Liberal Studies: An Advanced Concept

A new graduate-level program brings professionals and scholars together in lively—and rigorous—seminars

The University recently has initiated a unique academic program which connects University research to public policy for professionals in the Philadelphia area.

The program, called Liberal Studies, is built around a cluster of graduate interdisciplinary seminars. These seminars, offered to professionals, center on research from a variety of basic disciplines and from the professional schools of the University. Their objective is to connect that research with questions of public policy that arise from it.

Each seminar has a coordinating faculty member and several visiting scholars and/or creative artists who are invited to discuss with the seminar participants the implications of their research.

"This is the first research-based university that has thought of a workable way to bring the variety of research to the professionals in other fields in our community," says Professor Nancy W. Bauer, director of the program.

Predictably, those who have enrolled in the program "do not want to be taught at. They want direction in their reading, guidance in analysis, and an equal share in the debate over public policy," says Bauer. "They have questions such as, 'What constitutes evidence? What do others need to know in order to use it? How can evidence from a variety of sources be channeled to decision-makers when they need it and in a form they can use?""

Among those who are participating in this semester's program are a retired political science professor, a captain in the Philadelphia policy department with a bachelor's degree in sociology, an assistant district attorney, and a vice president of a multinational corporation. A mix of this sort virtually guarantees vigorous examination of the issues at hand. Because all but two of the seminar members are employed full-time, the rigor of graduate work regularly produce unexpected situations. For example, an attorney currently enrolled in the program recently flew back from a Tennessee trial in which he was involved in order not to miss a mid-week seminar. His paper was drafted on the plane. The following morning he returned to Tennessee.

According to Professor Bauer, Liberal Studies is a graduate continuing education program offered by the Education, Culture and Society division of the Graduate School of Education. There are 85 participants in six seminars. The participants represent most of the major professions—law, health, engineering, banking, teaching, architecture, social work, government, politics, industry. They range in age from recent graduates whose jobs do not satisfy their interest in deepening their education to older professionals whose work and contacts have become increasingly specialized. Each seminar meets once a week from 6:30 to 8:30 p.m. and earns one course unit.

The Liberal Studies program began as a pilot project, sponsored by the National Science Foundation, to explore ways of bringing social science research to experienced teachers. (It was originally entitled Interdisciplinary Uses of Research, and then Program in Analysis and Interpretation). In 1977-78 there was exploration of an interdisciplinary graduate continuing education program that might be jointly sponsored by the College of General Studies and Graduate School of Education, but that proposal was
Assembly Lists Handicapped Services

The A-3 Assembly, in an effort to increase awareness and sensitivity concerning handicapped members of the University community, is circulating the following list. It includes the names of offices and people who have responsibility for services and programs for the physically disabled at Penn.

SERVICES TO THE HANDICAPPED

Programs for the Handicapped
Office of Equal Opportunity
3337 Locust Walk
Ms. Sally Johnson Ext. 6993
Admissions
College Hall
Ms. Doris McGovern Ext. 7502
Registrar
224 Franklin Building
Ms. Evelyn Barkovich Ext. 6636
219 Franklin Building
Ms. Leslie Pachos Ext. 6433/35
Residential Living Assignment Officer
Upper Lobby, High Rise North
3901 Locust Walk
Ms. Mary Cartier Ext. 8273
Student's Committee for the Disabled
Irvine Auditorium
Mr. Guy Lounsbery Ext. 4638

PROGRAMS FOR THE HANDICAPPED

Dept. of Facilities Development
746 Franklin Building
Mr. Harold Taubin Ext. 5831
A-3 Assembly
Mr. John Walters Ext. 5831
Programs & Objectives Committee
Ms. Donna DiSciullo Ext. 8512
Handicapped Training Center
4025 Chestnut Street
Ms. Laurie Kane Ext. 8108
Personnel Officer
130 Franklin Building
Mr. Nicholas Constan Ext. 7284

A-3 Workshop

A workshop on University A-3 employees and their rights and privileges as students at Penn is scheduled for noon, October 25, in the Harrison Smith Penniman Room in Houston Hall.

The hour-long session is designed to help A-3 employees better understand their tuition benefits, degree programs for which they may be candidates, and procedures involved in registering for courses.

Five speakers are scheduled to make presentations: Kathy Pollak, College of General Studies; Robert MacDonald, Wharton Evening School; Joel Bryers and Shirley Rhodeside, Student Financial Aid; and Virginia Hill Upright, an A-3 student.
WORTH NOTING

A miscellany of announcements, pointers, activities, and ideas worth bearing in mind this week.

The University Museum offers guided tours of its collections every Wednesday at 1 p.m. Each week's tour will feature a different gallery, or illustrate the ways in which cultures of the past used their environment, or interpreted similar concepts in different ways. The University Museum's archeological collections are world famous and include material from ancient Egypt, Mesopotamia, China, Greece, Rome, Central and South America, as well as the North American Indians, Africa and the South Pacific. The Wednesday tours last 45 minutes, and were designed to fit into a lunch hour, allowing time for a hasty sandwich or salad at the Potlach, the Museum's cafeteria. Tours begin at 1 p.m., just inside the main entrance to the Museum, 33rd and Spruce Streets. There is no admission fee to the Museum, but a $1.00 contribution is suggested.

The Folklore Center of International House presents a new monthly series entitled Children's Folklore: A Child's Introduction to Traditional Games, Stories, Crafts and Dance. This series provides an opportunity for children to participate in traditional forms of entertainment from many cultures. Some of these programs include Japanese kite making, Irish storytelling, Appalachian, Canadian, and Eastern European folk music; traditional Mummer's play and international folk dancing. Children's Folklore will take place one Sunday afternoon a month from October through March at International House, 3701 Chestnut Street, Philadelphia at 2 p.m. Admission is $2.00 for adults and $1.50 for children. All children must be accompanied by an adult. For information call 387-5125, Ext. 219. The first Children's Folklore program will be held on Sunday, October 28 and will feature African-American folklore. Linda Goss, a Philadelphia story teller, will entertain children with the oral traditions of African-Americans. Singer and entertainer Tom Davis will lead singing, plus hand, rope and ring games.

Mama's Got a Job, The Incredible Feeling Show, and Young Tom Edison and the Magic Why are the three productions scheduled for Annenberg Center's 1979-80 Theatre for Children Series. An Annenberg spokesperson says the theme for the series this year is "Got a Magic Feeling." Mama's Got a Job can be seen November 16 and 17; The Incredible Feeling Show is set for Feb. 29 and March 1; Young Tom Edison is slated for April 25 and 26. A brochure on the Theatre for Children series is available from the Annenberg Center box office, Ext. 6791.

Encore, a multi-faceted program begun in 1973 for retired and about-to-retire alumni, is opening its doors to faculty and staff of the University. Speakers at Encore meetings generally focus on investment, travel, health, estate planning, and wills. The first session this year is scheduled for Friday, October 26. The group will meet each Friday morning after that through mid-November. The program is offered to faculty and staff at no cost, but meetings are open on a first come, first served basis. For additional information call Raymond C. Saalbach, Ext. 7924.

"Teaching the Lessons of the Holocaust: Toward an Ethical Society" is the theme of the fifth annual conference of the Philadelphia Coordinating Council on the Holocaust, which gets under way at the University City Holiday Inn on Wednesday, October 24. Participants involved in the three-day conclave will address themselves to a wide range of topics, including the media, education, medicine, business, and labor. For additional information about workshops and registration fees, call Dorothy Freedman at K13-8430.

Tenured faculty members interested in the mastership of Stouffer College House for a term beginning either this spring or next fall are cordially invited to express their interest to Dr. Robert Luicd, chairman of the search committee, Ext. 5871.

Honorary Degrees

The University Council Committee on Honorary Degrees is accepting suggestions for recipients of honorary degrees for commencement on May 19, 1980. Nominations (including background biographical information) should be submitted in writing to any member of the committee, to Barbara Wiesel, Office of the Secretary, 121 College Hall/CO. The deadline is Oct. 22, 1979.

Committee members include: Judah Goldin, chairperson, 603 Williams Hall/ CU; Andrew Baggaley, D-22 Education/ CI; Mildred Cohn, A611 Richards/G4; John C. Filderman, 4035 Spruce St.; Henry Hiz, 610 Williams Hall/ CU; Laura Kassner, Law/14; Harold Lief, 4025 Chestnut/T7; Eugene Nixon, 125 Chemistry/D5; James Pickands III, E-243 Dietrich Hall/CC; Jack E. Reece, 216 College Hall/ CO; George Rochberg, 113 Music Annex/D8; and S. Reid Warren, 201 Moore/D2.

Lindback Award Nominations

The Christian R. and Mary F. Lindback Awards, presented annually to eight members of the University of Pennsylvania faculty in recognition of distinguished contributions to teaching, are open to teachers of graduate and undergraduate students in the professional schools and in the arts and sciences.

The criteria for selection of recipients are defined by the vice provost as "teaching that is intellectually demanding, unusually coherent and permanent in its effect. The distinguished teacher has the capability of changing the way in which students view the subject they are studying. The distinguished teacher provides the basis for students to look with critical and informed perception at the fundamentals of a discipline, and he/she relates this discipline to other disciplines and to the world view of the student. The distinguished teacher is accessible to students and open to new ideas, but expresses his or her views with articulate conviction. The combination of clarity and challenge, to an informed understanding of an academic field. The distinguished teacher is fair, free from prejudice and single-minded in the pursuit of truth."

Four awards go to faculty each year in the non-health areas (FAS, Wharton, engineering, law, education, social work, fine arts and Annenberg School of Communications) and four go to faculty in the health schools (medicine, dental medicine, veterinary medicine, nursing and allied medical professions).

Non-Health Areas: Nominations from schools or departments, students, faculty members or chairpersons should be submitted to Mary Kelly, the Committee on Distinguished Teaching, 112 College Hall. Nominations should cite those qualities which make the nominee an outstanding teacher, and should include the nominator's address and explain his/her association with the nominee. Additional supporting evidence, in the form of statistical surveys, curricula vitae, lists of courses taught, etc., will also be helpful to the selection process.

The Committee on Distinguished Teaching, appointed by the vice provost for University Life, on behalf of the provost, presents the Provost Staff Conference with eight finalist candidates from which the four non-health winners are chosen. The nomination period closes Friday, November 16.

Health Areas: The dean's welcome nominations for the 1979-80 awards from individuals in the respective health schools. Nominations and supporting material, including current curriculum vitae, comments from faculty and students concerning nominee's teaching ability and any objective quantitative evaluation of the nominee's teaching activities, will be reviewed by a broadly based committee on faculty and students within the school. Each health school may nominate up to four individuals for Lindback Awards. The vice president for health affairs appoints an ad hoc committee drawn from the several school committees to choose the four recipients in the health schools.

18 OCTOBER 1979
Statement on A-21

"Over the past twenty years, Congress and federal agency managers have demanded ever-increasing degrees of accountability for use of research funds provided to universities. Before publication of the original regulations in September 1958, grants were not subject to audits, payment of the total grant amount was received in advance with notification of the award, and, indeed, some principal investigators received checks directly to cover the expected cost of supplies and staff effort.

"Since that time, the regulations have passed through many efforts at revision in an attempt to bring precision to the direct and indirect cost allocations to research. This period of changing regulations paralleled a program of extensive audits by the government and the disallowance of substantial costs at some universities as a result of these audits. While on 8% of the 1979 HEW operating budget went to universities, 26% of the total HEW audit effort was expended in audits at universities.

"The attention now being paid to us by our federal auditors requires that we all understand the implications of the new regulations governing the recovery of costs for activity sponsored by the federal government. These regulations were published in the Federal Register as OMB Circular A-21 in March 1979 and will become effective for us with the start of our new fiscal year on July 1, 1980.

"OMB Circular A-21 has been in preparation for the last two years. The preparation included comments from the American Association of Universities, the Committee on Governmental Relations, the Association of American Medical Colleges, and other organizations representing the university community. The time for this preliminary discussion has ended, and OMB Circular A-21 is now final as published in the Federal Register.

"This regulation is perceived by some to be beneficial to our community. It is, in fact, a considerable improvement over the original 1977 version, in part, as a direct result of the university participation mentioned above. Unfortunately, two items in the final version require considerable adjustments on our part in our relationship with federal agencies. These two items are (i) the frequency and extent of our effort reporting; and (ii) the treatment of the tuition support for graduate teaching and research assistants.

"(i) The effort-reporting regulations will require faculty and professional staff, whether or not supported by federal funds, to identify the nature of their total compensated effort each semester. The regulation requires this disclosure from all faculty and staff whether or not this effort is directed toward, or reimbursed by, federal programs. We will also be required to report on the activities of our non-professional support staff (A-3 and A-4 employees) on a monthly basis.

"(ii) The tuition regulation requires that tuition remission for graduate teaching assistants and research assistants be charged as a direct cost. In the past, tuition remission has been included as part of our employee-benefit charge, and the costs have been allocated on an average basis over all faculty salaries, thus reducing the burden on the specific programs or grants employing graduate students.

"I have appointed a committee chaired by Al Beers, associate comptroller, to study the effort reporting requirement with a view to minimizing the faculty time needed to comply with the regulations. Another committee, chaired by Professor Donald Fitts, associate dean for graduate studies of FAS, has reviewed the implications of the graduate assistants' cost issue, and they are now working to measure and overcome any negative impact that this change could have on our graduate programs.

"This entire situation has the attention of the president and the deans. Faculty assistance has been and will continue to be sought to enable the University to achieve accountability and compliance without disruption to our missions. Any new procedures will be communicated to the University community as they are developed."

—Vartan Gregorian
Provost

Memo on A-21 and Tuition

"I have issued, for publication in ALMANAC, a brief statement outlining in general terms the implication of new federal regulations for sponsored research activity (OMB Circular A-21). This memorandum on tuition policy is the first of a series addressing specific issues related to OMB Circular A-21.

"1. As a result of changes in federal regulations promulgated by the Office of Management and Budget in OMB Circular A-21, all student support on federal grants and contracts must be budgeted as part of the direct cost as of July 1, 1980.

"2. For new proposals or renewal proposals submitted from now on, student tuition as well as stipends must be listed as a direct cost. However, indirect-cost charges will be applied only to student stipends and not to tuition. Stipends will be exempt from employee benefits charges.

"3. For existing grants and contracts whose expiration date falls beyond June 30, 1980, the University's Office of Research Administration will contact the principal investigator to convert the budgets so that tuition is included as a direct cost, but not subject to employee-benefit or indirect-cost charges. In these cases, every effort should be made to negotiate an increase with the sponsoring agency to cover the resulting increase in the budget.

"4. The following table of rates is provided for your use in preparing proposals for grants and contracts. The rates for FY 1979-80 are fixed, while the rates for other years are estimated.

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**EMPLOYEE BENEFITS**

<table>
<thead>
<tr>
<th>FISCAL YEAR</th>
<th>A-1</th>
<th>A-2</th>
<th>A-3</th>
<th>A-5</th>
</tr>
</thead>
<tbody>
<tr>
<td>1979-80</td>
<td>18.9%</td>
<td>26.1%</td>
<td>28.5%</td>
<td>7.8%</td>
</tr>
<tr>
<td>1980-81</td>
<td>19.6%</td>
<td>20.5%</td>
<td>29.3%</td>
<td>8.1%</td>
</tr>
<tr>
<td>1981-82</td>
<td>20.1%</td>
<td>21.0%</td>
<td>29.8%</td>
<td>8.6%</td>
</tr>
</tbody>
</table>

"5. I recognize that these changes will have a detrimental effect on a number of research projects. We are now analyzing the extent to which it can be minimized.

"6. There is a possibility that the federal auditors may insist that indirect cost and employee benefits be charged on tuition as well as on stipend. If this turns out to be the case, you will be notified. Nevertheless, it is necessary to adopt the policy given on an interim basis pending final negotiations."

—Vartan Gregorian
Provost

18 OCTOBER 1979
Honorary Degrees Committee

A total of six meetings was held from October 5 to November 30, so that the Trustees and the administration would have sufficient time to communicate with the candidates finally selected and to hear from them. All names had to be approved in the end by the Trustees.

The number of possible candidates considered and discussed came to 95. Finally, 12 names were chosen to be transmitted to the Trustees. Of these 12, six were invited to accept the degree and of these, three were able to accept.

As in the past, honorary degrees were to be awarded to the baccalaureate speaker and to the speaker at commencement.

—Judah Goldin, Chair

Report of Educational Planning Committee

During the 1978-79 academic year the EPC worked on a number of issues. Agreement was reached with the provost that the committee would give its advice on all new centers and institutes. Several proposed centers and units were approved. Subject to certain charges, EPC recommended approval of the Center for Aging, Center for Philadelphia Studies, Middle East Research Institute, and the Analysis Center for the Evaluation of Energy Modeling and Statistics.

The committee continued to monitor the proposed new dental school curriculum and pilot project. EPC requested that the administration have the dental school draw up a contingency plan to be used if the pilot project indicates that new curriculum does not appear to be feasible.

Advice was also given on the support for Annenberg Center, the library, and the Department of Recreation and Intercollegiate Athletics. The provost was requested to form committees to consider the special admissions category and the future development of the library.

Subcommittees on graduate education, undergraduate education and Responsibility Center budgeting began work. Their reports should be forthcoming in the 1979-80 academic year.

—Paul J. Taubman, Chair

Facilities Committee

During the course of the 1978-79 academic year the Facilities Committee met eight times; on the average each meeting lasted two hours. During the year the committee was given presentations on a wide range of matters by staff members of administrative units concerned with operational services; many of the matters will be considered in this report. These presentations were discussed in detail and this resulted in healthy and beneficial interactions between the committee and those administrators whose responsibilities include the university facilities.

Early last fall the committee discussed with Mr. Paul Greenberg, director of engineering and construction, the progress of the Blanche P. Levy Park construction. The feeling at that time was that the park would be completed by late fall, but there were inevitable delays. During the fall and winter we kept an eye on the park construction and it was indeed a thrill to all of us to see it reach completion. How beautiful it was on the occasion of its dedication in June of this year! The Committee trusts that there exists a mechanism which will keep the Park in its present attractive state in perpetuity.

Mr. Horace Bomar, director of the energy office, briefed the committee on the progress of the Centralized Chilled Water Project. The committee's review of the project emphasized the fact that this is a very large project and it will take several months before it is totally completed. However, at the present time the project is progressing very well indeed and has had no cost overruns and no unusual delays. Current projections indicate that the project will fall within the estimated budget of $5.1 million. The committee remains convinced that the reasons for initiating the Centralized Chilled Water Project remain compelling. These reasons include greater reliability for increased operating and maintenance efficiencies, more options for utilities management through our central monitoring and control system, avoidance of replacement of worn out, chilled water machines in individual buildings and, most important, increased energy savings which are projected to amount to approximately $900,000 a year. It would be interesting for future Facilities Committees to follow these projected annual savings.

During the course of the year the committee held several discussions with Mr. Richard H. Buford, director of real estate development for the University. The main concern for this department is with vacant land which the University owns or controls and also with land which the University might acquire in the future or for which it might be permitted to designate a developer. In addition, the department tries to use the funds, energy, and initiative of private developers for purposes of the University—for example the proposed faculty housing at 34th and Walnut and the proposed development of the former Pagano site. Since these latter activities are proposals only, the committee could only contribute suggestions concerning the use of these undeveloped sites.

The department of real estate development also represents the University in the City of Philadelphia concerning utilization of the former Philadelphia General Hospital site, an area of 19 acres. The committee found that the proposed development of this site by a city-designated private developer was rather unsettling and not in the best interests of the University. The committee's concern over this has led to the preparation of a statement concerning the use of the PGH site.

Following a series of discussions with Mr. Don McAleer, manager of housekeeping at the University, and Mr. Tom Musi, president of the Macke Building Maintenance Corp., the committee discovered that there were more problems associated with the housekeeping operation than most members realized. Many of these problems arose from careless litter disposal; in fact there is a considerable daily accumulation of soda cans, coffee cups, cigarette butts, and what-nots in odd places throughout the University. Our subcommittee on matters of general importance, chaired by Dr. James C. Saunders, undertook to meet and discuss these housekeeping difficulties and to provide the full committee with possible solutions to the latter problem. The most important contribution that emerged from these discussions was the suggestion for initiating a campus-wide "Litter Clean-up" campaign, a suggestion that was enthusiastically endorsed by the committee, Mr. McAleer, and operational services.

Poster themes have been submitted by the University publications office and their final format was approved by the Facilities Committee. The campaign is scheduled to begin in September.

The committee's subcommittee on energy, chaired by Dr. Martin Pring, has held regular meetings during the academic year and has worked closely with Horace Bomar and Steven Rood-Ojalvo of the energy office. The subcommittee has kept the parent committee fully aware of the serious energy problems that face the University.
Committee on Undergraduate Admissions and Financial Aid

through annual rotations on and off the committee. The subcommittee on parking and transportation, chaired by Dr. Vukan Vuchic, has been engaged in a detailed study of parking problems (within the University, on city streets with close access to the University, and on city streets within University City) and on transportation problems (within the University and the ticklish problems relating to access to the University). These studies have been carried out by the parking and transportation subcommittee working closely with Steven D. Murray, University director of transportation and communications, and Tony Smith of the department of facilities development. This detailed study is a long-term project and the subcommittee's report will not be completed until some time in the 1979-80 academic year. The purpose of the parking project is to provide safe and adequate off-street parking to the University community and resident population as well as to campus and hospital visitors (current projects include landscaping of existing lots, creation of new lots, plans for a hospital parking garage and a proposal for favorable rate for space committee chairperson and at the same time give this space committee chairperson since January 1979. The space committee chairman urges the facilities committee to place a high priority on addressing the problem of inefficient use of classrooms should be investigated and corrected. This problem is now compounded by discussions of conversion of existing classroom space into office space and also by the need to consolidate classes into the smallest possible number of buildings. This latter need is dictated by the need for energy conservation as well as by safety considerations. We urge next year's facilities committee to place a high priority on addressing these classroom matters and to produce recommendations that will provide the foundations for the most efficient use of the University's classroom space. Obviously, the presence of the University registrar will be vital to these classroom use considerations and we have requested that the registrar be added to the Facilities Committee as an administrative member.

The chairman of the Facilities Committee is also a member of the University space committee; the current chairman has been co-chairman of the space committee since January 1979. The space committee is one that has no power to settle space problems; its activities are limited to recommendations on space usage only and as a consequence the universitv has been shown to thousands of high school seniors and their families; yet many members of the committee were disturbed to see that this presentation stressed athletics and non-academic activities and nearly ignored the University's academic excellence. One of the few constructive effects of our work in 1978-79 is that the admissions office is now considering a new approach to its many publications; it is significant to observe that it is carrying out this review independently of the committee.

I said at the start of this report that the committee's influence has declined in recent years. Indeed, the central administration no longer consults with the committee on the issue, so vital to the faculties, of class size, even though the committee's charge requires such consultation. The administration has formed new panels to study and evaluate special admissions and athletic admissions, but without representation from the committee. Our meetings, once twice-monthly, are less frequent now—no more than eight in an academic year. The student members of the committee make few of the energy savings that have been achieved over the last three years, and for the need of concentrated and continued efforts in order to achieve even greater energy savings in the future. It is probable that the efforts of the energy office would be helped by another University-wide energy conserving campaign since it is obvious that this important matter needs to be continually pursued.

The subcommittee on parking and transportation, chaired by Dr. Vukan Vuchic, has been engaged in a detailed study of parking problems (within the University, on city streets with close access to the University, and on city streets within University City) and on transportation problems (within the University and the ticklish problems relating to access to the University). These studies have been carried out by the parking and transportation subcommittee working closely with Steven D. Murray, University director of transportation and communications, and Tony Smith of the department of facilities development. This detailed study is a long-term project and the subcommittee's report will not be completed until some time in the 1979-80 academic year. The purpose of the parking project is to provide safe and adequate off-street parking to the University community and resident population as well as to campus and hospital visitors (current projects include landscaping of existing lots, creation of new lots, plans for a hospital parking garage and a proposal for favorable rate for space committee chairperson and at the same time give this space committee chairperson since January 1979. The space committee chairman urges the facilities committee to place a high priority on addressing the problem of inefficient use of classrooms should be investigated and corrected. This problem is now compounded by discussions of conversion of existing classroom space into office space and also by the need to consolidate classes into the smallest possible number of buildings. This latter need is dictated by the need for energy conservation as well as by safety considerations. We urge next year's facilities committee to place a high priority on addressing these classroom matters and to produce recommendations that will provide the foundations for the most efficient use of the University's classroom space. Obviously, the presence of the University registrar will be vital to these classroom use considerations and we have requested that the registrar be added to the Facilities Committee as an administrative member.

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Personnel Benefits Committee

The Personnel Benefits Committee dealt with a number of complex issues during the past academic year. This report describes the major issues considered by the committee and the actions recommended.

Revision of Blue Shield Program

Probably no University benefit program has received more comment than the Blue Shield program that was in existence for many years. The University’s Blue Shield plan for surgical benefits covered only a small portion of the actual charges for surgical procedures. Even though Major Medical coverage paid part of the difference between the amount listed in the schedule and the actual charge for a procedure, a significant gap in coverage remained. To remedy this problem, the committee looked at the Blue Shield 100 Program which pays the usual, customary, and reasonable fees for surgical procedures. The committee met with Blue Shield representatives and obtained cost figures for the proposed change to Blue Shield 100. After much deliberation and discussion, the committee recommended that current University employees be given the opportunity to enroll in Blue Shield Schedule 100 coverage on a voluntary basis with the cost differential being paid by the employee. The employee also would have the option of remaining with the existing Blue Shield plan with the University paying the entire cost as it has in the past. Individuals hired after the introduction of Blue Shield 100 would be permitted to participate only in the Blue Shield 100 plan. The recommendation was forwarded to the president and other administrative officials, and the action was implemented.

Administrative Problems with Blue Cross/Blue Shield

Many complaints continue to be received concerning the filing of health insurance claims. Once again, meetings were held with Blue Cross/Blue Shield representatives in an attempt to streamline and otherwise simplify the administrative complexities involved. A subcommittee of the Personnel Benefits Committee was appointed to look into and evaluate the administrative procedures used by Blue Cross/Blue Shield.

Age Discrimination

The committee on several occasions discussed changes that might be necessary because of recent federal legislation concerning age discrimination. All the benefit plans of the University must be looked at in light of the changes recommended in this federal legislation. Since the final rulings had not been issued at the time of the last Personnel Benefits Committee meeting, it was not possible to resolve some of the pending issues. This should be a high priority item for next year’s committee.

Long-Term Disability Plan

The committee considered recommendations from the Long-Term Disability Board concerning the problem of getting disabled employees back to work. It was agreed that a liberalization of the Long-Term Disability Plan should be studied in an effort to provide more incentives for disabled employees to return to work as soon as possible. The Long-Term Disability Board, along with the Personnel Benefits Committee, is looking into this possibility.

Dental Insurance Programs

The committee considered various options to explore the feasibility of some form of dental insurance program. The committee is studying various cost figures and options and recommends that next year’s committee do some further analysis on the feasibility of a dental insurance program or recommend support for some form of existing program.

Sex Discrimination

The committee discussed the status of the possibility of sex discrimination in various benefit programs of the University. Particularly at issue was the question of unisex retirement benefits. It is expected that the issue will not be resolved until the Supreme Court has ruled on the issue. It was suggested by the committee that since unisex benefits have not been declared illegal, the committee resubmit to the administration a resolution made by the Personnel Benefits Committee two years ago on its resolutions relevant to the issue and ask the administration for comments.

Other Matters

Several other matters were discussed by the committee, including better communication of employee benefits, better explanation of benefits to employees as they reach retirement age, and a general review of all the employee benefit programs of the University.

Conclusion

As mentioned in last year’s Personnel Benefits Committee report, this is a particularly difficult period in employee benefit planning both from the University’s budgetary standpoint and the needs of the faculty and staff for increased and better benefits. The committee always looked at both these factors when trying to decide on benefit program improvements or changes. The 1979-80 Personnel Benefits Committee has many important issues before it. This is especially true since the final Interpretative Bulletin on Employee Benefit Plans under the Age Discrimination in Employment Act was published on May 25, 1979. In addition, it is a recommendation of this year’s committee that the coordination among all University benefit programs be studied and recommendations made for improvements if necessary.

—Jerry S. Rosenbloom, Chair

Additional Council reports will appear in future issues of ALMANAC.
Penn People

Edward S. Cooper, professor of medicine, was honored by the Dr. Charles R. Drew Award Committee, a society that recognizes minority achievements in medicine, for his accomplishments in medicine. Dr. Cooper was the first black faculty member to achieve the rank of full professor in the School of Medicine.

George Rochberg, professor of music and composer in residence, has been named recipient of the 1979 Kennedy Center Friedheim Award. His "String Quartet No. 4" was judged the best new American work in the area of instrumental chamber music. The award-winning composition was premiered at the University in January by the Concord String Quartet.

Strauss Issues Policy on Phone Calls

The office of the vice president for budget and finance, with the endorsement and authorization of the Facilities Committee, has established the following policy concerning third-party billing of telephone calls:

"The University of Pennsylvania prohibits the use of third-party billing against our centrex telephone numbers. The recommended procedure for business calls being made from non-University telephones is for the employee to dial the call direct and bring the bill to his/her departmental business administrator for reimbursement. Where appropriate, credit cards can be authorized by deans and directors for employees who need the capability of billing the University in this manner (e.g., for individuals who travel extensively).

"Bell of Pennsylvania has been notified that this policy will take effect January 1, 1980. They will assume the responsibility at that time for the collection of any third-party call charges by whatever means they deem appropriate.

This policy has been necessitated because of the increasing problems we have experienced with unauthorized third-party billing against University numbers by non-employees of the University. Since there is no incremental cost to the user for credit cards, this policy should not adversely affect the operation of any University department; it will simply provide increased control over the system as a whole.

—Jon C. Strauss
Vice President for Budget and Finance

ON CAMPUS

Items to be included in this section should reach the ALMANAC office the week preceding the Thursday of publication.

October 18-October 28

19
College Hours: The Modern Language College House hosts coffee and conversation hours for students of French, Spanish and Russian at 4 p.m., Class of 1925 House. 
Movie: The International Film Series offers LeFebvre's The Old Country Where Rimbaud Died at 7:30 and Mizoguchi's Life of Oharu at 9:30 in the International House. Admission is $1.50.
Blood Drive: The University Hospital sponsors a blood drive at the Christian Association between 11 a.m. and 6 p.m.
Lecture: The geology department presents Dr. James R. Spottis of the State University College at Buffalo on Constraints of Body Size and Environment on the Temperature Regulation of Dinosaurs at 4 p.m. in Room 104, Hayden Hall.
Seminar: The South Asia Regional Studies Center presents Robert Hornik of the Annenberg School on Communications in Under-Developed Countries at II a.m. in Room 208, University Museum.
Lecture: The Law School presents Sydney Kentridge, artist, at 4 p.m. in the Lloyd Observatory.
Seminar: The Morris Arboretum sponsors a one-day class in Passive Solar Greenhouse Design at 7 a.m. (members $28). Call 247-5777 for information.

20
Colloquium: The French Studies Colloquium concludes at the Annenberg Center.
Workshop: Morris Arboretum offers a workshop for children entitled Create a Mini-Fernery at 10 a.m. (members $3, non-members $4). Call 247-5777 for information.
Fall Festival: The Morris Arboretum's fall celebration begins and runs through Friday. Call 247-5777 for a schedule of the week's events.
Family Day: The General Alumni Society sponsors a soccer tourney for boys and girls of all ages at the varsity soccer team on River Field at 4 p.m. Call Ext. 7810 for information.
Sports: Penn meets Lafayette in Freshmen Football at 2 p.m. on Franklin Field; Penn competes in the Big 5 Meet of Men's Cross Country at the Fairmount Park home course; Penn faces off against Lafayette in Women's Field Hockey at 11 a.m. on Franklin Field; Penn competes in the Philadelphia Intracity Sailing Meet at Drexel through tomorrow.
Movie: The University Museum Film Series offers The Shadow Catcher at 7:30 in the Harrison Auditorium.

21
Lecture: The Communications Colloquium features Frank Mankiewicz, president of National Public Radio, on The Future of Public Radio under Deregulation at 4 p.m. in the Colloquium Room, Annenberg School.
Lecture: The history and sociology of science department presents Professor Peter Mathias of Oxford University on Science and Technical Change in Revolution: Second Thoughts at 4 p.m., Room 107, Smith Hall.
Lecture: The chemical and biochemistry department sponsors Dr. J. B. Scott of the University of Canterbury on Heat and Mass Transfer in the Spontaneous Heating of Coal at 3:30 p.m. in Alumni Hall, Towne Building.
Seminar: The Folklore and Folklife Colloquium features a film program and discussion on Afro-American Music at 4 p.m. in the Folklore Lounge, fourth floor, Logan Hall.
Workshop: Morris Arboretum sponsors a one-day class in Indoor Bouquet at 10 a.m. (members $15, non-members $20), and the first of three sessions on Passive Solar Greenhouse Design at 4 p.m. (members $24, non-members $28). Call 247-5777 for information.

22
Lecture: The Institute of Contemporary Art presents Richard Armstrong, co-curator, on Richard Artschawer's Theme(s) and Richard Artschawer on Reflections in/on Art: A Dialogue at 8:30 p.m., ICA Galleries. Admission free.
Lecture: The department of South Asia studies features Anand Patwardhan and two of his films, Prisoner of Conscience and Waves of Revolution in Room B-3, Fine Arts.
Lecture: The psychology department sponsors Dr. Eleanor Gibson of Cornell University at 4:45 p.m. in Room B-21, Stiteler Hall.
Lecture: The Middle East Center presents Ambassador Nahal al-Ahali, Deputy Permanent Representative, as of the United Nations, on Egypt and the Palestinians in the Peace Process at 7:30 p.m. in Room 286, McNeil.
Lecture: The graduate group in ancient history sponsors Dr. R. A. Palmer, of the department of classical studies, on The Port of the Seven Caesars at Rome and its Vicinity at 5 p.m. in Room 8-21, Stiteler Hall.
Blood Drive: The University Hospital sponsors a blood drive at the Dental School from 11 a.m. to 5:30 p.m.
Sports: Penn faces off against Swarthmore in Women's Field Hockey at 3:30 p.m. at Swarthmore.
University Council: Task Force Report Endorsed

The University Council last Wednesday endorsed the 1978-79 Task Force on University Governance report. Two sections of the document that was approved by the Council were variations on the text originally presented.

The endorsed text reads as follows:

Section II/A/4 (Codification of Procedures for Selecting the President):

"It is recommended that the Trustees codify the procedure for the selection and election of a new President as follows: When it becomes necessary to select a new President, the Executive Board of the Trustees shall constitute a joint trustee-faculty-student committee to nominate a slate of candidates to the Trustees. The Committee shall consist of six trustees, eight faculty members and four students who shall be two undergraduates, one graduate student and one student from a professional school. The trustee members shall be appointed by the Executive Board of the Trustees and shall include at least one Alumni Trustee. The faculty members shall be appointed by the Advisory Committee of the Senate. The student members shall be appointed by analogous procedures evolved by the respective student groups. The search committee may rank-order the candidates if the slate presented to the Trustees contains more than three names (page 36 of Council Bylaws). It is also recommended that the Trustees accept the guidelines for consultative committees specified in the Council by-laws."

III/7 (Advice on Consultation Procedures):

"The University Council joins the Task Force on Governance in recognizing the desirability of discretion in the formal decision-making process. To this end, the Council recommends that an administrator, at his option, seek the advice of a University Committee on Consultation to help determine appropriate advisory mechanisms. This Committee, consisting of the past, present, and Chairman-elect of the Faculty Senate, the Chairman of the Undergraduate Assembly, and the Chairman of the Graduate and Professional Student Assembly, could provide both the experience and the breadth needed to best serve the University community and assist the administration. The administrator might also wish in addition to seek such advice from any constituency which he perceived might be particularly affected."

II/A/1 (Student Membership Committees):

Add the following sentence to the paragraph:

"It is recognized that this proportion might be significantly higher than those committees dealing with student life matters, such as residence rules and disciplinary procedures."

A possible variation on the text on the subject of Young Alumni Trustees (II/A/1) was tabled.

In other matters, the Council heard Richard H. Buford, director of real estate development, discuss the present state of the campus development plan.

(See COUNCIL, page 12)
The following listings are condensed from the personnel office's bulletin of October 11. Because of the delay occasioned by printing schedules, these listings should not be considered official. Some of the positions may not be included because of layout restrictions. For further information, call personnel services, Ext. 7285. The University of Pennsylvania is an equal opportunity employer and does not discriminate on the basis of race, color, national or ethnic origin, sex, age, handicap, or political affiliation.

**Administrative/Professional**

**Accountant I** prepares journal entries, subsidiary ledger postings, and financial statements (M.S. in accounting, computational skills) $10,375-$13,750.

**Applications Programmer Analyst** II consults with users of systems and programs, analyzes segments, systems for computer operations, develops system flow charts, and documents computer programs (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 Associate Dean** interprets department policies; keeps personnel statistics, maintains a student manual, and advises students (B.A., two years' administrative experience, good writing skills) $10,375-$13,750.

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

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

**Assistant Director** collects and analyzes energy data for the University conservation program data base, performs technical analyses of various conservation projects, and assists in the formulation and implementation of special procedures for energy calendar management, degree in architecture, mechanical, or electrical engineering, knowledge of Fortran, APL, or Mark IV helpful) 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 operating procedures, and counseling and handling disciplinary matters (M.A., two years' experience in supervising residence halls) $10,375-$13,750.

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

**Assistant to the Vice-President of Commonwealth Relations** helps represent the University's interests to the General Assembly, the Governor's office, civic organizations, the school board, et al. (B.A., preferably from Penn, teaching, academic administration, and/or administrative experiences especially familiar with socioeconomic and political problems of the Commonwealth) $16,125-$22,725.

**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 promotion work) (b) manages corporate fund-raising programs, implements communication projects, prepares major gift appeals (three to five years' experience in public relations or promotion work) (c) supervises computer operations and development projects (two positions) Salary to be determined.

**Associate Development Officer III** coordinates fund-raising with school dean on campaign objectives, presents attractive programs to bring in funds (fund-raising experience in higher education and academic advancement) $24,000.

**Associate Editor** supervises institution's technical communications, edits scientific documents, produces photographic and printing services (B.A. in English, journalism, or related field, extensive writing and editorial experience, knowledge of scholarly writing processes) Salary to be determined.

**Biostatistical Data Manager** constructs and maintains computerized clinical data based on melanoma; prepares reports, (experience in computer programming, statistical analysis, and/or medical data management) Salary to be determined.

**Computer Programmer** maintains accounting systems and financial systems, monitors reports, and issues disbursements (advisement center experience, involvement with computer science program, minimum starting salary and maximum starting salary) $10,375-$20,550.

**Department Head II** supervises and operates technical services, acquisitions, cataloging, and serials; plans procedures, supervises work in technical services and publications, prepares budget for department (M.A. in library science from ALA accredited school with medical, computer, and natural sciences background) $14,850-$20,550.

**Director** (two positions) (a) serves as chief executive officer of the trustees' publishing arm; plans budgets, contracts, editorial program, establishes basic production and marketing strategies (ten years' experience in publishing scholarly books, extensive knowledge of the financial aspects of publishing and marketing procedures) $14,850-$20,550. (b) directs a research center involved in the study of contracts and the management process (M.B.A., D.B.A., or Ph.D. degree, ten or more years' experience with management consulting firm) Salary to be determined.

**Fiscal EDP Coordinator** handles systems planning, researches and designs approach to data generated within the university's business organization for revenue generation, experience with budgets, accounting, and data analyses procedures) $12,900-$17,850.

**Junior Systems Analyst** (two positions) (a) assists with biochemical experiments, prepares and purifies membranes or substrates, performs assays and binds their complex with inhibitors (B.S. in chemistry, biochemistry, or biology, research experience) (b) performs biochemical analyses of subcellular fractions of bacteria, researches molecular aspects of bacteria, pathogenicity (M.A. in biology or chemistry, two years' experience) (c) fabricates electrodes, produces and tests microelectrodes for measuring pH, K+ , Ca2+, O2, and H+ responsible to P1 (B.S. in biophysics or biochemistry); (d) oversees all phases of research in physiological psychology laboratory, performs and directs small animal surgery, running of rats, 2-DG autoradiography, histology, and computed image processing (B.A. or B.S. in a natural science major) $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 (M.A., English literature, English, French, layout and design, several years' experience with business publications) Salary to be determined.

**Program Developer** (two positions) (a) manages computer programming for projects, maintains records for ongoing studies in genetics of diabetes (B.A. in statistics, knowledge of operating system) $10,375-$13,750. (b) manages computer programming for projects, maintains records for ongoing studies in genetics of diabetes (B.A. in statistics, knowledge of operating system) $10,375-$13,750.

**Project Director** (available until April, 1980) manages departments, supervises daily operations, coordinates research and grant objectives (familiarity with Leonard Davis Institute and University operations) Salary to be determined.

**Project Manager** develops application software, plans network expansion, deals with vendors, servicemen, and Uni-Comp technicians, trains operators, coordinates installations in physical plant, four years' experience with programming systems, programming languages, and heavy PLI and CICS on-line development) $16,250-$22,725.

**Research Specialist I** (five positions) (a) supervises scanning electron microscope, vacuum evaporators, and freeze fracture equipment (B.A., knowledge of electron microscope operation and specimen preparation; mechanical and electrical circuit repair skills) (b) takes charge of electron microscope facility; prepares tissues, ultramicroscopy, microscopy, and darkroom processes, trains technicians (M.S. in biology, three years' experience with transmission electron microscopy) (c) performs biochemical analyses of subcellular fractions of bacteria, researches molecular aspects of bacteria, pathogenicity (M.A. in biology or chemistry, two years' experience) (d) performs biochemical analyses of subcellular fractions of bacteria, researches molecular aspects of bacteria, pathogenicity (M.A. in biology or chemistry, two years' experience) (e) performs biochemical analyses of subcellular fractions of bacteria, researches molecular aspects of bacteria, pathogenicity (M.A. in biology or chemistry, two years' experience) (f) performs biochemical analyses of subcellular fractions of bacteria, researches molecular aspects of bacteria, pathogenicity (M.A. in biology or chemistry, two years' experience) (g) designs and develops electronic systems for particle physics research (knowledge of modern digital electronics, experience with minicomputers) (h) designs and develops independent research on thermal problems (Ph.D., proven record in research, excellent background in computer, heat transfer, thermodynamics) $12,900-$17,850.

**Research Specialist III** (two positions) (a) makes cultures of blood, spinal fluid, and lymphocyte monocytes from patients with autoimmune diseases (B.A. in science geared to this position); (b) maintains, troubleshoots, and repairs Brucker F-250, NMR Spectrometer, JEOL-JPS-100 NMR Spectrometer, Varian A-60A NMR Spectrometer (advanced degree in electronics, physics or chemistry or training with five years' experience in magnetic resonance spectroscopy) $14,850-$20,550.

**Senior Systems Analyst** (three positions) (a) creates online data bases, manages accessability with other facilities; prepares programs for colliding beam experiments; consults on physics problems (Ph.D. in physics, experience with modern digital electronics, experience with IBM + DEC CDC digital computers and PDP II Macro and Graphics); (b) submits program applications for series I, evaluates applications for computer center, and data base applications (B.A., experience with Fortran and IBM equipment); (c) prepares feasibility studies, designs systems, programming specification, trains users to use system and data base (B.S. in computer science, experience in data processing and systems analysis, ability to design on-line, real-time computers) $16,125-$22,725.

**Staff Dentist** (two positions) (a) performs extractions, and prescribes for patients, maintains records and questionnaires on patients; (graduate from a recognized dental school with appropriate in field of specialty) $28,325-$39,950.

**Staff Nurse** serves as clinic coordinator and teacher, assumes CPT 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.

**Support Staff**

**Accounting Supervisor** handles day-to-day activity of the department, controls disbursements, income and payroll (accounting background) $8,625-$10,950.

**Administrative Assistant to the President** (a) maintains bills and grant sheets, performs office duties (two years' college, four years' experience, typing, knowledge of University budget and forms); (b) performs secretarial duties (New York) performs secretarial duties, maintains bills and files (office and bookkeeping experience); (c) prepares schedules, works on faculty evaluations, handles appointments, heavy typing (high school graduate, some college or medical experience, several years' office experience) (d) implements and maintains policy of student records, reviews budget expenditure reports (high school graduate, experience with University procedures, 60 w.p.m., technical typing); (e) maintains budget, coordinates activities and orientation for entering class and student directory (typing, experience with University budgets and forms); (f) is responsible for all budget related activities, maintains bills and files, and performs general secretarial duties (some college, three to five years' experience, familiarity of University budget systems) (g) coordinates registration schedules, course plans, promotions, and grant proposals (good typing, proofreading skills, office experience); (h) assists the university librarian in book selection, in programs, schedules undergraduate courses, and screens correspondence (college preferred, knowledge of the study of art history and related fields, five years' experience, summer school enrollies, handles patient complaints, Secretary to Clinical Review Board (good typing, office experience) $10,375-$14,375.

**Administrative Assistant II** (New Bolton Center) maintains budget and employee time sheets, buys and leases equipment, schedules farm collections (minimum two years' experience, bookkeeping and accounting experience, typing) $8,625-$10,950.
Air Conditioning and Refrigeration

Contributions Sought

Project

Hardaman II (position available for twelve months)

Electronic Technician

Data Control Clerk (two positions) (a) organizes data desirable, bookkeeping experience); (b -New Bolton station, reduction, display, and instrument control on word processing environment) $7,425-$9,450.

Typing, spelling, grammatical skills, experience in a variety of granocological and reproductive tissues, chemistry, experience in EM laboratory); (b) processes a variety of matters, handles a variety of administrative and informational responsibilities, (good telephone manner, written and phone communication); (c) performs immunofluorescent and RIA, conducts in vitro lymphoblast transformation and cell-mediated cytotoxicity assays (B.A. in biology or physical sciences, ability to work with laboratory animals, feeds and cares for calves, and performs other tasks. (course work in the sciences, experience in handling dairy cattle, interest in veterinary medicine) $6,700-$8,840.

Electron Microscopy Technician II (two positions) (a) embeds tissues for thin sectioning examination, develops EM negatives, prints, and micrographs; diseases animals, prepares chemical solutions (B.S. in biology or chemistry, experience in EM laboratory); (b) processes a variety of magnetic memory media, ensembles electronic devices); (g) grows and freezes primary cultures, may be assigned to emergency call, weekend and other night shifts.

Gardener performs general gardening throughout campus. (one year experience in operation of normal route equipment) Union wages.

Hardeman II (position available for twelve months) conducts research, directs control, observes health, feeds and cares for calves, and performs other tasks. (course work in the sciences, experience in handling dairy cattle, interest in veterinary medicine) $6,700-$8,840.

Mail Carrier sorts, bundles, and delivers mail to campus buildings; operates post office. (knowledge of postal rates, experience) Union scale.

MCST Operator transcribes correspondence, types, operates various magnetic memory media. (excellent typing, shorthand skills, experience in computer programming environment) $7,425-$9,450.

Office Automation Operator operates word processing equipment on computer based system such as remote control terminal, prepares drafts. (highly developed typing skills, experience with standard and power typewriters) Union scale.

Programmer I programs applications software; writes, maintains, and documents programs for data acquisition, reduction, display, and instrument control. (B.S. in microcomputer science or equivalent knowledge) DEC RTI II Macro, Fortran and TTL devices) $9,275-$11,800.

Project Budget Assistant (two positions) (a) prepares monthly expense and status reports, assists with the preparation of budgets and types varied materials (knowledge of University accounting system desirable); (b) serves as liaison with materials, purchases, and financial aid. (B.A. or B.S. in business administration with experience in financial aid) $7,975-$10,150.

Psychology Technician I conducts patient clinics, administers psychological tests, ECG's and lab work, maintains equipment, performs diagnostic analyses (B.S. in psychology, experience in psychological/psychiatric research and clinical research procedures) $9,650-$12,225.

Receptionist waits on patients, assures they are kept for a variety of matters, handles a variety of administrative and informational responsibilities, (good telephone manner, written and phone communication); (c) performs immunofluorescent and RIA, conducts in vitro lymphoblast transformation and cell-mediated cytotoxicity assays (B.A. in biology or physical sciences, ability to work with laboratory animals, feeds and cares for calves, and performs other tasks. (course work in the sciences, experience in handling dairy cattle, interest in veterinary medicine) $6,700-$8,840.

Recorder handles general office functions, distributes reports, etc. (good telephone manner, written and phone communication) $7,425-$9,450.

Research Bibliographer II serves as a research librarian, assists in the preparation of a library catalog. (B.A. in library science, proficiency as a reference/research librarian, typing skills, business office experience) $7,975-$10,150.

Research Laboratory Technician I (five positions) (a) isolates and characterizes bacterial mutants, maintains stocks, performs bacterial genetic techniques and executes other laboratory duties; (c) performs radiolabeling; (d) prepares and distributes reports, training or past experience in landscaping, biology, one year of experience as an electron microscope technician) $5,9,675-57,775.

Records Assistant handles routine work, assists in gathering data, makes microelectrodes (experience with tissue culture and general laboratory techniques); (i) participates in research, performs experiments and analyzes data. (B.S., experience with cell culture) $8,575-$11,300.

Research Laboratory Technician II (seven positions) (a) assists in laboratory research procedures, prepares experiments, records research data analysis (B.A. in science or a related field); (h) prepares radiolabeling; (b) performs biochemical assays for whole blood glucose and free fatty acids; maintains glassware and lab equipment (B.S. in biology) (c) performs radioimmunoassay of thyroid hormones; (e) performs immunofluorescent and RIA, conducts in vitro lymphoblast transformation and cell-mediated cytotoxicity assays (B.A. in biology or physical sciences, ability to work with laboratory animals, feeds and cares for calves, and performs other tasks. (course work in the sciences, experience in handling dairy cattle, interest in veterinary medicine) $6,700-$8,840.

Veterinary Anesthesiologist II (New Bolton Center) manages research projects involving anesthetizing small animals. (excellent typing) $7,975-$10,150.

Veterinary Assistant II (New Bolton Center) assists in the preparation of budgets and types varied materials (knowledge of University accounting system desirable) (B.A. or B.S. in business administration with experience in financial aid) $7,975-$10,150.

Voice Processing takes dictation, transcribes, and uses word processing equipment (B.S. in computer science, office experience) $7,975-$10,150.

Word Processing, Secretary/Technician operates dictation, word processing equipment, and transcribes from dictating machine (excellent typing, word processing, and medical terminology) $7,975-$10,150.

Part-Time

Two administrative/professional and 14 support staff positions are listed on campus bulletin boards.

Contributions Sought

ALMANAC welcomes contributions from members of the University community. We seek letters for our Speaking Out department and essays for our Forum department. Submissions should be typed, double-spaced, and signed by the writer. Please include your name and, if possible, your home phone number.

18 OCTOBER 1979

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tabled by a committee of the Faculty of Arts and Sciences at about the time that the National Science Foundation grant was received.

After evaluation of the pilot project, the Education, Culture and Society division of the Graduate School of Education agreed to offer a broadened program to a more varied constituency of professionals. The seminars were to include interdisciplinary approaches to science, humanities, and social science. The seminars were organized within the Liberal Studies program and offered to University alumni in the summer of 1979 and to other professionals in the area for fall 1979.

All seminars are for graduate credit. None is pass/fail. It is possible to earn a master’s degree through Liberal Studies. Typically, this would require three years of work. At present, the degree is Master in Science in Education (with specialization in Education, Culture and Society). Under study by the Educational Planning Committee is a new graduate continuing education degree, Master of Liberal Studies.

The core courses in the Liberal Studies program are: The American National Community: What Holds Americans Together?, Multi-cultural America: Analysis and Interpretation; Economic Resources and the Development of Technology; Nations and Nationalism: The Origins and Uses of Being a Nation; Education: Philosophy, Culture, and Public Policy; The Arts, Taste, and Public Planning; and American Foreign Policy and Interdependence.

The advisory committee is chaired on behalf of the division of Education, Culture and Society by Professor Charles E. Dwyer, Professor Bauer, director of the pilot project, and now of the Liberal Studies program, is adjunct associate professor in the Graduate School of Education. Her published work is in American history and curriculum research. She is a consultant to state and local governments and school districts on educational policy and staff development. A graduate of Smith College, University of Michigan, and Michigan State University, she came to the University from the Learning Systems Institute of Michigan State University.

At the request of the provost and the dean of the Graduate School of Education, an advisory committee of representatives of the 14 schools of the University has been formed, in consultation with each of the deans. The following faculty members have agreed to serve:

- Annenberg School of Communications—Larry Gross
- Faculty of Arts and Sciences—Jean Brownlee
- Graduate School of Fine Arts—Ann Strong
- Law School—Howard Lesnick
- School of Allied Medical Professions—Roma Brown
- School of Dental Medicine—Patricia Cormier
- School of Engineering—Iraj Zandi
- School of Medicine—George Ruff
- School of Nursing—Clifford Jordan
- School of Public and Urban Policy—Theodore Hershberg
- School of Social Work—Alexander Hersh
- Veterinary Medicine—Leon Weiss
- Wharton School—Richard Clelland

The function of the advisory committee will be to help Liberal Studies maintain the rigor and balance of the seminars within the program, to help build new seminars from work done throughout the University, and to evaluate ideas for seminars in the light of work done in each of the schools.

The Liberal Studies program has been endorsed by the Philadelphia Bar Association, the Engineer’s Club, the College of Physicians, the Philadelphia Chapter of the American Institute of Architects, the Chamber of Commerce, and the League of Women Voters. Their boards have appointed an officer to serve on an advisory group to Liberal Studies. There is also a representative from the School Study Councils (superintendents from eastern Pennsylvania school districts) and from the General Alumni Society of the University.

Because Liberal Studies courses do not demand the resources of the University that professional or research degrees do, the seminars are offered to those only in Liberal Studies courses at 50 percent of the regular graduate tuition. Others may take them at the full graduate rate. Those seeking Ph.D. credit must do an additional research paper or project approved by his/her department and the director of Liberal Studies. The seminars, restricted to 20 participants, are taught by senior faculty on an overload basis.

Although many employers pay for the tuition of their employees, others such as teachers, social workers, police officers, and nurses, as well as younger graduates working in administrative offices, must use limited discretionary income, and, therefore, even the 50 percent tuition rate is difficult for them. According to Professor Bauer, the special rate is necessary, but the program requires outside support, especially during the initial years of building its reputation in the community.

Five-year proposals (tapering off from year one to year five) are now pending with two programs within the National Science Foundation and with the National Endowment for the Humanities. Their interest is in new academically viable ways of bringing science, social sciences, and the humanities to new constituencies. Private foundation support for Liberal Studies as a community endeavor is being sought to make up the projected deficit as federal funding diminishes.

Textbook Orders

Barry H. Vitow, director of the University Bookstore, has asked all teaching faculty to inform their students that because fall term textbooks soon will be returned to the publishers to make room for spring term textbooks, any student who has not yet purchased texts needed for the fall term should do so now.

The members of the Bookstore Committee of the University Council would like to urge each member of the teaching staff who will be teaching courses in the spring semester to submit his/her book lists to the bookstore as soon as possible. The delay in doing so will result in extra cost to the bookstore—hence to the University—because the bookstore will be obliged to pay extra shipping and labor costs. (The books on short notice will have to be shipped via express freight. Added congestion in the bookstore will require additional labor.) The bookstore is also trying to procure used books from wholesalers, but this can be done only if the bookstore knows in advance the titles to be used.

-Chong-Sik Lee
Professor of Political Science
Chairman, Bookstore Committee

Two Reappointments

Provost Vartan Gregorian has issued the following statement concerning the reappointment of two deans:

“During the summer two deans have agreed to stay on for further terms, at the request of the president and the provost and in consultation with their faculties. D. Walter Cohen, professor of periodontics, is continuing as dean of the School of Dental Medicine. Dll H. Hymes, professor of folklore and folklife, linguistics and sociolgy, has been reappointed as dean of the Graduate School of Education.”

(COUNCIL, from page 9)

Said Buford: “We have no plans for great expansion; we are concerned with the enhancement of space already in the University’s ownership. The University of Pennsylvania and its campus need to be seen as an institution and place of great importance to the city. Penn is becoming the last of the great urban squares of Philadelphia. We should stop thinking of ourselves as a West Philadelphia institution. We’re part of the pulsebeat of the city.”

Tour ACADEMIA

George H. Hanford has been appointed president of the College Entrance Examination Board. Hanford, who joined the College Board staff in 1955, takes the place of Robert J. Kingston, who resigned his post in August.