A Vigorous Voice for Minorities

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

The 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 'moonee.'"

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 aberrative 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 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 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, anomic, 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最重要, 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)
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 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.

Because of 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—when 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

A Unique Tribute to Margaret Mead

University Museum hosts a photo exhibit honoring the late anthropologist

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 preregistration 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.
Success at the Press


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 I)

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 politic, 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. Metville's Les Enfants Terribles and Corr., Wax, and Gesner'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.

2 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.

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 at Sitterl Hall, Room B21. A coffee hour precedes the talk.

5 p.m. Women's Field Hockey; Penn plays Western Michigan at Western Michigan.

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.

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

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3

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

7:30 and 9:30 p.m. International Cinema features Citroen'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 The Horse 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 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 Hotel, 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 $34, non-members $38). 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. Call 247-5777 for information.

3:30 p.m. Football; Penn plays Columbia at Franklin Field.

4 a.m. to 3 p.m. Lunch;

11 a.m. Men's Soccer; Penn competes against Columbia at Franklin Field.

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

- 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.

- 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 plaster 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 Shippenburg 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.

- 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 Continuum of Programs will come to a boil slower; it uses less energy in a kettle or covered pan.

- 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.
## 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 Cox, former director of the ACLU Philadelphia Chapter, and Tony Jackson, director of the Police Abuse Project of the Public Interest Law Center of Philadelphia.

## 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 224-2466. 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 patients' 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 Kleinzele, 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 Fitts 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. Ar thur 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.

## PennBus

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.*

### Schedule

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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 be

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.”

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 Committee 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 parentheses.)

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. I—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.

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.
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, lawyers, 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.

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.


This study analyzes Hamann’s Goglotha 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.


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.


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.


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: Deutisometry in Thin Layer Chromatography. J. Wiley-Interscience. This study explains the use of deutisometric seaming as a quantitative tool in thin layer chromatography. Touchstone is professor of obstetrics and gynecology.


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, Ligon, and College Halls, the Law School, and Hutcheson 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 these 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 prodded. "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 supervisors. 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 here," she said, "and 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 chair-person. "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 systems in computer science or experience with PL/1 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 statistical 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 coordinating 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 dean 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, banquet operations; coordinates menu composition. B.A. or business education, experience as a unit manager. B.A. $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, editors scientific documents, produces publications and services. B.A. in English, journalism, or related field, extensive writing and editorial experience, knowledge of scholarly research and 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 their 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; plan procedures, coordinates work in technical services and processing. B.A., three years' experience in library science, library science, Library of Congress cataloging, or equivalent library 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 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, research, and designs approach to data generated within the organization. B.A. in business administration, experience with budgets, accounting, and data analyses procedure. $12,900-$17,850.

Junior Research Specialist (ten positions) prepares proteins and enzymes from animal muscle.
performs enzyme assays and radioisotopic work (B.S. in biochemistry or biology, two years’ experience); (b) assists with biochemical experiments, prepares data, maintains personnel records, compiles and codes data (B.S. in chemistry, biology, or biology, research experience); (c) designs radioimmunoassays, prepares reports on radioactive materials and maintains equipment (B.A. in biology or chemistry, two years’ experience); (d) performs biochemical analyses of subcellular fractions of bacteria, researches molecular aspects of bacteria pathogenesis (M.A. in biology or chemistry, two years’ experience); (e) prepares and examines tissues for light and electron microscopy, prepares photomicrography and micrographic negatives (B.S. with ultramicrotome and electron microscopes); (f) prepares and executes experiments with eggs, sperm, and embryos (M.S., experience in research, reproductive physiology of the cow); (g) fabrics, produces, and tests microelectrodes for measuring pH, K+, Ca++, O2, and H+ 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).

Senior Systems Analyst (three positions) (a) creates on-line data acquisitions systems for compatibility with other facilities, prepares programs for cold-iron 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 from documentation, adapts office procedures to high school computer specification; trains user groups (B.A. in business, several years’ experience in data processing and systems analysis, ability to design on-line, real-time computers).

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

Superintendent—Utilitians operate 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

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 in business or office experience); (c) performs bookkeeping system (knowledge of university bookkeeping system); (d) New York) performs secretarial duties, maintains bills and files (office and bookkeeping experience); (e) maintains budgets and reports, coordinates activities, compiles course evaluations (high school graduate, school office or office experience); (f) prepares schedules, works on faculty evaluation, handles appointments, heavy typing, daily office duties (bachelors degree, one year research lab experience, several years’ office experience); (g) implements and maintains policy of student records, reviews budget expenditure reports (high school graduate, one year University experience, 60 w.p.m. technical typing); (h) maintains budget, coordinates activities and orientation for entering class and student directory and class cards (typing, experience with University budgets and forms).

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 personnel policies and procedures 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 in a biology or immunology laboratory). $7,575-$9,600.

Clerk II compiles and codes data, maintains files of research projects. $7,975-$9,450.

Clerk III answers inquiries, prepares transcripts, lists, maintains records of publications (typing and clerical skills). $6,755-$8,100.

Custodian checks buildings on rotational night shifts. High school graduate with good record. $10,375-$14,375.

Data Control Coordinator coordinates data activities, makes computer input and CRT output from computer data processing and control. $7,975-$13,800.

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

Duplicating Machine Operator (a) operates mimeograph and paper Federal puncher binder; maintains files and blank forms inventory. $7,725.


Electron Microscope Technician I processes and operates electron microscopes for use in research. $7,575-$9,600.

Electron Microscope Technician II embeds tissues for electron microscopy, develops EM negative prints, micrographs; dissects animals, prepares chemical solutions. B.S. in biology or chemistry, experience in EM laboratory. $9,500-$12,225.

Embalmers performs 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 garden 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

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, animal anesthesia. $11,250-$15,850.

Research Specialist III (two positions) (a) identifies populations, draws conclusions from human research projects, 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.

Registrar keeps acquisition, location, inventory, and biological specimens (B.S. in biology or immunology laboratory). $11,250-$15,850.

Project Manager develops application software, plans network expansion, deals with vendors, serves as liaison with customers, coordinates installations in physical plant. Four years’ experience with programming systems, programming languages, and heavy PL/1 and CICS on-line development.

Coordinator keeps acquisition, location, inventory, and biological specimens (B.S. in biology or immunology laboratory). $11,250-$15,850.
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 sections for automatic processing. Registration with ASCP. $6,650-$12,225.

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

Mechanical Lab Technician assists in renovating equipment, operates storage and viewing systems during surgery, keeps records. High school or trade school graduate, experience in laboratories working with precision tools and equipment. $8,325-$10,675.

Medical/Dental Receptionist keeps patients' records and bills, schedules appointments, completes insurance forms. High school graduate, two years' experience, preferable 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 reports 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-$11,050.

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

Program Application Specialist (software): writes, maintains, and documents programs for data acquisition, reduction, display, and instrument control on mini/micro computers. Knowledge of DEC RT11 micro, Fortran and TTL devices. $8,275-$11,800.

Psychology Technician I (two positions) (a) collects and codes data, administers psychological tests, coordinates individual psychological research project (B.A. in psychology or related field, experience in office and research, light typing); (b) performs general laboratory techniques and computational systems during surgery, keeps records. High school graduate, office experience, two years' post office experience. $7,975-$10,150.

Research Assistant (four positions) assists in renovating equipment, operates storage and viewing systems during surgery, keeps records. High school graduate, office experience, two years' bookkeeping experience, clerical and figure skills. $7,975-$11,050.

Secretary I (six positions) handles foundation relations, monitors grant proposals. High school graduate, two years' secretarial experience, excellent typing, shorthand preferred. Hourly wages. $6,875-$9,400.

Secretary IV (two positions) (a) schedules appointments, files, uses dictaphone (minimum six years' secretarial experience, preferably at the University or at an 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). $6,825-$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.

Security Officer works campus police. Six months' active police duty and Commonwealth-approved police academy training. $11,550-$14,775.

Stock Assistant 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 routing analysis, copies and prepares manuals. Experience creating a computing information retrieval system, familiarity with large scale computer procedures and peripheral devices, knowledge of accounting. $6,650-$9,100.

Typist II types manuscripts, correspondence, and mimeo lecture handouts; general office duties. Good typing skills. $6,575-$8,100.

Word Processing, Secretary/Technician operates Lexicon 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"

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 functionally. 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.