‘I Probably Would Have Been a Slave…’

A. Leon Higginbotham, Jr., traces the rights of mankind over the past 200 years

Tuesday marked a bicentennial celebration at the University. It was the 200th anniversary of the date when the state’s general assembly transferred the assets of the College, Academy and Charitable School of Philadelphia, founded by Benjamin Franklin, to a new board of trustees for the institution, henceforth to be called the University of the State of Pennsylvania.

In doing so, the University of Pennsylvania became the first institution in the United States to be designated a University.

To mark that anniversary, noted jurist and University trustee, the Honorable A. Leon Higginbotham, Jr., a member of the U.S. Appeals Court for the Third Circuit, presented the President’s Lecture for the fall semester. His lecture, “On the Rights of Mankind,” a 200-year perspective, was the 11th in a series inaugurated in 1974 and sponsored by the office of University President Martin Meyerson.

The following are excerpts from that lecture.

Birthdays and anniversaries offer strategic opportunities to reflect on the growth and purported wisdom of individuals and institutions, a chance to reevaluate our values, to ponder whether eternal truths previously announced have some vitality and relevance to today’s problems, to even have the temerity to question whether the good old days were as grand as some claim they were, and to think of how the experiences of two centuries ago can be applied to the turmoil of today...

From a standpoint of realism and personal privilege, I am compelled not to be too romantic with excessive glorification of the “good old days,” for realism requires recognition that in 1779 I would not have been permitted to join Benjamin Franklin, Benjamin Rush, James Wilson or the other six Pennsylvanians as signers of the Declaration of Independence. And even a decade later, I would not have been one of the framers of the United States Constitution, nor would I have been permitted even to vote for it as a mere citizen, despite the fact that the preamble declared to the entire world that the “People of the United States” were establishing a constitution to “form a more perfect union, establish justice…and secure the blessings of liberty to ourselves and to our posterity.” To use a Jeffersonian phrase, the “self evident truth” is that during those times in Philadelphia I probably would have been a slave, perhaps even a slave to one of the framers of those revolutionary documents...

But if the gods had been particularly generous to me, I would have been a “free” Negro, a free Negro in a land which insisted I never receive equal justice under the law. My subservience would be sanctioned by both the rule of law and the customs of the time...

Despite the pernicious practices there were many noble ideals in the Declaration of Independence, even though their time had not yet come. We salute the drafters for expressing even those egalitarian thoughts they did not practice. But the reality is that in 1779—200 years ago—our nation had only white forefathers, no foremothers, and repressive slavery for blacks.

But was there hope in 1779? Despite the harshness and cruelty of 200 years ago, was it self-evident that blacks and their posterity would be doomed for all time to remain slaves, individuals who had no right to marry, no right to own property, no right to protest, no right to minimum dignity? Was there any perception that there were certain fundamental rights for all mankind, for all persons regardless of their race? Fortunately, almost a century before we were designated a University a group of Quakers and Germans in Germantown, Pennsylvania in 1688, were the first to formally protest against slavery in the colonies…Pennsylvania enjoyed the distinction of sponsoring the first organized protest against slavery in the colonies.

[Nearly a century later] on March 1, 1780, Pennsylvania passed the first emancipation statute in any of the states… But this resolution called for the gradual remission of slavery. This statute did not free one slave then in captivity.

In a real sense, the 1780 statute was a profound beginning. Pennsylvania’s accomplishment in passing the gradual emancipation act cannot be underestimated. It was a changing of the tide toward ultimate freedom for blacks. Its impact went beyond Pennsylvania and helped trigger similar legislation in other northern states…

...where did the founder of this great university, Benjamin Franklin, stand (on slavery)? We know that in many ways he was a practical person. For previously he had said bluntly when speaking to the... (continued on page 8)

INSIDE

- Two supplements are included with this issue of ALMANAC: PennSport and a Safety Resource Guide.
- The impact of the federal government’s A-21 guidelines was discussed at last week’s University Council meeting, page 3.
President Martin Meyerson announced last week his appointment to the new governing board for WXPN-FM, the University's radio station that had been engaged in a four-year dispute with the Federal Communications Commission.

With the new board, the University moves closer to the completion of its plan for a radio station that will bring educational programming of distinction to the Greater Delaware Valley region.

The governing board is made up of George Gerber, dean of the Annenberg School of Communications; Robert L. Shayon, professor of communications and widely known authority in radio and television; Gloria Twine Chisum, clinical psychologist and University trustee; Maury Weinstein, a senior in the Moore School of Electrical Engineering, and Curtis R. Reitz, professor of law. Reitz will serve as chairman of the governing board.

The University currently operates WXPN-FM under a construction permit by the Federal Communications Commission, which approved the University's request for a construction permit on October 10, 1979. According to Brian Madden, counsel for the University, the granting of the construction permit was the last substantive legal issue in the way of a new operating license. "Everything from here is administrative," he said. The station still operates on interim authority from the FCC, but should soon be granted "program test authority" which is "for all practical purposes the same as being licensed," Madden explained.

WXPN's original operating license was denied renewal in the spring of 1979 because the FCC felt that the University had failed to maintain sufficient control over the station's operation. The University then reapplied for a license on the same frequency. During the summer, in the case of the FCC, the station's rule barring stations which have been denied renewal from applying for one year. The FCC then later granted the new construction permit.

The governing board held its first meeting November 20. Among the board's priorities is completion of the new license application. "We expect to make formal application, probably by early December," Reitz said.

After that, he continued, "applications will be submitted to the Corporation for Public Broadcasting and to the Department of Commerce for financial support."

"It is a fine board," he said, "I'm certain it will be helpful to the station."

The radio station signal is at 88.9 on the FM band. Operating with effective radiated power of 1.9 kilowatts, the station can be heard in southeastern Pennsylvania and southern New Jersey. The station has existed within the University since the mid-1940s. Permission to broadcast to the larger community was first obtained 15 years ago. With the advent of a new license and a revamped governance structure, WXPN leaves behind the legal difficulties that have troubled the station for the last four years.

More Women Students in Vet School

For the first time in the history of the University's School of Veterinary Medicine, women outnumber men in an incoming class. This year's statistic—55 women to 54 men—follows half a dozen years when the number of men and women in incoming classes see-sawed from 60-40 in favor of the men to nearly even, according to Dr. Joseph F. Skelley, associate dean of admissions at the School of Veterinary Medicine.

Cornell was the first school of veterinary medicine in the nation to admit a class with a majority of women. The University of Pennsylvania, said Skelley, is the second.

"We admitted women here before most schools of veterinary medicine would consider them," Skelley said.

"Most people thought veterinary medicine, particularly large animal practice, required great physical strength, but that is just not true," Skelley said.

"It is a question of using your head. It is not like you have to 'manhandle' the animal," he added.

Since the school started admitting women in the mid-1930s, "we have not noticed any differences in the quality of work between men and women, even in the areas of clinical practice with large animals," Skelley said.

"We find that 85 to 86 percent of our graduates go on to practice veterinary medicine. And there is no noticeable change in the percentage between men and women," Skelley said.

When women were first admitted there were some reservations among the faculty and among practitioners, Skelley said. But those reservations quickly disappeared.

Today, he said, "we get very warm, very strong letters of recommendation, urging us to accept women." Significantly, he noted, some of those letters come from the same practitioners who earlier wrote him of their reservations about admitting women.

Today, he said, "we get very warm, very strong letters of recommendation, urging us to accept women." Significantly, he noted, some of those letters come from the same practitioners who earlier wrote him of their reservations about admitting women.

"It is true," Skelley conceded, "that some women take time off to have a family. But, they maintain their careers. Most of the myths about women in this area of medicine are just that: myths. The women are really holding their own now."
Committee Forming for Presidential Search

There has been a good deal of activity this week among students, faculty, and trustees who are interested in serving on or contributing to the still-unformed presidential search committee. The committee, according to an outline presented by the trustees in October, will consist of six trustees, four faculty members, and two students.

The trustee component is virtually in place, with five of its six members already having agreed to serve. Trustee Chairman Paul Miller said this week.

Miller said he expects to name a sixth trustee to the search committee very soon. He had earlier hand-picked the other five members, he said.

They are: Mrs. Jacqueline G. Wexler, who will serve as vice chairperson; Dr. Karl Kayser; Dr. F. Otto Haas; and Mr. Charles S. Wolfe. Miller did not identify the fifth trustee named to the committee.

Both Wexler and Kayser are members of the trustees' executive board. Miller, who will act as a non-voting seventh trustee on the search committee, basically for monitoring purposes, said that Wexler would in fact operate as the group's chairperson.

He said that no trustee had rejected his request to serve on the body. "I had certain considerations in mind when I was looking for members," said Miller. "One was the ability to put in the time. And the geography had to be right. I couldn't expect someone to be coming in from California every two weeks."

"I'm on the whole fairly satisfied," said Miller of the trustee contingent.

Responding to a question concerning Jacqueline Wexler's appointment as committee chair in light of campus discussion that she might herself be a candidate for the University's presidency, Miller said, "Early on if the committee decides that she is a serious candidate, she would have to be replaced. She obviously does not see herself as a candidate or else she wouldn't have accepted this job."

The faculty have not been able to match the swiftness of the trustees in naming their representatives to the search committee.

According to Walter Wales, Senate chairperson, the SAC "was unable to reach agreement on the procedure" to select its representative when that body met earlier this month. The SAC was scheduled to reconvene last night, having solicited advice from the Faculty Senate on what selection procedures might be equitable.

Meanwhile the Graduate and Professional Student Assembly is meeting tonight to interview five candidates from among those who had earlier expressed an interest in the assignment. Randy Marks, chairperson of GAPSA, said it is expected that a student representing the graduate and professional constituency will be selected at the conclusion of tonight's session.

The nominations unit of the Undergraduate Assembly's Nominations and Elections Committee will also be busy interviewing search committee candidates tonight.

James Cassidy, who heads the nominations unit, reported that 10-15 percent of the interested undergraduates will be called back for a more extensive interview Sunday night. (Seniors are ineligible.)

The undergraduates plan to nominate three students; they will forward their names and credentials to Trustee Chairperson Paul Miller, who will make the final selection, probably by next Thursday.

In 1969, when the trustees set up a search committee to locate a successor to departing President Gaylord P. Harnwell, its composition was similar to that established this fall, except that faculty and students were both allotted five representatives per constituency.

The search committee's final recommendation of a candidate is, of course, strictly advisory to the trustees.

University Council Discusses A-21 Ramifications

Louis A. Girifalco, vice provost for research, reported to the University Council recently on how the University plans to implement the personnel activity (effort) reporting system which is called for in the Government's controversial OMB Circular A-21.

Girifalco told those at the November 14th session that the effort reporting system, though burdensome, is essential if the University intends to keep its share of federal research monies. He acknowledged its unpopularity among many academicians around the country, but nevertheless urged Pennsylvania faculty to cooperate in completing the new forms until the Government saw fit to modify or dispense with the mechanics of A-21.

Provost Vartan Gregorian noted during the Council meeting that A-21 is "wasteful of taxpayers' dollars," that "it is an intrusion on privacy," and that it is "nonsensical."

President Martin Meyerson called the circular "a tragedy." This year the University will spend something in excess of $3 million dollars, said the president, just to keep up with paperwork mandated by the Government.

However, it was announced at the Council meeting that the University has asked for and been granted a one-year extension on the implementation of new guidelines relating to the budgetary treatment of tuition remission for graduate students in connection with OMB A-21.

For Fiscal Year 1981, therefore, graduate

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Finances, Budget to be Discussed

A major presentation on University finances and budget has been scheduled as the solitary agenda item for next Wednesday's University Council meeting.

Dr. Robert M. Zemsky, director of planning analysis, will talk on the University's long-range financial picture. Dr. Jon C. Strauss, vice president for budget and finance, will speak about Pennsylvania's current financial operations.

The meeting is set for 4 p.m. in the Council Room of the Furness Building.

assistants at the University will continue to be covered from employee benefits rather than being charged directly to the benefitting academic department or grant/contract.

All other OMB A-21 regulations will take effect in the fiscal year upcoming, however, according to the provost. (The provost's latest statement on A-21 and graduate tuition remission appears in the For the Record section of this week's ALMANAC.)

The Council approved three resolutions at its November meeting. The first called for the adoption of a number of Council bylaws changes that had been recommended earlier in the year. These revisions will be published in a future issue of ALMANAC.

On the matter of Young Alumni Trustees, the Council voted approval of a variation of the recommendation that had been written into the Task Force on Governance (1978-79) Report. The ratified recommendation reads:

"One Young Alumni Trustee from the undergraduate schools and one Young Alumni Trustee from the professional and graduate schools should be elected every year for a term of two years. Nominations would be made by the Nominating Committee of the General Alumni Society and from members of the current year's graduating class. Election would be by members of that class. Election should be between April 1st and Commencement. The Young Alumni Trustees should assume office by the following January after attending the June and October meetings as observers."

(continued on page 5)
November 29-December 9
29 Thursday
Art Exhibit: The Houston Hall Art Gallery holds an original Oriental art show and sale, 11 a.m.-7 p.m. The Graduate School of Fine Arts presents an exhibit of Experimental Prints: Researches in Offset Lithography by the late Eugene Feldman, former Penn faculty member. Faculty members may view the exhibit Monday through Thursday, 8 a.m.-5 p.m. on the fourth floor, Graduate School of Fine Arts. The exhibit continues through December 10.

Blood Drive: The University Hospital sponsors a blood drive, 11 a.m.-6 p.m. at Hill House.

Coffee Hours: The Modern Language College House hosts coffee and conversation hours for students of Italian and German, 4 p.m., Class of ‘25 House.

Faculty Meeting: The University Chapter of the American Association of University Professors holds its annual Fall meeting at 3:30 p.m. in Annenberg's Studio Theater.

Lectures: The microbiology department presents Dr. Sue Wickler of the National Institutes of Health on DNA Synthesis Catalyzed by DNA Replication Proteins of E.coli, 11:30 a.m. in Room 163-64 Mezzanine, Medical School.

NHMC Research Seminar Series features Dr. Dale Schumacher of Johns Hopkins University on Assessing, Improving and Using D.R.G.S. in Medical Cost and Quality of Hospital Care, 4:30 p.m., Colonial Penn Center Auditorium.

The School of Public and Urban Policy sponsors Walter Stiellman, vice-president of ABT Associates on Design Problems in Social Experiments: The Australian Housing Allowance, 2 p.m., School of Public and Urban Policy.

Movies: The International Cinema Series offers Noyce's Newsfront at 7:30 p.m. and Medvedkine's Happiness and Mark's The Train Rolls On at 9:30 p.m. in the International House. Admission: $1.50.

Theater: A Kurt Weill Cabaret continues throughout this week at the University Museum Theater. For information, call Ext. 6791 for information.

30 Friday
Art Exhibit: The Oriental art show and sale continues at the Houston Hall Gallery, 10 a.m.-4 p.m.

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 ‘25 House.

Lecture: The Graduate Groups in Classical Studies and Ancient History present Professor A. Momigliano on The Department of Classical Historiography in Modern Historiography, 4:30 p.m., Franklin Room, Houston Hall.


The International Cinema Series shows Seymour Mandelbaum on Historical Concepts of Contemporary Strategies, 3 p.m., Fine Arts 207.

The Language in Education Colloquium Series features Dr. Shirley B. Heath on Literacy Events: Toward Establishing the Functions of Reading, Writing, and Speaking, 7 p.m., Stiteler Hall 8-21.

Movies: The Exploratory Cinema Series offers Noyce's Newfront at 4:30 p.m. and Medvedkine's Happiness and Mark's The Train Rolls On at 9:30 p.m. in the International House. Admission: $1.50.

Theater: The Pocket Mime Theater appears in the Houston Hall Auditorium at 8 p.m. Admission is $3.50 with University I.D., $5 for the general public.

1 Saturday
Concert: The College Music presents Christmas music of Medieval and Renaissance Spain, 8 p.m., University Museum. Admission is $4 and $2 with student I.D.

Sports: Penn takes on Cumberland County College in men's junior varsity basketball at 11 a.m.; Penn meets Fribourg in men's gymnastics at 2 p.m.; Penn competes against Frostburg in men's gymnastics at 2 p.m.; Penn plays West Chester in women's basketball at 11 a.m. and 7 p.m.; Penn takes on Columbia in swimming at 2 p.m.; Penn competes against Barnard in women's swimming at 2 p.m.

2 Sunday
Movie: The University Museum Film Series offers Pride and Prejudice at 2:30 p.m. in the Harrison Auditorium, University Museum. The program presents Dr. Angara Campbell of the Continental Oil Company on Space Photographs of North Africa—A Geological, Geophysical, and Astronomical Review, 4 p.m., Hayden Hall.

Sports: Penn competes in the Lafayette Tournament for wrestling at Lafayette.

3 Monday
Lectures: The department of chemical and biochemical engineering features Professor Michael E. Paulatis of the University of Delaware on Super-Critical Fluid Extraction, 3:30 p.m., Alumni Hall, Town Building.

The department of history and sociology of science features Dr. Steven Shapin of the University of Rhode Island on Assessing the Functions of Reading, Writing, and Speaking, 4:30 p.m., Smith Hall.

The art history department presents Prof. Wolfgang Lotz, director of the Biblioteca Hermitiana in Rome, on The Maglasses in Bologna, 5 p.m., B-2, Fine Arts Building.

4 Tuesday
Lecture: The University Museum Film Series presents a Christmas celebration for children and their parents at 2:30 p.m. at the International House. Admission is free but a $1 contribution is suggested.

The South Asia Program presents a Christmas celebration for children and their parents at 2:30 p.m. at the International House. Admission is free but a $1 contribution is suggested.

The Jewish Folklore Colloquium Series sponsors Dr. Kapila Vatsyayan of the Ministry of Communication with Kapila Vatsyayan of the Ministry of Communication and Prejudice at 2:30 p.m. in the Harrison Auditorium, University Museum. Admission: free.

5 Wednesday
Lectures: The Department of Political Science presents Professor Michael Gellert of the College of Arts and Sciences in Michigan on Neurobiological Dimensions of Depression, 11:30 a.m., Medical Alumni Hall, University Hospital.

Lectures: The History and Policy Colloquium Series features Dr. Bernard J. Carroll of the University of Michigan on Assessing, Improving and Using D.R.G.S in Medical Cost and Quality of Hospital Care, 4:30 p.m., Colonial Penn Center Auditorium.

The Language in Education Colloquium Series offers Noyce's Newfront at 4:30 p.m. and Medvedkine's Happiness and Mark's The Train Rolls On at 9:30 p.m. in the International House. Admission: $1.50.

Movies: The Exploratory Cinema Series offers Noyce's Newfront at 4:30 p.m. and Medvedkine's Happiness and Mark's The Train Rolls On at 9:30 p.m. in the International House. Admission: $1.50.

The theater presents Professor Shirley B. Heath on Literacy Events: Toward Establishing the Functions of Reading, Writing, and Speaking, 7 p.m., Stiteler Hall 8-21.

Sports: Penn plays Camden County College in men's junior varsity basketball at Camden County; Penn takes on Wake Forest in men's basketball at Wake Forest; Penn meets Ursinus in women's basketball at 8 p.m.

6 Thursday
Blood Drive: The University Hospital sponsors a blood drive, 11 a.m.-5 p.m., Phi Kappa Sigma fraternity.

Coffee Hours: The Modern Language College House hosts coffee and conversation hours for students of Italian and German at 4 p.m., Class of '25 House.

Lecture/Demonstration: International House presents a lecture/demonstration by Professor Bruno J. Gellersen, University of Pennsylvania, on...
Committee to Examine Health Policy Resources

We wish to determine whether the University of Pennsylvania should establish a focus for addressing major issues in national health policy. We plan to begin the process by appointing a committee to examine the resources in health policy at the University of Pennsylvania, to test the willingness of persons interested in the field to work together, to define a number of health policy issues that Pennsylvania might consider, and then to advise us on future directions.

The members of the committee are:
- Stanley J. Brody, physical medicine and rehabilitation
- Mary Cotton, city and regional planning
- Britton Harris (Chairman), public and urban policy
- Robert Inman, finance and economics
- William L. Kissick, research medicine
- Setha Low, landscape architecture and regional planning
- Samuel P. Martin, medicine and health services
- Osler L. Peterson, research medicine
- William P. Pierikilas, decision sciences
- Henry W. Riecken, behavioral science and medicine
- Sheldon Rovin, dental care systems
- Rosemary A. Stevens, history and sociology of science
- Paul A. Stolley, research medicine
- Bettina H. Yaffe, health affairs planning

Employee Benefits

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For THE RECORD

Provost's Statement on A-21

My October 18, 1979 memo described the impact of federal regulation A-21 on the costs associated with graduate teaching and research assistants. At that time we expected to be required to charge tuition remissions for these graduate assistants to the benefitting academic department or grant/contract. We also expected to receive federal approval not to charge indirect costs on these remissions.

Our negotiations on this issue have not yet been successful. Representatives of the Association of American Universities and the Council on Governmental Relations have been meeting with H.E.W. representatives and have now scheduled a joint H.E.W.-O.M.B. meeting for later this month. It still appears, however, that H.E.W. will require that tuition remissions be included in the indirect cost base.

Because of the lead time required to prepare proposals accurately and prepare our own 1980-81 operating budgets with the proper benefit rates, we have asked our federal negotiators in this region for an extension of one year before implementing the new treatment of graduate assistants' tuition remission. This extension has been granted; it will not, however, affect other A-21 issues such as effect reporting or equipment maintenance.

This change will mean that tuition remissions for graduate assistants will continue to be covered from employee benefits in FY 1981 and that the rates in the chart below should be used for all budget planning and proposal preparation.

The University's decision to change this extension is based in part on our reluctance to engage in any change in our management or accounting practices while negotiations between the government and the University community remain incomplete.

—Vartan Gregorian
Provost

DEATHS

Dr. Oscar V. Batson, emeritus professor of anatomy, died at his home November 11. He was 85.

A professor of anatomy at Penn for 37 years and chairman of the anatomy department in the Graduate School of Medicine for 35 years, Batson received his A.B. and M.A. degrees from the University of Missouri and his M.D. degree from St. Louis University in 1920.

In 1927, at the age of 32, he became the youngest anatomy professor in the country.

Recognized for his studies of vertebral venous circulation, Batson described the vertebral vein system which now bears his name. Because of these studies, Batson is one of 225 pioneers listed in Classic Descriptions in Diagnostic Roentgenology, he is the only anatomist so honored.

Batson is survived by his wife, the former Eleanor H. Neumann, a son, Dr. A. Peter Batson, and two grandsons.
Administrative/Professional

Accountant I (2671) assists in development of indirect cost rates applicable to research and instruction effort; performs service center cost rates and journal entries (knowledge of University's financial system; college degree or extensive course work in accounting; two years' experience) $10,375-$14,375.

Assistant to the Associate Provost (2573) helps plan and maintain academic programs and budgets (Ph.D., M.B.A., or terminal degree) Salary to be determined. Must have several years' experience of institutional research, evaluation, or data collection.

Assistant Director, Annual Giving (2633) plans and administers annual giving programs for graduate and professional schools; presents programs to alumni groups (college degree; three years' fund-raising experience; ability to direct large-scale volunteer programs) $12,900-$17,850.

Assistant Director, Personnel Relations (2638) interviews, screens, and refers applicants; assists in the selection of applicants; counsels employees (college degree in business administration, personnel relations, or other liberal arts or equivalent experience) $11,250-$15,850.

Assistant to the Vice-President of Commonwealth Relations (254) helps represent the University's interests and concerns to the Commonwealth's civic organizations, the school board, et al. (B.A., preferably from Penn, teaching, academic administration, and/or administration of student activities experience; familiarity with socioeconomic and political problems of the Commonwealth) $16,125-$22,725.

Associate Development Officer II (2518) develops comprehensive computer programs, implements corporate communications, and assists in development of indirect cost rates applicable to research and instruction effort; performs service center cost rates and journal entries (knowledge of University's financial system; college degree or extensive course work in accounting; two years' experience) $10,375-$14,375.

Clinic Director (B41) supervises staff relevant to multidisciplinary research; administers clinical activity, including data management and statistical programming; responsible for daily operation of clinic (CNS degree with board certification; five years' postgraduate experience; knowledge of University systems) $28,325-$39,950.

Department Head II supervises and operates technical and administrative staff; provides daily support with all technical procedures; supervises work in technical services and photocopy input into on-line cataloging database (B.S., M.A., or equivalent academic experience with medical, computer, and natural sciences background; three years' technical processing experience) $14,850-$20,550.

Director (2651) assists in managing department which has responsibility for development, maintenance and operations of the University information system (prefer master's degree in related discipline; five years' experience; demonstrated knowledge of systems and ability to communicate and manage) Salary to be determined.

Director (two positions) (a) serves as chief executive officer of the trustees' publishing arm, plans budgets, contracts, editorial program, establishes basic production and marketing strategies (minimum of ten years' experience in publishing scholarly books, extensive knowledge of financial aspects, acquisitions, editorial programming, marketing, and sales promotion); (b) directs research center involved in the study of contracts and the management process (master's degree in business administration with a year's experience with a leading management consulting firm) Salary to be determined.

Director, Annual Giving (2607) encourages large gift total, cultivates and solicits major gift prospects, coordinates design and writing of fundraising materials (highly developed typing skills; experience with computer-based work processing system) $7,975-$10,150.

Fiscal EDP Coordinator (2415) handles systems planning, research and design approaches to data generated within the organization (B.A. in business administration, experience with budgets, accounting, and data analyses procedures) $12,900-$17,850.

Job Analyst (2525) audits and classifies non-exempt employees; performs cost computational analysis; conducts salary surveys and analyzes results (college degree or equivalent experience; ability to handle related salary administration activities) $10,375-$14,375.

Editor, Office Automation enters and edits test; produces final copy; uses computer-based word processing (highly developed typing skills; experience with computer-based work processing system) $7,975-$10,150.

Editor, Office Automation enters and edits test; produces final copy; uses computer-based word processing (highly developed typing skills; experience with computer-based work processing system) $7,975-$10,150.

Editor (240) edits manuscripts, books, letters, proofreaders; writes miscellaneous copy; prepares dummy copy for publication; deals with publishers; designs covers (ability to work with laboratory animals; knowledge of Fortran on IBM + DEC.

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Support Staff

Administrative Assistant 1 (four positions) $7,975-$10,150. See campus bulletin boards for more information.

Administrative Assistant 2 (three positions) (A080) maintains budget and employee time sheets, boys and less equipment, schedules farm collections (minimum two years': college, business and accounting experience, typing) New Bolton Center; (2650) maintains bill and payroll systems; prepares and maintains journals of expenses and files; keeps key control registers; maintains files; computerized limitation (typing, knowledge of university accounting and personnel procedures); good interpersonal skills; excellent typing; good rapport with student community; knowledge of medical records and preferred; (2661) prepares and reviews faculty and staff rosters of courses; schedules classroom assignments; compiles material for course catalogs; compiles academic calendar (Superior typing and steno skills; well-organized) $8,625-$10,950.

Admissions Assistant (2072) is responsible for the preparation of typed documents; prepares reports, memoranda, documents; maintains highest standards in the performance of community service; good interpersonal skills; various constituencies is a priority (accuracy and efficiency; consistency and productivity; excellent typing; knowledge of Mag Card helpful) $7,975-$10,150.

Assistant Cashier (2624) balances transactions daily; cashes checks or vouchers (graduation from high school; two years' cashiering experience) $7,425-$8,450.

Clerk, Accounts Payable (2069) manually prepares selected invoices; processes payments; performs request for disbursements (high school graduate; light typing skills; aptitude for figure work; prior university experience) $7,425-$9,450.

Coordinating Assistant 2 (2662) implements internal policies pertaining to student affairs; maintains and reviews records of student affairs; light report writing; handles registration for master's, doctoral students and foreign language examinations (excellent typing; good interpersonal skills; eye for detail; concern for students) $10,000-$12,752.

Custodian (two positions) is responsible for variety of cleaning and moving tasks; reports improper activity by building tenants; maintains surveillance; furnishes information to visitors; locks and unlocks spaces for authorized persons (experience with floor cleaning equipment or general housekeeping experience) Union wages.

Data Control Clerk (two positions) (B0067) assists in periodic training of coders; monitors performance and hours of staff; reviews completed codings; indexes and files forms; maintains data archives and updated documentation reports (typing and organization- al skills; knowledge of general research procedures: B.A. or B.S. in social sciences); (2568) establishes and maintains controls and schedules for the receipt and distribution of all source documents and input/output (O/E) of the computer system; supervises training and screening of data (H.S. school graduate, training in office skills and computer operation) $7,975-$10,150.

Delivery Clerk (2676) delivers and collects mail, schedules errands; operates photocopier (Pennsylvania driver's license; H.S. graduate) $5,300-$7,000.

Duplicating Machine Operator (two positions) operates duplicating machines (H.S. graduate, experience in duplicating processes) $5,500-$7,000.

Electronic Technician 1 (2648) performs radiation safety surveys and evaluations; performs radiation measurements with portable and laboratory instrumentation; assists with radioactive waste disposal (training in science and familiarity and experience in laboratory methodologies; knowledge of radioactivity and its measurement) $9,650-$12,725.

Electronic Microscopy Technician 2 (A913) processes a variety of granulocytogenic and reproductive tissues; prepares biological material for transmission electron microscope; photographic projection prints (B.S. in biology, one year of experience as an electron microscope technician) $9,425-$12,200.

Groom (2618) cares for mares; feeds, cleans, loads and unloads animals; assists herdsmen in pasture and general maintenance; repairs fences, rails; observes habits and behavior of animals (graduation from elementary school, one year's experience in the care and maintenance of large animals) New Bolton Center $6,500-$8,375.

Higienist, Dental (B0068) exposes and develops radiographs; prepares instruments and dental units; performs standard clinical observations; performs dental hygiene services; monitors patients (graduation from accredited program in dental hygiene, initiation to practice in Pennsylvania or equivalent) $10,000-$13,950. *Junior Accountant (2670) is responsible for month-to-month reconciliation of accounts payable and receivables. (H.S. graduate with some college work in accounting; one year experience in bookkeeping; computer skills) $7,975-$10,150.

Mechanica (2644) services and maintains Best University Lock System; makes keys; opens locks without keys; changes locks; services exterior doors, panic devices, electric floor openers; repairs locks (H.S. graduate; junior high school graduate) $7,975-$10,150.

MCST Operator (2482) transcribes correspondence, types, and reports, uses various magnetic media (excel- lent typing; good interpersonal skills, experience in a word processing environment) $7,425-$9,450.

Office Automation Operator operates word processing equipment; manages computer center; performs data entry; ($7,425-$9,450).

Personnel Data Coordinator (2626) assists University hiring officers in following affirmative action guidelines and completes employment process and applications; maintains files; keeps track of maintenance and records any disturbance to security (high school, some college; experience; computer skills) $7,425-$9,450.

Research Laboratory Technician 1 (two positions) $9,650-$12,725. For more information, see campus bulletin boards.

Research Assistant (two positions) (B82) operates all standard metal working machine tools, fabricates, modifies, repairs, assembles and experimental apparatus (experience in metal working, metal fabrication) $9,425-$12,200.

Residence Hall Clerk answers telephones, provides information, keeps records of maintenance work and reports any disturbance to security (high school, some college; experience; computer skills) $7,425-$9,450.

Secretary 11 (18 positions) $7,425-$9,450.

Secretary Medical/Technical (eight positions) $7,425-$9,450.

Secretary/Technician, Word Processing (B0077) operates word processing equipment to produce scientific grants and publications; types manuscripts; transcription of letters from dictating equipment (excellent typing, spelling; word processing experience) $7,975-$10,150.

Part-Time

Twenty-three support staff positions are listed on campus bulletin boards.

Job Postings

Information on job openings can be obtained at 13 campus bulletin boards. New listings are posted every Thursday. Bulletin board locations are: Art Building, basement; East Staircase, second floor; West Staircase, basement; Out of Towne Building; Towne Building; mezzanine lobby; Veterinary School; first floor, next to directory; Library, first floor; Library, second floor; Anatomy-Chemistry Building; near Room 358; Rittenhouse Labs: east staircase, second floor; L.H. Allen Building; east staircase, first floor; Johnson Pavilion; first floor, next to directory; Log Cabin; first floor, near Room 17; S.H. Allen Building; east staircase, first floor; Richards Building; first floor, near mailroom; Law School: Room 28, basement; Dietrich Hall: first floor, outside E-108.
Here are the latest figures for the 1979 commitment.

<table>
<thead>
<tr>
<th>Date</th>
<th>Amount</th>
<th>Percent of Commitment</th>
</tr>
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<tbody>
<tr>
<td>Nov. 15</td>
<td>$42,844.00</td>
<td>58.4%</td>
</tr>
<tr>
<td>Nov. 21</td>
<td>$55,818.72</td>
<td>78.0%</td>
</tr>
<tr>
<td>Nov. 26</td>
<td>$57,409.72</td>
<td>80.2%</td>
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Finally, the Council approved a resolution on budgetary consultation put forward by the Graduate and Professional Student Assembly. According to the resolution, "the Deans of the various schools [should] consult with the student governments and the faculty on their schools' financial situation before tuitions are established."

Also at the November meeting, Janis L. Somerville, vice provost for University life, and Martin Stamm, director of fraternity affairs, presented an informational report on the status of University fraternities.