THE BICENTENNIAL COMMENCEMENT

Gerald Ford... comes as the leader of our country, and thus in a symbolic role. But he also comes in his own right. And he comes as the first President in over a decade ready to talk with those in universities.

—Martin Meyerson. University of Pennsylvania

It is a very special privilege to address a university whose growth has always been oriented toward the future... Your illustrious founder, Benjamin Franklin, conceived of a university as a center where an individual can find fulfillment through the individual's own efforts. Franklin did not see schools as the purveyors of all the answers. He saw them constantly responding to the needs of the community rather than conforming scholars to the rigid classic mold.

—Gerald Ford, President of the United States

"I came expecting to be moved, and I have been moved more than I expected, by the gathering of representatives of the fifteen oldest English-speaking institutions in the world. We shall all go back with our sense of purpose strengthened."

—Hrothgar John Habakkuk, Oxford University

"The University of Pennsylvania is having a magnificent party."

—Sir Charles Wilson, University of Glasgow

At the Civic Center and later at Independence Hall, Penn and its distinguished guests sustained a mood that marked the 219th Commencement of the University of Pennsylvania as a celebration like no other. So much was said, and so much was done—including the presentation of a very special gift from the University of Edinburgh's library to ours—that there will be another Almanac issue next week to carry a fuller report—Ed.

NEWS IN BRIEF

UPDATE: RACKIN CASE

On page 5, a joint statement by Provost Eliot Stellar and Dr. Phyllis Rackin responds to a distorted news report on out-of-court settlement of the case.

DEAN OF ADMISSIONS: STANLEY JOHNSON

The Reverend Mr. Stanley E. Johnson, Chaplain of the University, has accepted an appointment as Dean of Admissions here. He has been acting dean since Peter T. Seeley's resignation from the post last October. In announcing the appointment, Provost Eliot Stellar said that the University plans to provide Dean Johnson with sufficient assistance so that he can continue to
CORRECTION

While the hiring of an outside consultant in these times of financial stringency may seem at first glance incongruous and even wasteful, this is certainly not true in the case of Franklin Lindsay. We have retained Mr. Lindsay as a consultant to advise us in matters relating to our responsibility center budgeting process. He will be working alone, without staff support, and his fee will be minimal.

We anticipate that Mr. Lindsay's advice will be of great help to us in improving the effectiveness of our responsibility center budget process and the quality of the decisions reached as part of it. The benefits of his advice should more than offset the costs involved.

The joint response of President Martin Meyerson, Provost Eliot Stellar and Vice-President Paul Gaddis:

LETTERS

QUESTIONING PRIORITIES

The Coordinating Committee of the A-3 Assembly wishes to express its profound concern about the article in the April 22 issue of *Almanac* announcing the retaining of Mr. Franklin Lindsay by the University.

In the light of the recent announcement in the Personnel Department's Bulletin #138 (April 11, 1975) concerning the suspension of the merit review program effective July 1, 1975, many A-3 employees question the logic and the practicality of such additional hiring as well as similar hiring practices in the past. It is both incongruous and inequitable for the University to engage in such practices of hiring at a time when the University has deemed it necessary to deny A-3 employees merit increases which in most cases do not exceed $300 per year. Mr. Lindsay's salary plus that of any additional support staff for him gives rise to feelings of indignation on the part of many A-3 employees.
The Faculty Grievance Commission—
The First Year

May 7, 1975

The need for a formal Grievance Procedure available to faculty arose several years ago and the procedure is now part of the Affirmative Action Program of the University of Pennsylvania. It came from the combined efforts of the many people who served on Senate and Council committees and subcommittees over the years. It was finally approved by the Faculty Senate on April 17, 1974, adopted by the University Council on May 8, 1974, and became University policy forthwith. The Procedure was described in the Almanac of May 21, 1974, and modified to allow random selection of the chairpersons of the Inquiry Panels as recorded in the Almanacs of November 12 and 19, 1974. The current composition of the Commission is given in the Almanac of October 15, 1974.

The grievance procedure is available to any member of the University faculty and a grievance is a claim that action has been taken which affects the faculty member’s personnel status or the terms or conditions of her or his employment and which is (1) arbitrary and capricious; (2) discriminatory with regard to race, sex, creed or national origin; or (3) not in compliance with University procedures or regulations.

A CALENDAR PROPOSAL TO SAVE ENERGY

The Council of Undergraduate Deans and the Energy Advisory Committee, whose proposal on calendar changes to reduce energy appeared here May 13, provide the following proposed calendar for the academic year 1975-76:

1975 Fall Term
September 8-9 Monday-Tuesday Registration
September 10 Monday first day of classes
November 26 Wednesday Thanksgiving recess begins
December 1 Monday Thanksgiving recess ends at 8:00 a.m.
December 12 Friday last day of classes
December 15 Monday final examinations
December 22 Monday final term ends
Savings: 6 days in early September
Cost: 1 class day; 2-day reading period

1976 Spring Term
January 26-27 Monday-Tuesday Registration
January 28 Wednesday first day of classes
March 20 Saturday spring recess begins
March 29 Saturday spring recess ends
May 11 Monday last day of classes
May 12 Wednesday reading day
May 13-20 Thursday final examinations
May 28 Monday commencement
Savings: 14 days in late January
Cost: 1 day from reading period

1976 Summer Schedule
May 24 Monday first day of classes (first session)
June 2 Friday last day of classes (first session)
July 5 Monday first day of classes (second session)
August 16 Monday last day of classes

The procedure deals with the selection of the Faculty Grievance Commission, the way grievances can be filed, the creation of Inquiry Panels and the way that these Panels may operate to process the grievances and communicate their findings and recommendations to the Provost.

Finally, in cases which involve reappointment, promotion or tenure, and in which the Provost has declined or failed to implement the recommendations of the Inquiry Panel to the satisfaction of the grievant, the grievant may obtain a hearing before the Senate Committee on Academic Freedom and Responsibility on the actions of the Provost.

The Commission for 1974-75 was selected in September, 1974, and has met for four long meetings since then. Most prior estimates of the number of cases that would appear were from 15 to 100 per year. In the event, three enquiries were dealt with at once. They were, respectively (1) a valid grievance, (2) a matter of Academic Freedom, and (3) one in which advice led to an immediate solution. One case may still lead to an investigation and seven are being processed. Only one of these relates to an event that was initiated this academic year; the other six concern situations from years ago even up to 25 years ago.

These cases are distributed as follows:

<table>
<thead>
<tr>
<th>Case</th>
<th>Sex</th>
<th>Title</th>
<th>School</th>
<th>Nature</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>M</td>
<td>Full Prof.</td>
<td>Vet. Medicine</td>
<td>salary</td>
</tr>
<tr>
<td>2</td>
<td>M</td>
<td>Instructor</td>
<td>none</td>
<td>conditions of work</td>
</tr>
<tr>
<td>3</td>
<td>F</td>
<td>Assist. Prof.</td>
<td>College</td>
<td>tenure &amp; promotion</td>
</tr>
<tr>
<td>4</td>
<td>F</td>
<td>Assist. Prof.</td>
<td>College</td>
<td>reappointment</td>
</tr>
<tr>
<td>5</td>
<td>M</td>
<td>Assoc. Prof.</td>
<td>Medicine</td>
<td>conditions of work</td>
</tr>
<tr>
<td>6</td>
<td>M &amp; F</td>
<td>All Profes- sional Ranks</td>
<td>Grad. Ed.</td>
<td>actions &amp; procedures</td>
</tr>
<tr>
<td>7</td>
<td>M</td>
<td>Assoc. Prof.</td>
<td>Grad. Ed.</td>
<td>promotion, salary &amp; conditions of work</td>
</tr>
</tbody>
</table>

Two of these cases have been resolved. The others are in progress.

We have had far fewer cases than expected, but they have taken longer to resolve than was hoped. The Procedures Section V, Findings, subsection b, is “except in extraordinary circumstances the Panel shall report its findings to the Chairperson of the Faculty Grievance Commission within ten weeks of the filing of the complaint.” It is clear that every case so far has involved “extraordinary circumstances.” I have always acted within one working day of receiving information and have had excellent cooperation from members of the Inquiry Panels and the central administration. Even so, the procedures have been unexpectedly prolonged.

It is, of course, too early to draw firm conclusions, but my present opinion is that the operation of the Grievance Procedure is filling a great gap in the operation of the University and, along with the efforts of the Office of the Ombudsman, is making it possible for the University to become a more humane place able to ensure that justice really can be done. If the Grievance Mechanisms fail and internal justice is unavailable, grievances will turn to the courts and we will see further erosion of the ideal of a Community of Scholars able to deal fairly and effectively with its own problems.

Anyone who wishes to have further information should get in touch with the Chairperson.

—R.E. Davies, Chairperson

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Had I felt confident of being able, later on, to communicate what should be done.

COMMUNITY HOUSE: A MASTER WANTED

The Penn 29:
No Push or No Pull?

Had I felt confident of being able, later on, to communicate effectively with my faculty colleagues, I would have delayed publishing these observations until the administration had had a more reasonable opportunity to respond to my objections. But the matter is too important to go a whole summer without being considered by the faculty.

Twenty-nine faculty/staff children were refused admission for the coming academic year, and seven were placed on the waiting list. Thirty-eight faculty/staff children were admitted within the academic and diversity categories with credentials that guaranteed them admission under McGill Report policy. But the twenty-nine, with some (and usually several) “indications of failure,” failed to secure a benefit worth almost $16,000 for each child.

An additional fifty-three faculty/staff children were admitted in accord with a second provision (the “special consideration” provision) of McGill Report policy. That provision guarantees that even if a faculty/staff child does not merit automatic admission, the child will be considered specially as a member of a group, no more than half of which may show three or more indications of failure (McGill Report, 1967 p. 296 and cf. p. 17-19). An applicant whose SAT scores fall below 1100 is very likely to have at least two other “indications of failure.” Nevertheless, 53 such faculty/staff applicants, many with some “indications of failure,” were admitted while 29 were not. Some 222 socio-economic category students who were admitted had average scores as low as or comparable to the 29 who were rejected, as far as can be determined (see below). Is it obvious that the socio-economic students with lower scores were on the whole better than any of the faculty/staff children with higher scores who were rejected? If the faculty/staff child is not really a risk, but only a pretty sure low “C” or even a “D” student, why shouldn’t he decide whether to come to Penn?

Worse still, an unsettling truth emerged, confirmed by honest replies of the Acting Dean of Admissions to my inquiries: some faculty/staff children were admitted, (while not significantly distinguishable from faculty/staff children who were not admitted), because of the importance of the parents on the campus. For instance, one applicant was classified in the “Special Interest to the University” category as well as in the faculty/staff category—thereby acquiring “points” in addition to the status already accorded by being in special consideration. How does the associate professor or the janitor feel about that? And how about the fact that in the category of socio-economically deprived applicants there are 28 blacks that need no financial aid, that have a predicted grade point average below what I estimate for the rejected faculty/staff children and who were placed in this category because they are so poor in credentials that we couldn’t admit them at all without the gain of “20 points for ‘background’” (See McGill Report p. 28). Does the fact that these students have other sources of funds not suggest that for many, their “background” is not deprived?

What does this all mean? It means that there is a grave injustice in the present distribution of the free-tuition benefit for faculty/staff applicants who require “Special Consideration.” The contract-benefit offered to faculty and staff is (a) automatic admission at no cost for faculty/staff children who show no indications of failure; (b) special consideration for all children showing some “indications of failure.” We need not go further into what “special consideration” means than to notice that official policy offers the special consideration equally to all faculty and staff families. When the political power or even the academic rank or position of the parent becomes a factor in the differential distribution of the $16,000 tuition benefit, each person rejected, whether he ought otherwise to be rejected or not, has been unjustly rejected. This is even more evident in the case where someone of lower academic credentials is admitted while a slightly better student is rejected. Students who are not objectively and persuasively distinguishable on academic grounds should not be distinguished at all when the effect is to grant one family an enormous monetary benefit being denied to another family that may need it even more.

It is my firm opinion, based upon as careful an investigation as I have been able to make (with generous cooperation from Stanley Johnson, an initial discussion with the Provost, with clearcut statements from some faculty and administration members and with two other persons telling me that they simply cannot reveal specific evidence that might bear on the issue) that the admission of the faculty/staff children in the special consideration category (in which 53 were admitted with predicted grades of 2.1; 7 were wait-listed with predicted grade points just under 2.0; and 29 were rejected—whose predicted grades can’t be determined from the information I have because they are classified in a group of three thousand) was significantly, but to an undetermined degree, influenced by personal factors and political factors. That, in my opinion, violated the fundamental fairness that is an implied promise in the distribution of an important fringe benefit for employees. Further, every employee is entitled to absolutely scrupulous fairness in the distribution of the contract benefit and the children who will not certainly fail and are not significantly distinguishable in their prospects from the rest of the persons specially admitted cannot morally or legally be excluded.

What should be done?

1. Immediate, independent and objective review of all 29 rejections in careful comparison to the 53 admits and the special interest case. If there is any evidence of the admission of persons less well or only equally as well qualified (that is, not significantly discriminated on objective grounds) as those rejected, all the rejected persons about whom we cannot be certain of failure, should be admitted at once. This is the only way to rectify the injustice. Such a review should be by an entirely new committee, with advice both from the admissions staff and from any other interested parties.

2. Immediate enactment by the faculty of a policy that all faculty/staff children who are not certain to fail should be
automatically admitted in November of each year. Then we can devote our resources to persuading a few of them to go elsewhere and can spend time advising parents as to what is best for the children rather than fighting and dodging the parents who hound the admissions office and drive its staff insane with pressure.

3. A clear statement by the Faculty Senate that admissions policy is the business of the faculty, as represented in the University Council, to be formulated and supervised by the Committee on Undergraduate Admissions Policy and is not the prerogative of the Administration either to formulate or to alter or to "interpret" (as in the famous rollbacks) without prior consultation of the appropriate committee.

Additionally any individual faculty/staff case which is brought to the Provost for an approval and every case in which the Dean of Admissions grants or denies admission himself must be fully reported to the Committee on Admissions Policy once it has been made.

4. Finally those faculty and staff whose children were rejected should consider urging the Chairman of the Senate to institute an individual case-by-case independent investigation.

—James F. Ross, Professor of Philosophy

The Reverend Mr. Stanley Johnson replies:

Professor Ross’ letter serves as a catalyst to raise many questions about admissions policy at the University as does the recently released Middle States Report (Almanac May 13). It is close to ten years since the current policy statement (the McGill Report) was formulated. Those working in the Admissions Office would welcome the leadership of the faculty in a thorough review of admissions policy. Indeed, such a review and reformulation might be the best solution to the numerous conflict situations in which the Admissions Office has found itself in recent years. Admissions policy is rightfully a major concern of the faculty, not only because of the question of faculty/staff benefits, but more importantly because of the total educational mission of the University.

—Stanley Johnson, Dean of Admissions

Senate Chairman Ralph Amado adds:

Professor Ross’ article raises many serious issues on admissions policy and its execution. It is clear that since faculty-staff scholarships are a very valuable benefit that under no conceivable situation can be participated in equally (in dollars) by all, unusually scrupulous care must be taken in awarding them. His account of this year’s faculty-staff admissions gives reason to question the present procedures. As Senate Chairman and also as Chairman of the Steering Committee of the University Council, I will do what I can to see to it that appropriate faculty groups in the Senate and in the Council give these issues the prompt and serious consideration they certainly deserve.

COUNCIL

STEERING COMMITTEE ELECTION

At its May 14 meeting, Council elected to its 1975-76 Steering Committee five faculty members (Fred Karush, Barbara J. Lowery, Herbert S. Levine, Covey T. Oliver and W. Allyn Rickett) and two students (Cyndy Chansennon of CW and Virginia Briscoe of GSAS). Professional students will elect a member to the Steering Committee in the fall.

TWO ACTIONS

Two other actions were (1) approval of continuation of Wharton’s B.B.A. degree and (2) a unanimous vote of thanks to two administrators leaving the University and two others leaving administrative posts to return to full-time scholarly pursuits.

The vote of thanks proposed by Dean Vartan Gregorian was to Dean Alice F. Emerson, who leaves late in June to become president of Wheaton College in Massachusetts; to Associate Vice-Provost Margo F. Marshall, who will leave early in June for San Diego where she will have a baby as well as continue her career; and to Vice-Provost Humphrey Tonkin and FAS Associate Dean Peter Conn, both of whom will return to full-time teaching and scholarship in the English department. Dr. Tonkin will be on leave next year under a Guggenheim Fellowship.

The B.B.A. action was approval of the Educational Policy Committee’s resolution which agreed with a Wharton Faculty
OPEN LETTER FROM COUNCIL REPS
ON DISSERTATION FEES

May 15, 1975

It is our understanding that at its April meeting the Board of Trustees approved an increase in the dissertation unit fee from $300 to $480 per year. [The Graduate Student Association Council has requested us, as University Council representatives, to communicate our concern with this increase, and to request the Board of Trustees to reconsider its decision.]

The Dissertation Fee was first instituted at the University of Pennsylvania in the fall of 1969 with a rule stating that "students who have completed all requirements for the doctorate, except the dissertation, must register for the Dissertation Fee each Fall and Spring Terms until the dissertation has been completed" (Letter, no date. Office of the Dean, GSAS). In the fall of 1972, the principle of continuous registration and fee payment was extended to cover all degree candidates: every term, all students must register for at least one course unit or the General Dissertation Fee until completion of the degree.

At a meeting with Dr. Langenberg on May 9, 1975, representatives of the Graduate Student Association Council were told that the primary reason for instituting the fee in the first place was to encourage students to complete their dissertations more quickly. He explained that the Dissertation Fee does not pay for any specific university services—neither access to professorial consultation nor use of university facilities—and that there is no algorithm for computing its cost/benefit relationship. In principle, therefore, the dissertation fee need not reflect in any way escalating university plant or personnel costs.

Nevertheless, graduate students do realize that the Dissertation Fee does provide necessary income for the University, and we are not therefore in these times of economic duress requesting the abolition of the Dissertation Fee. Rather we are asking the Trustees and the University community at large to recognize that graduate students are also suffering economic hardships of an especially acute nature, and that a 60% increase over last year's fee represents a particularly heavy burden to us. In addition, when the percentage increase in the Dissertation Fee is compared with other tuition increases throughout the University, it is clearly seen to be inequitable.

Dr. Langenberg explained that the increase in the Dissertation Fee was designed to bring it in line with the course unit system at the University. Thus, the student is required to pay for one half of a course unit per semester. This may make for easier bookkeeping, but the burden it places on current students renders it counterproductive.

In considering the difficult position of both the graduate students and the administration, we offer the following compromise solution: 1) that the Dissertation Fee for the first eight semesters after completion of all degree requirements except the dissertation be one third the cost of one course unit (i.e., $160); 2) that thereafter the Dissertation Fee be increased to onefifth the cost of one course unit (i.e., $240); 3) that University policy allow an official leave of absence for "ABD" students in hardship situations to be determined at the discretion of the graduate group. We would consider, for example, a maternity/paternity leave as a valid reason to request a leave of absence. It must be understood that during this official leave of absence the Dissertation Fee would be paid and that the leave period would not be included in the eight semester limit at the lower rate.

We would greatly appreciate the Board of Trustees' reconsideration of this matter at their June meeting. We would also like to send resource people from the Graduate Student Association Council to this Trustees' meeting in order to present our case directly to the Board. We hope that, in the future, decisions so greatly affecting graduate students will be more efficiently communicated to the appropriate graduate students, their respective graduate groups, and the Graduate Student Association Council.

—Virginia Briscoe, and Kathryn Slott, GSAS representatives to University Council

PENN AND THE REAL WORLD

May 16, 1975

The News Bureau's "Perspective" project—in which Penn faculty members write articles of opinion on current issues for use as guest editorials or "Opp-Ed" columns in daily newspapers—has been extended to the San Francisco Examiner and the Washington Star-News at the request of those newspapers.

This brings the total "audience" for faculty opinion to 55 newspapers nationwide, with a combined circulation of over 6.6 million readers. And a nationally-syndicated radio network has asked to explore the possibility of adapting these "editorials" for national radio distribution.

"It is encouraging that so many newspapers have accepted the scholar as commentator," said Provost Eliot Stellar, "and that so many of our faculty have accepted the role itself. One of the special strengths of Penn—its concern for solution of real-world problems based on the best scholarship and research—reaches the larger community when our members make use of this medium."

"Perspectives" has been running for 18 months now. In that time, more than 30 manuscripts on topics ranging from jogging to the future of the national economy have been placed in papers from Massachusetts to Florida, from Virginia to California. (On January 14, 1975, Almanac published a then-current list of topics treated; the Faculty Club Bulletin Board has a display of columns currently in circulation.)

Faculty members and others who have a topic to discuss should contact Eugene Cook, Ext. 8721, for help in planning new articles or adapting previous writings for newspaper use.

SPRING TEMPERATURE PROBLEMS

May 16, 1975

A large number of inquiries and complaints have been received by the Department of Buildings and Grounds during the last week regarding building temperatures and the performance (or lack of performance) of air conditioning on our first warm days. It seems advisable, therefore, to attempt to explain the whys and wherefores of the situation.

Buildings and Grounds has delayed activating air conditioning systems which are operated primarily for the comfort of building occupants in order to minimize electricity usage and cost. Of particular importance was delaying the increase in electrical demand until after May 9, which was the end of our billing period for the Philadelphia Electric Company. Building systems were adjusted to maximize the amount of fresh air distributed during the milder weather.

The major comfort air conditioning systems were being put in operation, starting May 12 (Monday). Start-up of all systems requires several days, and has now been delayed further by the refusal to work of members of Local 835, International Union of Operating Engineers, which represents the Buildings and Grounds craft personnel.

At the moment it is not possible to say how long the work interruption will continue. The remainder of the air conditioning systems will be put in operation as soon as it is possible to start and maintain surveillance over them.

In the future Buildings and Grounds will continue to ask your indulgence if the short hiatus between the first warm days and the start-up of your air conditioning system produces a few hours of high building temperatures. If there are problems which may extend this interval the appropriate Building Administrators will be notified.

—Cushing Philips, Jr., Director, Buildings and Grounds
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, Ex. 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)

ADMINISTRATIVE ASSISTANT I, responsible to dean, to manage work flow of school's administrative activities; prepare reports, grant applications, budgets and personnel records for academic and administrative staff; arrange meetings and school activities; interpret and relay school policies. Qualifications: At least three years' progressively responsible experience in office and personnel administration, academic records, and budget preparation. $8,075-$10,050-$12,000.

ASSOCIATE DIRECTOR OF RESIDENTIAL LIVING for College House programs to assist the Director of Residential Living and the College House Masters in the Development Campaign as it relates to the College Houses; serve on and chair residential living committees; coordinate staff, programs, administration and budgets of residential learning programs. Qualifications: Penn faculty member or administrator preferred; effective general administrative and communicative skills, both oral and written; ability to work with faculty, staff, students and administrators; knowledge of university procedures; ability to handle budgets. Salary to be determined.

DEPARTMENT HEAD for Reference Department, to supervise general reference staff involved in orientation presentations, computerized assisted instructions, literature search, and interlibrary loan and service operations; and supervise four Technical Services personnel who make library acquisitions, process books and journals in a variety of languages, prepare and reproduce library catalog cards and prepare material for binding. Qualifications: M.L.S. and second master's or subject competence in biomedicine preferred; at least three years' library experience with administrative responsibilities. $10,675-$13,275-$15,875.

SUPPORT STAFF (A-3)

BOOKKEEPER (5/13/75).

CLERK III, Admissions (5/13/75).

CLERK IV, Qualifications: Basic courses in bookkeeping or accounting required. B.A. and two to three years' payroll accounting experience helpful; clerical aptitude. $6,136-$7,325-$8,525.

DATA CONTROL CLERK to gather and code information on utilization of medical services. Qualifications: Formal training in computer operations; B.S. desirable; experience in data handling and office management. $6,550-$7,925-$9,300.

MEDICAL ARTIST to prepare environmental medical charts, diagrams and graphs for publication and as teaching aids; execute illustrations and drawings of equipment design. Qualifications: Proficiency in lettering and drawing; knowledge of drafting; interest in technical art; ability to pay attention to detail; medical background helpful. $7,900-$9,450-$11,000.

MEDICAL SECRETARY (3) (2/18/75).

SECRETARY I (4/15/75); II (6)(2/25/75); III (5)(4/1/75); IV (4/29/75).

RESEARCH LABORATORY TECHNICIAN II to conduct biochemical assays, primarily of cyclic nucleotides in bone and plasma. Qualifications: Science background; familiarity with chemistry lab. $7,000-$8,300-$9,575.

RESEARCH LABORATORY TECHNICIAN II to conduct biochemical assays; operate GLC; weigh and measure food intake; handle baboons. Qualifications: B.S. in life science; training in organic and inorganic chemistry; knowledge of GLC; working knowledge of biochemical assays; experience in handling small animals. $7,900-$9,450-$11,000.

RESEARCH LABORATORY TECHNICIAN III to conduct enzymatic and immunological assays; isolate and characterize proteases and protease inhibitors from malignant and normal tissues. Qualifications: B.S. or preferably M.S. in biochemistry or chemistry; two years' lab experience with cell cultures, protein chemistry and enzymatic assays. $7,900-$9,450-$11,000.

RESEARCH LABORATORY TECHNICIAN III to conduct enzymatic and immunological assays; isolate and characterize proteases and protease inhibitors from malignant and normal tissues. Qualifications: B.S. or preferably M.S. in biochemistry or chemistry; two years' lab experience with cell cultures, protein chemistry and enzymatic assays. $7,900-$9,450-$11,000.

RESEARCH LABORATORY TECHNICIAN III to conduct enzymatic and immunological assays; isolate and characterize proteases and protease inhibitors from malignant and normal tissues. Qualifications: B.S. or preferably M.S. in biochemistry or chemistry; two years' lab experience with cell cultures, protein chemistry and enzymatic assays. $7,900-$9,450-$11,000.

RESEARCH LABORATORY TECHNICIAN III, seven positions announced March 4 through May 13: two for cell culture of bacteria; three for tissue culture; one for platelet preparation; and one for enzymatic assays.

SECRETARY I (4/15/75); II (6)(2/25/75); III (5)(4/1/75); IV (4/29/75).

SENIOR COLLECTION ASSISTANT II (5/6/75).

TECHNICAL SECRETARY, legal (4/29/75).

TECHNICAL TYPIST (5/6/75).

HOURLY RATE (A-4)

Hourly rate is negotiable on the basis of qualifications.

DENTAL HYGIENIST, Penn Dental Health, two days/wk. (3/4/75).

RATHSKELLER SUPERVISOR, Houston Hall, 3:30 p.m. to midnight Tues.-Thurs.; 3:30 p.m.-1 a.m. Fri.-Sat. Responsible to Business Ad-

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ministrator for inventory control and the general condition of the Rathskeller. Expected to draw beer and soda, sell snacks and ring up sales, supervise one or two part-time graduate students and issue and check club cards. Qualifications: Ability to deal accurately with cash and to handle customers both pleasantly and firmly; experience as employee or manager of an establishment selling alcoholic beverages. Must not have a police record.

RECREATION INSTRUCTOR, women's unarmed self-defense (4/8/75).

SCIENTIFIC GLASSWASHER, Medicine, approximately 10 hrs. wk., to wash glassware and generally clean up laboratory area. Qualifications: Experience in washing glassware or lab experience helpful.

SECRETARY II, 20 hrs. wk., preferably afternoons, five days wk., to type technical manuscripts, reports and correspondence from transcribing equipment and handwritten copy; make and distribute flyers for meetings; set up meetings; distribute mail; answer telephone and take messages. Qualifications: Excellent typing skills, familiarity with transcribing equipment and other office machines; experience in a medical area preferred.

TECHNICAL TYPIST, Economics (5/6/75).

WHERE TO FIND LOST AND FOUND

Searching for that misplaced umbrella or dumb-bell set is bad, but looking for the Lost and Found is worse. To retrieve an item you've lost or to turn in one that you've found, go to one place: the Lost and Found at the Houston Hall Information Desk. Building administrators are asked to help reunite owners and objects by turning in all of the items "found" in their buildings once a week. (Security will transfer them on request.) Each "loser" has 90 days to claim his item before it is donated to the Salvation Army. To find Lost and Found: Houston Hall Information Desk, 9:30 a.m.-4:30 p.m. weekdays, Ext. 7581.

THINGS TO DO

Margaret Mead's and Gregory Bateson's Trance and Dance in Bali is one of the seven films screened Thursday, May 22 as the Fourth International Festival of Films by Women continues at the Annenberg School Auditorium. May 23 films include Janie's Janie (Geri Ashur), Fear (Jean Shaw), Wanda (Barbara Loden) and The Women's Happy Time Commune (Sheila Paige). Because of the Memorial Day weekend films will be screened on Thursday and Friday, but showtimes remain the same: 7:30 p.m. with tickets available at $1 one hour in advance in the Annenberg School lobby. For a complete schedule—including May 30 and 31 screenings of films, by Susan Sontag, Nancy Graves and Yvonne Rainer—call the Annenberg Library, Ext. 7027.

Sculpture and drawings by David Slivko are exhibited through June in Vance Hall, 8 a.m.-midnight, Monday-Saturday. A reception for the artist on May 22, 8-8 p.m. is planned by the Whitney and the Fine Arts and the Marian Locks Gallery, sponsors of the exhibit.

The campus can not only enjoy, but also collect the works displayed in the Third World Women's Photo Exhibit that opens May 27, 4-8 p.m. in the Houston Hall Gallery. Sponsored by the Women's Center and Houston Hall, the exhibit runs through June 11. 9 a.m.-5 p.m. weekdays.

The bus is leaving again—at 9 a.m. on May 29—and ICA members on board are headed for the Metropolitan Museum of Art where Scythian gold sculpture, Hollywood fashions of the 20's and 30's, Indian bronzes and paintings by Francis Bacon are currently on display. The $27.50 charge includes transportation, continental breakfast, cocktails and box supper served en route. Nonmembers can take the trip—and join the ICA—for an additional $15. To reserve a space: Ext. 7108.

Houston Hall and the Ferdinand Roten Gallery of Baltimore sponsor a one-day exhibit and sale of graphics by Matisse, Indiana, Whistler, Goya and others June 11, 10 a.m.-6 p.m. in Houston Hall.

RECREATION INSTRUCTOR, women's unarmed self-defense (4/8/75).

SCIENTIFIC GLASSWASHER, Medicine, approximately 10 hrs. wk., to wash glassware and generally clean up laboratory area. Qualifications: Experience in washing glassware or lab experience helpful.

SECRETARY II, 20 hrs. wk., preferably afternoons, five days wk., to type technical manuscripts, reports and correspondence from transcribing equipment and handwritten copy; make and distribute flyers for meetings; set up meetings; distribute mail; answer telephone and take messages. Qualifications: Excellent typing skills, familiarity with transcribing equipment and other office machines; experience in a medical area preferred.

TECHNICAL TYPIST, Economics (5/6/75).

WHERE TO FIND LOST AND FOUND

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FREE WOMEN'S SCHOOL

This is the last week to sign up for History of American Working Women, Weaving and Fibers, the popular Assertiveness Training or any of the other forty-two courses offered during the summer session of the Free Women's School that begins May 26. Classes run for five or ten weeks and meet at convenient times for working women; free child care is also provided. Fees, based on ability to pay, reach a maximum of $25 per class. A course roster is available from the Women's Center, 112 Logan Hall, Ext. 8611 where registration will be held May 20, 5-7 p.m.; May 21, 12-2 p.m.; and on a drop-in basis throughout the week.

AUGUST—ON ICE

Youngsters 8 to 18 will spend two-and-a-half hours on the ice every day—when they sign up for Penn's Hockey Camp, August 3-23. Lectures and films on playing techniques, scrimmages and visits from pro's are also included in the half-day sessions lead by Robert Crocker, Penn's hockey coach. Fees are $80 for one week, $150 for two weeks. To register: Ext. 4831.

Summer Hours

With summer coming up—and campus population going down—many University offices and facilities have adjusted their schedules. The hours below are in effect now until the fall term unless otherwise noted.

BOOKSTORE: 8:30 a.m.-4:30 p.m. weekdays and closed weekends as of June 2.

CAMPUS BUS: weekend service is discontinued and one bus covers both routes on a curtailed schedule, although the driver is in radio contact with campus security to provide emergency service as needed. Bus leaves from the Christian Association at 4:30 p.m. A complete summer schedule is available from the driver or from Buildings and Grounds, Ext. 5986.

DINING SERVICE: Houston Hall Snack Bar, 8:30 a.m.-3:30 p.m. weekdays, 7:30 a.m.-9:30 a.m. and 11:30 a.m.-1:30 p.m. weekdays.

Cafeterias in the Law School, Hill Hall and 1920 Commons are closed for the summer.

FACULTY CLUB: 11:30 a.m.-2 p.m. with cocktails served from 4-6 p.m. weekdays through August 8 when the Club closes for vacation. Regular hours resume September 2.

LANGUAGE LABORATORY: 9 a.m.-9 p.m. Mon.-Thurs., 9 a.m.-4:30 p.m. Friday, closed weekends, Memorial Day and July 4. Facility can arrange additional hours for their classes by calling Lidia Messmer, Ext. 4947.

VAN PELT LIBRARY: 8:45 a.m. 9 p.m. weekdays, 10 a.m.-6 p.m. Saturdays and closed Sundays through June 26, closed June 28-29 with summer hours resuming June 30-August 7; 9 a.m.-4:30 p.m. weekdays August 9-31, closed July 4 and September 1. ROSENGARTEN RESERVE has the same schedule plus 2-10 p.m. hours on Sundays, May 19-August 7 when it closes completely until September 4.

RECREATIONAL FACILITIES: GIMBEL GYM AND SCHERR POOL, noon-7 p.m. weekdays, noon-5 p.m. Saturday, closed Sundays; Hutchinson Gym and Pool, noon-7 p.m. weekdays, closed weekends. Entrances to all facilities will be locked 30 minutes before closing. In addition to Memorial Day and July 4 closings, Gimbel will be closed for maintenance August 9-24 as will Hutchinson, August 25-September 7. WEIGHTMAN GYM is closed for the summer. 1923 ice Rink, informal hockey 3:30-5 p.m. weekdays, 8-10 p.m. Friday and Saturday, public skating 2-4 p.m. Sunday through June 1 when the Rink closes until the second week of August. LEVY TENNIS PAVILION is open 9 a.m.-midnight daily.

ALMANAC: 515 Franklin Building (16) Ext. 5274
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