From the Facilities Committee of Council:

**On Conservation of Energy**

Since the time of Franklin D. Roosevelt American presidents have regularly commissioned Reports which informed us that the United States, along with the rest of the world, eventually would encounter an energy crisis. Our present President now suggests that, for various reasons, the time of crisis has arrived. Hypothesizing that he is correct, and that the United States now faces a real—as contrasted with an artificially arranged crisis—it is clear that the University community should act in accordance with an appropriate energy conservation policy.

The policy, of course, should be that the University community conserve energy by adhering with new seriousness to existing procedures developed to achieve that end, as well as by developing such new conservation procedures as would be consistent with the community requirements of health, safety, and reasonable comfort for its members.

The principal forms of energy consumed on campus are steam and electrical energy, both of which are generated by and purchased from the Philadelphia Electric Company. Although natural gas, fuel oil, and gasoline are consumed by the University, the amounts purchased and consumed are very minor in comparison to the electrical and steam energy used in the operation of the physical plant. Our effort should be directed at the conservation of steam, which is used in heating both water and space, and electrical energy, which is used for lighting and as a source of energy for driving equipment and for experimental purposes.

The following energy conservation measures have been taken, over the past few months, to save the University money in its operation, but they serve equally well the higher moral goal of addressing a community crisis:

1. We have shut down or cut back the heating, air conditioning and ventilating systems in twenty University buildings through the use of automatic timers during unoccupied periods.
2. We have extensively inspected and repaired heating, ventilating and air conditioning system controls.
3. We have reduced general lighting to the point of maintaining acceptable illumination for security.

In the immediate future the following steps will be taken by the University through its Department of Buildings and Grounds and its Department of English. Members of the University community can be of assistance, apart from such matters as turning off unnecessary lights and checking thermostat settings, by keeping the Department of Buildings and Grounds informed, by telephone or memo, of instances of policy violation in any of the areas indicated above.

Departments both academic and administrative might be of genuine service to their members by creating car-pool opportunities. Residential buildings which, over long holiday periods, will house only a very few residents, could try to consolidate such residents in a single building and in this way shut down more buildings. Members of the community with further concrete suggestions, either of policy or implementation, should contact the University Council Committee on Facilities, through its Chairman in the Department of English.

Perhaps it should be remarked that, as of this writing, the University is proceeding unilaterally in this policy planning, for no city-wide planning has yet come to our attention.

—Robert F. Lucid, Chairman

**OPTION TO CLOSE CHRISTMAS EVE... P. 8**

**Search Committee: FAS Dean**

Dr. J. Robert Schrieffer, Mary Amanda Wood Professor of Physics, has been named chairman of the consultative committee to advise on the selection of a Dean of the Faculty of Arts and Sciences. The committee members:

- Dr. Richard Dunn, Professor of History;
- Dr. Robert F. Engs, Assistant Professor of History;
- Dr. Renee Fox, Chairman and Professor of Sociology;
- Dr. David Goddard, University Professor of Biology;
- Dr. William Labov, Professor of Linguistics;
- Dr. Herbert Levine, Graduate Group Chairman and Professor of Economics;
- Dr. Jerre Levy, Assistant Professor of Psychology;
- Dr. Peter C. Nowell, Chairman and Professor of Pathology;
- Dr. Ludo Rocher, Chairman of Oriental Studies and Professor of Sanskrit;
- Dr. Otto Springer, University Professor of German;
- James R. Kahn and Thomas Leighton, both C ’75; and Anthony Hull and Joseph Kinney, both GSAS.
A Working Paper on Faculty Salaries

Following is a paper prepared for the Senate Committee on the Economic Status of the Faculty by Dr. Michael Wachter, a member of the Committee and head of AAUP Committee Z. The document has now been adopted by the Senate Committee and forwarded by its chairman, William Gomberg, to the Administration.

In making a decision on overall faculty wage increases for the coming academic year, 1974-1975, several factors must be considered. They are: (1) an analysis of the recent national and local rate of inflation, (2) an analysis of the recent national rate of wage change, (3) a comparison of the salary or wage position of the University of Pennsylvania with respect to universities of similar quality, (4) a comparison of the position of the University as related to fringe benefits, (5) a discussion of the “ability-to-pay” issue, (6) a discussion of the “merit” vs. “across-the-board” wage change issue.

The rate of inflation for the nation as a whole, over the last academic year (ending June 1973), was approximately 6.0 percent. The rate of price increase in Philadelphia over the same period was approximately 6.5 percent. Since the average faculty increase last year was approximately 5.5 percent, it is obvious that the average faculty member suffered a fall in real wages last year. This is a poor performance given the fact that real wages in the United States have shown an average increase between 2.5 and 3.0 percent per year over the past century.

An important reason for the University’s decline in real wages is that the projected increase in prices for last year had been only 3.5 percent. Based on the econometric forecast of a 3.5 percent inflation rate, this committee had only requested an increase of 6 to 6.5 percent. This figure had been arrived at by adding the 2.5 to 3 percent real wage increase to the expected inflation rate of 3.5 percent. The actual increase of 5.5 percent granted by the University was also based on an expected inflation rate of 3.5 percent. Consequently, a “catch-up” increase is in order this year.

The economic climate is even more uncertain this year than it was last year. Hence, some caution must be exercised in arriving at an inflation forecast. Since we are already more than three months into the new academic year, some data are already available. For the July to September quarter, consumer prices increased at an annual rate of 9.3 percent for the nation and 10.1 for Philadelphia. Consequently, a forecast of a 6.0 percent inflation rate for the full academic year would seem to be a conservative figure. In fact, Professor Adams has suggested, on the basis of his forecasting with the Wharton model, that an 8.0 percent increase in consumer prices may be expected. This figure assumes that the national economy will have a slowdown but not a major recession in the first half of the 1974 calendar year.

Based on last year’s increase, a faculty wage increase for next year of 9.5 percent would be in order. This figure includes the expected price increase of (at least) 6.0 percent, the average annual increase in real wages of 2.5 to 3.0 percent, and a catch-up increase of 0.5 percent. This percentage increase should be applied by school to the average salary within each rank to determine the average salary of those in that rank in the following year. The 9.5 percentage should be adjusted to give due consideration for changes in composition of the faculty within each rank. The catch-up increase of 0.5 is quite modest in that it adjusts last year’s figure only for inflation. That is, such a catch-up increase does not allow any room for a real wage increase. As mentioned above, the University’s 5.5 percent figure was based on an expected inflation rate of 3.5 percent. That would have allowed real wages to increase by 2.0 percent. To include last year’s goal for a real wage increase would require a catch-up increase of approximately 3.4 instead of the 0.5 figure used above. This in turn would suggest a wage increase of well over 10 percent instead of the 9.5 percent figure suggested above.

The above figures are national or Philadelphia-wide averages. In evaluating their relevance, a discussion of the particular labor market in which the University operates is in order. The labor market for faculty members has two components: other major Universities and private and governmental agencies that hire personnel with the qualifications of faculty members.

Important information relevant to the faculty’s wage request is a comparison of the faculty with comparable schools, such as other schools in the Ivy League and the more distinguished state institutions such as the University of Michigan and the University of Minnesota. Unfortunately, data reports to the AAUP on salary scales for the current academic year will not be available until the spring semester. This, of course, is a perennial problem. Decisions on salary increases for next year must be made without data on the University’s current standing. Tables 1 through 3 contain the University’s ranking over the past three years. (Current year data, 1973-1974, are not available.)

By 1972-1973 the University ranked within the top ten in the three professorial categories and, overall, had improved its rating since 1970-1971. Interpreting these data, however, requires care. Average compensation figures are affected by the “school mix” of each university. For example, a school with a large business school may rank high solely because business school professors tend to be paid higher salaries than liberal arts professors. An examination of the chart indicates that universities with large professional school faculties as a percentage of total faculty, do rank high in salary scales. Since “rates of increase” as opposed to “levels of pay” are less subject to this bias (assuming that the “school mix” is relatively unchanged in the short run) the overall impression to be gained from the tables is that the University of Pennsylvania has done well relative to other universities.

In comparing the University of Pennsylvania’s position relative to comparable universities, fringe benefits as well as straight salary are important. Unfortunately, the University of Pennsylvania has traditionally ranked poorly compared to other major private universities with respect to health and medical insurance, life insurance, and retirement (TIAA-CREF) benefits. This situation may have been improved somewhat last year, but again the data are not yet available.

Government salary scales are a useful benchmark in evaluating the University’s wage position relative to

*Available from Dr. Wachter at 528 McNeil Building.
nonacademic jobs which recruit Ph.D.'s. Table 4* contains wage scales for civil service jobs in the government.

Academic credentials and experience would qualify an assistant professor for a grade 12 position, an associate professor for a grade 14 position, and a full professor for a grade 16 position. Clearly the overlap in government and academic job markets is more relevant for some University departments or schools than for others. A comparison of the University's salary scale with civil service positions creates a dismal picture. Furthermore, and perhaps most important, recent increases have widened the differential.

The main point which should be emphasized in making the wage and fringe comparisons, is that although the Committee is aware of and sensitive to the current financial plight of the University of Pennsylvania, the national reputation of the University will undoubtedly decline if we do not at least maintain our wage and fringe ranking relative to alternative employment opportunities. Without question, salary differentials are an important factor in the ability of this or any University to attract and maintain the highest quality scholars and teachers. It can be expected that a decline in the salary differential paid by this University will eventually lead to a deterioration in the quality of the faculty and hence in the quality and number of students who will apply to the University and eventually in the support of the alumni. It thus should be made clear that the economic status of the faculty, relevant to other employment opportunities, is a crucial determinant of the status of the University and that any decline in this status in an attempt to save resources will be self-defeating and will lead to a still further decline in the University's "ability-to-pay."

In deciding on the allocation of wage and fringe increases between merit and across-the-board increases, this Committee reached a compromise position. We are potentially faced with two unattractive possibilities. If merit increases are stressed the real wage of some faculty members will continue the decline. (Note that even the average faculty member suffered a decline in real wages last year.) If, on the other hand, most of this year's wage increase is across-the-board, the University's ability to keep the faculty members who have alternative employment opportunities will be further eroded. Since the most "mobile" faculty members are often the University's most prominent scholars, their loss would be a severe blow to the University's ability to perform its academic functions at a quality level. The specific compromise which is suggested by the Committee is that 80 percent of the cost-of-living change be allocated to an across-the-board increase. Within this requested increase of 9.5 percent, a 5 percent, per capita increase, should be assigned across-the-board and the remainder allocated on the basis of merit.

The following APPOINTMENTS and PROMOTIONS are based on Trustees' actions completed May 24, 1973, through November 9, 1973. They reflect personal actions that cleared the Provost's Staff Conference through the end of October. Other items for 1973-74 appeared in the July issue.

APPOINTMENTS

COLLEGE OF ARTS AND SCIENCES

Dr. Thomas Connolly, Assistant Professor of Music; M. Mus., Catholic University of America; A.M., Ph.D., Harvard.

Dr. Kenneth A. Foland, Assistant Professor of Geology; graduate of Bucknell; Ph.D., Brown.

Dr. Nancy K. Ish, Assistant Professor of English; graduate of Western Michigan University; Ph.D. and lecturer, University of Michigan.

Dr. Caroline Golab, Assistant Professor of History (also Assistant Professor of Urban Studies, GSFA); graduate of Georgetown; Ph.D., Penn; community development representative; area and regional office field liaison for eastern Pennsylvania; program manager, Philadelphia area office, Department of Housing and Urban Development, 1970-73.

Dr. Germaine Gullion, Assistant Professor of Romance Languages; graduate of Colegio Nuestra Señora de las Maravillas; Ph.D., University of Texas.

Dr. Robert S. O. Harding, Assistant Professor of Anthropology; graduate of Harvard; Ph.D., University of California.

Dr. Francis E. Johnston, Professor of Anthropology; B.A., M.Sc., University of Kentucky; Ph.D., Penn; instructor, physical anthropology, Denial School, 1960-62; assistant professor of anthropology, College, 1962-66; assistant director, Philadelphia Center for Research in Child Growth, 1960-68; associate professor, University of Texas, 1968-71; professor, Temple, 1971-73.

Dr. Jeanne Krochalis, Assistant Professor of English; graduate of Mt. Holyoke, B. Phil., Oxford; Ph.D., Harvard.

Dr. Lynn H. Lees, Assistant Professor of History; graduate of Swarthmore; Ph.D., Harvard; assistant professor, Mt. Holyoke, 1969-72; visiting lecturer, Smith, 1972-73.

Dr. Ponzy Lu, Assistant Professor of Chemistry; graduate of California Institute of Technology; Ph.D., MIT; postdoctoral fellow, Arthritis Foundation, Max Planck Institute, Götingen (Germany), since 1970.

Dr. Joyce Miyuki Mayer, Assistant Professor of German; B.A., M.A., Ph.D., University of Toronto; lecturer, University of Guelph, 1971-72; assistant professor, Germanic languages, Columbia, since 1972.

Dr. Francis C. McGrath, Assistant Professor of English; graduate of Dartmouth; Ph.D., University of Texas.

Dr. E. Ward Plummett, Associate Professor of Physics; graduate of Lewis and Clark College; Ph.D., Cornell; physicist, 1969-70, and assistant section chief, surface physics, far ultraviolet section, National Bureau of Standards, since 1970.

Dr. Edward N. Pugh, Assistant Professor of Psychology; graduate of Spring Hill College; Ph.D., University of Michigan.

Dr. Amos B. Smith III, Assistant Professor of Chemistry; B.S., M.S., Bucknell; Ph.D. and research associate, Rockefeller University.

Dr. Gonzalo Sobejano, Professor of Romance Languages; Ph.D., University of Madrid; Lektor für Spanisch, Cologne University, 1936-62; taught at Columbia, 1963-70; Guggenheim Fellow, 1969; visiting lecturer here, 1970; professor, SUNY, Stony Brook, 1970-71; Andrew Mellon Professor for Hispanic Literature, University of Pittsburgh since 1971. Author of Era en lo vacio (Premio Polo de Medina, 1950). Novela española de nuestro tiempo (Pardo Bazan National Literary Prize for Criticism, 1971).

Dr. Michael R. Topp, Assistant Professor of Chemistry; graduate of Sheffield (England) University; Ph.D., Royal Institution of Great Britain, technical staff, Bell Laboratories, Murray Hill, N.J., 1969-71; research fellow, physical chemistry laboratory, Oxford, since 1971.

Dr. Gary Watson, Assistant Professor of Philosophy; graduate of University of Washington; Ph.D., Princeton; lecturer, Reed College, since 1972.

(Created on page 4)
Dr. Eugene K. Wolf, Assistant Professor of Music; graduate of University of Rochester; Ph.D., New York University; assistant professor, Syracuse University, last year.

Partially Affiliated: Dr. Raymond Davis, Jr., senior chemist at Brookhaven National Lab, Adjunct Professor of Astronomy... Dr. Tom C. Kessinger of the University of Virginia South Asia history department, Visiting Assistant Professor of History and Government; Dr. John M. Cornwell, Visiting Professor of Physics... Dr. M. L. Rosenthal of NYU, Visiting Professor of English, spring term... Dr. Lawrence A. Soderblom, geophysicist with the U.S. Geological Survey, Adjunct Assistant Professor of Geology.

College of Engineering and Applied Science

Dr. Norman A. Evans, Associate Professor of Mechanical Engineering, granted tenure.

Dr. Noam Lior, Assistant Professor of Mechanical Engineering; B.Sc., M.Sc., Technion Israel Institute of Technology, Ph.D., UC Berkeley.

Dr. Edward K. Morlok, 1970 Foundation Associate Professor in Transportation Engineering; D.C., Certificate in Transportation, Yale; Ph.D., Northwestern; assistant and associate professor of Civil Engineering, Northwestern, 1967-73.

Partially Affiliated: Arthur D. Hall III, formerly of Bell Labs, Jerrold Electronics and SCC Corp., Adjunct Professor of Systems Engineering... Dr. Kyoshi Kirizawa, Associate Professor at Japan’s Seikei University, Visiting Assistant Professor...

Dr. Avinoam Nir of Israel, Visiting Assistant Professor of Chemical and Biochemical Engineering... Dr. Jacob Shekel of Jerrold Electronics, Adjunct Professor of Electrical Engineering... Dr. Stephen W. Smollar of Technion Israel, Visiting Assistant Professor of Electrical Engineering.

Graduate School of Arts and Sciences

Dr. John Brainerd, University Professor of Electrical Engineering, additional appointment as Professor of History and Sociology of Science.

Dr. Thomas Burns, Assistant Professor of Folklore and Folk-life; graduate of Carleton College; Ph.D., Indiana University.

Dr. Chester Gorman, Assistant Professor of Southeast Asian Archaeology, additional appointment in Oriental Studies; graduate of Sacramento State College; Ph.D., University of Hawaii, research affiliate in archaeology, University of Hawaii.

Dr. Barbara Kirshenblit-Gimblett, Associate Professor of Folklore and Folk-life; A.B., M.A., University of California; Ph.D., Indiana University; assistant professor of anthropology, and English, University of Texas, 1970-73.

Dr. Robert E. Kohler, Assistant Professor of History and Philosophy of Science; graduate of Yale; Ph.D., Harvard, research fellow, bacteriology and immunology, Harvard Medical School; 1965-68; research fellow, Medical Research, Harvard, 1967-70; assistant director, Burndy Library, Norwalk, Conn., since 1970.

Dr. David Orr, Assistant Professor of American Civilization; graduate of Ohio University; Ph.D., instructor, University of Maryland, 1968-71; Fellow, American Academy, Rome, 1971-72.

Dr. Charles Rosenberg, Professor of History, additional appointment as Professor of History and Sociology of Science.

Partially Affiliated: Dr. Gertrude Bass as Adjunct Professor of Classics, Archaeology... Dr. Harold Powers, Adjunct Professor of South Asia Regional Studies.

Graduate School of Fine Arts

Dr. James C. Beech, Assistant Professor of Landscape Architecture and Regional Planning; additional appointment as Assistant Professor of Geology; B.S., M.S., University of Maine; Ph.D., and research associate, University of Washington; B.S., M.S., and assistant professor, University of British Columbia, since 1972.

Partially Affiliated: Dr. Pierre Merlin of Paris, Visiting Professor of City Planning.

Law School

Partially Affiliated: Louis Henkin, Visiting Professor of Law, fall 1973... Dolores K. Slowier, Visiting Professor of Law, spring 1974.

School of Dental Medicine

Dr. Robert Alper, Assistant Professor of Biochemistry; graduate of Utica College, Ph.D., SUNY/Syracuse; postdoctoral fellow, Helen Hay Whitney Foundation, 1968-71; biochemist, Philadelphia General Hospital, since 1971.

Dr. Kenneth Landers, Assistant Professor of Form and Function of the Masticatory System, Department of Occlusion; D.D.S., instructor, operating room, University of State University; instructor and teaching fellow here since 1971.

Dr. William P. McArthur, Assistant Professor of Pathology; graduate of Kansas University; Ph.D., Purdue; postdoctoral fellow, research associate and instructor in pathology, New York University Medical School since 1969.

Dr. Michael F. Miller, Assistant Professor of Oral Medicine; B.D.S., M.D., Penn; chief, Public Health Service team in oral medicine, Penn/PHG, since 1970.

Dr. Jay E. Selbert, Professor of Periodontics; graduate of Bucknell, D.D.S., Penn, M.S.D., Baylor University College; instructor and visiting lecturer here since 1961.

Dr. Robert L. Vannardall, Jr., Assistant Professor of Orthodontics; graduate of William and Mary; D.D.S., Medical College of Virginia; teaching fellow, in occlusion, here since 1972.

Dr. John M. Yancey, Associate Professor of Educational Research; graduate of Bridgewater College, M.A., University of Florida; Ph.D., Pennsylvania State University; instructor in industrial technology, University of Georgia, 1960-62; assistant and associate professor, psychology, Elizabeth College, since 1967.

Partially Affiliated: Dr. Israel B. Bender, Adjunct Professor of Dentistry... Dr. John I. Ingle, senior staff officer of the Institute of Medicine, National Academy of Sciences, Visiting Professor of Periodontics... Dr. Jacob Steiner of Hebrew University, Visiting Associate Professor of Oral Medicine.

School of Medicine

Dr. Zalman Agus, Assistant Professor of Medicine; graduate of Johns Hopkins, M.D., internship and residency, University of Maryland; research fellow here, 1968-71; staff nephrologist, USAF Medical Center, and clinical assistant professor, University of Texas, since 1971.

Dr. Desiree Armstrong, secondary appointment as Associate Professor of Pharmacology. Home department is Research Dermatology.

Dr. Laurence H. Beck, Assistant Professor of Medicine; graduate of Amherst; M.D., Harvard Medical School; intern and assistant resident, Massachusetts General Hospital, postdoctoral fellow and trainee, medicine here since 1970.

Dr. Vernon J. Brightman, additional appointment as Professor of Oral Medicine in Orothinalaryngology and Human Communications; home school is Dental Medicine.

Dr. Thomas J. Conahan III, Assistant Professor of Anesthesia; graduate of Princeton; M.D. from Penn; internship, Genesee Hospital, Rochester; resident and assistant instructor in anesthesia here, 1968-71; clinical anesthesia practice, NIH, since 1971.

Dr. Herbert W. Copeland, Assistant Clinical Professor of Medicine; A.B., M.D., Penn, internship and residency in cardiology, PGH; residency, internal medicine, Einstein Medical Center; associate and assistant professor, internal medicine, Hahnnemann, 1956-63; instructor in cardiology here, 1960-67; chairman, department of medicine, Einstein Medical Center, 1968-71.

Dr. Jeanette Desor, Associate Professor of Psychology in Orothinalaryngology; A.B., Ph.D., Cornell; USPHS postdoctoral fellow, 1970-72, research associate, Monell Center, since 1972.

Dr. Leila C. Diamond, Associate Professor of Pathology, graduate of University of Wisconsin; Ph.D. Cornell Medical College; USPHS postdoctoral research fellow, University of Glasow, 1961-63; associate and assistant professor of pathology, University of Washington, 1964-69; research fellow, National Institutes of Health, 1970-71.

Dr. Bruce Duncman, Assistant Professor of Medicine; graduate of Amherst; M.D., Harvard Medical School; intern and resident, University Hospitals of Cleveland; senior resident and research fellow, cardiology, Massachusetts General Hospital, 1969-71; clinical fellow, cardiology, Georgetown University Hospital, since 1971.

Dr. Paul E. Epstein, Assistant Professor of Medicine, graduate of Princeton; M.D.; Tufts; intern, resident, University of Chicago...
Designation to Named Professorships

Jerry Donohue as Rhodes-Thompson Professor of Chemistry . . . L. Henry Edmunds Jr. as William Maul Measey Professor of Surgery . . . Nabil Farhat as Alfred G. and Isleta A. Beals Associate Professor of Engineering . . . Donald F. Patterson as the first Charlotte Newton Shepard Professor of Veterinary Medicine . . . Bernard Wolfman as Kenneth W. Gemmill Professor of Tax Law and Tax Policy.

Hospital; fellow in pulmonary diseases, HUP, 1969-71; assistant clinical professor of medicine, University of Texas, 1971-73.

Dr. Michael S. Feldman, Assistant Clinical Professor of Medicine; graduate of Temple, M.D., intern, resident and fellow in cardiology, Hahnemann.

Dr. Richard E. Hicks, Assistant Professor of Surgery; graduate of University of North Dakota; M.D., Harvard Medical School; internship, residencies, chief resident and Arthur Tracy Cabot Teaching Fellow, Peter Bent Brigham Hospital, 1963-71; chief resident, cardiothoracic surgery, University of California—San Francisco Moffitt Hospital, 1971-72; research fellow, Cardiovascular Research Institute, University of California, since 1972.

Dr. Bruce W. Jafek, Assistant Professor of Otorhinolaryngology and Human Communications; graduate of Coe College; M.D., UCLA Medical Center, intern, Yale-New Haven Medical Center; resident, UCLA Medical Center, 1967-71; deputy chief, otorhinolaryngology, UCSF Hospital, Baltimore, since 1971.

Dr. Robert C. Jones, Assistant Professor of Statistics and Operations Research, additional appointment as Associate Professor of Statistics in Community Medicine.

Dr. Morley R. Karle, additional appointment as Professor of Physiology in Otorhinolaryngology and Human Communications; remains director of Monell Center and Professor of Pathology.

Dr. George J. Langmyhr, Assistant Professor of Family Study in Psychiatry; M.D., University of Toronto; intern, St. Michael's Hospital, Toronto; private practice, 1959-64; assistant director, clinical research, Ortho Research Foundation, 1964-66; medical director, Planned Parenthood-World Population, 1967-72; postdoctoral fellow, psychiatry, here since 1972.

Dr. Warren W. Nichols, Professor of Human Genetics; also promoted and reappointed in second department as Professor of Pediatrics; home department changed to Human Genetics.

Dr. David Pleasure; additional appointments as Associate Professor of Orthopaedic Surgery and Associate Professor of Pediatrics; home department is Neurology.

Dr. Karl Rieckels, secondary appointment as Professor of Pharmacology; home department is Psychiatry.

Dr. Henry W. Rieckens, additional appointment as Professor of Psychiatry; home department is Behavioral Sciences/Med.

Dr. Alan D. Schreiber, Assistant Professor of Medicine; graduate of Rutgers; M.D., Albert Einstein College of Medicine; internships, residencies, North Carolina Memorial Hospital, National Cancer Institute, National Laboratory of Clinical Investigation and Peter Bent Brigham Hospital.

Dr. Irwin Ship, additional appointment as Professor of Oral Medicine in Otorhinolaryngology and Human Communication; home school is Dental Medicine.

Dr. Bruce W. Trotman, Assistant Professor of Medicine; graduate of Penn State; M.D., Penn; internship and GI fellowship at HUP; assistant instructor here 1970-71.

Dr. Allan J. Weinstein, Assistant Professor of Medicine; graduate of Yale; M.D., Columbia; intern at New England Medical Center, resident, Peter Bent Brigham; Epidemic Intelligence Service Officer at NIH, 1968-70; clinical and research fellow at Mass. General, 1970-73.

Dr. James E. Wheeler, secondary appointment as Assistant Professor of Obstetrics/Gynecology; home department Pathology.

Dr. Cam L. Wittteheen, Professor of Pathology and Pediatrics, graduate of Notre Dame; M.D., St. Louis University; internship and residencies there and at Boston Lying-In; postdoctoral fellowship at London's Hospital for Sick Children; teaching fellow at Harvard, 1961-62, then assistant professors at California, Washington University and St. Louis University; associate professor at St. Louis, 1968.

Dr. Kent T. Woodward, Associate Professor of Radiology, retroactive to May 1973; graduate of Clemson; M.D., Medical College of South Carolina; Ph.D., Rochester; intern at Boston University; resident at Georgetown, Fitzsimons Army Hospital and Walter Reed; staff of Los Alamos Scientific Lab, 1952-56, chief of biophysics at Walter Reed Army Institute of Research, 1956-67; program director for radiation at NIH, 1967-69, then fellow in therapeutic radiology, Anderson Hospital in Houston, assistant professor at Medical College of South Carolina, 1972-73.

Partially Affiliated: Dr. Nilo E. Fuenmayor, Visiting Associate Professor of Physiology . . . Dr. Jonathan C. Howard, Visiting Assistant Professor of Pathology . . . Dr. Duane Jamieson, Visiting Assistant Professor of Biophysics and Physical Biochemistry, Johnson Foundation.

Social Work

Dr. Richard Estes, Assistant Professor; graduate of LaSalle College and of Penn with D.S.W. from California this year.

Dr. Betty Lucy Jones, Assistant Professor, graduate of Hollins College; MSW and DSW, Penn; caseworker/administrator in children's aid and other services in Pennsylvania and Maryland, then director of agencies in New York City from 1961; consultant to the Council on Social Work Education, 1968-71.

Veterynary Medicine

Dr. Gustavo D. Aguirre, Assistant Professor of Ophthalmology, Penn V.M.D., 1968, followed by postdoctoral fellowship in Ophthalmology/med; research fellow at Johns Hopkins, 1970-71.

Dr. Gustave E. Fackelman, Assistant Professor of Surgery, V.M.D., Cornell; practitioner at Garden City Park, New York, assistant professor of veterinary surgery at Kansas State, 1965-67; assistant and thenoberasistant and head of the equine surgery department, University of Kentucky, since 1967.

Dr. Bryan F. Marshall, secondary appointment as Professor of Comparative Anesthesia; home department Anesthesia/Med.

Partially Affiliated: Dr. Martin Goldfield, Director of the Division of Laboratories at N. J. College of Medicine, Adjunct Professor of Epidemiology and Public Health . . . Dr. John A. Tucker, former associate professor here, Adjunct Professor of Comparative Bronchole, Esophagology and Laryngeal Surgery.

Wharton School

Dr. Martin L. Barif, Assistant Professor of Accounting; Ph.D. and teaching assistant, University of Illinois, since 1970.

Dr. Jeffrey T. Bergner, Assistant Professor of Political Science; graduate of Carleton College; Ph.D., Princeton.

Dr. Robert W. Blanning, Assistant Professor of Management; graduate of Pennsylvania State University; M.S., Case Institute of Technology; Ph.D., Penn; assistant professor of management, New York University, since 1971.

Dr. Diana Crane, Associate Professor of Sociology for spring semesters, 1973-74, ’74-75, ’75-76; graduate of Radcliffe College; Ph.D., Columbia; associate professor, sociology, Johns Hopkins; associate professor, University of Paris VII, since 1972.

Dr. Stephen Gal, Assistant Professor of Peace Science; B.S., M.A.; Ph.D., University of Michigan; postdoctoral fellow, lecturer at Berkeley; assistant professor Northwestern since 1970.

Dr. Richard Heiberger, Assistant Professor of Statistics and Operations Research; graduate of Oberlin; Ph.D., Harvard; assistant professor, Iowa State University, since 1972.

Dr. Stephen Heimann, Assistant Professor of Accounting; B.S., Ph.D., Ohio State University.

Dr. Richard J. Herrin, Assistant Professor of Finance; graduate of Oberlin College; Ph.D., Princeton.

Dr. Jeffrey F. Jaie, Assistant Professor of Finance; B.A.; M.B.A., Ph.D., University of Chicago.

Dr. Paul R. Kleinbard, Associate Professor of Management; graduate of the U. S. Naval Academy; Ph.D., Carnegie-Mellon; assistant professor, Sloan School of Management, M.I.T.; research fellow, International Institute of Management, Berlin.

Dr. Robert Kraut, Assistant Professor of Sociology; graduate of Lehigh; Ph.D., Yale.

Dr. S. Chris Madar, Assistant Professor of Management; graduate of Pennsylvania State University; M.B.A., Ph.D., Penn.

Dr. David N. Noss, Associate Professor of Management; gradu-
ate of Oxford University; Ph.D., MIT; instructor, Sloan School of Management; associate professor MIT since 1970.

Dr. Thomas S. Robertson, Associate Professor of Marketing, granted tenure.

Richard B. Schiro, Assistant Professor of Business Law; graduate of Trinity College; J.D., University of Chicago; VISTA lawyer; Reginald Heber Smith Fellow; associate of law firm of Mesirow, Gelman, Jaffe & Levin, since 1970.

Dr. David Sirota, Associate Professor of Management; graduate of City College of New York; Ph.D., University of Michigan; instructor, IBM Management Development Program; research consultant, general products division, manager, systems development and manufacturing group, IBM, 1959-65; visiting lecturer, MIT; director, manufacturing manpower development, IBM.

Dr. Magne Wathne, Assistant Professor of Regional Science; B.S., M.S., MIT; Ph.D., Johns Hopkins.

PARTIALLY AFFILIATED: Dr. Edwin Haefele, senior research associate, Resources for the Future, Inc., Visiting Professor of Political Science . . . Dr. Hideyuke Matsumura, professor of mathematics, Nagoya University (Japan), Visiting Professor of Mathematics . . . Dr. William W. White, staff member, IBM Philadelphia Scientific Center, Adjunct Associate Professor of Statistics and Operations Research . . . Dr. Julian Wopert, Visiting Professor of Regional Science.

PROMOTIONS

COLLEGE OF ENGINEERING AND APPLIED SCIENCES

Dr. Samuel D. Bedrosian to Professor of Electrical Engineering . . . Dr. David P. Pope to Associate Professor of Metallurgy and Materials Science . . . Dr. Sohrab Rabii to Associate Professor of Electrical Engineering.

GRADUATE SCHOOL OF FINE ARTS

Mr. Michael Eisenman to Assistant Professor of Fine Arts . . . Mr. Hitoshi Nakazato to Assistant Professor of Fine Arts . . . Dr. Steven H. Putnam to Associate Professor of City and Regional Planning . . . Mr. John E. Thrower to Assistant Professor of Architecture.

LAW SCHOOL

Dr. Martha A. Field to Associate Professor of Law . . . Edward V. Saper to Professor of Law.

SCHOOL OF ALLIED MEDICAL PROFESSIONS

Miss Mary J. Day to Assistant Professor . . . Dr. Elsa L. Ramsden to Associate Professor of Physical Therapy.

SCHOOL OF DENTAL MEDICINE

Dr. Harry G. Barrer to Adjunct Professor of Orthodontics . . . Dr. Isaiah J. Findler to Associate Professor of Pathology . . . Dr. Barbara V. Howard to Assistant Professor of Biochemistry . . . Dr. Jerome Robbins to Assistant Professor of Endodontics . . . Dr. Louis Rose to Assistant Professor of Periodontics . . . Dr. Norman Stoller to Assistant Professor of Periodontics.

SCHOOL OF NURSING

Dr. Barbara J. Lowery to Assistant Professor of Nursing . . . Dr. Zorianna K. Malseed to Assistant Professor of Nursing.

SCHOOL OF SOCIAL WORK

Dr. Marc Riedel to Assistant Professor of Social Work.

SCHOOL OF VETERINARY MEDICINE

Dr. Donald A. Ati to Professor of Epidemiology and Biostatistics . . . Dr. Carl E. Aronson to Associate Professor of Pharmacology . . . Dr. Veronica Cerny to Assistant Professor of Anatomy . . . Dr. David H. Knight to Associate Professor of Medicine . . . Dr. David S. McDevitt to Associate Professor of Anatomy . . . Dr. Joan O'Brien to Associate Professor of Medicine.

WHARTON SCHOOL

Dr. Wilfred J. Ethier to Associate Professor of Economics . . . Dr. Douglas G. Olson to Associate Professor of Insurance.
OPENINGS

Dates in parentheses refer to publication of full job description in ALMANAC. Those interested should contact Personnel Services at Ext. 7285 for an interview appointment. Inquiries by present employees concerning job openings are treated confidentially.

ACCOUNTANT III (11/13/73).
APPLICATIONS PROGRAMMER (1) (11/6/73).
ASSISTANT EDITOR (12/4/73).
ASSISTANT TO THE COMPTROLLER for assistance in studies and reports, analysis, development and implementation of accounting control procedures, and training personnel in new system. Qualifications: College degree with emphasis on accounting and economics or finance. Postgraduate study desirable. Experience and knowledge of (University) accounting systems and organization. Demonstrated experience in problem solving and analyzing situations. $11,800-$14,700-$17,600.
ASSISTANT TO THE DIRECTOR III (12/4/73).
BUSINESS ADMINISTRATOR II for Family Study Dept. (12/4/73).
BUSINESS ADMINISTRATOR III for pathology area. (12/4/73).
CONTRACTS ADMINISTRATOR II responsible to Director of Research Administration for grant applications and negotiation, administration and termination of research contracts with assigned governmental agencies, foundations and industrial organizations in conformity with University policies. Qualifications: Graduation from an approved college or university, preferably with a major in business administration. At least three years' progressively responsible contract experience in industry, U.S. government agencies and/or university staff capacity. $11,800-$14,700 (midpoint).
ELECTRICAL ENGINEER II (9/18/73).
JOB COUNSELOR (12/4/73).
LIBRARY DEPARTMENT HEAD II (12/4/73).
PROJECT MANAGER (11/6/73).
RESEARCH SPECIALIST I (11/6/73).
SUPPORT STAFF (A-3)
ADMINISTRATIVE ASSISTANT II, Veterinary. (11/13/73).
COMPUTER OPERATOR—Second shift 5-12 P.M. (12/4/73).
CONTROL TECHNICIAN (2) responsible to Director of Personnel Information Services for interface between Payroll, Personnel and Financial Systems. Also reconciliation of payments to vendors, making premium payments and monitoring all Payroll Withholdings and Taxes for accuracy. Qualifications: High school graduate with business, financial and computer background. $6,250-$7,350.
DATA CONTROL CLERK, Data Processing. (10/30/73).
DENTAL ASSISTANT I (12/4/73).
ELECTRON MICROSCOPE TECHNICIAN II (9/18/73).
ELECTRONIC TECHNICIAN/ENGINEER (11/6/73).
LAB EQUIPMENT ENGINEER (11/13/73).
MAIL CARRIER for campus mail service. Qualifications: Good physical condition. Must be able to do some heavy lifting. Driver's license. $3.35/hr. to start (union position).
MECHANICIAN for College department. (11/13/73).
MECHANICIAN I for research area on campus. Qualifications: Ability to work from drawings or sketches. Working knowledge of shop mathematics and the working properties of the principle metals. Ability to do some strenuous physical work at times. Several years' experience. $6,000-$6,925-$7,850.
NONACADEMIC ACTIVITIES COORDINATOR to schedule University facilities for nonacademic use; process and answer correspondence requesting use of facilities; interpret and apply University facility policy; keep reservations; provide services, make requisitions; prepare calendar for monthly printing. Qualifications: Excellent organizational skills and ability to deal with people, draft correspondence; typing skills. Three years' responsible experience, two years' college background. $6,250-$7,350-$8,450.
NURSE TECHNICIAN I (11/13/73).
PROJECT BUDGET ASSISTANT for College business office; responsible for all accounting books, monitoring department budgets and expenses within the College. Qualifications: Several years' experience in bookkeeping, budget maintenance, and/or accounting for several budgets or projects simultaneously. Bookkeeping or accounting background preferred. Some typing. Knowledge of bookkeeping or accounting records desirable. $6,250-$7,350-$8,450.
RESEARCH LAB TECHNICIAN II (12/4/73).
RESEARCH LAB TECHNICIAN III, small animal operations. (12/4/73).
SECRETARY II (9). Qualifications: Excellent typing; some require shorthand as well as dictaphone. Ability to perform varied duties. $5,425-$6,325-$7,225.
SECRETARY III: Qualifications: Interest in working with figures. Excellent typing, shorthand and/or dictaphone. Ability to work with minimum of supervision in performing varied duties. $5,825-$6,825-$7,825.

DEATH OF HIRAM HAYDN

Dr. Hiram Haydn, Professor Emeritus of Communications at the Annenberg School, died December 2 in Vineyard Haven, Mass., where he lived for the past year. He was 66. He had been a member of the Annenberg faculty since 1966 and a visiting professor there a year previously. Until his retirement, he taught courses in literature and communication and in book publishing, and conducted an influential writing lab.

In addition to teaching at Penn, the University of North Carolina, and the New School for Social Research, Dr. Haydn was editor-in-chief at Crown Publishers, Bobbs-Merrill Company and Random House during his career in publishing. In 1959, he formed Athenaeum Publishers with Simon Michael Bessie, then of Harper Brothers, and Alfred Knopf Jr. He left that firm in 1964 to become co-publisher of Harcourt, Brace, Jovanovich, where he produced his own book lists for distribution by Harcourt. Authors he worked with included William Styron, Martha Graham, William Faulkner and Kenneth Kemnister.

As a specialist in 17th-century English literature, Dr. Haydn wrote The Counter Renaissance and edited The Portable Elizabethan Reader. He also wrote five novels and an autobiography, Words and Faces, scheduled for spring publication by Harcourt.

He had been executive secretary of the national chapters of Phi Beta Kappa, and editor of that organization's quarterly, The American Scholar, since 1944. Dr. Haydn was graduated from Amherst in 1928 and took his master's of Phi Beta Kappa, and editor of that organization's publication by Harcourt. He was graduated from Amherst in 1928 and took his master's degree from Western Reserve and his Ph.D. from Columbia in 1942.

He is survived by his widow, the former Mary Tuttle, four children and a grandchild.

PENN TEMPS NEEDS YOUR HELP

If you know people (past employees, friends, relatives, casual acquaintances) who have excellent typing and possibly shorthand or dictaphone, we have temporary assignments for them. Have them come to Personnel, 130 Franklin Bldg. any morning from 9-12 or call Ms. Clare Trout at 594-7287 for further information.
Shopping Without Wheels

Ah, nostalgia. The Forties: going everywhere on foot to save tires, while wearing ballet slippers to save leather... It wasn't only the marching armies that came out of World War II with fallen arches. But who'd have thought a gasoline shortage would make walking the nation's newest nostalgia trip?

Whether you shop by shanks' mare to save gas, or just because you can never find a parking place, there are many good places to go within a lunch-hour radius of most campus offices. Without slighting our commercial neighbors (whom you will doubtless find anyway if you set out for the shops below) we have concentrated here on Penn's own auxiliary enterprises. And for good reason: if our Bookstore has that copy of Alistair Cooke's America that you need for your brother-in-law, why not buy it where (1) you get a discount and (2) the bookstore gets a small but welcome addition to its gross? Then, too, there are the quaint and curious things sold in Penn's own shops that you just don't run across anywhere else:

UNIVERSITY BOOKSTORE

The Children's Corner alone is worth the time. For every child you know—including the one you used to be—there is something there, tucked between the Peanuts-Snoopy-Creative Playthings world of today and the Burnett-Alcott-Mine world of yesterday. Now there is Sendak's illustration of Randall Jarrell's translation of the Grimm Fairy Tales, The Juniper Tree. But browse: we didn't all live the same childhood.

Elsewhere in the store, it becomes clear that this is a place to buy things for relatives—or at least people you know well enough to give a book, or a hockey puck, or an omelet pan. It is for the Major Gift—hi-fi, TV, cameras, or any of half-a-dozen calculators from the $69.95 Melcor to Hewlett-Packard's at $395. For the Less-Than-Major Gift, there is a fine tobacco shop, a record shop where Deutsche Grammophones are on sale at $3.95 and Penn composers George Crumb's Ancient Voices of Children at $2.49. Look for sports equipment, shirts, Levis, at discount; and next door at the Plant Shack, a 20% sale this week on green things.

But to get back to books: even without the discounted cards, wraps, tags, ornaments and stocking goodies, you should go to the Bookstore for these: 34,000 trade titles, some 3000 of them half-price. Kids' books, art books, cookbooks plain and fancy; bestsellers at discount and the wonderful small things nobody else but you would think to get. On the bestseller table is Tristram Coffin's Book of Christmas Folklore; in the stacks, Loren Eiseley's The Innocent Assassins, Jerre Mangione's Hear No Evil, John Wideman's The Lynchers, and Kristin Hunter's Guests in the Promised Land. Don't forget University Press books: Hui-Lin Li's Trees of Pennsylvania, which reminds us what our Commonwealth is named for, and the Kors-Peters Wicschraft in Europe, which, like Trees, came out in hardcover and now is available in soft, too. It seems unfair not to mention the rest of the Press offerings—like William Labov's Language in the Inner City—or to talk about Richard Dunn's scholarly Sugar and Slaves; but at this rate, we'd need room for 34,000 titles. Make up your own list at Locust Walk near 38th. 8:30-7, M-Th; 8:30-5 Fri; 10-5 Sat.

DORM SHOP

Across the footbridge you could shop for Marimekko sheets and Fieldcrest towels in mad colors (currently 20% off)... or buy small appliances, bathroom scales, Indian rugs, Guatemalan blankets. Rubber Maid and other kitchenware is 10% off. Buxton belts and Burlington socks off 30%. The Dorm Shop will imprint a Penn sweatshirt, sell you a Penn beer mug in glass, china, or pewter, and even offers a Penn nightshirt to wake up in Christmas morning. 8:30-5 daily, 10-5 Sat.

HEALTH SCIENCES BOOKSTORE

The bookstore branch in Stouffer Triangle is not turning itself inside out to be a gift shop, but on the other hand, why not a hand-carved statuette of The Gynecologist for the specialist who has everything—or a nice Gray's Anatomy for the student who hasn't? Daily 8:30 to 5; 10 to 5 Sat.

UNIVERSITY MUSEUM AND PYRAMID SHOP

The Museum Shop (central wing) has the only Canadian Eskimo whalebone carvings in town, and the Pyramid Shop, off the entrance to the Kress Gallery, has some of the simplest and best toys as well. The larger Shop is already known for an eclectic and voguish jewelry selection, books on art and archaeology and reproductions of pieces in Museum exhibits. Editors' favorites at the jewelry cases were cuff bracelets in silver and gold and earrings both sirenic and retiring. Brown stained-glass boxes, leaded with copper and with glass tops inlaid with speckled guinea feathers, come in differing sizes and shapes and are most unusual hereabouts (all, about $30).

Egyptian tomb figures and an ancient Iranian deity are two of the handsome needlepoint kits designed by the Museum Women's Committee. There are Colombian and African wall hangings, ceramics and wood sculptures, and retablos (Nativity scenes) of baked and painted bread. Tues.-Sat. 10-3; Sun. 1-5.

The Pyramid Shop, managed by the Women's Committee, is full of toys and games: Chinese checkers, dice at four cents each, tops, design-your-own-kite kits. Brass rubbings from an Oriental temple are on sale, $1-$2.50. Tues.-Fri. 10-3:30; Sat. 11-3; Sun. 1:30-4:30. Avoid school groups: come early in the morning or after 2 p.m.

And consider giving a Museum membership ($25/family). Ask at information desk inside the main entrance.

MISCELLANEOUS

For the next two weeks, anyway, the Bookstore has brought its 20%-off Print Sale to the Faculty Club lobby, 11-3 daily.... Both HUP and Grad Hospital have small gift shops on the premises and our neighbor International House has two—one of them a thrift shop. ... Out in rich Ardmore, one person's old clothes may be another's funky threads, on the racks of the Nearly New Shop that benefits HUP. China, books and some furniture get recycled: 26 E. Athens Ave., M.-F. 10-4:30; Sat. 9-12:30.

A $10 gift membership in the Arboretum Associates entitles your recipient to special rates on some of next spring's gardening courses. If you're in Chestnut Hill on Saturday-Sunday Dec. 15-16, find greenery from the Pacific Northwest. Ceramics, terrariums, and hanging baskets are at the Arbor Shop, Hillcrest Avenue any weekend, 10-4. CH 7-5777.