

Almanac

Tuesday, February 22, 1983

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IN BRIEF

Guggenheims: We're No. 7 The John Simon Guggenheim Memorial Foundation recently issued a report covering the years from 1964 through 1981, showing the number of faculty members who received Guggenheim Fellowships over the 18-year period. The University of Pennsylvania tied for seventh with Cornell University, with 126 fellowships.

Berkeley led the list with 331. Harvard came in second with 229, followed by Columbia with 206, Yale in fourth place with 177. Stanford had received 150 while UCLA had 143.

Following Cornell and Penn were Princeton with 123, Chicago 120, Illinois 111 and Wisconsin (Madison) 107.

Penn-in-Sian Penn Summer Abroad introduces a course in the history and archaeology of ancient and early imperial China this year. The introductory course, co-sponsored by Penn, the University Museum and Northwest University in Sian, is designed for those who are beginning a study of China or who have had a long-term serious interest in its culture. Specialists and archaeologists will teach classes and conduct field trips to important sites and museums in and around historic Sian (now Xi'an).

Knowledge of Chinese is not required, although some background in Chinese history and culture would be helpful. *The application deadline is March 15.* For more information contact Elizabeth Sachs, Penn Summer Abroad, Ext. 5738 or Dr. Heather Peters, University Museum, Ext. 4338.

SAS: Associate Deans in Place

Dean-Elect Joel Conarroe has named the four associate deans who will help administer the School of Arts and Sciences as he takes office July 1.

Returning to the post of Associate Dean for Graduate Studies will be Dr. Donald Fitts, professor of chemistry, who has been Acting Dean of the Faculty of Arts and Sciences since Dr. Robert Dyson, Jr., left to become director of the University Museum. Dr. Rochel Gelman, who has been serving as associate dean since Dr. Fitts took the acting deanship, will return to full-time teaching and research as professor of psychology.

The three other associate deans of the School are continuing under Dr. Conarroe: Dr. Peter Conn, associate professor of English, who has been Associate Dean for Undergraduate Studies for the past two years; Dr. Walter Wales, professor of physics, who has been Associate Dean for Administration for a year; and Dr. Gerald Porter, professor of mathematics, who is in his second year as Associate Dean for Computing Facilities and Services.

"It's tremendously important to me to be working with people who are not only experienced but have been doing such an excellent

job," said Dr. Conarroe. "I'm especially pleased to have the acting dean in an advisory capacity; Don Fitts' knowledge and wisdom will be very valuable."

Dr. Conarroe, on leave as professor of English last fall when he was named dean, is making frequent working visits to campus from New York, where he is winding up his work as executive director of the Modern Language Association.

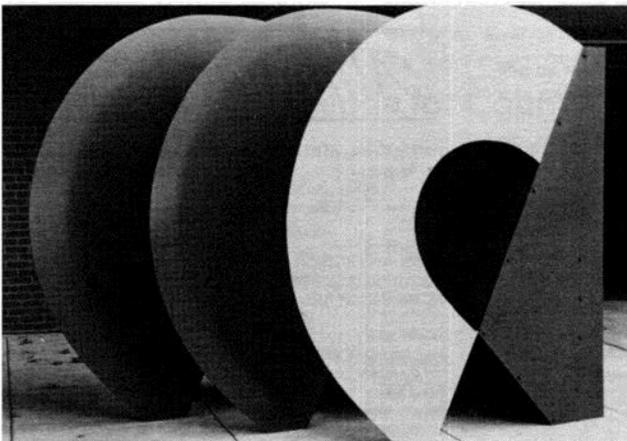
Countdown: The Mail Ballot

A monitored tally of secret ballots on proposed tuition benefit plans for faculty children (*Almanac* February 8) was scheduled to begin this afternoon at the Faculty Senate Office, with results to be announced later this week by Senate Chair Murray Gerstenhaber.

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For Two Health Schools: Sculpture Gifts From the Bermans



Leslie Dorfman/DP The University has recently been given two large sculptures by art patrons Philip and Muriel Berman of Allentown, Pa. *Life Savers*, the work of sculptor Billie Lawless, is constructed of painted plate steel, measures 8 feet long by 7½ feet wide by 10 feet high and weighs approximately 1,200 pounds. Painted in bright red, green, yellow and black, the sculpture now stands at the entrance to the new Veterinary Hospital at 39th Street near Spruce Street. *Life Savers* was part of the Rittenhouse Tricentennial Show in Rittenhouse Square last summer. *Shongun XXII*, the abstract steel sculpture created in 1978 by Ernest Shaw, M.D., is 16 feet by 8 feet and painted reddish brown. It is in the courtyard of the School of Dental Medicine's Thomas W. Evans Museum and Dental Institute, at 4001 Spruce Street. The work has been shown outdoors at Lenox, Mass., the Sculpture Now show in New York and most recently at Cedar Crest College.

Mr. and Mrs. Berman were recipients of the Hazlitt Award, which Governor Richard Thornburgh presented in recognition of their achievements as "Patrons of the Arts." Mr. Berman is on the Advisory Board of Managers for the University's Morris Arboretum.

SPEAKING OUT

Share the Loss

The real or perceived action of the administration on acceptance of faculty children to the University last year has managed to divide the faculty into three groups fighting amongst themselves for a slab of meat of fixed size. The three groups are:

1. Faculty whose children have completed college or for various reasons will not have children going to college.
2. Faculty who perceive that their children will not be going to Penn but will be going elsewhere.
3. Faculty who believe that their children will enroll at Penn when they reach college age.

Each group has its own ax to grind and it is natural, but unfortunate, that each group feels that its stand alone represents truth, justice, and the American way!

It will be clear to the reader that I belong to the third group listed above. I came to this institution in 1965 and have spent eighteen years enduring consistently lower compensation than I could have received in an industrial position. However, as has been pointed out by others, this was an acceptable choice to me since there would be an unseen benefit from the University in the form of a waived college tuition should my children qualify. In essence, one could perceive this benefit as potential income that I was deferring to a later date.

While I admit that this potential benefit might not be available to all of the faculty and in that sense might be labelled as discriminatory, it must be recognized that every faculty member recognized and accepted this when they accepted a position at Penn.

Whether or not this potential benefit constituted a legal obligation on the part of the University is immaterial; it certainly appears to me a moral obligation that caused certain financial planning to be done on my part over the past eighteen years.

Despite all the rhetoric and statistics which have spewed forth on the tuition benefit item in the past months, there is one simple fact that will not disappear. If any plan, other than the one currently in existence, is adopted it means that a group of Penn faculty will suffer a substantial loss of real dollars by an effective cut in disposable income. The real cost to me will be at least \$20,000 over the next eight years.

If any new option is passed so that one faculty

group is required to subsidize a reallocation of benefits, with substantial real dollars, I suggest that it would be only fair and appropriate for the top administrators of this University to also consider joining in this effort by giving up some of the specific benefits equivalent to the real costs that will be incurred by an individual in the particular faculty group affected.

—Alan Soler, Professor of Mechanical Engineering & Applied Mechanics

GSAC on 'Future'

On February, 1, at a meeting sponsored by the Graduate Student Association Council, open to all graduate students the following resolution was passed unanimously.

Resolution

In his recent report entitled "Choosing Penn's Future," President Hackney noted,

We cannot afford to diminish our efforts to attract the most promising graduate students whose scholarly pursuits will, under faculty guidance, redound to the University's credit. This effort must include developing financial arrangements to address the increasingly high costs of graduate education.

As graduate students of the University of Pennsylvania, we share the President's concern that financial support for graduate education be augmented to insure Penn's competitiveness with comparable institutions.

Therefore we offer the following three initial suggestions:

- 1) That the University state a definite policy of increasing TA stipends on a regular basis, in line with the average increase in faculty base salaries.
- 2) That the University, through the Graduate Council of the Faculties, develop a long-range plan to bring our fellowship funding up to a level comparable with our peers within the coming decade.
- 3) That the University consider including health insurance premiums in the total compensation package for all graduate students receiving aid.

—Quaiser Khan
for the GSAC Executive Board

GAPSA on Nondiscrimination

The Graduate and Professional Student Assembly, in its meeting of February 9, 1983, considered and adopted the resolution below by a majority vote—nine to four—of the members present.

Resolution

Whereas, the Graduate and Professional Student Assembly is opposed to discrimination in any form; and

Whereas, we are especially concerned when such discrimination affects students in their employment opportunities through the use of such factors as race, sex, sexual or affectional orientation, religious beliefs, ethnic background, and physical disabilities, by organizations—such as the U.S. Army—in their hiring process,

Be It Therefore Resolved that the Graduate and Professional Student Assembly urges President Hackney to reconsider and reverse his policy on the use of University facilities by organizations that do not subscribe to the University's nondiscrimination policy but wish to recruit on campus.

Further resolved that copies of this resolution be sent to: Sheldon Hackney, President; and Thomas Ehrlich, Provost. —Bette J. Kauffman
GAPSA Chair

Survey of Needs

At present the University is experiencing a period of rapid growth with respect to inter-building electronic communications. Administrative and academic computing, word processing, monitoring of energy consumption, the control of heating and air conditioning, electronic mail services, University television, telephone services and security applications such as intrusion and fire alarms are all expanding their use of communications links between buildings. As a result, the existing wiring and conduits reserved for this function are rapidly becoming inadequate to meet the future needs of the University. Thus it is necessary for Penn to take appropriate steps now in order to avoid a disastrous situation in the near future.

For this reason, I have distributed a preliminary survey to those organizations which I know to have requirements of this nature. However, it is possible that I have missed some groups that have the responsibility for providing services such as these. I am writing this letter to inform the University community that this survey is being conducted, and to invite any other organizations with interests in these areas to participate. To request a copy of the questionnaire, please contact me at Ext. 8184 or 4287. Thank you very much.

—George P. McKenna
Acting Director of Computing Activities

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.

Spring Religious Holidays

Provost Thomas Ehrlich wishes to remind faculty and students that Tuesday, March 29 and Wednesday, March 30 are the first two days of Passover and April 1 is Good Friday. No examinations shall be given or assigned work made due on these days.

Monday, April 4 and Tuesday, April 5 are the last two days of Passover which some students may also plan to observe. Although our religious holidays policy does not prohibit examinations on these days, students who are unable because of religious observances to take examinations must make arrangements with their instructors by Friday, February 25. If instructors are informed of the dates of all religious obligations by the 25th, the students have a right to make up examinations given on the dates of those holidays.

Corrections to 2/15/83 Issue

On page 2, Dr. Gary Cohen is on the new ad hoc committee on non-tenure appointments policy as a member, not chair, of SCAFR. On page 8, in the first footnote in the article on F.I.C.A. refund efforts, the last reference to 1982 is a typo. The sentence should end "... will continue withholding F.I.C.A. taxes on salary reduction agreements in calendar 1983."

Warning: We Break for Spring

Since Spring Recess is the week of March 14 there is no issue of *Almanac* published March 15. Therefore the March 8 issue's calendar extends to cover the period from March 8 through March 27. Please submit information about events occurring during that time to *Almanac*, no later than noon, Tuesday, March 1.

Almanac

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ALMANAC, February 22, 1983

The University and the Solomon Amendment

Last year Congress adopted, and the President signed, the so-called Solomon Amendment, which provides in part that "any person who is required . . . to present himself for and submit to registration . . . and fails to do so . . . shall be ineligible for any form of assistance or benefit provided under Title IV of the Higher Education Assistance Act of 1965." The Amendment also states that in order to receive such aid, a person who is required to register "shall file with the institution of higher education which the person intends to attend or is attending, a statement of compliance . . .".

Recently Secretary of Education Bell proposed "for comment" regulations to implement this law. These regulations would require that the University notify a student of the duty to file and to verify a Statement of Registration Compliance prior to the disbursement of any federal grants and loans. In view of the impact that these regulations would have on our students, two questions arising from them were debated thoughtfully at the University Council meeting of February 9, leading to this summation of the University of Pennsylvania's position.

The University will continue to comply with all requirements of federal law. We will, however, also join with other colleges and universities in urging revision of the proposed regulations, as well as repeal of the Solomon Amendment. I have invited the assistance of Council members in this process, and extend that same invitation to all members of the University.

The Solomon Amendment is unwise legislation for many reasons, starting with the questionable fairness of an enforcement mechanism that (a) does not apply to all of those required to register, and (b) does not apply to all of those otherwise eligible for federal financial aid. In short, the Solomon Amendment penalizes economically needy, male college students by hindering access to higher education while exempting non-needy college students, all women, and males in the affected age cohorts who do not go to college.

Moreover, access to higher education is too important to be used as a tool for enforcing a public policy extraneous to that goal. Making institutions of higher education agents for the enforcement of laws concerning draft registration forces them into a role for which they were not designed and for which they are ill suited. Not only will the regulations produce a burdensome bureaucratic snarl, but there will inevitably be ambiguous situations that the university is not organized to resolve. Voluntary compliance with the registration requirement is already very high. If the purpose of the Solomon Amendment is to improve compliance, it is an unwieldy, unfair, and inefficient mechanism.

For all these reasons, although we will obey the law, this university will work in concert with other universities and colleges to urge that these regulations be revised or the statute repealed.

Students and others have asked what the attitude of the University will be toward those students who do not register for the draft when required

to do so, and some have even asked that we change financial aid policy so that we would replace with our own funds those federal grants and loans that an individual student foregoes if he does not register.

The University does not have the funds to replace the aid denied by the federal government to students who fail to register. Were the University to substitute its own funds for federal financial aid, it would cause all students to suffer because those funds would have to be drawn off from some other use, probably from elsewhere in the financial aid budget. This action would be inequitable and inconsistent with the responsibility of those individuals who choose not to register to insure that others do not suffer for their choice.

The argument against substituting our own funds for lost federal aid goes beyond immediate financial capacity. Such an act would be a very misleading signal to Congress at a time when we and all of higher education are arguing that the federal government should provide more financial aid for students. Members of Congress would rightfully ask why the federal government is urged to provide a more financial support to students at universities such as ours if we can so easily find the funds to make up support on occasions of our choosing. The impact of such an approach on our efforts to gain more adequate financial aid from the federal government would be extremely damaging, and the adverse effect would be shared by all students and not simply those who choose not to register for the draft.

It would be particularly inappropriate for the University to require that all students share the consequences of the acts taken individually by some of its students. Indeed, students choosing civil disobedience will recognize that such disobedience is more valid morally when the person is willing accept the consequences of his act.

Those who do not register, and therefore cannot furnish the required statement of compliance, will not be able to fulfill the University requirement to apply for all forms of aid for which they are eligible. Since the University's commitment to meet full need is based on this requirement, the student who fails to register will have less than a full package of support unless he can find alternate sources of assistance. The University will not provide such replacement aid from its own funds.

However, students who fail to comply with the registration requirement or certification of compliance will not be subject to any additional penalties within the University. They will remain eligible for all non-federal forms of aid at our disposal, and will be counseled toward any sources of aid available—with the caution that such sources are by no means abundant in comparison to federal ones.

Most of all, the University will respect freedom of conscience in this as in other matters, and will protect the right of students to speak out freely.



The following was sent last week to members of the Steering Committee of Council and is published for the consideration of the University community.

Proposing an Agenda for Council

We hope that you will agree with our judgment that the recent lack of "crisis" agenda topics for Council deliberation is indicative of a healthy trend on campus. We should now be prepared to take advantage of this opportunity.

We suggest that the Council hold a series of wide-ranging discussions of major issues facing the University, in a manner that is consistent with its representative make-up. These discussions could be informed by reports from relevant student, faculty, and administrative groups, as requested by the Steering Committee. Those groups could make presentations and, possibly, circulate material before Council meetings. Topics for Council would be announced

ahead of time, giving all interested parties a chance to prepare remarks. Among the topics that might be discussed are:

- Advising and Academic Support Services
- Shrinking the Psychological Size of the University
- Undergraduate Education
- The Professions and the Liberal Arts
- Student Stress

We realize that these topics may elicit some heated discussion, but that reality merely indicates their importance. The Steering Committee will structure and plan discussions to minimize the friction and maximize the chance for a free exchange of ideas.

We look forward to your reactions to this proposal and additions to our list of topics.

—Sheldon Hackney, President
—Thomas Ehrlich, Provost

Suggested Policy Information for Potential Sponsors of Research At

In seeking new ties with industry to enhance our research efforts and speed the transfer of new discoveries into the mainstream of society, Pennsylvania and its peer universities must chart a careful course. Partnerships with industry introduce the questions of preserving the strong academic traditions of open inquiry and sharing of new knowledge while honoring the commercial sponsor's legitimate needs in product protection.

For some universities, this means major revision of their established research policies. Fortunately for Pennsylvania, we have three existing policies that already stand us in good stead. What is now required is a document that not only addresses issues not currently covered in our existing policies but also summarizes for potential sponsors the rules we have.

To that end, my office has extracted the salient points from our three existing documents—the Guidelines for the Conduct of Sponsored Research, the Patent Policy, and the Policy on Extramural Consultative Business Activities of Standing Faculty Members—and has supplemented these points with several new draft guidelines and organized the totality to show clearly:

*Restrictions on acceptance of contracts and grants;
Limitations on confidentiality of data or allowable delay in publication;
Conditions for exception to these limitations; and
The University's expectations for participation in the proceeds of discovery and invention.*

After reviewing two early drafts with the President, the Provost, the Council of Deans and others, I presented the following Draft III to the University Council for discussion at its February 9 meeting, pre-facing it with a list of what seemed to me the most significant questions that might arise from entering into agreements with private-sector sponsors:

1. Should agreements with commercial sponsors require more faculty and/or administrative oversight than agreements with the Federal Government? (See section 2a.)

2. Are the limitations on dissemination of information described in sections 2e, 3b, and 4c consistent with the overall goals of the University?

3. Should the University allow extramural consulting between principal investigator and a sponsor at all? If so, what general principles should guide such consulting activity? (See section 5a.)

4. Should a faculty members be allowed to accept funds for sponsored research from a sponsor in which he or she owns a substantial financial interest? If so, under what conditions? (See section 5c.)

Council has referred this document to its Committee on Research for review. I now submit it also to the larger University community for comment. Any questions or suggestions may be sent either to me, at 106 College Hall/CO, or to the Chair of the Council Steering Committee, c/o Office of the Secretary, 121 College Hall/CO.

*—Barry S. Cooperman,
Vice Provost for Research*

1. General Considerations

The University accepts support for sponsored research conforming to its *Guidelines for the Conduct of Sponsored Research* which include the following criteria:

a. It is of intellectual interest to the principal investigator, who will usually be a member of the standing faculty, and who will be responsible for directing all or the major portion of the work.

b. It in no way compromises the freedom of inquiry of faculty members nor their abilities to disseminate their research findings and conclusions.

c. It is consistent with the University's basic objectives of creating and disseminating new knowledge and is appropriate to the purposes and objectives of a tax-exempt nonprofit educational institution.

In addition, sponsored programs will be especially welcome that aid the educational purposes of the University. Such aid might for example, take the form of financial support for student theses or dissertations.

2. Negotiation and Implementation of Agreements

a. Every sponsored program must include a formal research proposal. Such a proposal requires the written approval of the cognizant deans and departmental chairpersons. In the case of a proposal having faculty from more than one school, the written approval of the cognizant deans, or Vice Provost for Research, as appropriate, is required. Proposals submitted through an institute must also have the director's approval.

b. Responsibility for negotiating any commercially sponsored research agreement rests with the Office of Research Administration under the general policy guidance of the Vice Provost for Research. A detailed outline describing the administrative structure of the program is required as part of an agreement.

c. The University undertakes research on a best efforts basis, but disclaims any guarantee of results.

d. The University expects full reimbursement of the allowable costs of research, including direct and indirect costs, the latter to be charged at the same rate as that applied to grants from the Federal Government. Only in rare circumstances, and with the express approval of the cognizant dean, will deviations from this policy be permitted.

e. The University prefers not to undertake to keep proprietary information provided by the sponsor confidential, because of the negative impact such an obligation has on free communication of research results within the University and elsewhere. Exceptions to this policy will be considered in cases when the confidential information provided is peripheral to the main intellectual thrust of the work. For example, confidential information can sometimes be handled in coded form, so that results can be discussed without divulging proprietary information. The University reserves the right to refuse to accept proprietary information.

f. All research agreements will be carried out in a manner consistent with existing governmental regulations regarding such matters as human and animal subjects, recombinant DNA and the use of hazardous and radioactive materials.

the University of Pennsylvania

3. Publication and Publicity

a. The University accepts no limitations on its right to disseminate all findings and conclusions derived from sponsored projects except when the privacy of an individual is concerned or in the limited sense discussed in sections 2e, 3b, and 4c.

b. The University agrees to submit a copy of any proposed disclosure to the sponsor for review at the same time of its submission for publication. The sponsor may then request a delay in publication for patent or trade secret protection (see part 4). Such a delay should in general not be for a period in excess of three months following the initial submission to the sponsor, although, if necessary, delays of up to one year may be allowed. The University prefers to fully and openly identify the sponsor of the research program, either by acknowledgement in a publication or, if such acknowledgement is unwanted, in response to public inquiry.

c. A sponsor may not use the name of the University or of its employees or agents in any way in advertising or product-promotion activities without the prior written approval of the University.

4. Patents, Trade Secrets and Licenses

a. The University strongly prefers patent to trade secret protection of intellectual property, because patent disclosure is consistent with the University's objective of disseminating new knowledge. Accordingly, patent protection will be sought for a research discovery having potential commercial importance unless both the sponsor and University agree that the discovery is not patentable.

b. The University prefers to retain title to inventions and other intellectual property resulting from sponsored research. This insures that the University will be able to direct vigorous efforts toward transferring the technology for the public benefit. The normal mechanism for this is through royalty-bearing licenses, preferably non-exclusive, though exclusive licensing may be more appropriate in specific instances. Other arrangements for disposition of intellectual property may be negotiated on a case by case basis, provided the University's property rights and the public benefit are protected.

c. When it is determined that trade secret protection is required, that portion of the sponsored agreement requiring such protection will be transferred out of the University as soon as possible, over a period not to exceed sixty days. Such transfer is necessary because the secrecy that trade secret protection requires is contrary to the University goal of openness in research. During the transfer period, University affiliated personnel may serve as extramural consultants to the sponsor. The University will have the right to publish the research developments that occurred prior to the date on which the University agreed that patent protection was unavailable, after a delay to protect the sponsor's interests of not more than one year.

d. In case of trade secret protection, the trade secret will be owned by the sponsor. The legitimate property interests of the University for the work performed prior to transfer out of the University will be protected by an agreed-upon formula for royalty payments resulting from commercialization.

5. Potential Conflicts of Interest

a. The University allows, but does not encourage, extramural consulting agreements between a principal investigator and a sponsor. In such cases, the University must be deemed to have a financial interest accruing from the combined research and extramural consulting activities of the faculty member. To insure a lack of conflict of interest, such agreements will be reviewed by an oversight committee appointed by the Vice Provost for Research.

b. The University recognizes the potential problems that could result when research in the same general area is funded by competitors, especially when it occurs within the same department. These problems may include the confidentiality of proprietary information and the desire of a sponsor for exclusive rights to research developments. Such arrangements will therefore be especially carefully considered by the faculty of the department and by the University administration, in order to minimize conflicts of interest.

c. Ownership of a substantial financial interest in a commercial entity by a faculty member whose sponsored research might be supported by funds from that commercial entity raises special concerns about potential conflicts of interest. Such arrangements must therefore be specifically approved by the Provost.

6. Protection Against Liability

a. The University will not be held liable for loss or damage suffered by the sponsor in the course of the research contract association with the University. Furthermore, the sponsor must agree to defend and indemnify the University in the event of any form of liability or claim arising from the sponsored research, except those arising from the University's negligence or willful acts.

b. For research agreements sponsored cooperatively by a consortium of companies the sponsors will bear the burden and expense of meeting any regulatory requirements or obtaining any necessary clearances associated with antitrust issues and will further provide warranties and/or indemnification against any antitrust violations.

7. Additional Information

Three additional documents which are relevant for potential sponsors of research at the University of Pennsylvania are the 1) *Guidelines for the Conduct of Sponsored Research*, 2) the *Patent Policy*, and 3) the *Policy on Extramural Consultative and Business Activities of Standing Faculty Members*. These documents are available from the Office of Research Administration.

Sources of Policy Documents

The Office of Research Administration, 409 Franklin Building 16, can provide all three of the documents named above. In addition:

The *Guidelines for the Conduct of Sponsored Research* appeared in *Almanac* April 7, 1981, pp. 4-5.

Excerpts from the Research Investigator's Handbook of 1977's *Patent Policy* statement that appeared in *Almanac* May 22, 1980, p. 12, should be treated as out-of-date due to revisions of *procedure* (but not *policy*) made administratively in spring 1981. The revised procedures are available from ORA.

The *Policy on Extramural Consultative and Business Activities of Standing Faculty Members* is in the Handbook for Faculty and Staff, 1979, p. 41. A more complete document, drawing on the Handbook and other policy statements dating back to 1969, was prepared by the Senate Committee on Administration and published in *Almanac* March 23, 1982, pp. 4-6, as *Proposed Conflict-of-Interest Policy for Faculty Members*. With one revision—retaining the one-day-in-seven rule rather than the *Proposed Policy's* one-in-five, two-in-seven—the March 23 document was adopted by Senate at the Fall Meeting November 17, 1982, and is now being reviewed by the administration. Its publication in final form is expected shortly.

ON CAMPUS

February 22-March 6

Children's Activities

Film Series

February 26 *Bedknobs and Broomsticks*

March 5 *Storm Boy*

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

Workshop

February 26 *Winter Tree Crafts*, 10 a.m.-noon, Morris Arboretum, \$10 for one child and parent.

Information/registration: 247-5777.

Conferences

February 26 *MASCA Spring Symposium on Technology and Tradition in Ancient Chinese Metallurgy*, 9 a.m.-12:30 p.m., Rainey Auditorium, University Museum. Admission: \$20, members and students \$18, without lunch \$10 less. February 18 is preregistration deadline.

March 5 *Changing Labor Laws: Lawyers Working With Working Women*, keynote speaker, Carol Bellamy, New York City Council President; nine workshops, 9 a.m.-4:30 p.m., Law School (The Women's Law Group) Information: Alison Marshall, 662-0744.

Coursework and Training

Morris Arboretum

February 23 *Herb and Spice Wreathmaking*, 7:30-9:30 p.m., \$28, \$21 for Arboretum members.

February 24 *Home Orchid Growing*, 7-9 p.m., \$10, \$7.50 for members.

Plant Nomenclature: How do Plants Get Their Names, 7:30-9:30 p.m., \$10, \$7.50 for members.

March 1 *Planning and Planting the Vegetable Garden*, two sessions, 7 p.m.

Information/registration: Education Department, 247-5777.

Training Division of Personnel

February 24, March 3 *Communicating Under Pressure*, 9 a.m.-noon (participants must attend both sessions) \$25 fee per participant charged to the participant's department, following supervisory approval.

March 2 *Purchasing Orientation*, 2-3:30 p.m., call Ms. Vaccaro, Ext. 4078 to register (1 session course).

March 2, 9, 16, 23 *The Administrator as Communicator* (for professional staff), 9:30 a.m.-noon, (participants must attend both sessions) \$20 fee per participant charged to the participant's department, following supervisory approval.

March 2, 9, 16, 23 *Career Directions—"Where Do I Go From Here?"* (for support staff), noon-1 p.m., (participants must attend all four sessions).

Information/registration: Training Division, 516 Franklin Building/16, Ext. 3400.

Health and Wellness Project

March 1-April 19 *Oriental Massage*, 7-9 p.m., \$130, \$110 students, third floor meeting room, Christian Association. For information about this and other courses already in progress call 222-5941.

Workshops

February 23 *Sexuality Awareness Workshop* (six weeks), 5:30-7 p.m., Houston Hall (Penn Women's Center). Information: Call Patti or Mia at Ext. 8611.

February 26 *Feldenkrais Workshop* led by Lawrence Phillips, 11 a.m.-4 p.m. Christian Association. (Health and Wellness) \$25. Information: 222-5941.

February 26, March 5, 12 *Hmong Pa Ndao Workshop Series*, demonstration and sale of Southeast Asian appliqué and embroidery, 1-3 p.m., International House. Registration fee and information: 387-5125, Ext. 219.

Exhibits

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

Through Fall 1983 *The Lenape: Wanderers in their Own Land*; Sharp Gallery, University Museum.

Through February 24 *Faculty, Critics and Students of Department of Fine Arts, 1981-83*, Fine Arts Gallery, Fine Arts Building.

Fragments of Invention, the Sketchbooks of Le Corbusier; Dean's Alley, Fine Arts Building.

Through March 31 *Wilson Eyre: Early Urban Works*, Paul Philippe Cret Gallery, Fine Arts Library, Furness Building.

Prints by Goya: Desastres de la Guerra, La Tauromaquia, Spanish Entertainment and other prints; Arthur Ross Gallery, Furness Building.

Morris Arboretum's Photo Contest Exhibit, winning entries featuring different aspects of the Morris Arboretum; Hillcrest Pavilion. Admission \$1. 50¢ children and senior citizens.

February 16-March 11 *Sculpture by Anita Riley and Paintings by Betty Campbell*, Faculty Club.

February 23-March 2 *Black Contributions to American History: Business, Nichols and Grad Towers B lobbies; Education, Kings Court, English House (North Campus Residence—Year 102 Events).*

March *Black Women: Achievement Against the Odds*, Houston Hall (Penn Women's Center—Year 102 Events).

March 3-9 *Black Contributions to American History: Business, Kings Court, English House (North Campus Residence—Year 102 Events).*

Exhibition Hours

Arthur Ross Gallery Furness Building, 220 South 34th Street. Tuesday-Friday 10 a.m.-5 p.m., Saturday and Sunday noon-5 p.m.

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

Fine Arts Building 34th and Walnut Streets. Tuesday-Friday 10 a.m.-5 p.m., Saturday and Sunday noon-5 p.m.

Fine Arts Library Furness Building, 220 South 34th Street. Monday-Thursday 9 a.m.-11 p.m., Friday 9 a.m.-10 p.m., Saturday 10 a.m.-5 p.m., Sunday 1-11 p.m.

Hillcrest Pavilion Morris Arboretum, Hillcrest Avenue, between Germantown and Stenton Avenues, Chestnut Hill, phone: 247-5777. Daily 10 a.m. to 4 p.m.

University Museum 33rd and Spruce Streets phone: 222-7777. Tuesday-Saturday, 10 a.m.-4:30 p.m.; Sunday 1-5 p.m.

Guided Gallery Tours

February 26 *Greek and Roman World*

February 27 *Egypt*

March 5 *Africa*

March 6 *North American Indians*

These Saturday and Sunday tours are free and begin at 1 p.m. at the main entrance of the University Museum. Information and to arrange for group tours: Ext. 4015.

Films

Annenberg Center Films

February 25 *Joe's Bed-Sty Barbershop: We Cut Heads and Gray Area*, followed by guest speakers director Spike Lee and filmmaker Oliver Franklin.

Films are screened at 8 p.m., Studio Theatre, Annenberg Center. Admission is \$4, \$2 for students. Information: box office, Ext. 6791 or Afro-American Studies Program, Ext. 4965.

Exploratory Cinema

February 23 *Inside/Outside Station Nine*.

March 2 *Ramparts of Clay*.

Films begin at 7:15 and 9:30 p.m., Studio Theatre, Annenberg Center. Admissions: \$3, students \$2.

GSAC Film Series

February 25 *Love on the Run*.

March 4 *The Undeclared*.

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

Museum Film Series

March 6 *Days of Heaven*.

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

PUC Film Alliance

February 24 *Mad Max*.

March 3 *Das Boot*.

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

Penn Union Council Movies

February 25 *Casablanca*, 8, 11:45 p.m.; *Play It Again Sam*, 10 p.m.

February 26 *The World According to Garp*, 7:30, 10:15 p.m.

March 5 *Cat People*, 7:30, 9:45, 12 p.m.

Schedule subject to change. All shows in Irvine Auditorium. Admission: \$1.50. Midnight: \$1 (Midnight showings of feature films are \$1.50). Information: Ext. 4444.

Serious Films

February 22 *Yes Ma'am*, noon; *The Weapons of Gordon Parks*, 1:30 p.m.; *Black at Yale*, 2:30 p.m.; *Alhaji Bai Konte*, 4 p.m.; *Clorae and Albie*, 4:30 p.m.; *Putney Swope*, 6 p.m.; Houston Hall Art Gallery (Six films for Year 102).

March 1 *Raíces de Sangre* (Latin Festival at Penn).

These free films are screened in the Houston Hall Art Gallery by the Office of Student Life; discussions will be held after films. Information: Ext. 6533.

Year 102 Films

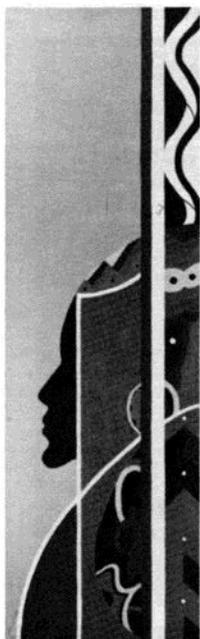
February 22 *Roots: Chicken George (episodes 6 & 7)*, 7:30 p.m., Mayer Hall (North Campus Residence).

February 23 *Institutional Racism in America*, 1 and 4 p.m., Upper Lobby, High Rise North (Racism Committee, Department of Residential Living).

The Learning Tree, 7 p.m., McClelland Hall (The Quad).

February 24 *Roots: The Escape (episode 3)*, *The Choice (episode 4)*, 7:30 p.m., Law Dorms (North Campus Residence).

For Black History Month: Two Artists



Beauty, the 1982 acrylic painting by Betty Campbell, secretary at Wharton School's Reprographics Center and Torso, the 1980 welded steel sculpture as well as the High Priestess, in the background, made from forged iron, copper, brass and wood in 1979 by Anita Riley, are currently on exhibit at the Faculty Club. These and other paintings and drawings by Ms. Campbell and sculpture by Ms. Riley will be at the Club through March 11. (See Exhibits)

February 25 *Roots: Freedom (episode 9)*, 8 p.m., North Campus Common Room, Nichols House (North Campus Residence).

March 2 *From Racism to Pluralism*, 1 and 4 p.m., High Rise North Upper Lobby (Racism Committee, Department of Residential Living).

Music

February 23 *The University Wind Ensemble*, Claude White directing, presents a program featuring music by Stravinsky, including *Praeludium*, *Elegy for JFK*, *Berceuses du Chat*, and *Ebony Concerto* (Arne Running, clarinet), and Paul Fauchet's *Symphony for Winds*; 8 p.m., Bodek Lounge, Houston Hall.

February 25 *The Penn Composers' Guild* presents new music for mixed ensembles by Stuart Hille, Yinam Leaf, Ruth Meyer and James Ure, 8 p.m., Music Building Annex.

February 27 The University Museum presents *Crossant, Coffee and a Concert* with classical guitarist William Newman, 11:30 a.m.-1 p.m., Potlatch Restaurant, University Museum, \$6.

Chamber Music Concert, 2:30 p.m., Harrison Auditorium, University Museum.

March 4 *The Collegium Musicum*, Mary Anne Ballard directing, presents *Music for the Medici*, composers from the court of Lorenzo the Magnificent and the Medici popes; 8 p.m., Harrison Auditorium, University Museum (sponsored by the President and the Provost).

March 5 *Music and Politics*, featuring a concert by contemporary music ensemble, *Relache*, 8 p.m., Christian Association.

On Stage

February 23-27 Mabou Mines, a New York based theatre group's *Dead End Kids: A History of Nuclear Power*, Zellerbach Theatre, Annenberg Center. Tickets: Information: box office, Ext. 6791.

February 24-26 *Spring One-Acts*, Penn Black Drama Ensemble, 8 p.m., High Rise East Rooftop.

February 24-26, March 3-5 *Twelfth Night*, Penn Players, 8 p.m., Harold Prince Theatre, Annenberg Center. Tickets: \$3.50, box office, Ext. 6791.

February 24-26 Neil Simon's musical comedy *Sweet Charity*, Hill Players, 8 p.m., Annenberg School Theatre, Admission: \$3.50, tickets at Annenberg Center Box Office and Locust Walk.

March 4-5 *You Gotta Have Art, Mask & Wig*, 7 & 9:30 p.m., Annenberg School Theatre. Information: Tickets: box office Ext. 6791.

March 5 *Arthur Hall Afro-American Dance Ensemble*, 2:30 p.m., University Museum.

Jamboree, Quaker Notes, 7:30 p.m., Harrison Auditorium, University Museum.

Special Events

February 22 *Princeton Outing*: pre-game buffet at Levy Tennis Pavilion, Fairmount Park Trolley ride to the Spectrum for Penn-Princeton game (\$15 per person with buffet, \$9 without).

February 25 *Steamboat Buffet*, 5:30-8:00 p.m., Faculty Club.

February 26 *Ebony Inspiration*: pageant exhibiting Black culture and talent, 10 p.m., 1920 Commons (Groove Phi Groove Social Fellowship—Year 102 Events).

March 3 *Economics Day: Macroeconomics Under Debate*, 10 a.m.-8 p.m. (Department of Economics).

March 5 *Tabernacle Nursery School Annual Open House*, 10 a.m.-noon, Tabernacle Church, 3700 Chestnut. Information: 662-1178.

Family Day at the School of Engineering and Applied Science, 1:30 p.m., Towne Building. Free but reservations encouraged: Alumni Relations, Ext. 7811.

Sports (Home Schedules)

February 22 *Men's Basketball vs. Princeton*, 9 p.m. at the Spectrum. Tickets: \$5.50.

February 26 *Women's Gymnastics vs. York*, 2 p.m.

March 4 *Men's Basketball vs. Columbia*, 7:30 p.m.

March 5 *Men's Basketball vs. Cornell*, 7:30 p.m.

Locations: *Palestra: Men's Basketball*; Hutchinson Gym; *Women's Gymnastics*. Information: Ext. 6128.

Sports (Broadcasts, WXPB, 88.9 FM)

February 22 *Men's Basketball*, 8:10-11 **February 25** *Men's Basketball vs. Harvard* (away game) 7:10-9:30 p.m.

ALMANAC, February 22, 1983

Hourglass Events

The recently renovated Hourglass at the Faculty Club is sponsoring special events:

February 22 *Beat Princeton—Pep Rally*: 50¢ off all drinks, 4:30-9:30 p.m. **February 24** *Martini and Manhattan Night*, \$1 each, 4:30-9:30 p.m.

Talks

February 22 *Computer Assisted Information Retrieval in Business and Applied Economics*: Ruth Pagell, online searching coordinator, Lippincott Library; 11 a.m., room 319, Steinberg Hall-Dietrich Hall (Lippincott Library Reference Department).

A Fascinating Case of "Delirious Mania", Dr. Steve Mann with a discussion led by doctors Charles O'Brien, William Dyson and Henry Bleier; 11:30 a.m., Medical Alumni Hall (Department of Psychiatry Grand Rounds).

The Placlet Derived Growth Factor: Charles Scher, department of pediatrics, CHOP; 12:30 p.m., Physiology Library, Richards Building (Respiratory Group of the Department of Physiology, Department of Anesthesiology).

Case Study for University/Industry Program: Byron Pipes, director, Center for Composite Materials, University of Delaware; 4 p.m., Auditorium, LRSM (Materials Science and Engineering, Engineering, LRSM).

DGF Receptors and Mechanisms of Mutagenesis: Manjuri Das, department of biochemistry and biophysics, School of Medicine; 4 p.m., room 151, School of Veterinary Medicine (Seminars in Comparative Cell Biology).

February 23 *Social Work in Health Care*: Geoffrey Cox, 12:15 p.m., Graduate Lounge, 233 Houston Hall (GSAC Lunchbag Seminars).

The Pittiless Mother: A Filicide of the English Renaissance: Betty Travitsky, Mellon Fellow, department of English; 12:15 p.m., Women's Studies Office, 106 Logan Hall (Brown Bag Seminars).

Aging in the Male Reproductive System: Dr. Peter Snyder, associate professor of medicine, endocrine section; 3:30 p.m. (Center for the Study of Aging Faculty Seminar Series on Aging).

DNA Rearrangements Associated with the Variable Surface Antigen Genes of Trypanosomes: Dr. John Donelson, department of biochemistry, University of Iowa; 4 p.m., D124, Medical Education Building (Microbiology Graduate Group Seminar Series).

Lecture Series, William Tischler, landscape architect from Madison, WI; 6:30 p.m., Alumni Hall, Towne Building (Graduate School of Fine Arts).

February 24 *The Case of Baluch*: Selig S. Harrison, Carnegie Endowment for International Peace; 11 a.m., Room 2, University Museum (South Asia Regional Studies Seminar).

Multi-element Microelectrodes and Their Use in Oral Sensing: I. Lauks, professor of electrical engineering and science; 11 a.m., Alumni Hall, 1st floor, Towne Building (Department of Bioengineering, School of Engineering and Applied Science).

American Voices in Italian Literature and Elio Vittorini: Nick Patruo, professor, Bryn Mawr College; 4 p.m., 4th floor east lounge, Williams Hall (Graduate Romantic Association).

February 25 *A Nulling Technique for Microwave Imaging with a Random Thinned Array*: Lih-Tyng Hwang, systems engineering department; noon, room 222, The Moore School (Valley Forge Research Center Seminar, Systems Engineering Department).



In Dead End Kids: A History of Nuclear Power Marie Curie (played by Ruth Maleczek) is at work in her laboratory. The play combines melodrama, mystery, magic, dance, comedy, music, and film to explore the history of nuclear power from the Alchemist to the Cold War. (See On Stage)

Black History Heritage Program: The Heritage of Ghana: a graduate student from Africa examines the traditions of his homeland; 1:30 p.m., Rainey Auditorium, University Museum (University Museum).

February 28 *Ultracompact Bioreactors*: Channing R. Robertson, department of chemical engineering, Stanford University; 3:30 p.m., Alumni Hall, Towne Building (Department of Chemical Engineering).

Herbert Spencer's Psychology: Evolution, Mind and Morals, 1842-93: Robert Richards, University of Chicago; 4 p.m., seminar room 107, Smith Hall, (Spring Workshop Perspectives on Darwinism).

William Carleton: A Typology of Style; or Gnomes, Tropes and Irish Macaroni: Mary Ellen Cohane, Penn; 4 p.m., 401 Logan Hall (Department of Folklore Colloquium Series).

Television's New Culture and Old Diplomacy: Tran van Dinh, Temple University; 4 p.m., Colloquium Room, Annenberg School of Communications. (Communications Colloquium Series).

Lecture Series, Barton Meyers, architect from Toronto, Canada; 6:30 p.m., Alumni Hall, Towne Building (Graduate School of Fine Arts).

Exploring Comprehension Style: Susan Lytle, Language in Education, GSE; 7 p.m., room D-45, GSE (Center for Research in Literary Communication).

Fresh Fish and Storytelling Series: Becky Birtha and members of the Philadelphia Feminist Writers Guild give a reading celebrating women and poetry; 7:30 p.m., Christian Association Building (CA). Admission: \$2.

Race and the American Legal Process: Judge A. Leon Higginbotham; 7:30 p.m., Bodek Lounge, Houston Hall (Undergraduate Sociology Society—Year 102 Events).

March 1 *Reproduction and Priming Pheromones in Domestic Farm Animals*: John G. Vandenberg, department of zoology, North Carolina State University; 11:30 a.m., Monell Center (Monell Chemical Senses Center).

Success and Failure in the Treatment of Obsessive-Compulsive Disorder: Edna Foa, professor of psychiatry, Medical College of Pennsylvania; 11:30 a.m., Medical Alumni Hall (Department of Psychiatry Colloquium).

Effective Histamine Ventilation in Man: Dr. Richard Millman, department of medicine; 12:30 p.m., Physiology Library, Richards Building (Respiratory Group of the Department of Physiology, Department of Anesthesiology).

Frontiers for Polymeric Materials: Eric Baer, dean, Case Western Reserve University; 4 p.m., Auditorium, LRSM (Materials Science and Engineering, Engineering, LRSM).

Early and Modern Editions of Hamlet as Performance Texts: Steven Urkowitz, SUNY-Maritime; 4 p.m., 6th floor, Van Pelt Library (Friends of the Library).

March 2 *Military Expenditures in Nonweapon-producing Countries: The Case of Latin America*: E. N. Hohl; 12:15 p.m., Graduate Lounge, Houston Hall (Lunchbag Seminars).

Women in Celtic Folklore and Myth: Rachel Stark, department of anthropology; 12:15 p.m., Women's Studies Office, 106 Logan Hall (Brown Bag Seminars).

The Trials and Tribulations of Little Red Riding Hood (with slides): Professor Jack Zipes, University of Wisconsin-Milwaukee; 4 p.m., Harrison-Smith-Penniman Room, Houston Hall (Department of German).

The Uses and Abuses of History: Anthony Vidler, architectural theorist, Princeton University; 6:30 p.m., Alumni Hall, Towne Building (Graduate School of Fine Arts).

March 3 *Identity of Nepal*: Ambassador Carol Laise; 11 a.m., Room 2, University Museum (South Asia Regional Studies Seminar).

Non-invasive Measurement of Blood Flow and its Regulation in the Microcirculation of the Retina: B. Petrig, research associate, Scheie Eye Institute; 11 a.m., Alumni Hall, 1st floor, Towne Building (Department of Bioengineering, School of Engineering and Applied Science).

Medical School and Preparation for Health Careers: representatives of the National Association of Medical Minority Educators; 7 p.m., Multi-Purpose Room, DuBois College House (DuBois College House).

March 4 *Black History Heritage Program: The Heritage of Nigeria*: a graduate student from Africa examines the traditions of his country; 1:30 p.m., Rainey Auditorium, University Museum (University Museum).

Native American Healing: Nancy Post, a Health and Wellness teacher who lived among the Hopi, lectures upon a tradition in which healing and religion have never parted; 7:30 p.m., Christian Association Building (CA).

March 5 *Music and Politics, an afternoon forum with guest speakers*; 2 p.m., Christian Association Building (CA).

March 6 *A Taste of Soul Food*: lecture, discussion, food; North Campus Commons Room, Nichols House (North Campus Residence—Year 102 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 March 1, at noon, for the March 8 issue.**

Summer Management Development Program for Supervisors and Administrators

As part of an overall expansion of and increasing emphasis on management development opportunities for University supervisors and administrators, the Office of the Vice President for Human Resources is planning a new Summer Management Development Program. The goal of the program is to provide a selected group of mid- and senior-level administrators with an opportunity to expand their management skills by attending one of four specially selected management development programs.

All administrative staff will receive a brochure this week which describes the specific program requirements, departmental fees, dates, and application procedures, including an application form. Applicants will be asked to submit an application to their supervisor for approval. Following approval, the supervisor should submit the form to the appropriate Dean or Executive Officer by no later than March 9. They will screen the applications and submit their nominations for final selection by the President, Provost and Vice President for Human Resources. Tuition for the programs will be paid on a 50%-50% shared basis between the University and the sponsoring department. Travel and living expenses will be paid by the department or unit.

The following descriptions may provide assistance in deciding which program might

best suit interested administrators.

The Penn Perspective: An Institute for Middle- and Senior-Level Administrators, sponsored by Penn, will provide middle and senior-level administrators with a broad perspective of Penn's structure and mission, management and fiscal practices and current University issues. Presentations by senior officers will cover such topics as academic planning and the budget process, the role of the supervisor in the 80's and current University issues. Approximately fifty administrators will be selected to attend.

The Summer Institute for Women in Higher Education Administration, co-sponsored by HERS Mid-Atlantic and Bryn Mawr College, is for professional women who want to prepare themselves for further administrative responsibilities. Housed at Bryn Mawr College, the program includes sessions on academic governance, finance and budgeting, management skills and administrative computer use. A unique aspect is the Institute's commitment to professional development issues. Women interested in learning more about the HERS program are invited to a brown bag lunch with former program participants on Thursday, February 24 at 1 p.m. in the Green Room, Class of 1920 Commons.

The College Business Management Institute, at the University of Kentucky, is for middle-level administrators who wish to broaden their knowledge of overall university business management. Sponsored by the Southern Association of College and University Business Officers (SACUBO), the program includes sessions on dining and housing opera-

tions, fund accounting, personnel administration, physical plant and purchasing policies.

The Business Management Institute, at Stanford University, is for senior-level administrators and their assistants who are interested in a realistic, in-depth study of topics important to higher education administration. Some of these topics include fiscal management and planning, higher education law, management information systems, banks and investments, and control and audit.

A total of up to ten administrators will be selected to attend the Summer Institute for Women in Higher Education Administration, the College Business Management Institute and the Business Management Institute. Contact the Training Division at Ext. 3429 for further information.

Career Alternatives

Careers in University Administration is the February 28 topic in Career Planning and Placement Service's lecture series on career alternatives for graduate students. Dr. Ira Harkavy, the Vice Dean of the College of Arts and Sciences; Patricia Rose, the Director of the Career Planning and Placement Service; and Dr. Elizabeth Chadwick, the Associate Dean of the College at Swarthmore, will speak. The three panelists will speak 4:30-6 p.m. in the Benjamin Franklin Room, Houston Hall.

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 February 21 and therefore cannot be considered official. New listings are posted Mondays on personnel bulletin boards at:

Anatomy-Chemistry Building: near Room 358;
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;
Steinberg Hall-Dietrich Hall: ground 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

Admissions Officer II (5420) develops, coordinates, and administers programs to recruit and enroll minority students; travels extensively; communicates with high school faculty and students; interviews prospects; selects candidates (degree, three to five years' experience in admissions or related field, strong oral and written communication skills, public relations skills essential).

Assistant Director III Annual Giving/Director of Medical Alumni Affairs (5400).

Assistant Director Annual Giving I (5399) plans, organizes, and administers the School of Veterinary Medicine's Annual Giving and Alumni Friends Programs (degree, two years' experience in fund raising, ability to organize and coordinate fund raising activities) \$14,500-\$19,775.

Assistant General Counsel (2 positions) (5327) (5328).

Assistant Treasurer (4858).

Associate Director (5119) \$16,350-\$22,600.

Building Administrator (5367) \$14,500-\$19,775.

Buyer, Purchasing (5417) \$14,500-\$19,775.

Controller (5414).

Coordinator III (5338) \$14,500-\$19,775.

Director, Admission Medical School (5362).

Director of Research Accounting (5434) supervises staff; confers and renders decisions for faculty and staff involving grant and contract policies; insures compliance with fiscal reporting requirements and expenditure policies; administers cash management procedures over contract receivables and advance payments (degree with a major in accounting, four years' experience including at least one year in a university accounting department, some knowledge of Federal regulations relating to research grants and contracts).

Library Department Head I (5390) \$14,500-\$19,775.

Librarian I or II (3 positions) Librarian I \$13,100-\$17,800;

Librarian II \$14,500-\$19,775.

Office Manager II (5427) coordinates operation of dental clinic; monitors patient payments, clinic budget and collection claims; authorizes clinic expenditures (degree and/or three years' related experience, bookkeeping experience, good interpersonal and communication skills, two years' health related experience) \$13,100-\$17,800.

Programmer Analyst I (C0995) \$14,500-\$19,775.

Programmer Analyst II (2 positions) \$16,350-\$22,600.

Research Coordinator (C0988) \$14,500-\$19,775.

Research Specialist Junior (3 positions) \$12,000-\$16,100.

Research Specialist I (1 position) \$13,100-\$17,800.

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

Senior Research Coordinator (C0756) \$16,350-\$22,600.

Staff Writer I/Researcher (5378) \$12,000-\$16,100.

Support Staff

Administrative Assistant I (2 positions) (5389) (5232) \$9,925-\$12,250.

Administrative Assistant II (D0055) \$11,325-\$14,050.

Administrative Secretary I (5356) \$11,225-\$14,000.

Coordinating Assistant I (5401) \$10,575-\$13,100.

Dental Assistant (5428) assists chairside utilizing four-handed techniques; assists with preparation of patient records; dispenses and mixes materials; maintains equipment; exposes, develops and mounts x-rays (completion of accredited dental assisting program, two years' related experience, certification preferred) \$10,450-\$12,675.

Electron Microscope Technician II \$12,600-\$15,500.

History Technician II (4914) \$11,225-\$13,775.

Information Systems Technician (D0041) \$11,225-\$14,000.

Physical Laboratory Technician II (C0989) \$10,175-\$12,400.

Research Laboratory Technician I (D0046) \$9,150-\$11,100.

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

Research Laboratory Technician II (D0066) performs basic but varied laboratory analyses in the development of enzyme-immunoassays; prepares reagents, related records, and reports (degree, some experience with biochemical equipment required, experience with laboratory animals preferred) \$10,175-\$12,400.

Research Laboratory Technician III (7 positions) \$11,225-\$13,775.

Research Laboratory Technician III (D0067) assays bacterial cells and cell fractions for their ability to adhere to various substrates; routine handling and transfer of bacterial cultures (degree with a major in either microbiology or biochemistry, some related experience, must have an understanding of basic immunology including at least one course in biochemistry with laboratory work) \$11,225-\$13,775.

Research Machinist II (5345) \$14,575-\$18,700.

Secretary II (5 positions) \$8,775-\$10,725.

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

Temporary Extra Person (Lab Technician) (D0059).

Part-Time Positions

Administrative/Professional

Coordinator, Clinical Education (D0004) \$16,350-\$22,600 (prorated to 60% of full-time).

Professional (2 positions) hourly wages.

Support Staff

Permanent Employee (11 positions) hourly wages.

ALMANAC, February 22, 1983