Funds for General Education, Technical Specialties

New gifts and grants to the University totaling more than $7.25 million announced at autumn Trustees meeting

With many trustees on campus last week for the Corporation's autumn stated meeting, the University took the opportunity to announce more than $7.25 million in new gifts and grants.

The gifts raised the total to date for Penn's Program for the Eighties to $211 million, which is 83 percent of the campaign's goal of $255 million.

Reginald Jones, chairman of General Electric and a University trustee, told the Corporation that the campaign's business and industry committee has already exceeded its goal. Gifts in that category currently total $34.2 million; the committee's objective had been to raise $33.7 million by Fall 1980.

A key gift announced at an open session of the trustees was $600,000 from the Exxon Education Foundation. According to Robert L. Payton, president of the foundation, this award sets a precedent in foundation gifts to higher education in that it is intended for general undergraduate education.

“We are committed, as you are, to the general education of undergraduates,” Payton said to the trustees. “We believe there is a core of knowledge and skills and methods on which subsequent learning is based. It is a core that all students should share.”

Provost Vartan Gregorian will control the flow of monies from what has been designated the Exxon Development Fund. According to Payton, the provost has “pledged to let outsiders come and evaluate the results” of how the funds are administered.

Other major gifts announced at the trustees meeting last week include:

- The Peat, Marwick, Mitchell Professorship in Professional Accounting for the Wharton School, a grant from the Peat, Marwick, Mitchell Foundation;
- The Alfred Newton Richards Professorship in Pharmacology for the medical school, a grant from the Merck Company Foundation;
- The George W. Taylor Professorship in Entrepreneurial Studies for the Wharton School, a grant of $574,000 from Mr. and Mrs. Frank K. Greenwall of New York;
- $250,000 toward the renovation of Dietrich Hall, from Ford Motor Company;
- $3.5 million to complete construction of and subsequently equip the veterinary school's Small Animal Hospital, from the foundation established by the Pew family through the Glenmede Trust Company; and
- A gift that will enable a clinical diabetes center to be developed at the University hospital, from Everett and Grace Rodebaugh—both Penn alumni—who made their gift in honor of Dr. G. Clayton Kyle. The University was named a National Diabetes Research Center by the National Institutes of Health in 1977.

In addition to these gifts, the University last week announced that it has been awarded more than $2 million in grants to be used in medical areas.

The Department of Health, Education and Welfare awarded the medical school $1.4 million to be used over the next three years to train physicians as generalists. Generalists are non-specialist physicians who treat most of their patients' medical problems. Dr. John Eisenberg, will administer the project.

The School of Medicine also has received $300,000 to be used over a three-year period for the expansion and further development of its program in clinical epidemiology. The grant was awarded by the Rockefeller Foundation. Dr. Paul Stolley, head of the clinical epidemiology unit, will direct the program.

Finally, the dental school announced last week that it had been granted $633,000 by the National Institutes of Health to establish a clinical research center. According to Dr. Irwin Ship, who will direct the program, the grant will fund the employment of six researchers for three years.

INSIDE

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To the Editor:

My high regard for your writing ability (which I know as the editor of a scholarly journal that published your work) only increases my dismay over the editorial direction of the ALMANAC. Recent attempts to justify it made matters worse. It now is clear that the direction is as determined and deliberate as it is wrong.

The most recent case in point (and the one that finally compelled me to write) is the front-page story in the last (October 25) issue, dealing with our own national conference on Public Views of Doctors and Lawyers (a title never mentioned in the story). The story was written by the News Bureau's Sue Kinard who worked very effectively in helping to publicize the conference in outside media. But ALMANAC is not outside media. It need not be governed by their warped news values, celebrity cult, cute headlining, and paternalizing tone.

At our two-day conference, leading government figures, judges, heads of professional organizations, and distinguished social scientists reported surveys of public knowledge about professions; discussed professional training and prestige; dealt with consumer, patient, and client criticism; explored problems of innovation in established fields; released new studies of public images of lawyers, doctors, and hospitals; related the difficulties of specialized press coverage; and confronted issues of patient and client rights, professional advertising, and concentration of power. These, or any combination of these, are the themes and people relevant to the conference and the academic community ALMANAC serves. None of these could be surmised from ALMANAC's story. Until the final few paragraphs of recommendations, the story features only the entertaining luncheon and dinner speakers. The pictures and slant of the story exploit the celebrity angle and trivialize a broadly based conference of scholars, executives, writers, editors, and other experts.

The problem is not length or comprehensiveness (in fact, the attention is, I am sure, intended to be gratifying) but wrong selection and values characteristic of the new direction.

Nor is the problem "the subtleties of life at an Ivy institution" as your editorial note suggests in the same issue. The problem is the fundamental misconception of the purpose, role, and style of an official organ which should represent the authoritative voice of university governance and reflect the authentic spirit of academic activities.

I realize that the current editorial effort is well intended. But that does not make it valid. Good pictures and lively design make editorial misdirection all the more glaring. We do not need people-boosting, program puffery, gee-whiz publicity, or hype of any kind reminiscent of a slick employee newsletter.

ALMANAC does not need an editorial voice pleading for more time and promising improvements. The direction is already too evident, and the need is not for improvement but for change.

George Gerhner
Professor of Communications
and Dean
The Annenberg School of Communications

Editor's Note: While the ALMANAC staff might have liked to publish a more extensive account of the Annenberg School conference, space constraints dictated a story of modest length and, consequently, limited details. We did, however, judge the conference to be of significant value, which is why we put our story on the front cover. Those readers who now are more curious about the proceedings will, we trust, inquire at the Annenberg School. On the matter of the "outside media" being prone toward "warped news values, celebrity cult, cute headlining, and paternalizing tone." we certainly agree that some media exhibit some or all of the above. However, we do not count ourselves among those and are distressed by the implication that we now belong in that category. We believe our handling of the conference in question was responsible. Indeed, we even noted in our headline that the conference themselves were a "serious" lot. Furthermore, it is our judgment that the photograph of actor John Houseman (with two Annenberg School Ph.D. candidates) did not "exploit" the celebrity angle: Houseman's appearance at the conference was legitimate news, and his celebrityhood was being used, we think, not by ALMANAC but rather by those who invited him and then publicized his willingness to participate.

To the Editor:

It was very disturbing to read Dr. Roger Linnemann's statements about nuclear energy in the October 11 ALMANAC front-page article without reference to the wealth of information contradicting his position, or at least a clarification of his professional situation as a spokesperson for the nuclear industry. Radiation Management Corp., of which Linnemann is president, is a wholly owned venture of six utilities in the Philadelphia area which are involved in nuclear technology or own nuclear power plants; one of these utilities is Philadelphia Electric Co.

The nuclear issue has become highly charged emotionally, so it is important that valid and balanced information be presented in the media; perhaps this is even more important when it is presented to the academic community than to the public at large; because the former has such a strong subjective investment in the idea that the realm of science and technology is only characterized by rationality and responsibility. And then too, all of us would rather believe that everything is fine, that there is no real danger. History is full of disasters caused by people choosing not to see an approaching horror, despite repeated warnings.

Contrary to Linnemann's statement that opponents of nuclear energy are "acting in an information vacuum," better qualified figures in the academic world, who are without the questionable affiliations that Dr. Linnemann has, present an entirely different set of facts and figures concerning the dangers and past effects of radiation of all levels.

Dr. John W. Gofman, Professor Emeritus of Medical Physics at the University of Pennsylvania

(continued on page 3)
Victims of Neglect and Inequalities

Annenberg School releases latest findings on women and minorities on TV

The more television most people watch, the more sexist their views are as they observe a world in which women and most minorities, including children and older characters, form cultural ghetto.

These findings are part of a 10-year study by a research team at the Annenberg School of Communications. Released earlier this week in collaboration with the Screen Actors Guild, the study traces women and minorities on television in a sample of 1,365 network dramatic programs with 16,888 characters from 1969 to 1978.

Highlights of the study include findings that in the television world:
- Men outnumber women three to one.
- The more viewers watch television, the higher they score on a sexism index and the more they believe, contrary to fact, that older people are a diminishing segment of society.
- Hispanics are the most underrepresented minority, while Orientals number more than their share.
- In 1969, 68 percent of all prime time characters were white males. Nearly a decade later, 62 percent were white males.
- The proportion of female leads has been rising, but the percent of all female characters has changed little, if at all, since 1969.
- The gains of blacks, Hispanics and Orientals through the mid-seventies were not sustained into the late seventies.
- Children and old people are grossly underrepresented.
- Women age faster than men: more women are cast in older roles than male characters of the same chronological age.
- Weekend daytime (children's) programming calls for clearer definitions of, and protections for, clinician-educators, the Senate Advisory Committee placed before the body a resolution calling for clearer definitions of, and protections for, clinician-educators.

The Faculty Senate voted Monday to allow clinician-educators—who by definition are not on a tenure track—to become members of the Senate, with the restriction that they not be permitted to vote on matters related to tenure or compensation of tenured faculty.

In addition, the Senate passed a resolution in which it recommended to the trustees that clinician-educator faculty be designated standing faculty/medical school, a subset of the standing faculty. The wording of the resolution will of course not be reflected in the new edition of the faculty and administration handbook, to be issued next week.

In connection with the actions concerning clinicians-educators, the Senate Advisory Committee placed before the body a resolution calling for clearer definitions of, and protections for, clinician-educators.

President Martin Meyerson, who said he supported the actions of the Senate on these matters, pointed out that some 100 members of the University community currently hold the title of clinician-educator. The full texts of the resolutions adopted by the Senate appear below.

Monday's Senate session was marked by Provost Vartan Gregorian's maiden speech to the body in the role of provost.

In his prepared remarks he spoke of the need to strengthen the provost's office and his progress toward that goal.

He also spoke on the subject of OMB Circular A-21, which he said he perceives as a threat. "These regulations," he said, "can devastate the quality of our graduate education." But compliance with the guidelines is essential, he said, because the University currently accepts about $80 million annually for federally-supported research.

President Meyerson addressed the Senate on the University's general financial condition. He said, among other things, that the Program for the Eighties was behind schedule, which he suggested might be because of "the decline of and uncertainty about the U.S. economy." He also said the University's investment portfolio had not performed particularly well, but that there was a "modest" possibility that the state legislature would fund the University at an acceptable level for the coming fiscal year.

Faculty salaries would not be able to keep current with the inflationary cycle, the president said. Resolutions approved by the Senate are as follows:

1. 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.

2. Recommendation to the trustees that the clinician-educator faculty be designated as standing faculty/medical school, a subset of the standing faculty.

3. The Faculty Senate is seriously concerned about the ambiguity of the phrase, "failure to generate an appropriate level of practice funds," which is listed as a permissible cause for termination of an appointment within the clinician-educator track. This lack of clarity might well endanger academic freedom and make it difficult to obtain relief through existing grievance mechanisms. Should such cause be terminated improperly invoked. The Senate therefore believes (continued on page 8)
The clever and the subtle, the wit and the wry, the droll and the impish come to Penn tomorrow when an exhibition of original Charles Addams cartoons opens at the University's Faculty Club.

Addams, who attended the University in the 1930s and who has been drawing for The New Yorker since 1933, will be on hand for the opening of the exhibition.

Thirty-five of Addams' New Yorker cartoons, including two that were magazine covers, will be exhibited and offered for sale for prices ranging from $450 to $1,550. The cartoons to be exhibited include one in which an old Russian is lying on his death bed and whispers weakly to the five members of his family who surround him: "To hell with yogurt!"

Another wordless cartoon has four Goldilocks-type characters in a police lineup being viewed by three bears.

Then there is the exterminator being greeted at the door of a residence by a very large insect. Another cartoon depicts slaves working the oars of a galley ship with a suggestion box under the table of the burly slavedriver.

Or, a group of children in Spanish warrior dress standing with cups around a spring and a Ponce de Leon character remarking, "Now that we've discovered the Fountain of Youth, who's going to sail the old tub back?"

In addition to all these, Addams is creator of the Addams Family, which appears in The New Yorker and was the basis for a long-running television show, featuring characters that include Morticia, Gomez, Lurch, and Uncle Fester, which is Addams as he sees himself.

The exhibit will run until November 16.

(SPEAKING OUT, from page 2)

California at Berkeley, who made the discovery of the fissionability of U-233 with slow and fast neutrons (which made possible the availability of U-233 for use in nuclear power plants), states: "There has been gross public deception and public misunderstanding concerning the so-called "permissible" or "tolerance" dose of radiation. The public has been misled into believing that such doses are without medical effect, when in truth such "permissible" doses represent nothing other than a legalized permit to commit random murder upon members of the population."

He also states: "A favorite cliche of the proponents of nuclear power is that there have been no radiation deaths caused by the nuclear industry. One wonders where the 100 lung-cancer deaths in uranium miners which had already occurred by 1967 fit?"

In further response to Linnemann's statement that "there has never been a single injury to a person in a nuclear power plant in 25 years of operation," what about the accident at the AEC's Idaho Falls testing ground in 1961 where three men were killed, one of them impaled to the ceiling by part of a control rod when a reactor went out of control?

(continues on page 5)
There is much authoritative information available on all aspects of radiation and nuclear energy. The Union of Concerned Scientists recently published a report on the events at Three Mile Island, which I would be happy to share with anyone who would like to read it. On November 27, Dr. Helen Caldicott, pediatrician at Boston's Children Hospital Medical Center and author of Nuclear Madness, will be speaking at Presbyterian Hospital in the Powelton Conference Room at 11 a.m., at LaSalle College at 12:30 p.m., and at the Unitarian Church at 21st and Chestnut at 7:30 p.m.

I urge everyone to listen to the unpleasant information about nuclear energy as to the comforting statements of Linnemann, and I look forward to seeing ALMANAC articles of primary exposure on the visit mentioned above. Beth Little Systems Analyst Management Information Systems

6 Tuesday

Blood Drive: The University Hospital sponsors a blood drive in McClelland Hall from 1 to 7 p.m.

Lectures: The department of psychiatry presents Dr. Charles P. O'Brien on Developments in Understanding Behavior, at 4 p.m. in Irvine Auditorium.

Seminar: Dr. Gail Guter of Johns Hopkins University leads this week's Respiratory Physiology Seminar on Some Physiological Functions of Oxygenases at 12:30 p.m. in the Physiology Library, fourth floor, Richards Building.

Sports: Penn faces off against Rutgers in women's field hockey at 2:30 p.m. at Rutgers.

7 Wednesday

Lectures: The department of romance languages sponsors Professor Luisa Keller of the University of Zurich on Auto-Citation et Autocritique chez Marcel Proust at 4 p.m. in the West Lounge, Williams.

The History and Policy Colloquium Series presents Professors Michael Katz and Mark Stern on History and the Limits of Population Policy at 3 p.m. in Room 107, Fine Arts.
Administrative/Professional

Applications Program Analyst II (2473) consults with users of systems and programs, analyzes segments systems for computer operations, develops system flow charts. (B.A. in computer science or experience with PL/I or Cobol, IBM 370 RCL; three years’ experience in programming concepts using large operating system) $14,850-$20,550.

Assistant to the Associate Provost (2573) helps plan and maintain academic programs and budgets. (Ph.D. or equivalent; salary to be determined) $14,850-$20,550.

Assistant to the Comptroller (2343) helps manage payroll accounting and special line accounting interface. (B.A. in accounting) $11,250-$15,850.

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

Assistant Director (2569) 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 appropriate energy conservation projects. (M.A. in architecture, mechanical, or electrical engineering, knowledge of Fortran, Microsoft, APL, or Fortran IV helpful) $10,375-$14,375.

Assistant to the Director, Annual Giving (2607) encourages large gift totals, cultivates solicitors major gift prospects, coordinates design and writing of solicitation material. (B.A. in accounting, business administration; three years’ direct fund raising preferred, graduate work in business administration (M.B.A.) or accounting) $10,375-$14,375.

Associate Development Officer II (2403) maintains accounting systems and financial reports, produces 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. (B.A. in library science, five years’ experience in technical services and cataloging) $18,900-$22,725.

Director (two positions) (a) serves as chief executive officer of the University’s operations. (M.A. in music administration, experience with budgets, accounting, and data analyses procedures) $12,900-$17,850.

Director (two positions) (b) assists with biochemical experiments, prepares and purifies macromolecular components, performs assays and binds them with radioactive material. (B.S. in chemistry, biochemistry, biology, five years’ experience) $12,900-$17,850.

Research Specialist II (2405) maintains accounting systems and financial reports, produces advanced degree in accounting, five years’ experience with financial and administrative duties) Salary to be determined.

Research Specialist II (four positions) (A954) prepares tissue cultures, produces cell lines and monoclonal antibodies. (B.S. in biochemistry, molecular biology, genetics, or related biological sciences) $14,850-$20,550.

Research Specialist III (three positions) (A958) monitors and trains staff in modern digital electronics for particle physics research (knowledge of modern digital electronics, experience with microcomputer programming) $11,250-$15,850.

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Senior Systems Analyst (three positions) (a) creates online data acquisition systems to study compatibility with other facilities, prepares programs for colliding beam experiments, consults on computer troubles, provides expert advice (Ph.D. in computer science or four years of experience in computer science) $15,850-$20,550.

Dr. Assistant to the Vice-President of Commonwealth Relations (2542) helps represent the University’s interests to the General Assembly, the Governor’s office, the civic organizations board, and the Commonwealth (B.A. in public relations or similar field in government relations) $11,250-$15,850.

Assistant to the Director, Annual Giving (2607) encourages large gift totals, cultivates solicitors major gift prospects, coordinates design and writing of solicitation material. (B.A. in accounting, business administration; three years’ direct fund raising preferred, graduate work in business administration (M.B.A.) or accounting) $10,375-$14,375.

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I 

Football Tickets Available

(2618) cares for mares, feeds, waters, loads and unloads animals, assists herdsman in pasture and herd management, test and troubleshoot modern digital electronic circuits, (mechanical aptitude, high school or vocational school, preferably with courses in electronics) $6,700-$8,450.

Herdsman I (2562) feeds, waters, loads and unloads animals, herdsman in pasture and herd management, assists herdsman in pasture and herd management, test and troubleshoot modern digital electronic circuits, (mechanical aptitude, high school or vocational school, preferably with courses in electronics) $6,550-$8,375.

Herdsman II (2563) feeds, waters, loads and unloads animals, herdsman in pasture and herd management, assists herdsman in pasture and herd management, test and troubleshoot modern digital electronic circuits, (mechanical aptitude, high school or vocational school, preferably with courses in electronics) $6,550-$8,375.

Electron Microscopy Technician II (2557) assists in training new staff, performs routine electron microscopic duties, and prepares photographic projection prints (B.S. in biology, one year of experience as an electron microscope technician) $6,950-$12,225.

Groom (2018) cares for mares, feeds, waters, loads and unloads animals, herdsman in pasture and herd management, test and troubleshoot modern digital electronic circuits, (mechanical aptitude, high school or vocational school, preferably with courses in electronics) $6,550-$8,375.

Junior Accountant (2010) adjusts bills according to financial accounts, (B.S. in accounting, experience in bookkeeping, knowledge of University budgets, records, and expenditures) $7,975-$10,150.

Research Laboratory Technician I (four positions) (2447) performs radioimmunoassay of thyroid hormones, general laboratory work (B.S. in biology or chemistry, experience in laboratory work) $6,975-$8,150.

Research Laboratory Technician II (seven positions) (2463) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician III (seven positions) (2471) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

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Research Laboratory Technician V (seven positions) (2487) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician VI (seven positions) (2494) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician VII (seven positions) (2501) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician VIII (seven positions) (2508) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician IX (seven positions) (2515) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician X (seven positions) (2522) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XI (seven positions) (2529) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XII (seven positions) (2536) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XIII (seven positions) (2543) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XIV (seven positions) (2550) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XV (seven positions) (2557) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XVI (seven positions) (2564) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XVII (seven positions) (2571) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XVIII (seven positions) (2578) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XIX (seven positions) (2585) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XX (seven positions) (2592) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XXI (seven positions) (2599) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XXII (seven positions) (2606) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XXIII (seven positions) (2613) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.

Research Laboratory Technician XXIV (seven positions) (2620) assists in interviewing veterinary students, performs laboratory work (B.S., two years' experience) $6,975-$8,150.
Of Linguistics and Culture

Dell Hymes devotes both summers and winters to studies of different ethnic minorities.

Dell Hathaway Hymes is not a Wasco. But, every summer since 1970, the dean of the Graduate School of Education has immersed himself in the culture of the Native American tribe on the Warm Springs Reservation in central Oregon.

Dell Hymes is not black. But during the academic year, he gets very involved in the activities of black school children in West Philadelphia.

Dell Hymes is interested in culture and behavior and the development of people within their own culture. He has spent most of his adult life trying to better understand the culture of people and how it affects behavior.

As early as 1951, while a graduate student at the University of Indiana, Hymes ventured into the Warm Springs Reservation with one of his professors. His fascination with the culture and, particularly, the language, brought him back in 1954, 1956 and 1957. He has returned every summer since 1970, studying the language and the culture.

"My purpose in visiting the reservation has evolved over the years," the 52-year-old dean explained. "I started out working on the Wasco language, recording and analyzing it," he said. "That evolved into working with oral language: the myths and folklore of the people. Now, my concentration is on using the language to interpret the myths and written texts," he continued.

Each summer, Dell and Virginia Hymes pack their bags and head for their cabin in the Mount Hood National Forest, about an hour's drive from the heart of the reservation. Because the Native Americans "would never sell reservation land to a white man," the Hymes got a place near both the reservation and his family near Portland.

Virginia Hymes, a doctoral candidate in linguistics, is just as involved in the Native American culture as her husband. She's developing a Sahaptin dictionary for the other major language—besides Wasco—spoken on the reservation.

During the academic year, Hymes turns his attention to another ethnic minority. He and other members of the Graduate School of Education have been deeply involved in the education of black school children in Philadelphia. They are working with the principals of predominately black Longstreth, Comegys and Dunlop primary schools in West Philadelphia. The principals of all three schools are doctoral candidates in education.

Using a grant from the National Institute of Education, the research team has been observing students in class and other social

settings to pinpoint what teachers perceive as problem behavior, and then try to understand the behavior's root.

For example, Hymes pointed out, "one problem most teachers agreed upon was that many children do not pay attention in class. Several students speaking out loud at once may be perceived as disruptive behavior and a sign of not paying attention." Hymes continued. "However, often that kind of activity could be an indication of several students overtly supporting one another in the classroom situation," he said. "We're working with a full range of child behaviors."

Hymes explained that many teachers do not live in the communities in which they teach and do not have the chance to see students outside the school. Hymes and his staff are observing students in a wide range of settings. The dean is the principal researcher and is working with his fellow researchers on interpreting the findings.

Hymes came to the University in 1965 as a professor of anthropology from the University of California at Berkeley. By 1972, he was a professor of folklore and linguistics, and in 1973 became a professor of sociology as well. In 1975, he became dean and professor of education.

Hymes took the helm at the Graduate School of Education after what may have been its lowest point in history. In 1975, President Martin Meyerson and then-provost Eliot Stellar proposed to either "significantly reduce the scope of or close the school.

That proposal and the adverse publicity it generated—headlines like "Education School at Penn is periled," and "U. of Pennsylvania plans cuts in graduate education" in the New York Times—were devastating to the school, according to some of the faculty who lived through the period. And Hymes said he still hears from people who think the school has been closed.

Hymes was recently reappointed to his position as dean, and many see that as a vote of confidence by the University in the school's renewed success and growth. In the five years since his original appointment, Hymes, working with his faculty, has managed to get the school back on its feet. Many of its programs have been consolidated and the budget kept balanced. Indeed, the school now pays the University more in tuition than it receives back in subvention, according to Hymes. At the same time, important appointments and new programs have been started with the limited resources the school has, putting new emphasis on certain areas to achieve selective excellence.

—Robert Mitchell

(FACULTY SENATE, from page 3)

it is essential that an adequate definition of the obligation to generate an appropriate level of practice income be formulated in the near future, if the clinician-educator track is to be continued. The definition should include:

a. A guideline for determining what level of practice income is "appropriate"

b. Specification of who is to decide whether that level of income is being generated by individual faculty members

c. Specification of the minimum period of inadequate income that must precede initiation of termination action

d. Specification of the procedures (including review mechanisms) for termination for generation of insufficient practice income

The Senate Committee on the Faculty should cooperate with the medical school in formulating a definition. The Committee should report to the Spring 1980 meeting of the Senate.

1 November 1979