Court Rules Against Yeshiva Faculty

The Supreme Court ruled February 20 that faculty members at Yeshiva University are managerial employees and thus not entitled to bargain collectively under federal labor law.

In a 5-to-4 decision, the court upheld a 1978 decision by the U.S. Court of Appeals for the Second Circuit that full-time faculty members at the institution have so much authority over academic matters and institutional policies that "they are, in effect, substantially and pervasively operating the enterprise."

The National Labor Relations Board and the university's Faculty Association held that faculty members were "rank and file" employees.

In delivering the majority opinion, Justice Lewis F. Powell, Jr. said that faculty members "decide what courses will be offered, when they will be scheduled, and to whom they will be taught. They debate and determine teaching methods, grading policies, and matriculation standards. They effectively decide which students will be admitted, retained and graduated ... When one considers the function of a university, it is difficult to imagine decisions more managerial than these."

While the Supreme Court decision applies specifically to Yeshiva, a private university in New York City, it could affect collective bargaining agreements at other private institutions. The decision is not expected to affect faculties at public institutions.

In the March 20 almanac we will present a more detailed examination of the decision with commentary by University faculty members.

Campus Greets Copland

A birthday greeting two years ago from a music major who idolizes Aaron Copland led to a two-day visit by the composer to the campus, a concert by the University Orchestra of his lesser-known works, and a citation for his achievements by President Meyerson.

In response to a card from Michael Rose, who plays first horn in the orchestra and was then a senior in high school, Copland mentioned that there were a number of his lesser known and performed pieces which might be done by a college orchestra. The suggestion was passed on to Eugene Narmour, director of the orchestra, and grew into the program last weekend, honoring the composer's 80th year.

Copland, who opted to skip college to study music in Paris as a young man, claimed that he got very nostalgic when he visited a college campus. "I look around me and think of the four years I've missed," he said. "But when I say anything like that to the students, they tell me: 'You didn't miss a thing!'"

U.S.-Pakistan Relations Examined by St. Brides

Lord St. Brides, a former British high commissioner to Pakistan, discussed U.S. and Pakistan relations with a small group at the University last Thursday. A guest of the South Asia Regional Studies program, St. Brides' talk was off the record.

In statements to the ALMANAC after his speech, St. Brides said that Carter had proposed a proper line of development for Pakistan in his suggestion that a multinational group of donors, rather than America alone, help the emerging nation.

He also felt that Afghanistan could have a brighter future than what now seems to be the case. "Everything turns upon Russian motives," he said. "If their own statements are true, they ought to accept the urging of virtually the whole international community to withdraw their troops. It should not prove too difficult to agree internationally on ways of establishing in Afghanistan a stable government whose composition reflects the tribes of Afghanistan."

Inside

- Ingrid Waldron discusses the hazards of Type A behavior, page 8.
- Senate nominating committee releases slate of incoming officers, page 6.
Speaking Out

Maintain Interim Guidelines

Editor: The ALMANAC of 28 February 1980 presented a new set of "Guidelines... for Sponsored Programs," proposed to replace the existing "Interim Guidelines" (ALMANAC, 12 September 1978). I am here concerned with the sections dealing specifically with foreign-sponsored programs. The new proposals are straightforward; they proceed to gut every substantial protection incorporated in the Interim Guidelines.

I appeal to every reader to consider these issues and to tell his or her Council Representative that the protections of the Interim Guidelines must be maintained. The vote in Council is scheduled for early April.

The Interim Guidelines were drawn up when the University was confronted in early 1978 with a proposal for cooperative work with a Libyan institution, sponsored by Colonel Khaddafii's government, jointly to develop a Middle East curriculum for use in U.S. secondary schools. The issue was referred to the Trustee's Committee on Corporate Responsibility. With commendable statesmanship the Trustees deferred to a faculty-administration committee, to which it forwarded a number of judicious recommendations (ALMANAC, 23 May 1978). These recommendations were refined and, in large measure, incorporated into the Interim Guidelines by the faculty-administration committee. The Libyan contract was found unacceptable when subsequently judged against these Interim Guidelines by a separate faculty-student Review Committee (ALMANAC, 19 September 1979).

It is noteworthy that such a Review Committee would not be mandated by the newly-proposed Guidelines; that if the Provost did choose to appoint one he would be required to bias it with members committed to foreign contracts; and that such a Review Committee in any case would find little guidance in the proposed Guidelines.

The basic tenet of the authors of the newly-proposed Guidelines is that foreign-sponsored contracts should be considered, as nearly as possible, by the same criteria as are domestic contracts. But each era brings its own unique dangers, and each danger calls for special protections. The original Guidelines at this University were written in the 1950s, in response to secret military development on campus. Later, sponsorship by covert intelligence agencies became topical. The problems associated with foreign funding are now causing major controversies on campuses throughout the country. Witness the recent furor at the University of Southern California. Foreign funded programs recently have resulted in universities unwittingly serving propagandistic purposes, implementing or abetting discriminatory practices, promulgating value systems inimical to the Western academic tradition of freedom, and legitimizing repressive regimes.

It is specious to dismiss these dangers, or to pretend that they are not qualitatively different from the problems of domestic sponsorship. Foreign-sponsored programs pose the problems:

- of contractors and contractees being subject to disparate legal systems, with no judicial system having the authority to adjudicate disputes;
- of operating under disparate cultural norms;
- of the non-applicability of various U.S. government regulations on nondiscrimination;
- of the potential interaction between U.S. foreign policy and University programs; and
- of the potential for involvement of the University in political controversy (as witness the "demand" for "divestment" from South Africa).

The failure of the proposed Guidelines adequately to address these problems is a major disservice to the University, which we shall very likely rue. Rather than refining and improving the Interim Guidelines, the committee has chosen effectively to abandon them, merely delegating to the Provost the responsibility "to determine that such agreement will not result in compromising the University's academic integrity." Even the key protection in the Interim Guidelines, of prior disclosure, permitting input of advice from an informed faculty, is eliminated.

Experience has shown that the Interim Guidelines were wisely drawn, and I have been told that the U. of P. Interim Guidelines were the working paper from which an agreement was forged at USC. The Interim Guidelines do require refinement. Most notably, they require a mechanism for waiver of the non-discrimination clause in order to permit University working groups in, say, Saudi Arabia to exclude women or Jews so as to conform with Saudi customs. Such waivers should be clear, explicit, and should be openly justified.

The Council would be best advised to reject the proposed "Guidelines... for Sponsored Programs," and to instruct a new committee to incorporate and to extend the Interim Guidelines, which have brought us honor in the American academic community.

Herbert Callen
Professor of Physics

Why No Holiday?

Editor: I have been employed for several years here at Penn and have often wondered why we don't have Presidents' Day off. I know we get a week for Christmas, but what's wrong with Presidents' Day? It seems the University really doesn't want us to have the holidays they give us. I mean, look at this logically. Banks are closed on President's Day. So are government offices, City Hall, other colleges, all but the University of Pennsylvania.

I think someone should try and help us. We would like to be home with our children and loved ones too, but no, we're here. And you might have noticed, there are not many students around today (2/18/80) either. Don't you think it's strange for this institution to be open on Presidents' Day of all days?

Please print this in your Speaking Out column. I would like to hear feedback on this. I know a lot of employees feel the same way.

Gail Lloyd
Graduate School of Education

Editor: Presumably a member of the University administration will present the official explanation as to why Presidents' Day is not one of our paid holidays. But it might be of interest to Ms. Lloyd and others who share her feelings to hear from an employee who does not.

Any serious discussion of paid time-off benefits at this University must include the four extra days between Christmas and New Year's, which brings the total of our paid (continued on page 3)
Of Broomsticks and Burnings: Conference Conjures Images of Witches

"I define a witch as a spiritually gifted woman who dares to assert her spiritual power." The speaker was Anne Barstow, associate professor of history at the State University of New York/College at Old Westbury, at last Saturday's conference on witches and witchcraft.

Barstow's definition formed the overarching theme of the conference, which retold the often terrible story of those women who dared to assert their spiritual power. "The speaker was Anne Barstow, associate professor of history at the State University of New York/College at Old Westbury, at last Saturday's conference on witches and witchcraft."

Barstow shared the rostrum with Selma Williams, author of several books on early American witch hunts and witchcraft, and Margot Adler, who claims she is a witch and is author of a recent book on American neo-paganism. Sponsored by the University Women's Studies Program, the conference attracted more than two hundred people.

Witches—women who were almost always women, Barstow and the other speakers stressed—were persecuted during the late Middle Ages and early modern period primarily because they represented an opposing source of power to that of the traditional male hierarchy.

Barstow, a medieval historian, said she first became interested in the links between the persecution of witches while studying a transcript of Joan of Arc's trial. She wondered why the young Frenchwoman was not tried as a military criminal rather than as a witch. This curiosity led Barstow to an intensive study of European witchcraft and hunts, and to an invitation to observe a modern coven (a witch circle).

From the 15th century on, hundreds of thousands of women were burned at the stake for the "crime" of witchcraft, an accusation which charged that the woman had made "a pact with the devil." Witches' activities upon making these pacts included anointing themselves with grease made from human babies, copulating with the devil or a demon lover, and flying around on broomsticks, or so their accusers believed, Barstow said.

These and other charges were compiled by two monks in the Malteus Maleficarum, an official church document produced during the 15th century. Widely circulated, this volume contributed to the death of many women as it was considered an authoritative source for the detection of witchcraft in a person's behavior.

The women who were destroyed by the witch hunters were often midwives, village bishops, women preachers, and the remaining practitioners of pre-Christian folk religions. These women, bearers of alternative practices and ideas, competed with professional clerics and university trained physicians.

Barstow defined the suppression of the witches as a vendetta against women. The currently popular explanations of witch burnings, ranging from scapegoat theories to the possibility that those accused of witchcraft used hallucinogens, are unsatisfactory as they fail to take the gender of the victims into consideration.

Williams reiterated Barstow's ideas in the context of colonial Massachusetts, pointing out that Anne Hutchinson, who had a large following because of her unorthodox beliefs and was subsequently banished because of these factors, was a midwife.

Williams rejected the many explanations for America's largest witchhunt, the Salem witch trials, as she believes none of them concentrate on the predominant gender of the victims. Williams pointed out that almost all of those hanged or accused were "deviant" women: old women who had endured beyond the expected lifespan.

(continued on page 7)
Deaths

Donald K. Angell, who served as an executive officer of the University of Pennsylvania for 23 years died February 26. He was 73.

Angell was associated with the University’s administration for almost 40 years, and from 1956 until his retirement in 1971 he was vice president/administrator to the president. During his tenure at the University he served under four University presidents: Thomas S. Gates, George W. McClelland, Harold E. Stassen, and Gaylord P. Harnwell.

A native of Cortland, N.Y., Angell was graduated from the University's Wharton School in 1930. As an undergraduate, he served as editor of Wharton's student publication, the Wharton News.

He began his career with the University shortly after his graduation, as director of the New York office of the University's Bicentennial celebration. Returning to Philadelphia, he became director of Houston Hall.

In 1947, Angell was elected secretary of the corporation and in 1951 took on the additional responsibilities of vice president for the University Fund. Concurrently he served for several years as acting vice president for development and public relations until he was named vice president/administrator to the president. For several years after his retirement he was senior vice president of the University of Pennsylvania Foundation, Inc.

He was the recipient of numerous alumni awards, and in 1971 received the U.S. Army’s Outstanding Civilian Service Medal in recognition of three decades of outstanding performance as the University's military coordinator.

Following his retirement from the University in 1971, he served the International Executive Service Corp., advising governments on educational matters of several nations in South America, Central America and Southeast Asia.

He is survived by his wife, Madelon; three children from a previous marriage, Donald K. Angell, Jr., of Philadelphia, Mrs. Margaret Griffith, of Westtown, Pa., and Stephen, of King of Prussia, Pa.; three step-children, Frank Cunningham, of Philadelphia, Mrs. Mary Daniels, of Pikesville, Md., and Mrs. Victoria Case, of Freedom, N.H.; and two brothers, Marion, of Ocala, Florida, and Kenneth, of Houston, Texas.

Dr. William J. Mellman, chairman and professor of the department of human genetics of the School of Medicine and director of the University is Human Genetics Center, died on February 27. He was 51.

A native of Philadelphia, and a graduate of Central High School, Mellman obtained his A.B. degree from the University in 1948, and his M.D. from the School of Medicine in 1952. He completed his internship at the Philadelphia General Hospital and his residency in pediatrics at the Hospital of the University of Pennsylvania.

In 1961, Mellman joined the faculty of the University of Pennsylvania School of Medicine and became director of the cytogenetics laboratory of the Children's Hospital of Philadelphia. He became director of the division of genetics at CHOP in 1965.

Mellman was appointed professor and chairman of the department of human genetics at the School of Medicine in 1972. In 1974, he became the founding director of the Human Genetics Center, one of only seven such centers in the United States. He also established a genetics clinic at CHOP, one of the first genetics clinics in the United States.

He was an international authority on the biochemical basis of human hereditary disorders, particularly palactosemia, an hereditary metabolic disorder characterized by poor weight gain and malnutrition in early infancy. He was the editor-in-chief of the American Journal of Human Genetics from 1975 to 1978, a diploma of the American Board of Pediatrics and a contributing editor to the Journal of Pediatrics.

He is survived by his wife, Ruth Behnke Mellman, a son, Lewis, a daughter, Andrea, and a brother, Murry.

In lieu of flowers, contributions may be made to the William J. Mellman Memorial Fund, Department of Human Genetics, School of Medicine, University of Pennsylvania, Philadelphia, PA 19104.

A memorial service will be held Tuesday, March 18 at 4:15 p.m., Dunlop Auditorium A, ground floor of the Medical Education Building.

On Campus

March 6-March 19

Items for On Campus should reach the Almanac office by noon the Thursday preceding desired publication.

6 March

Lectures: The Women's Faculty Club sponsors Anita Summers on The Economic Effects of the Three Mile Island Incident at 4 p.m. in the Faculty Club.

The South Asia program features Joan Erdman of the University of Chicago on Changes in the Relationship Between Artists, Patron and Audience at 11 a.m., Classroom 2, University Museum.

Movie: The International Cinema Series at International House offers Cukor's Camille at 2:30 p.m. in the Harrison Auditorium, University Museum.

Seminar: The School of Public and Urban Policy presents Lawrence White, professor of economics at N.Y.U. on Managing Health and Safety Regulations: A View from the Inside at 2 p.m. at the School.

Sports: The men's fencing team is at the IFA at Navy, while the women gymnasts travel to the University of Maryland, and West Virginia in Gimbel Gym at 1 p.m.

The men's indoor track team is at the ICAAs at Princeton through Sunday.

9 Sunday

Movie: The University Museum Film Series offers The South Pacific at 7:30 p.m. in the International House.

12 Wednesday

Seminar: The School of Veterinary Medicine's Continuing Education Series sponsors Dermatology Overview at 7 p.m. in Seminar Room B, Veterinary School.

13 Thursday

Sports: The men's fencing team takes a stab at the NCAAs at Penn State through Saturday.

14 Friday

Sports: The men's indoor track team takes off for the NCAAs at Detroit through Saturday.

15 Saturday

Sports: The men's volleyball team serves against Pittsburgh at Pittsburgh.
Visiting Fellow Walsh Defends Liberal Arts Value

Lawrence Walsh on campus last week.

"Studying the humanities prepares us for life itself," said Lawrence Walsh, '67 graduate of the University with a degree in English and assistant national editor of the Washington Post. Walsh returned to Philadelphia last Thursday as a Distinguished Young Alumnus of the University and as the first individual to be named a Dean's Visiting Fellow of the Faculty of Arts and Sciences.

The Fellowships are part of a program begun by Robert Dyson, dean of FAS, and Tober Amsterdam, assistant dean for alumni affairs, as a response to the growing insecurity felt by undergraduates majoring in liberal arts subjects.

Dyson talked recently with undergraduates in various residential houses to discern their general educational needs. Invariably, the topic turned to the personal uncertainty many students had about English or philosophy majors and their usefulness in the face of a shrinking job market. The idea was then formulated to invite back to the University alumni whose careers had begun with a background in the arts and sciences.

"A tremendous amount of pressure is felt by students who must explain why they seek an education as opposed to acquiring a skill," Amsterdam said. "We thought that by bringing graduates such as Lawrence Walsh to campus we could help students establish stronger links with alumni and, more importantly, let them see by example how the liberal arts can help in a career."

Amsterdam said the decision was made to begin the program with a journalist because of the great interest in the profession. The format is still in its experimental stages but is planned to revolve around an extended forty-eight hour schedule. Walsh arrived on Thursday evening and began a series of meetings and workshops to introduce him to faculty, administrators, and students. Time was allotted for a talk with the staffs of the Daily Pennsylvanian, Columns, WXPN, and UTV, and, because of Walsh's expertise in the area of national affairs, a special session was arranged with students of political science. Also, private job counseling was held for interested individuals.

Walsh admitted to finding "a certain ironical humor in my position as a semiofficial older voice as it hasn't been that long since I was on the other end of such advice-giving." He remembers his years at the University fondly but considers his experience a "cloudless" one. "Most of my passions were spent forging my manhood on the Schuylkill River as a member of the 150-pound crew team," he conceded. "But my academic time was not particularly intellectual or scholarly, either."

In keeping with this attitude, Walsh did not stay for his graduation ceremonies but left for the Detroit Free Press immediately upon finishing his final requirements. The intervening time has seen Walsh as a cameraman in Vietnam and a volunteer refugee worker. He worked as a fisherman and was "probably the only Ivy League coal-miner in West Virginia," he said good-humoredly.

Walsh's many experiences were offset by teaching English and by backing his way into journalism. Aside from his work in Detroit, Walsh spent seven months hiking the Appalachian Trail on special assignment for the Boston Globe and later, worked as managing editor of the Texas Observer. Last year, before joining the Washington Post, Walsh held a Neimann Fellowship at Harvard, "an award designed for tired journalists," he explained.

"After a rather irreverent ten years, I've been asked to give advice to others," he remarked. "My life may look scattered but behind everything has been a great deal of method to accomplish all that I wanted to do during my twenties."

Walsh is the best example of his own philosophy when he states, "Undergraduates needn't be in such a hurry to have their lives arranged by 22. This is all madness and it isn't going to work. By the time college is over, we've been doing everything we've been told to by other people for years without the possibility of being remotely creative."

"There's nothing wrong with professional school," he continued, "but what's the rush? No one is going to drive the Wharton School away on a flatbed truck. Many needs exist in this society and much is left to explore throughout the country."

"I always hope someone at Penn has a sense of courageous imagination," Walsh said. "So much more is possible than career tracks. For while there is nothing wrong with them, if they are followed because nothing else is available then the idea is very impoverished. My own exploits were full of meaning."

Although the specific aspects of the program have yet to be analyzed by Dyson and Amsterdam, they are excited by the success of its premiere attempt. Both feel Walsh typifies the sort of people they want to bring to the University. "What pleased me the most was that Walsh gave students the courage to be unafraid of not knowing what they were going to do with their lives," Amsterdam concluded. "And that by exploring many possibilities, you will eventually be more valued by the world."

-P.V.P.-
Agreement of Educational Cooperation Between the University of Paris-II and the University of Pennsylvania

In accordance with the policy statement of the University Council Committee on International Programs regarding the establishment of ties with foreign universities (March 22, 1978), Provost Gregorian has forwarded to Almanac for publication the following agreement of educational cooperation between the University of Paris-II and the University of Pennsylvania. The agreement was signed on February 4, 1980 in a ceremony at the University of Pennsylvania.

An agreement of educational cooperation between the University of Pennsylvania, in Philadelphia (the Faculty of Law and the Faculty of Arts and Sciences), and the University of Paris-II represented respectively by President Martin Meyerson and President Jacques Robert:

In view of the University and Cultural Exchange Convention of May 7, 1965 (the Fulbright agreement), the following agreement of educational cooperation is concluded, according to the following provisions:

I. The two universities will undertake the exchange of professors of law and the economic and social sciences from each university to the fullest extent possible. The length of the exchange will vary, from a minimum of six weeks to a maximum of one academic year. The duty of the invited professors will be to provide the service of teaching, to guide the work of students, and to conduct seminars at the host university.

The professors so invited will keep in full the salary from their own university during their tenure at the host university.

They will be invited to request travel subventions according to the terms of the Fulbright university exchange program. To this end, the professors from the University of Pennsylvania should approach the Council for International Exchange of Scholars, II, Dupont Circle, Washington, D.C. 20036. The professors from the Sorbonne should approach the Commission Franco-Américaine d'Échanges Universitaires et Culturels, 9 rue Charlin 75016 Paris.

The requests should be submitted to these two organizations at least six months before the envisaged date of departure for the other country.

The two universities will undertake an exchange of faculty members from their respective universities to conduct research in fields common to both universities. University of Pennsylvania students who are candidates for the J.D. degree will be permitted to participate in such an exchange pursuant to standards approved by the Law faculty. University of Paris-II students participating in such an exchange will typically have completed at least the deuxième cycle, and preferably the troisième.

IV. The two universities will work together in developing cultural and educational cooperation between the two countries. They will exchange publications, information, and all pertinent scholarly documentation of common interest.

V. The University of Paris-II offers its collaboration in the American Foundation at La Napoule in:

(a) the organization of colloquia in fields of interest common to the two universities;
(b) appointing members of its faculty to participate in seminars and programs organized by the University of Pennsylvania in the framework of the activities of this Foundation.

VI. In this agreement will take effect beginning with the academic year 1979-80. It may be revised from time to time for the purpose of improving, if necessary, its terms and conditions.

Furthermore, it will be renewable by tacit agreement unless notice of termination is given by one or the other of the parties six months prior to the beginning of the following academic year.

The text of this agreement is drawn up in French and English. The two texts, certified as corresponding to each other, are written in two copies, both of which have been signed and sent to each of the two parties.

Martin Meyerson, President University of Pennsylvania
Jacques Robert, President University of Paris-II

Hiring of Non-faculty Staff

TO: Vice Presidents, Vice Provosts, Deans, Directors and Business Administrators

FROM: Martin Meyerson

Vartan Gregorian

In view of the major financial problems now being faced by the University, we must scrutinize closely all proposed non-academic appointments.

Therefore, effective immediately the hiring of all non-faculty staff must be approved by the president and the provost. In other words, our authorization is required once the Hiring Review Committee has given approval to search or approval to hire (see Jon Strauss' memorandum of October 16, 1979). This applies to new positions, replacements and reclassifications.

Where a search is already in progress, the hiring of a specific individual must now be authorized by the Hiring Review Committee, then by the president and the provost.

In addition, no administrative salary increases will be permitted between now and June 30, 1980.

These additional restraints on the budget are necessary in order to review commitments that would be included in the fiscal year 1981 budget, which we are very far from balancing. As requests are transmitted to the president and provost, we will consider them as expeditiously as possible.

Slate from the Senate Nominating Committee for Incoming Senate Officers

1. In accordance with the requirements of the Senate Bylaws, Sec. 11 (b)(iii), official notice is hereby given to the entire Senate Membership of the Senate Nominating Committee's slate of nominees for the incoming Senate Officers "at least 42 days prior to the spring meeting." The nominees, all of whom have indicated their willingness to serve, are:

Chairperson-elect Phoebe Leboy, dental
Secretary-elect Michael Katz, education
Senate Advisory Committee
(to serve a three-year term beginning May 1980)
Ivar Berg, sociology
David Hildebrand, statistics
Morris Mendelson, finance
Adrian Morrison, animal biology
Senate Committee on Academic Freedom and Responsibility
(to serve a three-year term beginning May 1980)
Ruzena Bajsky, computer and information science
Elaine Scarry, English
Replacement Pool for Academic Freedom and Responsibility
(to serve a three-year term beginning May 1980)
David Solomons, accounting
Senate Committee on the Economic Status of the Faculty
(to serve a three-year term beginning May 1980)
Mark Miller, English
Kenneth George, education
2. Again pursuant to the Bylaws (Sec. 11 (b)(iv)) you are hereby invited to submit "additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominees of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee." Please send petitions to the Faculty Senate Office, 15 College Hall/CO.

If no additional nominations are received, the slate nominated by the Nominating Committee would be declared elected. Should additional nominations be received, those nominated by petition have the right to learn the names of all other candidates and withdraw within five days after closing of petition. A mail ballot would then be distributed indicating which nominees were nominated by petition and which by the Nominating Committee. All candidates have the right to prepare, within seven days after closing of petition, and have circulated with the ballot a one-page statement. The ballot shall be circulated no later than fourteen days subsequent to the close of nominations. Voting shall be noncumulative. The polls shall be closed fourteen days subsequent to the circulation of the ballots.

Walter D. Wales, Chairman
Faculty Senate

The Spring meeting of the Faculty Senate is set for Wednesday, April 23, 3-5 p.m., 200 College Hall.

6 March 1980
Opportunities

The following listings are condensed from the personnel bulletin of February 28. Because of the delay occasioned by printing schedules, these listings should not be considered official. Some positions may no longer be available. Bulletin boards at several campus locations list full job descriptions. New listings are posted every Thursday. Bulletin board locations are: Franklin Building: outside personnel office, Room 130; Towne Building: mezzanine lobby; Veterinary School: first floor, next to directory; Leidy Lab: first floor, outside Room 192; Anatomy-Chemistry Building: near Room 358; Rittenhouse Lab: east staircase, second floor; LRTSM: first floor, opposite elevator; Johnson Pavilion: first floor, next to directory; Logan Hall: first floor, next to Room 117; Social Work/Caster Building: first floor; Richards Building: first floor, near mailroom; Law School: Room 26, basement; Dietrich Hall: first floor, outside E-108.

For further information, call personnel services, Ext. 7285. The University is an equal opportunity employer. Where qualifications include formal education or training, significant experience in the field may be substituted. The two figures in salary listings show minimum starting salary and maximum starting salary (midpoint). Some positions listed may have strong internal candidates. If you would like to know about a particular position, please ask at the time of the interview with a personnel representative. Openings listed without salaries are those in which salary is yet to be determined.

Administrative/Professional
Accountant I (2664) $10,750-$14,375.
Accountant II (2875) $10,750-$14,375.
Accountant III (2876) $14,850-$20,550.
Assistant Director (2822) $14,850-$20,550.
Assistant Director Annual Giving II (2870) $14,850-$20,550.
Assistant Director, News Bureau (2830) $14,850-$20,550.
Assistant Director, Textbooks (2877).
Assistant Director for Utilities (2799) $16,625-$26,250.
Assistant Editor (28225) $10,375-$14,375.
Associate Development Officer III (2541) $18,625-$26,250.
Associate Director (B113) $14,850-$20,550. No longer accepting applications.
Associate Director of Athletics (2710) $21,450-$30,225.
Assistant Director for Staff Compensation (2786) $18,625-$26,250.
Business Administrator III (28273) $12,900-$17,850.
Career Counselor (2631) $12,900-$17,850.
Coordinator of Summer Sessions and Institutes (B112).
Director of Admissions III (28251) $16,125-$22,725.
Director of Communications (2724) $28,325-$39,900.
Director of Student Services (2799) $12,900-$17,850.
Director, Upperclass Admissions (2725) $12,900-$17,850.
Executive Assistant for Development and University Relations (2772) $24,650-$34,750.
Foreman, Repair and Utility (2869) $12,900-$17,850.
Heating/Ventilating Instrumentation Control Foreman (2790) $12,900-$17,850.
Job Analyst (2625) $10,375-$14,375.
Junior Research Specialist (B239) $10,375-$14,375.
Junior Research Specialist (B240) $10,375-$14,375.
Librarian I (2767) $11,225-$15,850.
Placement Counselor II (2703) $12,900-$17,850. No longer accepting applications.
Programmer Analyst I (2828) $14,850-$20,550.
Programmer Analyst II (2829) $14,850-$20,550.
Programmer Analyst III (2830) $14,850-$20,550.
Assistant Regional Director of Admissions (2929) $14,850-$20,550.
Research Specialist I (3 positions) $11,250-$15,580.
Research Specialist II (3 positions) $14,850-$20,550.
Research Specialist III (3 positions) $14,850-$20,550.
Research Specialist IV (2 positions) $18,625-$26,250.
Senior Systems Analyst (2 positions) $16,125-$22,725.
Special Assistant to the Director of the Office of the President (2707) $18,625-$26,250.
Special Assistant to the Director of Construction and Repairs (2690) $14,850-$20,550.
Superintendent of Construction and Repairs (2690) $14,850-$20,550.
Supervisor, Mechanical Systems (2791) $14,100-$17,850.

Part-Time Positions in Administrative/Professional
Associate Editor (2774) Hourly wages.
Research Editor (2727) Hourly wages.

Thirteen part-time support staff positions are listed on campus bulletin boards.

Support Staff
Accounts Payable Clerk (2 positions) $7,425-$9,450.
Administrative Assistant (2830) $7,975-$10,150.
Administrative Assistant II (2828) $8,625-$10,950.
Administrative Assistant (2830) $7,975-$10,150.
Animal Laboratory Technician (B238) Union wages.
Assistant to Loss Prevention Specialist (2855) $6,850-$8,750.
Clerk II (2880) $6,875-$8,750.
Coordinating Assistant (2 positions) $6,825-$10,950.
Coordinating Assistant II (2824) $6,825-$10,950.
Custodian (10 openings) Union wages.
Electronic Microscope Technician I (2813) $9,650-$17,500.
Assistant to the Vice President (2782) $10,000-$12,752.
Herdman I (2890) $5,500-$7,025.
Assistant Accountant (2824) $7,975-$10,150.
Office Automation Operator (B228) $7,375-$9,375.
Parking Attendant (2881) Union wages.
Pipelitter (4 positions) Union wages.
Receptionist (2832) $5,900-$7,525.
Receptionist II (2834) $5,900-$7,525.
Receptionist III (2826) $7,975-$10,150.
Research Laboratory Technician I (B101) $7,975-$9,600.
Research Laboratory Technician II (B200) $8,575-$10,850.
Research Laboratory Technician III (5 positions) $9,650-$12,225.
Research Machinist I (B28) $9,525-$12,200.
Research Technician I (2 positions) $9,650-$12,225.
Residence Hall Clerk (2873) $5,570-$7,088.
Secretary II (12 positions) $6,875-$8,750.
Secretary III (7 positions) $7,425-$9,450.
Secretary, Medical/Technical (7 positions) $7,975-$10,150.
Secretary/Technician, Word Processing (2802) $7,975-$10,150.
Stack Attendant (2875) Union wages.
Stack Attendant (2877) Union wages.
Statistical Assistant (2873) $8,625-$10,950.
Technician I (2890) $7,575-$9,600.
Technician, Physical Laboratory II (B2016) $8,575-$10,850.
Text Supervisor (2886) $9,275-$11,800.

Witches

(continued from page 3)

women who operated taverns; and women who were related to other accused witches. The accusers, on the other hand, were predominantly male with the exception of the group of young girls who insisted they were bewitched.

Adler, who claims to be a modern witch, sketched the development of modern witch cults in this country and discussed her own beliefs.

Witchcraft is not the reversal of Christianity, she said, as is devil-worship, but rather the search for "indigenous, earth-related, peasant-oriented beliefs about the power contained in the natural world and in each person. The people who are drawn into the neo-pagan sects need something other than religion "dry-cleaned from feeling," Adler said.

Modern covens spring from two sources, Adler said. One is the English, Gardnerian witchcraft revival which has its roots in the discoveries of Victorian folklorists and the other is the nearly spontaneous creation of feminists bent on discovering spiritual sources of female power.

The first type of pagan group has its roots in the Gardnerian movement, which synthesizes the work of several noted folklorists into rituals for those who wanted a pagan, earth-based religion. Gerald Gardner founded a "suburban, middle-class magic" in this movement, which celebrates old pagan festivals, such as May Day and Halloween.

The priestess is often central in these groups, Adler said, and many American covens have drawn their ceremonies from this movement.

The feminist covens developed from encounter groups' explorations of consciousness, Adler said. Eve, who brought knowledge of good and evil to mankind and was "the one who in a sense turned around history," was one of the strong images which emerged from these groups. The goddess, the powerful and positive mother of the world, was another vision of woman which this introduction produced. The feminist covens have chosen to worship these beings in their "witchcraft."

Both neo-pagan streams, Gardnerian and feminist, share certain values, Adler said. "Most are low on dogma," she said, "and function as a tribal religion rather than as a creed. Ritual, practice and tradition are more important than statements of dogma, she said."

"I felt strongly about the freedom to believe in whatever gods one wished, and pointed out the political implications of this freedom. "Monotheism is as religion as imperialist is to politics," said Adler. "A world of diversity, for which there is an answer for you, and another answer for me, is a very liberating idea."

—S.J.S.
Type A Behavior: The Price of Success?

Ingrid Waldron in her Leidy Labs office.

It's not your imagination. Students are looking a little more frayed around the edges. They are buckling down, studying harder. For many there is a chronic sense that time is running out. Mid-terms are here. This happens every semester, before midterms and again before finals. And, according to Professor Ingrid Waldron, associate professor of biology in the Faculty of Arts and Sciences, the type of hard-driving behavior that earns students straight A's at the University may earn them early heart attacks if they later choose a career that perpetuates that kind of behavior.

Waldron has been studying and writing about "that kind of behavior" for several years now. Ironically it is called Type A behavior.

"I think it is important for students to become aware of the health-related consequences of the choices they make in their early adult years," she said. "Deciding on a way of life that is very job-devoted and very hard-driving, has got health consequences as far as the evidence is available. A lot of early heart attacks in men particularly are associated with this behavior pattern."

Information on the health consequences of career choice should be made available to students as part of their curriculum because, she added "it has very important implications for what they decide about their lives."

Asked to prescribe ways in which faculty and administrators can help students avoid coronary-prone behavior patterns, Waldron cautioned against simply telling individual students to "relax."

"I think that how much a person can relax depends on the context they are operating in," she said. "Just telling somebody to 'relax' may help them to relax, or might make them feel more nervous because it adds one more thing to the list of things they feel they are supposed to do, and that they have trouble managing."

It might be more useful, she suggested, to look at the way in which courses are structured and the way advising is done. "If you believe that frantic competitiveness is bad for people, you do not organize your course to produce that in students," she said. "Now, to some extent we are all victims of the system we exist in," she added. "But at least to an extent you can try to minimize that aspect of the academic career if you are a teacher."

"A second prescription I would make to faculty and administrators is that the way you do advising should emphasize the alternatives available, and not just the high prestige alternative," she said.

For example, in addition to advice on how to get into medical school, there should also be advice on "how to do something that's interesting and rewarding if you do not get into medical school, either because you cannot or because you do not want to," she explained.

The best way to recognize Type A behavior, Waldron said, is to give a structured interview, which has been standardized and appears to be valid for students. In the interview, she said, "you look at both the content of the answers and the style of speech in which the answers are delivered."

In the classroom, she said, "one can make reasonable guesses for most students, because the classroom is the kind of situation which brings out much the same style of behavior." Assuming, she added, that the class is not one of those which fills a large lecture hall.

As examples of the kind of classroom behavior that reflects Type A behavior Waldron cites, "people who speak very rapidly with emphasis, and students who chronically interrupt other students or in some cases even the professor."

"All these are behavioral signs of Type A. But," she adds, "it is not necessary to tell students: you're Type A; you're not Type A."

Students, she suggested, may pick up more cues on how to behave from the way faculty are judged for promotion than from any prescription faculty or administrators might give them. She singled out the criterion of quantity of publications. "The Type A person emphasizes quantity, and the issues of quality would seem to be more apropos, and less likely to provoke extreme kinds of Type A behavior," she said.

She recalled an article in a University publication in which said that "one of the ways of assessing the quality of the intellectual life in the University was to look at how many lights were burning in the offices and laboratories in the evening."

That way of evaluating the University, she said, "indicates a desire to perpetuate Type A behavior, because one of the aspects of Type A behavior is devotion to career to the exclusion of family or other kinds of interests, and the evening is the normal time for having interactions with one's family if one has one."

If there is a tradeoff between Type A behavior and success, Waldron said, "I think the tradeoff is not as complete as we sometimes feel. It appears that Type A people may exaggerate the gains to be made from studying more hours."

She mentioned the professor in her department "who says that if she goes to play tennis for an hour every day or every other day, she actually gets more work done than if she does not go to play tennis regularly."

—Max Lebow

Foreign Study Set

The Italian Studies Center announces a program of grants for research, study, and travel in Italy at Italian universities with the cooperation of the Ministry of Education of the Republic of Italy and L'Aquila University.

The grant program offers limited support for faculty members and graduate students during the academic year of 1980-81. Preliminary applications consisting of a detailed description of a proposed project must be received no later than April 10. Candidates will be notified of results in May.

Applications should be addressed to Jerre Mangione, acting director of the Italian Studies Center, University of Pennsylvania, 535 Williams Hall/CU.

6 March 1980