Wharton Center Receives Federal Grant

Funds provided to establish Small Business Development Centers across the state

The Small Business Administration has given a one-year, $150,000 grant to the Wharton Entrepreneurial Center for use in the development and supervision of a state-wide network of Small Business Development Centers (SBDCs).

According to the terms of the grant, the federal monies will be used by the entrepreneurial staff here to give an impetus to the growth of small businesses throughout the commonwealth. The grant was announced by Lt. Governor William W. Scranton III, chairman of the governor's Small Business Council.

Professor William Zucker, associate director of the entrepreneurial center and principal investigator for the grant, said, "It's our job to make all these centers—as well as our own—effective in generating the kind of help every entrepreneur needs." In particular, plans call for Zucker and his associates to supply to small businesses information concerning real estate, as well as legal, financial, and engineering matters.

The five regional centers that will participate in the project are:
- University of Pittsburgh: western Pennsylvania;
- Bucknell University: central Pennsylvania;
- Pennsylvania State University: Harrisburg and York;
- Lehigh University: Allentown, Bethlehem, Easton; and
- Wilkes College and the University of Scranton: Scranton and Wilkes-Barre.

Professor Edward B. Shils, director of the entrepreneurial center, said that one of the major objectives of the newly funded program was to "motivate the centers throughout the state to aid owner-operators of small businesses." Conferences, seminars, and workshops will be used to help disseminate to Pennsylvania's small entrepreneurs the expertise that has accumulated over the years at the Wharton Entrepreneurial Center.

"We'll emphasize the clinical approach to all the behavioral and organizational design problems," said Shils.

Lt. Governor Scranton, in announcing the award, said he expects the commonwealth to receive $300,000 for the second year of the SBDC network's operation. Eventually as many as 15 Pennsylvania college and university centers may be brought into the program, he said.

It is appropriate that the Wharton Entrepreneurial Center was designated the commonwealth's clearinghouse for the SBA-funded program. It was organized more than six years ago under the School's Department of Management and quickly grew to encompass a student-operated association, called Business Practice Service, that consulted with minority enterprises.

Undergraduate and graduate curricula in the study of entrepreneurship developed out of that initial phase. Last year more than 600 students completed the center's courses, which are part of a "concentration" for management majors.

"In those early days," said Shils, "we were called in on dozens and dozens of small-business cases. They made the Entrepreneurial Center an outpatient clinic for the treatment of owner-managed operations. We learned to recognize every growth crisis a young organization could have—how to find money, or people, or raw materials, and how to set up worthwhile controls."

In recent years, as part of its ongoing research, the center has profiled hundreds of owner-operators. "The entrepreneur is far (continued on page 2)
Rock-hounding in the Sinai

Michael Stone investigates Armenian rock inscriptions in the desert

Some of the earliest Armenian writing to survive to the present day may be scratched into rock along caravan routes in the disputed Sinai peninsula, according to Dr. Michael Stone, adjunct professor of religion.

Stone spent much of his summer traveling by jeep around the Sinai and recording the inscriptions, some dating back to around 600 A.D., even as Israeli and Egyptian negotiators were deciding the eventual fate of the peninsula.

Discovery of the inscriptions came when Stone and a University graduate student, Thomas Samuelian, checked out a reference they had found in an obscure journal to "a few" Armenian inscriptions which were reportedly scratched into a well-known tourist attraction near Ain Hudra in Wadi Haggag in Sinai.

Tourist buses frequently stop at the rock near Ain Hudra to let people see inscriptions left by generations of pilgrims in many languages. In fact, the rock has a wall built around it to keep modern-day pilgrims from leaving their own "inscriptions."

On his first trip to the site, Stone and Samuelian found not a few, but nearly 40 Armenian inscriptions on the rock.

"There were so many inscriptions on it, and they were so faint, I had to look at the rock at several different times of day, including dawn for a strong side light," Stone said.

The number of inscriptions firmly established the Armenian presence on the pilgrim route to Mount Sinai, and the dates of the inscriptions put the Armenian presence in the area of the Holy Land much earlier than scholars had thought.

He found corroborative evidence of the sanctity of Sinai in Armenian eyes in the Church of Etchmiadzin in the Armenian Quarter of Jerusalem. Rocks from Sinai are preserved there along with rocks from two other places holy to Armenians.

From an archaeological officer of the Israeli Sinai Administration, Stone heard about a valley full of inscriptions, Wadi Mukateb, in Western Sinai. A trip to the place yielded more Armenian inscriptions.

For Stone, who is also a member of the faculty of Hebrew University in Jerusalem, the find was another episode in a long history of Jewish-Armenian cooperation.

Since the Six Day War in 1967, Stone has been meeting with residents of the Armenian quarter of the Old City of Jerusalem. With another Israeli scholar, he has written a book about the treasures of Armenian art.

He has also helped to publish a book on Jewish texts which have been preserved in Armenian. Some of these texts date back to the days of the Second Temple.

One Jewish text preserved in Armenian records who wrote which parts of the Bible. This is a translation from the Talmud, the written form of Jewish oral law.

Why did the Armenians preserve these Jewish texts?

"The Armenians modeled themselves after the Maccabees," Stone noted. "They are a people who have fought to maintain their faith. And, like the Jews they have been scattered throughout the world in a kind of diaspora."

Stone notes that some Armenian scribes appended personal notes on their times and their surroundings to the texts they were copying.

One such appendix, from Lemberg, or Lvov, in Poland, mentions a Jewish community there. It describes the Jews studying their ancient texts and notes that Armenian consulted Jewish rabbis about the interpretation of scripture.

In one very complimentary flourish, said Stone, the scribe writes that Jews cultivated the muses as the Athenians had.

Stone became interested in Armenian when a professor ordered him to learn it. "I am a very obedient guy," he added laconically. He is originally from Australia, a fact which he says has no relationship to his interest in the Armenian language and culture. His findings were presented at the First International Conference on Classical Armenian Culture November 4-6 at Penn. —Max Lebow

Barnes to Leave Penn for Tufts University

Curtis L. Barnes Jr., director of communications at the University for the past two years and a member of the administration since 1973, will leave at the end of December to accept a senior administrative position at Tufts University, near Boston.

In a newly-created position at Tufts, director of communications, Barnes will serve as a member of the president's cabinet. He will have overall responsibility for university public relations, public information and publications, and significant involvement in community relations, government relations, alumni relations, admissions and student recruitment, and development programs.

University of Pennsylvania President Martin Meyerson said, "While we are immensely pleased for Curtis Barnes, his leaving will be a great loss for Pennsylvania. In his six years here, Curtis has brought his administrative talents to a variety of important tasks, resulting in significant improvements for the University."

Prior to becoming director of Communications, Barnes had been publications director.

He has served in publications and public relations posts at Syracuse University, Elmira College, and Clarkson College of Technology.

Federal Grants to Wharton Center continued from page 1

The SBA grant, according to Director Shils, will enable the entrepreneurial center to once again stress its original emphasis on small businesses.

Shils added, however, that "We have also recently gone into the international field. One of our projects has so far involved two years of consulting with the Social and Economic Council of France as they propose a far-reaching redesign of their major corporations. For them we studied nine major U.S. corporations that have decentralized organizations."

The SBA has designated similar statewide small-business networks for nine other states. All of their directors will meet in Washington, D.C., later this month to exchange plans and share strategies.
Sidewalk Status

Annenberg Study examines who yields to whom on a crowded street

Gallantry is alive and well on our sidewalks, although it is sometimes difficult to detect.

Pedestrians on a crowded street yield to other pedestrians who are deemed weaker because of their age, sex or health. But pedestrians also yield to those who possess obvious strength and status.

The two acts look the same but have very different social ramifications, according to "Correlates of Displacement in Pedestrians," a study in the autumn issue of the Journal of Communications, published quarterly at the Annenberg School of Communications.

Researchers Frank Willis Jr., Joseph Gier, and David Smith of the University of Missouri, Kansas City observed 1,038 displacements involving 3,141 pedestrians in a college restaurant and four shopping malls.

The researchers defined displacement as when pedestrians, singly or in groups, approach each other and one moves or turns his or her body for the other. Gender, age, race and group size were among the characteristics monitored to determine who moved for whom.

The researchers found that:
- A man moved for a woman only 39 times while a woman moved for a man 79 times.
- The man in a couple was displaced 78 times while the woman was displaced only 54 times.
- Single pedestrians yielded more frequently to couples than to people yielded to themselves.
- Pedestrians carrying infants or pushing wheelchairs or strollers were more likely to displace other pedestrians than to be displaced themselves.
- Whites were more likely to be displaced by blacks in all cases, a fact which is not easily explained in the context of the study, the researchers said.

"The most important implication of these findings is that 'gallantry' may be as important as power in determining displacements," the researchers said.

"Yielding to someone stronger in status or physical attributes is a very different act from that of deferring to someone deemed weaker by the conventions attached to age, sex and health," they said. "That the two kinds of acts look the same does not mean that their ramifications are equivalent, or that they serve the same functions in regulating the physical and social traffic that governs day-to-day life."

WORTH NOTING

- Intricate applique and brightly-colored embroidery created by the Hmong women of the Hill people of Laos is on display at the University Museum shop, 33rd and Spruce Streets. These craftswomen from Xieng Khouang, Laos are now living in Philadelphia. To introduce their traditional folk crafts to Philadelphia, the Museum Shop is presenting an exhibit and sale through November 30. The shop is open Tuesday-Saturday, 10 a.m.-4 p.m., and Sunday 1-4 p.m.
- The National Endowment for the Humanities has set February 1, 1980 as the deadline for its next Challenge Grant program. New guidelines for the program must be used in filing against the February deadline. Copies are available from NEH Challenge Grants, Mail Stop 800, National Endowment for the Humanities, Washington, D.C. 20506.
- The National Institute of Education is accepting applications for teaching and learning research grants for the current fiscal year. The institute wishes to encourage proposals for studies on how learning and teaching are affected by race, ethnic or language background, gender and social class. Sixty to 70 grants, ranging from $15,000 to $50,000, will be awarded. For more information, send a self-addressed mailing label to Program Staff, Teaching and Learning Program, National Institute of Education, 1200 19th Street, N.W., Washington, D.C. 20208.
- High school juniors and seniors, parents and anyone else interested in higher education will have the opportunity to talk with college representatives from all over the country—at the Philadelphia National College Fair—November 13 and 14 at the Civic Center. Approximately 375 colleges and universities will participate, providing brochures, catalogs and other literature describing their institutions, programs and campus life. There will also be a counseling center for students to talk personally with professional guidance people. Admission to the fair is free. It will be open 4 p.m. to 9:30 p.m. on Tuesday, November 13 and 9 a.m. to 2 p.m. Wednesday, November 14.
- The Stouffer College House community is seeking a faculty fellow, which is a residential position. For information, call Professor Aris Protopapasakis at Ext. 7639, Chuck Stemple at 385-2963, or leave your name and phone number with the receptionist at Ext. 6827.

Music Department Sets Fall Concert Schedule

Beautiful music is yours for the listening at concerts sponsored by the music department. Except for the December 1 Christmas Concert, all are free and require no tickets. Tickets for the Christmas Concert, at $4 each ($2 for students and senior citizens), are available at the Music Department Performance Activities Office, 518 Annenberg Center, 3680 Walnut Street, or by calling 243-6244.

The schedule is as follows:

**Friday, November 9:** The University Symphony Orchestra plays Beethoven's Leonore Overture No. 3, Tchaikovsky's Symphony No. 5, and Webern's Passacaglia.
**Friday, November 16:** The University Choir sings Bach's Missa Brevis in G. chansons by Poulenc, motets of Josquin and Vinders and part songs by Haydn.
**Friday, December 7:** The University Choral Society sings Haydn's Missa Brevis St. Joannis de Deo, Brahms' Liebeslieder Waltzes and two Purcell anthems.
**Friday, January 18:** The Penn Contemporary Players present Lambert Orkis in a recital of 20th century music for piano and harpsichord including Maurice Wright's Chamber Symphony for Piano and Electronic Sounds; James Primosch's Apparition for amplified piano; William Penn's Fantasy for amplified harpsichord and Charles Ives' Concord Sonata.

The schedule is as follows:

**Friday, November 9:** The University Symphony Orchestra plays Beethoven's Leonore Overture No. 3, Tchaikovsky's Symphony No. 5, and Webern's Passacaglia. 8:15 p.m., Irvine Auditorium, 34th and Spruce streets.
**Friday, November 16:** The University Choir sings Bach's Missa Brevis in G. chansons by Poulenc, motets of Josquin and Vinders and part songs by Haydn. 8:30 p.m., Tabernacle Church, 3700 Chestnut Street.
**Saturday, December 1:** The Collegium Musicum presents Christmas music of medieval and renaissance Spain. 8 p.m., University Museum, 33rd and Spruce streets.
**Friday, December 7:** The University Choral Society sings Haydn's Missa Brevis St. Joannis de Deo, Brahms' Liebeslieder Waltzes and two Purcell anthems. 8:30 p.m., Tabernacle Church, 3700 Chestnut Street.
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**Friday, February 29:** The University Symphony Orchestra plays many of the works of Aaron Copeland, in celebration of the composer's 80th year. Mr. Copeland is expected to attend. 8:30 p.m., Irvine Auditorium, 34th and Spruce streets.
Burg, who was trained as a pediatrician, took as his primary interest the prevention of accidents and injuries to children early in his career. While in the United State Public Health Service, he served as the chairman of a committee charged by the Secretary of Health, Education, and Welfare to develop guidelines for the prevention of lead poisoning in children. Burg was also among the early proponents in the use of restraining devices in automobiles for the protection of children, and assisted in the development of a national program that encouraged the use of these restraints.

As a result of Burg's work on the document, Foundations for Evaluating the Competency of Pediatricians, pediatrics was among the first specialties to develop standards for residents trained in pediatrics to become Board certified.

Since 1971, Burg has been associated with the National Board of Medical Examiners, and has served as that organization's vice president since 1977.

Burg was graduated Phi Beta Kappa from Miami (Ohio) University and was awarded his M.D. degree with distinction from Northwestern University in 1965.

Dr. M.H. Samitz, emeritus professor of dermatology, was elected president of the Foundation for International Dermatologic Education (FIDE) at its September 23 meeting in New Orleans. Samitz was also recently honored as the Luis Guerrero Lecturer at the University of Santo Tomas, Manila, Philippines. He is in Manila for three weeks as a visiting professor.

Eduardo D. Glandt, assistant professor of chemical and biochemical engineering, received the 10th Victor K. LaMer Award of the American Chemical Society, Division of Colloid and Interface Science. The $1,500 award honors Glandt for his theoretical research on gas adsorption. A graduate of the University of Buenos Aires, Argentina, Glandt received his Ph.D. from the University of Pennsylvania in 1977.

(continued on page 8)

11 Sunday

Lectures: The Center for the Study of Aging presents Professor Otto Pollak on Experiential Account of Aging at 4 p.m. in Room 113, Nursing Education Building.

The department of chemical and biochemical engineering sponsors Professor D. M. Himmelblau of the University of Texas at Austin on Facts and folklore in Optimization at 3:30 p.m. in Alumni Hall, Towne Building.

The Folklore-Folklife Colloquium features Angus Gillespie on Folk Songs and Coal Minors: The Life of George Korson at 4 p.m. in the Folklore lounge, Logan Hall.

The Communications Colloquium presents Professor Eric A. Havelock of Yale University on From Homer to Plato—The Coming of Literate Communication to Western Culture at 4 p.m. in the Colloquium Room of the Annenberg School.

The department of history and sociology of science features Barbara A. Kimmelman on The American Breeders Association: Agricultural Genetics and Eugenics in an Institutional Context, 1903-1913 and Jeffrey L. Sturchio on Charles Chandler, The American Chemical Society, and Club Life in Gilded Age New York at 4 p.m. in Room 107, Smith Hall.

13 Tuesday

Blood Drive: The University Hospital sponsors a blood drive at Hill from 11 a.m. to 6 p.m.

Lectures: The psychology department features Dr. Robert Crowder of Yale University at 4:45 in Room B-21, Stiteler Hall.

The Gradate Group in Epidemiology presents Janet Cherry, Project Coordinator, on Follow-Up of National Breast Cancer Detection Project Screening at noon in Conference Room 110, Nursing Education Building.

The Educational Linguistics Program of the Graduate School of Education presents Edward Plocha, of the
Polish American Affairs Council, speaking on The Polish American Community at the Graduate School of Education Room C-43 from 7-9 p.m.

**Seminars:**
- Dr. Susanna Dugoni leads this week’s Respiratory Physiology Seminar on Mitochondrial Carbonic Anhydrase at 12:30 p.m. in the physiology library, Richards Building.
- The physical therapy department features Professor Mary Joan Day on The Elusive Rostral Projections of the Vestibular System at 11 a.m. in Room 212, Nurses Education Building.

**14 Wednesday**

**Concert:** The Penn Union Council presents Ravi Shankar at 9 p.m. in Harrison Auditorium, University Museum. Admission is $6.50 with University I.D.

**Lectures:**
- The geology department features Dr. Gerald M. Friedman of Rensselaer Polytechnic Institute on Recognition of Post-Paleozoic Reefs: An Experience in Frustration at 4 p.m. in Room 104, Hayden Hall.
- The Oriental studies department sponsors Professor Joseph Blau of the University of Jerusalem on The Revival of Hebrew in the Light of the Revival of Literary Arabic at 4:15 p.m. in East Lounge, Williams Hall.
- The Student Lecture Series of the Graduate School of Fine Arts features Anthony Vidler at 6:30 p.m. in Alumni Hall, Towne Building.
- The Center for the Study of Art and Symbolic Behavior presents the fourth in a series of lectures by Professor Arturo Danto on Bephor at 4 p.m. in Room G-20, Annenberg School.

**Movies:** The Exploratory Cinema offers Antonioni’s N. Y. L.: Agee, Levin, and Loebs In the Street, and Meyers The Quiet One at 7 and 9:30 p.m. in Annenberg’s Studio Theater. Admission is $1 for students with I.D. cards and $2 for others.

**Museum Tours:** The University Museum sponsors weekly guided tours of its collections at 1 p.m.

**Poetry Reading:** The department of English features Stanley Plumly at 4 p.m. in the Philomathean halls, fourth floor, College Hall.

**Seminar:** The Wharton Graduate Alumni Affairs sponsors a seminar on The Legal Rights of Women with Mary Joan Day on The Elusive Rostral Projections of the Vestibular System at 11 a.m. in Room 212, Nurses Education Building.

**15 Thursday**

**Blood Drive:** The University Hospital sponsors a blood drive at the Kappa Sigma fraternity from 11 a.m. to 5 p.m.

**Coffee Hours:** The Modern Language College House hosts coffee and conversation hours for students of Italian and German at 4 p.m., Class of 1925 House.

**Lecture:** The Center for the Study of Art and Symbolic Behavior and the departments of folklore-folklore and anthropology present the last in a series of lectures by Professor Masao Yamaguchi on Scopingpulation on 7:30 p.m. in Folklore Lounge, Logan Hall.

**Movie:** The Italian Studies Center offers Ross’s Salvatore Giuliano at 8 p.m. in Irvine Auditorium. A $1 donation is requested.

**Seminar:** Dr. Robert Bornemann of the Lutheran Theological Seminary leads this week’s Brown Bag Lunch Seminar on New Views of the Hebrew Scriptures at noon, University Lutheran Church, 37th and Chestnut Streets.

**Theater:** The Marygold Theater Company presents Good News at 8 p.m. in the Parish Hall of St. Mary’s Church, 3916 Locust Walk. The show runs through Saturday. Admission is $3.

**16 Friday**

**Coffee 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.

**Concert:** The University Choir sings works by Bach, Polenc, Josquin, Vinders, and Haydn at 8:30 p.m. Tabernacle Church, 3701 Chestnut Street. Admission: free.

**Sports:** Penn meets Dartmouth in men’s soccer at 8:15 p.m. on Franklin Field.

**Theater:** The Paper Bag Players perform Mama’s Got a Job in the Annenberg Center’s Theater for Children Series. Call Ext. 6791 for information.

**17 Saturday**

**Movies:** The Penn Union Council offers Rash’s The Buddy Holly Story at 7 and 9:30 p.m. and Chandler’s The Big Sleep at midnight in Irvine Auditorium. Admission is $1 and 75c for midnight shows.

**Sports:** Penn takes on Dartmouth in football at 1:30 p.m. on Franklin Field; Penn competes in sailing in the Fiske Harriman Sleigh at Coast Guard.

**Theater:** The Penn Union Council presents the comedy troupe Second City at 8 and 11 p.m. in the Houston Hall Auditorium. Admission is $4 with University I.D., $5.50 without.

**The Paper Bag Players perform Mama’s Got a Job in the Annenberg Center’s Theater for Children Series. Call Ext. 6791 for information.**

**18 Sunday**

**Movie:** The University Museum Film Series shows History of Jazz at 2:30 p.m. in Harrison Auditorium, University Museum. Admission: free.

**Sports:** Penn competes in the National Championships for women’s cross country.
Somewhat Gloomily Yours, Charles Addams

'New Yorker' cartoonist brings his bizarre humor to Penn

Three scientists are examining plants in a dense tropical jungle. Says the first to the second, who's bent over a rare specimen, "Have you got a minute, Dr. Headley? We may have found a new carnivorous specimen." Behind him, a huge plant with tentacle-like leaves has just grabbed and devoured their colleague.

As cartoonist Charles Addams explains it, his father registered his displeasure with the son's chosen occupation with this remark: "I don't know if I'm happy with the direction that Charles' mind is taking."

The direction taken exhibits itself in Addams' macabre sense of humor that mixes the known with the unfathomable, the commonplace with the mysterious.

As a cartoonist for The New Yorker for more than 40 years, Addams is the creator of several hundred cartoons, a small exhibition of which opened last week at Penn's Faculty Club. And Addams, who attended Penn in 1930-31, was there to talk about himself and his work.

Most Addams cartoons are characterized by their creator's bizarre sense of humor that twists the perfectly normal with the abnormal, leaving the poor soul in the cartoon— and the reader—incredulous. I know this can't happen, one thinks, and yet...

Take, for example, the cartoon in which the pest exterminator is greeted at the door of a pleasant suburban home by a giant insect.

Or the two-paneled cartoon in which the court jester says to the king, "Now, stop me if you've heard this one...." The next panel finds the jester manacled to the dungeon wall.

Or the one that Addams described as his favorite:

"An octopus has come up out of a manhole in New York City and grabbed a passer-by. The passer-by is beating the octopus over the head with his umbrella to loosen its grip, and a crowd gathers to watch. No one helps him, and one on-looker says, 'A crowd will gather for almost anything in New York.'"

"I like the idea of thinking there's an octopus under there all the time," Addams chuckled. He admitted to a "morbid suspicion" that an octopus or two may indeed lurk in the Big Apple's drainage system.

In addition to octopi and carnivorous plants, Addams cartoons are seasoned with a variety of weird and unusual characters: witches, mummies, dwarves, vampires, unicorns and assorted freaks. While this is the raw material of fairy tales, these are fairy tales for adults, stories that never end "happily ever after" but enigmatically.

Driving down a country road, a motorist encounters a warning sign: "Bouncing balls. Next 3 miles." On the road ahead of him, are balls in all shapes and sizes—basketballs, footballs, golf balls, tennis balls—all bouncing like, well, bouncing balls.

Cartoonists are rarely considered serious artists by the art world, yet Addams seemed nonplussed by this distinction. "I don't think what I do is any less good because it happens to be funny," he said. "I'm not saying cartoons are great art, but they're not as low on the art ladder as some people think."

Inspiration for his work comes "from doodling with a blank piece of paper." While it may take Addams only 15 minutes to sketch out an idea once conceived, conception is the most difficult part.

Influences come from a variety of sources: art, contemporary events, suggestions mailed to him "from people with a lot more gruesome ideas than mine," Addams said. All these influences "build up in your mind" where they're synthesized into "something that would make a good cartoon," he said. He likens to deal with social, topical subjects but admitted that he had "never done a political cartoon."

Do friends and acquaintances ever find their way into Addams' cartoons? "Of course, I always remember people I've seen," Addams explained. "My friends do show up in my work but it's more of an attitude than how someone looks." In a bit of whimsy, Addams said when drawing graveyards he puts the names of friends on the tombstones.

While walking down the street, a man encounters a sign and a tin cup, floating, apparently, in thin air. The sign—the property of an invisible panhandler—reads "Be thankful you can be seen. God bless you."

Although Addams' topics border on the sinister and the spooky, in person he is nothing of the sort. "I did have a very happy childhood," Addams said. "Although I suppose it would be more interesting if I hadn't."

Born in Westfield, New Jersey, in January 1912, Addams said his childhood was full of the usual boyish pranks. He went off to Colgate University in the fall of 1929 because "practically everyone in Westfield went to Colgate," but transferred to Penn because he wanted to take art courses. The year at Penn turned out to be first-year architecture instead of art, so the following year he attended the Grand Central School of Art in New York City.

He sold his first cartoon to The New Yorker in 1933. Three years later he had become a regular contributor with his work appearing in every second or third issue.

Today, at an age when most people retire, Addams is still working on cartoons and, he said, selling even more of them to The New Yorker.

Inside a waiting room, sit four men each wearing a T-shirt with a message emblazoned across the chest. One reads "Godot," another "Til the sun shines, Nellie," the third "Lefty," and the fourth, "the Robert E. Lee."

-C. Anne Vitullo
8 November 1979
Appointments

Following are Appointments approved by the trustees between May 15, 1979 and June 14, 1979. They are based on actions taken by the Provost's Staff Conference. A bullet (*) before a standing faculty name indicates that the faculty member achieved tenure. Under the listings for secondary appointments, the primary appointment appears within parentheses. For a description of the structure of the academic staff and definitions of standing and associated faculty, refer to ALMANAC supplement, April 19, 1977, pp. IV-V ("Draft Revision of Basic Documents on Academic Governance at the University of Pennsylvania").

Faculty of Arts and Sciences
Standing Faculty
Dr. Wendy Steiner, assistant professor of English.

Secondary Appointments
Ms. Setha Low (assistant professor of landscape architecture and regional planning) assistant professor of anthropology.
Dr. Daniel Rose (assistant professor of landscape architecture and regional planning) assistant professor of anthropology.

Graduate School of Fine Arts
Standing Faculty
* Lee G. Copeland, professor of architecture and planning.

School of Medicine
Standing Faculty
Dr. Jack W. London, associate professor of radiology.

Associated Faculty
Dr. Murray J. Stewart, visiting assistant professor of anatomy.

Secondary Appointments
Dr. Abass Alavi (associate professor of radiology at the Hospital of the University of Pennsylvania) associate professor of radiology in neurology at the Hospital of the University of Pennsylvania.
Dr. Giulio J. D’Angelo (professor of radiation therapy) professor of pediatrics.
Dr. Martin Retzov (professor of neurology) professor of neurology in radiology.
Dr. Philip C. Sagi (professor of sociology) professor of sociology in research medicine.
Dr. Paul D. Stolley (professor of medicine) professor of medicine in research medicine.
Dr. Bayard T. Storey (associate research professor of obstetrics and gynecology) associate professor of physiology.

Other Changes
Dr. Frances Adar from research assistant professor of biochemistry and biophysics to adjunct associate professor of biochemistry and biophysics in the associated faculty.
Dr. Ivan S. Cohen, from assistant professor of psychiatry to clinical assistant professor of psychiatry in the associated faculty.
Dr. Paul D. Stolley, from professor of research medicine to professor of medicine in the standing faculty.
Dr. Robert W. Colman, professor of medicine in the standing faculty, resigned as of November 30, 1978.
Dr. Selma A. Balaban, assistant professor of radiology in the standing faculty, resigned as of June 30, 1979.

School of Public and Urban Policy
Dr. Anthony Boardman, assistant professor of public policy in the standing faculty, resigned as of June 30, 1979.

School of Veterinary Medicine
Other Changes
Dr. Laurence S. Cushing, from associate professor of surgery in clinical studies in the standing faculty to adjunct associate professor of surgery in the associated faculty.

Wharton School
Standing Faculty
Dr. Art A. Protopoditis, assistant professor of finance.
Dr. Scott Harrington, assistant professor of insurance.

Secondary Appointment
Dr. Thomas Dunfee (professor of legal studies) professor of marketing.

Other Changes
Dr. George M. Parks, associate professor of management in the standing faculty, resigned as of December 31, 1978.

Promotions
The following Promotions were approved by the trustees between May 15, 1979 and June 14, 1979. They are based on actions taken by the Provost’s Staff Conference. A bullet (*) before a standing faculty name indicates that the faculty member achieved tenure. Under the listings for promotions in secondary appointments, primary appointments appear within parentheses. For a description of the structure of the academic staff and definitions of standing and associated faculty, refer to ALMANAC supplement, April 19, 1977, pp. IV-V ("Draft Revision of Basic Documents on Academic Governance at the University of Pennsylvania").

College of Engineering and Applied Science
Standing Faculty
*Dr. Portonovo Ayarsawmy to associate professor of mechanical engineering and applied mechanics.
*Dr. Norman I. Butler to associate professor of computer and information science.

Faculty of Arts and Science
Standing Faculty
*Dr. Sandra Barnes to associate professor of anthropology.
*Dr. Eugene W. Bier to professor of physics.
*Dr. Thomas H. Conolly to associate professor of music.
*Dr. David H. Dunville to associate professor of English.
*Dr. Germaine Guillon to associate professor of Romance languages.
*Dr. Michael W. Meister to associate professor of the history of art.
*Dr. Ellen F. Prince to associate professor of linguistics.
*Dr. Robert E. Ricklefs to professor of biology.

School of Allied Medical Professions
Standing Faculty
*Dr. Charles Benson to associate professor of microbiology.
*Dr. Ruth Levant to associate professor of medical technology.

School of Dental Medicine
Standing Faculty
*Dr. Norman Stoller to associate professor of periodontics.

Associated Faculty
*Dr. George Boudreau to clinical assistant professor of dental care systems.

School of Medicine
Standing Faculty
Dr. Vidya Sagar Banka to associate professor of medicine.
Dr. Peter H. Berman to professor of neurology.

Dr. J. Kent Blais to professor of biochemistry and biophysics.
Dr. Mark E. Josephson to associate professor of medicine.
Dr. Jack W. London to associate professor of radiology.
Dr. S. Michael Phillips to associate professor of medicine.
Dr. H. Ralph Schumacher to professor of medicine.
Dr. Sanford J. Shattil to associate professor of medicine.

Associated Faculty
Dr. Francis R. Basset to clinical assistant professor of obstetrics and gynecology.
Dr. John S. Barrett to clinical assistant professor of medicine.
Dr. Laurence H. Beck to associate professor of medicine at the Hospital of the University of Pennsylvania in the clinician-educator track.
Dr. Eduardo Bonilla to research associate professor of neurology.
Dr. Joseph M. Campos to adjunct assistant professor of microbiology in pediatrics.
Dr. Peter A. Castele to professor of medicine at the Hospital of the University of Pennsylvania.
Dr. Luigi N. Cattaneo to clinical assistant professor of pediatrics.
Dr. Ella Hauagard to associate professor of pharmacology.
Dr. George A. Hermann to clinical associate professor of pathology.
Dr. Gary S. Hill to associate professor of pathology.
Dr. Richard B. Keohane to clinical assistant professor of radiology.
Dr. John B. Kucharczyk to clinical assistant professor of obstetrics and gynecology.
Dr. Marie G. Lortau to clinical assistant professor of radiology.
Dr. Robert M. Lavker to research assistant professor of dermatology.
Dr. Santo V. Nicosia to research associate professor of obstetrics and gynecology.
Dr. James E. Nixon to clinical professor of orthopaedic surgery.
Dr. Justin L. Parr to adjunct assistant professor of pathology.
Dr. David L. Paskin to clinical associate professor of surgery.
Dr. Robert L. Sadoff to clinical professor of psychiatry.
Dr. Frederic T. Serota to clinical assistant professor of pediatrics.
Dr. William H. Simon to clinical associate professor of orthopaedic surgery.
Dr. Wilbur C. Tucker to clinical assistant professor of obstetrics and gynecology.
Dr. Robert E. Weibel to research professor of pediatrics.

School of Veterinary Medicine
Standing Faculty
Dr. Elaine P. Hammel to associate professor of medicine in clinical medicine.

The Wharton School
Standing Faculty
Dr. Bernard E. Anderson to assistant professor of insurance.
Dr. Robert Edelstein to professor of finance.
Dr. Marshall Fisher to professor of decision sciences.
Dr. Sanford Greenman to professor of finance.
Dr. Abba Krieger to associate professor of statistics.

(continued on page 8)
Leaves

The following Leaves were approved by the trustees between May 15, 1979 and June 14, 1979. (Editor’s note: Individual faculty members sometimes rescind their leaves after formal approval, and this may not be reflected in the listing below.)

College of Engineering and Applied Science

Dr. George L. Schrenk, associate professor of mechanical engineering and applied mechanics, on a scholarly leave of absence (spring 1980).

Dr. Richard R. Beerman, associate professor of history, for employment elsewhere (spring 1980).

Dr. Alan T. Cathcart (law), term expiring September 30, 1980.

Dr. John Cebra, professor of biology, for employment elsewhere (spring 1980).

Carlos Fuentes, adjunct professor of English and Romance languages, on a scholarly leave of absence (spring 1980).

Dr. Ward H. Goodenough, professor of anthropology, on a scholarly leave of absence (spring 1980).

Dr. Robert H. Hartwell, professor of history, for employment elsewhere (spring 1980).

Dr. Lucinda M. Lewis, assistant professor of economics, for employment elsewhere (spring 1980).

Dr. John C. McCarthy, associate professor of German, on a scholarly leave of absence (spring 1980).

Dr. John H. McCarthy, associate professor of English, on a scholarly leave of absence (spring 1980).

Dr. Laurence S. Seidman, assistant professor of economics, for employment elsewhere (spring 1980).

Dr. James A. Spady, assistant professor of political science, on a scholarly leave of absence (spring 1980).

Dr. John C. Weaver, professor of folklore and folklife, for employment elsewhere (spring 1980).

Graduate School of Fine Arts

Dr. Norman Glitman, associate professor of art and art history, for personal reasons (fall 1979).

Graduate School of Education

Dr. Daniel Wagner, assistant professor of education, on a scholarly leave of absence (spring 1980).

Law School

Dr. Alvin C. Warren, professor of law, for personal reasons (spring 1980).

School of Veterinary Medicine

Dr. Dudley E. Johnston, professor of surgery, on a scholarly leave of absence (spring 1980).

Wharton School

Dr. Bernard E. Anderson, for employment elsewhere.

Dr. Robert E. Eades, professor of finance, on a scholarly leave of absence (spring 1980).

Dr. Jay R. Galbraith, professor of management, for employment elsewhere (spring 1980).

Dr. Robert C. Keiman, associate professor of finance, on a scholarly leave of absence (spring/fall 1980).

Dr. Howard E. Winkleveit, associate professor of insurance (spring 1980).

Faculty Grievance Commission 1979-80

Term expiring September 30, 1980

Chair: James E. Walter (finance)  
Chair-elect: Marten S. Estey (management)  
Past Chair: Robert Summers (economics)

Hearings List

Term expiring September 30, 1980

Lucy E. Creevey (city and regional planning)  
Ahmet Evin (Oriental studies)  
Ellen Golub (English)  
William R. Graham (engineering)  
William Hanaway (Oriental studies)  
Edward H. Irving (English)  
Leena Mela (medicine)  
Wallace Miller (anthropology)  
Carroll Smith-Rosengren (history)  
Bernard Wailes (anthropology)  
Roger H. Wallmsley (physics)

Term expiring September 30, 1981

Roger M. A. Allen (Oriental studies)  
Lucienne Frappier-Mazur (Romance languages)  
Lila Gleitman (education)  
Robert Hanna (landscape architecture)  
Peggy S. Sanday (anthropology)  
Cecil Striker (history of art)  
Joseph R. Washington (religious studies)  
James Wheeler (medicine)  
Oliver R. Williamson (political science)

Term expiring September 30, 1982

Alan T. Cathcart (law)  
Elizabeth Dussan (chemical and bio-chemical engineering)  
Carol P. Germain (nursing)  
Peter G. Earle (Romance languages)  
Wayne E. Howard (management)  
Janice Madden (regional science)  
Wifred Malenbaum (economics)  
Phyllis R. Raskin (English in general)  
Legal Officer: James H. Manning, Jr., term expiring September 30, 1981

The faculty grievance procedures can be found on pages 68-77 of the Handbook for Faculty and Administration (1979) and in ALMANAC 11/21/78 and 12/5/78.

Hiring Procedures Modified

Effective October 22, 1979, the procedures for hiring all non-faculty personnel will be modified to require two distinct actions by the Hiring Review Committee: approval to search and approval to hire.

As has been the case for nearly two years, each request for employee services must be submitted to the Committee for review. If approved, the position is posted for filling. A new step has been added, however; that will require the approval of the Hiring Review Committee to fill the position once a particular individual has been selected and before a commitment has been made. Such approval will be granted if: a) affirmative action requirements have been met; b) the proposed salary is consonant with University policy, and c) the Budget Office has verified that the position is properly budgeted.

Every effort will be made to expedite this second approval process. For example, the Budget Office will verify the budget information while the search is being conducted. The approval to hire will be given in response to the Statement of Compliance form for A-1 positions and as part of the normal salary setting process for other positions. This approval will be in the form of a code number that must be included on the upper right hand corner of the appointed PAF in order for it to be processed. A new Request for Employee Services Form is enclosed with this letter.

—Jon C. Strauss  
Vice President  
Budget and Finance

Girifaico Heads

Space Committee

Provost Gregorian has appointed a Space Committee for 1979-1980 to be chaired by Vice Provost for Research Louis A. Girifaico. The committee will review all proposals involving the moving of offices, renovations and requests for new space. It will then transmit its recommendations to the Provost and the Capital Council. Other members of the committee are: Walter D. Bonner, professor of biochemistry and biophysics; Manuel Doxer, executive director of administrative services, office of the provost; Charles F. Gross, law student; Harry J. Halley, associate dean for resource management, school of medicine; Titus D. Hewryk, director of facilities development; Guy R. Lounsbury, '80; Jack H. Nagel, associate professor of political science; James C. Saunders, associate professor of otolaryngology; and Benjamin Shen, associate provost. Staff members include: Mary Jo Ambrose, assistant to the vice provost for research, and Robert Zimring, facilities information systems manager for facilities development.
University Committee on Recreation and Intercollegiate Athletics

Because of the situation which developed on campus during the spring of 1978 when cutbacks were made in the athletic program, the committee had intended this year to study "criteria for choice" in the modification of any of our current athletic programs, and from such a study to develop policies consonant with our present situation. The resignation of Andy Geiger as director of recreation and intercollegiate athletics forced a change in our plans and created a hectic but interesting year.

Before a selection committee could actively recruit a new director, it was necessary to update and more closely define what our actual policies are with regard to recreational and intercollegiate athletics. The president and provost sought the advice of our committee, among others, in this matter. Working against an almost impossible deadline, our committee made the following recommendations:

1. We should remain within the Ivy Group. Because there was no data available on campus priorities and attitudes, we could not agree on either to concentrate on a smaller number of sports than we now do or to continue participation on a "broad spectrum" basis. We encourage our president and other Ivy Group presidents in efforts to minimize tendencies towards professionalism in our intercollegiate sports programs.

2. We recommend levels of support for our recreational programs that will allow them to prosper and adequately serve the academic community. (Currently there are 19 club sports involving 750 participants; 22 intramural sports with 990 teams and 11,750 participants—perhaps 6,000 different persons; and 2,400 participants per day in other recreational activities.)

3. We recommend that the director of recreation and intercollegiate athletics report directly to the provost. Reporting directly to the president would create an undesirable asymmetry with respect to academic programs, while reporting to a vice-provost could produce undesirable isolation of the provost from an important part of student life.

4. We recommend that general aspects of the budgets for recreation and intercollegiate athletics be made available to the university community and that the budgeting procedures be modified to show the real costs of the various programs; currently, the total costs for recreation do not appear directly on the budgets for DRIA.

5. We recommend that the subvention currently being applied to the non-salaried portion of the DRIA budget be frozen at its present level for a five-year period; any additional expenses in this portion of the budget, including those due to inflation, must be met by fund-raising activities specifically related to athletics, and that these activities be coordinated with those of the development office. Salaries in DRIA would be increased in the same way as salaries in other areas of the University.

6. We recommend that a study be conducted on campus attitudes and priorities concerning athletics similar to the survey recently completed at Stanford. The committee has been impressed with the diversity of personal opinions concerning athletics and the scarcity of information reflecting "average" campus attitudes.

7. We recommend that when a new policy on athletics is developed, it should be carried out over an extended period, say five years; this should remove much of the confusion and uncertainty concerning athletics that exist both within DRIA and the overall community.

The committee approved the elevation of men's volleyball to varsity status but with severe restrictions on financial obligations; no other sports will be considered for varsity status until a more detailed policy on intercollegiate athletics is developed.

An athletic facilities subcommittee, chaired by Mr. Hunter Lott, was approved; this will be a standing committee consisting of faculty, alumni, trustees, students, and administrators that will be active in working with the development office in raising funds for various athletic needs; priorities for fund raising will be done in conjunction with the University Committee on Recreational and Intercollegiate Athletics.

The committee was taken on a tour of the athletic facilities which are most impressive; it is hoped that this will continue on a yearly basis. Another meeting was held jointly with coaches and staff of DRIA, and we heard a talk by Professor Howard Brody on the physics of tennis rackets.

With the appointment of a new director of recreational and intercollegiate athletics (Mr. Charles Harris) the committee can return to the business it had expected to complete this year; we hope to initiate a survey to determine campus attitudes and priorities on athletics: recreational, intramural and sports club activities and intercollegiate. This information will be useful in priority decisions. We intend to examine also both the recent statement of the president and provost on athletic policy and the document of the Senate Advisory Committee entitled "Athletic Policy." We will, of course, work closely with Mr. Harris on new programs he may wish to initiate.

—Thomas W. Wood, Chair

Committee on Community Relations

Major areas of concern on the part of committee members were gradually articulated during the course of the academic year, resulting in the decision by a majority of committee members that they would serve during the 1979-80 academic year as well, given the opportunity.

Included in the evolving decisions regarding the University and its relationship to its geographical community were: environmental problems affecting West Philadelphia, especially pollution; a general plan for community development since West Philadelphia has been disregarded by Philadelphia city planners; need for a University/community plan to improve the area without pushing out all low-income residents; broad access internally and externally to University resources; more continuing education made available to community residents; greater visibility of the University through information services in the community.

The half-time appointment of Tom Corl as director of community relations in November accelerated the work of the committee and began to make possible projects planned earlier. A directory of University-based services was recommended as a priority by the committee. Through Corl's, office a number of functions previously carried by the committee can be implemented: 1) development of a planning process for the University's community relations; 2) clearing house functions; 3) extension services to community; 4) vehicle for expanding the University's sense of responsibility to the community.

Ron Bond and Steve Goff apprised the committee regularly of the activities in their respective areas.

Marion Pond serviced the committee with extensive and excellent minutes, bringing in materials from community institutions as resources as well.

The committee plans to report early in academic year '79-'80 to the Council so that more of its planning can be actualized.

—Louise P. Shoemaker, Chair

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 89. 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
The following listings are condensed from the personnel office’s bulletin of November 1. Because of the delay of publication, selected jobs should not be considered official. Some of the positions may no longer be available. Bulletin boards at several campus locations carry less recent information, call personnel services, Ext. 7285. The University of Pennsylvania is an equal opportunity employer that also provides a work environment accommodating individuals with disabilities.

### Administrative/Professional

#### Assistant Director for Personnel Relations (2638)
- Helps plan and maintain academic programs and budgets (Ph.D., M.B.A., or terminal degree) Salary to be determined.

#### Assistant to the Associate Provost (2573)
- Helps plan and implement academic programs (M.B.A., D.B.A., or Ph.D. degree, ten or more years' experience) $14,850-$20,550.

#### Assistant Director (2569)
- Collects and analyzes energy data for the University’s conservation program database (bachelor’s degree) $510,375-$514,375.

#### Assistant to the Director, Annual Giving (2607)
- Plans and compiles direct mail campaigns (three years' experience in fund-raising) $16,125-$22,725.

#### Biostatistical Data Manager (983)
- Constructs and maintains computerized clinical data based on melanoma research (B.S. in mathematics, statistics, or related field; experience in medical record keeping) Salary to be determined.

#### Comptroller (2403)
- Maintains accounting systems and financial reports, monitors receipts and disbursements (advanced degree in accounting, five years' experience with financial and administrative duties) Salary to be determined.

#### Career Counselor (2631)
- Develops alumni advising and other career planning programs (degree in education, five years' experience in personnel relations) $12,900-$17,850.

#### Clinical Director (B41)
- Supervises staff responsible for multidisciplinary research; supervises clinical activities; screens patients and makes judgments regarding treatment (master’s degree in student personnel, industrial psychology, or related field) $16,125-$22,725.

#### Computer Analyst (2433)
- Develops application software, plans network expansion, deals with vendors, service men, and Uni-Coil technicians, trains operators, coordinates installations in physical plant (four years' experience with programming and data processing) Salary to be determined.

#### Department Head II (2407)
- Supervises other technical services, acquires, cataloging, and serials; plans procedures, supervises work in technical services and programming of cataloging data base (M.A. in library science from ALA accredited school with computer, medical, and natural sciences background) $14,850-$20,550.

#### Department Head II (2408)
- Conducts hunting strategy seminars and workshops; conducts job hunting strategy (master's degree in student personnel, industrial psychology, or related field) Salary to be determined.

#### Director (two positions)
- Supervises career planning, implements career planning (M.B.A., D.B.A., Ph.D. degree, ten or more years' experience in personnel management consulting firm) Salary to be determined.

#### Director, Residence Unit (2637)
- Acts as project leader for the modification or new design of a residence assignment information system (bachelor's degree, graduate work in administration or computer science preferred) $20,250-$26,500.

#### Fiscal EDP Coordinator (2415)
- Develops systems planning, researches and designs approach to data processing and computer systems (degree in interdisciplinary studies, five years' experience) $11,250-$15,850.

#### Job Analyst (2625)
- Audits and classifies non-exempt employees (bachelor's degree) $10,375-$14,375.

#### Programmer Analyst II (two positions)
- Performs technical analyses of various personnel projects, and assists in the formulation and implementation of special procedures for energy management programs (bachelor's degree) $11,250-$15,850.

#### Programmer Analyst II (two positions)
- Perforforms procedures, collates clinical data (nursing skills, familiarity with hemodynamic monitoring equipment, and statistical procedures including biostatistics and clinical studies) $12,900-$17,850.

#### Project Manager (2433)
- Develops application software, plans network expansion, deals with vendors, service men, and Uni-Coil technicians, trains operators, coordinates installations in physical plant (four years' experience with programming and data processing) Salary to be determined.

#### Regional Office Admissions (2592)
- Responsible for developing programs for the recruitment of secondary school students (college graduate with educational background and at least three years' experience) $14,850-$20,550.

#### Research Coordinator
- Prepares clinical studies, directs research protocol, interviews patients, orders diagnostic procedures, collects clinical data (nursing skills, familiarity with hemodynamic monitoring equipment, and statistical procedures including biostatistics and clinical studies) $12,900-$17,850.

#### Research Specialist I (five positions)
- Designs and implements research protocols; develops and submits protocols for the evaluation of disease in small animals (B.A., four years' experience in biology or immunology laboratory); (B.S1) collects samples from the laboratory, makes amino acid sequence of a large protein, purifies proteins and peptides, makes amino acid analyses of proteins and peptide hydrolyates, prepares peptides and determines their amino acid sequences (laboratory experience in liquid chromatography); (B.R) performs biochemical and immunological assays, tissue cultures, scintillation counting, and performs other statistical analyses (two large data sets concerning employment, health and related variable in women: extensive knowledge of statistical packages, collaborate in the design and interpretation of the analysis (experience with SAS or similar statistical package; extensive knowledge of statistical packages, collaborate in the design and interpretation of the analysis) $11,250-$15,850.

#### Research Specialist II (four positions)
- Makes cultures of blood, spinal fluid, and thymic lymphocytes and monocytes from patients with autoimmune diseases (B.S. degree in biology or related field; two years' experience in immunology and cell biology) $11,250-$15,850.

#### Research Specialist II (four positions)
- Designs and develops electronic products, maintains and troubleshoots, and repairs Brucker WP-250, NMR Spectrometer, JEOI-PS-100 NMR Spectrometer, and physical chemistry or tutorial with five years' experience in nuclear magnetic resonance (B.S. in chemistry, B.S. in physics, or related field) $11,250-$15,850.

#### Research Specialist III (four positions)
- Directs clinical research activities in aging, alcoholism, and neuropsychology; reports to Principal Investigator (Medical Director); monitors budgets and hiring; (B.S. in biosciences or related field, three to five years' experience) $11,250-$15,850.
formulates policy and goals; designs experiments; analyzes research results; co-authors reports (special skills in writing research reports and technical manuscripts). Requires: (a) four years' experience in a related field (such as biology, chemistry, physics, or mathematics); (b) one year's experience in the laboratory; (c) a B.S. degree in biological sciences. Additional: 10% salary increase for each year's experience (up to a maximum of 15 years' experience) $11,850-$20,550.

Secretary of the Company is responsible to the president and the chairman of the trustees for trustee affairs and for the preparation and execution of special projects. Requires: (a) two years' experience in a similar capacity; (b) a B.A. degree in business administration or related field; (c) experience with computer-based word processing systems. Additional: 10% salary increase for each year's experience (up to a maximum of 10 years' experience) $10,150.

Senior Systems Analyst (four positions) (a) creates online database for company; (b) develops programs for use by other facilities; (c) assists in the development of new electronic systems. Requires: (a) a B.S. degree in computer science; (b) one year's experience in systems analysis; (c) experience with mainframe computers and database management systems. Additional: 10% salary increase for each year's experience (up to a maximum of 10 years' experience) $12,225.

Support Staff
Abstractor (I) (2603) maintains prospect records; updates prospect files from newspaper clippings, keeps files, types and updates prospect files, and prepares financial report (at least two years' experience) $8,875-$8,750.

Administrative Assistant I (two positions) (2556) takes dictation, types manuscripts, reports, grant applications; prepares budgets, maintains financial records; handles personnel and payroll functions; handles departmental purchasing and personnel forms and records (degree college desirable, shorthand, accurate typing, familiarity with medical vocabulary desirable); (2526) assists in the preparation of budgets, maintains financial records; handles personnel and payroll functions; handles departmental purchasing and personnel forms and records (degree college desirable, shorthand, accurate typing, familiarity with medical vocabulary desirable). Additional: 10% salary increase for each year's experience (up to a maximum of 10 years' experience) $11,150.

Assistant Cashier (2624) balances transactions daily; cashes checks or vouchers (graduation from high school); two years' cashiering experience $7.3 hours per week $6,625-$6,750.

Clerk (2522) organizes data for reports, assists in the preparation of budgets, maintains financial records; handles personnel and payroll functions; handles departmental purchasing and personnel forms and records (degree college desirable, shorthand, accurate typing, familiarity with medical vocabulary desirable). Additional: 10% salary increase for each year's experience (up to a maximum of 10 years' experience) $11,150.

Elevator, Office Automation (2626) operates IBM 6 System 6 word processor, maintains files, keeps up to date log of work produced, orders supplies for system, assists in training back-up operator (experience with computer-based word processing systems, highly developed typing skills, ability to work with mathematic symbols, and Greek characters) $7,975-$10,150.

Electron Microscopy Technician II (A913) processes a variety of samples; prepares biological specimens; performs routine maintenance of equipment; maintains records of work performed; keeps up to date log of work performed; orders supplies for system; assists in training back-up operator (experience with computer-based word processing systems, highly developed typing skills, ability to work with mathematical symbols, and Greek characters) $7,975-$10,150.

Electron Microscopy Technician II (A914) processes a variety of samples; prepares biological specimens; performs routine maintenance of equipment; maintains records of work performed; keeps up to date log of work performed; orders supplies for system; assists in training back-up operator (experience with computer-based word processing systems, highly developed typing skills, ability to work with mathematical symbols, and Greek characters) $7,975-$10,150.

Groom (2618) cares for mares; feeds, waters, loads and unloads animals; assists herdsmen in pasture and general management; maintains records of work performed; keeps up to date log of work performed; orders supplies for system; assists in training back-up operator (experience with computer-based word processing systems, highly developed typing skills, ability to work with mathematical symbols, and Greek characters) $7,975-$10,150.

Junior Accountant (2610) maintains prospect records; updates prospect files from newspaper clippings, keeps files, types and updates prospect files, and prepares financial report (at least two years' experience) $8,875-$8,750.

Laboratory Technician I (seven positions) (A911) prepares in vitro and in vivo models of the cell (experience with tissue culture techniques); (A912) assists in the preparation of budgets, maintains financial records; handles personnel and payroll functions; handles departmental purchasing and personnel forms and records (degree college desirable, shorthand, accurate typing, familiarity with medical vocabulary desirable). Additional: 10% salary increase for each year's experience (up to a maximum of 10 years' experience) $11,150.

Research Laboratory Technician III (12 positions) (A913) prepares in vitro and in vivo models of the cell (experience with tissue culture techniques); (A914) assists in the preparation of budgets, maintains financial records; handles personnel and payroll functions; handles departmental purchasing and personnel forms and records (degree college desirable, shorthand, accurate typing, familiarity with medical vocabulary desirable). Additional: 10% salary increase for each year's experience (up to a maximum of 10 years' experience) $11,150.

Secretary/Technician (I) (2581) maintains prospect records; updates prospect files from newspaper clippings, keeps files, types and updates prospect files, and prepares financial report (at least two years' experience) $8,875-$8,750.

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Hard-Hat at the Vet School

Among other things, James Buchanan oversees construction of the new Small Animal Hospital

In his office, which is tucked away around the corner from the heart station at Penn's Small Animal Hospital, Dr. James W. Buchanan keeps two hats. One is a sporty, light-gray felt model that fits the image of the suburbanite who lives with his wife and four children, spends one night a week as an assistant scoutmaster, and sings in the choir of the United Methodist Church of Narberth. The other is a white hard-hat which Buchanan wears to the construction site of the new Small Animal Hospital, where he functions as chairman of the building committee. Meeting with architects and contractors there, he tries to assure that the building, when completed, will fit the needs of the hospital.

"It is not the largest small animal hospital that has ever been built," he said, "but because of the small size of our lot, and its unusual shape, the building is taller than most veterinary hospitals. Because of that," he added, "one of the things we have to do is make sure that the building makes sense vertically as well as horizontally."

The role of building committee chairman takes up about half his time. The other half goes to his specialty, which is cardiology. Buchanan began studying cardiology while he was president of the cardiology group of the American College of Veterinary Internal Medicine. Among other things, Buchanan oversees construction of the new Small Animal Hospital.

Recently he has focused on a closer examination of genetically-related heart disease. Patent Ductus Arteriosis (PDA) is a disease he is examining, is a common abnormality in dogs. Significantly, it is one of the things we have to do is make sure that the building makes sense vertically as well as horizontally."

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Recently he has focused on a closer examination of genetically-related heart disease. Patent Ductus Arteriosis (PDA) is a disease he is examining, is a common abnormality in dogs. Significantly, it is the most frequently found heart disease in children as well.

Last month Buchanan attended a meeting in Berlin, Germany, where he presented some of his findings on PDA to the World Small Animal Veterinary Association.

In his research he uses an audiovisual technique he developed in 1973 for displaying histological sections in three dimensions. In the role of teacher, he has produced seven instructional films.

Thursdays he takes students on cardiology rounds in the Small Animal Hospital, sees patients, and about every other week performs an operation. Tuesdays he visits the construction site of the new facility.

Last summer he went on a 2000-mile cross-country motorcycle trip with his 18-year-old son, Michael.

That, of course, involves another hat. Buchanan keeps his motorcycle helmet in a box at the back of his motorcycle, which is always parked in the hospital's courtyard.

Max Lebow

Summer Program Offers Job Counseling to Ph.D.'s

In response to the deepening job crisis facing persons with Ph.D.'s in the humanities and social sciences, the University will conduct a seven-week program of business orientation and job counseling during June and July 1980.

Since 1969 when doctoral candidates in the humanities and social sciences could expect several job offers in college or university teaching and research, the number of college-age students has begun to diminish, and teaching jobs for new Ph.D.'s have become scarce. Because the decline will continue, the job situation for Ph.D.'s is not likely to improve. (There were 4.3 million 18-year-olds in the U.S. in 1979; there will be 3.2 million in 1992.)

Ph.D.'s and A.B.D.'s (all but dissertation) in appropriate fields from all American universities will be eligible to participate in Penn's seven-week summer program. The curriculum, to be designed and taught by members of the Wharton School faculty, will include three intensive courses: accounting; control and statistics; managerial economics and finance; and marketing and administration. In addition, a series of seminars on career development will be offered by the University's placement office. While the program will include actual job interviews, there is no guarantee of employment.

Professor Peter Conn, graduate group chairman of the English department, has been appointed director of the program.

Penn People

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Professor Cecil L. Striker of the history of art department was elected to the Koldewey Gesellschaft, the German society for archeological architectural research. He is the first American elected to the society.

Maurice English was appointed interim director of the University of Pennsylvania Press, succeeding Robert Erwin who resigned in August.

English was the founder of the Temple University Press and its director for 10 years. Prior to that he was a senior social sciences editor at the University of Chicago Press and in charge of its paperback publications.

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.