On Labor Relations and the State Appropriation

The University of Pennsylvania has been urged by its Trustees, by the legislature and the state executive, by the Federal government, and by our students and their parents to be frugal and reduce costs. We are asked to save without reducing quality in education or research. In response to this steady pressure to cut expense, we are closing a diploma program and a school, and we have divested ourselves of one of two wholly owned hospitals. Tuition has consistently risen, and our students, half of whom already receive financial aid, have become more and more pressed to pay for their education.

But in universities, the only possible savings of substantial sums are through personnel savings. Thus in 1975-76 we maintained a general salary freeze for six months; in recent years, the real wages of our faculty and administrative staff have actually declined. Before the start of this past summer, we had laid off over 200 faculty and administrative staff. In short we have pared our budget in every way available to us, all the while absorbing vast increases in the costs of energy and fuel, books, insurance, financial aid and the like.

Despite these measures, we closed the last fiscal year in deficit. Even with the full Commonwealth appropriation available to us, we still face the prospect of a $4.5 million deficit with which to cope in the year ahead.

It is in this setting that we had been examining for several years the costs of our internal housekeeping operations. In the budgeting process these costs were projected for the present academic year at over $4.5 million—far higher by any unit of measure than housekeeping costs for any comparable institution in the region. Our estimates, later confirmed by our auditors, showed a savings of more than $750,000 a year from the use of professional Building Service and Maintenance Workers before them—if they would help us find savings that might develop an alternative to outside contractors. We received no assistance from either, and in the case of the Teamsters we were presented not with possible economies, but with a proposed contract that would have cost about $850,000 more than our present budget, for a total one-year difference between Teamster demands and the service contracts of more than $1.6 million. When negotiations reached an impasse, we accepted maintenance contractors' bids.

Our decision to discontinue internal housekeeping operations was therefore a financial one and not an anti-union one. Over many years, we have developed an excellent record of working closely with unions on our campus. 11 bargaining agreements with four different unions are currently in force. We recently negotiated successfully with the AFSCME for increased productivity, hence economy, in our dining services. We selected external maintenance contractors only when they assured us they themselves have union contracts.

In addition, we have taken steps to ease the difficulties for our housekeeping employees whose jobs were displaced. Besides severance pay, continuation of various benefits, and other assistance, we have offered placement help to all, and we have guaranteed comparable employment in the University or elsewhere to those with any significant seniority. These offers are not being taken; the Teamsters are pressuring our former employees from accepting our help or these jobs.

State Senators who wish to withhold from the University the Commonwealth funds that we have received for generations have interjected the legislative process—designed to protect the interests of Pennsylvania's citizens—into labor relations.

If a claim is made that the University has not bargained fairly or sufficiently, the matter is properly a judicial one—the National Labor Relations Board and perhaps ultimately for the courts. Such a charge has been made. The University has also filed against the Teamsters charges that have engaged in an illegal secondary boycott and have coerced present and former University employees.

The recent Senate vote to block the University's appropriation is quite simply, counterproductive. It contradicts the demand for efficiency that Senators have joined others in voicing. Moreover, no jobs can be saved by forcing the University to cut programs and services. Hundreds of staff, many of whom are low-paid workers, will lose jobs if the University is crippled by this action. As the largest non-governmental employer in Philadelphia, the University now contributes enormously to the economy of the city and the region. If a business of anywhere near comparable size and significance to the city's well-being were threatened, every area political leader would rightly be working to preserve the jobs and other economic benefits produced by that business. I am saddened that some do not seem to realize these practical consequences to the loss of our State appropriation.

Above all, if the Senate action is not reversed, a unique Commonwealth concentration of resources for education and health service will be decimated. Not only will students and staff suffer from its loss of quality, but the Commonwealth will have undermined irrevocably that advanced institution which makes an unsurpassed contribution, through its learning and its scientific and technical research, to the economy, the culture, the health and the very well-being of Pennsylvania. —Martin Meyerson
The Bakke Case and the University of Pennsylvania

by Martin Meyerson

October 20, 1977

Throughout my academic life, I have opposed the notion that a university ought regularly to take stands on the issues current in public discourse. Uniquely in contemporary society, a university ought to be an arena for the open presentation of views on varied sides of public questions. The principle of neutrality should be modified, it seems to me, only when the issue under discussion calls into question the fundamental values on which a university is founded. High among those values is institutional autonomy: the acknowledgment of each university's right to decide for itself, as Felix Frankfurter said, who may teach, what may be taught, how it shall be taught, and who shall be taught. Such independence was placed in the balance by the decision of the Supreme Court of California in the case of Allan Bakke.

The question has been raised of how the decision was taken to join in an amicus curiae brief in the case. From time to time, occasions occur when I must decide how best to reflect the sense of our institution. For example, the issue recently arose of whether Pennsylvania would insist upon its independence sufficiently high that it should stand in opposition to the Federal government's intention to assign a fixed number of foreign-trained medical students to our institution. For example, the issue recently arose of whether Pennsylvania would insist upon its independence sufficiently high that it should stand in opposition to the Federal government's intention to assign a fixed number of foreign-trained medical students to American schools—and in so doing might endanger Federal grants that come to us based upon enrollments in M.D. programs. On the University's behalf, following selected consultation, I joined the opposition.

My reaction was similar in the matter of the brief prepared jointly at Columbia, Harvard, Stanford, and Pennsylvania and subscribed to by other independent institutions. The brief advances two major propositions which I believe so integral to the central values of this community, as affirmed by faculty, trustees, and students, that reaffirming them in this instance should have been expected of me.

The first is our autonomy in matters of educational policy, which has gone unquestioned by faculty or by any other knowledgeable person for over two centuries. The second is our practice of taking minority status into account in admissions decisions, which has a history of more than a dozen years—and the sanction of Council, of the faculties of most of our schools, and of our Trustees.

When Dean Louis Pollak and I first discussed the Bakke case early this year, he expressed the view—later elaborated in a memorandum—that should the Supreme Court decide to consider the case, "it would be well if Pennsylvania and a number of other major universities were to file an amicus brief arguing the constitutionality and the educational importance of "special admissions programs through which scores of American colleges and universities are undertaking to increase the enrollment of minority students." Knowing that such programs have been in operation at this University for many years, I concurred.

Subsequently I raised the matter at a meeting of the Ivy League presidents. After some discussion, the presidents delegated to their counsels the responsibility to develop appropriate mechanisms for creation of a brief, if upon consideration they determined that one was advisable. Our general counsel, other general counsels, and law deans took the lead in that enterprise, which concluded that an amicus brief focusing specifically on the potential impact of the Bakke case on educational programs at private colleges and universities should be prepared. Those attending a meeting for this purpose here at Pennsylvania in April recognized both the constraints of a June 7 deadline for filing and the difficulties of writing jointly for institutions which, as the brief puts it, "differ in geography and history, in size, in resources, and in structure." Thus they delegated to representatives of four institutions—Columbia, Harvard, Stanford, and Pennsylvania—the task of preparing a draft.

During the drafting process, both through my interest in the matter and through the involvement of Dean Pollak and Mr. Burbank, I was kept apprised of the arguments to be presented. Any reservations that occurred to me were counterbalanced by the central thrust of the brief: autonomy in educational functions must be maintained for the independent university. Both the provost and I read and approved the second draft of the brief in this light. The brief in no way appeared to us to enunciate any concepts or policies new to Pennsylvania, rather quite the contrary. To search for consensus on the mode of expression of established principles would have jeopardized the effort with which those participating were struggling to sharpen arguments on complex issues speedily, and to present those arguments collaboratively.

Meanwhile, we made our plans known to the community. Dean Pollak raised the University's intention to file a brief before Council in the context of the work of the Task Force on Black Presence. I had noted our intention at a Steering Committee meeting. Our proposed participation in a joint brief was reported in the campus press. Finally, both the facts and implications of the Bakke case and the nature of our amicus brief were discussed at the public meeting of the Executive Board of the Trustees on May 12, 1977 and were reviewed with the full Board subsequently. No member of the University community in any way demurred from our known course of action.

The need for the amicus brief was and indeed still is apparent. There exists a substantial danger that an inadequately informed Supreme Court decision might have a disastrous effect on our independence. I acted precisely to assure the right of the several faculties of our University to decide the criteria for admission to their programs and, if they choose, to provide means for access to those programs to all segments of our society. Practices at Pennsylvania at least since Council approved and Trustees accepted the McGill report in 1967 are supported by the brief and by the decision to submit it. There are many ways to achieve enhanced enrollment of minority group members. In no sense does the brief, or Pennsylvania's participation in it, support or even address the establishment of quotas. (Indeed, University of California president David S. Saxon himself emphasizes that the goal of 16 places in the Davis Medical School was no quota, for fewer than 16 minorities sometimes entered under the special admissions program when there were insufficient qualified applicants, while considerably more entered under the combined special and regular program.) The amicus brief sustains the need for institutions to set policy independently and asks the Court to do the same. As the counsels assert, "When . . . the problem is central to the educational process as is the determination of the qualifications of students, when educators are searching in good faith for solutions, and when applicable legal norms are in doubt, we believe that the cause of education, and hence the welfare of our society, are best served by judicial restraint."
BAKKE BRIEF: WHO SPEAKS FOR PENN?

Dean Louis Pollak, with the concurrence of President Meyerson, has submitted a brief to the U.S. Supreme Court entitled “Brief of... the University of Pennsylvania...”. The brief was submitted to no consultative body of faculty, students or staff. Until my motion in the University Council to publish the brief in the *Almanac*, it had not been distributed to those whom it purports to represent. It is dated June 7, 1977, four months before the argument of the case before the Supreme Court, but we see it only now after the fact.

I want to stress that I am not here concerned with the substance of the brief. I am concerned with the association of faculty, staff and students with a brief in the formulation of which they have had no representation whatsoever.

Although the authors of the brief repeatedly refer to it as “the brief of...the University of Pennsylvania,” a weak disclaimer is contained in the seventh and eighth lines of a footnote in the body of the brief: “This brief speaks for our institutions as such—not for faculty members collectively or individually.” As to not speaking for faculty members individually, no document, even if officially adopted by the Senate or Council, can claim to do so. As to not speaking for faculty members collectively—I am dismayed to learn that the authors of the brief can conceive of speaking for the University while excluding the faculty collectively. So much for “collegiality.”

President Meyerson suggests that consultation was not necessary because the brief advances propositions so integral to the central values of this University community as to be beyond reasonable question. But the brief is controversial, as attested to by the differing opinion of the California Supreme Court. There are persons of conscience arrayed on both sides of the issue, undoubtedly on this campus as elsewhere. If the issues were, in fact, so clear as not to warrant consultation with the faculty, I presume that they would not warrant review by the U.S. Supreme Court.

At Columbia University, at least, the brief was submitted to the Senate of faculty and students for endorsement. Are we a less democratic institution than Columbia University?

President Meyerson characterizes the brief as advancing two major propositions. One of these propositions is that “autonomy in educational functions must be maintained for the independent university,” including autonomy in “...who should be taught...”. But would President Meyerson seriously claim that we have, or should have, the autonomous right to operate an overtly racist admissions policy excluding minorities? Clearly institutional autonomy is not the substance of the brief. Whatever the substance may be, each of us should be accorded the right of prior discussion and the right of concurrence or dissent.

If collegiality is to be given meaning on this campus, I urge Professor Pollak and President Meyerson to inform the Supreme Court that the amicus curiae brief represents only the signatories as individuals, plus those members of the academic community who, after reading the brief, voluntarily choose to associate themselves with its sponsorship.

---

THE REQUIRED REJOINER

Edward S. Herman takes exception with my July 15 letter to *Almanac* in which I objected to the tone of the letter which he and his co-signers sent to *Almanac* condemning the award of an honorary degree to Henry Kissinger. His response (September 20) introduces new issues which require a rejoinder.

1. One of the points I made was that the original Herman letter presumed to speak for faculty opinion where instead it should have been represented in more restrained terms. Herman objects and observes that it is unrealistic to require a letter which purports to represent faculty opinion to reflect the views of “all faculty” (emphasis his).

I agree that such a stipulation is unreasonable. But Herman errs in attributing this unanimity requirement to me. My view is that any letter which purports to speak for faculty opinion should plausibly represent not less than a simple majority of the faculty. In the absence of evidence that the letter sent by Herman and signed by sixty other faculty members passes this test, I suggested then and repeat now that such a letter ought merely to claim that it speaks for the author, co-signers, and others who choose to be actively affiliated therewith.

To be sure, one who is confident that he can discern faculty opinion by consulting his own preferences is apt to regard unit weighted voting exercises as a nuisance. But my caution stands nonetheless.

2. My basic point was that assessing complex events on the merits does not always yield a unique outcome. I respect the grounds on which Herman and others objected to an award of an honorary degree to Henry Kissinger. But whereas Herman may be unaware or unimpressed that Kissinger’s record includes significant accomplishments, I can also understand how other individuals could reach an affirmative assessment. Impugning the honor and good sense of the students, faculty, and administrators who

---

RUN FOR YOUR LIFE

In view of the feature treatment you accorded to jogging in the September issue of *PennSport* (*Almanac* insert, September 13), you might be interested to know that a Penn graduate started the Run for Your Life program in this country—even if it was me (Hugh D. Jascourt, College ’56). When I was national president of the Road Runners Club, and the president of the D.C. R.R.C., we held on June 17, 1964 in Washington, D.C. a Run for Your Life race. One has been held every week in the D.C. area since then as an integral part of most R.R.C. programs. The name was taken from an article I printed in the fall 1963 issue of *Footnotes*, our national publication. The article told about the health and cardiopulmonary benefits recorded by the Cleveland YMCA’s program, and the article was entitled “Run for Your Life.”

Although others were responsible for popularizing jogging, the Run for Your Life program, through the attraction of its name and the many different people who participated, has been the key instrument for the success of jogging. I was also among the founders of the National Jogging Association and have been on the board of directors since its inception. Frank Greenberg, a Penn Law ’60 and the Penn Jogging Association graduate (1960) is also on the board of directors. In short, Penn is not a newcomer to jogging. In 1960, the first Road Runners Club was formed in Philadelphia at the Penn A.C. boathouse led by Brown Ross with me as secretary.

---

WE’RE STILL HERE

An enormous number of people still go to 112 Logan Hall looking for the Women’s Center. We’re not there. We are on the east side of the second floor of Houston Hall, in what used to be the rehearsal hall for Houston Hall Auditorium. All the normal Women’s Center activities are there—members of women’s groups, sign-up for Free Women’s School, and just plain counseling. We are especially concerned that any woman in need of counseling on rape or the prevention of rape must know where the Women’s Center is. Would you kindly note our changed location but our continued presence?

---

*Speaking Out* is a forum for readers’ comment on University issues, conducted under the auspices of the *Almanac* Advisory Board: Robert L. Shayon, chairman; Herbert Callen, Fred Karush, Ann R. Miller and Robert F. Lucid for the Faculty Senate; Paul Gay for the Librarians Assembly; Shirley Hill for the Administrative Assembly; and Virginia Hill Upright for the A-3 Assembly.
NEW CENTER: EARLY AMERICAN STUDIES

Historian Richard S. Dunn will head the newly formed Philadelphia Center for Early American Studies of the Faculty of Arts and Sciences.

The first interdisciplinary, intra-institutional center in its field, it will focus on the early history and culture of Philadelphia and the mid-Atlantic region. It was begun with a $575,000 grant from the Andrew W. Mellon Foundation.

Based at Penn the center will have a core faculty of 20 early-American specialists whose fields include anthropology, American civilization, folklore and folk life, sociology, religion, English and history. Professors and students from several of Penn’s sister schools—Temple, Swarthmore, Haverford and Bryn Mawr—will participate. The center will coordinate period scholarship and archives throughout the Delaware Valley.

OPHTHALMOLOGY: DR. YANOFF

Myron Yanoff, M.D., has been named head of the ophthalmology departments of the University’s School of Medicine and Presbyterian Medical Center, as well as director of the Scheie Eye Institute.

Dr. Yanoff succeeds Harold G. Scheie, M.D., founding director of the five-year-old institute which bears his name. Dr. Scheie will continue in practice at the institute and has been appointed Emeritus William F. Norris and George E. DeSchweinitz Professor of Ophthalmology at the University.

Dr. Yanoff becomes the University’s new William F. Norris and George E. DeSchweinitz Professor of Ophthalmology. He also is professor of pathology at the University. Dr. Yanoff joined Penn’s School of Medicine faculty in 1962 as an assistant instructor.

HUP: NEW CHIEFS

Three HUP units now have new chairmen. Head of the cardiovascular section is Dr. John A. Kastor, professor of medicine. Dr. Kastor has been with the University since 1969 as director of the medical intensive care unit and later associate chief of the cardiovascular section.

New chairman of the recently established department of radiation therapy is Dr. Robert L. Goodman. Dr. Goodman comes to the University from Harvard, where he was assistant professor of radiation therapy, radiation therapist at the Joint Center for Radiation Therapy and attending oncologist at Beth Israel and the Sidney Farber Cancer Institute.

In HUP’s department of dental medicine, Dr. Martin S. Greenberg becomes the chairman. Dr. Greenberg has been on the Hospital staff since 1975.

CHEMICAL, BIOCHEMICAL ENGINEERING: DR. MYERS

Dr. Alan L. Myers has been appointed to a five-year term as chairman of the Department of Chemical and Biochemical Engineering in the College of Engineering and Applied Science. A member of the University faculty since 1964, Dr. Myers’ research interests are focused on thermodynamics of surfaces, interactions of unlike molecules absorbed in a solid surface, and absorption in micropores.

CAMPUS POLICE: TRAINING AT ACADEMY

Six recently appointed recruits for the University’s police force are receiving their 14-week training at the Philadelphia Police Academy. The Philadelphia Academy has not until this year admitted any campus police for its training program, according to Ruth Wells, crime prevention specialist in the Department of Public Safety. Previously, University officers received their training at the Pennsylvania Law Enforcement Academy in Shippensburg.

The new officers are: James Blackmore, Sylvia Butcher, Nan Frantz, Helena Gibbons, Deborah McCabe and Sandra Moteles. They were selected from an applicant pool of more than 200. Of the six recruits, five are female. One holds a B.A. in psychology; one an associate degree in criminal justice; one is a senior at Penn; and one has completed two years of studies in behavioral sciences. The sixth resigned as a City patrolwoman to join the University’s police force.

**NEWS IN BRIEF**

Continued from page 1.

programs. Dr. Downs comes to the University from New York University’s Division of Nursing where she has been director of post-masters programs and research since 1964.

Dr. Diane O. McGivern has joined the School as associate dean and associate professor and will direct the undergraduate program. Dr. McGivern was acting chairperson of the Department of Nursing at the Health Professions Institute of Lehman College of the City University of New York.

The new assistant dean for continuing education in nursing is Dr. Dorothy Del Bueno. Dr. Del Bueno has been associate director of nursing and director of staff education at New York’s Presbyterian Hospital, Columbia Presbyterian Medical Center.

(The Evening Bulletin on October 21 misquoted President Meyerson, who had told a reporter that the Hospital School of Nursing had been closed. The story inaccurately read the School of Nursing.—Ed.)

**NEW CENTER: EARLY AMERICAN STUDIES**

Historian Richard S. Dunn will head the newly formed Philadelphia Center for Early American Studies of the Faculty of Arts and Sciences.

The first interdisciplinary, intra-institutional center in its field, it will focus on the early history and culture of Philadelphia and

**GRANT DEADLINES**

**NATIONAL SCIENCE FOUNDATION**

11/15 Division of Social Sciences Proposals—contact Dr. Herbert Costner, (202) 632-4286.
11/15 Engineering Research Initiation Program—contact Dr. Royal Rostenbach, (202) 632-5790.
11/28 NATO Postdoctoral Fellowships—contact Dr. Michael Fodyma (202) 282-7154.
12/1 U.S.-Latin America Cooperative Science Program—contact Division of International Programs (202) 632-5811.
12/1 Women in Science Proposals—contact Miss Joan Callaman (202) 282-7150.
12/1/1 Science Faculty Professional Development Program.
2/1 Engineering Research Equipment Proposals—contact Dr. Royal Rostenbach, (202) 632-5790.
* Inquiries regarding support for Doctoral Dissertation Research in Environmental Biology should be addressed to Division of Environmental Biology, Room 336. NSF. Washington, D.C. 20550.

**NATIONAL INSTITUTES OF HEALTH**

12/1 Letter of Intent due for research grant applications for investigations on infant nutrition in response to the request for applications NIH-NICHDBN-78-1. Final application due 3/1/78.

**NATIONAL ENDOWMENT FOR THE HUMANITIES**

* Announces “Youth Grants Program” for college undergraduates in fields such as history, literature, language, philosophy and archeology.

Additional information is available from the Office of Research Administration, 609 Franklin Building 16, Ext. 7295.

—Alton E. Paddock

*Brochure in ORA.
WINTER CONSERVATION PLANS

Following is the text of a memorandum sent October 14 to all senior administrative officers, deans, directors and department chairmen concerning the University's energy conservation plan for the heating season from approximately November 1 to April 15.

Your cooperation in implementing energy conservation measures during the past year helped reduce the University's overall energy consumption by six percent, which is approximately $418,000. We appreciate the support you are giving us and ask that you continue to help conserve energy during the coming winter months. This heating season we plan for an even more successful conservation program while maintaining a comfortable environment within our University buildings.

To do so, we have developed the following plan:

I. Normal Activity Periods:
   - November 1 - November 23
   - November 28 - December 22
   - January 16 - March 10
   - March 29 - April 15

During normal operating periods, we will follow recommended federal guidelines by maintaining temperature levels in occupied spaces within the range of 68° ± 3°. We want to emphasize that the mechanical systems in some buildings may impose real constraints on our ability to maintain these temperatures. When your building temperature deviates from this range, please contact your building administrator.

II. Low Activity Periods:
   - November 24 - November 27: Thanksgiving Recess
   - January 3 - January 15: Christmas Recess, 2nd part
   - March 11 - March 19: Spring Recess

Special building operating schedules will be developed for each low activity period to minimize unnecessary energy use. The Energy Office is working directly with all building administrators to design programs for their particular building needs.

III. Christmas Recess - First Part:
   - December 23 - January 2

During this period, the University has the greatest opportunity for energy conservation, since a major portion of the University community will be off-campus. The Energy Office will again be working with each building administrator to establish special building operating schedules for this period.

Thank you again for your support. If you have questions or comments on the general program, please contact the Energy Office of Operational Services at Ext. 4644.

—Horace Bomar and Franchise McQuade
Energy Office, Operational Services

ENCORE '77

Learn how to retire and enjoy it by attending Encore '77, a program originally set up for alumni and now open to faculty and staff, on four Fridays beginning October 28, Room B-11, Vance Hall, 37th and Spruce Streets. Enroll by sending $40 ($70 for you and your spouse) to Encore '77, Room 417, Franklin Building, or by calling Ext. 7927. There are also a few spaces on a first-come, first-served basis for University personnel who are retiring this year if all the spaces are not taken by paying participants. Call Ext. 7927 or 6173 to make these arrangements. The schedule for the program is as follows:

October 28: Nutrition—Difference Makes the Age by Nancy S. Storz of the School of Nursing and Housing—The Human Dimension by Cheryl Lieberman of the School of Social Work.


November 11: Louis I. Kahn the Man—the Architect presented by his wife Esther I. Kahn, and Society's Changing Attitude Toward the Older Person by Peter Dys, executive director of Lancaster County's Office of Aging.

November 18: Estate Planning and Another Look at the Will by Wharton School's Charles McCaffrey.

NAME CHANGES

RELIGIOUS STUDIES

The Department of Religious Thought in the Faculty of Arts and Sciences has officially changed its name to the Department of Religious Studies to reflect the range of studies that take place under the department's auspices. In connection with this change, the department entries in the new undergraduate and graduate catalogues include all FAS courses in which religion receives significant attention, irrespective of the sponsoring department. The graduate program in religious studies will also gradually be expanded to include persons in other departments who have a strong interest in the field. Please communicate any suggestions to Robert A. Kraft, chairman. Box 36, College Hall CO Ext. 7453 or 5827.

LEGAL STUDIES

The Wharton School's Department of Business Law becomes the Department of Legal Studies. Its offices are located at W-233, Dietrich Hall.

SAVE A LIFE—1977-78

For those interested in donating blood, the Student Blood Donor Club offers the following schedule of blood drives at Penn. For further information, call 227-3455.

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wed., Nov. 2</td>
<td>Dental School</td>
<td>11-6</td>
</tr>
<tr>
<td>Thurs., Nov. 3</td>
<td>High Rise-East</td>
<td>1-7</td>
</tr>
<tr>
<td>Tues., Nov. 8</td>
<td>Zeta Beta Tau</td>
<td>11-6</td>
</tr>
<tr>
<td>Thurs., Nov. 10</td>
<td>McClelland Hall</td>
<td>11-5</td>
</tr>
<tr>
<td>Tues., Nov. 22</td>
<td>Hi Rise-North</td>
<td>1-7</td>
</tr>
<tr>
<td>Dec., Dec. 1</td>
<td>Hill House</td>
<td>11-6</td>
</tr>
<tr>
<td>Tues., Dec. 6</td>
<td>Phi Kappa Sigma</td>
<td>11-5</td>
</tr>
<tr>
<td>Thurs., Jan. 26</td>
<td>Hi Rise-South</td>
<td>1-7</td>
</tr>
<tr>
<td>Tues., Jan. 31</td>
<td>McClelland Hall</td>
<td>11-7</td>
</tr>
<tr>
<td>Tues., Feb. 7</td>
<td>Vance Hall</td>
<td>10-5:30</td>
</tr>
<tr>
<td>Feb., Feb. 9</td>
<td>Dental School</td>
<td>11-6</td>
</tr>
<tr>
<td>Feb., Feb. 14</td>
<td>Phi Delta Theta</td>
<td>11-5</td>
</tr>
<tr>
<td>Thurs., Feb. 23</td>
<td>Houston Hall</td>
<td>10-5:30</td>
</tr>
<tr>
<td>Tues., Feb. 28</td>
<td>Hi Rise-East</td>
<td>1-7</td>
</tr>
<tr>
<td>Tues., March 7</td>
<td>Hillie</td>
<td>11-6</td>
</tr>
<tr>
<td>Tues., March 14</td>
<td>Medical School</td>
<td>11-30-7</td>
</tr>
<tr>
<td>Tues., March 28</td>
<td>Vet School</td>
<td>11-6</td>
</tr>
<tr>
<td>Thurs., April 6</td>
<td>Hill House</td>
<td>11-6</td>
</tr>
<tr>
<td>Tues., April 11</td>
<td>McClelland Hall</td>
<td>1-7</td>
</tr>
<tr>
<td>Thurs., April 20</td>
<td>Hi Rise-North</td>
<td>1-7</td>
</tr>
<tr>
<td>Tues., April 25</td>
<td>Houston Hall</td>
<td>10-5:30</td>
</tr>
<tr>
<td>Wed., July 12</td>
<td>Hi Rise-North</td>
<td>1-7</td>
</tr>
</tbody>
</table>

DIAL A THERAPIST

Penn Women's Center has opened a new feminist therapy phone referral service to link women with therapists who have been screened by Center staff. Women who call the free service will be referred based on their location, ability to pay and special needs. Call the service from 9 a.m. to 5 p.m., Monday through Friday at Ext. 8611.

SPRING TEXT REQUIREMENTS: NOVEMBER 1

It is imperative that we receive textbook requirements from all teaching faculty for spring term classes by November 1. Also, we have to begin returning unsold fall textbooks to the publisher to make space available for incoming spring texts. Inform us immediately if you plan to use the same texts in spring that you used in fall, so that they will not be returned.

—Gerald T. Ritchie, Director
The PennStores
LEAVES

The following LEAVES were approved by the Trustees from April 23, 1976 through May 26, 1977. Note that individual faculty members sometimes reschedule their leaves after formal approval, and this may not be reflected on the record.

ANNENBERG SCHOOL
Dr. Larry Gross, Communications, to complete work on book on communicative functions of art in industrial society (spring, 1978).

SCHOOL OF DENTAL MEDICINE
Dr. Benjamin Hammon, Microbiology, to study at Faculté de Chirurgie Dentaire, University Louis Pasteur in Strasbourg (October 1, 1977, to March 31, 1978).
Dr. Ulf Nilsson, Pathology, to continue research at the University of Upsala (September 1, 1977, to August 31, 1978).

COLLEGE OF ENGINEERING AND APPLIED SCIENCE
Dr. Charles D. Graham, Metallurgy and Materials Science, to be spent at Wolfson Centre for Magnetics Technology and as Department of Electrical Engineering, University College (January 1, 1978, to August 31, 1978).
Dr. Bernard D. Steinberg, Electrical Engineering and Science, to teach and conduct research in antenna arrays, including adaptive or self-cohering array systems (September 1, 1977, to May 31, 1978).
Dr. Alan M. Whitman, Mechanical Engineering and Applied Mechanics, to Tel Aviv University (January, 1978, to May, 1979).
Dr. Larry Gross, Communications, to complete work on book on communicative functions of art in industrial society (spring, 1978).

FACULTY OF ARTS AND SCIENCES
Dr. Albert Ando, Finance and Economics, awarded a senior scientist award by Alexander von Humboldt Foundation of West Germany to participate in a series of seminars in mathematical economics and econometrics and work with German economists on a topic of his choice (1977-78).
Dr. Fred L. Block, Sociology, to explore the on-going changes in “working class” life and to elaborate on development of a theory of the state and an adequate framework for understanding capitalism as a world system (1977-78).
Dr. William R. Brennen, Chemistry, to learn new experimental methods for research on chemistry at surfaces (fall, 1978).
Dr. Malcolm Campbell, Art History, to complete research leading to book on portraiture of martyrdom of St. Laurence in 16th and 17th centuries; to publish untranscribed letters in Medici archives dealing with art patronage; to do research for publication on monograph on civic sculpture of the Piazza Signoria, Palazzo Vecchio and the Uffizi; to initiate a monograph on Pietro di Cortona, painter, sculptor and architect (spring, 1978).
Dr. David Cass, Economics, to research the characterization of efficient or optimal growth paths; to analyze the behavior of competitive dynamical systems; to investigate the “right” behavior of the firms (fall, 1977).
Dr. Jeffrey M. Cohen, Physics, to continue research in relativistic astrophysics and cosmology at the Institute for Advanced Study (1977-78).
Dr. Thomas H. Connolly, Music, to research and write a study of culture of St. Cecilia (1977-78).
Dr. Joan E. DeJean, Romance Languages, to research in France a book on the 17th century French libertine novel with an NEH grant (1977-78).
Dr. Richard Dunn, History, to write a book comparing slave life on a Jamaican plantation and a Virginian plantation with an ACLS fellowship (1977-78).
Dr. Barry L. Eichler, Oriental Studies, to research a project with Nuzi and Mesopotamian family law with an ACLS fellowship (1977-78).
Dr. Warren J. Ewers, Biology, to do joint research with Dr. G.A. Watters in Department of Mathematics, Monash University, Melbourne (one year effective January 1, 1977).
Dr. Donald D. Flitt, Chemistry, to conduct research at the Department of Physical Chemistry, Oxford (spring, 1978).
Dr. H. Terry Fortune, Physics, to continue research in nuclear structure physics at Oxford University and Groningen, Netherlands (1977-78).

Dr. Frank Furstenberg, Sociology, to initiate research on work experience and family life; to complete study on social change and life course (spring, 1978).
Dr. Charles R. Gallistel, Psychology, to write a textbook of physiological psychology (1977-78).
Dr. Rochel S. Heggian, Psychology, to be a fellow at the Center for Advanced Studies in the Behavioral Sciences (1977-78).
Dr. Ralph Ginsberg, Sociology, to finish studies of mobility in Sweden and Norway; to write a monograph and articles on mobility in Scandinavia; to work on organization theory articles (fall, 1977).
Dr. Kenneth S. Goldstein, Folklore and Folklife, to serve as chairman of folklore department at Memorial University, Newfoundland; to direct several Canada Council grants; to develop a liaison between Memorial's and Penn's folklore departments; to do field work in Newfoundland (for two years effective July 1, 1976).
Dr. Arthur Green, Religious Thought, to prepare a critical biography of Rabbi Levi Yisrael of Berdichev (1977-78).
Dr. R. Ian Harker, Geology, to further study metal resources, to do field work and write a text on mineral economics (spring, 1978).
Dr. Robin M. Hochstrasser, Blanche Professor of Chemistry, to research in the field of molecular crystals as a German Humboldt Foundation visiting professor (spring, 1978).

ALMANAC October 25, 1977
Dr. Philip C. Sagi, Sociology, to write and research on estimation of vital rates and age structure from distributions of age at death; to do study on mathematics (one year effective January 1, 1978).

Dr. Shuichi Takai, Mathematics, to research on Operator Algebra at Tohoku University and complete a manuscript of "Encyclopedia of Mathematics" for publication (1977-78).

Dr. Hidemi Sato, Biology, to accept a position as professor and director of Sugashima Marine Biological Station, Nagoya University, Nagoya, Japan (1977-78).

Dr. Arthur A. Scouen, English, to read and travel (spring, 1978).

Dr. Barbara H. Smith, English, to pursue work on study of literary aesthetic value and evaluation (1977-78).

Dr. Donald E. Smith, Political Science, to research in India and Sri Lanka (fall, 1977).

Dr. John F. Szwez, Folklore and Folk life, to complete writing a book on the creation of literature (1977-78).

Dr. William Telfer, Biology, to research in the laboratory of Professor Engels, University of Tubingen (one year effective January 1, 1977).

Dr. Arnold Thackray, History and Sociology of Science, to serve as visiting fellow of All Souls College, Oxford, where he plans to write a book on Victorian science (1977-78).

Dr. Frank Trommler, German, to research the literature and performing arts of the twenties at the theatre archives in Munich, Vienna and Berlin in preparation for a book on various aspects of the Weimar culture (fall, 1977).

Dr. Michael Wacker, Economics, postponed to spring, 1977, is changed to one year effective January 1, 1977.

Dr. Paul E. Watson, Art History, complete research in secondary materials, organize source materials and prepare the first draft of "Giovanni Boccaccio and the Arts of the Italian Renaissance" (fall, 1977).

Dr. Vincent H. Whitney, Sociology and Demography, to continue research on urbanization and development in Asia toward a book or monograph in U.S.A. and Asia (1977-78).

Dr. Oliver E. Williamson, Economics, to serve as fellow at the Center for Advanced Study in the Behavioral Sciences (1977-78).

Dr. Franklin B. Zimmerman, Music, to finish and see through to publication work on melodic, intervallic and first-line indexes to Handel's complete works (fall, 1977).

GRADUATE SCHOOL OF FINE ARTS

Dr. Lucy Creevey, City and Regional Planning, to research on the social and political impact of the growth and development of the Abidjan region (Ivory Coast) (July 1, 1977, to June 30, 1978).

Dr. Seymour Mandelbaum, City and Regional Planning (January 1, 1978 to June 30, 1978).

Dr. Alan M. Mandellbaum, City and Regional Planning (January 1, 1978, to June 30, 1978).

LAW SCHOOL


Daniel I. Halperin, Law, to serve as tax legislative counsel of the Treasury Department (July 1, 1977, to June 30, 1978).

Henry B. Hansmann, Law, to participate in interdisciplinary study of independent institutions at Yale (one year effective July 1, 1977).

Curtis S. Reu, Reu, Law, to research in the field of commercial transactions (spring, 1978).

Clyde W. Summers, Law, to research on legal provisions and institutional structures and practices of systems of codetermination and worker participation in West Germany, Sweden and Holland (1977-78).

Howard Lestick, Law (spring, 1979).

Alvin C. Warren, Jr., Law, to serve as visiting professor at Yale (fall, 1977).

SCHOOL OF MEDICINE

Dr. Jonathan Black, Orthopaedic Surgery, to collect case material on failure of orthopaedic implants and complete a book on biomechanics (February 1, 1978, to July 31, 1978).

Dr. James T. Brennan, Radiology, to participate in the on-going trial of fast neutron therapy of cancer at Hammersmith Hospital, London (February 15, 1977, to August 14, 1977).

Dr. Stanley M.K. Chung, Orthopaedic Surgery, to continue work on biomechanics of hip with Hawaiian overweight children at University of Hawaii and help organize a pediatric orthopaedic section at Children's Hospital in Honolulu (September 1, 1977, to August 31, 1978).

Dr. John E. Devenney, Robert Wood Johnson Clinical Scholar (for two effective July 1, 1978).

Dr. Melvin W. Edwards, Anesthesia, to work at Oxford with D.J.C. Cunningham on interaction of central and peripheral chemoreceptors in the control of breathing (one year effective July 1, 1977).

Dr. Joel G. Flaks, Biochemistry and Biophysics (one year effective July 1, 1977).

Dr. John J. Furth, Pathology, to work on aspects of cellular biology involved with polymerase at Aberdeen University (one year effective July 1, 1977).

Dr. George Karrenman, Physiology, to develop a Ph.D. program in Mathematical Biology for Society of Mathematical Biology (September 1, 1976, to February 28, 1978).

Dr. Nicholas A. Keelades, Medicine, to study regulation of collagen synthesis in laboratory of Dr. Henry Harris at Oxford (August 1, 1977 to July 31, 1978).


Dr. Michael K. Weibel, Biochemistry and Biophysics, to develop new applications for enzyme technology in the areas of medicine and food science (October 1, 1976, to January 31, 1978).

SCHOOL OF NURSING

Joette Clark, Nursing (1977-78).

Emalene L. Gingrich, Nursing (1977-78).

Martha M. Lambert, Nursing, a recipient of a Nurse Faculty Fellowship in primary care from the Robert Wood Johnson Foundation (one year effective July 1, 1977).

Susan R. Langner, Nursing, a recipient of a Nurse Faculty Fellowship in primary care from the Robert Wood Johnson Foundation (one year effective July 1, 1977).

Karen W. Wilkerson, Nursing, to pursue doctoral studies (one year effective July 1, 1977).

SCHOOL OF SOCIAL WORK

Dr. Alexander Hersh, Social Work, to study, do research and consult at a European university on social work theory and practice, family theory and developmental disabilities, particularly mental retardation (January 1, 1978, to June 30, 1978).

SCHOOL OF VETERINARY MEDICINE

Dr. Omar O. Barriga, Parasitology, to act as consultant for development of graduate schools in Porto Alegre, Brazil, through the Michigan State University/Brazil Ministry of Education and Culture Program (March 1, 1977, to July 31, 1978).


WHARTON SCHOOL

Dr. E. Gerald Hurst, Jr., Decision Sciences, to research on decision support systems for management control, which should culminate in a principle system and a monograph (January 1, 1978 to June 30, 1978).


Dr. Pradeep Kakkur, Marketing, to teach at the Indian Institute of Management, Calcutta (one year effective January 1, 1977).

Dr. Frederick G. Kempin, Business Law, to revise book used in basic Law I course, Introduction to Law and the Legal Process and to complete the revision of course materials used in Law VI, "Legal Institutions" (July 1, 1977, to December 31, 1977).

Dr. John H. McMichael, Accounting, to conduct research into managerial decisions of an accounting and financial nature in periods of inflation (July 1, 1977, to December 31, 1977).

Dr. James R. Morris, Finance, to work as senior economist for Federal Home Loan Bank of San Francisco (one year effective July 1, 1977).


Dr. Franklin Roos, Multinational Enterprise Unit, to research and write a book in political risk management (international) (September 1, 1977, to December 31, 1977).

Dr. Stephen A. Schneider, Management and Industrial Relations, to serve as staff associate in employment policy, Brookings Institute (July 1, 1977, to June 30, 1978).
THINGS TO DO

LECTURES

Black Presence, Women's Presence: An Analysis of the Absent and the Invisible is the title of Dr. Helen C. Davies' lecture October 25 at the Faculty Tea Club meeting. Faculty Club, 1:30 p.m.

A panel discussion with five women journalists takes place at the Harrison House seminar room at 7:30 p.m. October 26. Its title: Career Options for Women: Journalism.

Discussing Animal Symbolism in India is Walter Fairservis of Vassar College and the American Museum of Natural History. 11 a.m. on October 27, University Museum, Room 138.

Dr. Khalid Mesud, Fulbright fellow at Penn, discusses The Place and Role of Custom and Social Practice in Islamic Legal Theory October 27, 3 p.m., West Lounge, 4th Floor, Williams Hall.

The Women's Faculty Club presents a talk by a board member of the Shelter for Abused Women on October 27 from 4 to 6 p.m. Room 151-152, Gladys Rosenthal Building, School of Veterinary Medicine.

Former U.S. Attorney General Edward H. Levi delivers the Owen J. Roberts Memorial Lecture October 27 at 8 p.m., Harrison Auditorium, University Museum. Tickets available in Room 101 Law School.

The Annenberg Colloquium topic for October 31 is Communicating with Rural Poor in Africa and Latin America: Does Information Make a Difference? by Emile McAnany, Department of Communication, Stanford University. 4 p.m., Colloquium Room, Annenberg School.

Assistant Professor Elizabeth Dussan speaks on The Moving Contact Line: The Slip Boundary Condition to the Department of Chemical and Biochemical Engineering seminar at 3:30 p.m. October 31 in Alumni Hall, Towne Building.

Films

Joris Ivens and Alain Resnais are the filmmakers whose works will be screened at the Annenberg Documentary Film Series October 26 at 4 and 7 p.m., Studio Theater, Annenberg Center.

At the International Cinema view Four Nights of a Dreamer October 27 at 7:30 and 9:30 p.m. and October 28 at 4 p.m. and Bush Mama October 28 at 7:30 and 9:30 p.m. Both are shown in Hopkinson Hall, International House. Admission: $1.

Men's Lives, a feminist documentary on masculinity in America, plays at noon October 28, 2nd floor, Houston Hall. Bob White of the Christian Association leads the discussion afterward.

Warhol's Frankenstein speaks to onlookers at Irvine October 28. October 29 Harold and Maude plays in Fine Arts Auditorium. These PUC-sponsored films are at 7:30 and 10 p.m. for $1. At midnight, Godzilla vs. The Thing in Fine Arts for 75c.

Children follow Gulliver's Travels October 29 at 10:30 a.m. Harrison Auditorium, University Museum. Free.

The lives of coal mining families are explored in Harlan County U.S.A. October 30 at 2:30 p.m., Harrison Auditorium, University Museum. Free.

EXHIBITS

Tour the North American gallery at the University Museum October 26 at 3 p.m. Call 224-224 for reservations.

Watch artist Paul Thek create Processions, an environment at the Institute of Contemporary Art, Fine Arts Building, beginning on October 30. View the finished product from November 11 through December 4. Hours: Tuesday, 10 a.m. to 5 p.m. Wednesday, Thursday, and Friday, 10 a.m. to 5 p.m. Saturday and Sunday, noon to 5 p.m.

A one-woman photography exhibit by Sandy Stevens opens November 1 at the Crafts Gallery of the Women's Cultural Trust, 3601 Locust Walk. Hours: Monday through Friday, 11 a.m. to 5 p.m.

MIXED BAG

Enjoy a buffet dinner at the Faculty Club and Hold Me! at the Annenberg Center on October 26. $5.50 per person, plus theater tickets. Call Ext. 4618 for details.

Apartment and personal safety tips and a discussion of the crime of rape will be discussed at Safety Awareness Program presented by Ruth Wells, crime prevention specialist with the Department of Public Safety, on October 27 at 5:30 p.m. in the Medical School Lounge.

Jewelry, pottery and baked goods are among the offerings at the Fall Benefit Sale at the Crafts Gallery of the Women's Cultural Trust. October 28-29 from 9 a.m. to 5 p.m., 3601 Locust Walk.

Homecoming on October 29 begins with a picnic at 11:30 in Houston Hall Plaza, features the game against Princeton at 1:30 p.m. and a post-game cocktail party in the Faculty Club. Another option is the Football Luncheon at the Faculty Club at 11:30. Call Ext. 7811 for reservations or information.

Explore Barnum's Garden with Paul Meyer, curator of the Morris Arboretum, October 29 at 10 a.m. For information call CH1-7777.

Treat yourself to a Halloween Special when "Phantom of the Opera" comes to the screen at Irvine and organist Kevin D. Chun accompanies it October 31 at 8 p.m. The trick is you need money to restore the Curtis Organ and are asking $1.50 donation.

The Department of Music sponsored concert of Baroque chamber music features August Wenzinger, viola da gamba, on November 2 at 8 p.m. in the University Museum. Tickets: $5, $2 for students.

Effective Administration and Human Behavior Skills: Individual Negotiation is the subject of a two-day workshop sponsored by HERS Mid-Atlantic Region and the Educational Services for Women at the University of Delaware, November 3-4 at the Brandywine Hilton Inn north of Wilmington. Call Ext. 5426 for information.