COUNCIL

ATHLETIC POLICY DISCUSSED

The Department of Recreation and Intercollegiate Athletics (DRIA) was the major topic of discussion at the University Council meeting November 22. In introducing the subject, Provost Eliot Stellar explained that the impetus for studying University athletic policy was the search for a new director (Andy Geiger will be leaving the post at the end of the year; see Almanac, October 17, 1978), and an upcoming Budget Committee decision on the DRIA subvention.

Three committees studying the future role of athletics at the University presented their findings and recommendations. Jean Crockett said the Joint Subcommittee of the Budget and Educational Planning Committee (EPC) saw four goals for University athletics: (1) to remain in the Ivy League, (2) to provide opportunities for student participation, (3) to provide opportunities for interactions within the University community and for linkage with alumni and other interested constituencies; and (4) to support existing excellence within our means. Crockett noted that "while we are in no position to recommend a precise subvention figure for DRIA, nor to recommend deemphasis or deletion of any particular sport," the subcommittee "would be inclined to maintain program subvention at the 1978-1979 level, with the University picking up increases in salary and employee benefit costs. In addition, DRIA would be 'required to absorb current expense and indirect cost increases through some combination of additional fund raising from appropriately selected development prospects and reallocations within the priorities of the department.' In a minority report of the joint Budget-EPC subcommittee, Law School representative Randall Marks warned that a "reduction in subvention support of up to five percent may be necessary."

Thomas Wood offered recommendations from the University Committee on Athletics: the director of DRIA should report directly to the provost, the University should support recreational programs at levels that will allow them to serve the academic community, and the University should remain an active member of the Ivy Group. The committee recommended that "the subvention currently being applied to the non-salaried portion of the DRIA budget be frozen at its present level for a five-year period; any additional expenses in this portion of the budget, including those due to inflation, must be met by fund raising activities specifically related to athletics, and that these activities be coordinated with those of the development office."

Speaking for the Undergraduate Assembly (UA) Task Force on Intercollegiate Athletics, Gary Gensler called for the drafting of a formal policy paper on athletics. He asserted that the athletic director should report to the provost and that DRIA should develop its own source of income through increased fund raising efforts. "With a recognition of this increased emphasis on fund raising, it is recommended that future subvention allocations be set to preserve the present scope and quality of the program and to meet the cost of inflation. It is our feeling, however, that only when externally raised funds can be accurately and confidently counted upon, should they be reflected in subvention allocations."

Following the three presentations, Budget Committee Chairman Thomas Langfitt told Council that, excepting salaries, the DRIA subvention will remain at the 1978-1979 level. He said that the University will take responsibility for salaries, which make up one-third of DRIA's budget, but that DRIA will have to meet the rest of its expenses through outside gifts or reductions in programs.

Langfitt said that the Budget Committee recommended that a survey of campus attitudes towards athletics be taken. In a memo to the Council, Paul Taubman, EPC chairman, endorsed the Budget Committee's recommendations with a proviso that fund raising for athletics be kept subordinate to fund raising for academic programs.

Faculty Senate Chairman Irving Kravis stated that while athletics are important, he believes that the "primary function of the University is intellectual." He objected to recommendations that call for the athletic director to report directly to the provost. Mark Lerner, UA chairman, commented that athletic programs are not just for students; they are integral to the entire University and serve as a tie for alumni to the University.

In other business, President Martin Meyerson discussed decisions to request a reconsideration from the Federal Communications Commission on its WXPN decision (see Almanac, November 14, 1978), and to discontinue support for Buckminster Fuller (see Almanac, November 21, 1978.) In lieu of a report, Provost Stellar answered questions on Houston Hall renovations. Stellar said that he must wait for proposals before he can act. Reporting for the Council Steering Committee, Kravis said that it had considered a request from the A-3 Assembly for representation on the Committee on Committees and had approved A-3 Assembly representation where appropriate.

TRUSTEES

ATHLETIC POLICY, REORGANIZATION REPORTS HEARD

The executive board of the trustees heard recommendations for a revised University athletic policy at its open meeting session, November 30. President Martin Meyerson reviewed the discussion at Council (see article above) and suggested that "we ought not to rush into" a new policy even though a search is under way for a new athletic director. Vice-President for Health Affairs and Budget Committee Chairman Thomas Langfitt summarized the recommendations presented at Council meeting on November 22.

Trustees Chairman Paul F. Miller, Jr. announced that his plan for reorganizing trustee structure is progressing and that by the end of the year all chairmanships should be filled. Carl Kayser will continue to chair the Academic Responsibility Committee; Robert Trescher will chair the Committee on Student Life. Ralph Saul will

(Continued on page 2)
head the Budget and Finance Committee as of next summer, and Henry Chance will chair the budget committee until then, at which time he will chair the Audit Committee. Wesley Stanger will continue to chair the Investment Board, and Samuel Ballam will head the newly formed Hospital of the University of Pennsylvania board. A Committee on External Affairs will explore such issues as investments in South Africa and the progress of affirmative action plans, Miller said.

Elected to the HUP board of trustees were: trustees Samuel H. Ballam, Jr., Julian S. Bros, G. Morris Dorrance, Jr., Margaret R. Mainwaring, F. Stanton Moyer and Frank K. Tarbox; and Mrs. Stuart Andrews and W.W. Keen Butcher. The board, which replaces the Health Affairs committee, will have overall responsibility for policy and operation of the hospital.

In other business, the trustees named the 39th Street walkway between Walnut and Spruce Streets the Samuel S. Fels Walk, "in memory of the interest and support of the University given by Mr. Fels during his lifetime and continued thereafter by the Samuel S. Fels Fund."

Jon Strauss, executive director of the University budget, stated that "this year's budget is now very much on track," and that he would "bring in a balanced budget by June" for the 1979-80 budget.

General Counsel Stephen B. Burbank reported that the petition for reconsideration of the Federal Communications Commission decision to deny the University's application for renewal of an operating license for WXPN-FM was filed Friday, November 24. (See Almanac, November 14, 1978.)

The trustees approved the designation of the following chairs in the School of Medicine: Clyde F. Barker as J. William White Professor of Surgical Research; John M. Eisenberg as Solomon Katz Assistant Professor of General Medicine; John H. Glick as Ann B. Young Assistant Professor in Cancer Research; and Leonard D. Miller as John Rhea Barton Professor of Surgery.

Trustee Robert Trescher reported that as of November 20, 1978, the Program for the Eighties campaign had received $158,272,930, or 62 percent of the $255 million goal.

FAS Dean Search Committee Appointed
Provost Eliot Stellar announced the formation of a search committee for a new dean of the Faculty of Arts and Sciences at the executive board meeting of the trustees. November 30. Vartan Gregorian, dean of FAS since its formation in 1974, will become provost of the University on January 1. Members of the committee are:

- Alfred K. Mann, physics, chairman
- Murray Gerstenhaber, mathematics
- Burton Rosner, psychology
- Henry Teune, political science
- Rick Beam, history
- Elijah Anderson, sociology
- Morris Arnold, law
- Nina Auerbach, English
- Dell Hymes, education
- Annamarie Webber, biochemistry
- Susanne Rudley, FAS undergraduate student
- Joyce Pressley, FAS graduate student.

The trustees approved a resolution naming Associate Dean Robert Dyson acting dean of FAS, effective January 1, 1979.

News Briefs

Dental School Receives Additional Funds
Governor Milton Shapp signed a bill giving the School of Dental Medicine an additional state appropriation of $100,000 for the present 1978-79 budget, November 24. The increase will restore to parity the University's appropriations with the two other dental schools in the state—Temple University and the University of Pittsburgh. The University received $500,000 from the state while the other schools received $600,000.

Italian Studies Center Formed
Jerre Mangione, author and professor emeritus of English, has been designated acting director of the newly formed Italian Studies Center at the University. The University will match, through the Program for the Eighties, a $200,000 contribution given by the Italian government in support of a student and faculty exchange program between Penn and the University of Aquila. President Martin Meyerson and Faculty of Arts and Sciences Dean and Provost-Elect Vartan Gregorian announced at a reception attended by Italian Ambassador Paolo Pansa Cedronio.

The University's goal is to achieve a $1 million endowment to support a professorship, an assistant professorship in Italian language, student and faculty fellowships, scholarships for exchange programs with Italian universities and funds to support films, lectures and other programs promoting Italian culture.

Council Meeting Rescheduled
The University Council meeting scheduled for December 13 has been postponed until January 17, 4 to 6 p.m. in the Council Room of Furness Building.

Museum Awards Medal
The University Museum presented its highest award, the Lucy Wharton Drexel Medal to Dr. Homer A. Thompson, an authority on the excavation of the ancient city of Athens. He is the twentieth recipient of the medal since its institution in 1902. Other recipients include archaeologists Sir Leonard Woolley, Alfred V. Kidder and J. Eric Thompson. Until his retirement last year, Thompson directed the excavation work at the agora, the commercial and cultural center of ancient Athens.

For the Record
The School of Veterinary Medicine's new small animal hospital will accept all emergency cases, not from the University City area alone, nor will other cases necessarily have to be by referral only, as implied in the November 21 Almanac, according to Jeffrey Bishop of the development department. The School of Allied Medical Professions building and a gas station have already been demolished to make way for the new hospital. We regret the errors.

A-3 Assembly Sets Christmas Fete
The A-3 Coordinating Committee invites all A-3 employees to its Christmas Party, Tuesday, December 12, from noon to 2 p.m. in the second floor auditorium, Houston Hall. Coffee, tea and desserts will be served, but party-goers are asked to bring their lunch. Call Inga M. Larson at Ext. 5437 if you wish to donate snacks or desserts.

New Department Focuses on Real Estate
The University sees Boston's Faneuil Hall marketplace as a model for a commercial center on the 3600-3700 block of Walnut Street facing the Annenberg Center. According to Richard H. Buford, director of the University's new Department of Real Estate Development, the University hopes to encourage private developers to build an enclosed mall, with restaurants and shops, on the site, currently a University parking lot.

Since the department was established last September, Buford has focused his attention on a number of University sites. The city plans to use the site of the Philadelphia General Hospital for housing, tax ratable office buildings, retail commercial businesses and a space for institutional expansion by the University and Children's Hospital. Buford said: the University would like to use a portion of the site for University hospital parking space and for future medical school expansion.

At 34th and Walnut Streets, faculty and staff housing will be constructed; plans call for private developers to build 70 condominium units, two duplex units in each four-story townhouse. The rowhouses on Sansom Street between 34th and 36th Streets will be rehabilitated with limited commercial use allowed on the lower floors, Buford said.
Addenda to the Faculty Grievance Procedures

A Summary of the Procedures

The purpose of the new faculty grievance procedures, like that of the former ones, is to provide a fair and full peer review for faculty members who have a grievance. The revisions are intended to accomplish this in ways that will minimize the possibility of new conflicts and injuries arising out of the implementation of the grievance procedures.

The essential features of the grievance procedures as set out in *Almanac* on November 21, 1978, may be summarized as follows:

1. The administration of the grievance procedure is the responsibility of a three-person Faculty Grievance Commission composed of three members of the standing faculty with the rank of full professor. An independent legal officer is to assist the commission in its work.

2. Preliminary procedures encourage the resolution of a complaint before the formal grievance procedures are invoked.

3. The grievance case is heard and decided by a hearing panel consisting of three faculty members. The panel is chosen at random from a list of 20 faculty members signed by the Senate Advisory Committee and may be challenged.

4. The grievant may select a University colleague who normally will have academic qualifications in the grievant’s field of study to provide expert assistance in the preparation and presentation of the case. If the grievant chooses to have a colleague, the respondent, who is appointed by the provost to act on behalf of the persons who made the decision complained of, may also have a non-administrative colleague. It is not the intention to permit either party to have such a University colleague serve as legal advocate in the presentation of the case.

5. One of the members of the commission presides over the hearings. The legal officer prepares the case; this includes obtaining documents and setting the agenda for the hearings.

6. At the hearings each side may question witnesses introduced by the other side through the presiding officer. The role of the panel is largely that of a jury.

7. The panel presents its findings in a succinct report. If any element of the grievant’s claim is upheld, the panel summarizes the salient facts that have led to its conclusions with respect to the injury done to the grievant. The report is sent to the grievant, the provost, and the respondent.

8. The findings of the panel are not binding upon the provost. If the provost declines to implement a recommendation of the panel, his written communication to the chair of the commission, the grievant and the respondent shall include the detailed reasons, and shall be sent also to the chair of the Senate. The provost may have complete access to the full documentation in the case.

9. Provisions are included for the rectification of any administrative action or practice that seemingly violates University procedures or otherwise leads to inequitable treatment.

10. All persons involved in a grievance proceeding are enjoined to confidentiality and to the respect of the privacy of all concerned.

11. Appeal is provided to the Senate Committee on Academic Freedom and Responsibility in cases in which the provost does not implement to the satisfaction of the grievant a panel recommendation involving reappointment, promotion, or tenure.

*—Committee on the Revision of Grievance Machinery*

*Robert E. Davies* (animal biology)  
*Larry Gross* (communications)  
*Irving B. Kravis* (economics), convener  
*Philip G. Mechanick* (psychiatry)  
*Covey Oliver* (law)

Supplementary Understandings between the Committee on the Revision of the Grievance Machinery, Provost Eliot Stellar and Provost-Elect Vartan Gregorian

1. It was agreed that the central administration would bear the cost of released teaching time for members of the new grievance commission up to one-quarter time. Released teaching time, whether for one-quarter time or more, is to be subject to request from the occupants of the posts and to review by the chairman of the Senate and the provost.

2. The independent legal officer should initially, at least, be a part-time person on a modest yearly retainer with arrangements for compensation at an hourly rate when actually employed. The chairman of the Senate and the provost should find a suitable person, if possible, for an initial three-year period.

3. With respect to the procedures’ part V, it is understood that the presiding officer may obtain expert opinion from inside or outside the University through a direct approach to such experts or through another faculty member or administrative officer, including the provost.

4. It is expected that the respondent will normally be a person who has been involved in the actions in the case.

5. It is, of course, understood that the provost may wish to take advice before designating the respondent.

Chairman’s Report to the Faculty Senate

There are several subjects included in the report I made to the Faculty Senate at its meeting on November 15 that may be of interest to many faculty members who were not in attendance.

Consultation. I am pleased to report to the Senate that the consultative process is alive and well. As you may recall, the Senate Advisory Committee, in accordance with last year’s report of the Ad Hoc Committee on Administrative Structure, established a Standing Committee on Consultation consisting of the chairmanship and the chair-elect of the Senate. The committee has been in favor of innumerable numbers of cases including the appointment of the new vice-president for budget and finance and more formally in connection with the proposed extension of terms of certain deans. The committee has been seeking to implement the idea expressed both in the 1970 Task Force on Governance Report and in the Report of the Ad Hoc Committee on Administrative Structure that the extent of faculty participation and influence should be graduated according to the degree of independence and influence that the position under consideration occupies in academic affairs. In the case of the provost or a dean, for example, a full scale review process with a completely independent committee should be the mode of operation. On the other hand, in the case of officers who serve as aides to important administrators, such as the provost or a dean, the input of that officer should be much greater and the role of the committee should be more in the nature of an advisory one. Similarly, in the case of brief extensions of terms of office or of the filling of positions on acting basis, less formal procedures appear to be warranted. The standing committee is working with the administration to codify such practices. When ready, the proposed rules will be presented for the consideration of the larger Senate Committee on Administration and eventually the Senate Advisory Committee and the Senate itself.

Meetings with student leaders and administration. Since the last regular meeting of the Senate, the Senate Advisory Committee has met once with representatives of the graduate and undergraduate student bodies and twice with members of the administration. The student leaders expressed concern with the current failure to utilize Houston Hall as a focal point for student life, with the upward drift of the size of the freshman class, with the failure of some faculty members to abide by the rules governing required classroom activities on religious holidays and with the record of recruitment of minority faculty members. As a consequence of this meeting, with
the informal consent of SAC I called the attention of President Meyerson, Provost Stellar and Provost-elect Gregorian to the desirability of assigning a high priority to restoring an eating facility to the east end of Houston Hall. With respect to the religious holiday question, undergraduate students had earlier proposed that the Jewish high holidays and Good Friday be made University holidays. The large majority of SAC members, having in mind the secular character of the University, did not feel that they could endorse this proposal. We are, however, in the process of preparing a letter in which we will call upon members of the faculty to abide by the letter and spirit of the present rules which are designed to permit students to observe these holidays without overt or unintended academic penalties.

At one of the meetings with the administration, President Meyerson, Provost Stellar and Vice-President for Health Affairs Langfitt reviewed the current and future financial position of the health schools of the University. Particular attention was paid to the problem posed by the then pending decision about the construction of a new small animal hospital needed by the veterinary school.

The other meeting on which I wish to report was with the administration-elect in the person of Vartan Gregorian. Provost-elect Gregorian discussed the problems he faces in having to fill several posts at once. He broached the possibility of having a single advisory committee for some or all of these positions. He also referred to the problem confronting him with respect to the organization of the provost's office. Although no vote was taken, it was clear that the strong consensus among SAC members was that the provost-elect needs a great deal of leeway in organizing and staffing his office to suit his own methods of operating. The provost-elect promised to present plans and proposals to SAC when he has them formulated.

Faculty Handbook. An interim and partial Faculty Handbook dealing with academic freedom and with the faculties will be mailed to the faculty before Thanksgiving. It represents a compilation of existing statements on these subjects. We owe thanks to Associate Provost Hobstetter, Executive Assistant to the Provost James Davis, Professors Ralph Amado and Phoebe Leboy, and Secretary of the Corporation Janis Somerville and Assistant Secretary Barbara Wiesel. SAC is proposing to the administration that a similarly constituted group proceed with the compilation of existing statements of policies and procedures for subjects other than those already dealt with. In addition, SAC has proposed that the secretary's office make an effort to formulate a more consistent and coherent statement than the compilation of materials affords with respect to the subjects of academic freedom and faculties now included in the interim handbook.

—Irving B. Kravis

Report of the Consultative Committee for the Selection of a Provost

The following report is published in accordance with the bylaws of the University Council. Vartan Gregorian, dean of the Faculty of Arts and Sciences, will assume the provostship on January 1, 1979.

The consultative committee was appointed in mid-June. Its members included: David J. DeLaura (chairman), Peter Conn (deputy chairman), Jacob M. Abel, Bernard E. Anderson, Britton Chance, Robert Dyson, Louis Fink, Phoebe Leboy, Mitchell Portnoy, Philip Rieff, Glenn Shimamoto, Edward Stempler and Michael Wachter. It met on June 28 with President Meyerson and Provost Stellar and discussed the charge at length. An advertisement was then placed in the New York Times (July 9) and the Chronicle of Higher Education (July 10). The position was also announced in Almanac on July 27 and again on September 12, with an appeal for nominations from members of the University.

The committee agreed with the president that an "inside" nominee, someone currently a member of the University community, would under present circumstances be preferable to an outside candidate. On the other hand, it was clearly understood that, should a suitable internal candidate not be forthcoming, we would quickly turn our efforts to the external forum. In the event, the committee received nominations for 28 internal candidates, two of whom were women, and for 39 external candidates, two of whom were women. Those members of the committee who were in Philadelphia met on July 28 to review nominations already received. The full committee reassembled on August 21 and met 12 times between then and the day of its last meeting, September 14. Relying on its conversations with the president and provost, its own internal discussions and on information gathered from various sources, the committee resolved to look for the following set of characteristics in any highly qualified candidate for the post: scholarly distinction in the candidate's own field, a broad range of intellectual interests, administrative experience at least at the department level and a genuine interest in the quality of the student educational experience at the University.

The committee not only considered at length those names generated by our advertisements from within the University, but also actively sought experienced administrators and faculty members skilled in University affairs for other, perhaps less well-known names. In the course of its deliberations, the committee interviewed 10 witnesses and potential candidates at length. It submitted a list of four candidates to the president on September 14.

I may say in closing that the committee, drawn from all quarters of the University, vigorously debated the qualities to be looked for and the qualifications of individual candidates. Considering the diversity of educational viewpoints represented on the committee and the uncertainties facing the University, it is notable that a strong consensus was reached on at least three points: the independence of the provost in his role as advocate of faculty interests, the need to affirm the centrality of the Faculty of Arts and Sciences in future University planning and the paramount need to improve the educational and personal quality of undergraduate life in all schools of the University. I should add that the committee's independence was at all times respected by the president and provost, and that the cooperation of the president's office and that of the secretary of the corporation were admirable in all respects.

Submitted for the Consultative Committee
—David J. DeLaura, Chairman

Leaves

The following Leaves were approved by the trustees between March 2, 1978 and September 13, 1978. Editor's note: Individual faculty members sometimes reschedule their leaves after formal approval, and this may not be reflected in the listing below.

College of Engineering and Applied Sciences
Dr. John N. Hobstetter, professor of metallurgical engineering, on a scholarly leave of absence (fall 1978).
Dr. Patricia McFate, professor of technology and society, College of Engineering and Applied Sciences, and associate professor of folklore, faculty of Arts and Sciences (two years effective July 1, 1978).

Faculty of Arts and Sciences
Dr. Solomon Asch, professor of psychology, on a scholarly leave of absence (fall 1978).
Dr. Houston Baker, professor of English, to study black narrative text and anthroopology of art under a Guggenheim fellowship (January 1, 1979 to December 31, 1979).
Dr. Lawrence F. Bernstein, associate professor of music, to do research under a grant from the National Endowment for the Humanities (1978-79).
Dr. George Cardona, professor of music, to produce an annotated translation of an 18th century Sanskrit grammatical treatise (1978-79).
Dr. David Cass, professor of economics, to do research in economic theory under the auspices of the Fairchild Foundations at the California Institute of Technology (1978-79).
Dr. Tristram P. Coffin, professor of English, to study the influence of 17th century British culture on black American folklore (spring 1979).

Dr. Joel Conarroe, professor of English, to continue work on a cultural and critical study of five American poets (1978-79).

Dr. David Dumville, assistant professor of English, for employment elsewhere (1978-79).

Dr. Ralph O. Erickson, professor of botany, to do research at Stanford in the fall and to teach part-time and research at the University of California at Davis in the spring (1978-79).

Dr. Warren Ewens, professor of biology, on a personal leave of absence (1978-79).

Dr. Elizabeth F. Flower, professor of philosophy, to study practice as a theoretical concern in American philosophic tradition (1978-79).

Dr. Sherman Frankel, professor of physics, to research medium energy physics at L'Ecole Normale Superieure under a Guggenheim Fellowship (1979).

Dr. Lucienne Frappier-Mazur, associate professor of Romance languages, to research and write a first draft of a book on The Turning Points in the Description of Places from "La Nouvelle Heloise" to "Madame Bovary" (spring 1979).

Dr. Morikuni Goto, professor of mathematics, on a scholarly leave of absence (1978-79).

Dr. Alan W. Heston, professor of South Asian regional studies, to continue research on an international comparison project as a consultant to the United Nations Statistical Office in New York (1978-79).

Dr. Thomas P. Hughes, professor of history and sociology of science, to do research and write an historical study, Electrification of the Western World, and participate in a science-technology policy seminar at the Interdisciplinary Research Center at the University of Bielefeld, Germany (fall 1978).

Dr. Shinya Inoue, professor of biology, to research and write at the Marine Biological Laboratory, Woods Hole (1978-79).

Dr. Bruce Kuklick, professor of history, on a scholarly leave of absence as a fellow at the Stanford Institute for Advanced Study in the Behavioral Sciences (one year effective July 1, 1978).

Dr. Richard Lambert, professor of sociology, to study the turnover among factory workers in India, riots in India and Pakistan, general mobility processes in India and language skills loss (spring 1979).

Dr. Albert I. Lloyd, professor of German, to work on an Old High German etymological dictionary with Otto Springer (fall 1978).

Dr. George Makdisi, professor of Arabic and Islamic studies, to finish a book, release for publication the Arabic text of a three-volume work on legal theory and methodology and to write a book on medieval Islamic legal theory and methodology for Artemis (Switzerland) (spring 1979).

Dr. Janice Madden, assistant professor of regional science, on a scholarly leave of absence (1978-79).

Dr. Barbara D. Metcalf, assistant professor of history, on a scholarly leave of absence (1978-79).

Dr. Fabrizio Mondadori, assistant professor of philosophy, on a personal leave of absence (fall 1978).

Dr. Gary S. Morson, assistant professor of Slavic languages, to complete a study of the 19th century Russian literary tradition under a Harvard-Mellon faculty fellowship and a grant from the National Humanities Center, North Carolina (September 1, 1978 to June 30, 1979).

Dr. Eugene Narmour, associate professor of music, to research music structure and human memory and a new theory of harmony (spring 1979).

Dr. Neil Painter, associate professor of history, to research and write on American Views of the South as a fellow at the National Humanities Center, Research Triangle, North Carolina (1978-79).

Dr. James Pierson, assistant professor of political science, to do research on political tolerance under a grant funded by the National Science Foundation (spring 1979).

Dr. Gregory L. Possehl, assistant professor of South Asia regional studies, to study cultural integration in prehistoric and early historic South Asia (1978-79).

Dr. D. Walter Cohen, professor of periodontics, on a scholarly leave of absence (rescheduled for July 1, 1979 to September 30, 1979).

Dr. Paul Montgomery, associate professor of microbiology, to do research at Catholic University of Louvain in Switzerland (March 1, 1979 to August 30, 1979).

Dr. Irving Shapiro, professor of biochemistry, to work with Dr. Boyde at the University College in London on the microstructure of enamel and bone (September 1, 1978 to February 28, 1979).

Dr. Norton Taichman, professor of pathology, on a scholarly leave of absence (September 1, 1978 to February 28, 1979).

Dr. Alvin Z. Rubenstein, professor of political science, to conduct research on a book on Soviet policy in the Third World and to travel in the Middle East, South Asia and Europe (spring 1979).

Dr. Ivan Sag, assistant professor of linguistics, to do research under an Andrew Mellon Fellowship in the Humanities at Stanford University, California (1978-79).

Dr. Andrew Seull, assistant professor of sociology, to do research at the Davis Center for Historical Studies, Princeton, and to study the psychiatric and neurological professions in 19th century America (spring 1979).

Dr. Cecil L. Striker, professor of history of art, to prepare an archaeological study, Kaleenderhane Camii in Istanbul, for publication (1978-79).

Dr. Ingrid Waldron, associate professor of biology, to complete research projects on correlates of coronary probe behavior pattern and blood pressure (fall 1978).

Dr. Anthony F. C. Wallace, professor of anthropology, to study the role of personal networks of mechanicians in industrial innovation in the 19th century under a Guggenheim fellowship (1978-79).


Dr. Michelle White, assistant professor of economics, to teach at New York University (1978-79).

Dr. Irene J. Winter, assistant professor of history of art, to teach at Hebrew University as part of the Penn-Israel Project (spring 1979).

Dr. James Woolley, assistant professor of English, to do research for a scholarly edition (fall 1978).

Graduate School of Fine Arts

R. H. Rackstraw Downes, adjunct associate professor of fine arts, on a scholarly leave of absence (1978-79).

Dr. Nicholas Muhlenberg, associate professor of landscape architecture and regional planning, on a scholarly leave of absence (1978-79).

Dr. Neil G. Welliver, professor of fine arts, on a personal leave of absence (fall 1978).

Law School

Dr. Martha A. Field, professor of law, for employment elsewhere (1978-79).

Dr. Robert A. Gorman, professor of law, on a scholarly leave of absence (spring and fall 1979).

Dr. Howard Lesnick, professor of law, on a scholarly leave of absence (1978-79).

Dr. Stephen J. Schulhofer, associate professor of law, on a scholarly leave of absence (1978-79).

Dr. Daniel Segal, assistant professor of law, on a personal leave of absence (spring 1979).

School of Dental Medicine

Dr. D. Walter Cohen, professor of periodontics, on a scholarly leave of absence (rescheduled for July 1, 1979 to September 30, 1979).

Dr. Paul Montgomery, associate professor of microbiology, to do research at the University of Louvain in Switzerland (March 1, 1979 to August 30, 1979).

Dr. Irving Shapiro, professor of biochemistry, to work with Dr. Boyde at University College in London on the microstructure of enamel and bone (September 1, 1978 to February 28, 1979).

Dr. Norton Taichman, professor of pathology, on a scholarly leave of absence (September 1, 1978 to February 28, 1979).

School of Medicine

Dr. Frances Adar, research assistant professor of biochemistry and biophysics, to demonstrate Raman spectroscopy at Instruments SA, Inc. (one year effective January 16, 1978).

Dr. Eleanor M. Bendler, assistant professor of physical medicine and rehabilitation, to tour rehabilitation facilities in less developed countries (one year effective November 15, 1978).

Dr. Harold J. Bright, professor of biochemistry and biophysics, to do research with Professor Gutfreund at the University of Bristol, England (one year effective January 1, 1979).

Dr. William W. Chisolm, professor of anatomy, on a scholarly leave of absence (one year effective July 1, 1978).

Dr. Maria Delivoria-Papadopoulos, professor of pediatrics, obstetrics and gynecology and physiology, to study specialized education in mitochondria respiration (October 1, 1978 to March 30, 1979).

Dr. Martin Goldberg, professor of medicine, to complete two textbooks (September 1, 1978 to February 28, 1979).
Dr. David T. Rowlands, Jr., professor of pathology, on a scholarly leave of absence (rescheduled for July 1, 1978 to December 31, 1978).

Dr. Elias Schwartz, professor of pediatrics, to study DNA and RNA abnormalities in the unusual form of thalassemia, at the Weizmann Institute (three periods of two months each within 1979-82).

Dr. Roger D. Soloway, associate professor of medicine, to study research techniques for examining pigment stone composition and Japanese pigment stones (July 1, 1978 to December 31, 1978).

School of Nursing 
Ann O'Sullivan Adomasis, assistant professor of nursing, on a Robert Wood Johnson Faculty Fellowship in primary care, University of Maryland (1978-79).

Joette Clark, assistant professor of nursing, for employment elsewhere (1978-79).

Dr. Janette Packer, associate professor of nursing, to serve as dean of nursing at Widener College (1978-79).

Joyce Shoemaker, assistant professor of nursing, for employment elsewhere (1978-79).

Karen Wilkerson, assistant professor of nursing, for employment elsewhere (1978-79).

School of Social Work 
Dr. Richard Estes, associate professor of social work, to conduct research on social development in Middle Eastern countries at the Tehran School of Social Work in Iran under a Fulbright-Hays Fellowship (1978-79).

Dr. Julius A. Jahn, professor of social work, to write research reports on The Utilization, Costs and Effectiveness of Health and Welfare Services (fall 1978).

Dr. Herman Levin, professor of social work, to explore the life cycle of family needs and responsibilities (July 1, 1978 to December 31, 1978).

Dr. Samuel Sylvestor, associate professor of social work, to write and develop resource materials in the area of institutional racism (January 1, 1979 to June 30, 1979).

Wharton School 
Dr. Martin Bariff, assistant professor of accounting, to teach and perform research at the Graduate School of Business, University of Chicago (one year effective July 1, 1978).

Dr. Robert H. Edelstein, associate professor of finance, for employment elsewhere (1978-79).

Dr. Rob Gerritsen, assistant professor of decision sciences, for employment elsewhere (1978-79).


Dr. William Hamilton, Halcon Professor of Management and Technology, to conduct research on financial modelling and cost containment in health services delivery (1978-79).

Dr. Morris Mendelson, professor of finance, to review developments in financial theory in the last decade, write on security markets and produce a paper on the Eurobond market (January 1, 1979 to June 30, 1979).

Dr. Arnold Rossoff, associate professor of legal studies, to serve as a health policy analyst at the Office of Policy Planning and Research, Health Care Financing Administration, HEW (1978-79).

Dr. Samuel R. Sapienza, professor of accounting, to develop materials for the BA630 course on financial control in international enterprises (July 1, 1978 to December 31, 1978).

Dr. Paul Schoemaker, assistant professor of management, to teach, perform research and act as a faculty resource for Wharton exchange students in Delft (July 1, 1978 to December 31, 1978).

Dr. David Solomon, professor of accounting, to act as a consultant for the Financial Accounting Standards Board on its conceptual framework of accounting project and to write on qualitative characteristics of accounting information (July 1, 1978 to December 31, 1978).

Openings 

The following listings are condensed from the personnel office's bulletin of November 30, 1978. Dates in parentheses refer to the Almanac issue in which a complete job description appeared. Bulletin boards at 14 campus locations list full descriptions. Those interested should call Personnel Services, Ext. 7225. The University of Pennsylvania is an equal opportunity employer. The figures in salary listings show minimum starting salary and maximum starting salary (midpoint). An asterisk (*) before a job title indicates that the department is considering promoting from within.

Administrative/Professional

Accountant I (two positions) (a) (11-21-78); (b) prepares financial statements, submits fiscal reports, processes journal entries and payroll re-allocations (strong background in accounting). $9,275-$13,000.

Accountant II (11-21-78).

Applications Programmer (9-21-78).

Assignment Officer (10-31-78).

Assistant Chairman for Administration (10-31-78).

Assistant Director directs assignments and activities of professional and non-professional personnel, helps formulate policies pertaining to professional service, R.N., B.S.N., program planning and implementation, experience in emergency department nursing and education. $10,050-$14,525.

Assistant Director for Contract Accounting (10-31-78).

Assistant Placement Counselor (11-21-78).

Assistant Program Director (11-14-78).

Benefits Counselor (11-14-78).

Business Administrator I prepares payroll, maintains records, processes appointments, terminations, tuition and fellowships. Four years' experience in management and administration of budgets, grants and contracts. B.A. $9,275-$13,000.

Controller (9-12-78).

Curriculum Coordinator (11-21-78).

Director of Facilities Management (9-12-78).

Director of Recreation and Intercollegiate Athletics (11-14-78).

Engineer, Pressure Chamber (9-19-78).

Fiscal Coordinator processes all departmental purchase requisitions, pays bills, maintains bills, acts as liaison with other offices. Accounting degree, experience with University grants and contracts. $9,275-$13,000.

Head of Laser Operation (11-21-78).

Insurance Manager (10-3-78).

Junior Research Specialist (four positions) (a) (10-31-78); (b) (three positions)—11-14-78.

Librarian I (10-3-78).

Library Department Head III (9-19-78).

Office Manager (two positions) (a) (10-31-78); (b) (11-7-78).

Placement Counselor (9-12-78).

Program Analyst analyzes computer operations, supervises programmers, designs flow charts, establishes controls, codes new routines. B.A. plus one year of direct programming experience, or some college plus four years' direct programming experience. $11,525-$16,125.

Project Coordinator (10-17-78).

Research Specialist I (two positions) (a) (11-7-78); (b) assists in platelet research, has minimal contact with experiment animals and none with human subjects, orders supplies and manuscripts (strong academic background in chemistry or biochemistry. chemical and biochemical techniques). $11,525-$16,125.

Research Specialist II (9-12-78).

Research Specialist III (11-14-78).

Senior Systems Analyst (two positions—9-19-78).

Statistician (10-31-78).

Support Staff

Administrative Assistant I (11-21-78).

Administrative Assistant II (four positions) (a) (10-24-78); (b) prepares computer input assignments and resolves input problems (college degree preferred, two years' experience); (c) prepares computer input assignments and resolves input problems (college degree preferred, two years' experience); (d) performs administrative/service duties (typing, dictaphone); (d) is responsible for bookkeeping, typing, transcribing (college degree preferred, office experience). $7,700-$9,850.

Assistant, Computer Terminal operator decalculator, burster, Opscan 100 and N.C.S. 7005. High school graduate, data processing experience preferred. $6,700-$8,575.

Cashier (9-12-78).

Clerk III retrieves patient records daily for all clinics. High school graduate. $6,225-$7,975.

Data Control Coordinator (two positions) (a) (11-12-78); (b) controls input/output computer operations and coordinates computer jobs and JCL requirements at Uni-Coll (high school graduate, six months' experience). $7,150-$9,150.

Dental Technician I does plaster and acrylic resin work for complete and partial dentures. High school graduate, completion of approved dental technician program, one year of experience. $6,775-$8,675.

Duplicating Machine Operator II (11-7-78).

Electrician (10-24-78).

Electrician Technician II (11-21-78).

Fellowship Assistant prepares and maintains fellowship budgets, stipend cards, tuition vouchers, control cards, announcements and award lists. (Continued on page 8)
(Continued from page 6)

High school graduate. experience. $7,150-$9,150.

Filterman (11-14-78).

Information Control Clerk processes salary reallocation journals. Knowledge of basic accounting procedures. $7,150-$9,150.

Information Systems Technician (two positions) (a) (11-21-78); (b) processes, programs and maintains computer-based information retrieval system (completion of computer training courses in writing and debugging assembly language programs). $8,250-$10,500.

Laboratory Assistant I sterilizes and distributes dental instruments, orders and cleans equipment and supplies, files and distributes silver platings. High school graduate, ability to operate sterilization equipment. $5,300-$6,750.

*Office Automation Editor (10-10-78).

Payroll Clerk (two positions) prepares and analyzes time cards, works with students, faculty and administrators, analyzes and corrects computer reports and files. High school graduate, general clerical, mathematical ability. $7,150-$9,150.

Programmer I (10-3-78).

Psychology Technician I assists in designing language and cognitive and problem solving research paradigms for chimpanzees, cares for chimpanzees, collects data. Two years' experience in animal research, one in chimpanzee research, knowledge of experimental design and elementary statistics. $9,725-$12,450.

*Psychology Technician II is involved in all aspects of research activities, supervises research technicians and assistants, performs editorial duties. Degree in psychology or related field, some clinical research experience, good editorial and writing skills. $9,725-$12,450.

Receptionist. Medical/Dental (three positions)(a) (11-21-78); (b) receives and processes invoices, makes appointments, interviews and appointments (high school graduate, some experience); (c) answers phones, screens calls, schedules appointments, keeps records, other duties as assigned (ability to work under pressure, knowledge of medical terminology). $6,225-$7,975.

Research Bibliographer I (11-21-78).

Research Lab Technician I (11-21-78).

Research Lab Technician II (11-21-78).

Research Lab Technician III (five positions) (a) (four positions—11-14-78); (b) performs varied and complex laboratory analyses and assists in advanced research procedures (B.A. or B.S. with courses in chemistry and biology, laboratory experience). $8,625-$11,050.

Secretary II (11 positions) $6,225-$7,975.

Secretary III (12 positions) $7,600-$8,755.

Secretary III. Clinical (11-21-78).

Secretary IV (two positions) (a) (11-21-78); (b) assists the director, handles confidential materials (high school graduate, some college or business school, six years' secretarial experience, ability to take dictation). $7,700-$9,850.

Secretary, Medical/Technical (five positions) $7,150-$9,150.

Senior Admissions Assistant (two positions) (a) (11-7-78); (b) (11-14-78).

Sergeant (11-7-78).

Stockkeeper II receives, shelves, takes inventory and distributes various chemicals, materials and equipment, maintains chemical stockroom. High school graduate, some stockroom experience, ability to perform strenuous work on occasion. $5,625-$7,975.

Part-Time

Details on 2 administrative/professional and 17 support staff positions are listed on campus bulletin boards.

Things to Do

Lectures

British architect and planner Lord Llewelyn-Davies discusses Towned Cities: the Influence of Economic and Social Concepts on the Manmade Environment. December 6, 4 p.m., Fine Arts Auditorium, Graduate School of Fine Arts Building. § Dr. Eugene Genovesce, author of Roll, Jordan, Roll, speaks on The Social Psychology of the Master Class for the Ethnographic Program and the Roy F. Nichols Club, December 7, 11 a.m., Room 200, College Hall. § The Sights and Sounds of Asia Seminar Series studies Pakistan since 1971 with Khalid Sayeed of Queens University, December 7, 11 a.m., University Museum. § Dr. George Houri of the National Cancer Institute reviews the Regulation of Viral Gene Expression through RNA Splicing in a Department of Microbiology seminar, December 7, 11:30 a.m., Room 1601-162, School of Medicine. § Dr. John M. Dealy of McGill University examines Thermodynamics and Energy Conservation with the Department of Chemical and Biochemical Engineering, December 11, 3:30 p.m., Alumni Hall, Towne Building. § The Department of History and Sociology of Science colloquium presents David Miller, a student in history and sociology of science, on From Riches to Rags: Edison’s Changing Style of Invention, December 11, 4 p.m., Room 107, Edgar Fahl Smith Hall. § Dr. Melvin J. Silver, Jefferson University Hospital, Carder Foundation, analyzes Platelet Phospholipid for the Respiratory Physiology Seminar series, December 12, 12:30 p.m., physiology library, fourth floor, Richards Building.

Films

The Exploratory Cinema Series features Drew Associates’ Primary and Lionel Rogosin’s On the Bowery, December 6, 7 and 9:30 p.m., Studio Theater, Annenberg Center (students, $1; others, $2). § The Latin America Cinema ends its fall season with Tomas Gutiérrez Alea’s Memorias of Underdevelopment, December 6, 7:30 and 9:30 p.m., International House, $1.50. § International Cinema presents Chris Marker’s Le Joli Mai (December 7, 7:30 p.m., December 8, 4 and 9:30 p.m.) and Alfred Guzzetti’s Family Portrait Sittings (December 7, 9:30 p.m.; December 8, 7:30 p.m.), International House (matinee, $1; evening, $1.50). § The Penn Union Council offers Taxi Driver (December 7, 8 and 9:30 p.m., Fine Arts B-I). § Wuthering Heights (December 8, midnight, Fine Arts B-I) and The Last Waltz (December 9, 7 and 10 p.m., Irvine Auditorium) ($1, midnight, $1.50). § The University Museum’s children’s film selection is The Adventures of Robin Hood, December 9, 10:30 a.m., Harrison Auditorium. § The Neighborhood Film Project’s Reel to Reel presents The Santa Claus Action and Quasi at the Quackadero, December 13, 7:30 p.m., Christian Association Auditorium, $1.

Exhibits

Wharton’s Fine Arts program sponsors Kilims—Tribal Woven Art of the Orient. now through December 22. Hoover Lounge, Vance Hall. Hours: Monday through Saturday, 9 a.m. to 5 p.m.; Sunday, noon to 5 p.m. § The Institute of Contemporary Art features Some Twenty Odd Visions, a display of photographs by 26 photographers of the Blue Sky Gallery, Portland, Oregon, now through January 25. ICA galleries. Hours: Tuesday, 10 a.m. to 7:30 p.m.; Wednesday, Thursday and Friday, 10 a.m. to 9 p.m.; Saturday, noon to 5 p.m. (closed Mondays and holidays). § Now through April 1, a National Exhibit by Blind Artists is on display in the Oceanic Gallery of the University Museum. Hours: Tuesday through Saturday, 10 a.m. to 5 p.m.; Sunday, 1 to 5 p.m.

Music/Theater

The Backstage at the Annenberg Center production of Jean Genet’s The Deathwatch concludes its run at the Harold Prince Theater, Annenberg Center. December 8 and 9, 8 and 9:30 p.m. Tickets ($2.50) are available at the box office (Ext. 6791). § The Institute of Contemporary Art presents Some Twenty Odd Visions, a display of photographs by 26 photographers of the Blue Sky Gallery, Portland, Oregon, now through January 25. ICA galleries. Hours: Tuesday, 10 a.m. to 7:30 p.m.; Wednesday, Thursday and Friday, 10 a.m. to 9 p.m.; Saturday, noon to 5 p.m. (closed Mondays and holidays). § Now through April 1, a National Exhibit by Blind Artists is on display in the Oceanic Gallery of the University Museum. Hours: Tuesday through Saturday, 10 a.m. to 5 p.m.; Sunday, 1 to 5 p.m.

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Mixed Bag

The Wharton Health Care Administration Program sponsors a Trauma Awareness and Emergency Response Program, December 7, 4:30 p.m., Colonial Penn Center auditorium. § Penn meets Tulane at Tulane for Basketball, December 6 and LaSalle at the Palestra, December 9. Call Ext. 6128 for information. § Morris Arboretum sponsors workshops on Christmas and dried decorations. December 8 through 10, 10 a.m. to 4 p.m. Call CH 7-5777. § The Philadelphia Orchestra Association performs Bach’s Brandenburg Concerto Number 5 in D Major, Paul Cronk’s Concerto Navidad and Mozart’s Quintet Number 6 in A Major at the University Museum, Harrison Auditorium, December 10. 2:30 p.m. Admission is free.

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ALMANAC: 513-515 Franklin Building (16). Ext. 5274
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