

Almanac

Tuesday, November 9, 1982

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Research Partnership: Dialogue in December

Relations between universities and corporations are the main theme of *Partners in the Research Enterprise*, the December 14-16 conference Penn will co-sponsor here with seven other major research universities. But a third partner, government, is neither silent nor absent as some 300 scholars and research-oriented corporate leaders gather to examine the past, present and future of research and development in the U.S.

President Sheldon Hackney's invitations are in the mail to selected members of this university and to those at the joint sponsors' institutions—Princeton, Washington, Yale, Johns Hopkins, Cornell, Michigan and Texas Universities. However, added Dr. Thomas Langfitt as conference coordinator, some 500 pages of proceedings will be published afterward for wider discussion of the relationships.

Multiple goals of the conference are to review the origins and current status of collaborations in research and development between corporations and universities, specifically studying several models which show benefits and risks both to universities and to corporations.

In later sessions the conference addresses the role of government, and the larger impact on universities, corporations and society. Some effort will be made to predict the extent and importance of collaborations in the future, and find mechanisms to continue the dialogue begun.

Evenly dividing the participation between universities and corporations—and giving approximately equal time to biological/biomedical sciences and to physical/engineering sciences—the conference is described as “comprehensive in its treatment of the subject because it is based on a set of key issues so defined by a 16-person steering committee with equal representation from universities and corporations.”

Dr. Hackney opens the conference Tuesday evening along with Henry Wendt, President and CEO of SmithKline Beckman Corporation, the firm which is providing funding for the conference.

Wednesday's proceedings are opened by Trustees Chairman Paul F. Miller, Jr., Pennsylvania Governor Richard L. Thornburgh,

and Yale's President A. Bartlett Giamatti. In Session I, the author of a major NSF monograph, New York University's Herbert I. Fuseld, gives an overview of university-corporate collaborations. Washington University's Dean of Public Health and Community Medicine Gilbert S. Omenn then analyzes specific models. AAU President Robert M. Rosenzweig, formerly vice president for public affairs at Stanford, sums up a recent exploratory conference on the subject, the 30-member Pajaro Dunes Conference held on the West Coast. The reactor is General Electric's Chairman Emeritus Reginald Jones.

In Session II, *The Anatomy of University-Corporate Relations* starts with Washington University Vice Chancellor Samuel B. Guze's discussion of characteristics of his university's research agreement with Monsanto. Genentech Vice President Thomas D. Kiley discusses key issues in patents and licences, and Rensselaer's President George M. Low, formerly of NASA, talks about the organization of industrial relationships in universities. Reactors for the session are Nobel Microbiologist George E. Palade of Yale, and former FDA Chief Counsel Peter B. Hutt of Covington and Burling.

At that night's dinner the featured speaker is the President of the National Academy of Sciences, Frank Press, who was science advisor to President Carter.

Thursday at Session III, E. I. du Pont de Nemours & Company Executive Vice President for Research and Development William J. Simeral traces from the thirties the evolution

(Continued on page 2)

SENATE

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

TO: Members of the Faculty Senate
FROM: Murray Gerstenhaber, Chair
SUBJECT: Senate Nominating Committee

1. In accordance with the requirements of the Senate Bylaws, notice is herewith given to the Senate Membership of the Senate Executive Committee's 9-member slate of nominees for the Nominating Committee for 1982-83. The Nominating Committee nominates candidates for election to the Offices of the Senate (chair-elect and secretary-elect), to the at-large positions on the Senate Executive Committee, and to the Senate Committee on the Economic Status of the Faculty and the Senate Committee on Academic Freedom and Responsibility. The nine nominees, all of whom have indicated their willingness to serve, are:

Michael Cohen (professor of physics)
Fred Karush (professor of microbiology/ Med.) (chair)
Max Listgarten (professor of periodontics)
Setha Low (assistant professor of landscape architecture)
Morris Mendelson (professor of finance)
Ellen Prince (associate professor of linguistics)
Gerald Prince (professor of Romance languages)
Ralph Smith (associate professor of Law)
Arthur Whereat (associate professor of cardiovascular/ Med.)

2. Pursuant to the Bylaws, you are herewith invited to submit additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the date of this notice. If no additional nominations are received, the slate nominated by the Executive Committee will be declared elected. Should additional nominations be received, a mail ballot will be distributed to the Senate Membership.

The closing date for receipt of nominations by petition is Tuesday, November 23, 1982. Please forward any nominations by petition to the Faculty Senate Office, 15 College Hall/CO.

Senate: Salaries and Benefits

On Senate's agenda for the fall meeting Wednesday, November 17, is the report of the Committee on the Economic Status of the Faculty, in which the Committee “continues to seek a 2.5 percent annual increment over and above the rate of inflation in order to restore losses in real income.” The full report appears on pp. 3-4.

Next week, Senate's Ad Hoc Committee on Tuition and Admissions Benefits for Faculty Children publishes a summary of its recommendations. (See agenda, p. 3.)

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Goodbye, Mr. Chips

DP: President Chips, you are retiring on the 25th anniversary of President Hackney's celebrated 1984 announcement that we had become One University. Would you summarize our progress and problems since then?

PC: Hackney admitted rather than declared it, since we had in no way changed; but we have since significantly shrunk the physical if not the psychological size of the University. We are now a national model of large-scale integration, even, as you are aware, I am myself.

Our greatest problem remains the man-machine interface; our students are only figuratively plugged in to their courses. Some who remember Penn's creative handling of OMB Circular A-21 in the early 1980s may regard this as a virtue. Faculty were then required to report the allocation of their time in order to collect federal funds. Our primitive computers annually prepared a tentative report for each faculty member in which the sum of all hours amounted scrupulously to 100 percent of available time; the faculty member was asked to sign or mark any errors. All signed and these sheets were transmitted. Since they were not in machine-readable form, the paperwork overwhelmed the OMB, which quickly took the attitude that in generating the paperwork it had already accomplished its main function. Penn, consequently, was never in the forefront of those universities agitating for the repeal of A-21 and missed an opportunity for national recognition. Those who demonstrate the absurdity of a process which has become a part of national life are, of course, never celebrated. The present approach adopted by Penn is reminiscent of our handling of the requirement that faculty certify that they were not communists during the era of Senator Joseph McCarthy. Other universities made national news by their protests over this attack on academic freedom, but at Penn the president merely certified, for the entire faculty, that to the best of his knowledge no member was a communist. Since he never asked anyone, and they never volunteered such information, his certification was always made in good faith, and was accepted without question. Again, however, we missed some PR opportunities. We now handle A-21 similarly, all data being machine-read directly to me. There is no printout to contradict, and I certify in "good faith" that everyone's time is properly accounted for, but again there will be no PR.

Problems of tenure and academic freedom have disappeared as the standing faculty has shrunk to fifteen, but disputes over royalties and residuals have taken their place. We had one case of alleged pirating of another professor's personality, but the court decided that with programmed playbacks, no professor could any longer be held to have a personality, something of which students occasionally complained even in Hackney's day. There was some dissatisfaction with the primitive video-discs of that day because of the student's inability to ask questions. This was remedied later by allowing branching to segments which usually began with "I'm glad you asked that," followed by unresponsive generalities. The technique was adapted, I understand, from televised political debates of the era. With the advent of machine grading of essay questions, students actually welcomed these, since repetition of those generalities defeated the grading program and produced high scores.

DP: Do you regret that you are stepping down?

PC: "Regret" would be impossible. My tenure was an experiment that sprang from the University's Management Information System which through me finally achieved totally centralized administration, one of Penn's creative solutions to classical problems which got us no PR whatever; outsiders never noticed. A part of me will, I believe, always remain as close as your terminal.

Murray Gerstenhaber

Partnership (from page 1)

of an R and D policy in a corporation. Next is Erich Block, IBM Vice President for technical personnel development, on the role of the corporation in the education and training of young scientists. Among reactors will be Ronald Cape, chairman of Cetus Corporation.

The governmental role in the partnership emerges Thursday with *Completing the Triangle*, a session led off by U.S. Rep. Albert Gore of Tennessee, with a representative of France's research-conscious Mitterand government following. Reactors will be NIH Director James Wyngaarden and a member of the West German government, to be named.

Universities as the source of "great developments" will be the topic for luncheon speaker William O. Baker, retired chairman of the board of Bell Laboratories.

Finally, the day's summary session has three rapporteurs—Bennington President Michael Hooker, a humanist, responds for the universities', SmithKline Beckman Vice President Bryce Douglas for the corporate world, and Mrs. Jacqueline Wexler, as president of the National Conference of Christians and Jews, for the impact on society. Reactors to their summations are *Science Magazine* New Editor Barbara Culliton and Nobel Economist Kenneth J. Arrow of Stanford.

For Schele's Tenth: Symposia and Honorary Degrees

For its tenth anniversary the Scheie Eye Institute is holding two symposia November 18 and 19, and awarding five honorary degrees—November 19 at 10:30 a.m.—to individuals distinguished in the field of ophthalmology. They are: 1981 Nobel Prize in Medicine recipient Dr. Torsten Wiesel, professor of neurobiology, Harvard Medical School; Professor Jules Francois, director of ophthalmology, University of Ghent, Belgium; Dr. Arnall Patz, director, Wilmer Institute, Johns Hopkins Hospital, Baltimore; Dr. Charles Schepens, president, Retina Foundation of Boston; and Dr. Carl Kupfer, director of National Eye Institute, Bethesda, Maryland. Among the subjects to be discussed are three new techniques in ophthalmological treatment and research: use of the laser in treating macular degeneration; use of the Yag laser in removing cataracts; and use of a laser Doppler technique to measure blood flow in the eye.

Thursday's 2-5 p.m. symposium will cover basic research in the visual process. Four of the five honorary degree nominees will present brief talks with Dr. Carl Kupfer presiding and Dr. Alan Laties, director of research at the Institute, chairing the second part. Friday's symposium is aimed toward the public: a series of talks on the current and future state of ophthalmology and clinical practice, 2-4 p.m. in the Medical Education Building.

Tours of the Institute precede the afternoon programs, at 10 a.m. and 9 a.m. on those respective dates, and a Friday luncheon is set for 12:15 p.m. Scheie Eye Institute, a part of Presbyterian-University of Pennsylvania Medical Center, houses the 108-year-old Department of Ophthalmology of Penn's School of Medicine and is rated one of the top eye care centers in the world.

You Have the Wrong Number?

A number of offices and individuals have notified Telecommunications of corrections or additions to listings in the recently published *University Telephone Directory*. A *Directory* update will be published shortly in *Almanac*. Any changes not yet reported to Telecommunications should be brought promptly to the attention of Kim Peckman, telephone service coordinator, P-105 Franklin Building/16, Ext. 1199.

Almanac

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Report of the Senate Committee On the Economic Status of the Faculty

November 5, 1982

Note: This report covers the period from the Senate meeting on November 18, 1981, to the Senate meeting of November 17, 1982. Therefore, it is a report both from the 1981-82 Committee and the 1982-83 Committee.

During the past year, the Senate Committee on the Economic Status of the Faculty dealt with issues of both salary and benefits. Its overriding concern was to restore, over a period of several years, the faculty's purchasing power that had been lost to inflation during the 1970s. Whether estimated through AAUP figures or those of the Census Bureau, this loss amounted to a reduction of the faculty's real income of about 21 percent between 1970-71 and 1980-81. There is no reason to think that the experience at Pennsylvania differs from this national average.

Salary Increases

At the Senate meeting of November 18, 1981, the Senate passed a resolution calling upon the administration "to provide in the 1982-83 budget for an increase of no less than 12.0 percent in the funds available for faculty compensation." This figure consisted of a 9.5 percent increase to account for inflation during calendar year 1981 and 2.5 percent additional increment to restore a small part of the eroded real income. The actual increase between academic years 1981-82 and 1982-83 amounted to approximately 8.6 percent. This consisted of an average increase of 7.6 percent for continuing faculty who were not promoted (exclusive of the School of Medicine), and approximately 1 percent of the total wage bill that was expended in the Provost's Salary Reserve Fund to cover promotions.

The final U.S. inflation figure for 1981 (January to January) was 8.4 percent, so that salary and compensation increases, on the average, slightly outpaced inflation for the second year in a row. Nevertheless, this performance, which appears tolerable at least by standards of the 1970s, was achieved only through a sudden and unexpected decline in the rate of inflation.

The Committee met regularly with the provost during the year and was accurately apprised of likely compensation increases at an early stage. The Committee recommended that the minimum increase for continuing faculty (the amount below which the Provost must be consulted regarding a faculty member's increment) be set at 5 percent, and this figure was used by the Provost.

An important issue arising in the spring related to general policies for the inter-school allocation of salary increments. The issue arose because it appeared that several schools would receive less than the average increment for the University. The Committee believed that the "One University" concept would be seriously impaired if salary increase policies were regularly set on a school-by-school basis. The fact that, aside from periodic deliberate market adjustments, average salary increases were uniform among schools has tended to sustain a sense of collegiality among faculty. In addition, the faculty voice in salary decision-making, via the elected Senate Committee on the Economic Status of the Faculty, would effectively be lost if salary policy-making became fractionated. Therefore, the Committee proposed the following guidelines for faculty salary increases (*Almanac* April 13, 1982):

1. Each year, the provost shall establish two University-wide guidelines on faculty compensation for the coming year, after consultation with the Academic Planning and Budget Committee and the Senate Committee on the Economic Status of the Faculty. The first will set an average salary increment for continuing standing faculty in each school. The second will set a minimum increment for continuing standing faculty. Each school shall make every effort in preparing its budget to observe these guidelines.
2. A departure by any school from the University-wide guidelines resulting in smaller average or minimum salary increments for standing faculty should occur only after approval of the provost, and discussion with either an elected budget committee in the school or the entire school faculty and with the Senate Committee on the Economic Status of the Faculty. Increments below the established minimum for individual faculty members shall require the concurrence of the provost on a case-by-case basis, except when part of an agreed-upon deviation from the University-wide guidelines.

The provost's statement of Salary Policies for 1982-83 (*Almanac* May 18, 1982) substantially reflected the proposed guidelines.

Preliminary discussions have been held with the provost regarding faculty compensation increments from 1982-83 to 1983-84. The Committee continues to seek a 2.5 percent annual increment over and above the rate of inflation in order to restore losses in real income. The projected rate of inflation for 1982 (January to January) is 6.0 percent. Therefore, the Committee has proposed an average compensation increment of 8.5 percent.

Agenda for the Fall Meeting Wednesday, November 17 at 3 p.m., 200 College Hall

1. Approval of the minutes of April 21, 1982 (mailed to Senate members)
2. Report of the Chair
3. Report of the Committee on Administration
 - a. Policy on Conflict of Interest (*Almanac* 3/23/82)
 - b. Preliminary report on cost-benefit analysis of the central administration
4. Report of the Committee on the Economic Status of the Faculty
 - a. Recommendations concerning faculty salary increases
 - b. Tuition benefits for faculty children (see item 6 below)
5. Report and discussion of the closing of the School of Public and Urban Policy
 - a. Report on events leading to decision to terminate SPUP (see *Almanac* 11/2/82 for resolutions to be presented by Professor Britton Harris)
 - b. Report on progress of task force to consider the future of public and urban policy studies within the University
6. Discussion of the Report of the Ad Hoc Committee on Tuition and Admissions Benefits for Faculty Children (excerpts to be published)
 - a. Reports of the Economic Status Committee and of the University administration on the economic parts of the ad hoc committee's proposal
 - b. Discussion of admissions benefits
7. Adjournment by 5:00 p.m.

Benefits Issues

Following the November 18, 1981, meeting of the Senate, a Subcommittee on Faculty Benefits was established which met through the spring of 1982. The Subcommittee examined in considerable detail the possibilities of instituting a flexible benefits program at the University, and will continue to pursue this heretofore intractable subject with a view to accelerating the University's progress toward such a program. (It is heartening to report that the University has commissioned a study which will present findings in January, 1983.)

Part of the Subcommittee's charge was to explore possible restructuring of the present faculty tuition benefit arrangement. During the summer of 1982 an ad hoc committee of the Faculty Senate made up of members of the Subcommittee and of the parent committee, as well as other members of the faculty, was formed to deal urgently with the restructuring problem. The ad hoc committee developed a plan which has the support of the Economic Status Committee that is the basis for a resolution to be presented by the Economic Status Committee to the Faculty Senate on November 17, 1982 (see *Almanac* November 16, 1982).

The salient features of the proposed restructuring are that

- i) The tuition benefit accruing to faculty children who are undergraduates at accredited institutions other than Pennsylvania would be increased from \$900 to a set percentage of Pennsylvania's tuition. The tuition benefit accruing to faculty children attending Pennsylvania would be reduced from 100 percent of Penn's tuition to a set percentage below 100 percent. Thus, the financial disparity between attending Penn as an undergraduate and going elsewhere for a faculty child would be reduced.
- ii) The percentages would be set at levels which would leave the cost to the University of the new plan at the same level as the cost the University would bear under the present plan.
- iii) All features of the present plan other than the change in the amount of the financial benefits would be retained.

One possible approach would be to attempt to have the Faculty Senate formally designated as bargaining agent for the faculty. This could be done through the National Labor Relations Board (NLRB). The procedure would be to present to the NLRB a petition signed by 30 percent of the faculty requesting an election of a bargaining agent. The administration might counter-petition the NLRB not to endorse the election, relying on the *Yeshiva* decision. In that decision, the U.S. Supreme Court held that faculty at Yeshiva University were part of management and hence could not be recognized for purposes of bargaining. The decision could well be broad enough to apply to a mature, research-oriented university such as Pennsylvania. The party who was unsuccessful in the NLRB hearing could go to court to attempt to reverse the decision.

Absent NLRB endorsement, the Faculty Senate could still hold an election to have itself declared bargaining agent. It is possible that the administration would voluntarily agree to negotiate with the Faculty Senate under these conditions. If not, other pressures could be brought to bear in an attempt to force the administration to negotiate.

The Committee's view is that the adoption of more formal bargaining is not necessary at this time because the administration has responded adequately to our recommendations during the past two years. However, the collective bargaining possibilities outlined above are available should the faculty decide to pursue them.

1982-83 Committee

John deCani (professor of statistics)

Kenneth George (professor of social work)

Edward Herman (professor of finance)

Janice Madden (associate professor of regional science)

Samuel Preston (professor of sociology), chair

Robert Summers (professor of economics)

Ex officio:

June Axinn (professor of social work)

Murray Gerstenhaber (professor of mathematics)

Phoebe Leboy (professor of biochemistry)

1981-82 Committee

David Cummins (professor of insurance), chair

Kenneth George (professor of social work)

Samuel Preston (professor of sociology)

Gerald Prince (professor of Romance languages)

Robert Summers (professor of economics)

Ex officio:

Paul Bender (professor of law)

Murray Gerstenhaber (professor of mathematics)

Phoebe Leboy (professor of biochemistry)

Collective Bargaining

At the request of the Faculty Senate, the Committee investigated possible local modes of collective bargaining that might be utilized by the Pennsylvania faculty. The research included a review of literature on the topic and discussion with national AAUP representatives, with representatives of the Temple University faculty union, and with Robert Gorman of the Penn law school, then president of the National AAUP. The findings of the research are reported below.

Faculty Grants & Awards: February 1 Deadline

The Committee on Faculty Grants and Awards announces that the application deadline for summer fellowships and grants-in-aid is February 1, 1983.

This Committee of the University Council considers applications for funds in support of research submitted by standing faculty members who hold the rank of assistant professor or higher, although preference will be given to applicants of the rank of assistant professor. An individual who has not received an appointment may apply for a research grant; however, any award by the Committee will be contingent upon the applicant's receiving such an appointment prior to the effective date of the grant.

The Committee uses funds appropriated by the Trustees of the University. In order to insure the maximum benefit from the limited funds available, the Committee will not consider applications from persons who have received an award in the previous three years; have other support for their projects; or, in the case of summer research fellowships, have other salary for the period.

Summer research fellowships pay the recipient a stipend of \$2000 while the grants-in-aid pay specified research expenses not to exceed \$1000. The applicant may apply for one or both according to his/her individual needs. Applications and information may be obtained from Deborah Reed Hardy by calling Ext. 7293, or by stopping at the Office of Research Administration, 409 Franklin Building/16.

Nuclear Arms and Health

Nuclear war as a threat to health is the premise announced for a *Convocation on the Nuclear Arms Race* to be held November 11, at the Medical Alumni Hall, HUP, from 1-3 p.m. The psychological implications of nuclear weapons both for policy-makers and the general public will be discussed by nationally-known medical authorities such as Herbert Abrams,

chairman of the department of radiology at Harvard Medical School, a national coordinator of Physicians for Social Responsibility (PSR), and Roy Menninger, a psychiatrist and president of the Menninger Foundation and a member of the national advisory board of PSR. Also on the program: Dr. Thomas Langfitt, Penn's vice president for health affairs, and Dr. Stuart Shapiro, health commissioner for the City of Philadelphia.

The Veterans Day convocation is one of several hundred educational programs scheduled to take place throughout the country on November 11. Collectively, these programs are entitled *Convocation: Solutions to the Nuclear Arms Race*. The program is organized and sponsored by the Philadelphia chapter of PSR with support from Penn's Medical Student Government and the New Directions in Health Care Group.

SPEAKING OUT

Ed. note: *The following letter, submitted late in May, was held with the author's consent until fall data were available.*

Faculty Children

If it were not so serious an issue, so directly affecting so many faculty and their children over so long a period of time, one might conceivably enjoy reading about the hidden agendas immersed in the recent debate on the admission of faculty children (*Almanac* May 16, 1982). In fact, I did not find the debate interesting, especially because of some disturbing information I obtained as a result of inquiring into the situation.

In this regard, let me emphasize that I am not commenting in any official capacity save as an ordinary faculty member. First of all, it is undeniable that many more faculty children applied this year and that many fewer were admitted under special admissions. According to a reliable source (what else in journalism?), the number of special admits for the years 1978-81 were 42, 54, 36 and 43, respectively, with 8 other faculty admits under other special categories. This year the number was only 26.

Equally disturbing, three such applicants were wait-listed (which essentially amounts to rejection) even though their predicted averages (PA) were over 2.5 (a level at which applicants may be admitted strictly on their own merits). Eleven more wait-listed faculty-child applicants had PA's of 2.2 or better.

Given the above, an especially puzzling fact is that at least 6 faculty-child applicants were admitted with PA's below 2.1 (2 were at 1.7). One can only wonder what sort of Machiavellian reasoning gave rise to this type of discrimination.

Apparently, most agree that improvements in current policies are needed, especially regarding realistic aid for faculty children wishing to study at other universities. What did not come out as clearly as it might, however, although Professor Cohen certainly discussed the serious implications, is that the University has a commitment to current faculty and has had for years. I, and I assume every other faculty member hired before operating policies were informally changed this year, had a verbal contract with the University concerning their children's future education.

If, for whatever reason, future policy is changed, the University by anything right and just must honor its prior commitments. A suitable "grandfather" clause must be an essential ingredient of any future policy. To do otherwise would disrupt family planning, sometimes extending over a period of decades, and would

differ little from withholding retirement benefits from current retirees.

Such disruption, combined with a decade-long loss of faculty earning power, would make university teaching increasingly the sole province of the single and childless professional couples. For others, no matter how well suited or qualified, university remuneration would increasingly fail to meet even basic needs.

—Joseph M. Scandura, Director
Structural Learning,
Instructional Systems Design and
Computer-Based Instruction, G.S.E.

Response from Admissions

The admission of faculty and staff children is indeed a serious issue and one of ongoing attention by my office. These are the facts. 102 faculty-staff sons and daughters were admitted to the Class of 1986, compared to 94 in the Class of 1985. Contrary to Professor Scandura's assertion, about the same number were admitted in each year under special procedures. Overall, 80 faculty-staff children matriculated last fall and 81 matriculated this fall. Provost Ehrlich has addressed the salient points regarding University policy in his May 11, 1982, response to Dr. Ira Cohen. The children of faculty and staff have always received careful and sensitive consideration in our admissions process.

I am especially concerned by the implication in Professor Scandura's letter that the predictive index (P.I.) is an absolute measure in the admissions selection process. Rather, the predictive index is a statistical measure developed from a combination of high school class performance information and standardized test results. It is far from precise and cannot be used in the way Dr. Scandura implies, as an independent and determining factor. Other criteria, not easily quantified, enter into an admission decision.

Professor Scandura also makes reference to concerns surrounding the faculty-staff tuition benefits. It is my understanding that this issue is currently under review by the Faculty Senate.

—Willis J. Stetson, Jr.
Dean of Admissions

Affirmative Action Input

The Affirmative Action Council, convened late last year by Dr. Hackney, is now meeting regularly.

In its meetings to date, the Council has reviewed several existing policies governing advertisements, job-postings and search procedures applicable to both faculty and staff appointments. The Council will issue an interim

report to the President early in the spring term and a "first year report" by May 15.

The Council's members welcome suggestions from the community about improvements in the University's Affirmative Action Plan and in its procedures. These suggestions may be made in writing to the Council via Mrs. Catherine Wallis, in the President's office, or in presentations to the Council for which Mrs. Wallis will arrange appointments.

—Ivar Berg, Professor and Chair of Sociology
and Chair of the Affirmative Action Council

Where Was Security?

Can it be true that the juvenile who allegedly injured a faculty member in the Hutchinson Gym (November 1) midday has had over 20 previous contacts with University police, and yet was allowed to continue his vandalism unhampered and unmonitored? Where was security? Why is there not better protection in such proven vulnerable areas as campus locker and rest rooms? Where are the University voices raised in outrage and enacting measures to prevent these chronic incidents? Who, in fact, is recklessly endangering life under such circumstances?

—Jennifer Conway
Coordinating Assistant,
Leonard Davis Institute
of Health Economics

Response from Security

The offender in question has been investigated 16 times by our campus Department of Public Safety since October 1978, and has been arrested eight times—six of them in or near Hutchinson Gym. But the public courts have yet to treat the situation seriously enough to discourage him from repeating his offenses. Prior to the November 1 incident, in fact, we had brought the problem to the attention of the court and his probation officer.

The tendency of the courts is to release juvenile offenders even after multiple arrests and after victims have done their part in coming forward to support the charges. The courts' response is a general one, and this is not an isolated case: they simply do not act to discourage the offender unless and until he does something drastic. Thus our officers can only keep him under observation when we see him; we cannot arrest him on sight.

The new incident is a drastic one, and we are pursuing the charge very vigorously in the hope that the court will listen to us this time.

—John Logan, Captain,
Department of Public Safety

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

ON CAMPUS

November 9-November 21

Children's Activities

Film Series

November 13 *Chitty, Chitty Bang Bang*
November 20 *Clarence and Angel*

The Saturday children's film series is free. Films are screened at 10:30 a.m., Harrison Auditorium, the University Museum.

On Stage

November 20 *Flying Feet and Fiddling Fun: A Children's Introduction to the Music and Dance of the Southern Appalachians*, 2 p.m. (CGS). Information: Ext. 6479 or 6493.

Workshop

November 13 *Knowing and Growing Herbs*, 10 a.m., Morris Arboretum, 2 p.m. Registration and information: 247-5777.

Conferences

Through November 10 *The Tarzian Chair Conference on Medieval Armenian Culture*; 2nd floor, McNeil Building. Information: Ext. 3183.

November 11-12 *Financial Management for Nurse Executives* (The Wharton School, School of Nursing & National Health Care Management Center). Information: Ext. 4748.

November 12-13 *The Eighth Annual Midyear Conference of the Research on Women in Education Special Interest Group of the American Education Research Association*, 7:30 p.m., Graduate School of Education. Information: Ext. 7402.

November 18-19 *Nursing and Nutrition in the 80's*, School of Nursing (HUP Nutritional Support Service and School of Nursing). Information: Ext. 4522.

Coursework and Training

College of General Studies

November 16 *Press Release Workshop*, 9 a.m.

These are non-credit courses sponsored by CGS. Registration and complete information on fees, schedules, and Center City courses: Ext. 6479 or 6493.

Morris Arboretum

November 10, 13 *Passive Solar Greenhouse Design*, 7 p.m. (9 a.m. section on November 13).

November 10 *Heritage Cone Wreath*, 10 a.m.

These courses are sponsored by the Morris Arboretum. Pre-registration is required for all classes. Information: 247-5777.

Training Schedule

November 12 *Resume Development*, noon-1 p.m.

Preparing to be Interviewed, noon-1 p.m.

November 16 *Career Directions: Where Do I Go From Here?*, noon-1 p.m.

November 17 *Purchasing Orientation*, 2-4 p.m.

November 18 *Clear and Effective Writing*, 1:30-3:30 p.m.

Program fees and registration information: Training Division, Ext. 3400 or 3429.

Exhibits

Ongoing *The Egyptian Mummy: Secrets and Science and Polynesia*, University Museum.

Ongoing *The Elsevier Exhibit*, works published by the Elsevier family in Leyden and Amsterdam from 1583 to 1712; Rosenwald Gallery, 6th floor, Van Pelt Library.

Through November 16 *Christine Termini: Paintings and Sculpture*, Houston Hall.

Through November 24 *Student Work: Graduate School of Fine Arts*, the Fine Arts Gallery.

Through December *Law and the Visual Arts*, the Great Hall of the Law School Building.

November 9-December 23 *The Paintings of Sara Steele*, sponsored by the B'nai B'rith Hillel Foundation at Penn; Faculty Club. Opening Reception, 4 p.m., November 9.

November 12-January 30 *Ban Chiang: Discovery of a Lost Bronze Age*, the first exhibition of archaeological discoveries in Thailand begins its national tour at the University Museum.

Tercentenary/Exhibits

Through December 15 *The Penn Family, the University, and the Institutions of Philadelphia*, an exhibit of books, manuscripts, printed materials and paintings; first floor, Klein Corridor, Van Pelt Library.

Through March 20 *The Lenape: Wanderers in their Own Land*; Sharp Gallery, University Museum.

Gallery Hours

Faculty Club 36th and Walnut. Monday-Friday 9 a.m.-9 p.m.

Fine Arts Gallery 34th and Walnut. Monday-Friday 10 a.m.-5 p.m.

Houston Hall Art Gallery Monday-Friday 10 a.m.-6 p.m., Saturday and Sunday noon-4 p.m.

Law School, 34th and Chestnut. 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.

Van Pelt Library Monday-Friday 9 a.m.-11 p.m. except holidays. Rosenwald Gallery, Monday-Friday 9 a.m.-5 p.m.

Guided Gallery Tours

November 13, 14, 20, 21 *Ban Chiang*

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

Honoring Women Faculty

The Women's Faculty Club will hold its second annual reception in honor of newly appointed and newly promoted women faculty at the University of Pennsylvania, November 18. The reception, open to all faculty and administrators, will be held from 4:30 to 6:30 p.m. in the main reception area of the Faculty Club. Continuing a tradition started last year, the first fall meeting will be this reception to renew friendships, establish new ones and celebrate.

The WFC, founded nearly 30 years ago by women on campus, provides access to a network of women colleagues. Among other activities, it sponsors the Alice Paul Awards given at Commencement to undergraduate and graduate students.



Black and white ink sketch of water color Orchid, 1982 from the new show of paintings by Sara Steele at the Faculty Club. She is widely recognized for her award-winning graphics and annually published ARS FEMINA Calendar. The Calendar features the orchid in its many color variations and forms. The show opens at 4 p.m. today, with a reception for the artist. It is sponsored by B'nai B'rith Hillel Foundation, in honor of Dr. Maurice Jacobs, grandfather of the artist.

Films

Exploratory Cinema

November 10 *Moods of the Sea; Symphony of a City; Louisiana Story*.

November 17 *Thursday's Children; David; The Quiet One*. Films begin at 7:15 and 9:30 p.m., Studio Theatre, Annenberg Center. Admission: \$3, students \$2.

Film Alliance

November 16 *Prince of the City*.

Unless otherwise indicated, all films are screened at 10 p.m., Irvine Auditorium. Admission: \$2.

GSAC Film Series

November 12 *La Dolce Vita*.

November 19 *Los Olvidados*.

Films are shown in Fine Arts B-1, at 7:30 and 10 p.m. Admission: \$1.50; Season pass, \$10.

Museum Film Series

November 14 *Zulu Dawn*.

November 21 *Sentinels of Silence; Discovering the Moche: Maya Lords of the Jungle*.

These free films are screened at 2:30 p.m., Harrison Auditorium, the University Museum.

Penn Union Council Movies

November 13 *Atlantic City*, 8, 10 p.m. and midnight.

November 19 *Shoot the Moon*, 7, 9:30 p.m. and midnight.

November 20 *Richard Pryor Live on Sunset Strip*, 8, 10 p.m. and midnight.

All shows are in Irvine Auditorium. Admission: \$1.50; mid-nights (and specials), \$1.

Serious Films

November 9 *Calling the Shots* (the advertising of alcohol).

November 16 *Men's Lives* (the pressures and conditioning of the American male).

A free film series sponsored by the Office of Student Life, screened at noon and 2 p.m., Houston Hall Art Gallery, followed by informal discussion. Information: Ext. 7581 or 6533.

Meetings

Faculty Senate

November 17 Fall Meeting, 3-5 p.m., 200 College Hall.

GAPSA

November 17 Meeting, 6:15 p.m., H-S-P Room, Houston Hall.

Business and Teaching Options

Career Planning and Placement Services offers two programs this month. The first, *Careers in Private School Teaching*, explores the options, prospects, and methods of obtaining employment. Education students and those with graduate degrees who are interested in teaching are encouraged to attend. Dr. William Weary, the principal of Abington Friends Upper School, will present the program on November 10, 4-5:30 p.m., in Room 305 Houston Hall.

The *Wharton Alternative Careers Program* focuses on combining graduate degrees with interests in business and developing business administrative skills. Dr. Pat Rose, director of Penn's Career Planning and Placement Services, will discuss the program and answer questions on November 15, 4-5:30 p.m. in the Bishop White Room, Houston Hall. The seven-week course will be taught by the faculty of the Wharton MBA program.

For further information about either program contact Mary Heiberger or Mike Hindery at Ext. 7530.

Music

November 12 The *University Symphony Orchestra*, Eugene Narmour, conductor, presents Weber's *Overture to Euryanthe*, Beethoven's *Symphony No. 8*, and Stravinsky's *Divertimento*; 8:30 p.m., Irvine Auditorium. Free.

November 13 The University Museum presents *The Silver Swan*, a *Collegium Musicum* concert; 2 p.m., Lower Egyptian Gallery, University Museum. \$2 concert donation requested.

November 17 *Chamber Music Concert*, featuring *Serenata*, a newly formed Philadelphia baroque ensemble, guest performers, and commentary by Mary Anne Ballard, director of Penn's Collegium Musica; 7 p.m., Wharton Sinkler Conference Center (CGS). Information: Ext. 6479.

November 19 William Parberry conducts the *University Choir* in Bach's *Cantata No. 34* and *Cantata No. 68*, Brahms' *Marienlieder*, op. 22, and Josquin's motet *Mittit ad virginem*; 8:30 p.m., Tabernacle Church. Free.

November 21 *Ramsey Lewis in Concert*, 9 p.m., Irvine Auditorium (West Philadelphia Mental Health Consortium). Tickets available at Annenberg Center.

On Stage

November 10-14 Annenberg Center Theatre Series presents *The Country Wife*, a comedy by The Acting Company, the official touring group of the John F. Kennedy Center. Performances at Zellerbach Theatre, Annenberg Center. Tickets and information: Ext. 6791.

November 13 *From Irene to Evita: The Broadway Musical 1920-1980*, a lecture-recital, 2 p.m., Annenberg School Auditorium. \$12. (CGS). Information: Ext. 6479.

November 14 *Scott Joplin and Friends*, a ragtime review, 2 p.m., Annenberg School Auditorium. \$12. (CGS). Information: Ext. 6479.

November 18-20 *An Evening of One Acts: The Rooks and Lovers and Other Strangers*, presented by *Theatre Lab II*, 8 p.m. at the Prince Theatre, Annenberg Center. Tickets: \$2.

November 19-20 *Fall Performance: Penn Dance Group*, 8 p.m., Annenberg School Theatre.

November 21 *Mountaintop of Music and Dance*, 2 p.m. (CGS). Information: Ext. 6479 or 6493.

Special Events

November 9-30 *Crafts Old and New from Thailand*: University Museum Shop presents jewelry and bronzes in conjunction with the opening of the *Ban Chiang* exhibition.

November 10 *Open House*. Language in Education Division of the Graduate School of Education, 3:30 p.m., Room A24, G.S.E. Information: Ext. 4800.

November 11 *Political Science pre-registration Coffee Hour*, 4 p.m., Stiteler Hall Lounge.

November 13 *Family Day with the Basketball Team*. Basketball clinic with Coach Craig Littlepage and the team in the Palestra, 10:30 a.m.; Penn-Harvard game, 1:30 p.m. Information: Ext. 7811.

November 20 *Southeast Asia Day at the University Museum*. Information: Ext. 3024.

Sports (Home Schedules)

November 9 Soccer vs. Temple, 7:30 p.m.

November 12 Soccer vs. Harvard, 8:15 p.m.

November 13 Football vs. Harvard, 1:30 p.m.

Locations: Franklin Field; Varsity Football, Soccer. Information: Ext. 6128.

Talks

November 9 *Stable Isotopes in the Evaluation of Intestinal Function*; Dr. John Watkins, department of pediatrics, CHOP; 12:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Seminars).

Computability & Logic: Category of Domains; Dana S. Scott, Carnegie-Mellon University; 3 p.m., Room A-8, David Rittenhouse Laboratory (Hans Rademacher Lecture in Mathematics).

Ultrasonics in Basic and Applied Studies of Materials; Nicholas F. Fiore, vice president, corporate director of technology, Cabot Corporation; 4 p.m., Auditorium, LRSM (Department of Materials Science and Engineering, School of Engineering and Applied Science, LRSM).

Black Hospital; Vanessa Gamble, doctoral candidate in medicine and history and sociology of science; 7:30 p.m., DuBois College House (Year 102 Calendar of Events).

200 years of Dutch-American Relations: Alliance and Alienation; Jan Willem Schulte Nordholt, professor of North American history and culture, University of Leiden; 8 p.m., Williams Lecture Room, Vance Hall (Dutch Studies Program).

November 10 *Imitative Anorexia*; Ann Beuf, professor of sociology, Cedar Crest College and lecturer, Penn sociology department; 12:15 p.m., Room 106, Women's Studies Office,

Logan Hall (Women's Studies Brown Bag Seminars).

Computability & Logic: Denotational Semantics for Programming; Dana S. Scott, Carnegie-Mellon University; 3 p.m., Room A-8, David Rittenhouse Laboratory (Hans Rademacher Lecture in Mathematics).

November 11 *The Northern Border*; Stanley Wolpert, University of California/Los Angeles; 11 a.m., Room 2, University Museum (South Asia Regional Studies Seminar).

Physical Models of Cataract Formation; Dr. F. A. Bettelheim, department of chemistry, Adelphi University; 11 a.m., Alumni Hall, Towne Building (Department of Bioengineering Seminar).

Coupling of Muscarinic Cholinergic Receptors to the Cyclic AMP System; Kendall T. Harden, department of pharmacology, University of North Carolina; 12:30 p.m., Room 112, Nursing Education Building (Department of Pharmacology).

Computability & Logic: Issues in Constructive Logic; Dana S. Scott, Carnegie-Mellon University; 3 p.m., Room A-8, David Rittenhouse Laboratory (Hans Rademacher Lecture in Mathematics).

The Future of Large Scale Scientific Computing; Kenneth G. Wilson, Cornell University, recipient of the Nobel Prize in Physics, 1982; 4 p.m., Room B1, Fine Arts Building (Department of Physics, First Gaylord Harnwell Memorial Lecture).

Measurement and Block of Calcium Current in Cardiac Purkinje Fibers; Dr. Robert Kass, department of physiology, University of Rochester; 4 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology Seminars).

Espionage in Elizabethan England: An Historian's Quest; Joyce T. Freedman, Drexel University; 4:30 p.m., West Lounge, 4th floor, Williams Hall (Renaissance Seminar).

The Role of Content in the Study of Mass Communications: A Phenomenological Perspective; James A. Anderson, department of communication, University of Utah, Lee Visiting Professor of Communications, Indiana University; 4:30 p.m., Room 124, Annenberg School of Communications (Faculty Research Seminar).

Spacial Distribution of Patient Utilization of Hospitals; Hau Leung Lee, Senior Fellow, The Leonard Davis Institute; 4:30 p.m., auditorium, 1st floor, Colonial Penn Center (LDI Research Seminar Series).

November 12 *An Image Feedback Control Technique for Element Position Self-Survey*; E. Hesham Attia, graduate student, electrical engineering and science department; noon, Room 222, The Moore School (Valley Forge Research Center Seminar, Systems Engineering Department).

The Signifying Monkey; Henry Louis Gates, Jr., Yale University; 4 p.m., 6th floor, Van Pelt Library (English Department's Fall Lecture Series, Afro-American Studies Program).

November 15 *The History of Genetics Project at the American Philosophical Society*; Bently Glass, American Philosophical Society; 4 p.m., Room 107, Smith Hall (Department of History and Sociology of Science Seminar).

Mass Media and The Disappearance of Childhood; Neil Postman, New York University; 4 p.m., Colloquium Room, Annenberg School of Communications (Communications Colloquium).

A Nuclear Freeze Isn't Enough; Frank Brodhead, former director of RESIST and editor of *Radical America*; 7:30 p.m., Christian Association Building (Stop the Pentagon/Serve the People, Christian Association Project).

Learning Through Language: The Different Roles of Speech and Writing; Michael Halliday, professor of linguistics, University of Sydney; 8 p.m., Annenberg Auditorium (Language in Education Division of the Graduate School of Education).

November 16 *Oxygen Toxicity Occurs in the Absence of PMN*; Dr. Mitchell Glass, department of physiology; 12:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Seminars).

Discovering Ban Chiang; Froelich Rainey, former director of the University Museum; 6 p.m., Rainey Auditorium, University Museum. Admission: \$3.50 members, \$5 non-members, \$2.50 students and senior citizens.

Autumn Foliage Tour of the Arboretum

An outdoor exhibit, the Morris Arboretum's "museum of trees," will enable visitors to enjoy the spectacular display of fall foliage, fruits, and flowers through November 14. A new interpretive brochure, *Autumn at the Morris Arboretum*, will be available to highlight selected trees and shrubs. Admission is a nominal \$1 for adults and 50¢ for children and senior citizens. Please note the change to winter hours now in effect: open daily 10 a.m. to 4 p.m.

The arboretum is holding a workshop for children 8 years old and up, November 13 (see Children's Activities). Adults can learn about solar greenhouses and heritage cone wreaths at the arboretum's November courses (see Coursework and Training).

"Year 102"

Year 102, a continuing celebration of Black History and Black Culture, will extend the festivities that began with the 1980-81 *Centenary of Black Presence*. As Afro-American History and Culture are celebrated on campus and throughout the City, there will be a talk tonight and one next week (see Talks); two films next week, *The Quiet One* and *Richard Pryor—Live on the Sunset Strip* (see Films); and a Ramsey Lewis concert later this month (see Music).

The 1980-81 celebration of the *Centenary of Black Presence at the University of Pennsylvania* was the foundation for *Year 101*, which was so successful that the coordinating committee decided to play for *Year 102*. "The committee so believes in the value of the program," said Jacqui Wade for the coordinating committee, "that it plans to institute the celebration permanently at the University."

November 17 *Women in Medicine: The Missionary Movement*; Krishna Lahiri, Philadelphia School District; 12:15 p.m., Room 106, Women's Studies Office, Logan Hall (Women's Studies Brown Bag Seminars).

Private and Public Initiatives in Medical Care to the Elderly; Rosemary Stevens, chair, history and sociology of science department; 3:30 p.m., Room 113, Nursing Education Building (Center for the Study of Aging Faculty Seminar Series).

Technique & Creativity in Indian Painting; B. N. Goswami, chairman, department of the history of art, Punjab University, Chandigarh, India; 5:10 p.m., Room B-2, Fine Arts Building (Department of Art History and South Asia Regional Studies).

November 18 *India and Sogdiana*; David A. Utz, South Asia regional studies; 11 a.m., Room 2, University Museum (South Asia Regional Studies Seminar).

The Well-Modulated Lobster: Serotonin, Octopamine and Proctolin as Neurohormones; Edward A. Kravitz, department of neurobiology, Harvard Medical School; 12:30 p.m., Mezzanine Room 100, Medical Labs (Department of Pharmacology).

Molecular Biology of Herpes Virus Latency; Carel Mulder, department of pharmacology, University of Massachusetts; 4 p.m., Room 196, Med Labs (Microbiology Graduate Group Seminars).

Studies of Excitation-Contraction Coupling in Skeletal Muscle Using Optical Indicators; Dr. Knox Chandler, department of physiology, Yale University; 4 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology Seminars).

The Self Portraits of Nicholas Poussin; Mathias Winner, director, Biblioteca Herziana, Rome; 5 p.m., Room B-13, Fine Arts Building (Department of the History of Art).

November 19 *Dante's Secret Code in the Divine Comedy*; Dr. Tibor Wassics, University of Virginia; 4 p.m., West Lounge, 4th floor, Williams Hall (Romance Languages Department).

Black Women and the Humanities—Past and Future; Terri Y. Duke, acting director of the Afro-American Museum of Culture and History of Philadelphia; 7:30 p.m., DuBois College House (Year 102 Calendar of Events).

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 **November 16, at noon, for the November 30 issue**.





Having a Party?

The E. Craig Sweeten Alumni Center may be used by alumni, students, faculty, and staff members for University events and, with the building manager's approval, by outside organ-

izations and individuals for personal events. The Center has no catering service, but users can arrange for such services with a firm on the Center's approved list: University Dining Service, the Faculty Club, Mary Bateman, or Jeff Miller.

There are indoor and outdoor facilities for meetings, receptions, sit-down meals or buffet service. Capacities range widely: the Class of 1942 Conference Room holds a dozen people, while up to 100 could fit in the Front Lounge and the Class of 1953 Lounge combined. There are also intermediate sized facilities, such as the Basement Conference Room and the Back Patio. Charges for meetings only, with no food or beverages, are \$25 per room. Charges for receptions and other events with food and beverage service range from \$35 to \$100, plus \$1 per capita. There are extra charges for functions held outside normal working hours.

For additional information and reservations contact Miss Marion F. Pond, Alumni Center manager, at Ext. 6811 or 7811.

Consultative Committee: Executive Director of HUP

Samuel H. Ballam, Jr., chairman of the Trustee Board of the Hospital of the University of Pennsylvania, and Thomas W. Langfitt, M.D., vice president for health affairs at the University, have announced the formation of the committee that will search for a replacement for Mark Levitan as executive director of the Hospital.

Mr. Ballam will chair the committee, consisting of himself, Dr. Langfitt, and:

Clyde F. Barker, professor of surgery, and vice chairman of the department of surgery;

W. W. Keen Butcher, member of the Hospital Board and associate trustee of the University;

Anna-Marie Chirico, associate professor of medicine, and president of the HUP medical staff;

Laurence E. Earley, professor of medicine, and chairman of the department of medicine;

Louis Fink, resident in medicine, and president of the HUP House Staff organization;

Diane O. McGivern, associate professor of nursing, and associate dean of the School of Nursing;

Harry Wollman, professor of medicine, and chairman of the department of anesthesiology.

OPPORTUNITIES

Job descriptions and qualifications are listed only for those positions which have not previously appeared in *Almanac*. Positions which have appeared in a previous issue are listed by job title, job number and salary to indicate that the position is still available. Listings are condensed from the personnel bulletin of November 8 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;
Logan Hall: first floor, near Room 117;
LRSM: first floor, opposite elevator;
Richards Building: first floor, near mailroom;
Rittenhouse Lab: east staircase, second floor;
Social Work/Caster Building: first floor;
Towne Building: mezzanine lobby;
Van Pelt Library: ask for copy at Reference Desk;
Veterinary School: first floor, next to directory.

For further information, call personnel relations, 898-7284. 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 II (3 positions) \$14,500-\$19,775.
Applications Programmer/Analyst II (2 positions) (5154) (5104) \$16,350-\$22,600.
Applications Programmer (C0802).
Archivist (C0911) \$16,350-\$22,600.
Assistant Director, Facilities Management (5245).
Assistant Director III (C0849) \$16,350-\$22,600.
Assistant Treasurer (4858).
Associate Comptroller (5186).
Associate Development Officer III (3 positions).
Associate Development Officer IV (5096).
Associate Director (5119) \$16,350-\$22,600.
Associate Director III (5198).
Business Administrator I (5253) supervises third party reimbursement and staff; prepares periodic account state-

ments; monitors Group Practice, Hospital, and University accounts; prepares budgets; maintains records for and processes payroll (minimum of two years' college course work in accounting, three to five years' experience in supervision and accounting in a medical setting, knowledge of University accounting system helpful) \$12,000-\$16,100.

Chief Estimator-Inspector (5223) \$14,500-\$19,775.

Coordinator I (5249) translates Japanese to English; acts as an interpreter at meetings; acts as program coordinator for Wharton International Advanced Management Program; develops and runs the Association for Japanese Management Studies; assists the editor with the *Journal of Japanese Management Studies*; handles correspondence between the Wharton School and Japan (masters degree, preferably in teaching English as a second language, fluency in Japanese and English, must be able to interpret simultaneously, excellent oral and written communication) \$12,000-\$16,100.

Director (5197).

Director I (5199) \$16,350-\$22,600.

Director, Compensation (3166).

Fiscal Coordinator (5064) \$12,000-\$16,100.

Librarian I or II (2 positions) (5215) (4606) Librarian I \$13,100-\$17,800, Librarian II \$14,500-\$19,775.

Manager, Limited Service (5140).

Manager II (5246) supervises day-to-day operation; acts as a liaison between Penn Student Agencies and other University offices; oversees PSA's management systems; plans long-range business development; evaluates investment decisions; negotiates and approves contracts; hires and trains managers; establishes and maintains operational guidelines (degree, minimum of five years' experience in administration, marketing, budgeting, and accounting, strong oral and written communications skills essential) \$14,500-\$19,775.

Nurse Practitioner II (5244) \$16,350-\$22,600.

Programmer Analyst II (C0938) writes computer programs in higher level languages under the direction of researchers in medical imaging (degree in physics, engineering, computer science or mathematics; practical experience with computers, knowledge of FORTRAN) \$16,350-\$22,600.

Programmer Analyst II (C0886) \$16,350-\$22,600.

Project Coordinator (C0882).

Research Coordinator (C0917) \$14,500-\$19,775.

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

Research Specialist I (C0939) microscopically transplants nuclei and cells in early *Drosophila* embryo; handles and stains with specific monoclonal antibodies, or with ³H thymidine labeled cDNA probes (degree in biology or related area, experience either with monoclonal techniques, recombinant techniques, or experience with microsurgery helpful) \$13,100-\$17,800.

Research Specialist I (C0786) \$13,100-\$17,800.

Research Specialist II (C0847) \$14,500-\$19,775.

Research Specialist III (C0801) \$16,350-\$22,600.

Research Specialist IV (C0825).

Writer II (5212) \$13,100-\$17,800.

Support Staff

Administrative Assistant I (5232) \$9,925-\$12,250.

Administrative Secretary II (5216) \$11,925-\$14,975.

Air Conditioning and Refrigeration Mechanic (5160) Union Wages.

Cashier, Assistant (C0925) \$8,250-\$10,000.

Coordinating Assistant I (3 positions) \$10,575-\$13,100.

Coordinator, Classroom (5229) \$11,225-\$14,000.

Dental Assistant I (2 positions) \$10,450-\$12,675.

Dental Assistant II (5138) \$10,175-\$12,400.

Dental Assistant III (5030) \$11,225-\$13,775.

Dental Hygienist (C0850) \$12,600-\$15,500.

Electronic Technician III (C0887) \$12,600-\$15,500.

Office Automation Operator II (C0877) \$9,375-\$11,500.

Programmer II (C0941) handles systems planning for Graduate Division including students, alumni and Admissions Data Base Design; evaluates hardware and software; designs programs for integrating micro-processors for classroom and student use; integrates Graduate Division word processing and computer-based support systems (degree, fluency in FORTRAN, COBOL, APL, and BASIC, extensive knowledge of the Commodore Micro-processor, and the micro-processor data base management system) \$11,925-\$14,975.

Research Technician I (C0839) \$10,450-\$12,675.

Research Laboratory Technician II (3 positions) \$10,175-\$12,400.

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

Secretary II (6 positions) \$8,775-\$10,725.

Secretary III (5 positions) \$9,375-\$11,500.

Secretary, Limited Service (5155) hourly wages.

Secretary, Medical/Technical (6 positions) \$9,925-\$12,250.

Secretary/Technician Word Processor (5230) \$9,925-\$12,250.

Temporary Secretary, Medical/Technical (C0776) \$9,925-\$12,250.

Typist I (C0940) types; files; handles reception and general office work (ability to type 50 w.p.m. accurately, ability to transcribe from dictating machine, knowledge of basic medical terminology, basic grammar and spelling) \$7,725-\$9,350.

Part-Time Positions

Administrative/Professional

Professional (4 positions) hourly wages.

Research Specialist II (C0819) hourly wages.

Professional Staff Physician (C0501) hourly wages.

Support Staff

Occasional Worker (C0921) hourly wages.

Permanent Employee (15 positions) hourly wages.

Temporary Extra Person (2 positions) hourly wages.