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# Almanac



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## A Vigorous Voice for Minorities

*Prof. Madeleine M. Joullie raises some pointed questions regarding the University's commitment to affirmative action*

**T**he chairperson of the University's Council on Equal Opportunity, an advisory group that reports to the president and the provost, said this week that the Administration, by its "secretiveness," had impeded the work of her committee on the matter of affirmative action.

She was referring to the University's unwillingness to disclose details of its negotiations with U. S. Labor Dept. officials regarding the audit, begun in January, of Penn's equal opportunity program. The University is currently making some changes in that plan.

According to Dr. Madeleine M. Joullie, a professor of organic chemistry who has headed the equal opportunity panel since its inception in 1976, "If we had had access to this new affirmative action program that is being developed we could have made recommendations in those areas. We need to see, for example, whether there are grievance procedures for everyone. But universities tend to be very secretive."

*(See VOICE, page 4)*

**Opening Doors:** Mr. James Robinson, director of the University's Office of Equal Opportunity, holds an elevator door for Dr. Madeleine Joullie, chairperson of the Council on Equal Opportunity. Both have worked closely on affirmative action issues. "We used to run together," says Robinson, talking of the pair's fondness for jogging around campus. But lately Dr. Joullie has taken to bicycling instead.



Photo: Eddie Bishop

# The Cults Come to Campus

By Rabbi Michael A. Monson

Director, Hillel Foundation

*"What's all the fuss about anyway—no one has ever bothered me—and furthermore, what's so wrong about them—can't I decide for myself what is good for me and what's not?"*

*"What's wrong with you and that university—can't you protect my child from these cults? If Hillel did its job or the university threw these people out, my child would not have become a 'moonie.'"*

Both of the quotes are actual statements shared with me over a period of two years. Juxtaposed, they pinpoint the tensions created by the so-called cult groups that function in our midst. That they exist and that they are perceived as a threat is no news. Furthermore, in many instances the university setting is a prime target area for recruitment.

What we do not know is the extent of the problem in terms of the proliferation of such groups, the scope of their activity, and the degree to which people are joining up. There simply are no verifiable statistics. The secret is that the closed nature of the groups makes such data impossible to obtain. What we often hear is an embellishment of individual situations garnished with some sensationalist reporting, frenzied reaction from affected families, and the visible presence of exotic or aberra-

tive behavior on street corners, airports, or at mass gatherings.

What, however, distinguishes the Unification Church of Sun Myung Moon, or Hare Krishna, or Children of God, from an acceptable religious commitment? One student once asked, "Why are Hillel, the C.A., and Newman kosher and the others are not?" The terminology might raise eyebrows among my colleagues in the campus ministry, but the point is well taken.

Perhaps the most important aspect is that of free entry and exit and the full disclosure of the philosophy, activities, resources, and goals of the group. Surely each of the established historical traditions seeks devotees and works to strengthen

***'Perhaps the most important aspect is that of free entry and exit . . . and full disclosure'***

their commitment. There exists as well within certain sectors of Christianity missionary movements which are particularly distasteful to the Jewish community. However, the particular theological traditions are open to scrutiny, criticism, and free movement.

A major concern has been the resources of each group, their acquisition and distribution—and here is where secrecy and deception become most intense. The records of the normative Jewish and Christian charities are an open book. We can readily observe their methods of collection and their avenues of distribution. Although religion is supposed to be above the physical and fiscal concerns, good works and *mitzvot* cost money—lots of it. Certainly the established traditions have come under criticism for their fund-raising emphasis, but the community is well served by their efforts.

I have yet to see a disclosure by any of the cult groups of distribution of funds. We do know that the personal wealth of Guru Maharaj Ji and the land holdings of Sun Myung Moon are excessive, to say the least. At the same time, the masses of devotees lead austere lives, often at the poverty level, while they turn over their receipts from candy sales and household jobs to the church. The structure of each group is pyramidal, and the chiefs are few while the braves proliferate. Secret knowledge and privilege is accorded to a

closed inner circle who have access to the master.

Why? What makes an intelligent, perceptive, often skeptical student suddenly take off emotionally, spiritually, and physically with one of these groups?

My experience as a rabbi on a campus has convinced me that the most difficult task that challenges an individual is the necessity of decision making. Quite often the vulnerable individual has been raised by doting parents who overprotect and shield their child from the decisions he/she has to make. When this same person arrives at the university the opposite is true, and he/she is often ill prepared to make these decisions. The cult group assumes that responsibility and removes the burden. The sacrifice of individuality may not be that great if you can be relieved of the burdens of career choice, academic success, and competition, jockeying for social position, anomie, alienation, and the broad category of "making it" in today's world.

Each of the cult groups allows the devotee to escape the "real world," cast his/her lot with the spiritual community, and allow the so-called divine master to call the shots. Less risk, less loss. Believe it or not (no pun intended), the pain of reality hurts more than the loss of individuality.

We live in a period that is perceived as a difficult one morally, spiritually, aesthetically, and, most important, economically. Historically, false messiahs proliferate when the going gets rough. We live in a time when answers are expected to all questions. If computers can produce data at great speed, and appliances can make my life so much easier: (1) why can't religion answer my problems as it is supposed to be doing? (2) why is it so painful to read a newspaper and see such a bleak prognosis for the future? (3) why is everything so bad when it is supposed to be so good? (4) why can't I get into graduate school or get a job?

I have used terms like traditional, normative, established, and historical to describe Judaism and Christianity. However, the lines between the groups are not always so finely drawn. Certainly the mechanisms, the techniques, and often the claims are confused. None of us is that sophisticated or dispassionate to be able to

(See *CULTS*, continued on page 7)

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# A Unique Tribute to Margaret Mead

*University Museum hosts a photo exhibit honoring the late anthropologist*

In halting pidgin English, a 65-year-old New Guinea villager talked of his reaction to news of Margaret Mead's death.

"Me cry, me cry," he said. "One week me cry."

John Kilepak—known as "JK" in the works of the well-known anthropologist—was speaking of last week's opening of "Margaret Mead in New Guinea: 1928-1975," a photographic tribute currently showing at the University Museum. The exhibition will not be shown anywhere else in America.

When Mead first visited the village of Pere on the island of Manus for six months in 1928, she described "JK" at age 14 as "the most gifted of his age group and the most loved." He served as her head house boy along with five other teenage helpers.

Fifty years later, when he first heard radio reports of her death, he didn't believe them because he didn't think she could die.

But when the reports were confirmed, the villagers began mourning for Mead the way they traditionally mourn for great chiefs.

Out of the mourning came an idea: "JK" and the villagers took up a collection of their currency (kinas) and strung it together. Convinced that Mead's soul was in New York where she died, "JK" made known his wishes that the gift be brought to New York where it would be near her.

Arrangements were made by two of

**Patricia Grinager**, a U. of Wisconsin anthropologist, worked with Mead and is writing a book about her.

Mead's colleagues, Fred (a former SmithKline executive) and Barbara Roll, to bring "JK" to the United States.

The first phase of his pilgrimage was completed when his gift was given to the American Museum of Natural History in New York.

gins the second phase.

Because the giving of presents plays an important role in Pere culture, the Rolls wanted to give something to the villagers in exchange for the ring of kine. So they chose to complete the Margaret Mead Community Center in Pere that had been left unfinished due to lack of funds.

The center, now nearly completed, will be dedicated on Jan. 1.

Because the facility will only be an empty shell until funds are collected to furnish it, the Rolls also included the photographic exhibition, which will be placed in the center at its dedication.

The photographs depict Mead's first trip to the island at a time when inter-tribal warfare had ceased, before the villagers could read or write, and before the missions reached them.

When she returned in 1953 she found a village that had endured dramatic and rapid cultural and political changes as a result of the use of the island by the U.S. Army during World War II.

Fascinated by the evolution taking place on the island, Mead returned five times.

When Mead left the island in 1975—where this photographic chronicle concludes—she had every intention of returning after her seventh trip there. She told the villagers as she prepared to leave:

"You ask me if I will come back again? You beat the death tattoo for me in 1928 when I left, but I came back in 1953—and in 1964, and in 1965, and in 1967, and in 1971.

"I am old like an old tortoise, but maybe I'll come back again. Who knows?"

Mead was preparing her eighth visit when she died.

—Sue Kinard



Photo: Bruce Rosenblum

A photograph of Mead and "JK"

## Conference on Mead

A day-long conference "In Memory of Margaret Mead" is being sponsored by the Women's Studies Program Oct. 13.

The conference will begin at 9 a.m. and will feature a film made by Mead and one film about Mead.

Three speakers in the morning will include Renee C. Fox, professor of sociology at Penn; Peggy Sanday, professor of anthropology at Penn; and Jane Goodale, professor of anthropology at Bryn Mawr College.

Workshops will focus on several areas of Mead's work, and women's interests will be led by Judith Shapiro, assistant professor of anthropology at Bryn Mawr, Peggy Sanday, Jane Goodale, and Barbara Reimensnyder and Janet Theophana of Folklore and Folklife at Penn. There will also be several afternoon presentations.

A film entitled *Four Women Artists* will be shown by William Ferris, director for the program of Southern studies at the University of Mississippi.

The conference will be held on the second floor of the McNeil Building. A pre-registration fee of \$3 is due by tomorrow, Sept. 28.

For more information, contact the Women's Studies Office at 106 Logan Hall or call Ext. 8740.

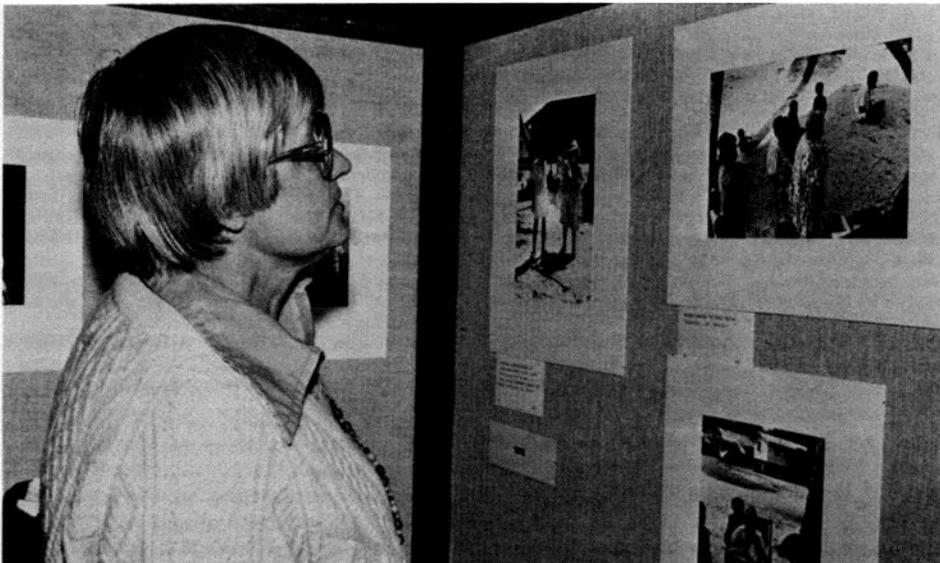


Photo: Bruce Rosenblum

# Success at the Press

The University Press, which has enjoyed an 80 percent increase in sales in the past four years, according to Warren Slesinger, marketing manager for the press, has released its 1979 fall/winter book list. Books by University professors that have recently been published are Ann Beuf's *Biting Off the Bracelet: A Study of Children in Hospitals* and Morton Benson's *English-SerboCroatian Dictionary*. Books soon to be released include *Industrial Peacemaker: George W. Taylor's Contributions to Collective Bargaining* by Edward Shils, et al. in November and *The Therapeutic Revolution: Essays in the Social History of American Medicine* by Charles Rosenberg, et al., and *Uriel Wein-*

*reich's On Semantics*, edited by William Labov, et al. in December; Robert Eng's *Freedom's First Generation: Black Hampton, Virginia, 1861-1890* will appear in January.

The press's books, which are handled by sales representatives on the East Coast, the Midwest, and in London, where the books are stored and sold by Pendragon House, are being reviewed on a wider scale than ever—both at home and abroad. Reviews have appeared in *Commentary*, *The New Republic*, *Journal of Economic Literature*, *American Journal of Sociology*, *the Chronicle of Higher Education*, *Psychology Today*, and numerous other publications.

Many books published by the press have been adopted by book clubs, have appeared in paperback, and have received awards such as the Stuart L. Bernath Prize which was given to Philip Baram for his *The Department of State in the Middle East* for being the best book of the year on American foreign policy.

(VOICE, continued from page 1)

The Administration's closed-mouth position on its new affirmative action program, charged Dr. Joullie, is not in keeping with the its cooperation on other related matters. "The whole atmosphere here has changed in recent years," she said. "The Administration is more sensitive to equal opportunity issues. Most decent people see that equal opportunity is here to stay. Besides, it's good business, good management."

Dr. Joullie, who acknowledged during an interview that she was not always political, also raised questions about the Administration's resolve in implementing the affirmative action recommendations made by the Task Force on Black Presence in March of 1978. "The top management must be committed to black presence," said Dr. Joullie. "We [the Council] feel

(See VOICE, page 9)

## ON CAMPUS

### September 27—October 7

#### 27

**7:30 and 9:30 p.m.** Melville's *Les Enfants Terribles* and Corr, Wax, and Gessner's *Over-Under, Sideways-Down* are shown today in the International Cinema series at the International House. *Les Enfants* will be shown at 4 and 9:30 p.m. tomorrow and *Over-Under* at 7:30 p.m. followed by a discussion. Admission is \$1.50 and \$1 for matinees.

#### 28

**3 p.m. Men's Cross Country:** Penn takes on Columbia and Harvard at Columbia.

**3 p.m.** The statistics department presents V.N. Nair of Bell Laboratories on *Goodness of Fit Procedures for Randomly Censored Data* in a Statistics Colloquium, Room E-222, Dietrich Hall.

**4 p.m. Women's Cross Country:** Penn plays Princeton at Princeton.

**Women's Volleyball:** Penn competes in the Pittsburgh Tournament today and tomorrow at Pittsburgh. Call Ext. 6128.

#### 29

**10 a.m. to noon.** Morris Arboretum sponsors a one-day course on *Fall Lawn Maintenance* (members \$7, non-members \$10) and its *Harvest Show* today and tomorrow in Memorial Hall. Call 247-5777 for information.

**1:30 p.m. Football:** Penn plays Lehigh at Lehigh.

**2 p.m. Men's Soccer:** Penn takes on Villanova at Villanova.

**2 p.m. Women's Tennis:** Penn plays Trenton on the Lott Courts.

**Sailing:** Penn competes in St. Mary's Minor today and tomorrow at St. Mary's and in the Navy Invitational at Navy. Call Ext. 6128.

#### 1

**3:30 p.m.** The chemical and biochemical engineering department presents Dr. W.C. Forsman on *Segment-Segment Association in Polymer Systems* in Alumni Hall of the Towne Building.

**4 p.m.** The history and sociology of science department features Dr. David Hounshell's lecture on *The*

*Bicycle and Technology in Late Nineteenth-Century America* in Smith Hall, Room 107.

#### 2

**11:30 a.m.** The psychiatry department colloquium series features a lecture by Dr. Martin E.P. Seligman, professor of psychology, on *Learned Helplessness* in Medical Alumni Hall, Hospital of the University of Pennsylvania.

**Noon.** The biochemistry and biophysics department features Dr. Edwin Taylor, professor of biophysics at the University of Chicago, on *The Regulation and Mechanism of Acto-Myosin ATPase and Muscle Contraction* in Lecture Room A of the medical school laboratories.

**4:45 p.m.** Dr. William Quinn, Jr. of Princeton University delivers a talk in the *Psychology Department Lecture Series* in Stiteler Hall, Room B21. A coffee hour precedes the talk.

**3 p.m. Women's Field Hockey:** Penn plays West Chester at West Chester.

**7 p.m. Men's Soccer:** Penn plays St. Joseph's on Franklin Field.

**8 p.m. Morris Arboretum** holds its Associates Evening at the Woodmere Art Gallery, 9201 Germantown Avenue. Call 247-5777 for details.

#### 3

**7 and 9:30 p.m.** Exploratory Cinema shows *Flaherty's Moana* and Chalmers' *The Sex Life of a Polyp* in Annenberg's Studio Theater; tickets are \$1 for students with I.D. cards and \$2 for others.

**7:30 and 9:30 p.m.** International Cinema features Citron's *Daughter Rite* and Tiseo and Greenwald's *We Will Not Be Beaten* at the International House. Admission is \$1.50.

**3:30 p.m. Women's Tennis:** Penn plays West Chester at West Chester.

#### 4

**7:30 and 9:30 p.m.** Brusati's *Bread and Chocolate* and Burnett's *Killer of Sheep* and *The Horse* can be seen today and tomorrow in the International Cinema Series at the International House. *Bread and Chocolate* will be shown at 4 and 9:30 p.m. tomorrow and *Killer of Sheep* at 7:30 p.m. tomorrow followed by a discussion. Admission is \$1.50 and \$1 for matinees.

**5 p.m. Women's Volleyball:** Penn plays Franklin and Marshall and Lehigh at Franklin and Marshall.

#### 5

**4 p.m.** The religious studies department and the University Museum sponsor Dr. Moawiyah M. Ibrahim of the antiquities department, Jordan, on *Recent Archaeological Discoveries in Jordan* in Rainey Auditorium, University Museum.

**4 p.m.** The *Women's Faculty Club* holds a session on recollections of its early years delivered by Jean Brownlee, Althea Hottel, Elizabeth Rose, and Dwight Scott in the Faculty Club (third floor, end room).

**10 a.m. to noon.** A short course, *Plants Around the World*, begins and runs for four Thursdays at the Morris Arboretum (members \$24, non-members \$28). Call 247-5777 for information.

**4:10 p.m. Men's Cross Country:** Penn plays Princeton at Princeton.

**7:30 p.m. Lightweight Football:** Penn plays Army on Franklin Field.

**Women's Tennis:** Penn competes in the Easterns today and tomorrow in New Paltz, New York. For information call Ext. 6128.

#### 6

**10 a.m. to noon.** Morris Arboretum sponsors a children's workshop *Make Your Own Paper* (members \$3, non-members \$4). Call 247-5777 for information.

The Levy Tennis Pavilion sponsors a *Men's Amateur Singles Tennis Tournament* beginning today and running through October 14. Call Ext. 4741 for information.

**1:30 p.m. Football:** Penn plays Columbia at Columbia.

**1:30 p.m. Freshman Football:** Penn takes on West Chester State JV on Franklin Field.

**Noon. Women's Field Hockey:** Penn plays Harvard at Harvard.

**11 a.m. Men's Soccer:** Penn competes against Columbia at Columbia.

**Sailing:** Penn competes in the Navy Coeducational today and tomorrow at Navy. Call Ext. 6128.

#### 7

**2:30 p.m.** The University Museum Film Series presents Bergman's *The Magic Flute* in the Museum's Harrison Auditorium. Admission free.

Photo: Bruce Rosenblum



## Energy Tips

### *Easing the crunch*

The Energy Office of Operational Services brings to the community's attention the following:

Dust/vacuum radiator surfaces frequently; dust and grime impede the flow of heat.

Keep curtains and shades open in sunny windows; close them at night. They can reduce heat gain through windows on the sun side of the house by as much as 50 percent.

Do not boil water in an open pan as water will come to a boil slower; it uses less energy in a kettle or covered pan.

Defrost manual-defrost refrigerators/freezers regularly. Frost buildup increases the amount of energy needed to keep the engine running; never allow frost to build up more than one-quarter of an inch.

Use one large bulb instead of several small ones in areas where bright light is needed.

Never let a faucet drip; one drop a second can waste 700 gallons of water a year.

Prepare small meals in electric skillets, grills, crock pots, etc., rather than heating an entire oven.

One 40 watt fluorescent tube provides more light than three 60 watt incandescent bulbs, saving money and energy.

Placing a sheet of aluminum foil between the wall and the radiator reflects heat back into the house and will help eliminate winter condensation problems.

If the basement walls are damp (but not leaking water), brushing interior cement or plastic sealer directly onto the walls will reduce the moisture problem significantly.

Portable heaters can be the most economical way to fill limited needs for extra heat.

When buying a car, the best fuel economy is associated with low vehicle weight, small engines, manual transmission, low axle ratio, and low frontal area.

Check the air pressure in your tires at least once a month. Underinflated tires put an extra drag on the engine requiring it to use more gasoline.

■ **Sexual activity** between graduate students in psychology and their faculty members has become a fairly common practice, according to three California researchers who have looked into the matter. According to the researchers, a quarter of all women who received their Ph.D.'s in psychology in the last six years have engaged in such activity. By comparison, male students have had less sexual contact with their female professors — although, again, psychology majors at the Ph.D. level have been more prone, as it were, to this kind of behavior.

■ **The University of Minnesota** has been fined \$4,300 in civil penalties by the Nuclear Regulatory Commission for 14 violations of the NRC's regulations for the

handling of radioactive materials. The university will not contest the fine.

■ **Four state colleges** in Pennsylvania have notified 89 tenured faculty members that their jobs will end in September of 1980 due to declining enrollments and an effort by the Commonwealth to balance its higher education budget. The four schools involved are **East Stroudsburg, Edinboro, Mansfield, and Shippensburg State Colleges**. Edinboro, which has mounted an operating deficit of nearly \$1.5 million over the past four years, plans to terminate 50 faculty and eight administrative positions. That decision was announced by Foster F. Diebold, the newly appointed president there.

## GRANTS

■ **Barbara J. Lowery**, associate professor in the School of Nursing's Psychiatric Mental Health Nursing division, has been awarded over \$2.5 million for the next five years by the National Institute of Mental Health for her three newly established graduate programs. A master's level program in child and adolescent mental health nursing received \$217,084 for its first year and is projected to receive a total of \$1,085,500 while another program on the chronically mentally disabled received \$81,427 for its first six-month period with a total projection of \$970,000. The third program, the University's doctor of nursing science program, has been allotted \$543,000 for the support of its psychiatric mental health nursing degree. The grant for these three programs will further the school's objectives to maintain its leadership in educating nurses in the field of mental health.

■ **The Chronic Care Study of the Special Care and Treatment Unit (SCAT)** for the chronically ill at Middlesex General Hospital in New Brunswick, N.J., conducted by the University's Leonard Davis Institute of Health Economics, has received a nine-month grant extension of \$122,522 by the Robert Wood Johnson Foundation.

■ **The Johnson Foundation** has already provided \$335,021 since July 1976 toward the Institute's research endeavors in which 732 patients are being studied to determine the extent to which there appears to be differences in their function, use of health services—including readmission—and costs subsequent to being on SCAT in comparison with patients having similar diseases in other parts of the hospital.

## Continuum Programs

The College of General Studies is co-sponsoring Continuum, an extensive program that will take place throughout October and November in its new location on Rittenhouse Square.

This comprehensive series of intensive and exciting courses, slide lectures, and a panel discussion, beginning on Monday, October 8 and running through Thursday, November 15, includes a wide range of diverse topics on "Crafts as Contemporary Art," "A Glimpse of the Art Market: The View from Sotheby Parke Bernet," "Six Tastes of China," "The Fine Print," "Aliens from Outer Space," "Victoriana," "Computers: Our Masters or Servants?," "Finding the Artist in You," and "Art of the Greek Islands."

The panel discussion on November 30, hosted by the presidents of Bryn Mawr, Haverford, Swarthmore, and President Martin Meyerson, will focus on "Liberal Arts: Time and Money Well Spent?"

Cooperating Philadelphia Alumni/ae Clubs include the founding members of Continuum: Barnard, Brown, Bryn Mawr, Columbia, Cornell, Dartmouth, Harvard, Haverford, Mount Holyoke, Princeton, Swarthmore, Vassar, Wellesley, Yale, and Penn; associate members are Amherst, Goddard, Smith, and Sweet Briar.

For information and a brochure on course fees, dates, and locations, call CGS at Ext. 6479/6493, or stop by the CGS office, 210 Logan Hall.

## WORTH NOTING

■ On Thursday October 4 at 4 p.m., the University's Law School Chapter of the National Lawyers' Guild is sponsoring a panel discussion on "Police Abuse in Philadelphia" with particular focus on the current Justice Department's suit against the city for police brutality. The discussion will be held in Room 1 of the Law School, and the speakers include Spencer Coxe, former director of the ACLU Philadelphia Chapter, and Tony Jackson, director of the Police Abuse Project of the Public Interest Law Center of Philadelphia.



■ The Office of Transportation and Parking provides a campus bus as a courtesy service. The bus operates on the schedule listed below from Sept. 4 through Dec. 21 (except from Nov. 22 through Nov. 25); it will resume on Jan. 2. Buses depart from Houston Hall at the following times and stop at the locations listed here. Penn, HUP, and Drexel I.D. cards are required. Drexel I.D. bus schedules are available at the office, P-107, Franklin Building.

Passengers wanting to return to the campus area after 6:40 p.m. should call 243-7297 to make an appointment for a pickup. From 6:40 p.m. on, outbound passengers may ask the driver to slightly deviate from the route in order to take them to their residence.

In the September 13 issue we inadvertently printed last year's bus schedule. Below is the correct 1979-80 evening bus schedule.

	MON-FRI	MON-FRI	MON-FRI	MON-SUN	MON-SUN	MON-SUN	MON-SUN	MON-SUN	MON-FRI	MON-SUN	MON-SUN	MON-SUN	MON-SUN	MON-SUN
Houston Hall	4:50pm	5:10pm	5:55pm	6:40pm	7:30pm	8:05pm	8:50pm	9:25pm	10:10pm	10:45pm	11:30pm	12:05am	12:40am	1:10am
33rd & Walnut	—	5:14	5:59	6:44	7:34	8:09	8:54	9:29	10:14	10:49	11:34	12:08	12:44	1:14
30th Street Station	—	—	—	6:49	—	8:14	—	9:34	—	10:54	—	12:12	—	—
36th & Walnut	—	5:16	6:01	6:54	7:36	8:19	8:55	9:39	10:15	10:59	11:35	12:15	12:46	1:16
38th & Walnut	—	5:18	6:03	6:55	7:37	8:20	8:56	9:40	10:16	11:00	11:36	12:16	12:47	1:17
39th & Spruce	4:55	5:22	6:07	6:56	7:38	8:21	8:57	9:41	10:17	11:01	11:37	12:17	12:48	1:18
40th & Baltimore	5:00	5:24	6:09											
42nd & Baltimore	5:02	5:26	6:11											
42nd & Chester	5:04	5:28	6:13											
43rd & Baltimore	5:05	5:30	6:15											
46th & Springfield	5:08	5:32	6:17											
48th & Springfield	5:10	5:34	6:19											
47th & Baltimore	5:13	5:37	6:22											
47th & Pine	5:17	5:40	6:25											
44th & Pine	5:20	5:43	6:28											
44th & Spruce	5:22	5:45	6:30											
42nd & Spruce	5:24	5:47	6:32											

## Penn Periodicals

A number of periodicals are published by schools, departments, and divisions of the University of Pennsylvania. Some of them are scholarly, but others are intended for a somewhat more general audience. All are available at a reasonable subscription cost and sample copies may sometimes be had for the asking. The current list of Penn periodicals follows.

*Expedition*, a magazine published quarterly by the University Museum, covers archaeology and anthropology. Call 224-246. Ext. 4119. \$8.

*Health Affairs*, a quarterly publication for alumni of the Schools of Medicine, Dental Medicine and Veterinary Medicine. Call Ext. 8736.

*Journal of Communication*, a quarterly publication of the Annenberg School of Communications in cooperation with the International Communications Association. Call Ext. 6685. \$15.

*The Pennsylvania Gazette*, the University's alumni monthly publication founded by Benjamin Franklin in 1789. Call Ext. 5555. \$10.

*Vital Signs*, a quarterly magazine of information on patient services, growth, expansion and the financial status of the Hospital of the University of Pennsylvania, published by HUP's public information and marketing department. Call 227-2545.

*The Wharton Magazine*, geared to the business executive and containing the Wharton Economic Newsletter, is published quarterly at \$12 a subscription. Call Ext. 8999.

The University of Pennsylvania Press publishes books, many by University authors, on a wide variety of subjects. For a catalog, call Ext. 6261.

## PENN PEOPLE

Margaret Bacheson, '81, and Timothy Garvey, '80, were this year's winners of the Wesley G. Hutchinson Scholarship for academic performance. Bacheson and Garvey are students in the School of Allied Medical Professions where she is a medical technology major, and he is a physical therapy major.

Dr. Arnost Kleinzeller, professor of physiology, has been awarded a Fogarty Senior Fellowship from HEW, National Institutes of Health, to work with Sir Hans Kornberg at Cambridge University in England for the spring semester.

Dr. Claire M. Fagin, R.N., dean of the School of Nursing, has been elected to the Institute of Medicine of the National Academy of Sciences. She is the sixth Penn faculty member to hold office in the Institute.

Samuel Fager, M.D., was appointed director of student health services at Penn. Dr. Fager was formerly the Robert Wood Johnson Clinical Scholar at the University of California at San Francisco and Stanford University.

Dr. Joseph Bordogna, director of the Moore School of Electrical Engineering, has been named the first Alfred Fittler Moore Professor of Electrical Engineering. He learned of his appointment at a special session of the Provost's Staff Conference at which several members of his family were present. According to Dr. Arthur E. Humphrey, dean of the College of Engineering and Applied Science, the appointment came as a complete surprise to Bordogna, thanks to an elaborate scheme to keep him uninformed of the honor.

Dr. Daniel D. Perlmutter of the Department of Chemical Engineering, was awarded the ASEE Chemical and Biochemical Engineering Lectureship Award for 1979; the award recognizes excellence in teaching, research, and major contributions to the chemical engineering profession.

answer all the questions or qualify all the inconsistencies.

The challenge for me and my colleagues in the campus ministry is to sufficiently educate our constituencies to fulfill the talmudic aphorism: "Consider whence you came, whither you are going and before whom you are destined to give reckoning."

*Rabbi Monson, who has been associated with the Hillel Foundation at Penn for the past eight years, has master's degrees from the University of Florida in Gainesville and the Jewish Theological Seminary, where he was ordained. He completed his undergraduate work in political science at Lehigh University.*

ALMANAC is seeking contributions for publication in this new department. Suggested length is 500-1000 words, although we intend to be flexible. Appropriate topics for discussion are those which in some manner touch on the life of the general academic community. The opinions expressed in this department are those of the authors and not the ALMANAC editorial staff.

## Faculty Club Exhibit

Two University graduate students in fine arts and one former Law School professor will exhibit their paintings and sculpture in the main lounge of the Faculty Club on Wednesday, Oct. 3, 4:30-7 p.m.

## MISC.

■ Issues confronting colleges and universities as a result of the 1978 amendments to the Federal Age Discrimination in Employment Act (FADEA) are analyzed in a new report published by Teachers Insurance Annuity Association (TIAA). The 80-page study, **Another Challenge: Age 70 Retirement in Higher Education**, can be obtained for \$5 (payable to TIAA) from Educational Research Division, TIAA-CREFF, 730 Third Ave., New York, NY 10017.

■ The U. S. Postal Service has given its permission to colleges and universities to maintain intramural mail service. According to the new rules on the matter, which were recently published, schools may carry only mail of *bona fide* student or faculty organizations in these mail delivery systems. According to the document, this rule "does not cover letters of faculty members, students, or organizations other than *bona fide* student or faculty organizations of the carrying college or university."

## FOR THE RECORD

*From the Senate Chairman, Walter D. Wales:*

The Senate Advisory Committee, at its meeting of September 12, recommended in the name of the Senate that the paragraph on curriculum and degrees currently in the Statutes be changed to reflect the new statement on admissions passed at the April 25 meeting of the Senate. The present paragraph in the Statute is:

Each faculty, subject to such regulations as the Executive Board may prescribe, shall set its own subject requirements for admission, regulations for instruction of students, and requirements for recommendations for degrees in course and in faculty.

The new wording recommended by the Senate Advisory Committee is:

Subject to general policies established by the trustees of the University, the responsibility for determining the quality of the student body that each college or school seeks to

attract shall rest with the faculty of that college or school or, in the case of undergraduate programs, with all relevant faculties jointly. Each faculty shall articulate the criteria for selection of applicants for admission and shall establish a written admissions policy that describes these criteria. Each faculty shall also monitor implementation of this admissions policy and amend it when necessary.

Subject to general policies established by the trustees of the University, each faculty shall also set its regulations for instruction of students and requirements for recommendations for degrees in course and in faculty.

According to the Rules of the Senate, if twenty members protest this action by written petition within two weeks of publication, the action does not take effect unless ratified at a Senate meeting or, if the Senate Advisory Committee so chooses, by referendum.

## Preliminary Senate Agenda Set

The fall meeting of the Faculty Senate has been scheduled for 3:00 p.m. on Monday, October 29, in Room 102 of the Chemistry Building. The agenda will include reports from several committees, a discussion of the probable effects of implementation of new accounting guidelines (required by Circular A-21 of the Office of Management and Budget), and action on the status of the clinician-educator faculty in the Medical School.

The report of the Senate Committee on the Faculty (ALMANAC, May 1, 1979) has been accepted by the Senate Advisory Committee. The Senate Advisory Com-

mittee recommends that the Senate:

a. Modify the Bylaws of the Senate to extend membership to the clinician-educator faculty in the Medical School. A suggested modification follows. (Note: Suggested additions to present Bylaws are underlined, and suggested deletions from present Bylaws are enclosed in parenthesis.)

b. Recommend to the trustees that the clinician-educator faculty be designated as standing faculty-Medical School, a subset of the standing faculty.

WALTER D. WALES  
Chairman

## Proposed Change Bylaws of the Faculty Senate September 28, 1979

### SEC. 1—MEMBERSHIP

The Faculty Senate shall consist of all (standing faculty) members of the standing faculty and of the clinician-educator faculty in the Medical School holding the rank of

professor, associate professor, or assistant professor and having the right to vote in their respective faculties. *On issues directly related to tenure, or on issues involving the compensation of tenure faculty, voting shall be exclusive of the clinician-educator faculty of the Medical School. The Senate Chairperson, with the advice of the Senate Advisory Committee, shall identify issues subject to this regulation.* Emeritus members of the faculties shall be non-voting members of the Senate.

# Minorities and SAT Scores

The College Board recently announced that the national SAT test result averages declined during the 1978-79 academic year. Specifically, the verbal average of the SAT's declined by 2 points from 429 to 427 while the math average slipped by 1 point from 468 to 467.

Gary M. Kelsey, director of minority recruitment at the University, and the Penn Towne Chapter, Links Inc., a group of professional black women educators, law-

ers, judges, doctors and business executives, continue to be concerned about how low testing results have a severely negative impact for many black and other minority groups by prohibiting them access to higher education. In an effort to respond to this concern, the Minority Recruitment Program at the University, along with Links Inc., is sponsoring "Test Taking Workshop" for roughly 125 senior and junior students from the Philadelphia school system on September 22 at the University. A workshop on "Test Wiseness"—the ability to understand the question by which level of attainment is being assessed and to utilize the most efficient approach available when answering a test—will be one of the many exercises given.

## Book Orders

Provost Vartan Gregorian has issued the following statement concerning the ordering of textbooks:

"In order to facilitate the ordering of textbooks, it is University policy that faculty members submit to the Bookstore a list of all books required or recommended for courses offered at the University. Because at least eight weeks are needed for consolidating such orders, I would like to ask that all faculty members make every effort to submit their book requirements by the due date, October 15th. If this is not possible, a call to Barry Vitow, director of the bookstore, would be most appreciated."

## BOOKS

Aaron T. Beck: *Cognitive Therapy and the Emotional Disorders*. 368 pages (paper). New American Library. \$4.95.

This work traces the development of the cognitive approach to psychotherapy which the author helped originate, an approach maintaining that to understand and treat psychological problems, one must work from the premise that disordered thinking is a major cause of emotional problems. This study describes techniques used to examine patients' thinking and analyzes various forms of thinking disorders, proposing that the patient explore his/her inner world to correct inaccurate judgments. Beck is professor of psychiatry.

John P. Brady, M.D. and Ovide F. Pomerleau, Editors: *Behavioral Medicine: Theory and Practice*. Williams and Wilkins. \$33 (hardcover); \$19.95 (paper).

An introductory textbook to the growing field of behavioral medicine, this work focuses on the application of behavioral science principles to the assessment, treatment, and prevention of medical illnesses. Brady is professor of psychiatry, and Pomerleau is associate professor of psychology in psychiatry.

Stephen N. Dunning: *The Tongues of Men: Hegel and Hamann on Religious Language and History*. American Academy of Religion Dissertation Series, No. 27. 260 pages. Scholars Press. \$12 (hardcover); \$7.50 (paper).

This study analyzes Hamann's *Golgotha und Scheblimini* and Hegel's article on Hamann in relation to their conflicting views of history and the nature of religious language and how their theories relate to selected major twentieth-century Protestant thinkers. Dunning is assistant professor of religious studies.

Alfred P. Fishman, M.D.: *Pulmonary Diseases and Disorders*. 1,835 pages. McGraw-Hill. \$129.95.

A comprehensive text of pulmonary disease mechanisms and the clinical disturbances they produce, these two volumes include clinical syndromes, descriptions, and illustrations of the disturbances in anatomy, physiology, and biochemistry that cause them. Fishman is William Paul Measey Professor of Medicine.

Carol P. Germain, R.N.: *The Cancer Unit: An Ethnography*. 235 pages. Nursing Resources. \$12.95.

A descriptive analysis of the subculture of an adult oncology unit in an urban community hospital, this work emphasizes registered nurses' role of behavior and the problems and stress they face in this setting, the study deals with the hospital and its administration, patients, families, and social issues. Germain is associate professor of nursing.

Gary B. Ostrower: *Collective Insecurity: The United States and the League of Nations During the Early Thirties*. 228 pages. Bucknell University Press. \$17.50.

This study focuses on the Far Eastern crisis as a means of exploring the American Approach to Geneva and the concept of collective security when the World War I peace settlement began to disintegrate and traces the "internationalist impulse" that found expression in those involved in the peace movement and among State Department officials. Ostrower is visiting professor of history.

Ann L. Strong: *Land Banking: European Reality, American Prospect*. 303 pages. Johns Hopkins Press. \$22.50.

This work examines the concepts of land ownership and narrates the experiences in countries where public land acquisition is in force. Confronting the issues of land ownership and advances made, it deals with the potentials of various forms of land banking for bringing about improvements in our system by using programs such as New York's Urban Development Corporation, the Fairfax County program, and others as case studies. Strong is chairman and professor of city and regional planning.

Joseph C. Touchstone and Murrell F. Dobbins: *Practice of Thin Layer Chromatography*. J. Wiley-Interscience.

This work covers the step by step process of the use of thin layer chromatography. Touchstone is professor of obstetrics and gynecology in the Medical School.

Joseph C. Touchstone and Joseph Sherma: *Deusitometry in Thin Layer Chromatography*. J. Wiley-Interscience.

This study explains the use of deusitometric seaming as a quantitative tool in thin layer chromatography. Touchstone is professor of obstetrics and gynecology.

Siegfried Wenzel: *Verses in Sermons: Fasciculus Morum and its Middle English Poems*. 234 pages. The Mediaeval Academy of America. \$20.

A study of *Fasciculus morum*, its verses, and the first complete edition of all the English poems contained in the various manuscripts, the author examines the date, authorship, purpose, and influence of the work and provides insights into the use of vernacular poems in Latin sermons.

there may have been a lack of commitment."

Summing up the accomplishments of her 31-member group during the past year, Dr. Joullie said, "We have not been all that productive. We discussed a lot of problems, but there is so much more to be done."

In particular, she pointed to the lack of uniformity in hiring practices among the various schools within the University. The medical school, she said, poses an especially "thorny problem because they apparently have made commitments that may or may not comply with the equal opportunity guidelines for hiring. I don't know what we're going to do about this."

Other topics on the agenda of the Council on Equal Opportunity:

Improving accessways to University buildings so the handicapped may enter and exit easily. The council has worked diligently on this project in recent months. Of the University's commitment of over \$1,250,000 to improve accessibility to buildings by June 1980, better than half of that is going into the installation of

elevators. Buildings in which new elevators are either planned or in the process of being installed are Houston, Logan, and College Halls, the Law School, and Hutchinson Gymnasium. The Furness Building, according to the council, remains a fairly inaccessible building for the handicapped.

The establishment of guidelines to be used by all University search committees. "Some of these committees never have been told that times have changed," said Dr. Joullie. The committee that had been assembled to find a new University athletics department director earlier in the year, for example, did not include a single woman—until Dr. Joullie and her group protested. "Some members of these committees really would rather not have to care about affirmative action," said Dr. Joullie. "They should become more sensitive."

The pursuit of salary equalization. "They [the Administration] claim they're doing it, but I haven't seen any equalization," said Dr. Joullie.

The start-up of specialized in-house training programs for University employees "so they can improve their position. No one is being trained to be super-

visers. The University has everything to gain by improving the quality of its staff."

Dr. Joullie, who has been with Penn since 1949, stressed during ALMANAC's interview with her this week that the purpose of the Council on Equal Opportunity is "to cause people to look at things differently. We've been a gadfly."

"I'm sure," she said, "that if we did nothing, everybody would be happy. The faculty resent being told anything. They feel they ought to be able to hire whomever is competent. I've made a lot of enemies in this position. For a non-tenured person to do this would be madness."

But, she said, the rights of minorities [and women] must be safeguarded. The University, relying in part on advice from the Equal Opportunities Council, ought to draw up a timetable for the implementation of its affirmative action goals, she suggested.

"This has been a hard job," Dr. Joullie said of her experience as council chairperson. "I didn't ask for it, and I don't want it. But I feel it's my obligation. I've fought my way through a lot of hard situations, and if people don't like it, tough."

—C.N.

## OPPORTUNITIES

### Administrative/Professional

**Accountant I** (two positions) (a) monitors accounts receivable, processes cash receipts and petty cash accounts (B.A. in accounting, two years' experience in accounting or fund-accounting); (b) prepares journal entries, subsidiary ledgers, financial statements, and reports (B.A. in accounting, computational skills). \$10,375-\$14,375.

**Applications Programmer Analyst II** consults with users of systems and programs, analyzes segments/systems for computer operations, develops system flow charts. B.A. in computer science or experience with PL/I or Cobol, IBM 370 RCL; three years' experience in programming concepts using large operating system. \$14,850-\$20,550.

**Assistant to the Comptroller** helps manage payroll accounting and special line accounting interface. B.A. in accounting. Salary to be determined.

**Assistant Controller of Physical Plant** (two positions) assists operating accounting functions and managing personnel. B.A. in accounting with budget, audit, finance, and statistic course work. Salary to be determined.

**Assistant Director of Residential Unit** supervises graduate assistants and summer school RA staff work, responsible for creating and printing publications, establishing and implementing orientation program, and counseling and handling disciplinary matters. M.A., two years' experience in supervising residence halls. \$10,375-\$14,375.

**Assistant to the Director** curates an exhibition biannually, writes catalog essays, reviews art work, gives gallery lectures. B.A. in art history, two years' experience in an art institution. Salary to be determined.

**Assistant to the Vice-President for Budget and Finance** coordinates office operations, assists in budgeting and personnel matters, prepares reports and presentations. B.A., three to five years' experience in corporate or institutional administrative work and management. Salary to be determined.

**Associate Development Officer I** performs fund-raising activities, works on NEH challenge grant, provides staff support for regional, historical, cultural, and music programs. B.A., three years' fund-raising experience. \$12,900-\$17,850.

**Associate Development Officer II** (two positions) (a) manages fund-raising program, implements corporate communications projects, prepares major gift appeals, (three to five years' experience in public relations or promotional or fund-raising work); (b) implements fund-raising projects for professional schools, develops solicitation and stewardship techniques, acts as liaison with deans and faculty to develop fund-raising objectives (B.A., five to ten years' experience in institutional fund-raising, public relations, or marketing). \$16,125-\$22,725.

**Associate Director** handles food service operations, banquets; coordinates menu composition. B.A. or business education, ten years' experience as a unit manager. \$14,850-\$20,550.

**Associate Director of Admissions** recruits students, writes publications, evaluates staff. B.A. with background in operations management. Salary to be determined.

**Associate Editor** supervises institute's technical communications, edits scientific documents, procures photographic and printing services. B.A. in English, journalism, or related field, extensive writing and editorial experience, knowledge of scholarly research writing processes. \$14,850-\$20,550.

**Business Administrator III** reviews and countersigns requests to the University for payments from subcontractors on HL 15835; prepares fiscal portion of applications for government and private agency funding; handles all equipment. B.A. with fiscal and administrative experience. \$12,900-\$17,850.

**Clinical Psychologist** works with cancer patients and performs crisis intervention counseling of patients and families; participates in behavioral medicine research, familiarity with methodology and data analysis. \$16,125-\$22,725.

**Club Manager** manages club for inventory, staff, purchasing, and cleaning membership. Experience in

bartending and inventory control. Salary to be determined.

**Comptroller** maintains accounting systems and financial reports, monitors receipts and disbursements. Advanced degree in accounting, five years' experience with financial and administrative duties. Salary to be determined.

**Department Head II** supervises and operates technical services, acquisitions, cataloging, and serials; plans procedures, supervises work in technical services and photocopy input into on-line cataloging data base. M.A. in library science from ALA accredited school with medical, computer, and natural sciences background; three years technical processing experience. \$14,850-\$20,550.

**Director** serves as chief executive officer of the trustees' publishing arm; plans budgets, contracts, editorial program; makes basic production and marketing with funding source, oversees budget, coordinates classes and laboratories, supervises video and social work graduate students. M.A. in social work, experience in counseling, administration, women's leadership programs and assertive training. \$12,900-\$17,850.

**Executive Director, University Career Placement Service** supervises career planning, summer employment and internship opportunities to expand job opportunities for students; designs program to enable students to plan for their careers by utilizing University resources. Familiarity with corporate recruiting, development, and training programs; managing, leadership, and career planning experience. Salary to be determined.

**Fiscal EDP Coordinator** handles systems planning, researches and designs approach to data generated within the organization. B.A. in business administration, experience with budgets, accounting, and data analyses procedures. \$12,900-\$17,850.

**Junior Research Specialist** (ten positions) (a) prepares proteins and enzymes from animal muscle,

(See OPPORTUNITIES, pages 10 and 11)

performs enzyme assays and radioisotopic work (B.S. in biochemistry or biology, two years' experience); (b) assists with biochemical experiments, prepares and purifies membrane components, performs assays (B.S. in chemistry, biochemistry, or biology, research experience); (c) designs radioimmunoassays, prepares reports on radioactive materials and tissue sections for histology (B.A., four years' experience in a biology or immunology laboratory); (d) performs biochemical analyses of sub-cellular fractions of bacteria, researches molecular aspects of bacteria pathogenicity (M.A. in biology or chemistry, two years' experience); (e) prepares and examines tissues for light and electron microscopy, prepares photomicrographs and micrographic negatives (B.A., experience with ultramicrotome and electron microscopes); (f) prepares and executes experiments with eggs, sperm, and embryos (M.S., experience in research on reproductive physiology of the cow); (g) fabricates electrodes, produces and tests microelectrodes for measuring pH, K<sup>+</sup>, CA 2<sup>+</sup>, O<sub>2</sub>, and H<sup>+</sup> responsible to PI (B.S. in biophysics or biochemistry); (h) prepares tissue culture of human cell lines, karyotypes human peripheral lymphocyte (B.S. in biological sciences, ability to use chromosome banding techniques); (i) supervises design data collection instruments, analyzes data in health support systems (B.A., at least 18 credits toward a terminal degree); (j) prepares media and reagent cultures, maintains records (B.A. preferred). \$10,375-\$14,375.

**Managing Editor** screens articles for interest and style, decides what is published, handles business distribution and subscriptions, solicits advertisers and promotion media. B.A., training in journalism, familiarity with layout and design, several years' experience with business publications. Salary to be determined.

**Nurse Practitioner I** participates in the In-Home Services Programs (in-home meals), provides home care and ancillary service for elderly. B.A. or M.A. in nursing, preferably in community health; experience in community work and health assessment, delivery management, and referrals. \$12,900-\$17,850.

**Programmer Analyst II** designs and develops biomedical computer programs, provides research data analyses, advises investigators on computer support for research projects, evaluates program packages. B.S. in science, experience with biomedical computer applications and Fortran IV in TSO environment. \$14,850-\$20,550.

**Project Manager** develops application software, plans network expansion, deals with vendors, servicemen, and Uni-Coll technicians, trains operators, coordinates installations in physical plant. Four years' experience with programming systems, programming languages, and heavy PLI and CICS on-line development. \$16,125-\$22,725.

**Registrar** keeps acquisition, location, inventory, and loan records; catalogs and photographs specimens; records ingress and egress of materials for study and exhibition. B.A. in anthropology, two years' experience in registration and computer skills. \$14,850-\$20,550.

**Research Specialist I (six positions)** (a) supervises scanning electron microscopes, vacuum evaporators, and freeze fracture equipment (B.A., knowledge of electron microscope operation and specimen preparation; mechanical and electrical circuit repair skills); (b) makes general analyses of blood, gas, and tissues, analyzes experiments in animals and human volunteers with long function in shock states); (c) takes charge of electron microscope facility; prepares tissues, ultramicrotomy, microscopy, and darkroom procedures; trains students in EM techniques (B.S., experience with transmission electron microscopy); (d) operates and maintains RMH-2 mass spectrometer and computerized data system, makes complex data analyses (B.A. in science or engineering, laboratory experience, knowledge of electronics and/or computer programming); (e) prepares tissue cultures, produces cell lines and monoclonal antibodies (tissue culture and biochemistry experience); (f) designs experiments on experimental demyelinating diseases in small animals (B.A., four years' experience in biology or immunology laboratory). \$11,250-\$15,850.

**Research Specialist II (five positions)** (a) performs animal research in radiology and nuclear medicine, cares for animals, analyzes data, writes reports (B.S. in science, experience in animal anesthesia, surgery, radiology and nuclear medicine or computer programming); (b) designs novel electronic systems for particle physics research including interfacing to mini-computer data (knowledge of modern digital electronics, experience with mini-computers); (c) participates in archaeological field surveys, excavations, and mapping (two years' experience in excavation and survey procedures); (d) dissects and isolates tissues, makes biochemical studies (B.A. in science, three years' experience in biochemistry laboratory); (e) designs research programs for faculty researcher and maintains progress reports). \$12,900-\$17,850.

**Research Specialist III (two positions)** (a) identifies populations, obtains specimens from human subjects, collaborates with investigators on periodontal disease (D.M.D., board eligible for certified periodontics); (b) prepares media and reagent cultures, maintains records (B.A. preferred). \$14,850-\$20,550.

**Senior Systems Analyst (three positions)** (a) creates on-line data acquisitions systems for compatibility with other facilities; prepares programs for colliding beam experiments; consults on physics problems (Ph.D. in physical science, knowledge of Fortran on IBM + DEC, CDC computers and PDP II Macro and Graphics); (b) submits program applications for series/1, evaluates application programs for series/2 assembler and data base applications (B.A., experience with Fortran and IBM equipment); (c) prepares feasibility studies, systems designs, programming specification; trains user groups (B.A. in business, several years' experience in data processing and systems analyses, ability to design on-line, real-time computers). \$16,125-\$22,725.

**Staff Dentist (two positions)** examines, treats, and prescribes for patients, maintains records and questionnaires on patients. Graduate from a recognized dental school with certificate in appropriate field of specialty. \$28,325-\$39,950.

**Staff Nurse** serves as clinic coordinator and teacher, assumes CPR and emergency team duties, administers general anesthesia in oral surgery. B.S.N., training in critical care nursing, anesthesia, and surgical nursing in oral surgery. \$10,375-\$14,375.

**Superintendent—Utilities** operates and maintains electrical, steam, and chilled water air conditioning and mechanical systems. B.A. in mechanical or electrical engineering. \$14,850-\$20,550.

## Support Staff

**Accounting Clerk** prepares aprons and processes invoices, records, files. Knowledge of accounting entries, logs, ledgers, inventories. \$7,375-\$9,375.

**Administrative Assistant I (seven positions)** (a) supervises office, interprets policies and procedures, solicits off-campus student employment opportunities, advises students (B.A. preferred, one year in university counseling, placement, employment; knowledge of federal and state work-study programs regulations); (b) maintains bills and grant sheets, performs office duties (two years' college, four years' experience, typing skills, knowledge of University bookkeeping system); (c—New York) performs secretarial duties, maintains bills and files (office and bookkeeping experience); (d) maintains budgets and reports, coordinates activities, compiles course evaluations (high school graduate, business or office experience); (e) prepares schedules, works on faculty evaluations, handles appointments, heavy typing (high school graduate, some college or medical experience, several years' office experience); (f) implements and maintains policy of student records, reviews budget expenditure reports (high school graduate, experience with University procedures, 60 w.p.m. technical typing); (g) maintains budget, coordinates activities and orientation for entering class and student directory and class cards (typing, experience with University budgets and forms). \$7,945-\$10,150.

**Administrative Assistant II (two positions)** (a—New Bolton Center) maintains budget and employee time sheets, buys and leases equipment, schedules farm collections (minimum two years' college, business and accounting experience, typing); (b) oversees office operations, assists compiling office budget, administers telephone system, coordinates work-study program for department (B.A. or business school experience, familiarity with University procedures, good typing skills). \$8,625-\$10,950.

**Air Conditioning and Refrigeration Mechanic** maintains and repairs air conditioning and refrigeration systems. Five years' experience, educational background in air conditioning from a technical or trade school. Union wages.

**Animal Laboratory Technician** services routine animal care. High school graduate, some experience in animal care. \$7,575-\$9,600.

**Clerk II** compiles and codes data, maintains files of reports, composes and types correspondence. High school graduate, some college or business courses, typing and clerical skills. \$6,375-\$8,100.

**Clerk III** answers inquiries, prepares transcripts, lists, and record cards, assists with examinations. High school graduate, some typing and clerical skills, experience in academic environment. \$6,875-\$8,750.

**Clerk IV** performs office duties (typing, adding machine). \$7,425-\$9,450.

**Custodian** checks buildings on rotational night shifts. High school graduate with good record. Union wages.

**Data Control Clerk (three positions)** (a) codes data entry, logs documents, files cancer reports, implements document control procedures, (high school graduate, two years' typing and clerical experience, knowledge of medical terminology); (b) organizes data for reports, maintains data files (experience in computer programming, statistical data and research design); (c) prepares data and quality controls, screens/audits data processing reports, develops improvements to data preparation, maintains controls and schedules for receipt and distribution of source documents and input/output data (high school graduate, two years' experience in computer operations). \$7,975-\$10,150.

**Data Control Coordinator** coordinates data activities, makes keyboarding data input on CRT and processing/screening output. High school graduate, 50 w.p.m. typing, experience in computer operations preferred. \$7,975-\$13,800.

**Draftsman** designs and draws schema, coordinates furniture selection, takes orders. High school graduate from a drafting and design program. \$10,900-\$13,800.

**Duplicating Machine Operator I** operates mimeograph and paper folder puncher binder; maintains files and supplies inventory. High school graduate with six to twelve months' experience in operating duplicating machines. \$5,500-\$7,000.

**Duplicating Machine Operator II** operates and maintains duplicating machines. High school graduate, experience. \$7,425-\$9,450.

**Electron Microscope Technician I** processes granulocytological and reproductive tissues, performs routine EM duties, makes procedures for specimens. B.S. in biology, one year as an EM technician trainee. \$7,575-\$9,600.

**Electron Microscope Technician II** embeds tissues for thin sectioning examination, develops EM negatives, prints, micrographs; dissects animals, prepares chemical solutions. B.S. in biology or chemistry, experience in EM laboratory. \$9,650-\$12,225.

**Embalmer** prepares autopsies and specimens for laboratories, maintains equipment in postmortem room. Experience in an abattoir, anatomy, or pathology laboratory. \$9,650-\$12,225.

**Filterman** changes and replaces filters on equipment and keeps records of filter replacements; able to climb ladders. Union wages.

**Gardener** performs general gardening throughout campus. Training or past experience in landscaping, operation of normal routine equipment. Union wages.

**Herdsman II (two positions)** conducts and supervises service evaluations with dairy cattle, observes animals' health. High school graduate with courses in

animal husbandry, experience in milking cows by hand or with automatic equipment. \$5,725-\$7,325.

**Histology Technician II** (*New Bolton Center*) performs routine histology, prepares tissues for automatic processing. Registration with ASCP. \$9,650-\$12,225.

**MCST Operator** transcribes correspondence, types, operates various magnetic memory media. Excellent typing, spelling, grammatical skills, experience in a word processing environment. \$7,425-\$9,450.

**Mechanician I** (*New Bolton Center*) assists in renovating equipment, operates storeroom and audio-visual systems during surgery, keeps records. High school or trade school graduate, experience in laboratories working near large animals and wood and metal techniques. \$8,325-\$10,675.

**Medical/Dental Receptionist** keeps patients' records and bills, schedules appointments, completes insurance forms. High school graduate, two years' experience, preferably in a dental office. \$7,375-\$9,375.

**Office Automation Operator** (*two positions*) operates word processing equipment on computer-based system using remote control terminal, prepares drafts. Highly developed typing skills, experience with standard and power typewriters. \$6,875-\$8,750.

**Payroll Clerk** processes time report forms and personnel action forms, edits runs to update payroll, maintains data base, completes worksheet deductions. High school graduate, office experience, two years' bookkeeping experience, clerical and figure skills. \$7,975-\$10,150.

**Post Office Station Supervisor** manages and operates window, performs all postal services. Two years' post office experience. \$7,975-\$10,150.

**Programmer I** programs applications software; writes, maintains, and documents programs for data acquisition, reduction, display, and instrument control on mini/micro computers. Knowledge of DEC RT11 Macro, Fortran and TTL devices. \$9,275-\$11,800.

**Psychology Technician I** (*two positions*) (a) collects and codes data, administers psychological tests, coordinates audio-visual materials for research project (B.A. in psychology or related field, experience in office and research, light typing); (b) performs small animal surgery, histology, autoradiography, and computerized image processing (B.A./B.S. with neuroscience courses). \$9,650-\$12,225.

**Receptionist Medical/Dental** types from notes, manuscripts, and tapes, locates doctors by page. High school graduate, good typing, experience in medical office. \$6,875-\$8,750.

**Receptionist Personnel/Placement** receives visitors, schedules appointments, responds to interviews and tour queries. College graduate preferred, knowledge of University, public receptionist and detail minded skills. \$7,975-\$10,150.

**Recorder, Book Invoice** assists with work involving book inventory control and information dissemination; keeps inventory journal, calculates selling prices. High school graduate, four years' clerical experience. \$7,375-\$9,375.

**Research Bibliographer I** reviews assigned topics and abstracts, summarizes information, presents data in written and/or statistical form, prepares bibliographies or research materials. B.A. or two years' college training with equivalent work experience in area of investigation. \$7,975-\$10,150.

**Research Bibliographer II** serves as a research librarian, maintains subscription records and card catalog. B.A. in library science, proficiency as a research/reference librarian, typing skills, business oriented. \$8,625-\$10,950.

**Research Laboratory Technician** conducts biological and biochemical research on surfaces of differentiating cells; supervises cell culture facility. Experience in biochemistry or cell culture. \$9,650-\$12,225.

**Research Laboratory Technician I** performs endotoxin infusions and cardiovascular monitoring, prepares blood samples. B.S. preferred. \$8,675-\$10,975.

**Research Laboratory Technician I** (*four positions*) (a) isolates and characterizes bacterial mutants, maintains stocks, performs bacterial genetic techniques and enzyme analyses (B.A. or medical training); (b) supervises experiments, laboratory chemis-

tries, and cardiovascular flow studies; computerizes data entry via terminal (high school graduate with experience in laboratory chemistry techniques); (c) performs routine laboratory analyses, cultures, and media (B.S. in biology or immunology); \*(d) assists in research on biosynthesis of phospholipids in bacteria (B.A./B.S. with courses in organic chemistry). \$7,575-\$9,600.

**Research Laboratory Technician I** (*two positions*) (a) prepares tissue cultures of fibroblasts, column chromatography, radioisotopes, and chemical assays; isolates cells (ability to separate blood cells, perform venipuncture and apply tissue culture techniques); (b) prepares routine clinical/microbiological cultures of humans and animals; identifies antimicrobial susceptibility of isolates (medical laboratory technician, two years' clinical training or B.S. with laboratory experience). \$6,775-\$8,675.

**Research Laboratory Technician II** (*eight positions*) (a—*New Bolton Center*) grows cell cultures, performs serological and virological testing, keeps records and data (B.S. in biology, microbiology, or virology; one year's experience); (b) maintains laboratory, assists in isolating cells, prepares solutions, supervises animal colony (college biology and/or chemistry); (c—*New Bolton Center*) maintains donor and recipient animals in embryo transfer program, searches for embryos, maintains media for procedures (B.A. in biology or approved courses in general laboratory techniques); (d) operates electron microprobe for analyzing micro fluid samples, uses teletype and computer for analyzing data (B.S. in biology or chemistry, technical aptitude); (e) performs blood analysis for carbon monoxide, blood gas pH measurements, and column chromatography (B.S., basic chemical skills); (f) prepares and sterilizes media and tissue culture (B.A. in biology or biochemistry, laboratory and/or research experience); \*(g) assists investigators, prepares reports and records, sets up experimental and surgical laboratory devices (experience in circulation research laboratory and in handling animals); (h—*New Bolton Center*) prepares and purifies DNA and RNA from tissues, conducts molecular hybridization experiments utilizing viral cDNA (B.S. in biology, biochemistry, molecular biology, or virology). \$8,575-\$10,850.

**Research Laboratory Technician III** (*18 positions*) (a) prepares radioimmunoassays of thyroid hormones; assists with liver and kidney perfusions (B.S. in biology or chemistry); (b) prepares isolated organ perfusion; makes cell preparation and tissue and fluid analyses (chemical technologist, experience in quantitative analysis, isolated cell preparations and sterile technique); (c) prepares *in vitro* and *in vivo* studies and gastric analyses; uses dynographs, recorders, transducers; draws blood for samples (B.A. in life sciences, one year's experience with patients); (d) prepares and uses tissue cultures, reagents and radioisotopes (B.S. in biology; sterile technique, tissue culture and hematology experience); (e) performs immunofluorescent and cytotoxic studies of cultured peripheral and central nervous system cells, makes studies of cell-mediated immunity to isolate nervous system cells (academic background specifically directed to this specialty, laboratory experience essential); (f) produces radio-pharmaceuticals labeled with short-lived isotopes (B.S. in chemistry, chemical engineering, physics, or biochemistry); (g) repairs electronic equipment, constructs electronic circuits, assists in animal surgery and gathering data, makes microelectrodes (experience with electronic devices); (h) grows and freezes primary cultures, trains technicians in tissue culture techniques (B.S., experience with cell culture); (i) prepares sterile media, enzyme assays, radioisotopes, enzyme purification (experience with tissue culture and general laboratory techniques, particularly sterile techniques); (j) conducts physiological and pharmacological research on the equine species (B.A., experience handling respiratory, cardiovascular and blood gas equipment); (k) purifies enzymes from calf thymus tissues using centrifugation, ion-exchange column chromatography, semi-micro enzyme assays and polyacrylamide gel electrophoresis (B.A., knowledge of basic biology); (l) operates laboratory, orders supplies, performs analytical work (B.S. in

chemistry or biology, experience in biochemical experiments and analytical chemistry); (m) maintains laboratory, performs experiments, prepares reports (B.S. in biology, some chemistry; knowledge of electron microscopy); (n) handles small animals for collection of blood and cells, performs injections and immunologic procedures (experience with immunologic procedures, gel diffusion, column chromatography, and cell cultures); (o) makes chemotaxis studies with human leukocytes; prepares tissue sectioning, staining and fractionation of supernatant materials; works with antigen-antibody complexes (B.A., laboratory experience; some clinical and laboratory training); (p) performs laboratory experiments with electronic equipment (B.S. in science); (q—*New Bolton Center*) works in hematology, clinical chemistry, urinalysis and parasitology; operates automated analytical equipment (medical technician degree, ASCP certification preferred); (r) fabricates microelectrode and animal experiments using tissue measurements (B.A./B.S., prior experience). \$9,650-\$12,225.

**Residence Hall Clerk** (*nine-month position, hours 4:30 to midnight*) answers telephones, takes messages, keeps current listings of student/staff residents and records of maintenance work, reports disturbances to security. Mature high school graduate. \$5,570-\$7,088.

**Secretary I** types and files letters, keeps inventory and equipment maintenance contracts, prepares telephone requisitions. High school graduate, two years' secretarial/clerical experience, excellent typing. \$6,375-\$8,100.

**Secretary II** (*13 positions*) \$6,875-\$8,750.

**Secretary II** (*six-month position*) handles foundation relations, monitors grant proposals. High school graduate, two years' secretarial experience, excellent typing, shorthand preferred. Hourly wages.

**Secretary III** (*15 positions*) \$7,425-\$9,450.

**Secretary IV** (*two positions*) (a) schedules appointments, files, uses dictaphone (minimum six years' secretarial experience, preferably at the University or at another academic institution, excellent typing and organizational ability, knowledge of University procedures); (b) arranges appointments, types correspondence and minutes from handwritten material (five years' secretarial experience, organizational skills, previous University experience, business school graduate degree preferred). \$8,625-\$10,950.

**Secretary Medical/Technical** (*four positions*) \$7,975-\$10,150.

**Secretary/Technician, Word Processing** takes dictation, transcribes, uses word processing equipment. High school graduate, office experience. \$7,975-\$10,150.

**Senior Data Control Clerk** assigns and reviews work of data control clerks; implements document control procedures; reviews and codes medical and demographic data into computer terminals. High school graduate, two years' clerical and typing experience. \$8,625-\$10,950.

**Sergeant** supervises campus police. Six months' active police duty and Commonwealth-approved police academy training. \$11,550-\$14,775.

**Stack Attendant** takes care of arrangement/order of material in library collection. Union wages.

**Technician, Information Systems** processes incoming information using tape translations; runs, edits, and develops computer programs, documents utility routines, analyzes information. One year's experience creating a computerized information retrieval system, familiarity with large scale computer procedures and peripheral devices, knowledge of accounting preferred. \$9,275-\$11,800.

**Typist II** types manuscripts, correspondence, and mimeo lecture handouts; general office duties. Good typing skills. \$6,375-\$8,100.

**Word Processing, Secretary/Technician** operates Lexitron for scientific manuscripts, transcribes from dictating machine. Excellent typing, word processing, and medical terminology. \$7,975-\$10,150.

## Part-Time

Two administrative/professional and 15 support staff positions are listed on campus bulletin boards.

# For Herbert Nickens, M.D., A Chance to Make Points

*'I never burned anything, but I was a student activist'*

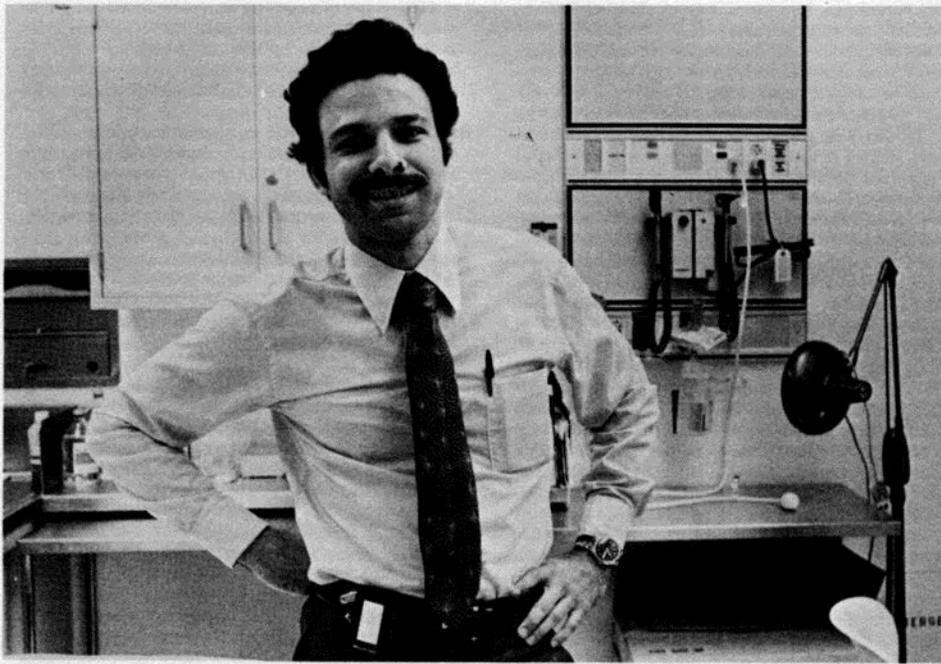


Photo: Bruce Rosenblum

**Dr. Nickens**

Dr. Herbert Nickens, 31, a new faculty assistant to the president and the provost, sat in the psychiatry emergency services office in the emergency room of the Hospital of the University of Pennsylvania and reflected about emotional turmoil.

"We see domestic quarrels here," said Nickens, who has served as director of the psychiatry emergency services at HUP for the past year. "People come in almost literally locked in combat." Other cases, he said, include people who are depressed, or suicidal, or acutely psychotic.

"And let's face it," he added, "some people are using the emergency room as their local physician. They've been depressed for six months, and this is the day they decide to do something about it."

Of his recent faculty assistant appointment by Provost Vartan Gregorian, Nickens said, "the position at College Hall is part-time. It's a personal thing. I want to work on a few things like affirmative action." He said he felt that the decline of affirmative action is a danger to America.

"I think there are two aspects to the problem. The moral aspect of the race issue is 'out of style' now; everyone talks economics instead. The self-interest aspect of the problem is that I don't think the

country can survive with a significant part of the population structured out of the opportunities."

Nickens said he got into psychiatry "because people's behavior, feelings, and motivations control so much of what happens to the world.

"I never burned anything, but I was a student activist," Nickens said of his undergraduate days at Harvard where he was involved with the Association of African and Afro-American Students and served on the editorial board of the *Harvard Journal of Negro Affairs*. He also conducted a field survey on all of the blacks on Harvard's campus and then wrote an extensive report on his data which he claimed was his "first piece of field research."

After leaving Harvard, where he received his bachelor's degree in 1969, he came to Penn where he earned his doctor of medicine degree and a master's degree in sociology. He took his residence at Yale University and at Penn.

Nickens' hobbies include music—the jazz of the 1940s and especially, popular music, and woodworking. He has used his woodworking skills to make his own furniture, a practice which "started out func-

tionally. A lot of the stuff in the furniture stores is no good, and they charge too much for it," he remarked.

Nickens has traveled across the United States three times, around Western Europe, and to London where he holds a cardiology preceptorship.

"I know it's a cliché, but I travel because it's broadening," he stated. Traveling in Europe is "a more extreme version than traveling in the United States. It's a way to see where you live in perspective.

"You see that there is no one way to look at the race problem when you look at England's race problem, for example," he added. Just as there is no one way to eat dinner, or get up in the morning."

—Max Lebow

## Heroes or Villains

"Public Views of Doctors and Lawyers: Media, Images, and the Professions," a national invitational conference sponsored by the Annenberg School of Communications, has been scheduled for the next month.

"Debate about the public standing of the professions has never been sharper," according to George Gerbner, dean of the Annenberg School and chairman of the conference. "It becomes essential to understand what factors shape and inform our views."

The conference, which will be held on October 18 and 19, will focus on the development of public perceptions, how the media portrays the professions, problems of practice and innovation in the professions, and the validity of public opinion about the professions.

Doctors and lawyers, government and judicial officials, reform advocates, social scientists, and media figures who shape public images will present studies and exchange various views on the issue and will make recommendations for action to be taken.