PERFORMING ARTS COUNCIL

Dr. Alfred J. Rieber, professor of history, has been named 1974-75 chairman of the Performing Arts Council, an all-University body set up last year to advise on curricular and extracurricular activities in the performing arts, President Martin Meyerson has announced.

On the committee for 1974-75 are:
- Dr. Enoch Brater, assistant professor of English
- Dr. Adolf D. Klarmann, professor of German
- Eugene Narmour, assistant professor of music
- Dr. Froelich G. Rainey, professor of anthropology and director, University Museum
- George Rochberg, professor of music
- Dr. Barbara Herrnstein Smith, professor of English
- Dr. Roger Walmsley, associate professor of physics
- Jane Backus, CW '76
- Susan Timares, CW '75
- Charles Seymour, WG
- Sol Worth, professor

During its first year, the Council produced an interim report on "The Performing Arts at Penn" (Almanac, July 1974) which recommended some curricular changes—the adoption of a theatre major, and accreditation for performance—and set broad general directions for performing arts here in the future. Its authors were last year's Council members, Ms. Backus, Dr. Brater, Dr. Klarmann, Mr. Narmour, Dr. Rainey, Dr. Humphrey Tonkin (chairman), Dr. Walmsley, Mr. Worth, Dean Alice F. Emerson, Dr. Anthony Garvan, Dr. Benjamin Hammond, James Kearney and Stephen Silverstein. Copies of the 1973-74 report are available from Almanac, Ext. 5274, on request.

TRAINING HMO MANAGERS

Beginning in January, the Wharton School’s Leonard Davis Institute of Health Economics will offer a special program to meet a rising national need for managers of Health Maintenance Organizations.

Under a three-year grant of $678,033 from the Robert Wood Johnson Foundation of Princeton, N.J., the Institute will seek applicants with proven managerial experience and involve them in an intensive five-month training course at the University. The program will be offered with the cooperation of the Group Health Association of America. It will draw on resources of the Wharton School and the School of Medicine, plus guest lecturers who have current HMO affiliations and specific HMO expertise.

Dr. Robert A. Zelten, program director, said he expects to have ten participants selected and ready to start the program in January 1975. Tuition and fees are provided by the Johnson Foundation grant, and participants will receive stipends commensurate with their current salary levels.

Deadline for applications for the first five-month session is November 15. Requests for forms go to Dr. Zelten at the Leonard Davis Institute, 3641 Locust Walk.
FACULTY GRIEVANCE COMMISSION

There shall be selected by the Senate Advisory Committee at least sixteen persons from the University faculty to constitute a Grievance Commission.

-Faculty Grievance Procedure

Senate Chairman Phillip De Lacy has announced the selection of 19 faculty members to serve on the first Grievance Commission of the University, as provided by the Faculty Grievance Procedure adopted in the spring by Senate and Council, and published as policy in ALMANAC May 21, 1974. Copies of the procedure—which applies to both tenured and untenured faculty, whether fully or partially affiliated—are available in the offices of all academic deans; from the Secretary of the Corporation, 112 College Hall; and from the University Ombudsman, 3537 Locust Walk.

The Grievance Commission has selected one of its members, Dr. Robert E. Davies, to serve as chairperson for 1974-75. The complete roster:

Harold Arnold, associate professor of social work
Sandra Barnes, assistant professor of anthropology
Harold Bershad, associate professor of sociology
Mirjan Damaska, professor of law
Robert E. Davies, Benjamin Franklin Professor of Molecular Biology and Animal Biology
William Elkins, associate professor of pathology
Sally Green, instructor of family study in psychiatry, Med.
Victoria Kirkham, assistant professor of Romance languages
Cecilia Lee, lecturer in Chinese studies
Florence Lief, professor of microbiology in animal biology
Barbara Lowery, associate professor of nursing
William Melody, associate professor of communications
Alan Myers, professor of chemical engineering
Covey Oliver, professor of law
Gino Segre, professor of physics
Irving Shapiro, associate professor of biochemistry, Dent. Med.
Alan Whitman, associate professor of mechanical engineering
David Williams, associate professor of psychology
Richard Woods, professor of accounting

NONACADEMIC GRIEVANCE MECHANISM

Pennsylvania's grievance procedure for nonacademic staff has been in effect for a year and a half, covering all employees of the University except faculty, teaching staff, and nonacademic personnel covered by collective bargaining agreements. In that time, 48 cases have been brought, most of them resolved after informal review and only one of them taken to the final stage, the Complaint Appeal Panel. In the nonacademic grievance mechanism, staff are referred first to informal processes—Ombudsman, Equal Opportunity Office, Personnel Office—but if cases are not resolved there a formal complaint may be filed with the Office of Equal Opportunity. The EO Administrator may take the formal review up through administrative channels as far as the senior administrative officer involved (usually a dean or vice president). If a case is still not resolved after formal review, it may be taken to a Complaint Appeal Panel made up of (1) one member chosen by the complainant (2) one member chosen by the appropriate senior administrative officer and (3) one chosen by the first two panel members from the following list of "third members." This list is compiled and maintained by the Vice President for Management, in consultation with campus groups concerned.

Arthur A. Brennan Jr., administrative director, GSAS
Delores Bristow, financial aid officer, SSW
Nora Bugis, business administrator, chemistry
Eleanor M. Cox, administrative assistant, GSAS
Anabel Cressman, administrative assistant, business law
Rachel Di Stefano, assistant to chairman, biology
Sarah Donnelly, secretary, anatomy laboratories/Vet
Manuel Doxer, business manager, College
Alton Du Brey, photographer, Harrison Department of Surgical Research
Mary Emore, business administrator, anthropology
Oliver Franklin, coordinator of community related programs
Karen C. Gaines, editor, ALMANAC
Susan Garson, buyer, University Museum
Paul Gay, associate librarian, Biddle Law Library
Juan J. Grana, administrator, biochemistry/Med
Camella Greenway, assistant to director, South Asian studies
Jeanne Jensen, business administrator, SSW
Peggy Landy, business administrator/Vet
Martha B. Lightwood, assistant librarian, Lippincott Library
Anne Mengel, administrative assistant, College
Alan Morrison, head librarian, Fine Arts Library
Phyllis Nemerow, administrative assistant, pathobiology/Vet
Barbara Oliver, assistant to the dean of students
William G. Owen, secretary of the corporation
Myrna Quiel, administrative assistant, Office of Research Administration
Ruth Smith, keypunch supervisor, Office of Data Processing
Iris South, business administrator, cardiology
Robert Stewart, head of processing, Van Pelt Library
Carol F. Walker, administrative assistant, Treasurer's Office
Jean B. Williams, supervisor, Biddle Law Library
NOMINATIONS FOR GSE DEAN

The Committee on the Graduate School of Education is in the process of (1) examining the structure and organization of the School and (2) searching for a new Dean. We have not yet sought suggestions outside our own campus, but we would like to have any recommendations of persons on or off the campus who should be considered by our Committee for the position of Dean.

Please send to the undersigned the names, addresses and any other information you can offer to support the recommendations.

—Marvin E. Wolfgang, Chairman

HOURS FOR PHOTO I.D.

In an effort to reduce administrative costs, the Registrar's Office is limiting the hours for issuing photo identification cards. Effective immediately, cards will be issued from noon-1 p.m. Monday through Friday. People with classes or office duties at that hour should call Ext. 6635 to schedule an alternate time.

University Scholars: Year II

Nature of the Program

This is a program to enable some of our most talented students to enroll simultaneously for an undergraduate and graduate degree or for an undergraduate and professional degree. The object is to draw the two kinds of educational experience together into a coherent program without restriction of time, with the following results in mind: (1) much greater breadth of knowledge than is usual; (2) several subjects mastered with greater depth of knowledge than is usually the case. The University Scholars need it will have adequate financial support until both degrees are awarded. They will have one advisor in the appropriate undergraduate program, one in the appropriate graduate or professional program, and one in the Council for University Scholars itself. The Scholars will become members of a Society of University Scholars for the exchange of ideas and experiences across many fields of knowledge.

The program encourages young men and women to love ideas, to develop their mental powers and to aspire to intellectual enterprise, regardless of their eventual careers.

The University Scholars Program announced last week will accept ten to fifteen scholars.

Who is eligible to become a University Scholar?

Eligible students will have shown, through their potential and accomplishments, that they are capable of effectively using the advantages of the program. Some students might come from the entering freshman class, because of their unusual promise and performance, regardless of their eventual careers.

Some, having demonstrated in their first year the qualities of talent and motivation required for the program, might be enrolled during their freshman year. Others, depending on the clarity and feasibility of their long-term goals and personal aspirations, might be enrolled during their sophomore or junior years. However, the program must at first be limited to but a few students.

How does one become a University Scholar?

Students will be nominated only by members of the faculty.

Future freshmen: Should the Dean of Admissions be convinced that a candidate meets the standards for nomination as a University Scholar, he will solicit the cooperation of an appropriate faculty member who will review the attributes of the admissions candidate. If the faculty member is convinced, after an interview, of the unusually high qualifications of the candidate, he will make the nomination to the Council for University Scholars. The Council will then review the credentials of the candidate and the report of the faculty member, and if favorably impressed will interview the candidate. The election of a Scholar will be made by the Council only after it has obtained the consent of the appropriate graduate or professional admissions group.

Students already enrolled: Should a student become convinced of his or her worthiness as a candidate, he or she must acquire a faculty sponsor. The sponsor must be closely acquainted with the student and his or her talents and goals. The faculty sponsor will nominate the student to the Council only if the student is unusually qualified. A faculty member may initiate the nomination process if he or she is convinced of the highly promising qualifications of a student with whom he has become acquainted. Usually, seniors will not be considered. Faculty members should reserve the nomination privilege to the "one-in-ten-years" type of student. It should be understood that in any class at Penn there will at the outset probably be only three to five University Scholars. Those considered most promising after credentials review will be interviewed by the Council. The final decision will be made by the Council only after it has obtained the consent of the appropriate graduate or professional admissions group.

Supporting materials to be submitted by the faculty sponsor

A dossier consisting of the following materials should be transmitted by the faculty sponsor to Dr. Otto Springer, 116A College Hall.

1. Pertinent scholarly or research papers written by the nominee and showing unusual achievement;
2. A letter of endorsement by the faculty sponsor, together with other supporting letters;
3. A letter from the nominee to the Council indicating how he or she will use the advantages of the program in arranging a special study sequence, together with a statement of long-term goals and personal aspirations;
4. A high school transcript; and
5. A college transcript, if nominee is in college.

ALMANAC October 15, 1974
FALL MEETING OF FACULTY SENATE
WEDNESDAY, OCTOBER 30 3-6 PM
New Chemistry Building
34th & Spruce Streets

Senate Chairman Phillip De Lacy announced changes in the order of the agenda for October 30, and the addition of two items of new business. The revised agenda:
1. Report on Assessing Academic Excellence
2. Reports of the Senate Committees on Administration and on Education
3. Report of the Subcommittee on Tenure Rules
4. Changes in Bylaws
5. New Business: Statement on Academic Freedom of Faculties; Early Retirement

SENATE

ON THE SENATE RULES

I am writing to comment briefly on one aspect of the proposed change in Senate Rules recommended by the Advisory Committee (Almanac October 1), to authorize it to act on behalf of the Senate on substantive policy issues. I have no objection to the basic thrust of the proposal, whereby the Advisory Committee would be given broad authority to act in the Senate's name, subject to a duty to report promptly to members of the Senate and the right of twenty members to require ratification before any particular action becomes effective. I do object, however, to the authorization given to the Advisory Committee to provide for ratification by referendum rather than by a regular or special meeting. Absolutely no need has been shown for such a radical change in the decision-making process. A referendum rests on the assumptions that collegial discussion is of no value, and that no amendments are likely to be proposed which would alter significantly one's views on a pending matter. It is no answer to say that the Advisory Committee will not exercise its discretion to seek a referendum vote where these factors are thought likely to be relevant. The point is that they always appear relevant to some, and irrelevant to others, and that the Advisory Committee will probably be upheld in every case in which it seeks a referendum, and of course upheld without the possibility of any amendments being adopted which might accommodate disparate views.

Perhaps on a concrete showing of a particular need for such a broad grant of power, one could justify it. But none has been made, and I doubt that it could be. I shall move to delete the last ten words of the proposed addition to Section 8(a) of the Senate Rules at the October 30 meeting.

-Howard Lesnick, Professor of Law

COUNCIL

PROPOSED BY-LAWS CHANGES

September 16, 1974

The following proposed changes in the Council bylaws are herewith presented in writing and will appear for action on the agenda for Council on October 16, 1974. They were discussed at the meeting on September 25.

Pursuant to the establishment of the Faculty of Arts and Sciences, substitute the following membership totals in paragraph II. 1. (a):

<table>
<thead>
<tr>
<th>Faculty of Arts &amp; Sciences</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wharton</td>
<td>2</td>
</tr>
<tr>
<td>Dental</td>
<td>1</td>
</tr>
<tr>
<td>Veterinary</td>
<td>1</td>
</tr>
<tr>
<td>Nursing</td>
<td>1</td>
</tr>
<tr>
<td>Allied Medical Professions</td>
<td>1</td>
</tr>
<tr>
<td>Medicine</td>
<td>4</td>
</tr>
<tr>
<td>Law</td>
<td>1</td>
</tr>
<tr>
<td>Engineering and Applied Science</td>
<td>2</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>1</td>
</tr>
<tr>
<td>Education</td>
<td>1</td>
</tr>
<tr>
<td>Annenberg</td>
<td>1</td>
</tr>
<tr>
<td>Social Work</td>
<td>1</td>
</tr>
</tbody>
</table>

In all cases where more than one representative is to be elected (Faculty of Arts and Sciences, Wharton, Medicine, Engineering and Applied Science), mutually exclusive constituencies shall be established by the faculties involved by vote of the members of the respective faculties.

FACULTY CONSTITUENCY REPRESENTATION ON THE UNIVERSITY COUNCIL

<table>
<thead>
<tr>
<th>Present—School &amp; Constituency No.</th>
<th>Faculty Members</th>
<th>Faculty Reps</th>
<th>Faculty per Rep</th>
</tr>
</thead>
<tbody>
<tr>
<td>College (1-7)</td>
<td>323</td>
<td>7</td>
<td>46</td>
</tr>
<tr>
<td>GSAS (8)</td>
<td>49</td>
<td>1</td>
<td>49</td>
</tr>
<tr>
<td>Engr (9-10)</td>
<td>81</td>
<td>2</td>
<td>40</td>
</tr>
<tr>
<td>Fine Arts (11)</td>
<td>44</td>
<td>1</td>
<td>44</td>
</tr>
<tr>
<td>Social Work (12)</td>
<td>25</td>
<td>1</td>
<td>25</td>
</tr>
<tr>
<td>SAMP (13)</td>
<td>10</td>
<td>1</td>
<td>10</td>
</tr>
<tr>
<td>Wharton (14-17)</td>
<td>217</td>
<td>4</td>
<td>54</td>
</tr>
<tr>
<td>Medicine (18-21)</td>
<td>515</td>
<td>4</td>
<td>129</td>
</tr>
<tr>
<td>Law (22)</td>
<td>30</td>
<td>1</td>
<td>30</td>
</tr>
<tr>
<td>Veterinary (23)</td>
<td>93*</td>
<td>1</td>
<td>93</td>
</tr>
<tr>
<td>Dental (24)</td>
<td>66*</td>
<td>1</td>
<td>66</td>
</tr>
<tr>
<td>Nursing (25)</td>
<td>50*</td>
<td>1</td>
<td>50</td>
</tr>
<tr>
<td>Education (26)</td>
<td>36</td>
<td>1</td>
<td>36</td>
</tr>
<tr>
<td>Annenberg (27)</td>
<td>9</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1553</strong></td>
<td><strong>27</strong></td>
<td><strong>avg 49</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Proposed—School &amp; Constituency No.</th>
<th>Faculty Members</th>
<th>Faculty Reps</th>
<th>Faculty per Rep</th>
</tr>
</thead>
<tbody>
<tr>
<td>FAS (1-7, 8, 14-15)</td>
<td>479</td>
<td>10</td>
<td>48</td>
</tr>
<tr>
<td>Engr (9-10)</td>
<td>81</td>
<td>2</td>
<td>40</td>
</tr>
<tr>
<td>Fine Arts (11)</td>
<td>44</td>
<td>1</td>
<td>44</td>
</tr>
<tr>
<td>Social Work (12)</td>
<td>25</td>
<td>1</td>
<td>25</td>
</tr>
<tr>
<td>SAMP (13)</td>
<td>10</td>
<td>1</td>
<td>10</td>
</tr>
<tr>
<td>Wharton (14-17)</td>
<td>110</td>
<td>2</td>
<td>55</td>
</tr>
<tr>
<td>Medicine (18-21)</td>
<td>515</td>
<td>4</td>
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<td>1</td>
<td>66</td>
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<td>1</td>
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<td>1</td>
<td>36</td>
</tr>
<tr>
<td>Annenberg (27)</td>
<td>9</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1553</strong></td>
<td><strong>27</strong></td>
<td><strong>avg 49</strong></td>
</tr>
</tbody>
</table>

*Includes fully affiliated instructors and associates.
RESOLUTION ENDORSED BY THE UNDERGRADUATE MEMBERS OF UNIVERSITY COUNCIL

WHEREAS, the guidelines set forth in the 1970 Report of the Task Force on University Governance in the section that deals with the “Role of Faculty and Students in Administration” recommend* that students constitute twenty-five (25) percent of the membership of the University committees; and

WHEREAS, student representation on the University Budget Committee and the University Council Steering Committee is now at eighteen (18) percent; and

WHEREAS, the addition of one student to the membership of the University Budget Committee and the University Council Steering Committee would bring the level of student representation on these committees to twenty-five (25) percent, which would conform exactly with the guidelines set forth in the 1970 Report of the Task Force on University Governance; and

WHEREAS, the University Council at its meeting of 20 March 1974 recognized a similar deficiency in the level of student representation on the Academic Planning Committee when it approved the placement of an additional student on that Committee; be it

RESOLVED, therefore, that the Bylaws of the University Council be amended to provide for the addition of one student to the membership of both the University Budget Committee and the University Council Steering Committee; and

BE IT FURTHER RESOLVED that said additional student on each committee be rotated annually between undergraduate and graduate students in a fashion to be determined between the undergraduate and graduate student members of University Council.

Amend Part V. 1. to read:

V. Steering Committee

1. Composition. The Steering Committee shall consist of the President of the University, the Provost and Vice-President, the Chairman and the Chairman-elect of the University Senate, and five faculty members, one undergraduate student, one graduate or graduate-professional student, and one student, either graduate or undergraduate depending upon the yearly rotation procedure worked out between the undergraduate and graduate student University Council members.

Amend Part V. 2. to read:

2. Election.

(a) The five elected faculty members of the Steering Committee shall be chosen from a list of at least ten nominees prepared by the incumbent Steering Committee in the following manner: The Steering Committee shall nominate the retiring Chairman of the Steering Committee in addition to those of its present faculty members who have served as elected members of the Committee one year or less and are eligible for election. Two and no more than two of these nominees shall be elected. The list of ten faculty nominees for election to the Steering Committee shall be completed by choosing additional nominees from among faculty representatives to Council for the ensuing year. The three elected student members shall be chosen from a list of at least six nominees prepared by the incumbent Steering Committee.

Amend Part V. 2. (b) to read:

(b) Each member of the incoming Council shall be entitled to vote for two faculty members from the slate of nominees who have served on the Steering Committee the previous year and for a number of additional faculty members on the slate of other nominees sufficient to elect a total of five. Each member shall be entitled to vote for one undergraduate student, one graduate or graduate-professional student, and one student.

*At the September 25 meeting when this motion was introduced for discussion, Dr. Julius Wischner advised Council that 25 percent is not a fixed percentage for all committees, citing the Report of the Task Force on Governance recommendation that “...as a general norm, each committee of the University and of its Schools have at least two student members and as many as 25 percent. The precise number and proportion of students on each committee should be graded according to the extent to which their experience enables them to contribute meaningfully to the work of the committee. In committees dealing with such matters as residence rules and discipline, student members may exceed 25 percent and they should be in the majority as long as student interest in serving on such committees is maintained. At the other extreme, as a general norm students should not serve at all on committees dealing with faculty appointments and promotions.”

An Interview with Peter Freyd by himself

Q: At last Council meeting you introduced a motion to increase the student membership on the Steering Committee from 2 to 3.

A: I see two quite different aspects of the question. First, the present Steering Committee—7 faculty, 2 administrators and 2 students—does not reflect, in numbers, the Council itself. About one fourth of the Council members are students. Adding a third student member would bring the student membership of the Steering Committee to exactly one fourth.

Q: Is it particularly necessary that the Steering Committee be representative of the Council as a whole?

A: The word "representative" is tricky. Members of the Steering Committee do not have formal constituencies on the Council. The Council, however, meets for just two hours once a month and clearly depends on the Steering Committee. Most of us know and have confidence in at least one member of the Steering Committee and rely on his advice for many issues. The Council membership should, I contend, reflect the Steering Committee membership, not the other way around.

Q: It is charged that student members tend to obstruct the workings of a committee.

A: Whether there should be student members of important committees is a separate question. Given that there are to be student members then the number of such members—the actual absolute number as opposed to the relative number—assumes an importance of its own. Consider an analogous situation: suppose that there were a state law that forced the board of trustees to include faculty. As opposed as I am to faculty trustees I would be even more opposed to a unique faculty trustee. Indeed, I would argue for ten faculty trustees, not for ten votes but ten individuals, each perhaps with one tenth of a vote. As it now stands there is a unique undergraduate member of the Council Steering Committee (and a unique post-graduate student member). It strikes me as unhealthy to concentrate so much importance on a single undergraduate. It is unfair to him, to the other students and to the rest of us in that a false appearance of "student solidarity" can thus be created.

Q: The faculty, in other words, could indulge in divide and conquer tactics.

A: That, of course, is an unfair way of putting it.
Some Pitfalls of Comparison

Although a Daily Pennsylvanian article October 4 ranked Penn's 1973-74 deficit "Highest of All Ivy Colleges," Almanac's telephone survey of the seven other institutions makes Penn a more modest entry in the deficit sweepstakes:

1. Columbia's deficit for 1973-74 was $5.8 million, placing it dramatically above Pennsylvania's. (D.P.'s bar chart, above left, showed about $1 million as the deficit for Columbia; but it is Columbia's projected 1974-75 deficit that comes to $980,000.)

2. Harvard's 1973-74 deficit, appearing roughly $1.4 million on the D.P. chart, was actually $1.7 million.

3. Cornell, described in the D.P. text as "having managed to balance its budget by applying $47 million from investments," made no such application of investment income or capital. It came in with a surplus ($68,000 in uncommitted funds, $634,000 in committed ones), and the figure that a Cornell spokesman thought might have misled the D.P. was its recent announcement of a $47.3 million loss in value of its portfolio due to stock market decline.

4. If application of nonrecurring income were figured for all eight schools as the D.P. implied had been done at Cornell, an adjusted bar chart would look like the drawing at right above. Brown used gain on investments to cover its deficit while Dartmouth, Princeton, and Yale covered theirs out of reserves. Pennsylvania covered all of its basic $1.8 million deficit except $211,000 through the sale of property, though two other overruns are handled by other formulae: the hospitals (whose total deficit is not yet known pending completion of audits) and the hi-rises, whose $619,343 deficit includes both a planned deficit during these early years of indebtedness, and an unplanned overrun attributed to energy costs. The hospitals are supposed to cover their deficits out of reserves, if reserves will stretch that far. The hi-rises must retire their deficit eventually out of their income: because of the large fixed cost of debt service, expenses are expected to rise more slowly than income in future years.

Since accounting methods and funding strategies vary widely from one institution to another, half a dozen campus specialists have cautioned against drawing any firm conclusions from announced total deficits, whether covered or uncovered. Of the eight Ivy schools shown here, for example, only Harvard and Columbia did not indicate plans for covering their deficits at this time—but each is working against a very different financial background.

In Pennsylvania's case, only $211,000 is being added this year to the accumulated deficit of $4 million. And both in College Hall and Franklin Building, the overwhelming concentration is on next year: what can Penn do further to cut costs and increase income in the face of the inflation and stock-market decline that leave no U.S. college or university untouched?

LEAVES

A number of faculty members whose names did not appear in the LEAVES column October 15 are on leave this academic year. Their names were processed in Trustees' minutes of 1973 which were missed by the editors in their compilation.—K. C. G.

COLLEGE OF ARTS AND SCIENCES

Dr. James W. Cornman. Philosophy, to do research for a book on epistemology and complete a book on the philosophy of perception and the external world.

Dr. Augusta E. deFoley. Romance Languages, to do an analysis of La ladona andalusa by Francisco Delicado (fall).

Dr. Lancelot K. Donaldson-Evans. Romance Languages, to do research on the role of eye imagery in sixteenth-century French love poetry (fall).

Dr. Lucienne Frappier-Mazur. Romance Languages, to do research on comedy and laughter in French romanticism (spring).

Dr. Charles H. Kuhn. Philosophy, to complete a book on the philosophy of Heraclitus; to teach a seminar at the American School of Classical Studies in Athens.

Dr. Richard L. Solomon. Psychology, to teach at Princeton.

GRADUATE SCHOOL OF EDUCATION

Dr. Bartell W. Cardon, to complete a book on psychological consultation in schools.

SCHOOL OF DENTAL MEDICINE

Dr. James Ackerman. Pediatric Dentistry, to do research on pediatric dentistry at Harvard.

SCHOOL OF MEDICINE

Dr. Frank P. Brooks. Medicine and Physiology, to study the recording of electrical activity from effenter fibers in the vagus nerves with Professor A. Iggo at the University of Edinburgh.

Dr. Solomon D. Erulkar. Pharmacology, to study the relationship between hormones and the quantal release of neurohumoral transmitters with Dr. Rami Rahamimoff at Hadassah Medical School.

Dr. James M. Sprague. Anatomy, to do research at the Institute of Physiology at the University of Pisa.

WHARTON SCHOOL

Dr. Jean Crockett. Finance, to write a book on the forecasting of savings, investment and capital market prices.

Dr. Adolph Matis. Accounting, to complete the second volume of a German cost text; to do research for the sixth edition of a cost-accounting textbook (fall).

Dr. Ervin Miller. Finance, to continue a study of U.S. banking from 1890-1910; to study the microeconomic consequences of macroeconomic policies (fall).
STAFF CHANGES

MANAGEMENT

Effective this term Gerald Robinson, executive director of personnel relations, will report to Vice-President for Management Paul O. Gaddis. Instead of to Harold Manley, vice-president for business and financial affairs. The move emphasizes the growing importance of personnel relations in the management of the University, according to a memorandum sent from Mr. Gaddis to vice-presidents, deans and directors.

Mr. Gaddis also announced the appointment of Dr. Donald S. Murray as director of financial programs, a post he holds in addition to being assistant to the president for federal relations. In his new position, created to augment the administration's capacities for fiscal planning, Dr. Murray reports to Vice-President Harold Manley.

HOSPITAL

Ralph L. Perkins has announced his retirement as executive director of the University Hospital effective October 31. He has been at the hospital since 1963 and was named executive director in 1965.

Mr. Perkins will remain on the hospital staff as a consultant. In a message to HUP staff published in the October 4 issue of HUP's newsletter, Mark S. Levine, executive director of University hospitals, noted Mr. Perkins' outstanding reputation in the health care field and said he was "very pleased that we will have the benefit of his experience over the next several years." Vice-President for Health Affairs Thomas W. Langfitt also expressed gratitude for "the dedication and service Ralph Perkins has given to our University community."

DEVELOPMENT

Eleanor Daniel has joined the annual giving staff to work with the parents' program and with the schools of Social Work and Graduate Education. A 1974 CW graduate, Miss Daniel captured the women's Olympic swimming team two years ago, when she was a four-time medalist.

Frederick Eisenbrandt III, a 1974 College alumnus, is assisting Stephen Lanier with annual giving's regional program and class funds projects. He is a member of Friars and a former president of Phi Gamma Delta.

Francis J. McGovern has been appointed director of life income trusts. He was most recently assistant director of alumni and associate director of development at La Salle College and served as director of planned giving at Presbyterian-University of Pennsylvania Medical Center during 1973. Mr. McGovern is a 1966 graduate of La Salle and took his master's degree in education from Temple in 1970.

Ronald H. Pfiff is associate director of information and records in charge of corporation and foundation records. During the past two years he was responsible for establishing a computer-based information system for foundation research at the development office of Harvard University, where he was graduated in 1972.

BIDDLE LAW LIBRARY

William Cooper replaces Christy Ridley as documents librarian. Mr. Cooper received the J.D. (cum laude) and an A.M.S. from the University of Michigan and was an attorney in Detroit before coming to Penn.

Cornelia Trubey, formerly of Temple's law library, takes Mrs. Betty Warner's place as acquisitions librarian here. She is a graduate (cum laude) of the University of Michigan and took her J.D. at Harvard Law School and the M.L.S. from Columbia School of Library Science.

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OPENINGS

The following listings are taken from the Personnel Office's weekly bulletin and appear in ALMANAC several days after they are first made available via bulletin boards and interoffice mail. Those interested should contact Personnel Services, Ext. 7285, for an interview appointment. Inquiries by present employees concerning job openings are treated confidentially.

The University of Pennsylvania is an equal opportunity employer. Qualified candidates who have completed at least six months of service in their current positions will be given consideration for promotion to open positions.

Where qualifications for a position are described in terms of formal education or training, significant prior experience in the same field may be substituted.

The three figures in salary listings show minimum starting salary, maximum starting salary (midpoint) and top of salary scale, in that order.

ADMINISTRATIVE/PROFESSIONAL (A-1)

APPLICATIONS PROGRAMMER to do application programming for both present and new payroll/personnel budgeting systems. Qualifications: College degree preferred or equivalent experience. At least two years' programming experience and knowledge of large operating systems including 370/OS, COBOL and PL/1 programming languages. $10,675-$13,275-$15,875.

APPLICATIONS PROGRAMMER ANALYST, Senior COBOL programmer to be directly responsible for maintaining student flow group systems. Qualifications: College degree or equivalent experience. At least four years' direct programming and systems experience; strong background in COBOL and OS/MVT necessary. $12,300-$15,325-$18,350.

APPLICATIONS PROGRAMMER ANALYST, academic area (10-8-74).

ASSISTANT COMPTROLLER (10-8-74).

JUNIOR RESEARCH SPECIALIST to assist in structural studies of proteins, including fractionation of collagen chains by column chromatography, cleavage of proteins of cysteiny1 and methionyl residues and characterization of resultant peptides by amino acid and carbohydrate analyses. Qualifications: B.S. in science; at least five years' experience in biochemistry, fractionation of proteins and amino acid and carbohydrate analyses. $8,075-$10,050-$12,000.

JUNIOR RESEARCH SPECIALIST, biochemistry (9-24-74).

JUNIOR RESEARCH SPECIALIST, medical school (9-3-74).

JUNIOR RESEARCH SPECIALIST, biology (10-8-74).

JUNIOR RESEARCH SPECIALIST should be familiar with cell fractionation techniques, sterile techniques, analytical methods. Ran 10/1/74 as A-3 Research Laboratory Technician III; has been reclassified.

RESEARCH SPECIALIST to assist in highly specialized physics research and supervise lab technicians. Qualifications: Three years' postdoctoral experience in organo-sulfur selenium research. Experience in supervising lab personnel. $10,975-$13,275-$15,875.

RESEARCH SPECIALIST, surgical research lab (9-24-74).

RESEARCH SPECIALIST, biochemistry (9-24-74).

RESEARCH SPECIALIST, cytogenetics lab (10-8-74).

RESEARCH SPECIALIST, Phila. Social History Project (10-8-74).

(continued)
RESEARCH SPECIALIST, Museum (9/3/74).
SYSTEMS ANALYST (10/1/74).

SUPPORT STAFF (A-3)

ADMINISTRATIVE ASSISTANT I to compile data for reports; maintain budgets; edit papers and manuscripts; perform some photographic work, secretarial duties. Qualifications: Typing, budget experience, familiarity with layout of illustrations. $6,550-$7,925-$9,300.

ADMINISTRATIVE ASSISTANT II (10/8/74).

ASSISTANT PUBLICATIONS PROCUREMENT COORDINATOR (9/17/74).

BUILDING SUPERVISOR inspects premises; performs routine maintenance; serves as liaison with Buildings and Grounds department; prepares plans and cost estimates; has responsibility for security of building. Qualifications: Familiarity with building operations and maintenance; two years' experience. $7,050-$8,600-$10,150.

CLERK I (10/8/74).

CLERK II, medical area. Qualifications: Ability to work with figures and deal effectively with people, both in person and by telephone. Accurate typing required. Two years' experience helpful. $5,300-$6,225-$7,150.

JUNIOR ACCOUNTANT (10/8/74).

MEDICAL SECRETARY I (10/8/74). Excellent typing and secretarial skills; knowledge of medical terminology desirable. $6,550-$7,925-$9,300.

RESEARCH LABORATORY TECHNICIAN II, PGH (10/8/74).
RESEARCH LABORATORY TECHNICIAN III to analyze blood gases, electrolytes, hematocrits, osmolality, glucose, anesthetic concentrations, thromboelastograms. Reports results to appropriate operating room or intensive care unit. Assists in maintaining transducers and other monitoring equipment. Performs and calculates cardiac outputs on patients in OR or ICU. Qualifications: B.S. in medical technology. $7,900-$9,450-$11,000.

RESEARCH LABORATORY TECHNICIAN. Six positions announced September 3 through October 8, including enzyme assays, leucocyte morphology, hormone immunassays, inherited disease studies, organ perfusion.

SECRETARY I (2) (9/3/74).
SECRETARY II (8) (9/3/74).
SECRETARY III (3) (9/3/74).
SECRETARY IV, medicine, has secretarial/administrative duties including much shorthand, dealing with confidential material, much student contact. Qualifications: Excellent shorthand-typing skills; ability to deal with people; at least five years' secretarial experience, preferably at a university. $7,050-$8,600-$10,150.

HOURLY RATE (A-4)
Hourly rate is negotiable on the basis of qualifications.

GALLERY ATTENDANTS (2), 25 hrs/wk. Institute of Contemporary Art. To guard artworks shown at ICA from vandalism and to prevent handling by public. Light maintenance work and greeting public. Qualifications: Ability to relate well with people, responsibility, punctuality.

SECRETARY, hematology, 1 p.m.-5:30 p.m., Mon.-Fri. (9/17/74).
VENIPUNCTURIST, 4 hrs/day, 4 or 5 days/wk, 6-9 mos. (10/1/74).

THINGS TO DO

LECTURES
Dr. Samuel G. Armistead, professor of Romance languages here, addresses the Medieval Studies Group on Medieval Survivals in the Traditional Poetry of the Sephardic Jews. Upper east lounge, Hill Hall, October 16, 8 p.m.

Experts on life insurance investments from both industry and academic circles will participate in the S.S. Huebner Foundation's Insurance Education Lecture Series. Eli Shapiro of Travelers Insurance Company opens the year-long series with Private Placement. Leonard Davis Auditorium, Colonial Penn Center. October 17, 4:30 p.m.

First Communications—The Development of Symbolization in Children. Annenberg School Colloquium with Howard Gardner, co-director of Harvard's Project Zero and research associate at the Harvard Graduate School of Education. Colloquium room, October 21, 4:00 p.m.

The Crowd Catchers: Television. Former Saturday Review columnist and Annenberg professor Robert Lewis Shayon will consider the impact of television on our lives. Faculty lounge, Stitler Hall, October 22, 1:30 p.m. Sponsored by the Faculty Tea Club.


PERFORMANCES
Harold Prince directs Mary Ure and John McMartin in a new production of William Congreve's Restoration comedy, Love for Love when the New Phoenix Repertory Company returns to the Annenberg Center for its third annual two-week engagement. Zellerbach Theatre, September 19-November 3. Tuesday through Sunday, 8 p.m.; Saturday and Sunday, 2 p.m. except for the opening performance, October 22 at 6:45 p.m. Information: box office, Ext. 6791.

The music department continues Music at Noon concerts with works by Armand Russell, Richard Lane and others. Thursday, October 17, West lounge, Houston Hall.

The Dorian Wind Quintet will make a single appearance on Penn's campus October 18 at 8 p.m. Harrison Auditorium, University Museum. Sponsored by PUC. Tickets, faculty and staff $2.50.

Flamenco pieces from Granada, Andalusia and the Costa del Sol will be played by Latin guitarist Andre El Leton. Saturday, October 19, 7:30 p.m. Sponsored by the Museum's National Cultures Program and members of Philadelphia's Latvian-American community. Tickets: $3.00.

Katharine Hepburn, Vanessa Redgrave and Irene Papas star in The Trojan Women. Museum Adult Film Festival, Museum auditorium, October 20, 2:30 p.m.

EXHIBITS
Children's Art. Lithographs and linoleum cuts by students at St. Peter's School. Bowl Room, Houston Hall, through October 22.

Oil Paintings by Charlotte W. Franklin. Philomathean Gallery, College Hall, through October 18.

Sculpture and Drawings by Timothy Duffield. Faculty Club, through October 18.

FLIGHTS


Penn charter flight service is open to University faculty, staff and students and their immediate families only. Reservations: Lesly Stafford, Houston Hall, Ext. 7268.

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