

Almanac

Tuesday, January 8, 1985

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Career Courses at GSE

Four GSE courses starting next week are offered at noon or early evening hours particularly for those in higher education administration or aiming toward such careers. They can lead to degrees in Higher Education and in Educational Leadership, or can be taken by General Admission students not on a degree plan. For college graduates employed at Penn, the University Staff Scholarship covers all but \$5 of tuition for each.

Managing People (ED 508, Wednesdays starting January 16; Sections noon-2 or 4:30-6:30 p.m.). Dr. Charles Dwyer, director of Wharton's Management and Behavioral Science Center, teaches values that motivate and techniques that can be applied to situations with superiors, subordinates, clients, spouses, children. Specify section: Ms. Dorfman, Ext. 7904.

Organizational Communication (ED 548, Thursdays starting January 17, noon-2). Dr. Allan Glatthorn, professor of education, teaches face-to-face skills (meetings, interviewing/being interviewed, giving/receiving performance appraisals, etc.) plus organizational writing (proposals, resumes, reports, memos) and analysis of office communication problems. Call Mr. Plantan, Ext. 7364.

Structure and Function of Leadership in Organizations (ED 506, Tuesday labs and Thursday classes starting January 17, 10:30-noon). Dr. Joan Shapiro, associate director of Women's Studies, examines formal and informal leadership pathways: channels of communication; power and influence; issues in accountability, ethics, equality, role conflicts. Labs include assertiveness training, public speaking, etc. Call Ms. Morgan or Dr. Shapiro, Ext. 8740.

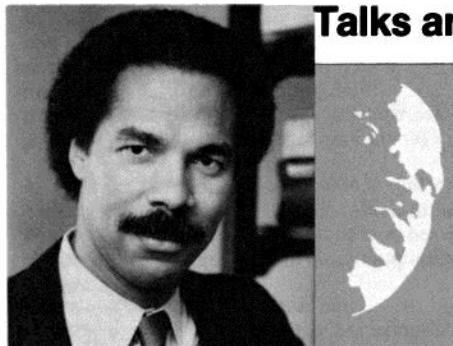
The Budget Process (ED 545C, Tuesdays starting January 22, 7-9 p.m.). Dr. Glen Stine, director of budget analysis, uses a case-study approach to resource allocation in colleges and universities; covers decision-making, trade-offs, priorities, and differing avenues to institutional objectives. Limited to 20 participants; call Mr. Pantan at Ext. 7364.

For information and application forms, visit the GSE Admissions Office at 37th and Walnut or phone Ext. 6455. A catalog is available, detailing these and other courses including *Introduction to American Higher Education; Types of Colleges and Universities; Computer Applications* (with Apple IIe lab) and others.

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Insert: Microcomputing's Penn Printout



Randall Robinson

Penn's sixth annual Martin Luther King, Jr. Commemorative Program turns to the black South African struggle against apartheid as the theme of a three-day observance January 16 through 18.

Keynote Speaker Randall Robinson, who opens the program Wednesday, January 16 at 7:30 p.m. in Harrison Auditorium at the Museum, is executive director of TransAfrica Inc., the nonprofit foreign-policy lobby for Africa and the Caribbean. A Harvard Law School graduate who has been a Congressional aide and Ford Foundation Fellow (Tanzania) as well as legal counsel to U.S. civil rights groups, Mr. Robinson was the leader of November's demonstration at the South African Embassy that led to mass arrests in Washington—including his own and Dr. Mary Berry's. His speech on "U.S./South African Relations," is open to campus and public free.

"The observance of Martin Luther King Jr.'s birthday is one of the major all-University gatherings of the year at Penn," said President Sheldon Hackney. "What began modestly as a memorial service to a great man who had studied here has grown into a significant catalyst to thought about human liberation and how to secure it for all. The Provost and I join in

Talks and Teach-ins on Apartheid

welcoming all members of the University to the Commemorative Program."

This is the first year the Commemorative has gone beyond domestic concerns for its theme, said Dr. Jacqui Wade, director of the Afro-American Studies Program where the three-day program is coordinated. "The South African struggle is clearly related to Dr. King's pursuit of social, economic, legal and political equality in the United States." Dr. Wade said.

A number of faculty and student groups are sponsoring individual events such as:

January 17

Film, *The Discarded People*; showings at noon and 2 p.m. in the first-floor Art Gallery, Houston Hall (Office of Student Life).

Teach in, *Anti-Apartheid Work at Penn*; noon at Houston Hall (room TBA), led by Patrick Hagopian, head of Penn's South African Solidarity Alliance (the Alliance).

Film, *South Africa Belongs to Us*, and talk by Catherine Blunt of the Coalition for a Free South Africa and Namibia; 4:30 p.m. in DuBois College House, (Sister Sister; Afro-American Studies Program).

Teach-in, *The Principles of Nonviolent Protest*, led by the Rev. Gordon Stanley Houston of The Christian Church 7:30 p.m. at DuBois House (Alpha Phi Alpha).

January 18

Teach-in: *Historical Perspectives on Racial Attitudes in South Africa*, led by Drs. Lee Cassanelli and Martin B. Wolfe, professors of history (African Studies Committee).

Teach-in, *Legal and Political Policies Toward South Africa*, led by Dr. Goler Butcher, professor of international law at Howard University, and Wade Henderson, Esq., of the ACLU and National Conference of Black Lawyers (Black American Law Student Association and Graduate Minority Council).

The Penn events are preceded by an anti-apartheid vigil in Center City which opens with a rally January 14, 4:30 p.m., west of City Hall, and closes with a rally January 15 at 8 p.m.

Dean: School of Arts and Sciences

The dean is the chief academic officer of the School and of the Faculty of the Arts and Sciences, which include the humanities, the natural sciences, and the social sciences, both undergraduate and graduate. The dean provides academic leadership and is responsible for educational programs and budget, research, and faculty appointments.

Candidates should have a record of distinguished scholarship, scholarly professional achievement, and administrative experience.

Nominations or applications with all supporting documents should be sent as soon as possible and received no later than February 1, 1985, by: Consultative Committee for selection of Dean of SAS, Dr. Ward H. Goodenough, chairman, c/o 121 College Hall, University of Pennsylvania, Philadelphia, Pennsylvania 19104.

The University of Pennsylvania is an equal opportunity/affirmative action employer.

SENATE

To: Members of the Standing Faculty

We continue to invite nominations for the positions that were announced in *Almanac* December 11, 1984, and we will happily receive them up to February 15, 1985. Please address your nominations to me at the Faculty Senate Office, 15 College Hall/CO.

— Robert E. A. Palmer, Chair, Senate Nominating Committee

Ken Kauffman



Peter Syversten and Susan Gordon-Clark in Love Gifts January 11 through February 3 at the Zellerbach Theatre. Call 563-PLAY.

The following resolution was approved by the Faculty of Arts and Sciences on December 4.

SAS Faculty Statement on Study Abroad

As teachers and scholars, we are increasingly part of a world community and bear the responsibility of preparing our students to function in such an environment. In order to develop a global perspective and avoid cultural, linguistic and ideological parochialism, we should encourage in our students an awareness of the many parts which form this international community. Although it may be possible to foster an abstract concept of cultural differences while students are studying on the Penn campus, such an understanding may best be developed by direct contact between the individual student and other cultures, and especially by living and studying abroad.

Foreign study is beneficial to students regardless of their academic specialization and this type of educational experience produces not only sensitivity to cultural diversity but also insight into one's own discipline from another cultural perspective. Students versed in other cultures are both more able and more likely to examine objectively their own values and assumptions and thereby to strengthen the goals that are fundamental to a liberal education.

Therefore be it resolved that we, the Faculty of the School of Arts and Sciences, endorse the concept of study abroad for undergraduates in all disciplines and encourage individual departments to investigate and evaluate study abroad opportunities and to facilitate access for their students to programs which have been determined to be educationally sound and equivalent in quality to programs offered at the University of Pennsylvania.

Second notice

Changes in Social Security and Withholding Taxes

Beginning January 1, 1985, all faculty and staff of the University will be subject to a change in the social security tax (FICA) which is collected through payroll withholding. The tax will increase from 6.7% to 7.05% and the taxable wage base will increase from \$37,800 to \$39,600. Therefore, the maximum social security tax to be withheld from employees in 1985 will increase from \$2,532.60 to \$2,791.80.

The value of one withholding allowance for Federal withholding tax will increase from \$1,000 to \$1,040 on an annual basis. For weekly paid employees, the value of one withholding allowance increases from \$19.23 to \$20.00 on a weekly basis. For monthly paid employees, the value of one withholding allowance increases from \$83.33 to \$86.67 on a monthly basis.

Individuals should see a small reduction in the amount of Federal withholding tax withheld each pay period, but the increase in the social security tax (FICA) could, in some instances, offset the reduction in Federal withholding tax and result in slightly less net (take home) pay.

Any questions relating to these changes should be directed, preferably in writing, to Harold F. Coverdale, Assistant Comptroller, Payroll, Room 327, Franklin Building/16 at Ext. 4733.

— Alfred F. Beers, Comptroller

COUNCIL

Following is an item due for action January 16, 1985:

Proposed Amendment to the Bylaws (Additions *Italicized*)

VI.1 (e) Community Relations Committee. The Community Relations Committee shall advise on the relationship of the University to the surrounding community. It shall advise the Council and help make policy with respect to the community. It shall work with the Office of Community Relations to assure that the University develops and maintains a constructive relationship with the community. *The Chair of the committee shall have cognizance of pending real estate activities of concern to the community. The Chair along with the Director of Community Relations shall meet quarterly or more often, if needed, with the Senior Vice President or his or her designee for real estate to be informed of impending real estate activities that affect the community. They shall, with discretion, discuss relevant cases with the Committee, and may inform the community as the need arises.* The Committee shall consist of eight faculty members, four administrators, two A-3 staff members, two undergraduates, and two graduate/ professional students. *At least three members shall reside in West Philadelphia. The Senior Vice President or his or her designee, the Directors of Recreation, Communications, and Annenberg Center, the manager of WXPN-FM, and the Coordinator of Off-Campus Living shall be ex officio members of the Committee.*

(Also see call for nominations past insert.)

3601 Locust Walk/C8
Philadelphia, Pa. 19104
(215) 898-5274 or 5275.

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

EDITOR Karen C. Gaines
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ALMANAC ADVISORY BOARD Chair, Jean A. Crockett; Jacob M. Abel, Carol P. Germain, Henry T. Hiz, Alfred J. Rieber, Eliot Stellar, Arnold W. Thackray, Anthony R. Tomazin, for the Faculty Senate; ... William G. Owen for the Administration; ... Carol Carr for the Librarians Assembly; ... Edwin Ledwell for the Administrative Assembly; ... Joseph Kane for the A-3 Assembly.

To the University Community:

Volunteers Needed for Committee Service

Once again the Committee on Committees begins its work with an invitation to the faculty and administrative staff to nominate themselves and their colleagues for service on University committees.

We will be spending most of the spring term assembling lists of prospective members who are most interested in and most qualified for service on the 15 key committees listed here. They are the advisory bodies which will help shape academic/administrative policy, administer certain all-University projects, such as faculty awards and honorary degrees, and assist operations, such as the Book Store and Libraries, to be of greater service to the campus.

To make our committees effective we need to consider the largest possible pool of candidates with the broadest range of experience and viewpoints. Before submitting your own name or that of a colleague you may wish to have a better understanding of the work being done by a particular committee. One way to obtain such information is by reviewing the committee reports which have been published in *Almanac* (see December 4 issue).

Except where noted, all of the committees listed here are open to both faculty and staff. We plan to submit our recommended committee member lists to the Steering Committee in April. In order that we may meet this deadline, we ask you to make your nominations by February 1.

The 1985 Committee on Committees

Gloria Duca (development)
Robert F. Giegengack (geology)
Joan I. Gotwals (library), *Chair*
James Guller (Wh Gr)
Jeffrey Hack (Wh '87)
Edward S. Herman (finance)
Marilyn E. Hess (pharmacology)
Elliot D. Mossman (Slavic languages)
Anthony R. Tomazinis (chair-elect, Faculty Senate), *ex officio*
Ingrid L. Waldron (biology)
Arthur F. Whreat (medicine)

Committees and Their Work

Book Store considers the purposes of a university bookstore and advises the director on policies, development, and operations.

Communications has cognizance over the University's communications and public relations activities.

Community Relations advises on the relationship of the University to the surrounding community.

***Disability Board** continually evaluates the disability plan, monitors its operation, and oversees the processing of applications for benefits and the review of existing disability cases.

Facilities keeps under review the planning and operation of the University's physical plant and all associated services.

***Faculty Grants and Awards** recommends policy on University research grants to faculty members, reviews applications for these grants, and recommends those which should be funded.

***Honorary Degrees** does most of its work during the fall term; solicits recommendations for honorary degrees from faculty and students and submits nominations to the Trustees.

***International Programs** is advisory to the director of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs, and cooperative under

takings with foreign universities.

Library is advisory to the director of libraries on policies, development and operations.

Personnel Benefits deals with the benefits programs for all University personnel. Special expertise in personnel, insurance, taxes, or law is often helpful.

Recreation and Intercollegiate Athletics has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics; advises the athletic director on operations and recommends changes in policy when appropriate.

Safety and Security considers and assesses the means to improve safety and security on the campus.

Student Affairs has cognizance of the conditions and rules of undergraduate and graduate student life on campus.

Student Fulbright Awards, active early in the fall, evaluates applications from graduating seniors and graduate students and makes recommendations to the Institute of International Education, which awards Fulbright grants on behalf of the State Department.

Undergraduate Admissions and Financial Aid has cognizance over undergraduate recruiting, admissions, and financial aid matters that concern the University as a whole but are not the specific responsibility of individual faculties.

*Open to faculty only. One or more administrators serve as liaison to most of these committees.

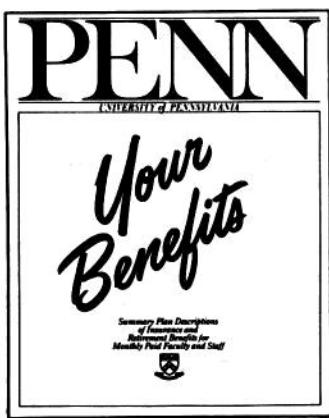
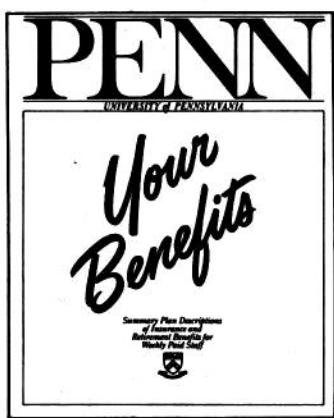
Mail to: Committee on Committees, Office of the Secretary, 121 CH/CO

Committee _____
Candidate _____
Title or Position _____
Campus Address _____

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**Everything
You Always
Wanted to
Know
About
Benefits
(But Were
Too Busy
To Ask)**

By now every full-time member of the faculty and staff should have a personally-addressed copy of *PENN: Your Benefits*, the Human Resources/Benefits Office's new guide to life and health insurance and to retirement plans and options at Penn. Monthly-paid people get a blue-and-gray 8½" x 11" magazinelike booklet, weekly-paid a red-and-gray one. To all, Benefits Manager, James Keller recommends taking it home for study and discussion: "Your benefits are important to your family, too," he said, "and there are annual decision points, such as the April open enrollment period for those who want to switch health or dental plans; you might want to talk these over together as part of long-term family resource planning."

These booklets outline eligibility, and how to enroll, change, cancel or collect under all of the benefits programs in which the University interacts with outside providers of coverage. Internally-managed benefits, such as children's tuition, staff scholarships, vacation and sick leave policies, are detailed in individual brochures and the Personnel Policy Manual kept by school and department business administrators. Business administrators can also call upon the Benefits Office for on-site office briefings about benefits, and this spring the Benefits Office will announce a series of lunchtime Q-and-A sessions open to all, under the title *Penn: Your Benefits—A Review*. Any full-time member of the faculty or staff who did not receive a guide (shown above) should call Ext. 7281.

Volunteers for Hospice Patients

A program designed to help terminally ill patients in their own homes rather than in a hospital needs volunteers. The Hospice Program of the University's Cancer Center provides support and assistance for dying patients and their families. Volunteers help in many ways: offering companionship, assisting with patient management and household tasks; they are an essential part of the Hospice Team.

A thorough training program, conducted by HUP's professional staff, will be offered at the Cancer Center in February for the men and women who qualify for this highly selective volunteer program.

This is volunteer work at its most gratifying—where it is most needed—and where it is most appreciated. Men and women interested in the program should call the Hospice Program at 662-3927.

Chickenpox Subjects—60 to 70

For its study on a chickenpox vaccine to prevent shingles (*Almanac* December 11), the Section on General Medicine, Department of Medicine, needs especially to find more volunteers in the 60 to 70 age range who have had chickenpox. Volunteers are paid. Call Rosemary at HUP, 662-6917.

Summer Grants Reminder

Grants-in-aid up to \$1500 and research fellowships up to \$3000 are available for standing faculty (with preference to assistant professors) via the Committee on Faculty Grants and Awards. Deadline is *February 1* for applications, available from the Office of Research Administration, 409 Franklin Building; call Lynn Bevan for information.

Dr. David R. Manning (Pharmacology, School of Medicine)—Events Underlying Densensitization of Adenylate Cyclase

Dr. Janet C. Meininger (School of Nursing)—Type A Behavior: An Epidemiologic Study of Twin Families

Dr. Perry B. Molinoff (Pharmacology, School of Medicine)—Purchase of Ultracentrifuge

Dr. Eric G. Neilson (Renal Electrolyte Section, School of Medicine)—Equipment Purchase-Fraction Collector System

Dr. Trevor M. Penning (Pharmacology, School of Medicine)—Inhibition of Dihydrodiol Dehydrogenase by Non-steroidal Anti-inflammatory Drugs

Dr. Allen Place (Biology, School of Arts and Sciences)—The Molecular Consequences of Ethyl Methanesulfonate Mutagenesis in Drosophila: Analysis of Mutants by Denaturing Gradient Gel Electrophoresis and Genomic Sequencing

Dr. Scott Poethig (Biology, School of Arts and Sciences)—A Genetic Analysis of Hemeotic Mutations of Maize

Dr. Martin Pring (Physiology, School of Medicine)—Medical School Computer Facility

Dr. Eleanor L. Ryder (School of Social Work)—A Study of the Use of Companion Animals to Stimulate Verbalization of Demented Elderly Persons

Dr. John Sabini (Psychology, School of Arts and Sciences)—Perception/Avoidance of Interpersonal Conflict and Their Relationship to Essential Hypertension

Dr. Michael E. Selzer (Neurology, School of Medicine)—Effects of Phenyltoin on Frequency Dependent Transmission at the Frog Neuromuscular Junction

Dr. Shiro Takashima (Bioengineering, School of Engineering and Applied Science)—Investigation of Membrane Impedance Using Single Biological Cells

Dr. Jane Vanderkooi (Biochemistry/Biophysics, School of Medicine)—Reactions of Excited State Porphyrins

University BRSG Grants for 1984-85

The University annually receives from the Public Health Service an umbrella Biomedical Research Support Grant to complement and enhance biomedical and behavioral research both by responding to emerging opportunities and by meeting unpredictable requirements. This fund, administered by the Office for the Vice Provost for Research, is used primarily to fund pilot projects, initiate new research directions, and improve research opportunities for new investigators, minorities and women.

Biomedical and behavioral investigators apply for funds by April 1 each year, using guidelines that are available from the Vice Provost's Office, 106 CH/CO.

Following are the grants made in the most recent cycle, covering work to be done in the 1984-85 academic year.

Dr. Ruth Hogue Angeletti (Pathology, School of Medicine)—A University Protein Chemistry Facility

Dr. Gudrun S. Bennett, et al (Anatomy, School of Medicine)—Immunohistochemical Localization of Cytoskeletal Proteins in Tissue Sections

Dr. Dorrit Billman (Psychology, School of Arts and Sciences)—Processes in Concept Learning

Dr. Brenda Casper (Biology, School of Arts and Sciences)—Studies of Self-Compatibility in Distylous Species of Cryptantha

Dr. Carol Cowing (Pathology, School of Medicine)—Induction of Class II MHC Genes by Gamma-Interferon and Its Role in Autoimmune Responses

Dr. Helen C. Davies, Dr. Fred Karush (Microbiology, School of Medicine)—Equipment for Oligopeptide Synthesis

Dr. Robert J. DeRubeis (Psychology, School of Arts and Sciences)—The Relationship of Therapist

Behavior and Patient Improvement in the Cognitive Therapy of Depressed Adults.

Dr. Paul Ducheyne (Bioengineering, School of Engineering and Applied Science)—The Measurement of the Initial Stability of Porous Coated Implants.

Dr. Terrence G. Frey (Biochemistry/Biophysics, School of Medicine)—Establishment of an Image Processing Facility in the School of Medicine.

Dr. Alan Fridlund (Psychology, School of Arts and Sciences)—Facial EMG Patterns and Emotion.

Dr. Stanley Goldfarb (Renal Electrolyte Section, School of Medicine)—Studies of Intracellular Ion Composition in Perfused Mammalian Renal Tubules.

Dr. Peter J. Hand (Animal Biology, School of Veterinary Medicine) and Dr. John Liu (Anatomy, School of Medicine)—Autoradiographic Deoxyglucose Studies of the Central Effects of Electroacupuncture Produced Analgesia.

Dr. Toshiro Inubushi (Biochemistry/Biophysics, School of Medicine)—Paramagnetic Ligand Shift of Hemoproteins in Solution and Solid State.

Dr. Roland G. Kallen (Biochemistry/Biophysics, School of Medicine)—Differentiation and Development: Molecular Cloning of Differentiation Specific and Parasite Stage Specific cDNAs.

Dr. Mitchell Litt (Bioengineering, School of Engineering and Applied Science), Dr. Ray K. Drum (Restorative Dentistry, School of Dental Medicine)—Spectral Analysis of Temporomandibular Joint Sounds.

Dr. Ponzy Lu (Chemistry, School of Arts and Sciences)—Automated DNA Synthesizer Instrument: Second and Third Column and Program Option.

Dr. Ponzy Lu (Chemistry, School of Arts and Sciences)—Purchase of Liquid Scintillation Counter.