GSE: TWO OPTIONS AS PROGRAMS ARE CUT BACK

The search for a new dean of the Graduate School of Education has been suspended and the school presented with two options for its future.

Under either of the options it must first reduce its sixteen programs to a smaller number of the highest academic priority—then a decision will be made whether to (1) operate these as a school of reduced size or (2) distribute the best faculty and programs among other units of the University.

President Meyerson, Provost Stellar, Associate Provost John Hobstetter and Provost's Executive Assistant James E. Davis met with the school's faculty Friday morning to describe the options, and the decision-making process that will go on.

A memo distributed at the meeting (page 2) said a decision is expected "if possible by April 1, but in any case by the end of the current academic year."

The Provost said they had regretfully concluded they could not implement options to strengthen the school through new resources (the faculty's earlier advice) or maintain its present size as recommended by the Wolfgang committee consulting on a new dean. The school now has 32 faculty members, 21 of them

(continued on page 2)

NEWS IN BRIEF

GRADUATE HOSPITAL: TWO REMAINING OPTIONS

Five options for the future of Graduate Hospital's relationship with the University have been under discussion with Hospital staff, community representatives and others; on page 3 Dr. Thomas Langfitt, Vice President for Health Affairs, reports on the narrowing-down to two of those options, which were being weighed by Trustees' committees as Almanac went to press.

FAS: DEAN BROWNLEE, DR. JOULLIE

CW Dean R. Jean Brownlee was named Dean of Academic Advising Services for the Faculty of Arts and Sciences (not associate dean as reported in the student press last week), Dean Vartan Gregorian announced at the FAS meeting last Tuesday.

He also named as Affirmative Action Officer for FAS Dr. Madeleine Joullie, professor of chemistry. Two associate deans are still to be chosen, he said, one for instruction, and one for graduate education and research. The faculty adopted Dr. Elliott Mossman's resolution on freedom of expression (page 2) and a series of motions on course approval: one formally adopting a faster course-approval system, and others approving for FAS all courses and major programs previously approved by CW and the College, but dropping from the catalog all courses that have not been taught in the last five years.

DEFICIT: $3 MILLION PROJECTED

Penn's deficit for 1975-76 is now projected at more than $3 million, Budget Director Jon Strauss said last week. The increase over the $2.2 figure estimated in December is attributed primarily to two accounting errors in projection that total some $700,000, and the rest reflects a combination of higher costs, less income, and less savings on salary as fewer jobs went unfilled.

Both errors leading to the $700,000 misprojection were in recording the budget awarded to Student Financial Aid: (1) The Budget Committee gave the SFA office a budget that included a $300,000 increase in unrestricted funds for disbursement, but did not add that amount to the unrestricted aid total which it prorates to responsibility centers as an expense item. (2) In a matching federal loan program, for which the government provides 90% with the school's faculty Friday morning to describe the options, and the decision-making process that will go on.

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(continued on page 2)

MYSTERY LOVES COMPANY

Yours, perhaps?

... page 8

PRESIDENT'S LECTURE: LOUIS POLLAK

On Tuesday, March 4, Professor Louis Pollak of the Law School will give the second lecture in the new interdisciplinary President's Lecture Series, at 3:30 p.m. in the auditorium of the Annenberg School. It is open to the entire University.

"The Albert M. Greenfield Professor of Human Relations and Law will discuss "The Constitution as an Experiment," addressing some questions widely discussed since Watergate: Is the U.S. legal system in fundamental disarray? Were the nation's constitutional arrangements predicated on hypotheses that have proved untenable or irrelevant? Can the republic continue to have confidence in the capacity of the legal order to manage the public business of a free society?"

ENERGY POLICY: DR. KRENDEL

Dr. Ezra Krendel, professor of statistics and operations research, has been named coordinator of energy policy for the University. He welcomes proposals that will help cut costs but protect essential programs and services; for a report of the new Advisory Committee on Energy Conservation, see page 6.
tenured, and William B. Castetter is its acting dean.

GSE has pretty well balanced its direct costs with direct income. Dr. Davis said, but its subvention remains roughly half a million dollars. Its largest private grant is coming to an end, it has no significant endowment, and outside sources for support do not appear to be available to strengthen all sixteen programs; hence the mini-exercise in "selective excellence" within a single school.

In any program dropped or curtailed, the University would expect any reduction in faculty of that program to be first by nonreappointment and retirement (including early retirement), and would make "extraordinary efforts" to relocate in the University any faculty not near retirement age, the Provost said.


To determine priority among the sixteen programs, the University will expect the GSE faculty, the Academic Planning Committee, and the Wolfgang committee to look at academic strength of program, appeal to students and significance to the field. "We owe the school in the next few days some guidelines for helping make these decisions," Dr. Stellar added.

The President and the Provost said they will expect advice from GSE faculty individually as well as collectively: individuals through letters and the school through a mechanism it develops for offering its collective advice.

FULL TEXT OF MEMORANDUM

FUTURE OF THE GRADUATE SCHOOL OF EDUCATION

The review of the status of the Graduate School of Education has taken a long time, and is, in fact, still in progress. In response to the proposal from the faculty of February 17, 1975, we are meeting with you today in order to report where we have come in the review. This memorandum sets forth the basic options we have considered for the Graduate School of Education so that we can all have a common basis for discussion and understanding.

1) Put added resources into the School and develop academic leadership in the field of Education. This is the proposal of the faculty and would be an ideal option if we could do it. We simply do not have the resources.
2) Maintain the School at its present level of functioning. We do not have the option to do this either.
3) Significantly reduce the scope of the School to a much smaller core of its strongest academic activities. This option represents the concept of selective excellence, so essential if the University is to preserve quality in stringent fiscal times.
4) Close the School, but where possible distribute faculty and perhaps high quality programs to another school or schools in the University and consider setting up a new, smaller, unit, representing Education but in another school. This option is complex and it would take a good deal of time to work out the details.

Since options 1 and 2 are not viable ones, there is no point in searching for a new Dean outside the University. The choice before us is between options 3 and 4. To this end the Provost will consult the Academic Planning Committee, this faculty, and the consultative committee so that a decision can be reached, if possible, by April 1, 1975, but in any case by the end of the current academic year.

—Martin Meyerson and Eliot Stellar

EARLY RETIREMENT: MARCH 15 DEADLINE

Faculty members who may be interested in early retirement should keep in mind that March 15, 1975 is a critical date for some. For those wishing to retire June 30, 1975 under the early retirement plan, notice of intention must be communicated to their respective deans no later than March 15.

In addition, those faculty members who are contemplating early retirement in June, 1976, 1977, 1978, and who wish to take advantage of the early planning supplement must communicate their intentions no later than March 15, 1975.

Beginning with the 1975-76 academic year and in the succeeding years, the plan sets October 15 as the date by which faculty members must notify their deans if they wish to retire early or make advance commitments to early retirement.

—Gerald L. Robinson, Executive Director of Personnel Relations

RESOLUTION

The following resolution was adopted Tuesday, February 18, by the Faculty of Arts and Sciences.

ON A FUNDAMENTAL FREEDOM

WHEREAS the freedom to think, inquire, and speak is fundamental to the principal research and teaching missions of the Faculty; and

WHEREAS this freedom includes the freedom to examine and advocate established or alternative theories and to support or challenge existing practices and values; and

WHEREAS the individual exercise of this fundamental freedom within the University is uniquely threatened by the tyranny of the willful few as well as by the tyranny of many; and

WHEREAS this threat does irrepairable harm to the Faculty’s missions and to the reputation of the Faculty and of the University for pursuit of their missions; and

WHEREAS this threat does irrepairable harm to the fundamental rights of each and any member of the Faculty;

THEREFORE BE IT RESOLVED that the Faculty affirms, supports, and cherishes the concepts of freedom of thought, inquiry, and speech, specifically including the freedom to examine and advocate established or alternative theories and to support or challenge existing practices and values; and

BE IT FURTHER RESOLVED that the Faculty supports and will support the reasonable and orderly exercise of this freedom by each and all of its members when threatened, and will take all measures within its power necessary to ensure that its full and unrestricted, reasonable and orderly exercise is not threatened; and

I want to explain to you why it is that I propose this Resolution to the Faculty at this time. My obligation, as a participant in a disciplinary proceeding, to avoid comment on a pending case is at an end, and I speak now solely as a member of this Faculty.

I openly acknowledge that one effect of the Resolution which I have proposed would be the formal expression on the part of the Faculty of its support for Professor Edward Banfield’s exercise of rights fundamental to knowledge and wisdom. Through exposure to a small fraction of the indignities wrought upon Professor Banfield, I have come to sympathize with his lonely pursuit of the exercise of rights which protect us all and ensure our tasks. I have come to conclude that, whatever his views, his exercise of the right...
to hold those views has been reasonable and orderly.

This Resolution does not ask you to debate or resolve the
rightness or utility of theories or values which any member of the
Faculty may hold. It rather asks you to reaffirm your support for
the very mechanism which permits such debate and resolution. It
asks you to support a system of reasonable speech, composed of
the less formal processes of suasion, example and argument,
designed to arbitrate the truth. It asks you to condemn the actions
of any majority or willful few who would presume to act as the
arbiters of truth for all. It therefore asks you, in your support of
Professor Banfield’s rights, to be ready to support those same
rights for others, and to rely on such support yourselves.

You may ask what sort of support, beyond the mere words of
this Resolution, is required of you. The most effective support, in
my mind, is the very reaffirmation of principles which this
Resolution represents, and which this Resolution calls for from
our President and Provost. Let me explain why I consider such a
reaffirmation necessary.

The disciplinary sanctions which a University has at hand are
no practical deterrent to the willful disruption of free speech on an
open, urban campus. If disciplinary proceedings deter those
within the University community, they do so indirectly, by
bringing to the fore in an orderly and impartial fashion the
conduct complained of and characterizing such conduct; it is then
the task of the University community to censure such conduct
when it offends widely held, wise and fundamental principles.
This task can best be fulfilled where the principles have been
scrutinized, found fundamental, and affirmed anew. This my
Resolution asks you to do today.

At one point in the University Court’s most recent hearings a
witness from the Committee on Open Expression was asked under
cross-examination whether the guarantees of the First
Amendment could be overridden if the speech sought to be
protected was “immoral.” She was asked whether she adhered to
the University’s motto, leges sine moribus vanae. In response she
gave what I considered a most admirable gloss of that motto,
pointing to the role played by the shared customs, ways, and
principles, the mores, of a democratic community in support of
the continued legitimacy of its rules, its laws. I ask you, then, to
reaffirm the contents of this Resolution as fundamental customs,
ways and principles of this community of scholars, so that our
rules will have, and appear to all to have support, reason, and
purpose.

—Elliott Mossman
Associate Professor and Chairman, Slavic Languages

AAUP

NOMINATIONS FOR 1975-76

The nominating committee of the University of Pennsylvania
Chapter of the American Association of University Professors has
been constituted as follows:

Anne Marie Chirico, assistant professor of medicine.
Larry P. Gross, associate professor of communications
(chairman).
Alfred K. Mann, professor of physics.

The offices of president, vice-president, secretary and treasurer
are to be filled, and three members of the board to be replaced.
Suggestions are invited and may be sent to any of the committee
members.

DISCONTINUANCE OF PROGRAMS

The Chapter expects to publish shortly a letter expressing the
board’s opinion on the matter of discontinuance of programs or
departments not mandated by financial exigency (see Senate
Chairman DeLacy’s column in Almanac February 11).

—Lucienne Frappier-Mazur, President
University of Pennsylvania Chapter, AAUP

For the past several months an intensive analysis of the
Graduate Hospital has been carried on under my direction. Two
new elements of information which became known only in late
October of 1974 required this study. The first was the audited
financial report for the year ending June 30, 1974 which revealed
that the Hospital had a net loss of $982,000. This loss not only was
substantially in excess of the originally budgeted loss for the year of
$139,000, but because the reserves of the Graduate Hospital had
been exhausted in covering deficits of prior years, it also had a
direct impact on the University budget in the amount of $702,000.
The second factor prompting reexamination was an escalation in
the cost estimate for carrying out the planned renovation of the
Hospital. From a previously estimated $7.1 million this has risen to
$14.5 million, far in excess of known sources of funding to enable
completion of the project.

The analysis that has been carried out in the ensuing weeks has
been in the framework of five options: 1. Continuation of present
programs and University ownership of Graduate Hospital; 2. Conversion of Graduate Hospital to a community hospital under
University ownership; 3. Operational merger of Graduate Hospital into the Hospital of the University of Pennsylvania, but with the
retention of the Graduate site at 19th and Lombard Streets; 4.
Continuation of the Graduate Hospital but without University
ownership and financial responsibility, for example, under a
community board of directors and with University affiliation; 5.
Complete merger of Graduate Hospital into HUP, with closure of
inpatient facilities at the Graduate site. While other options might
be identified, we believed that these five possible courses of action
would enable a judgment to be made within a reasonable period of
time. In early stages of analysis it was determined that none of the
first three was likely to present a satisfactory long-term course of
action; thus we have concentrated on options 4 and 5.

Analysis of these options has been carried out by Mark S.
Levitan, Executive Director of University Hospitals, staff from my
office, and several consultants. The medical staff of the Graduate
Hospital has been directly involved, several of its members meeting
regularly with the Patient Services Subcommittee of the Trustees’
Health Affairs Committee. Advice and information has also been
received from individuals in the communities most directly served
by the Hospital, as well as representatives of agencies involved with
the delivery of health care in this area, for we are acutely conscious
of our responsibilities to those who depend upon the Hospital for
health care services.

Also important in the overall assessment of the future course of
the Hospital and its relationship to the University is the impact of
each option on the teaching and research missions of the University
and the financial viability of the Hospital. While there are
numerous legitimate interests regarding the future of the Hospital,
these two factors must be given appropriate weight in reaching a
decision.

In order to reach a decision in as timely a manner as possible,
recommendations will be presented to the Patient Services Sub-
committee of the Trustees’ Health Affairs Committee at a meeting on
Friday, February 21, and to the Health Affairs Committee at its
regular monthly meeting on Monday, February 24. If the
recommendation is accepted by the Health Affairs Committee, it
will be presented to President Meyerson and to the Executive
Board of the Trustees for ratification.

—Thomas W. Langfitt, M.D.
A University Center at La Napoule by Richard D.

For those with ideas on overseas projects, the coordinator of international studies reports on

LIFE AT LA NAPOULE

The expatriate artist who rebuilt La Napoule in this century was Henry Clews (1876-1937), the son of a Wall Street financier and a satirizer, through painting and sculpture, of the fashionable world he lived in. An 1898 graduate of Amherst, he studied at Columbia, Lausanne and Hanover but had no formal art training or apprenticeship. Instead he "jumped into the making of works of art that embodied his fertile ideas," as the La Napoule Foundation's critique of his work puts it; "it is utterly amazing how fine the early sculpture is, how solid and profound."

New York critics didn't look at it that way, however, when Clews began to exhibit there in 1907; after a decade of scorn he left in disgust for France.

He and his wife, the former Elsie Marie Whelan of Philadelphia, bought La Napoule in 1918 and began to rebuild it. The chateau, parts of it dating from before the Middle Ages, was and remained a French historical monument, with traces of the Saracen campaigns to be preserved as the structure was made liveable. In its rebuilding, Clews himself directed the carving of architectural details, and designed humorous, grotesque sculptures to people his home. He also installed in it what is regarded as his best work, an early sculpture called The Thinker, and in his later years added gouaches that current critics regard as noteworthy.

The artist's son, Mancha Clews, grew up in the exotic surroundings of La Napoule, though he later returned to America and took his engineering degree here in 1949. A resident of Malvern, Pa., he sent his own two sons to Penn (Henry Madison Clews, Eng. '57, and Christopher Strawbridge Clews, C '66) and a daughter-in-law, the former Henrietta Booth Thompson, is a 1966 alumna of CW.

In a 1954 article on the Mancha Clews family, Philadelphia society chronicler Ruth Seltzer—then with The Evening Bulletin—described life at the chateau:

Mancha's father, the late Henry Clews, was a sculptor who turned the medieval villa into a showplace that attracted the world's great, including Winston Churchill, to its sculptured rooms and gates . . .

In the 'Twenties, Mancha's parents lived on a large scale. The Clews' servants, at parties, wore elegant specially-designed medieval costumes. Mancha himself was brought down, in period garb, to kiss the hands of the assembled guests.

Of Mancha's father, a writer of the time said "... once his setting was perfect, he lived in it as a gentleman of the Renaissance period would have lived, in a feudal grandeur and an exquisite order... he had a quartet of musical footmen; his maitre d'hôtel played musical instruments."

No such splendors are budgeted for the two years in which Penn will operate La Napoule. But the ghosts come free.

More than a year ago a distinguished Philadelphia family, with several generations of graduates of the University of Pennsylvania, sought the advice of our university in the disposition of a major property in La Napoule, near Cannes in the south of France. That property, consisting of two buildings and their surrounding grounds, has been held in trust by a tax-exempt corporation known as the La Napoule Art Foundation for the joint purposes of displaying the sculpture and paintings of the late Henry Clews, the family member whose home and work place it was; and more broadly, the promotion of Franco-American cultural ties.

Since its creation in 1951 the Foundation has served these purposes by (1) opening the grounds to public tours and displaying Clews' art in various rooms of the Chateau; and (2) staging occasional concerts and art exhibits there. In seeking a more expanded and permanent use for the property, the Foundation, through Lewis Van Dusen, Esq., who serves as a trustee of the Foundation and has had many connections with the University as well, and the Foundation's new president, Dr. Kenneth Holland, formerly president of the Institute for International Education in New York, asked the University of Pennsylvania whether it would like to receive as a gift the property valued at several million dollars and its associated endowment of about $750,000. Alternatively, the University could leave the ownership of the property vested in the Foundation and, using the annual income from the endowment, develop its own programs there. In either case, the only provisos were that the broad purposes of promoting Franco-American amity be served and that some of Henry Clews' art work be displayed.

The property is located on the Mediterranean in the village of La Napoule about six miles from Cannes. It is within easy reach of the Nice airport, railway and bus lines. The property comprises a large main building with kitchen facilities, spacious rooms suitable for conference meeting rooms, classrooms and other activities carried on by a group of people, and five bedrooms and three baths. There is also a somewhat smaller building on the property which has twelve additional rooms, two with baths. Since the main building is a French national monument and thus the number of structural changes which can be made in it is somewhat restricted, and since only some of the rooms have baths attached, use of the facility as a long-term residence would be somewhat limited at the outset. Adjoining the property, however, are a substantial number of hotels, pensions and restaurants ranging from deluxe class to some moderately-priced establishments.

The offer was especially attractive because it represented a potential major gift to introduce our fund-raising campaign, a gift.
which would not be available for other purposes high on the University's development goal priority list. Moreover, it served a purpose given great emphasis in the University Development Commission Report, the cosmopolitizing of the University through the creation of international linkages.

**RELEVANCE TO PENN DEVELOPMENT**

It should be noted at the outset that individual faculty members, departments and schools in the University already have numerous international linkages of their own. One reason for the growth of these individual overseas linkages is that in many fields the network of scholars who regularly communicate about their work, the "hidden universities" for the exchange of ideas and technology, are now international rather than domestic in their membership. Just as the major problems to be solved are international—political stability, inflation, food production, population growth, environmental pollution—so are the clusters of people engaged in their study. At the same time, countries throughout the world are less and less willing to permit the United States to play exclusively the role of the sole exporter of technology; we now receive as much as we give in the international intellectual marketplace.

It follows that scholars in American universities can no longer sit between our shores and wait for the innovation or the occasional foreign scholar to come our way. As universities, we must find ways to place parts of ourselves in strategic locations overseas not just as in the past as extra-territorial enclaves on foreign campuses to facilitate study abroad for our students, but establishing overseas sites which will serve as sensitive listening posts and will facilitate international scholarly interaction. We must establish places overseas which will cultivate an international exchange of ideas and facilitate collaborative research and educational enterprises involving scholars of many nations. In fact, ideally, as many initiatives for activities in such sites should come from abroad as from among us.

It is in this context, the need for greater reciprocal exchange of ideas and technology on an international basis, that we are creating the University's new center at La Napoule, France. It will build upon and encourage the extensive network of international relationships which our faculty and students have already created and it will facilitate the growth of new ones. It will do so by serving as a center for international conferences, workshops, small planning meetings; as a home office for long-term collaborative research projects; and as a pied a terre for individual faculty members whose professional and educational needs require their presence in Europe. In addition we propose that the Center serve the University's basic educational mission in several ways:

First, student-originated workshops and conferences will be encouraged.

Second, attempts will be made to include students in conferences and workshops which originate with the faculty.

Third, special-purpose study-abroad opportunities will be provided at the Center, particularly in the summer.

In addition to its educational functions for our current students, it is hoped that the La Napoule Center will also assist in taking another step which is demanded by the changing role of the University in the 1970's. We wish not only to extend the geographic boundaries of what we consider to be our university, but to redefine who are the members of our university community. In particular, we hope to draw back into our university life our alumni. It has never made much sense to terminate so abruptly our educational function the moment we grant a degree to someone, and it makes even less sense for us not to be able to draw upon the experience and skills of our alumni throughout their careers instead of just treating them as donors in the annual fund drive. Thus we intend to establish, at La Napoule, a center for continuing education especially for our overseas alumni, and to draw them into the stream of our home campus life. And finally, as part of our educational program—and a most important part—one special mission of La Napoule will be the development of materials that can be used in all levels of education which will have a world view rather than a single-nation perspective. We feel that another of the most pressing needs of the 1970's is the deparochializing of the content of our education. La Napoule's special mission as an international entrepot of ideas makes it a natural place for work devoted to such a purpose.

**JUDGING VALUE TO THE UNIVERSITY**

We wish to urge five criteria for judging the suitability of overseas projects. We have used these criteria in evaluating the potential of La Napoule, and believe them to be fitting bases for continual evaluation of the program's usefulness to the University.

1. The project must expand current international linkages and encourage the creation of new ones. In particular, by using international linkages, centers of excellence on our campus should be reinforced and others helped to move toward excellence in their field.

2. The project must have an impact on the home campus; it must not drain resources and energies overseas without having any but the most diffuse and indirect effect on activities at Pennsylvania.

3. The project must be self-supporting and should be able to show how initial investments can be used to make the operating
Curbing Energy Costs

Energy costs at the University have escalated unprecedentedly in the past five years, due primarily to increases in rates, rather than consumption. President Ford's proposed tax on oil will make our problem even more serious since it will impose additional surcharges on power generation from fuel oil in the northeast. Although the problem here is not as critical as at other universities—such as Yale which has its own heating plant—the effect will still be significant.

The charge of this Committee is to find ways to offset the impact of energy rate increases and contain or avoid future aggregate cost increases. The essential task we face is to reverse the cumulative results of 80 years of engineering design and human attitudes. There are, therefore, two approaches we must take.

- The technical/engineering approach has to do with the design and modification of our facilities and equipment. In this area approximately 20% to 25% of our costs might be saved by "skimming" off the top, i.e., making changes which do not require capital investment. Beyond the 20% point, capital investment would be required.
- In regard to attitudes we will have to look at ways in which the accustomed lifestyle on the campus must change. This includes the way students live in the dorms, our methods of classroom scheduling, and the traditional lighting and heating levels. An example of an action of this type is the decision by Bryn Mawr, Swarthmore and Haverford Colleges to do away with spring vacation and extend winter recess to save heating costs. A solution like this must be considered in its context. Although the University might be able to extend winter vacation and save some heating costs, we must be careful not to encroach upon the summer schedule. This might reduce our capability to earn revenues through summer activities, and we might also incur additional costs because of extra air-conditioning requirements. The point is that alternative actions must be carefully evaluated.

Cushing Phillips, director of Buildings and Grounds has presented a breakdown of our recent experience with energy costs. The price of steam and electricity has doubled over the past four years and our energy costs have gone from $4 million to over $9 million in the same period. Over the past year our total energy consumption has been reduced. In the case of steam this has been primarily because of better weather conditions. Mr. Phillips has outlined steps taken to reduce energy consumption:

- Temperatures are being kept in habitable levels but below 70 degrees, with a target in the mid-sixties.
- Clock controls are being used to shut down heat and air systems at night.
- New capacitors have been installed in four electric stations. This changes the characteristic of our energy uses and saves us $100,000 a year.
- The level of lighting has been cut.

John Hetherston, vice president-physical facilities, has indicated that from now on architectural designs will be evaluated in terms of energy consumption. He also expects that we will begin to take energy considerations into account when we purchase equipment.

Dr. Ezra Krendel, who is now coordinator of energy policy, emphasizes the need for a campus-wide approach to energy conservation. He will very closely with the National Center for Energy Management and with this University community and with other institutions for exchange of ideas and possible interaction. He points out that the options we face in some cases will be counter-intuitive because of the characteristics of our large, interactive energy system. We must convey an appreciation of the
real complexity of the problem to the campus, he believes, and sees the Committee's task divided into three main areas:

1. Identification of technical improvements, including "skimming" and capital investments.
2. Identification of changes in our lifestyles including calendar changes and utilization of the vacation period.
3. Communication of the issues to our various publics.

Three additional considerations have been raised: insuring the continuity of research support facilities; relations with the Calendar Committee to prevent working at cross-purposes; and a student proposal to allow for rebates in dorm rentals if energy uses fall below projected figures. Residential Life Director Edwin Ledwell indicates that while rebates may be hard to administer, they should be considered.

The Committee will meet on February 27 to review some of the proposals that have been submitted. Items to be included on the agenda are:

1. Organization of Energy Conservation Administrators in each campus building
2. Consideration of possible summer calendar modification
3. Room scheduling for summer school classes.

Members of the Advisory Committee on Energy Conservation are:

- Elliot Stellar, provost
- John Hetherston, vice president-physical facilities
- Cushing Phillips, director of buildings & grounds
- Gerald Robinson, executive director of personnel relations
- Alice Emerson, dean of students
- Edwin Ledwell, director of residential life
- Humphrey Tonkin, vice provost for undergraduate studies
- Ralph Amado, chairman-elect of the faculty senate
- David Solomon, chairman of council committee on facilities
- Stephen Greely, president of the senior class
- Jud Stein, chairman of the undergraduate assembly
- Erik Brown, student member of the budget committee
- Naom Lior, assistant professor of mechanical engineering
- Ezra Krendel, professor of statistics & O/R

QUESTIONS ON A-3 PAYROLL CHANGE

A detailed letter on the shift from bi-weekly to weekly pay periods for A-3 personnel is being prepared by the Personnel Office and will be mailed directly to all A-3 personnel.

In addition, Almanac has received a letter from the A-3 Assembly Steering Committee which forwards a number of specific questions raised by members of the Assembly. With the Committee's agreement, the letter is being held for publication on March 4 to allow time for a detailed reply by the Personnel Office in the same issue.

CLARIFICATION ON MARCH 14 A-3 CHECK

To add a note of clarity to the statement in the February 18 issue of the Almanac concerning the new payroll system: the sentence which states that "The second (March 14) paycheck will not represent pay for time worked, but for time to be worked the following week" should be corrected to state "...the following weeks." The March 14th paycheck is an advanced pay which we'll recoup over a five (5) week period.

Gerald L. Robinson,
Executive Director of Personnel Relations

A-3 ASSEMBLY

Your University's Committee on Personnel Benefits is discussed by Dr. Jacob Abel, chairman of Penn's Benefits Committee at the A-3 Assembly meeting on February 27. Please note the new time: the meeting will begin at 12:30 p.m., Ivy Rm. Houston Hall.

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)

NURSE PRACTITIONER. 2 days/week, to supervise nursing services and the development of care-appraisal programs; identify medical and psychological needs of patients; develop and assist in the execution of policies. Qualifications: B.S. degree; E.M.S.I. certification; state registration; three to five years' experience in specialty. Ability to train and communicate concepts to health professionals; formulate and provide technical assistance in the implementation of operational plans.

SUPPORT STAFF (A-3)

ADMINISTRATIVE ASSISTANT, Wharton (2/18/75).

MEDICAL RECORDS ASSISTANT, Penn Urban Health Services Center, to explain services to patients; assist receptionist; maintain patients' charts; giv general aid to patients. Qualifications: Accurate typing; knowledge of medical terminology; ability to deal courteously with a variety of people. $6,550-$7,925-$9,300.

MEDICAL SECRETARY (2/18/75).

NURSE'S ASSISTANT, Ob/Gyn clinic, to assist patients and physicians the examining rooms; take histories and vital signs; clean and autoclave instruments; keep rooms well stocked. Qualifications: At least two years' nurse's aide experience, preferably in Ob/Gyn, either in- or out-patient. $4,850-$5,500-$6,325.

RESEARCH LABORATORY TECHNICIAN III. Eight positions announced September 3 through February 11 including tissue culture, enzyme assays, animal research, protein biosynthesis, chromatography, methods of anesthesia, microbiological and immunological techniques, and testing for leukocyte antigens and antibodies.

SECRETARY II (3) to perform varied duties. Qualifications: Experience and excellent typing skills required. $5,700-$6,750-$7,800.

SECRETARY III (4) to work with figures. Qualifications: Excellent typing skills; ability to perform varied duties with minimum of supervision. $6,125-$7,925-$9,300.

HOURLY RATE (A-4)

Hourly rate is negotiable on the basis of qualifications.


RESEARCH LABORATORY TECHNICIAN II, Monell, 30-35 hrs/week until July 1975 (2/18/75).

RESEARCH LABORATORY TECHNICIAN III, Monell, 20 or more hrs/week through at least the end of August 1975 (2/18/75).

SECRETARY III, pediatric dentistry, 4 hrs/day, 5 days/week, preferably 10 a.m.-2 p.m. (2/18/75).

ALMANAC February 25, 1975
TREATMENT OF AGING

Dr. Reuben Kron’s HUP program for treatment of mental disability due to aging (Almanac December 17, 1974) has additional openings for patients. The grant-supported project looks for elderly persons not institutionalized, but still among family or friends who will cooperate in their care. (The experimental treatment used has previously been used successfully with institutionalized patients.) For information: 227-2823 from University phones.

THINGS TO DO

LECTURES

Athenian Women. Dr. Sarah Pomeroy of Hunter College discusses the roles of women in classical Athenian society. February 25, 4 p.m., fourth floor, College Hall. Sponsored by the Zealousophic-CLASSICS Society.

Health and Public Policy. Herman M. Somers, Princeton professor of politics and public affairs, delivers the first Robert D. Eilers Memorial Lecture on February 26, 4:30 p.m. in Room B-11 of Vance Hall. Sponsored by the Leonard Davis Institute.

Urban Workshop Community Speakers Program. Connie Galiczynski, president of the Olde Kensington Redevelopment Corporation, speaks on February 26. 8 p.m. in Room B-3, Fine Arts. Sponsored by GSFA.

Lecture on February 26. 4:30 p.m. in Room B-11 of Vance Hall. Sponsored by the Leonard Davis Institute.

Territoriality in Human Assemblies. The Annenberg School’s Communications Colloquium resumes this semester with Dr. Albert E. Schefflen, head of the division of human communication at Bronx Psychiatric Center and professor of psychiatry at Albert Einstein College of Medicine, March 3, 4 p.m. in the Colloquium Room.

Penn professor of English David DeLaura discusses the Poetry of Thought. March 3, 4 p.m., College Hall, fourth floor.

FILMS

The Annenberg Cinematheque begins spring screenings with five new series of rarely-shown films that include Documentary Films, Third World Cinema, Toward the Limits (“a sampling of recent trends within the avant-garde”), Cult Films: The Outsiders, and Early Fellini. The series are presented concurrently every Wednesday through Sunday with two different programs each night. Programs are shown twice. This week’s schedule opens with:

February 26—Documentary Films: Runaway, Lemon, Necrology. Corridor, and Zorn’s Lemma at 4 and 7 p.m.

February 27—Third World Cinema: La Hora De Los Horntos (The Hour of the Furnaces) at 7 p.m., Toward the Limits: Deathstyles, Moons Pool and Piece Mandala at 9:30 p.m.

February 28—Cult Films: Mickey One at 7 p.m.; Early Fellini: The White Sheik at 9:30 p.m. A brochure with complete program information and tickets at $2 each (or $1 with a student I.D.) are available from the Annenberg Box Office, Ext. 7691.

The Children’s Film Program at the Museum continues with Shipwreck Island, based on a Jules Verne story, March 1, 10:30 a.m.

Robert Redford appears in Tell Them Willie Boy Is Here, an account of anti-Indian prejudice in the West. Adult Film Festival, March 2, 2:30 p.m. at the Museum.

MUSIC

Music at Noon. Members of the Collegium Musicum perform renaissance music for voices and viols. February 27, Houston Hall. Sponsored by the music department.

The New Fowxhole Cafe Needs a piano. To help them get it, Olduvai and Taka-I-Ki, two Philadelphia bands, donate their talents on February 28 and March 1. Shows are at 10 p.m. and midnight with a $3 admission. Consorts and Cantatas: Music of Schutz and Buxtehude is performed by Penn’s Collegium Musicum under the direction of Mary Anne Ballard on March 3 and 4 at 8:30 p.m. in the Annenberg Center. Tickets are free and available on a first-come first-served basis.

The Philarte Quartet concludes its campus program with works of Villa Lobos, Dvorak and Mozart. March 5, 8:30 p.m. in the Annenberg Center.

MIXED BAG

Supersleuths take note: something’s fishy at the Faculty Club and soul play’s afoot at the Annenberg Center. Investigate both on February 28 when the Club serves a seafood buffet, 5:30-7:30 p.m. And since Mystery Loves Company you’ll be out in time to witness the Mask and Wig production of the same name at 8:30 p.m. in the Center.

If you have other fish to fry that night, Mystery still loves company on February 27 and March 1. Directed by Bruce Montgomery, its two, one-act super-spoofs feature Naney Drew and the Hardy boys—grown-up and cracking the case of The Perished Pornography. Death Drops Its Drawers is an English period piece complete with a lean, pipe-smoking detective whose identity we are trying to deduce.

Reservations are requested for the $6 buffet. Mystery tickets, at $3 each, are also available at the Faculty Club or from the Annenberg Box Office, Ext. 6791.

An exhibit of oil paintings by Ellie Domsky is displayed through February 28 at the Women’s Cultural Trust in the C.A., 10:30 a.m.-6 p.m. daily.

A collection of manuscripts and books from 1000-1600 A.D. is currently displayed in the rare book show at the Lessing J. Rosenwald Gallery, sixth floor, Van Pelt Library. Chosen for their scholarly interest, the selections include a unique Petrarch manuscript and several printed books of which no other copies exist. The show runs through April 15, weekdays, 9 a.m.-5 p.m.

A fund-raising auction, flea market and bake sale for the Free Women’s School will be held on Saturday, March 1 from 11 a.m.-4 p.m. in the lobby of the C.A. Donations of furniture, toys, pre-cleaned clothing, housewares, and any other usable items are still being taken this week at the Women’s Center from 9 a.m.-5 p.m. For pick-up at your home, call Ext. 8611.

Flights leaving on March 9 will take you to Jamaica, Nassau or Puerto Rico for the week of spring break. The prices below are for one person and include airfare, double occupancy in a first-class hotel, baggage handling, round-trip transfers, taxes and tips: Jamaica, $306.90; Nassau, $312.40; and Puerto Rico, $339.90. Alternate dates are also available. For more information: Houston Hall Travel Service, Ext. 7268.

NO ALMANAC MARCH 11

For spring break when campus population is down and so is the Publications Office’s typesetting equipment (for retouching), Almanac will save budget by skipping the March 11 issue (unless emergency material has to be circulated). Staff will be on hand as usual, mostly preparing upcoming reports but available to help contributors schedule future articles and reports. For the March 4 issue, which will be crowded, please send copy by February 26 and call immediately to reserve space if contributions are lengthy.

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