

Almanac

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A Chair, A Plan, A Gift Horse

The University's School of Veterinary Medicine comes back to school this fall with three announcements of growth over the summer: the endowment of a professorship, the approval of physical development plans, and the sale of a yearling filly to benefit one of its units.

At their June meeting, University Trustees approved plans for a new student residence and classrooms at New Bolton Center, plus a new teaching hospital for small animal medicine and surgery on the Philadelphia campus.

President Martin Meyerson said the new structures are needed to accommodate increased enrollment. During the past ten years, class size has gone from 60 to 107, and the projection is 150 students per class by 1980. Recent revisions in curriculum also require students to engage in earlier and more varied clinical studies, he said, increasing the demand upon both the Large Animal Hospital at New Bolton Center and the 64-year-old Small Animal Hospital in Philadelphia.

"The building program reflects the University's determination to maintain the School's position as one of the nation's great centers for the treatment of animal ills, the study of their relationship to human diseases, and the education of veterinarians," President Meyerson said. "The new facilities will provide a physical environment to match the distinction of the faculty."

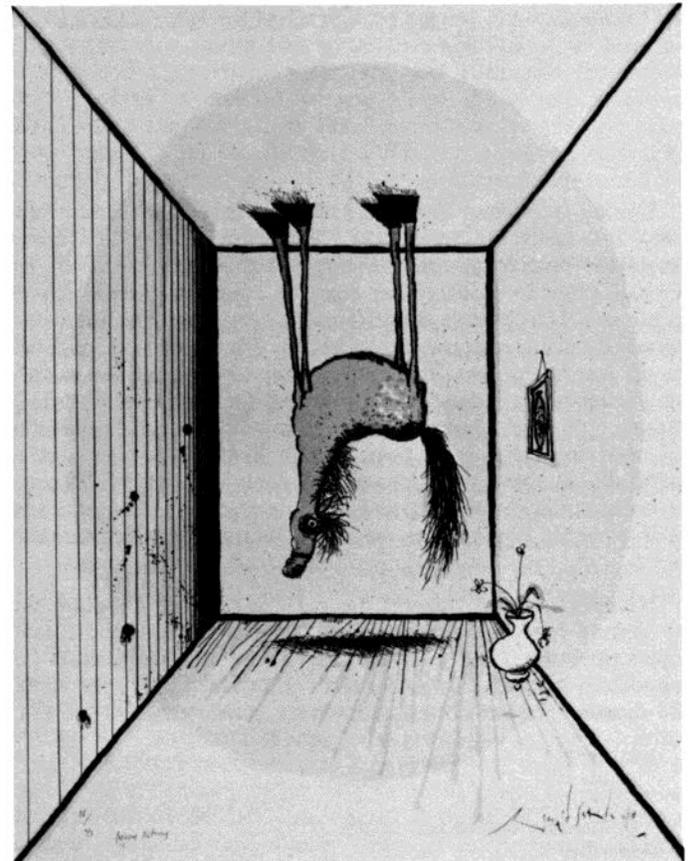
Jenny Professorship

To add to that faculty distinction, a chair has been established in honor of the late Dr. Jacques Jenny, the Penn Veterinary faculty member who pioneered bone and joint surgery on horses. A gift of the James C. and Dorothy G. Butt Foundation establishes the Jacques Jenny Professorship of Veterinary Orthopedic Surgery for Large Animals.

Dean Mark Allam said a search committee is considering the qualifications of veterinary orthopedic surgeons from throughout the world in an effort to select the first incumbent of the Jenny Professorship. Dr. Jenny, who died in 1971 at the age of 54, had been on the faculty since 1948 and his widow, Dr. Elinor Jenny, continues at New Bolton Center.

The late Dr. Jenny was credited with saving the lives of outstanding racehorses such as Tim Tam, Swaps, Creme de la Creme and Hoist the Flag. He also authored over 60 scientific papers, served as visiting professor at the Mayo Clinic, and was named national Veterinarian of the year in 1963 and Veterinarian of the year in Pennsylvania in 1971.

The Jenny Professor will be associated with the soon-to-be-completed C. Mahlon Kline Orthopedic and Rehabilitation Center at New Bolton Center, which Dr. Jenny designed and saw to ground-breaking stage before his death. This summer at the 53rd Annual Saratoga Sales, Kline Center Advisory Committee member Anderson Fowler, the Treasurer of Monmouth Park Race Track, put up a dark bay filly for auction to benefit the Center. She went to Maurice Zilber of Chantilly, France, trainer for Nelson Bunker Hunt of Dallas—at \$20,000 for Kline Center.



Ronald Searle

Pegasus Returns . . . to the Bookstore? See page 8.

FACULTY MEET FRESHMEN TODAY

While teaching starts Thursday at 8 a.m. for most of the University, 149 classes are in session today for Penn's freshmen, taught mostly by senior faculty volunteers. This is the third year the Faculty-Freshman Day has brought academic emphasis to New Student Week, and offers the largest selection of such courses to date.

Some orient the student to the city (walking tours from at least four specialized points of view); some introduce a field of study or possible career (languages, law, a variety of sciences, engineering); and still others take up problems in the educational process itself—what learning is, the meaning of activity, the work ethic, determining creativity.

Most of the courses are literally samples of college-level classroom work, tailored to one-day presentation. Faculty-Freshman Day is arranged by the Dean of Students' Office, which also coordinates the other hundred-odd events of New Student Week. Freshmen and transfer students are introduced to campus services (Bookstore, Libraries, athletic facilities), as well as being fed and entertained. A special for the whole campus will be a concert Friday at 7:30 p.m. on the venerable Curtis Organ in Irvine Auditorium. Sponsors are the Organ's Restoration Committee.

I'm Okay, You're Okay:

The Second Annual Report of the Ombudsman

by Joel Conarro

During its second year the Office of the Ombudsman handled 240 cases, an increase of 75 over its initial year. (Some problems involve several persons—in the interests of clarity I shall refer to cases rather than to cumulative numbers of persons.) The change is attributable largely to the increased number of undergraduates using the office—133 as opposed to 62 last year. From its inception the office has been widely publicized, in *Almanac* and elsewhere, for faculty and staff. It has taken a while, however, for the students to get a clear idea of what an ombudsman does, and to seek out our services as naturally as they might those of a dean or adviser. The statistic on student use will rise again next year, I suspect, and will probably continue to rise for as long as the office remains open.

Numbers do not interest me very much, but I would like to share a few to give some sense of what my staff and I have done since my 1972 report. First, of the 223 individuals (as opposed to groups) who came to the office, 135 were male, 88 female. The subject breakdown on grievances is as follows:

academic	75
residential	44
job problems	24
promotion, tenure and salary	18
benefits	13
personal differences	12
fees	11
libraries	11
dining services	8
miscellaneous	7
work/study	7
student health	5
cars/parking	3
recreation	2

I want to point out that the number of complaints is not necessarily an indication of any administrator's efficiency. I am persuaded, for example, that Mr. Ledwell, in Residence, has one of the most difficult jobs on campus. In all our dealings with his office, my staff and I have found him to be un-failingly responsive and helpful.

The 133 individual undergraduate grievants are divided almost equally among the four classes, with slightly higher figures for freshmen (36) and seniors (34). The breakdown by school is as follows:

College	65
CW	41
CGS	10
Wharton	11
SAMP	3
Engineering	3

For graduate students:

GSAS	16
Law	4
Veterinary	1
Education	4
Wharton	7
Social Work	1
Dental	1
Engineering	2
Annenberg	1

The numbers for faculty and staff are as follows:

A-1	3
A-2	18
A-3	27
A-4	1
Former employees	4

The faculty breakdown by school:

College	8
GSAS	1
Education	3
Social Work	3
Annenberg	1
Veterinary	2

In addition to those who came to us with complaints that we investigated, there were many (150 or so) whom we listened to and then directed elsewhere—to a chairman, or dean, or supervisor, with the assurance that if they were unable to resolve the problem at that level we would be glad to intervene. Some of the problems we handled were not very substantial, while others involved issues, such as academic ethics, discrimination, tenure procedures, debilitating personal conflicts, and personnel decisions, that are of the utmost importance both to the individuals involved and to the well-being of the University as a whole. I am pleased, with two years now behind me, to say that members of the University community have been splendidly cooperative, and have accepted, for the most part, the recommendations of the office, even when they did not jibe with their own views.

There are, it is true, individuals whose arrogance and/or unwillingness to engage in rational discourse (which often produce complaints in the first place) make resolutions difficult, but these are in a very small minority. For every individual who sent me to the bourbon or Bufferin bottle, there were at least ten who reinforced my assumptions about the ability of most individuals to think rationally.

I do not, however, want to give anyone (and particularly my successor) the impression that the office has managed to find amicable solutions for all of the major problems it has dealt with. There are situations in which no amount of good

will, energy, or persuasion can help relieve an individual who feels profoundly abused, particularly if an investigation convinces my staff and me that he or she is not entitled to any redress. There is little to be gained from trying to convince someone that his or her self-evaluation is less compelling than the opinions of others who are making judgments of one sort or another. As a student in one of my classes said, after receiving a C on a paper, "I am not an average person." This healthy assertion is representative of an attitude that makes it difficult for individuals to accept decisions on a number of levels—grades, job applications, graduate school admissions, reappointment, tenure, promotion, and salary.

The problems relating to tenure and promotion are the most difficult for an ombudsman to deal with, since obviously he cannot make recommendations about the substantive issues (the scholarly and professional achievement) but must concentrate on the procedures leading to the decision. To be told that a thorough investigation clearly indicates that the procedures leading to a decision were in no way flawed is not likely to convince an angry individual that the decision itself was not flawed. This is particularly true because virtually all of the teacher/scholars who are hired by the university are impressive in all sorts of ways, and would probably attain advancement at most institutions in the country. There is, unfortunately, a pervasive, damaging misconception that one

OMBUDSMAN II: JAMES FREEDMAN

"The Office of the Ombudsman under Joel Conarroe made our institution a little more responsive and a little more humane to dozens of faculty, students and staff," said President Martin Meyerson this summer as he announced the appointment of Dr. Conarroe's successor.

"In Jim Freedman," he continued, "we have a colleague with the sensitivity, wisdom, experience and respect as both a scholar and teacher to carry on the vital mission of this office."

Professor James O. Freedman will carry on at the same address (3537 Locust Walk) with the same telephone number (Ext. 8261) but only two thirds of the old staff (Linda Koons and Ena Rosen stay; Kim Morrisson has joined the College staff in College Hall).

He will have a reduced teaching load in the Law School, where he has been full Professor since 1969. Mr. Freedman joined the faculty as Assistant Professor of Law in 1964 and became Associate Professor in 1967. A *cum laude* graduate of Harvard (1957), he took his law degree at Yale in 1962, then served a year as law clerk to then-appellate judge Thurgood Marshall (now U.S. Supreme Court Associate Justice), and a year with the New York law firm of Paul, Weiss, Rifkind, Wharton and Garrison.

A specialist in administrative law, family law and torts, Professor Freedman has served as consultant to the Administrative Conference of the United States since 1968; was appointed to the National Panel of Arbitrators of the American Arbitration Association in 1972; and became President of the Mental Health Association of Southeastern Pennsylvania this year. On campus, he has been active in the Faculty Senate, served on the University Council and, in 1971-72, headed the campus chapter of the AAUP.

"The opportunity to serve the University as its Ombudsman is an exciting one, personally and professionally," Professor Freedman said. "I hope that I can meet the high standards of fairness and good sense that Joel Conarroe has set these last two years and that the University community is entitled to expect.

"I also hope that during my tenure the Office of the Ombudsman will continue to meet the challenge of insuring that the processes by which the University makes decisions that affect the lives and careers of its individual members are fair, as well as sensitive to human concerns."

automatically *qualifies* for tenure unless it can be proved that one is deficient—and it is doubtful that anyone who is deficient would be hired in the first place. Hence an individual who is respected by students, has published in good places, and has served on numerous committees is likely to feel betrayed and discriminated against by a department or school that says, in effect, we think you are awfully good, but we do not think your work is distinguished, and hence we are unable to recommend a thirty-year commitment.

I doubt that there will ever be a time when members of both sexes and of all races will be spared the suspicion that decisions about tenure and promotion are flawed, at least as long as the University, in its quest for distinction, promotes only a small percentage of the gifted individuals it hires. (And there are indications that tenure may be granted even more sparingly in the future.) I do feel, however, that it is extremely important that all faculty members have access to internal grievance mechanisms that will assure a thorough and disinterested evaluation of all procedures leading to decisions, and that will help to see that the decisions are fair and consistent.

I dwell on the questions of tenure and promotion because they are the problems that I have agonized over the most, and—in spite of our helping several individuals—that have given my staff and me the least sense of accomplishment. If and when a new faculty grievance committee goes into effect I hope there will be maximum communication between this committee and the ombudsman. The questions inherent in promotion disagreements—about peer judgment, outside letters, teaching evaluations, and the distinction between quantity and quality of publication, for example—call for all the wisdom that can be found, from whatever corner of the campus.

Finally, I am often asked whether being ombudsman has raised my consciousness. The answer is yes, and in particular I have a heightened respect for the legitimate grievances of women and members of minority groups. The job has also raised my blood pressure, and I have become something of a burden to my friends, what with frequent blasts at those who make decisions or advocate causes without all the evidence at hand. Since an ombudsman—like an umpire—is obligated to be objective, it is, I suppose, an occupational hazard to be alarmed by those who dogmatically call balls and strikes from the (partisan) grandstands. And I suppose I also mourn the paralysis of my own vigorous capacity for instant advocacy. A fellow panelist some months ago read a prepared statement condemning a department about which he knew very little, and it happened to be one about which I knew a great deal. My outrage at his outrageous outrage was tempered by something like regret—regret at the loss, in my own life, of the grand luxury of self-righteous anger based on partial evidence.

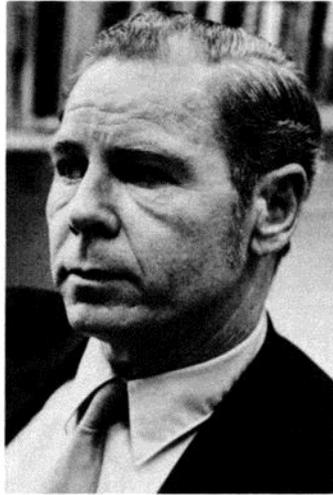
Rather than close on that somewhat dissonant note, I should like, as a valedictory gesture, symbolically to pass on the baton—and the Bufferin—to James Freedman. He will bring to the office, I hope, the same openness, tenacity, and sense of fair play that have characterized his work in the AAUP and in the Mental Health Association of Southeastern Pennsylvania. I should also like publicly to say thank you to Linda Koons, Kim Morrisson, and Ena Rosen for extraordinary grace under pressure, for patience, and for many other things. And to the members of the Penn community, to whom this report is addressed, I hope nothing so much as it will never be necessary for you to seek out 3537 Locust Walk. If you must, however, be assured that you will encounter some remarkable people there.

MAIL CODES FOR UNIVERSITY BUILDINGS

<i>Mail Code</i>	<i>University Building</i>	<i>Address</i>	<i>Mail Code</i>	<i>University Building</i>	<i>Address</i>
H2	Allied Medical Professions	3901 Pine	D7	Nursing	205 S. 34th
C5	Annenberg School	3620 Walnut	I7	Office Building*	133 S. 36th
CT	Annenberg Ctr./Zellerbach Th.	37th & Walnut	CP	Ombudsman	3537 Locust Walk
D1	Bennett Hall	3340 Walnut	T7	One University City	4025 Chestnut
G5	Biology Building	37th & Hamilton Walk	E3	Palestra	220 S. 32nd
C3	Caster Building	3715 Locust Walk	S3	Phipps Institute	4219 Chestnut
C8	Christian Association	3601 Locust Walk	C4	Psychology Annex	3720 Walnut
D5	Chemistry Laboratories	3301 Spruce	T3	Psychology Building	3813 Walnut
BA	Class of 1920 Commons	38th & Locust	G9	Quadrangle Dorms	37th & Spruce
BD	Class of 1925 House	40th & Locust	G4	Richards Building	37th & Hamilton Walk
P1	Class of 1923 Ice Rink	32nd & Walnut	E5	Ringe Squash Courts	220 S. 32nd
CE	Colonial Penn Center	3641 Locust Walk	E1	Rittenhouse Laboratory	209 S. 33rd
CO	College Hall	College Circle	CA	Row House	3611 Locust Walk
C9	Computing Activities Office	3609 Locust Walk	L1	Sergeant Hall	3335 Chestnut
CQ	Dean of Students	3533 Locust Walk	D6	Smith Chemical Laboratories	215 S. 34th
A1	Dental Medicine	4015 Spruce		Social Work: See Caster Building	
CC	Dietrich Hall	3620 Locust Walk	C2	Stiteler Hall	208 S. 37th
CG	Dietrich Library	201 S. 36th	M2	Stewart Field House	3000 South Street
CW	Dining Service Office	3732 Locust Walk	G8	Stouffer Triangle	38th & Spruce
A3	DM Power Plant	4025 Irving	E2	Tandem Accelerator Lab	3216 Chancellor
A4	DM Research	4019 Irving	D3	Towne Building	220 S. 33rd
CK	Duhring Wing (Furness Bldg.)	236 S. 34th	CV	University Bookstore	3729 Locust Walk
C1	Education	3700 Walnut	G1	University Hospital	34th & Spruce
BF	Eisenlohr Annex	3808 Walnut	F1	University Museum	3260 South Street
B2	Eisenlohr Hall	3812 Walnut	T8	University Press	3933 Walnut
I3	English House	3446 Chestnut	BC	Van Pelt House	3909 Locust
CI	Environmental Studies	3400 Walnut	CH	Van Pelt Library	3420 Walnut
CD	Faculty Club (Skinner Hall)	200 S. 36th	CS	Vance Hall	37th & Spruce
B1	Fels Center	3814 Walnut	H1	Veterinary School & Hospital	3800 Spruce
CJ	Fine Arts, Grad School of	210 S. 34th	E7	Weightman Hall	235 S. 33rd
I6	Franklin Building	3451 Walnut	E8	White Training House	231 S. 33rd
E6	Franklin Field	33rd & Spruce	CB	Wistar Institute	250 S. 36th
CK	Furness Building	220 S. 34th	CU	Williams Hall	36th & Spruce
I1	Gimbel Gymnasium	3701 Walnut	BG	WXPN	3905 Spruce
X1	Graduate Hospital	1830-46 Lombard		<i>No University Mail Service; Use U.S. Mail</i>	
I8	Graduate Towers A (Nichols)	36th & Chestnut	S8	<i>A House of Our Own</i>	3920 Spruce
I9	Graduate Towers B	37th & Chestnut	B4	<i>Chaplain's House</i>	3815 Locust Walk
B9	Harnwell House	3820 Locust	T5	<i>Chestnut Hall</i>	3900 Chestnut
BB	Harrison House	3901 Spruce	S9	<i>Children's Hospital - New</i>	<i>Civic Center Blvd.</i>
D4	Hayden Hall	240 S. 33rd	R2	<i>Children's Hospital - Old</i>	<i>1740 Bainbridge</i>
B8	High Rise North	3901 Locust Walk	RA	<i>Cressbrook Farms</i>	<i>Valley Forge Rd.,</i>
J1	Hill Hall	3333 Walnut			<i>Tredyffrin Twp.</i>
C7	Hillel Foundation	202 S. 36th	K3	<i>Direct Current Library</i>	<i>3229 Walnut</i>
M1	Hollenback Hall	3000 South Street	S2	<i>Evans House</i>	<i>4000 Pine</i>
BE	House of the Family	3914 Locust Walk	R7	<i>Flower-Cook Observatory</i>	<i>R.D. 2, Malvern</i>
CM	Houston Hall	3417 Spruce	TC	<i>Gateway Bldg. (UCSC)</i>	<i>3535 Market</i>
E4	Hutchinson Gymnasium	220 S. 32nd	T4	<i>Hamilton Court - 5th</i>	<i>3818 Chestnut</i>
CL	Irvine Auditorium	3401 Spruce	R9	<i>Lafayette Farms</i>	<i>Wilson Rd.,</i>
G2	Johnson Pavilion	36th & Hamilton Walk			<i>Tredyffrin Twp.</i>
G6	Kaplan Wing (Biol. Svc. Bldg.)	3800 Hamilton Walk	B6	<i>Mayer Hall</i>	<i>3817 Spruce</i>
I2	King's Court	3450 Chestnut	S1	<i>Morgan House</i>	<i>4037 Pine</i>
I4	Law School	100 S. 34th	R5	<i>Morris Arboretum</i>	<i>9414 Meadowbrook</i>
I5	Law School Dorm	3440 Chestnut	R6	<i>Nearly New Shop</i>	<i>26 E. Athens Ave.,</i>
G7	Leidy Laboratories	38th & Hamilton Walk			<i>Ardmore</i>
A2	Levy Research Bldg.	4010 Locust	R4	<i>Paley Estate</i>	<i>Hampton Rd. &</i>
P2	Levy Tennis Pavilion	32nd & Walnut			<i>Crefeld</i>
R1	Lippincott Building	2429-41 Locust	K2	<i>Power Transmission Lab.</i>	<i>32nd & Walnut</i>
CN	Logan Hall	249 S. 36th	T6	<i>Presbyterian-U of P Med. Ctr.</i>	<i>39th & Powelton</i>
B7	Low Rise North	39th & Walnut	R3	<i>President's House</i>	<i>2016 Spruce</i>
K1	LRSM	3231 Walnut	S6	<i>Redstone</i>	<i>4200 Spruce</i>
GA	McIlhenny Basement	36th & Hamilton Walk	T6	<i>Scheie Eye Institute</i>	<i>57 N. 39th</i>
CR	McNeil Building	3718 Locust Walk	S7	<i>Spruce Hall</i>	<i>4141 Spruce</i>
G3	Medicine, School of	36th & Hamilton Walk	BH	<i>Students' Coop</i>	<i>3907 Spruce</i>
GB	Memorial Towers/Quad	Hamilton Walk	S5	<i>Surrey Hall</i>	<i>42nd & Pine</i>
TA	Monell Chemical Senses Inst.	3500 Market	T9	<i>UCSC #1</i>	<i>3401 Market</i>
D2	Moore School	200 S. 33rd	TB	<i>UCSC #2</i>	<i>3508 Market</i>
N1	Murphy Field House	University & Curie	R8	<i>Valley Forge Residence</i>	<i>R.D. 1, Malvern</i>
D8	Music Building	201 S. 34th	T2	<i>Walnut Hall</i>	<i>40th & Walnut</i>
V1	New Bolton Center	R.D. Kennett Square			
T1	Newman Hall	3720 Chestnut			

* Commercial building at 36th & Walnut housing some University offices. Girard Bank is the ground floor tenant.

DEATHS



ARCHIE J. HANLAN
1924-1973

Dr. Archie J. Hanlan, Associate Professor of Social Work, was the man whose 1972 "Notes of a Dying Professor" profoundly affected both students and professionals in health and related fields here, as he analyzed his own reactions to his terminal illness and the behavior of others confronting their own mortality through him. He died July 29 at the age of 48, of the progressively crippling disease (amyotrophic lateral sclerosis) which he discussed in his articles in the *Pennsylvania Gazette* March 1972 and February 1973.

Dr. Hanlan came to Pennsylvania in 1970 from Washington University in St. Louis, where he had taught since 1967. He had taken his bachelor's, master's and doctorate at Berkeley, and between degrees had worked in public child welfare and psychiatric programs in California and Washington state.

He began teaching late—in 1966 at Berkeley, as an acting assistant instructor. When he came to Penn in 1970, it was to form a new program in Social Administration with emphasis on a reform-oriented service profession acting upon the establishment. While waiting for his family to join him, he served as one of the first "resource persons" in Penn's new residence system.

He is survived by his immediate family—Mrs. Hanlan, the former Mary Spencer; sons Marc and James and daughter Lori—and his father, a sister and a brother. Memorial services were held for him August 2 at the Christian Association. In lieu of flowers, his family asked contributions in his name to the NAACP Legal Defense Fund.

Notice has also been received of the deaths of other members of the University family over the summer months:

MRS. ELIZABETH B. COPELAND (August 10 at 65), who retired in January as accounting supervisor in the Parking Service after 15 years at the University.

MRS. KATHERINE KEOHANE (May 31 at 70), telephone operator and receptionist in Dental Medicine from 1957 to 1969.

EPHRAIM E. LANG (August 17 at 61, suddenly at work), mechanic at the Institute of Environmental Medicine; his widow is Mrs. Eleanor Lang at the Interdisciplinary Cancer Research Unit of the University.

JEAN L. LONGACRE (August 11 at 59), who had been with the University since 1942, first as secretary and then chief clerk in bacteriology; then as chief clerk, administrative assistant and finally business administrator in microbiology/Med.

EDNA F. MYERS (July 14 at 63), who joined the University

in 1929 as a stenographer for the College, and later served as secretary in offices of the Provost, the President and others. She was administrative assistant in the Wharton School 1954-61 and in Civil Defense and Security and Safety offices until she left the University in 1971.

DR. OTAKAR ODLOZILIK (July 14 at 75, during a trip to Yugoslavia), Emeritus Professor of History, a leading Czech historian who was Professor of History here, 1955-69, and Graduate Chairman, 1957-58. Between periods of self-exile from his native Czechoslovakia he was elected to its Academy of Sciences in 1946.

MRS. EMILY PETTINOS (June 17 at 65), who joined the University Museum in 1951 as assistant cashier, later became supervisor and in 1966 Museum Membership Secretary.

EVANS J. RIGHTER (June 14 at 67), painter in Buildings and Grounds from 1953 until his retirement in 1971.

MRS. ADA SCOTT (May 27 at 51), member of the food service staff in Dining Service since 1970.

JAMES SPRINGER (August 16 at 60), who joined Buildings and Grounds as an electrician in 1947, later became a maintenance scheduler.

SIDNEY WALKER (August 6 at 63), chef in the Dining Service from 1948 to 1951, then again from 1954 until his illness this year.

REGISTRAR'S CALENDAR FOR 1973-74

Fall Term

September 4-5, Tuesday-Wednesday	Registration for schools participating
September 4, Tuesday	Formal Opening Exercises, 12 Noon
September 6, Thursday	Classes begin for Graduate Schools
September 6, Thursday	Classes begin for Undergraduate Schools
November 12, Monday	Pre-Registration for Spring Term begins
November 21, Wednesday	Thanksgiving recess begins at close of classes
November 26, Monday	Thanksgiving recess ends at 8:00 am
December 11, Tuesday	Fall Term classes end
December 12-13, Wednesday-Thursday	Reading Days
December 14, Friday— December 22, Saturday	Final Examinations
December 22, Saturday	Fall Term ends

Spring Term

January 14-15, Monday-Tuesday	Registration for schools participating
January 16, Wednesday	Classes begin
January 19, Saturday	Founder's Day
March 9, Saturday	Recess begins at close of classes
March 18, Monday	Recess ends at 8:00 am
April 8, Monday	Pre-Registration for fall term and summer sessions begins
April 30, Tuesday	Classes end
May 1-2, Wednesday- Thursday	Reading Days
May 3, Friday— May 11, Saturday	Final Examinations
May 18, Saturday	Alumni Day
May 19, Sunday	Baccalaureate
May 20, Monday	Commencement

JOB OPENINGS

A-1 POSITION VACANCIES

ADMINISTRATIVE DIRECTOR, AFRO-AMERICAN STUDIES PROGRAM, responsible to the Vice-Provost for Undergraduate Studies for rostering of courses, administration of program, liaison with students and faculty members and supervision of the search process for an academic director for the program. Will be assisted by a faculty committee with whom he or she will work closely. *Qualifications:* College graduate with academic administration experience. Salary to be determined.

ADMINISTRATOR, EDUCATION AND STANDARDS, responsible to Director of Technical Services, UMIS, for the development and maintenance of personnel education program for University's Management Information System, and development and maintenance of OS/370 programming and documentation standards. *Qualifications:* College graduate plus two years of computer experience on large scale systems and at least one year of experience directly applicable to this position. \$15,625-\$19,375 (midpoint).

ASSISTANT DIRECTOR OF BUILDINGS & GROUNDS FOR ENGINEERING AND WORK CONTROL, responsible for Engineering, Estimating, Inspection, and Scheduling sections. Develops policy for design maintenance and repair of facilities. *Qualifications:* Graduation from recognized college with a degree in engineering. At least ten years experience. Professional registration in one or more status. Salary to be determined.

ASSISTANT DIRECTOR OF ADMISSIONS (Recruitment) responsible to the Director of Admissions for the recruitment and selection of students for the undergraduate divisions of the University for a major region within the country. *Qualifications:* Graduation from recognized college or university with educational background in fields related to admissions work, plus direct experience in admissions and/or secondary school work. \$8,900-\$11,975.

ASSISTANT DIRECTOR/SYSTEMS—PERSONNEL INFORMATION CENTER, responsible to the Director of the Personnel Information Center and accountable for effectiveness of the Personnel/Budget/Payroll Information Center. *Qualifications:* College graduate preferred. Prior experience in management information systems specifically in support of payroll and personnel functions. \$11,800-\$14,700 (midpoint).

ASSISTANT OMBUDSMAN to provide general assistance to the University Ombudsman in the investigation and expeditious handling of complaints and grievances from members of the University community. *Qualifications:* Graduation from recognized college or University with significant experience in counseling, preferably in an educational institution. Must be widely knowledgeable of the Penn campus and resourceful in coping with complex organizational structure. \$10,250-\$12,750.

ASSISTANT TREASURER to be responsible for administration of certain University trusts and funds and other duties as assigned. Serves as liaison between banks, attorneys, investment officer and the university in assuring that funds are properly managed. *Qualifications:* Graduation from recognized college with training in accounting, finance, and taxation. At least three years' experience in financial administration. Salary to be determined.

ASSOCIATE ADMINISTRATOR, EQUAL OPPORTUNITY OFFICE, responsible to E.O. Administrator for assistance in equal opportunity and affirmative action programs. *Qualifications:* Graduation from recognized college or university with at least two years' experience in social welfare community organization, human relations work or related fields. \$10,250-\$12,750.

ASSOCIATE DIRECTOR OF ADMISSIONS responsible to the Director of Admissions for the recruitment and selection of advanced-standing students for undergraduate divisions of the University. *Qualifications:* Graduation from recognized college or university with an educational background in fields related to admissions work. Must have direct experience in admissions and/or secondary school work. \$10,250-\$12,750 (midpoint).

ASSOCIATE DIRECTOR OF RESIDENTIAL LIFE FOR ADMINISTRATION to be responsible to the Director of Residential Life for assistance with general administration of the University residence hall system. Assists the Director in developing, coordinating and implementing policies with all staff personnel of the Residential Life Division. *Qualifications:* College graduate, preferably with a major in hotel administration. Experience in University administration and procedures required. \$11,800-\$14,700 (midpoint).

ASSOCIATE FOR PUBLICATIONS (Undergraduate Admissions), responsible to the Vice Dean of Admissions for documentation of programs and the generation of necessary communications vehicles. *Qualifications:* Graduation from a recognized college or university with course work in an admissions related field and English or journalism. One to three years of direct experience in admissions work and the writing and publications field. Knowledge of the University of Pennsylvania and its offerings and requirements. \$10,250-\$12,750 (midpoint)

BUSINESS ADMINISTRATOR II. Under administrative direction and with varying degrees of latitude for judgment, Business Administrators are responsible for delegated business, administrative and service functions of a school, department or research project. *Qualifications:* Graduation from recognized college or university with coursework in Business Administration including accounting. At least three years' experience in business, industrial or institutional administration. Experience in budget contract or clinic administration desirable. \$8,900-\$11,975 (midpoint).

DIRECTOR OF STUDENT SERVICES to be responsible to the Director of Wharton Graduate for nonacademic activities relating to student life there. *Qualifications:* Completion of Wharton Graduate Program. One to three years' educational administrative, counseling or teaching experience; or several years' business experience. \$8,900-\$11,975 (midpoint).

DIRECTOR, WHARTON PUBLIC POLICY FELLOWSHIP PROGRAM, responsible for establishing and implementing program; selection, interviewing and orientation procedures; liaison with government agencies and corporate sponsors; evening lecture series; and administration budget. *Qualifications:* Completion of one year MBA work in Wharton. Willingness to complete further education on a part-time basis. \$7,750-\$9,625.

EXECUTIVE DIRECTOR OF THE UNIVERSITY BUDGET to be responsible to the President for developing the annual operating budget, projecting future budgets, and maintaining long-range capital budget plans. *Qualifications:* Ph.D. or equivalent in top level professional experience. Some familiarity with and involvement in institutional research will be required. Salary to be determined.

JOB ANALYST to be responsible to the salary administrator for assistance in job analysis, writing job descriptions, classifying new jobs, reviewing/grading existing jobs, and conducting salary surveys. *Qualifications:* Graduation from college with a major in Business Personnel Administration or English. At least two years' job evaluation and related salary administration experience. Salary to be determined.

MANAGER FOR REMOTE BATCH TERMINALS, to be responsible for the operation and maintenance of batch terminals. *Qualifications:* Minimum of two years' customer service oriented experience in computers. Additional interactive terminal and minicomputer maintenance/or programming experience. Salary to be determined.

PROGRAMMER ANALYST I, responsible to Assistant Director for programming and implementing systems. *Qualifications:* College graduate preferred. COBOL necessary; PL/1 helpful. \$10,250-\$12,750 (midpoint).

SUPERINTENDENT OF UTILITIES, responsible for operation and maintenance of the University's utility system (electrical, steam, chilled water, air conditioning, mechanical systems). *Qualifications:* Graduation from recognized college or university with degree in mechanical or electrical engineering, or other appropriate training. At least ten years' direct experience. Salary to be determined.

A more up-to-date listing of all campus job openings may be seen on Personnel's twelve bulletin boards every Friday. Boards are at the following locations:

1. College Hall, first floor next to room 116
2. Franklin Building, next to room 130
3. Towne School, first floor center
4. Veterinary School, first floor adjacent to directory
5. Leidy Labs, first floor next to room 102
6. Dental School, second floor center
7. Anatomy-Chemistry Building, near room 358
8. David Rittenhouse Labs, east staircase, second floor
9. Richards Building, near mailroom
10. Johnson Pavilion, first floor near directory
11. Logan Hall, first floor near room 117
12. LSRM, first floor near elevator

A-3 POSITION VACANCIES

ADMINISTRATIVE ASSISTANT I for research grant director. To be responsible for record keeping, handling communications at all levels, supervising typing. *Qualifications:* Shorthand, excellent typing, ability to deal with people at all levels. At least three years experience preferably in technical/science area. \$6,250-\$7,350-\$8,450.

ADMINISTRATIVE ASSISTANT II in executive office. To be responsible for preparing contracts, surveys and reports. Some statistical work and advanced secretarial duties. *Qualifications:* Highly accurate typing and excellent shorthand. At least three years' experience. Legal terminology desirable. \$6,725-\$7,950-\$9,150.

ADMINISTRATIVE ASSISTANT II for Institute within U. of Pa. Medical Center. Coordinator and manager of office servicing investigative and technical staffs. Must establish priorities, generally supervise secretarial and clerical personnel, guarantee quality control, maintain critical files, arrange meetings, etc. *Qualifications:* B.S. preferred or equivalent work experience. At least four years' competence and experience in secretarial and supervisory capacities. Shorthand necessary. \$6,725-\$7,950-\$9,150.

EDITORIAL ASSISTANT with secretarial, bookkeeping and editorial responsibilities. *Qualifications:* College graduate preferred with excellent typing. At least one year's editing experience preferred. \$5,825-\$6,825-\$7,825.

MEDICAL SECRETARY (1) Patient contact, budget work, manuscript. *Qualifications:* Medical terminology, excellent typing. Two years' experience preferred. \$6,250-\$7,350-\$8,450.

PROJECT BUDGET ASSISTANT for campus business office. *Qualifications:* Excellent bookkeeping background. Accurate typing. Ability to follow business office. Salary to be determined.

RESEARCH LABORATORY TECHNICIAN I to monitor dialyzer equipment; provide care to assigned patients; perform technical duties relating to preparation and performance of hemodialysis procedures. *Qualifications:* High school graduate; prefer medical technology training. Previous hospital work. \$5,900-\$6,850-\$7,800.

RESEARCH LABORATORY TECHNICIAN I to assist in virologic research laboratory, responsible for handling cell cultures. *Qualifications:* High School graduate; prefer medical technology training. Tissue culture skills. \$5,900-\$6,850-\$7,800.

RESEARCH LABORATORY TECHNICIAN II for assembly, maintenance and operation of a heart-lung machine assisting at operations, operating simple measure equipment, anesthetizing animals, setting up for experiments. *Qualifications:* Several years of college and/or medical technician training. At least one year research or hospital experience. \$6,675-\$7,775.

RESEARCH LABORATORY TECHNICIAN III for varied and complex laboratory analysis, e.g. tissue culture, sterile techniques, quantitative analysis, biochemical and endocrine concepts. *Qualifications:* Graduation from an approved college with a science

major preferably in biology, chemistry, biochemistry, microbiology. Experience is advantageous. \$7,525-\$8,825 (midpoint).

RESEARCH LABORATORY IV; ultra-analytical biochemical techniques. *Qualifications:* Graduation from college or university; three to five years' experience in analytical techniques. \$7,550-\$8,650.

RESIDENCE HALL CLERK. *Qualifications:* Ability to deal effectively with people. Must have ability to deal with emergency situations. Previous receptionist-type work preferred. \$5,825-\$6,825-\$7,825.

SECRETARY I (2). *Qualifications:* Good typing. Dictaphone may be preferred. Excellent clerical ability. \$5,050-\$5,875-\$6,675.

SECRETARY II (7). *Qualifications:* Excellent typing; some require shorthand as well as dictaphone. Ability to perform varied duties. \$5,425-\$6,325-\$7,225.

SECRETARY III (1). *Qualifications:* Interest in working with figures. Excellent typing, shorthand and/or dictaphone. Ability to work with minimum supervision. \$5,825-\$6,825-\$7,825.

SECRETARY IV to Dean in medical area. To be responsible for arranging appointments, meetings; preparing agendas, personnel forms and records; acting as liaison with faculty and general staff. *Qualifications:* At least five years' experience at a college or university. Excellent steno and typing skills. \$6,725-\$7,950-\$9,150.

TECHNICAL TYPIST. *Qualifications:* Excellent typing. Some statistical typing experience preferred. \$5,425-\$6,325-\$7,225.

TYPIST II for business office. *Qualifications:* Good typing skills. Excellent clerical skills. \$5,050-\$5,875-\$6,675.

Those interested should contact the Employment Section of the Personnel Services Department (Ext. 7285) for an interview appointment. Inquiries by present employees concerning job openings are treated confidentially by Personnel.

AUDIO VISUAL AIDS AND SERVICES FOR THE UNIVERSITY COMMUNITY

The College Language Laboratory, located on the ground floor of Logan Hall, is an audio visual resources center supporting the academic needs of the University family by providing a variety of audio visual equipment, materials and services.

Resources available:

Equipment items: 8 MM, 16 MM, slide, overhead, opaque, film strip projectors; tape and cassette recorders; record players; PA systems; portable video cameras, recorders and monitors; screens, easels, microphones, cords, plugs, and many other related items; and audio visual supplies.

Resources library: Well over 5,000 selections are available—Language materials; music; lecture series in history, psychology, and most other disciplines; literature; folk material; conferences and guest speakers; and theme studies. Catalogs from distributors other than the Language Laboratory are also available.

Services: Production of overhead transparencies and other graphics; 3 camera video tape studio production; "On location" video production; duplication of audio visual resources; editing of audio or visual materials; repair and maintenance of equipment; and general consultation on instructional use of audio visual resources.

The Language Laboratory is continuing to broaden its traditional function through consultation with faculty and student users on the selection, production, utilization and evaluation of these audio visual resources. More detailed information may be obtained by calling

Extension 4947.

—E. C. van Merkensteijn, Director

AN INTERNAL 'ZIP' FOR PENN MAIL

Every building on campus has been assigned a special campus mail code number, to help the University Mail Service sort faster. For a complete list of buildings and codes, see page 4 of this issue.

Codes should be added to the address on each piece of interoffice mail sent. The letter/number codes will be included in the return address of new stationery as it is printed. In the meantime, for the convenience of your correspondents, Mail Service suggests you take time to write your own building code on the return address of each letter you send.

NEWS IN BRIEF

A NEW KIND OF NURSE

The Commonwealth's first program to train Family Nurse Practitioners on the graduate level will open this fall at the School of Nursing.

This program is financed by grants from the Department of Health, Education and Welfare, to help produce a "new breed of nurses" who will perform a number of services traditionally assigned to the family doctor, but actually more consistent with nursing. They will also place added emphasis on health maintenance and early detection of illness.

The thrust of the University's program, directed by Martha M. Lamberton, is toward development and testing of the FNP curriculum. This fall's class of ten are holders of the B.S. in nursing, with at least two years' experience in patient care. They will graduate in two years, equipped to work with either rural or inner-city residents in a variety of non-hospital, community settings.

The Family Nurse Practitioner may, for example, practice with one doctor, a group of physicians, several nurses in a group practice or even alone. In all cases, FNPs will have access to consulting physicians and to diagnostic laboratories staffed with technicians. An FNP's services may include periodic physical examinations, with house calls for patients unable to make office visits; early identification of disease and continual emphasis on family health through such aids as nutritional advice or behavioral modification for smoking or obesity; monitoring the progress of stable, chronically-ill patients such as those with hypertension or diabetes; channeling individuals to the proper agency or physician when additional care is needed; and identification of the impact of illness on the patient and his family, with assistance in adapting to the changes.

The FNP is an outgrowth of attempts nation-wide to combat over-crowding and fragmentation in modern health services by making better use of all health care personnel, Ms. Lamberton said. "The goal is not to make the nurse an extension of the physician, but to allow her or him to assume greater responsibility in areas consistent with nursing."

BUSINESS, LAW 'TALK BACK' TOO

Two graduate business courses and a law survey have been added to listings for the fall semester on Penn's Graduate Engineering System. The talk-back television classroom, which broadcasts from Moore School studios to remote suburban students in or near their places of work, will offer BA 642 (Problems in Financial Reporting), BA 750 (Principles of Marketing) and SE 555 (a Legal Survey for non-law students). The two business courses may be taken for credit toward the MBA if the student has been admitted to the Wharton School. Some 250 students took engineering courses for credit last year via the new TV classroom.

BOOKSTORE: SOME GOOD NEWS, SOME BAD

The University Bookstore is heading seriously into a Fine Arts program, offering fine lithographs for sale (mostly signed, at \$50 to \$3000) and running a search service for collectors. From time to time the store will hold exhibitions and sales around the campus, such as the Ronald Searle show October 8-19 at the Faculty Club. (See Searle's whimsical Pegasus on page 1. Next shows are Kathe Kollwitz, November 5-16, and Salvador Dali, December 3-14.) Within Bookstore doors all along will be works of Miró, Calder, Degas, Dubuffet, Kandinsky, Hundertwasser, Picasso, Klee, Vasarely, Shahn, Neiman and others.

Faculty-staff discounts remain at 10% for lithos, as for other gift and stationery items; and custom framing is done at a 20% discount, Bookstore Director Joel Allison said.

BUT, per Development Commission Report item #1 (*That net auxiliary enterprise costs must be eliminated*), the Bookstore regretfully announces reductions in other discounts this year. On textbooks, both faculty and students will now receive 5%. On trade books, the staff discount will now be 8%, faculty 15% (except that both faculty and staff receive only 5% on those marked with a yellow stripe). There is no longer a general discount of 8%.

ASTRONOMY: WAGNER LECTURES

An annual series of endowed public lectures, devoted to the communication of science to the non-scientist, has been established by the Astronomy Department. The series is named for mid-19th century Penn Trustee Tobias Wagner.

Each year, an eminent scientist will be brought to the campus to deliver a set of public lectures in astronomy and space science, and to engage in discussions with students and faculty. For wider dissemination, it is expected that the lectures will also be published in paperback.

"The Tobias Wagner Lectures will be prepared and delivered on the premise that practically all of science can be made readily understandable to the non-scientist if shorn of its technical and symbolic language," said Dr. Benjamin S. P. Shen, Reese Flower Professor of Astronomy and chairman of the department.

The first Tobias Wagner Lecturer will be chosen in the fall by a committee chaired by Dr. Shen; he invites the nomination of candidates for the lectureship.

MOORE SCHOOL SERIES: SEPTEMBER 25

A lecture by Edward E. David Jr., a former Presidential science advisor who is now vice president of Gould, Inc., will open the year-long lecture series celebrating the Moore School's 50th anniversary.

Dr. David will speak Tuesday, September 25, at 8 p.m. in the Fine Arts auditorium. His topic is "Science, Technology and Society," which is also the topic of the series.

The remaining seven lectures—one each month through next April—will address aspects of the central theme, society's use of the products of technology. Speakers will include Trevor Jones of General Motors, LP inventor Peter Goldmark, heart specialist Clarence Dennis, Alvin Weinberg of Oak Ridge, Charles W. Mathews of NASA, COBOL originator Grace Murray Hopper and the University Museum's Froelich Rainey.

ALMANAC: 515 Franklin Building (I6) Ext. 5274

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