University Ceremonies Honor King’s Memory

“What will become of his dream?” C. Delores Tucker, former secretary of the Commonwealth, asked Tuesday night at a program in memory of Dr. Martin Luther King, Jr., who studied philosophy courses at the University from 1949 to 1951.

Tucker’s speech, the climax of the ceremony, recounted the enormous economic, political and educational problems facing black Americans today.

Tucker was joined by A. Leon Higginbotham, United States Court of Appeals judge, W. Wilson Goode, city managing director, J. Lynn Leavenworth, former trustee, Moorehouse College, and by campus figures Samuel Sylvester, president, Black Faculty and Administrators, Janis I. Somerville, vice provost for University Life, and Herbert W. Nickens, faculty assistant to the president and provost.

Tucker deplored the seeming abandonment of King’s dream, pointing out that the Kerner Commission Report’s prediction that America was dividing into two separate societies, black and white, was drawing closer to reality. She noted that fewer minority students are currently attending Penn than in 1974, and that the situation in lower educational levels was even more dismal. Only half of black high school students are receiving diplomas, she said, and “half of those who do receive a diploma can’t read it.”

She added that a similar situation exists in the electorate. Only half of the eligible black populace in Philadelphia is registered to vote, and only half of those registered actually vote. Moreover, high unemployment rates among blacks are crippling moves toward progress. “Prolonged failure to find work is beating them to the ground,” she said. Tucker felt that Americans had to look to King’s vision of action and commitment to solve these problems. “The 80’s must be the decade of the We,” she implored, “just as the 70’s has been called the decade of the Me.”

Tucker, who had marched with King, struck many of the same themes touched on by the evening’s other speakers. Higginbotham also appealed for a return to King’s dream and his spirit of excellence in his statements preceding Tucker.

He pointed out that the ceremony itself was not unique, and others similar to it were being conducted throughout the country.

Despite the accolades which the slain leader would be receiving, Higginbotham regretted that “tragically, many will forget that King was above all else a scholar with a steadfast and extraordinary commitment to excellence.”

This commitment to excellence is necessary for the solution of the problems facing today’s black Americans, Higginbotham said. It is now necessary to “master the disciplines, develop the systems,” which would make such institutions as SEPTA and the public schools work for all people. He noted that while the picket lines to intergrate hot dog stands and Woolworth lunch counters in the early 60’s allowed one to “feel that with each step you were making a statement” today’s activists face the more difficult problem of “making sure the people have the funds to buy the hot dogs.”

Goode, the new managing director of the City of Philadelphia and a Wharton alumnus, echoed Turner’s and Higginbotham’s sentiments. Blacks must study and understand the electoral process, as the sorry record of Philadelphia’s black voters is “not consistent with the memory” of King. The educational system must be improved to teach students the abilities of “reading, writing, counting, and living in today’s world.” Government must be made accountable to all of the people, Goode urged, and “this is not just a matter of crime, particular black-on-black crime, must be reduced.”

More importantly, Goode said, King’s belief in the power of human love must be reawakened so that “love becomes primary and all else becomes secondary.”

Perhaps the most personal remarks about King were delivered by Professor of Philosophy Elizabeth Flower, who participated in a seminar with King, “Ethics and the History of Philosophy.” She recalled that although the discussions in Bennett Hall were sometimes overwhelmed by the clattering of trolleys and the noise of a gentlemen’s room, King’s ideas during his sojourn at Penn were “already vigorous and well-formed.” Gandhi and Tolstoy were included in the class’s readings, but she said that Kant’s ethics, based on the dignity and worth of every individual, were central to the course.

A plaque in King’s memory will be placed in Bennett Hall where King attended classes. It contains a dedication and this quotation from King’s famous 1963 “March on Washington” speech: “When we let freedom ring, when we let it ring from every village and every hamlet, from every state and every city, we will be able to speed up that day when all of God’s children, black men and white men, Jews and Gentiles, Protestants and Catholics, will be able to join hands and sing in the words of that old Negro spiritual, ‘Free at last! Free at last! Thank God Almighty we are free at last!”
Editor: I continue to read in the December 1979 budget presented in the December 1979 budget of a foreign-sponsored contract for the future.

The Interim Guidelines for the Acceptance of Gifts, Grants and Contracts (ALMANAC, September 12, 1978). The coincidence of summer approval, long-delayed announcement, inter-semester publication, and violation of regulations is, in the language of diplomacy, "regrettable".

The Interim Guidelines were the result of much thought, effort, and successive refinements by the Trustee's Committee on Corporate Responsibility, by Council Committees, by [the] Senate, and by the faculty at large. They had grown out of a Libyan contract proposed by the very same Principal Investigators, and they then saved the contract from participation in a contract which subsequently was judged to be inappropriate and which was potentially embarrassing for the University.

The approval of the contract with the Arab Emirates, in violation of the Guidelines, seriously weakens the University's procedural safeguards for the future.

The Guidelines require, inter alia, that the budget of a foreign-sponsored contract be published in advance of approval. The budget presented in the December 1979 ALMANAC is, indeed, interesting. Assuming that the blank item under "instructional costs" accounts for the $74,000 discrepancy in the total, we note that the overhead rate is 15%. The overhead rate on domestic research grants is well above 50%, and we are repeatedly assured that the latter rate represents actual costs. Are we not all then subsidizing the Arab Emirates contract, perhaps from faculty salaries, or from inflated overhead rates on our domestic contracts? And have we not been so assessed unwillingly and unwittingly, by virtue of our exclusion from the mandated review process for foreign contracts?

The Emirates contract also contravenes, not only the Interim Guidelines, but long-established University priorities with respect to non-academic service contracts. The program is a training program for junior diplomats of the Arab Emirates. The University did not exercise authority for admission or rejection of the individual trainees, as it does for academic students. University policy dictates that such service contracts are to be undertaken only in exceptional cases. No such justification has been presented.

—Herbert Callen
Professor of Physics

Editor: I continue to read in the ALMANAC and Daily Pennsylvanian statements suggesting that "it has been argued in recent years that the endowment has not been effectively managed."

It depends on what time span is reviewed.

From September 30, 1974, when I became chairman of the Investment Board, to the date of my retirement on June 30, 1979, the investment performance of the A.I.F. was as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Market</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>9/30/74</td>
<td>$72,958,420</td>
<td>$127,341,010</td>
</tr>
<tr>
<td>6/30/79</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annualized</td>
<td>3,775,854</td>
<td>8,711,627</td>
</tr>
<tr>
<td>Income</td>
<td>30,700,000</td>
<td></td>
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<tr>
<td>Cash additions to fund</td>
<td>5,700,000</td>
<td></td>
</tr>
<tr>
<td>Net additions</td>
<td>25,000,000</td>
<td></td>
</tr>
<tr>
<td>Net appreciation for period</td>
<td>$26,392,591</td>
<td></td>
</tr>
</tbody>
</table>

Please also notice that all income was paid out each year so we never had the use of any income for reinvestment.

Also please note that during this time the University badly needed income to keep out of the red so we followed a conservative investment policy of approximately 30-50
equities and bonds.

I suggest you publish these figures in the next issue of the ALMANAC as I feel the Committee did an outstanding job during this period. If you can find any better one in collegiate circles, for the same time and operating under similar requirements, I'll buy all editors a chocolate ice cream soda at Smokey Joe's. (This is a safe bet on my part.)

—Wesley S. Stranger, Jr.
Trustee emeritus and former chairman of the Investment Board

Even though the departure of President Martin Meyerson is some 18 months away, and even before the presidential search committee had been selected, the debate had begun: what kind of person should be the next president of the University of Pennsylvania? What sort of person is needed to guide the University in the 1980s?

Because the University's leadership is important to all of us in the University community, Almanac invites readers to offer their thoughts on the next president. Responses will be published in a future issue of ALMANAC.

In penning their thoughts, we suggest readers take into account the following questions:

What kind of president does the University want for/need in the 1980s?
What particular qualities face that president?
What sort of background should this individual have? An academic background? Business? Government service?

What particular qualities, what strength should this individual possess?

Should the search committee make any particular effort to locate candidates for the position who are women? Blacks or other minorities? University alumni?

ALMANAC will publish all letters received on this topic in the January 31 issue. To be published, letters must meet the following criteria:
• They must fill no more than two, typewritten, double-spaced pages.
• They must be received by the ALMANAC office, 513-515 Franklin Building, by 5 p.m. Friday January 25.
• Contributors must sign their letters, unsigned letter will be neither accepted nor printed.
• Letters must be neither libelous nor obscene.

**Speaking Out**

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**Almanac**

*Volume 26, Number 19*

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**Forum**

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17 January 1980
A Fearful Kremlin Acts
by Alfred J. Rieber

The Soviet invasion of Afghanistan was a brutal and deplorable act, but it should not be interpreted as the first step in a new worldwide expansionist drive by the Russians. Instead, the move should be seen as a desperate response to a rapidly deteriorating international situation. There is no other way to explain why Moscow would jeopardize its economic and political relations with the United States and risk the condemnation of world opinion at this time.

In the past 30 years, the Soviet army has crossed its frontiers only under the most extraordinary circumstances—when Moscow's control of all Eastern Europe was clearly threatened, in Hungary in 1956 and Czechoslovakia in 1968. Even extreme provocations along the Chinese frontier in the past 10 years did not trigger such a massive Soviet reaction.

How can we explain this unprecedented step except as an attempt to protect vital national interests? If we try for a moment to see the world through Moscow's eyes, then it becomes clear that the Afghan rebellion against the pro-Soviet regime endangered the stability of the Soviet central Asian republics. The majority of the population in this area is ethnically and culturally related to the Afghans. The existence of a hostile Islamic government in Kabul would open the Soviet frontiers to constant infiltration and possibly to the spread of guerrilla warfare into Soviet territories where the loyalty of the local population would be seriously strained. Moreover, an anti-Soviet victory by Muslim tribesmen in Afghanistan could turn the entire Islamic revival from an anti-Western movement into an anti-Soviet one.

The Soviet leaders cannot have forgotten the brief but savage Muslim rebellions in Central Asia in the early years of the Soviet regime, nor can they ignore the great anti-Soviet potential buried in this strongly religious revival linked to national identity. At a time when national feelings within the Soviet Union are on the rise and when the Soviet leaders are worried about the impact of the rapidly increasing Muslim population upon the composition of the army and the labor force, a massive anti-Soviet Islamic revival would be a nightmare threatening the very existence of the Soviet state.

By piecing together evidence from the Soviet press, it is also clear that the Soviet leadership does not regard Afghanistan as an isolated event. They see it as one more link in a chain of political encirclement all along their extended frontiers from Western Europe to the Far East. In the West, the decision by NATO to install medium range ballistic missiles placed Soviet cities and industries in range of West European bases for the first time. At one stroke the balance of forces in Europe was shifted in favor of NATO.

At the same time, the Iranian rebellion on the Soviet southern frontiers created serious economic and political problems. It interrupted natural gas deliveries from Iran to the industries of the Soviet Caucasus. It also stirred demands for autonomy from the minorities in Iran like the Azerbaijan and the Turkmen whose kinsmen live in the Azerbaijan and Turkmen Soviet republics. Once again the Kremlin must be worried over the effect of such demands and the fighting in frontier areas upon their own citizens of the same ethnic composition.

Finally, farther to the East, negotiations with the Chinese were leading nowhere. But China was drawing closer to the United States. More ominously, the Chinese continued to support the Cambodian resistance to Hanoi and the Pakistani military assistance to the Afghan rebels. The loss of Afghanistan could then result in the emergence of an uninterrupted ring of hostile neighbors stretching from China to Norway!

But this is not all. The Soviet leaders have watched with dismay as the United States seemed to be turning away from detente under the pressure of a recession and sharply increasing its military budget to take up the economic slack. If the Americans were moving to the right in domestic and foreign policy, then a Soviet defeat in Afghanistan would be the signal for reduced pressure to make further compromises on human rights and disarmament which they believe would weaken their world position.

In the long run then, the lesson of Afghanistan for the United States might well be to recognize the need to conduct a consistent and predictable foreign policy toward the Soviet Union. Either we have to accept or reject the right of the Soviet Union to a great power. In either case, we cannot prevent Soviet leaders from defending what they perceive to be their vital interests any more than they can prevent us from doing the same. But at least by negotiating settlements we can help avoid crises like the present one.

To have ratified SALT II and refrained from installing medium range missiles in Europe would have given us leverage to restrain Soviet military activity. In the absence of those agreements, the Soviet Union has nothing to lose from our displeasure which can match the importance of those agreements—not the Olympics, nor grain, nor cultural exchanges.

The simple truth of the matter is that, like it or not, arms control is in our vital interest and that of the world—Afghanistan is not.


Furthermore...

To understand why the Soviet Union invaded Afghanistan in 1980, one must understand nearly four centuries of Russian history and foreign policy, Professor of Russian history Alfred J. Rieber said this week.

"I try to take a long-range historical perspective tracing from the 17th century to the present," Rieber said in explaining how he arrives at his conclusions on the present crisis in the Middle East.

In addition to giving his observations an historical perspective, Rieber said he "gathers as much political data as I can by gleaning in the press." News in the Soviet press "is an official comment on what concerns the government," he said.

Balancing history and present political events, Rieber said he believes the Soviet's action "grows out of persistent elements in foreign policy," and he listed a few examples:

"Russia has been interested in Iran since the 17th century. Peter the Great seized the southern shore of the Caspian Sea. There were Russian agents in Afghanistan in the 1830s and '40s," he noted. Geopolitically, the Middle East has always been of importance to the Russians.

Rieber doesn't see the invasion as a strategic move to bring the Soviets closer the Iranian oil fields. "Afghanistan leaves the Russians no where," he observed. "It has no railroad lines. It's worthless as a strategy base," because of rugged terrain and lack of transit routes.

Rather, he believes the invasion of Afghanistan is the Soviet's means of insuring "stability across their frontier," of assuring that the Islamic revolution in Iran does not spill into Afghanistan and then the Soviet Union.

Nonetheless, one cannot simply dismiss the invasion because one can explain it. "The Soviets are clearly engaged in blatant aggressions," Rieber said, although he believes the United States should not view it as a strategic move against us. He doesn't see this as a Free World/Communist standoff.

Thus, while he believes the U.S. was right in supporting the United Nation's condemnation of the Soviet invasion, "the U.S. shouldn't have been the leader (of that action)," Rieber observed. "The U.N. action should have been lead by the countries directly threatened, i.e. Iran, Pakistan and India," he said.

We are, he suggested, exaggerating Afghanistan's importance—"it is of no value to us"—and overreacting with actions like the economic sanctions against the U.S.S.R., "which only harm the U.S." Perhaps the real casualty of the entire situation is the SALT II treaty which now stands little chance of approval this year, he noted.

—C.A.V.
Alumni Events

All events are open to the entire University community. For more information call Ext. 7811.

January
Tuesday, 12 A basketballhomecoming reception and pre-game dinner begins at 5:30 p.m., Hutchinson Gymnasium.

February
Saturday, 9 The General Alumni Society sponsors Family Day at Mask and Wig with lunch at noon and a performance at 1 p.m., Mask and Wig Clubhouse, 310 S. Quince Street.

March
Saturday, 9 The General Alumni Society sponsors Founder's Day reception and luncheon at noon in the Chinese Rotunda and Upper Egyptian Gallery, University Museum.

April
Friday, 20 The General Alumni Society sponsors Alumni Weekend through Saturday.

May
Friday, 20 The Annual Meeting of the Society of the College and the Alumni of the Arts and Sciences sponsors a spring program of seminars and lunch.

Art Exhibits

January
Friday, 18 Two Centuries and Beyond: Designs and Dreams for the Pennsylvania campus opens in the galleries of the Graduate School of Fine Arts and runs through February 29.

March
Wednesday, 10 Urban Encounters: Art/Architecture/Audience opens at the Institute of Contemporary Art and continues through April 17.

Thursday, 20 The ICA Street Sights opens and runs through May 18 using the city as a gallery for performances and exhibits.

Blood Drives

The University Hospital sponsors blood drives at the following dates and locations throughout the semester:
- January-February: 24, Houston Hall; 29, Vance Hall; 31, McClelland Hall;
- February: 14, High Rise East; 19, Dental School; 21, Hillel; 26, Veterinary School;
- March: 13, Veterans Hospital; 29, High Rise South; 31, Zeta Beta Tau;
- April: 19, High Rise North; 27, 15, McClelland Hall; 23, Houston Hall.

Concerts

January
Friday, 18 The Penn Contemporary Players present The Red Bears in a recital of works by Wright, Primosch, Penn, and Ives in Long Concert Hall, Swarthmore College.

February
Friday, 29 Eugene Narmour conducts the University Symphony Orchestra in an all-Copland concert at Irvine Auditorium. The composer will be in attendance.

March
Friday, 21 President Martin Meyerson and Provost Varian Gregorian sponsor the performance of Handel's Judas Maccabees at 8 p.m., St. Mary's Church.

Continuing Education

The School of Medicine offers the following courses in its Continuing Medical Education Series. For more information call Ext. 2544.

February

March
Saturday, 8 Some Aspects of Pediatric GI Disease.

April
Saturday, 4 Commonly Encountered Skin Problems by the Primary Care Physician.

Lectures

January
Wednesday, 16 The Language in Education colloquium series presents Nessa Wolfson on The Study of Speech Behavior in American English and Its Implications for Education at 7 p.m. in Room B-21, Stiteler Hall.

Thursday, 17 The physical therapy department features Jaya L. Matarazzo on The Elusive Rotational Projections of the Vestibular System at 11 a.m. in Nursing Education Building 212.

The South Asia program sponsors Steven Kemper of Bates College on Astrology as a Cultural Mode of Communication at 11 a.m. in Classroom 2, University Museum.

February
Thursday, 24 The South Asia program features Ann Radhakumaran of the University of North Florida on Journistic Strategies in Pakistan's Press at 11 a.m. in Classroom 2, University Museum.

The School of Public and Urban Policy presents Bernard Bloom on Policy Issues in Physician Manpower Planning at 2 p.m., School of Public and Urban Policy.

March
Thursday, 31 The South Asia program sponsors Edwin Gerow of the University of Chicago on Grammar as a Structure for Indian Aesthetics at 11 a.m. in Classroom 2, University Museum.

The School of Public and Urban Policy features Theodore Hershberg on A Tale of Three Cities: Blacks, Inimmigrants at 3 p.m., School of Public and Urban Policy.

February
Tuesday, 5 The physical therapy department sponsors Dr. Ann Beuf on Children in Hospitals at 11 a.m. in Room 212, Nursing Education Building.

The psychiatry department colloquium series features F. Curtis Dohan of the Eastern Pennsylvania Psychiatric Institute on Genes, Glutam and Schizophrenia at 11 a.m. in Medical Alumni Hall, University Hospital.

Wednesday, 6 The Language in Education colloquium series presents Gerald Prince on Metanarrative at 7 p.m. in Room B-21, Stiteler Hall.

Thursday, 7 The South Asia program features Pauline Kole of the University of Houston on Marriage Networks and Marriage Alliance: A Comparative View at 11 a.m. in Classroom 2, University Museum.

The School of Public and Urban Policy presents Lawrence White of New York University on Managing Health and Safety Regulations: A View from Inside at 2 p.m., School of Public and Urban Policy.

Thursday, 14 The South Asia program features M.S.A. Rao of the University of Delhi and the University of Virginia on Ideology and Communication in Socio-Cultural Movements at 11 a.m. in Classroom 2, University Museum.

Wednesday, 20 The Language in Education colloquium series presents Brian Sutton-Smith on The Child's Mind as a Poem at 7 p.m. in Room B-21, Stiteler Hall.

Thursday, 21 The South Asia program presents David Layfield of the University of Minnesota on Urdu as a Public Language: A Social History at 11 a.m. in Classroom 2, University Museum.

The physical therapy department features Dr. Robert Davies on Biochemical Energetics of Muscle Contraction at 11 a.m. in Room 212, Nursing Education Building.

The School of Public and Urban Policy sponsors Allen Knoese on the Ethical Foundations of Beneficence and Nocence at 2 p.m., School of Public and Urban Policy.

Wednesday, 27 The School of Social Work features Dr. Frank M. Loewenberg on Desegregating the University of Pittsburgh at 2 p.m., University Museum.

Thursday, 28 The South Asia program sponsors Richard Bird of the University of Wisconsin on Urdu as a Public Language: A Social History at 11 a.m. in Classroom 2, University Museum.

March
Tuesday, 4 The physical therapy department features Rebecca Craik on Visual Guidance and Motor Performance at 11 a.m. in Room 212, Nursing Education Building.

The department of psychiatry presents Dr. Israel Zweiring of the University of North Carolina on Role Variations in Normal, Dysphoric, and Psychotic Families at 11:30 a.m. in Medical Alumni Hall, University Hospital.

Wednesday, 5 The Language in Education colloquium series presents B. Dwyer on Public Language, Private Values in Education at 7 p.m. in Room B-21, Stiteler Hall.

Thursday, 12 The South Asia program features Joan Erman of the University of Chicago on A Comparative View at 11 a.m. in Classroom 2, University Museum.

Thursday, 18 The physical therapy department presents Barbara Bourbon on Effects of Altered Mantiscity

17January 1980
January 17-27
Thursday, 17 Women’s basketball plays Immaculata at 8 p.m. at Immaculata.
Friday, 18 Men’s junior varsity basketball takes on Camden County Community College at 7 p.m. in the Palestra.
Saturday, 19 Men’s fencing competes against Maryland, Johns Hopkins and UNC at 11 a.m. at Maryland; women’s fencing meets Jersey City and Paterson at 11 a.m. at Jersey City; men’s indoor track competes in the Lehigh Invitational; men’s wrestling takes on Lafayette and Army at 1 p.m. at Lafayette; men’s basketball plays Villanova at the Spectrum at 1:30 p.m.; men’s squash meets Army at 2 p.m. at the Ringe Courts; men’s swimming competes against Dartmouth at 2 p.m. at Sherry Pool.
Tuesday, 22 Women’s swimming competes against Villanova at 6 p.m. at Villanova; women’s basketball takes on Georgetown at 7 p.m. in the Palestra; women’s gymnastics meets Trenton at 7 p.m. in Hutchinson Gym.
Wednesday, 23 Men’s wrestling competes against Rutgers at 2:30 p.m. in the Palestra; men’s swimming meets La Salle at 3 p.m. at Sherry Pool; men’s basketball takes on St. Joseph’s at 9 p.m. at the Palestra.
Thursday, 24 Women’s badminton plays Temple at 4 p.m. at Temple.
Friday, 25 Women’s indoor track competes in the Philly Five Meet at 6:30 p.m. at West Chester; women’s swimming meets Cornell at 7 p.m. at Cornell; women’s basketball takes on Cornell at 7:30 p.m. at Cornell.
Saturday, 26 Women’s fencing goes to Penn State at 11 a.m. in Weightman Hall; men’s junior varsity basketball meets Drexel at 12:15 p.m. at Drexel; men’s fencing competes against Penn State and St. John’s at 2 p.m. in Weightman Hall; men’s squash faces Yale at 2 p.m. at the Ringe Courts; men’s swimming meets Villanova at 2 p.m. at Sherry Pool; men’s wrestling takes on F&M at 2 p.m. at F&M; men’s basketball plays Richmond at 3 p.m. in the Palestra; women’s swimming meets Rochester at 4 p.m. at Rochester; women’s basketball takes on Rochester at 7 p.m. at Rochester.
Sunday, 27 Men’s volleyball competes in the Penn State Invitational at Penn State; men’s indoor track meets Yale and Brown at noon at Yale.

Theater
Call Ext. 6791 for ticket information and reservations.

February
Tuesday, 12 The McCarter Theater Company presents Molier’s The Miser through Sunday at the Annenberg Center.
Wednesday, 13 The Pittsburgh Public Theater opens in Lost at the Annenberg School Theater and runs through Friday, 24.
Friday, 26 The Annenberg Center’s Theater for Children Series offers The Incredible Feeling Show through tomorrow.

March
Wednesday, 5 The Goodman Theater Company presents Stoppard’s The Coast of Utopia, Day 6 of The People through Sunday at the Annenberg Center.
Wednesday, 20 The Folger Theater Group presents Love Letters on Blue Paper through April 26 at the Annenberg School Theater.

April
Wednesday, 9 The Annenberg Center presents the opening of Arthur Miller’s Up from Paradise with performances on April 4, 5, 6, and 8. The show runs through Sunday.

University Council
The University Council meets in the Council Room of the Furness Building from 4 to 6 p.m. on the following dates: February 13, March 19, April 9, April 30.
Opportunities

The following listings are condensed from the personnel office's bulletin of January 10. Because of the nature of the listings, they should not be considered official. Some of the positions may no longer be available.

**Executive**
- Executive Assistant to the Vice-President of Commonwealth Relations (2542) helps represent the University's interests to the General Assembly, the Governor's office, and/or admission activities (B.A./B.S.; educational background in admissions; 3-5 years' experience) $12,900-$17,850.
- Executive Assistant (2708) responsible for the daily operation of the Office of the President, including staff supervision, meetings, correspondence, preparation of events, budget administration and liaison to other offices (B.A./B.S.; 3 years' experience in public or fund accounting). See campus bulletin boards for more information.

**Administrative/Professional**
- Administrative Assistant to the Director, Annual Giving (2607) supervises day-to-day operations for the office of the Director, Annual Giving ($16,125-$22,725).
- Administrative Assistant to the Director (2607) with duties similar to those of the administrative assistant to the director, annual giving.

**Associate Director II** (884) supervises, schedules, and assigns work; orders materials and services; maintains records; inspects employees' work (B.A./B.S.; experience in accounting and/or administrative duties). See campus bulletin boards for information.

**Associate Development Officer** (2518) manages fund-raising programs; implements corporate communications projects; prepares major gift appeals ($3,000 and above); solicits funds for special events in support of special projects ($16,125-$22,725).

**Associate Development Officer II** (2519) consults with on sports schedules; prepares contracts for athletic and special events; prepares final revenue and expense statements for athletic facilities; acts as liaison with plant and vendors; prepares budgets (B.A.; experience in Division 1 intercollegiate athletic administration and supervisory ability) $21,450-$30,225.

**Business Administration** (2768) performs business functions of cost recovery center; supervises bookkeeping and general office activities. See campus bulletin boards for more information.

**Buyer** (2620) supervises day-to-day management of clinical facility; screens patients for research projects; advises investigators about protocol; develops new grant proposals; reviews existing grant proposals. See campus bulletin boards for more information.

**Cooperative** (2290) assists in the administration of the cooperative education program; integrates academic and work experiences. See campus bulletin boards for more information.

**Director, Residence Unit** (2660) supervises, schedules, and assigns work; orders materials and services; maintains records; inspects employees' work; supervises the work of student employees (B.A./B.S.; experience in personnel administration or equivalent; residence hall experience) $10,375-$14,375.

**Director, Undergraduate Admissions** (2752) develops and administers programs to recruit students enrolled in undergraduate institutions; high school seniors in other countries ($10,375-$14,375).

**Fiscal Coordinator** (2742) supervises, schedules, and assigns work; maintains records; inspects employees' work; supervises the work of student employees (B.A./B.S.; experience in personnel administration or equivalent; residence hall experience) $10,375-$14,375.

**Fiscal Coordinator II** (2742) supervises, schedules, and assigns work; maintains records; inspects employees' work; supervises the work of student employees (B.A./B.S.; experience in personnel administration or equivalent; residence hall experience) $10,375-$14,375.

**Group Practice Administrator** (3176) supervises, schedules, and assigns work; maintains records; inspects employees' work; supervises the work of student employees (B.A./B.S.; experience in personnel administration or equivalent; residence hall experience) $10,375-$14,375.

**Histotechnology** (2141) performs routine staining, filing, and recording of histological slides; prepares slides for microscopists and electron microscopists. See campus bulletin boards for information.

**Junior Research Associate** (7 positions) $10,375-$14,375. See campus bulletin boards for information.

**Librarian** (2767) organizes cataloging and classification of monographic materials primarily in Portuguese and Spanish (M.A./M.S. from ALA accredited school; proficiency in above languages; familiarity with AACR, LCS subject headings; knowledge of automated cataloging systems; experience in cataloging and classification) $16,125-$22,725.

**Nurse Practitioner** (2755) triage; assist physicians; give allergy injections, immunizations, the skin testing (previous experience from school); 10 years' experience in emergency room or outpatient facility) $12,900-$17,850.

**Organizational Development Officer** (2750) maintains organizational structure; consults with staff; prepares budgets (B.A./B.S.; experience in personnel administration or equivalent). See campus bulletin boards for more information.

**Programmer Analyst I** (4 positions) $12,900-$17,850. See campus bulletin boards for more information.

**Programmer Analyst II** (2 positions) $14,850-$20,550. See campus bulletin boards for more information.

**Programmer Analyst III** (2 positions) $14,850-$20,550. See campus bulletin boards for more information.

**Programmer Analyst IV** (2 positions) $14,850-$20,550. See campus bulletin boards for more information.

**Public Information Officer** (2607) develops and coordinates public relations and advertising activities. See campus bulletin boards for more information.

**Recruiting Coordinator and Admissions Liaison (2717) works with students in recruiting effort for all athletic teams; works with admissions/financial aid to assist student-athletes. See campus bulletin boards for more information.
Support Staff

Accounting Clerk prepares accounting reports of gifts/pledges (H.S. graduate; good bookkeeping aptitude) $6,875-$7,500. See campus bulletin boards for information.

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

Bookstore Clerk (2766) sorts, checks, codes, calculates or posts data to records/ledgers; files material (H.S. graduate; clerical and/or figure aptitude) $5,500-$7,000.

Clerk III (2738) provides accounting assistance; files material; 2 years' experience (H.S. graduate; clerical experience; figure aptitude; ability to type accurately) $6,875-$8,750.

Clerks (2 positions) $7,425-$9,450. See campus bulletin boards.

Clerk, Accounts Payable (2669) manually prepares selected accounts payable checks; audits incoming invoices; checks for accuracy; enters data; sometime requires typing skills; aptitude for figure work; prior university experience $7,425-$9,450.

Coordinating Assistant (2757) prepares interview schedules for employers and students; handles sign-ups; organizes group meetings to familiarize students with services and procedures; integrates with other personnel to maintain computerized sign-up systems and to act as troubleshooter; writes and disseminates interview procedures (2 years' college or secretarial school; accurate typing; office experience; ability to work with others under pressure, handle heavy office volume) $6,875-$10,950.

Data Collection Clerk (2086) assists in periodic training of coders; monitors performance and hours of staff; reviews completed coding; indexes and files forms; maintains appropriate files and reports; performs typing, filing and editing tasks; aptitude for figure work; accuracy; prior experience $7,225-$9,275.

Delivery Clerk (2766) delivers and collects mail; schedules errands; operates photocopier (Pennsylvania driver's license required) $5,500-$7,000.

Editor, Office Automation (2 positions) $7,975-$10,150. See campus bulletin boards.

Electron microscope Technician (2 positions) $9,650-$12,225. See market bulletin boards.

Electronic Technician I (B144) performs construction and wiring from schematics; assists in checkout of laboratory equipment (H.S. graduate; graduation from acceptable electronic technician's course; experience) $8,575-$10,850.

Expediter 1 (2 positions) $7,975-$10,150. See campus bulletin boards.

Goon (2706) responsible for daily maintenance of IAC accounts; selects accounts payable checks; audits incoming invoices; prepares disbursement forms; receives outside telephone inquiries (high school chemistry, physics, and biology); ability to work independently; typing skills; exceptional attention to detail $7,425-$9,450.

Repeire Expediter (2776) expediates complaints regarding maintenance, housekeeping, construction and other facilities services, maintains records (H.S. graduate; vocational and commercial background; typing skills; knowledge of maintenance, housekeeping, construction methods) $7,975-$10,150.

Secretary of the Corporation responsible to the president and the chairman of the trustees for trustee affairs and for commencement and special projects; assures staff support for the internal governance operations of the University and its committees (education and experience in academic, administrative, supervisory and communicative functions) $12,900-$17,850.

Senior Systems Analyst (4 positions) $16,125-$22,725. See campus bulletin boards for information.

Staff Nurse (B142) performs patient care in clinic relating to protocol treatment; dispenses experimental drugs; collects data on all RTGO points; maintains liaison with NIH and RTOG headquarters (R.N. with maturity; oncology experience) $10,375-$14,725.

Staff Psychiatrist (2754) responsible for seeing psychiatry patients on a full-time basis (M.D.; completion of residency in psychiatry; 2 years' experience in college psychiatry) $26,375-$39,950.

Superintendent of Construction and Repairs (2690) supervises, schedules and assigns work; orders materials and services; maintains records; inspects employees' work (graduation from apprenticeship program or 2 years' technical or engineering school education; 10 years' experience in construction work with 5 years as a supervisor) $14,850-$20,550.

Supervisor, Primate Colony responsible for propagation, care and use of monkeys for experimental purposes; directs keepers' work; supervises records on animals; acts as medical aide; performs non-routine laboratory functions (college course work in zoology; animal husbandry and mammalogy; 5 years' experience in care and feeding of primates; knowledge of primate behavior; reproductory performance) $12,900-$17,850.

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Goon (2706) responsible for daily maintenance of IAC accounts; selects accounts payable checks; audits incoming invoices; prepares disbursement forms; receives outside telephone inquiries (high school chemistry, physics, and biology); ability to work independently; typing skills; exceptional attention to detail $7,425-$9,450.

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AssistantBachelor's degree; experience in coaching experience at college level) $16,125-$22,725.
To the University Community:

Once again the Committee on Committees begins its work with an invitation to the faculty and administrative staff to nominate themselves and their colleagues for service on University committees.

We will be spending most of the spring term assembling lists of prospective members who are most interested in and most qualified for service on the 19 key committees listed here. They are the advisory bodies which will help shape the committee's work. The proposed members and honorary degrees, and assist operations such as the bookstore and libraries to be of greater service to the campus.

To make our committees effective we need to consider the largest possible pool of candidates with the broadest range of experience and viewpoints. Before submitting your own name or that of a colleague, you may wish to have a better understanding of the work being done by a particular committee. One way to obtain such information is by studying the committee reports which have been published in Almanac [See October 18, November 8, and November 15, 1979 issues.]

Except where noted, all of the committees listed here are open to both faculty and staff. We plan to submit our recommended committee membership lists to the Steering Committee in late April. In order that we may meet this deadline, we ask you to make your nominations by February 15.

We are making recommendations to the Steering Committee and University Council for some changes in committees following a review of the structure. Most of the recommendations deal with the reclassification of committees and with changes in charges or memberships and will, if accepted, not materially affect the listing and brief descriptions below. An exception is the proposed new Committee on Communications which we list here in the hope that it will be approved by the Council and can be organized for service in 1980-81.

The 1980 Committee on Committees

Stella Y. Botelho
Joseph F. Kane
James Cassidy
Fred Karush
Andrew J. Condon
John A. Lepore
Henry M. Hoenigswald
John Nelson
Renata Holod
Almarin Phillips

Committees and Their Work

University Bookstore. Watches the operations and financial policies of the bookstore and assists in planning its future.

*University Budget. Deals with matters of policy relating to University budgets and participates in the formulation of the annual budget. Vacancies are scarce. Committee meets weekly.

Committee on Committees. Organized on a calendar-year basis, with most of its business conducted during the spring term. Fills occasional vacancies on the committees under its purview, oversees and evaluates their work, and presents new proposals to the Committee on Committees.

Communications (proposed). Has cognizance over the University's communications public relations activities.

Community Relations. Examines the University's communications public relations activities.

Faculty Affairs. Scope includes the general welfare and interests of the faculty and its relationship to the administration.

Faculty Grants and Awards. Recommends policy on University research grants to faculty members, reviews applications for these grants, and makes annual awards.

Honorary Degrees. Does most of its work during the fall term. Solicits recommendations for honorary degrees from faculty and students and submits nominations to the trustees; also makes recommendations to the president on commencement speakers and on special convocations.

International Programs. Advisory to the coordinator of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs and cooperative undertakings with foreign universities.

Library. Advisory to the director of libraries on matters of library policy; instigates scrutiny of policy concerning collections, facilities, and the general use of the University's libraries.

Personnel Benefits. Deals with policies and procedures relating to all employment benefits for faculty, administrators and nonunion support staff. Special expertise in personnel, insurance, taxes or law is often helpful.

Recreation and Intercollegiate Athletics. Has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics. Advises the athletic director in operations and recommends changes in policy when appropriate.

Research. Generally concerned with research and the environment for research at the University; the assignment and distribution of indirect costs another primary interest.

Safety and Security. Advisory to the director of public safety with emphasis on personal safety in the campus area.

Student Affairs. Has cognizance of the conditions and rules of undergraduate and graduate student life on campus.

Student Fulbright Awards. Active early in the fall. Evaluates applications from graduating seniors and graduate students and makes recommendations to the Institute of International Education, which awards Fulbright grants on behalf of the State Department.

Undergraduate Admissions and Financial Aid. Meetings cover recruiting, admissions, and financial aid matters that concern the University as a whole but are not the specific responsibility of individual faculties.

*Open to faculty only. One or more administrators serve as liaison to most of these committees.

Note: The Committee on Committees does not nominate members to the Budget Committee, Committee on Committees, or Educational Planning Committee, but transmits volunteer lists for the first two committees to the Steering Committee, which is pleased to consider them in making appointments. Members of the Educational Planning Committee are selected by the Steering Committee entirely from nominations by the president and provost and the Senate Advisory Committee.

Mail to: Committee on Committees, Office of the Secretary, 121 CH/CO

Committee
Candidate
Title or Position
Campus Address

Committee
Candidate
Title or Position
Campus Address

Committee
Candidate
Title or Position
Campus Address

Committee
Candidate
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Campus Address

For the Record

17 January 1980