearly indicate the sources of information, ideas, opinions, and quotations that are not his or her own.

5. Conduct of Examinations. An instructor should specify what materials students may use during examinations. An instructor may give an "open book" or "take home" examination, clearly stating the rules for such an assignment in advance. Different examinations may be appropriate if all the students in a course do not take an examination at the same time.

6. Consultation. A basic requirement of academic integrity is consultation between student and instructor about ethical conduct. An instructor should explain the principles of academic integrity to his or her students whenever it is appropriate to do so and a student should consult with an instructor whenever he or she is uncertain about the rules for an examination, proper attribution of written materials, or any other aspect of the academic process.

II. Violations of Academic Integrity

Conduct incompatible with these principles of academic integrity shall be a violation of this Code. Violations include, but are not limited to, the following:

1. Plagiarism. Plagiarism, or using another person's published ideas, data, or language without specific and proper acknowledgment.

2. Using or Performing Another Person's Work. Submitting a paper that someone else prepared, either in part or *in toto*, or preparing all or part of a paper or other written assignment for another student.

(continued next page)

3. Misconduct during an Examination. Copying from another student's paper, consulting unauthorized material, giving information to another student, or colluding with one or more students during an examination.

4. Prior Possession of an Examination. Acquiring or possessing an examination before it is given unless the instructor grants permission.

5. Submission of False Data. Submitting contrived or altered data, quotations, or documentation with an intent to mislead or deliberately misattributing material to a source other than that from which the student obtained it.

6. Work Used Previously. Submitting, without an instructor's prior permission, any academic work that a student has already submitted in the same or similar form as part of an academic requirement at this University or at any other institution.

7. Falsification of Transcripts or Grades. Falsifying, tampering with, or misrepresenting one's own transcript or other academic record or that of another student, or any materials relevant to a student's academic performance.

III. The Honor Court and Its Composition

Each year the Provost will appoint an Honor Court to deal with complaints concerning suspected violations of this Code by students.

1. The Pool for the Honor Court. The pool for the Honor Court shall consist of fifteen undergraduate students, fifteen graduate students, and thirty faculty members (distributed as follows: twenty-four from FAS, and two each from SEAS, Nursing, and Wharton). The undergraduate and graduate student members are selected as for the University Court.

2. The Judicial Administrator and the Judicial Inquiry Officer. The Judicial Administrator and the Judicial Inquiry Officer of the University Judicial System shall perform the same roles for the Honor Court.

3. The Panel for Hearing a Complaint. The Judicial Administrator shall name a panel from the pool to hear each complaint. Each panel will consist of three faculty members, three students, and the chairperson. The chairperson and the student members of the panel shall be undergraduates if the complaint concerns an undergraduate or graduate students if the complaint concerns a graduate student. The chairperson will whenever possible be someone with previous experience on the Court. A quorum of the panel is five members, including the chairperson, who votes only in the case of a tie. The person who makes a complaint and the student whom the complaint cites have the right to object to a panel member, according to the procedures in the Charter of the University Student Judicial System.

IV. Procedures Relating to Violations of the Code

1. The Instructor's Discussion with the Student. An instructor who questions the ethical conduct of a student in his or her academic work may elect to discuss the matter with the student privately. The instructor may reject the work in question and propose that the student prepare and resubmit a new version. If an informal discussion does not resolve the question and the instructor then contemplates disciplinary action, he or she shall suggest that the student consult with the Judicial Administrator.

2. The Instructor's Grade and Proper Notification in the Case of a Violation. An instructor who concludes that a student has violated this Code may assign the student whatever grade he or she considers appropriate either for the work in question or, if the semester's work is complete, for the entire course. If the grade is for an entire course, the instructor must consider the student's performance in parts of the course unrelated to the alleged violation. The instructor's grade should be a genuine academic evaluation of the student's work, not a punishment. Hence the instructor may not consult the student's prior disciplinary record. Within thirty days of detecting the alleged violation or no more than ten days after the due date for grades in the relevant course, the instructor must notify the student in writing of the grade and the reasons for it and refer the student to the Judicial Administrator.

3. The Instructor's Complaint to the Judicial Administrator (without a grade). An instructor who concludes that a student has violated this Code may elect to assign no grade at all but rather to make a formal complaint about the student to the Judicial Administrator and await the determination of the Honor Court before assigning a grade. In this case, within thirty days of the violation or no more than ten days after the due date for grades in the relevant course, the instructor must notify the student in writing of his or her action as in IV.2, above.

4. The Student's Petition to the Judicial Administrator. Any student whom an instructor cites for a violation of the Code of Academic Integrity has a right to contest the instructor's claim in the Honor Court. Within thirty days of receiving the instructor's notice of a grade or formal complaint and an Honor Court proceeding as described in IV.2, above, the student may file a petition with the Judicial Administrator asking the Honor Court to rule that he or she has not violated the Code. At this stage of the proceeding, the Judicial Inquiry Officer may attempt to arrange an informal settlement between the instructor and the student. If this negotiation fails, the Judicial Administrator will then name a panel of the Honor Court and proceed with a hearing.

5. Complaints of People other than the Instructor to the Judicial Administrator. A person other than the instructor in a course may file a complaint with the Judicial Administrator alleging that a student has violated the Code. If the complaint involves a course, the Judicial Administrator will notify the instructor of it. In such cases, unless the Judicial Inquiry Officer can settle the complaint informally, the Judicial Administrator shall name a panel of the Honor Court and proceed with a hearing.

6. Changes in the Instructor's Grade. When an instructor assigns a grade in the case of a suspected violation of the Code, it shall remain unchanged unless the instructor and the student agree to a change as part of an informal settlement or the Honor Court rules that the student did not violate the Code. In the latter case, the instructor shall reevaluate the student's work and assign the grade that would have been appropriate had he or she not suspected the student of violating the Code.

7. Consolidation of Cases. If a student's petition and a complaint against the student concerning the same matter are before the Court at the same time, the Judicial Administrator shall consolidate both cases into one.

V. Court Procedures Relating to Violations of the Code

1. Introduction. The procedures that the Honor Court will observe in hearing complaints are the same as those followed by the University Court, except for the following paragraphs.

2. Initiating Complaints. An instructor or any other member of the University community who wishes to make a complaint under the Code shall present it in writing to the Judicial Administrator. If a person other than the instructor in a course makes a complaint, then the Judicial Administrator shall notify the instructor of it.

3. Informal Settlements. The instructor shall have the right to participate in informal settlement discussions between the Judicial Inquiry Officer, the student, and any advisor of the student. The terms of an informal settlement shall not include any provision affecting the student's grade in the course in which the alleged violation of the Code took place unless the instructor agrees to the change.

4. The Burden of Proof. Whatever route leads to the convening of the Honor Court, the University shall have the burden of proving, by a preponderance of the evidence, that the student has violated the Code.

5. Enforcement. The Dean of a student's school shall enforce rulings of the Court.

6. Appeals. This Code deals with appeals in VII, below.

VI. Penalties

1. Introduction. If the Honor Court finds that a student has violated this Code, it shall impose or recommend to the Dean of the student's school an appropriate penalty. Before the panel considers a penalty, the Judicial Administrator shall inform it whether the Court has previously found the student to have violated the Code and the penalties, if any, that the Court imposed or recommended in those cases.

2. Available Penalties. The penalties that the Court has available to it are of two kinds, those that it may impose by its own authority and those that it must recommend to the Dean of a student's school for enforcement. The penalties that the Court may impose include the following: warning, reprimand, withdrawal of certain privileges, limited probation for not more than one year, and a period of mandatory service to the University community. The penalties that the Court must recommend to the Dean of a student's school include the following: disciplinary probation for a fixed period of time, disciplinary probation for an indefinite period, suspension for not longer than two years, indefinite suspension without the automatic right to readmission, and expulsion.

3. Notation on Transcript. In serious cases, the Court may recommend that a student's Dean place a notation on a student's transcript, either for a fixed term or indefinitely, stating that the Court has found the student guilty of violating the Code and citing the charge and the penalty.

4. Serious or Persistent Violations. The penalty for a serious violation of the Code will usually be a one- or two-semester suspension from the University. The *minimum* penalty that the Court must recommend regarding a student whom it has found guilty of a second serious violation of the Code is a one-year suspension from the University and a notation on the student's transcript.

5. Appropriate Penalties. The Court's penalty shall depend upon the seriousness of a student's unethical conduct. The Court will weigh such factors as the extent of the misconduct, the importance of the work on which the misconduct took place, the degree to which the student premeditated the misconduct, the student's awareness of the seriousness of the violation, the student's prior disciplinary record, and any special circumstances relating to the case.

6. Disciplinary Notations. If the Court's penalty for a violation of the Code has included a disciplinary notation upon the student's transcript, the student may, after one year for a first violation or in his or her final semester at the University for a serious violation, petition the Executive Committee of his or her school to remove it.

7. The Instructor's Grade in Cases Involving the Honor Court. After the Court has decided upon a complaint, it shall inform the instructor or the person who initiated the complaint of its decision. If the Court has found the student not guilty of violating the Code, the instructor should then assign a grade—which may differ from the grade he or she first assigned—based on the student's academic performance in the course. If the Court has found the student guilty of violating the Code, the instructor may, in assigning a grade, take into account the possibility that

the student, because of his or her unethical conduct, may not have performed all the course work. In either case, the instructor should inform the student in writing within ten days of the grade that he or she has assigned.

VII. Appeals

1. Introduction. Within thirty days of receiving a decision of the Honor Court or a ruling of the Dean, a student or an instructor may file an appeal with the Executive Committee of the relevant school.

2. Scope of Appeals. The Executive Committee, in considering an appeal of a ruling of the Court, shall limit its review to procedural error, the severity of punishment, and the consideration of new evidence. If the Executive Committee believes that there is persuasive new evidence in a case, it may return it to the Honor Court for a new ruling. It shall not reconsider findings of fact. The Executive Committee may not increase the Court's penalty as the result of an appeal.

3. Appeal of an Instructor's Grade. A student may also appeal the grade that an instructor assigns on the ground that it is a punishment rather than a genuine academic evaluation (see IV.2). In such a case, the Executive Committee may discuss the matter with the instructor informally, and take whatever action it considers necessary to resolve the matter.

VIII. The Publishing of this Code

At the beginning of each academic year, the Provost shall call this Code of Academic Integrity to the attention of all instructors and students and will further arrange to have the full text of the Code published by the start of the academic year in a readily accessible University publication.

OF RECORD



Patient Bill of Rights

The following text was approved by the Trustees Executive Board on April 15, in keeping with an earlier approval by the Trustees of the Hospital of the University of Pennsylvania.

1. A patient has the right to respectful care given by competent personnel. A patient has the right to medical and nursing services without discrimination based upon race, color, religion, sex, sexual preference, national origin, or source of payment.

2. A patient has the right, upon request, to be given the name of his attending physician, the names of all other physicians directly participating in his care, and the names and functions of other health care persons having direct contact with the patient.

3. A patient has the right to every consideration of his privacy concerning his own medical care program. Case discussion, consultation, examination, and treatment are considered confidential and should be conducted discreetly. A patient has the right to have all records pertaining to his medical care treated as confidential except as otherwise provided by law or third party contractual arrangements. The hospital shall provide the patient, upon request, access to all information contained in his medical records, unless access is specifically restricted by the attending physician for medical reasons or is prohibited by law.

4. A patient has the right to know what hospital rules and regulations apply to his conduct as a patient. A patient has the right to be informed of his rights at the earliest possible moment in the course of his hospitalization.

5. The patient has the right to expect emergency procedure to be implemented without unnecessary delay. The patient has the right to good quality care and high professional standards that are continually maintained and reviewed.

6. The patient has the right to full information in layman's terms, concerning his diagnosis, treatment, and prognosis, including information about alternative treatments and possible complications. When it is not medically advisable to give such information to the patient, the information shall be given on his behalf to the patient's next of kin or other appropriate person. The patient who does not speak English should have access, where possible, to an interpreter.

7. Except for emergencies, the physician must obtain the necessary informed consent prior to the start of any procedure or treatment, or both. A patient or, in the event the patient is unable to give informed consent, a legally responsible party, has the right to be advised when a physician is considering the patient as a part of a medical care research program or donor program, and the patient, or legally responsible party, must give informed consent prior to actual participation in such a program. A patient, or legally responsible party, may, at any time, refuse to continue in any such program to which he has previously given informed consent.

8. The patient has the right to examine and receive a detailed explanation of his bill. The patient has a right to full information and counseling on the availability of known financial resources for his health care.

9. A patient has the right to refuse any drugs, treatment, or procedure offered by the hospital, to the extent permitted by law, and a physician shall inform the patient of the medical consequences of the patient's refusal of any drugs, treatment, or procedure.

10. A patient has the right to assistance in obtaining consultation with another physician at the patient's request and own expense.

11. The patient has the right to expect good management techniques to be implemented within the hospital considering effective use of the time of the patient and to avoid the personal discomfort of the patient.

12. A patient has the right to expect that the health care facility provide a mechanism whereby he is informed upon discharge of his continuing health care requirements following discharge and the means for meeting them. When medically permissible, a patient may be transferred to another facility only after he or his next of kin or other legally responsible representative has received complete information and an explanation concerning the needs for and alternatives to such a transfer. The institution to which the patient is to be transferred must first have accepted the patient for transfer.

13. A patient cannot be denied the right to access to an individual or agency who is authorized to act on his behalf to assert or protect the rights set out in this section.

ON CAMPUS

May 4-May 16

Academic Calendar

Through May 7 Final Examinations.
May 14, 15 Alumni Weekend.
May 16 Baccalaureate.
May 17 Commencement.

Children's Activities

Workshops

May 8 *The How and Why of Mummies*, for ages 9-12; 1 p.m., University Museum.
May 15 *Arboregames for Children*, Morris Arboretum treasure hunt, 10 a.m.
 CGS workshops. Information: Ext. 6479.
May 15-June 26 *The Secrets of Egyptian Hieroglyphs*, six sessions (no class May 29) for ages 13-16; 10 a.m., Rom 138, University Museum. Registration: Ext. 4015.

Conferences

May 4, 5 *How to Improve the Older Patient's Quality of Life*; 9 a.m.-4 p.m., Nursing Education Building (School of Nursing).
May 6 *Symposium for the Director of the Wistar Institute*, Hilary Koprowski; 9 a.m., Harrison Auditorium, University Museum.
May 14 *The Nursing Shortage: Myth or Reality?*; noon-2 p.m., Faculty Club (Alumni Society and School of Nursing).
May 14-16 *1982 BPA Northeast Regional Meeting: Computers in Biocommunications*; 6 p.m., University City Holiday Inn (CHOP). Registration: 596-9172.
May 15 *Teen Stress*, 9:30 a.m., Fine Arts Building (Delata Sigma Theta). Information: 849-7009.

Exhibits

Through May 6 *Fine Arts Graduate Students' Show*; Houston Hall Art Gallery.
Through May 17 *M.F.A. 3rd Year Exhibition* at the ICA 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 Uscott-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.

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.
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

May 5 *Polynesia*. **May 12** *Highlights*.
May 9 *North American Indians*. **May 16** *The Museum as Artifact*.

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

Meetings

Trustees

The May 13 Executive Committee meeting and Stated meeting of the Trustees have been cancelled.

Medical Faculty Senate Spring Meeting on May 11 at 4 p.m. in Room Dunlop B, Medical Education Building. Wine and cheese will be served at 3:30 p.m.

Music

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.
May 9 *Silly Wizard*, a 6-piece band playing traditional Scottish folk music; 8 p.m., Hopkinson Hall, International House. Tickets: \$5, students and seniors \$4.50. Information: 387-5125, Ext. 219.
May 15 *The Art of the Medieval Composer, 1200-1400 A.D.*, Collegium Musicum concert with Julianne Baird, guest soprano; 2 p.m., Lower Egyptian Gallery, University Museum.

On Stage

May 5-9 *Starters* by Jack Gelber, Philadelphia Festival Theatre; Harold Prince Theatre, Annenberg Center. Information: Ext. 6791.
May 6, 7, 8, *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 13 *Wimmer, Wimmer and Dancers and Zero Moving Dance Company*, Annenberg Center Dance Umbrella; 1 p.m. and 8 p.m., Zellerbach Theatre. Information: Ext. 6791.



Margaret Mead and Lenora Foerstel in New Guinea, 1953. See Special Events, May 14, below.

Special Events

May 6 *Garden Party*, open bar and unlimited hors d'oeuvres; 4:30-6:30 p.m., Faculty Club. Information: Ext. 4618.
May 7-14 Spring Plant Sale at the Morris Arboretum. Call 247-5777 for hours and information.
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.
May 14 *Margaret, Manus and Me*, a lecture and film footage never made public of Margaret Mead in the New Guinea village of Manus, presented by anthropologist-filmmaker Lenora Foerstel; 7:30 p.m., Harrison Auditorium, University Museum. Admission: \$5, members; for non-members \$7.50; students free. Potlach restaurant of the Museum open for dinner at 5:30 p.m. Information: Ext. 3024.

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*.
May 8 *Men's Lacrosse* vs. U. of Maryland (Baltimore), 1 p.m.
May 10 *Baseball* vs. Lafayette (2), 1 p.m.
May 11 *Baseball* vs. Glassboro, 3 p.m.

EASTER ISLAND



See Talks, May 7, below.

Talks

May 4 *Philadelphia's Contribution to the Visual Arts: Painting as Social Morality*, Anthony Garvan, professor of American civilization; 4:30 p.m., Annenberg Auditorium.
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).
May 7 *Inverse Scattering*; Haralambos N. Kritikos, professor of electrical engineering; noon, Room 107, Moore School of Electrical Engineering (Valley Forge Research Center Seminars).
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.
May 11 *Receptors and Psychosis: Relevance of the PCP/Sigma Opiate Receptor to Psychiatry*; Stephen R. Zukin, M.D., assistant professor of psychiatry, Mt. Sinai Medical School; 11:30 a.m., Medical Alumni Hall, HUP (Department of Psychiatry Colloquium).
Molecular Studies of Brain Opiate Receptors; Dr. R. Suzanne Zukin, assistant professor biochemistry and neuroscience, Albert Einstein College of Medicine; 3 p.m., Room 212, Nursing Education Building (Department of Pharmacology).
Ionic Channels: The Molecular Unit of Membrane Excitability, Eleventh Annual Louis B. Flexner Lecture; Bertil Hille, professor of physiology and biophysics, University of Washington, Seattle; 4:30 p.m., Dunlop Auditorium A, Medical Education Building (Institute of Neurological Sciences).
Philadelphia's Contribution to Governing Urban America; Edwin T. Haele, professor of political science 4:30 p.m., Fine Arts Auditorium.
May 13 *Using Monoclonal Antibodies to Probe the Human Neuron*; L. Lampson, assistant professor of anatomy; 12:30 p.m., Room 215, Nursing Education Building (Neuropsychopharmacology Colloquia).

Courses/Adult Workshops

May 10-13 *Registration for English classes*, International House, 9:30 a.m.-4 p.m. Information: 387-5125, Ext. 225.
May 4 *Impressionism*, three sessions, 10 a.m.
May 6 *The Best of Baltimore: The Walters Art Gallery and Harborplace*, all-day tour, 8:30 a.m.
May 11 *Literary Marketplace: Writing Articles for Publication*, six sessions, 5:45 p.m.
May 13 *Beginning Drawing*, 6:30 p.m.
 These are non-credit courses sponsored by the College of General Studies. Registration and information: Ext. 6479.
May 11 *Getting Bugged Down Can Be Fun*, two sessions, 7 p.m.
May 15 *The Edible Arboretum*, 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 **May 11, at noon, for the May 18 issue**.

Update on Periodicals

The Digest, An Interdisciplinary Newsletter for the Study of Food, Sue Samuelson and graduate students from the department of folklore and folklife, editors. Publishes three times per year as a service to the Foodways Section of the American Folklore Society. Contains research articles on food and culture, announcements of meetings, book reviews, course outlines and a directory of researchers. \$5 per year. Inquiries: The Digest, 415 Logan Hall/CN.

ALMANAC, May 4, 1982



Emeritus Professor I. O. Quagmire by "Bo" Brown

Alumni Weekend is not a single event but a potpourri, and it is not for-alumni-only but welcomes faculty and staff. Below is the schedule of the General Alumni Society. Note that it includes programming for the new Black Alumni Society and other schools and departments whose alumni groups will be active on this occasion: the Wharton School, the Medical, Education, and Engineering Alumni Associations.

May 14 12:30 p.m. Welcome Reception and Luncheon. Speaker: Dr. Theodore Hershberg, associate professor of history, SPUP, director Phila. Social History Project, Center for Phila. Studies, on *Philadelphia: Past, Present, and Future*; Anvil Club, Class of 1920 Dining Commons. Admissions: \$10. **2:30 p.m.** *The Greening of the University*, talk and slide show; Delia Bentivoglio, Penn landscape coordinator, Room B-6, Stiteler Hall. **4-6:30 p.m.** Alumni Weekend Cafe, patio of the E. Craig Sweeten Alumni Center, 3533 Locust Walk. **5 p.m.** Annual Meeting of the Society of the

Alumni Weekend: May 14, 15

College, Tea Room, Faculty Club. **5:30-7:30 p.m.** Alumni Weekend Buffet Dinner, steamboat roast and seafood newburg, Faculty Club. **8 p.m.** *Casino!*, Penn Glee Club's 120th annual production, Zellerbach Theatre, Annenberg Center. **9 p.m.-1 a.m.** Alumni Weekend Dance Party, DJ Martin Colivera, Richards Building Plaza (rain location: Hutchinson Gymnasium).

May 15 7:30-10:30 a.m. Saturday breakfast a la carte, Anvil Club, Class of 1920 Commons. **9 a.m.** Association of Alumnae Coffee Hour, Vance Hall Lounge. **9:15 a.m.** Fourth Annual Alumni Run, 3.1 miles, Franklin Field. **10 a.m.-5 p.m.** Open House at the Bookstore, refreshments. **10:15 a.m.** Campus Tours, corner of 39th and Spruce every half hour. **10:30 a.m.** *Penn's Chariots of Fire: Paris 1900*; sociology professor Dr. E. Digby Baltzell, Room B1, Vance Hall. **11:30 a.m.** Alumni Day Picnic Lunch, Superblock Plaza, 39th and Locust. **12 noon**, Old Guard Luncheon, Old Guard Tent, Superblock Plaza. **2 p.m.** Parade of Classes, reviewed by President Hackney, Locust Walk. **3 p.m.** Alumni Day Ceremonies, CW '52 president of the General Alumni Society Sara S. Senior presiding, on Blanche P. Levy Park, College Hall Green. **3:30** Ivy Day, traditional placing of the stone and with guest speaker Mike Wallace.

The Black Alumni Society will hold its first annual meeting in conjunction with Alumni Weekend festivities on **May 15, 11 a.m.**, Room B6 Stiteler Hall. The umbrella table will begin serving picnic lunch at 11 a.m., Superblock Plaza, where people will convene after the meeting. For reservations and information, contact the Alumni Relations Office, Ext. 7811.

The Education Alumni Association is sponsoring a lecture on **May 15** entitled *Liberating*

Composition by Dr. Linda Brodkey, assistant professor of GSE at 10:30 a.m. in Room B 21, Stiteler Hall.

The Engineering Alumni Association plans an "Engineers Only" dinner on **May 13** for the Class of '32, 6 p.m., Faculty Club. On **May 15**: "Engineers Only" Coffee and Danish with the dean of SEAS, 8:30 a.m., 1st floor, Towne Building; Engineers Alumni Society Tent, 12 noon, High Rise Area.

The Medical Alumni will focus on *Medical Research and Teaching at Penn—New Frontiers*. A presentation by Dean Edward Stemmler of the Distinguished Alumnus Award, a first in the history of the Medical School, to honor an alumnus for outstanding academic and/or professional achievement in medicine will highlight the Alumni Luncheon on **May 14**. There will be student tours of the Medical Center, a tape presentation *AOA Leaders in American Medicine, An Interview by Dean Edward Stemmler with Dr. Francis C. Wood* shown at the Medical Library, and reunion dinners. For more information about these and the events listed below, call the Medical Alumni Affairs Office at Ext. 8094 or 6197.

May 14 9 a.m. *Recent Advances in Neurological Diseases*; Perry B. Molinoff, M.D., Chairman, Department of Pharmacology; Neal Nathanson, M.D., Chairman, Department of Microbiology. **10:45 a.m.** *Recent Advances in Diabetes and Related Metabolic Disorders*; Leonard Jarett, M.D., Chairman, Department of Pathology; Roy D. Schmickel, M.D., Chairman of Human Genetics. **12 noon** Medical Alumni Society Annual Luncheon, presentation of Distinguished Alumnus Award. **3 p.m.** *Improvements in Medical Education at Penn*; faculty, student, alumni interchange with Peter C. Nowell, M.D., professor of anatomy, presiding. **4:30 p.m.** Student-guided tours of the Medical Center and Medical Library. **6 p.m.** Medical Alumni Reception and Buffet Dinner, music and student entertainment.

May 15 10 a.m. *Issues in Contemporary Medicine*. **10 a.m.** *In-Vitro Fertilization*; Luigi Mastroianni, Jr., M.D., Chairman and professor of Ob/Gyn. **11 a.m.** *Behavior Modification and Obesity*; Henry A. Jordan, M.D., associate clinical professor of psychiatry. **11:30 a.m.** Medical Center and Library Tours.

Wharton Alumni Day lectures will be held in Room B11, Vance Hall on **May 15**. Schedules, maps, coffee, and rolls will be available in the Lobby from 8 a.m. For more information call Ext. 8478. **9 a.m.** *Tips on Personal Financial Planning*; Charles B. McCaffrey, lecturer on corporate and estate planning. **10:30 a.m.** *A Personal View of Personal Computers*; Dr. David N. Ness, vice dean, Wharton undergraduate, associate professor of management and decision sciences; Dr. Gerald E. Hurst, professor, decision sciences. **12 noon** Wharton Alumni Luncheon, Hoover Lounge, Vance Hall. **3:30 p.m.** *Changes in Tax Planning as a Result of The Economic Recovery Act of 1981*; Mr. Carl A. Polsky, lecturer of accounting.

Policy Statement Unanimously Adopted Philadelphia, April 17, 1982

We, the leaders of the Ivy League Marching Bands, recognize the importance of our organizations for school spirit and alumni and public relations. We feel that both cooperation with and support from our school administrations are vital to the production of quality entertainment at intercollegiate sporting events. Recognizing and encouraging the diversity of our organizations, we believe we have a valid place within the framework of Ivy League Athletics. We acknowledge past concerns and accept responsibility for the role we play in the educational process at our respective institutions.

A spirit of cooperation among our bands has been established and will continue.

BROWN <i>John Kelly</i> President	COLUMBIA <i>Garth Brown</i> Head Marcher
CORNELL <i>Robert E. [unclear]</i> Manager	DARTMOUTH <i>Timothy J. Kelly</i> President
HARVARD <i>Lawrence K. [unclear]</i> Manager	PENNSYLVANIA <i>Robert J. [unclear]</i> President
PRINCETON <i>Marc A. [unclear]</i> President	YALE <i>Malcolm [unclear]</i> President

For the first time, presidents and managers of all eight Ivy League marching bands assembled last month, at Penn's invitation, to discuss issues rising on most of their campuses: curtailment of travel, lack of communication between campuses on arrangements for visiting teams, and criticisms levelled at some bands in recent years.



Oral Health: May 5

The Dental School's first Oral Health Community Day is May 5. From 9 a.m. to 1 p.m., visitors can have free oral health examinations, oral cancer screenings, blood pressure examinations, denture evaluations and dental health presentations. The children's clinic will also be open free of charge, with dental examinations for children accompanied by a parent. For those who register as patients, the normal registration fee is halved that day.

For further information, call Ext. 8961.

OPPORTUNITIES

Listings are condensed from the personnel bulletin of May 3 and therefore *cannot be considered official*. New listings are posted Mondays on personnel bulletin boards at:

Anatomy-Chemistry Building: near Room 358;
Centenary Hall: lobby;
College Hall: first floor;
Franklin Building: near Personnel (Room 130);
Johnson Pavilion: first floor, next to directory;
Law School: Room 28, basement;
Leidy 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.
Applications Programmer II (2 positions) \$16,350-\$22,600.
Area Director of Admissions (4680).
Assistant Dean for Admissions (4774).
Assistant Director II (4730) \$14,500-\$19,775.
Assistant Director II (4418) \$16,350-\$22,600.
Assistant Director IV (C0439).
Assistant Manager I (4770) \$12,200-\$15,575.
Assistant to the Director (4801) assists in the implementation of Annual Giving programs; identifies, recruits and supports class volunteers, reunion campaign solicitors; supports regional phonathons; performs related duties (degree; experience in sales or sales support; some work experience) \$12,000-\$16,100.
Business Administrator IV (C0565).
Coach III (4766).
Coordinator-Curricular Affairs (4753) \$13,100-\$17,800.
Counseling Psychologist II (3945) \$16,350-\$22,600.
Data Communications Trainee (4785).
Director (2 positions) (4653) (4654).
Director IV (C0589).
Director of Investments (4795) reports to chief financial officer; staffs Trustee's committee on investments; administers university's endowment and related investments programs (ten years' experience in endowment/portfolio management in university sector).
Director/Management Support (4797) does internal audits, internal management consulting, management systems review and Trustee staff support; provides staff support to Executive Vice President (advanced degree in management related field; ten years' responsibility in managerial analysis or roles; experience in analysis of complex organizations in a university environment; credentials in industrial/commercial/consulting world).
Director/UMIS (4796) administers data processing resource, systems development, computer operations (ten years' responsibility in management of complex administrative/management information systems operations).
Head Coach, Women's Rowing (4515).
Investment Analyst (C0623) responsible for investment of short-term funds, back-up trading of securities and stock research; manages Portfolio of short-term investments (degree; coursework in investments, finance or accounting; some investment experience) \$16,350-\$22,600.
Lecturer Clinical Supervisor (4677).
Librarian I (4765) \$13,100-\$17,800.
Librarian II (4799) performs general reference functions; participates in library orientation and instruction programs; conducts automated retrieval searches; documents reference work (MLS from an ALA accredited program; two-three years' professional reference experience with online searching; second language helpful; background in social science or humanities subjects; service orientation; communication skills; familiar with documents' reference sources) \$14,500-\$19,775.
Programmer Analyst I (C0559) \$14,500-\$19,775.
Programmer Analyst II (C0584) \$16,350-\$22,600.

Research Coordinator (C0476) \$14,500-\$19,775.
Research Coordinator (C0613) does statistical testing and compilation, data processing; supervises data gathering; writes reports; researches and locates research material (degree; knowledge of statistical and research methodology, SPSS and other software packages; able to use index medicus) \$14,500-\$19,775.
Research Coordinator, Senior (C0612) organizes registry and manages drug company personnel performing data collection out of state; trains interviewers; coordinates data management (degree; advanced degree preferred; experience in training and research methods; willing to travel twice a month) \$16,350-\$22,600.
Research Specialist Junior (6 positions) \$12,000-\$16,100.
Research Specialist Junior (2 positions) (C0611) conducts research in neurobiology; does tissue culture, immunohistology and hybridum production (degree in bio-science; position available at any experience level with matching responsibilities; experience in tissue culture preferred (C0616) does bacterial culture, plasmid isolation, solution preparation, DNA/protein gel electrophoresis, DNA cloning and sequencing, and general laboratory maintenance (degree with two years' laboratory experience, preferably in microbiology; experience in DNA and protein separation techniques or recombinant DNA) \$12,000-\$16,100.
Research Specialist I (2 positions) (C0583) (C0596) \$13,100-\$17,800.
Research Specialist II (C0606) services and maintains three linear accelerators and one neutron machine; assists in design of radiation monitoring equipment; designs electronic circuits for radiation equipment and upgrading of 6MV accelerator; does research in the design of beam flattening filters (two years' experience in electronic circuits; three years' servicing linear accelerators; must have great dexterity) \$14,500-\$19,775.
Research Specialist III (C0573) \$16,350-\$22,600.
Research Specialist IV (2 positions) (C0380) (C0582).
Technical Support Programmer (4788) maintains system software; designs programs; implements software systems and utilities; assists in design of system documentation and standards specifications; provides consulting assistance; develops and maintains in-house computing facilities (degree or experience; two years' programming experience in one high level language, JCL, utilities, OS concepts, access methods and direct access devices) \$16,350-\$22,600.
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 I (4786) administers departmental budgets; handles payroll; supervises office staff; arranges meetings; processes bills; makes travel arrangements; types correspondence (two years' college and/or business school training; three years' experience in accounting; knowledge of university procedures; types 45 wpm) \$9,925-\$12,250.
Administrative Assistant II (2 positions) (4780) (C0557) \$10,575-\$13,100.
Air Condition/Refrig. Mechanic (4721) Union Wages.
Assistant to Loss Prevention Specialist (2 positions) (4709) (4762) \$9,125-\$11,700.
Clerk I (4791) operates xerox machine; labels slides and photographs; files; answers phone; enters diagnosis in book; distributes mail; runs errands (high school diploma; some clerical experience; ability to work independently and follow instructions; very dependable) \$6,325-\$7,625.
Clerk III (4784) \$8,775-\$10,723.
Clerk IV (C0581) \$9,375-\$11,500.
Clerk, Limited Service (4782) Hourly Wages.
Computer Operator (C0625) mounts tapes and disk pack tape conversions; maintains facilities; assists with training and documentation; works from 1-9 p.m. (associate degree in data processing; three years' experience in computers, DEC-10; training experience) \$9,925-\$12,250.
Coordinating Assistant (Medical, 40 hours) (C0600) \$12,075-\$14,975.
Coordinating Assistant (2 positions) (4777) (C0539) \$10,575-\$13,100.
Custodial Supervisor (4735) \$14,575-\$18,700.
Dental Assistant II (2 positions) (4783) (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.
Intermediate Draftsman (C0617) does drafting and illustration, tracings, some calculations and posters; fills reprint requests; reshelves books; binds journals; does general library maintenance (degree in fine arts; six months' training and six months' internship in drafting and medical illustration) \$12,600-\$15,500.

Junior Accountant (4705) \$9,925-\$12,250.
Junior Mechanic (C0624) cuts and stocks materials; cleans shop equipment; does general maintenance of equipment; helps assemble laboratory apparatus (high school diploma with general mechanical ability) \$7,900-\$10,100.
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) \$9,925-\$12,250.
Research Bibliographer II (4798) researches and writes reports on prospective donors (at least two years' college; ability to work independently; be imaginative and have curiosity; library skills) \$11,225-\$14,000.
Research Dental Assistant IV (C0528) \$11,225-\$13,775.
Research Lab Technician I (C0575) \$9,150-\$11,100.
Research Lab Tech II (3 positions) \$10,175-\$12,400.
Research Laboratory Technician II (4 positions) (C0607) prepares micro-electrodes; helps with electrophysiologic experiments; helps and performs animal dissection; makes solutions of reagents; analyzes and interprets data records (degree in biology or equivalent; two years' laboratory experience; electronics and computer expertise) (C0615) does tissue culture, column and affinity chromatography, photographic processing; cares for small animals; assists in surgical procedures (degree with chemistry major or minor; experience in basic laboratory procedures) (C0609) assists with experimental animals; does tissue processing for electron microscopy; performs histologic and related procedures (degree in biological sciences; ability to assume responsibility; experience with small animals; department will train) (C0618) grows bacteria; prepares sub-cellular fractions; operates visible and infrared spectrophotometers, electrophoresis and H.P.L.C. apparatus (degree in chemistry; two years' experience in chemical or biochemical laboratory) \$10,175-\$12,400.
Research Lab Tech III (4 positions) \$11,225-\$13,775.
Research Laboratory Technician III (3 positions) (C0614) performs biomedical laboratory work; interphases with others' work (degree in biology or chemistry; familiar with laboratory techniques; ability to work independently; completion of three month in-house training period) (C0622) does studies, surgery and care for animals; uses electrical recording equipment; does patient studies (degree; flexible working hours; works independently; experience in computer programming) (C0610) characterizes cell surface molecules; identifies, isolates and characterizes antigens (degree in chemistry or biochemistry) \$11,225-\$13,775.
Research Machinist II (2 positions) \$12,775-\$16,375.
Secretary II (6 positions) \$8,775-\$10,723.
Secretary III (7 positions) \$9,375-\$11,500.
Secretary, Med/Tech (8 positions) \$9,925-\$12,250.
Secretary/Recp/Med/ Acad (C0599) \$10,575-\$13,100.
Secretary/Tech Word Proc (2 positions) (4517) (C0590) \$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.
Employee (3 positions) Hourly Wages.
Extra Person (2 positions) Hourly Wages.
Librarian (4393) Hourly Wages.
Secretary (2 positions) (C0580) (C0387) Hourly Wages.

243-R-I-D-E

Effective May 8th the Escort Service will operate Monday thru Friday, 6 p.m. to 1:00 a.m. only. Full service will resume September 8.

—Ruth Wells
 Crime Prevention Specialist
 243-4481 or 243-6606