Starting the Semester with Changes

Over the summer, Penn gained a provost (Thomas Ehrlich; Almanac May 19), opened the search for an associate provost and a vice provost for research (second call for nominations, page 11), and came closer to the selection of a vice president for administration and finance (announcement expected shortly).

The University also learned that it will lose a dean as the Law School’s James O. Freedman becomes president of the University of Iowa next spring. Other changes:

- Dr. Ann Matter was named as director of the Women’s Studies Program. The undergraduate chairman and assistant professor of religious studies succeeds Dr. Ann Beuf, who has become professor of sociology at Cedarcrest College (Allentown, Pa). Dr. Matter, a 1981 winner of the Lindback Award for Distinguished Teaching, is on the General Honors Committee and the Van Pelt College House staff. A specialist in the intellectual history of the Middle Ages and in Christian history, she reviews such work as Greeley’s The Mary Myth and Warner’s Alone of All Her Sex, and a forthcoming publication is “The Virgin Mary: A Goddess?” in the Seabury Press’s An Introduction to the Religion of the Goddess. A new associate director named for Women’s Studies is Dr. Joan Shapiro, who coordinated conferences and grant proposals last year for HERS Mid-Atlantic, the Penn-based consortium for women’s career development in higher education. Dr. Shapiro continues as a lecturer in education, and will also lecture at Wharton.

- Denise McGregor joined Penn as assistant to President Sheldon Hackney with responsibility for “administrative staffing of the president’s office, including his correspondence, certain of his meetings and memberships, aspects of his communications and liaison to University groups, and problem-solving of matters brought to the attention of the office.” Ms. McGregor holds a B.A. in math and psychology from Wellesley, where the Wellesley Hillman mathematics award was among her honors, and took her M.B.A. at Chicago in 1977. She then held progressively responsible positions at Chemical Bank, New York, among them branch manager at Columbia-Presbyterian Medical Center and account manager in the not-for-profit group which managed academic institutional clients. She was scheduled for promotion to assistant vice president when she elected to join Penn.

- Rabbi Michael Kaplowitz was appointed director of the B’nai Brit Hillel Foundation, succeeding Rabbi Michael Monson. Rabbi Kaplowitz, who was Hillel director at the Claremont Colleges in California and advisor to Jewish students at California State Polytechnic University in Pomona, is a graduate of Boston University who studied at Hayim Greenberg Institute, Neve Schechter and Hebrew University in Jerusalem. He holds an M.A. from the Jewish Theological Seminary.

- Dr. Joan Gotwals was promoted to Deputy Director of Libraries, with full responsibility for day-to-day administration of the system (including budgets, staff, collections and policies) as Richard DeGennaro concentrates on planning, resource development and interlibrary cooperation. Dr. Gotwals, formerly associate director of the system and its acting director last year, has been with the University since 1962. She has headed the Phi Beta Kappa board, the Faculty Club board, and the Administrative Assembly.

(More appointments and changes next week.)
Beginning the Process

In my last column of the spring semester, I reviewed the great institutional and educational advance at Pennsylvania during the last twenty-five years, and how it flowed in large part from the catalyzing action of two great self-studies during the period. I noted that Pennsylvania is now poised to take the "third step" following on President Harrell's Educational Survey and President Meyerson's One University report, and that over the summer we would begin to formulate the key questions to be asked as we plan for the 1980s. This is a report of the planning activities of the summer.

In June and July, I arranged three all-day retreats. On all of these occasions both the acting provost and the provost-designate joined me in leading the discussions. At the first session we were joined by our senior staff. At the second and third sessions we were also joined by the deans. These were lively and productive sessions, and from them emerged the general approach (and not a few particulars) of how we shall begin this fall to analyze our most pressing problems and to lay out our choices.

The provost and I will shortly report in detail on the proposed planning agenda that emerged from our summer discussion, so I will now do no more than sketch the general approach we intend to pursue.

We have identified in our discussions six problem areas that we believe deserve immediate attention. We have established for each area an ad hoc working group composed primarily of deans and other University officers. The task of each group is to prepare a paper which will define the nature of its particular problem and evaluate the range of options available to the University of Pennsylvania given the environment in which we will be living in the 1980s.

The working papers will be available for discussion by the University community at large. We will want the advice of the Academic Planning and Budget Committee, especially about any options that have resource allocation implications. Other standing committees and organizations will be asked to respond to problems and proposals as appropriate. Through such an iterative process, we hope by the end of 1981-82 to have reached consensus on new directions and initiatives at least in the six chosen areas.

By utilizing the existing consultative and deliberative machinery, by focusing on concrete and definable problems, and by insisting on realistic solutions in keeping with Penn's nature and mission, we hope to engage the University community in the sort of planning that is fully integrated into the normal life of the institution and which leads to action.

The provost and I shortly will be bringing to you the complete explanation of what is intended over the coming months. We are confident that as the process unfolds much stimulating discussion and progress will result, as well as enhanced collegiality and community.

Sheldon Hackney

FROM THE PROVOST

The Teaching Function

Teaching is at the core of the University's mission. No responsibility is more important than to insure teaching of the highest quality.

One year ago, Associate Provost Benjamin S.P. Shen appointed a Task Force on the Quality of Teaching. This group, chaired by Professor Robert E. Davies, conducted a study and issued a report that appeared in Almanac, April 14, 1981. On behalf of the University administration, I am pleased to respond to that report.

We are gratified that the Committee found strong evidence of excellent teaching at the University. Our faculty can take pride in that finding. The report also makes clear, however, that there is room for improvement. This administration will make every effort to support teaching of the highest quality and to support improvement where improvement is needed.

The task force report made a number of recommendations. This year, the Office of the Provost will work with the Deans and Faculties to implement these recommendations, including:

1. increasing public recognition of and reward for excellent teaching;
2. increasing attention to the teaching performance of graduate students and of junior faculty who have relatively little teaching experience; and
3. expanding formal and informal procedures for the evaluation by students of faculty teaching in areas where evaluation does not now exist.

Working to insure excellent teaching will be high on the University's agenda this year and in the years ahead.

FROM THE PRESIDENT

Religious Holidays

Provost Ehrlich wishes to remind faculty and students that September 29 and 30 (Tuesday and Wednesday) are Rosh Hashanah and that October 8 (Thursday) is Yom Kippur. No examinations shall be given or assigned work made due on these days.

Some students may also wish to observe important religious holidays other than those listed above, such as Sukkoth. Although our religious holidays policy (Almanac, 2/20/79) does not prohibit examinations on these days, students who are unable to take examinations because of religious observances must make alternate arrangements with their instructors by September 28 (Friday). If instructors are informed of the dates of all religious obligations by the 25th, the students have a right to make-up examinations given on the dates of those holidays or obligations.

Non-faculty Grievance System: Relocation and Review

The Office of Personnel Relations was asked in June of this year by President Hackney to conduct a review of the University's non-faculty grievance procedure. During the fall term, this review will be conducted and recommendations made concerning this procedure and any changes relating thereto. Should a new or amended Grievance Procedure for Non-Academic Staff be adopted by the University, it will be disseminated to the University community.

The task force I have appointed to review the grievance procedure is comprised of: George W. Budd, Chairperson; David Ramey, Jacqueline Schreyer, Jo Vanore, Douglas Strong, Martin Stamm and Manuel Dexter. This task force will seek the advice and guidance of individuals or groups as appropriate during this review process.

Because of changes in the senior administrative officer structure and the reorganization of the Equal Opportunity and Affirmative Action functions, the President has assigned the responsibilities for the administration of the Grievance Mechanism for Non-Academic Staff to the Office of Personnel Relations. I have appointed George Budd to administer this procedure until the review is completed. The existing procedure remains unchanged except as required by the changes in staff and where a formal review of a complaint can be initiated. If an employee wishes to initiate a formal review of a complaint, the employee may contact George W. Budd, Director, Office of Labor and Staff Relations, Room 737 Franklin Building 16/6, Ext. 6018.

—Gerald L. Robinson, Executive Director of Personnel Relations

Almanac

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ALMANAC, September 15, 1981
Outreach: Across a River, Across the World

What could be more diverse than the two new programs that just got off the ground at Penn? One establishes the nation's most comprehensive exchange with a black African university, and the other opens what is believed to be the first opportunity for corporate employees to earn a liberal arts degree entirely where they work.

A Link to Ibadan

In planning throughout the Year of the Black Centenary has been an exchange with the University of Ibadan, Nigeria’s foremost educational institution and one dynamically growing away from its British origins toward the American model.

Last week, Ibadan’s Vice Chancellor S.O. Olayide came to campus for a week-long series of visits culminating in a formal “linkage agreement” that includes joint research plus a series of faculty-student exchanges and cultural interactions.

For Vice Chancellor Olayide, the “academic link” is one of the detailed measures of quality control he applies toward reshaping Ibadan’s future. As he put it in a colloquium last week at the Annenberg School, “Academic links provide a system of ‘barter education’ that enables each institution to minimize its comparative disadvantage in the educational process. It is a mechanism of quality control which prevents rapid obsolescence of faculty, services, materials and methods especially in universities in less developed countries such as Nigeria.” (His complete paper is available on request.)

For Penn, among the notable new opportunities will be joint research in tropical veterinary medicine, with its strong implications for human health and nutrition. According to Dr. Robert Rutman, the professor of biochemistry whose contacts with Nigerian scholars over the years laid the groundwork for the exchange, “Parasitic diseases which are transferred from animal to man are more prevalent in the tropics, and take their toll on cattle, horses and pigs. In Nigeria, a country that within all its oil has trouble feeding its 80 million people, they cannot afford this loss.”

“Here at the Veterinary School, we study comparative medicine; what do certain diseases mean for animals that carry them and what do they tell us about human disease? The tropical environment in Nigeria will allow us to study some of these diseases with our colleagues.” The two universities also plan

• studies of medicinal plants for therapeutic purposes, in villages where native medical care depends on plants that contain useful drugs.
• A joint research project on waste resources recycling under the direction of Engineering’s Dean Joseph Bordogna
• A comparative American/African lecture program
• Dental curriculum development.

“This is the most comprehensive agreement that we know of between a university in the United States and a university in black Africa,” said Dr. Humphrey Tonkin, coordinator of International Programs. “We have involved almost every school in the University.”

At INA, the AA and the BA

What makes the new Penn program with the INA Corporation unique is a mixture of things: offering full degree programs at the corporate headquarters in Center City — and in the liberal arts rather than in work-related technical courses — plus company payment of full tuition and fees when due rather than through reimbursement to the employee-student on completion.

“All the studies show that when you have a company-sponsored program, even with tuition reimbursement as part of the package, the opportunity just isn’t taken if the classes aren’t accessible,” said Katherine Pollak, vice dean of the College of General Studies who has guided the Penn half of two years’ planning.

INA’s solution: classes in the home office from 4:30 to 7:30 p.m.

The program is open to any INA employee who meets University admission standards. Two hundred applied, and 99 were admitted, for the credit courses that can lead to CGS’s normal associate and bachelor of arts degrees. Another 45 were offered a noncredit, precollege preparatory program.

“Under this program we were able to admit students whose academic backgrounds qualify them for admission to Penn, but who may never have attended the University because of financial and logistical obstacles,” President Hackney said.

Added INA’s Chairman and Chief Executive Officer Ralph S. Saul: “Education in the liberal arts plays an important role in developing managers. It provides a vital perspective on the interrelationship and growing complexity of business and society. This program gives an opportunity to our employees to acquire those concepts and skills essential for an educated man or woman.”

A time for agreements: President Sheldon Hackney celebrated the Ibadan link with Vice Chancellor S. O. Olayide at a Faculty Club reception following Dr. Olayide’s talk and went on-site to INA to join the corporation’s Chairman Ralph Saul in marking the start of the liberal arts degree program there.
A Look at the Class of 1985

by Willis J. Stetson, Jr.

This is the second freshman class to begin its courses of studies in the decade of the 1980s, a decade which promises to bring drastic changes to the admissions picture of many colleges and universities. Still, it is a class remarkably similar to countless other generations of Pennsylvanians in that it shares those motivations, interests and abilities which this University seeks to nurture. It is a class rich in the diversity of its members' backgrounds and accomplishments.

The Class of 1985 represents Pennsylvania's third class matriculated under the expanded and intensified recruitment program initiated in 1978. Our admissions profile has changed in many encouraging ways during this three-year period. Applications have risen 46 percent from 7,768 to 11,367; as a result, we were able in recent years to increase our level of selectivity by 17 percentage points—from 56 percent in 1978 to 39 percent in 1981; our matriculant yield has held steady and enabled us to vastly improve the statistical profile of the freshman class. The University administration, the undergraduate schools, faculty, students, the Alumni Office, and literally thousands of University alumni must share equally in the effort to project an image and reality of "One University," enabling Pennsylvania to assume her rightful place among America's best and most competitive universities in the eyes of the college-bound population.

The success of our heightened visibility and desirability can be demonstrated in many areas. It is perhaps useful to view this year's freshman in the context of the past three decades.

In 1955, the University admitted 66 percent of its 3,979 applicants, enrolling a freshman class of 1,218 whose average Scholastic Aptitude Test Verbal and Math scores summed 1050.

The 1960s began with a freshman class of 1,377 and an SAT Verbal plus Math average of 1180. Of the 6,237 applicants that year, 45 percent were admitted to enroll that class of nearly 1,400.

In 1970, 43 percent of 8,083 applicants were admitted to comprise a class of 1,829 with a Verbal and Math SAT average of 1,260.

For each of five years in the 1970s, offers of admissions were made to over 50 percent of the freshman applicants. In 1978, 56 percent of the 7,768 candidates were offered admissions to yield an entering class of 2,139 whose average Verbal plus Math summed 1,230. In 1979 with an applicant pool of 9,333 due to heightened national visibility, the admission rate dropped to 43 percent and the entering freshman class of 2,049 reported average SAT Verbal and Math scores of 1,250.

Of 1980's 11,300 applicants, just over 40 percent were offered admission and the matriculating 2,172 freshmen averaged SAT Verbal and Math Scores of 1,290. And this year—1981—slightly more than 39 percent of our almost 11,400 applicants were offered admission with the 2075 enrolling freshmen reporting average SAT Verbal and Math scores of 1,270.

Whether from the perspective of three decades or from the recent half-decade, those years have brought significant changes in numbers of freshman applicants, in the percentage rates of offers of admission, in the testing averages, and in the size of entering freshman classes.

A Class of Achievers

Again this fall, the young men and women of the entering freshmen class are achievers. They are students whose demonstrated performance in the classroom gives promise of outstanding academic achievement. As we view the decade of the 1970s just past, we see that the percentage of freshman matriculants with high school standing in the top 20 percent moved from 77 percent in 1970 to 86% in 1975, and to over 91 percent in 1980 and 1981. At the same time, the percentage of freshman matriculants with high school class standing in the top 10 percent moved from 55% in 1970 to 67% in 1975, 76% in 1980, and 78% in 1981.

Also significant is the fact that the percentage of freshmen matriculants with high school class standing in the top 1 percent moved from 10 percent in 1970 to 15.6 percent in 1981.

This year's freshman class has demonstrated abilities beyond the classroom. Virtually every member of the class held leadership positions in athletic, musical, literary, academic, and service organizations of their schools and communities. Many also worked and pursued individual and specialized interests. We have as members of the Class of 1985:

- A young scientist who is helping to develop an artificial pancreas
- A science writer honored for outstanding work in hematology
- A hi-fi and electronics expert
- A published poet
- A breeder of rare and endangered birds
- A clown/mime on children's T.V.
- A fiddler with a country jug band
- A first chair violinist with a community orchestra
- A private pilot
- A world class squash player ranked number one in the 19-and-under group.

It is a class of diverse backgrounds, representing all regions of our country as well as foreign countries.

Forty-three of the 50 United States including Hawaii and Alaska and 11 foreign countries, including mainland China, are represented. A young man from the Soviet Union, the son of a noted dissident, was offered admission but has been unable to leave Russia thus far.

Thirty-eight percent of the class are women compared with 37 percent in 1979, 30 percent in 1970 and 26 percent in 1960. These young women represent over 18 percent of the entering engineers. In 1970, the percentage was 4 percent. The Wharton class has 29.5 percent women, up from 7 percent in 1970.

The enhanced breadth of the diversity in this class reflects in its cultural and ethnic richness. Over 13 percent of the freshmen are from racial minority groups, as compared to 11 percent in 1978. This group presented the highest credentials for academic performance of the last four years.

The proportion of entering freshmen from public, parochial and private schools has not changed appreciably in recent years. Private
The corrosive effects of cynicism take many forms, but the most troublesome for courage or kindness. But the problems worthy of your attention after that learning makes no difference.

In that sense, let us all be taken in by Life at Pennsylvania. The greenhorn is the ultimate victor in everything; it is he that gets the most out of... His soul will never starve for exploits or excitement who is wise enough to be made a fool of. He will make himself happy in the trap that has been laid for him; he will roll in their nets and sleep.

The greenhorn is the ultimate victor in everything; it is he that gets the most out of Life. His soul will never starve for exploits or excitement who is wise enough to be made a fool of. He will make himself happy in the trap that has been laid for him; he will roll in their nets and sleep... The whole is, however, greater than the sum of the parts; this is one university in spirit and fact. You have the opportunity to integrate what is offered here in ways that best meet your particular interests. Over the course of your undergraduate life, you will shift from being educated by others to educating yourselves. That should be an addictive experience, if a bit scary.

The Class of 1985 has 258 freshmen (or 12.4 percent) who have chosen. The competition was substantial, but we all made it and my exhilaration is clear and present. This is an extraordinary institution and we are—all of us—lucky to be here.

It is an institution with great traditions. It is Benjamin Franklin's institution, as you will be frequently hearing, 241 years in operation. The University has great expectations for you, just as you should have for yourselves. Most of all, we hope that you make good use of your opportunities here in preparation for what Felix Frankfurter called the highest position in democracy, that of citizen.

Thanks to Pennsylvania, as you did, because I was fortunate enough to be chosen. The competition was substantial, but we all made it and my exhilaration is clear and present. This is an extraordinary institution and we are—all of us—lucky to be here.

In just that sense, let us all be taken in by Life at Pennsylvania. Pennsylvania is an effervescent array of organizations and activities—13 schools plus scores of individual institutions, theaters, athletic facilities, and other places to work and play. It offers, far more than any other universities I know, opportunities to link liberal arts with professional training, and to take advantage of curricular and noncurricular happenings in fields not accessible to undergraduates at other universities.

The whole is, however, greater than the sum of the parts; this is one university in spirit and fact. You have the opportunity to integrate what is offered here in ways that best meet your particular interests. Over the course of your undergraduate life, you will shift from being educated by others to educating yourselves. That should be an addictive experience, if a bit scary.

It is not the way the class could be described, nor the characteristics which give the class its uniqueness. It does serve to show those salients about the class that made 1981 a successful admissions year.

Perhaps one of the most encouraging aspects of the class is its widened geographic base. It would be helpful here to briefly describe the remodelling of the regional structure carried out two years ago to better facilitate a more national admissions base.

Region I consists of the states not included in Regions I, II, and III. Region IV consists of the states included in Regions I, II, and III. Region V consists of the states included in Regions I, II, and IV. Region VI consists of the states included in Regions I, II, III, and IV. Region VII consists of the states included in Regions I, II, III, IV, and V. Region VIII consists of the states included in Regions I, II, III, IV, V, and VI.

The whole is, however, greater than the sum of the parts; this is one university in spirit and fact. You have the opportunity to integrate what is offered here in ways that best meet your particular interests. Over the course of your undergraduate life, you will shift from being educated by others to educating yourselves. That should be an addictive experience, if a bit scary.

It is the hospitality of circumstance. With torches and trumpets, like a phrase—it will be always "taken in." To be taken in everywhere is to see the inside of everything. It is the hospitality of circumstance. With torches and trumpets, like a guest, the greenhorn is taken in by Life.
Button, Button, Who’s Got...

Penn’s got the Button—that’s who. And I’m not too sure Penn knows quite what to do with it. Nor why it’s where it is and what statement, if any, it makes. These and other questions are beginning to unsettle us and will continue to do so—ad nauseam.

In an effort to clarify my own thinking I find myself taking deliberate measures to dispel some persistent nagging doubts. Frequent visits to the site of the Split Button serve only to sharpen the focus on these troubling questions. There is a repeated need to assure myself that the concept of esthetic objectivity, acquired so painstakingly at the Barnes Foundation, must be faithfully observed. Hence a Barnesian litany of questions begging to be answered.

1. Has the sculptor, Claes Oldenburg, achieved some great eternal truth and invested it in this round white object?
2. Are the broad human values, said to be common to all great works of art, eluding the viewer?
3. Does my knowledge of the exalted status attained by Oldenburg in art circles do me any good?
4. And what of the reputed astronomical price-tag for acquisition and installation?

These and other irrelevancies tend easily to warp one’s critical judgment. Probing the reactions of the viewers the better to understand my own I’ve been undertaking a sort of impromptu opinion poll. Just a few of the collected comments follow.

“It’s a rip-off, a bleeping rip-off,” chortled one couple, knuckles rapping on the already stained white surface.
And this—from a grey-bearded faculty type: “I understand what the artist is telling us, cryptic as it may seem. He’s commenting on the failure of society, represented here by the flawed button, to come full circle—to achieve the perfection of oneness.” Claes, are you listening?

Still another observation—this time from an art history major standing on the fringe of a group watching Oldenburg and wife supervise the installation of the Split Button. The companion’s ear and says, sotto-voce, “We’ve come a long way, Baby—from Michelangelo’s David.”

One morning, in an effort to get a Ben’s-eye-view, creaking joints notwithstanding, I climbed the nearby statue of Franklin. Sitting at his feet one could not but help ponder what thoughts might be passing through the stone mind were the figure flesh and blood instead of bronze. Did I see his lips move as they formed these words, “How long must I sit here gazing at this other-worldly abberation. Will it too, in time, pass into oblivion as did that Horn and Hardart restaurant, located once where now stands the spacious Van Pelt Library. Ah well—we can wait.”

Thinking now on past and present doubts, I may well be overlooking the Button’s greatest virtue. It sits there in its place on the Levy Park green, seemingly inert but refusing to be ignored. Its virtue lies perhaps at the very root of all the questions asked, serving to stimulate the viewer’s reactions—pro and con.

—Maurice S. Bursin
Office of Facilities Development

Feeling the Pinch

David Sherman’s letter to Almanac (July 14) concerning the aluminum construction that now lies in front of the Van Pelt Library raises some interesting points. I agree that it certainly appeals to children; I have seen kids climbing on it and sliding down it and in general having a great time with it. I have even felt like doing the same things myself, but I fear that I might look rather undignified. However, since the object is not in a playground but on our campus, I have wondered whether or not there might not be some true symbolic value in it, a value not imposed but integral.

First we must ask ourselves: what is a button? The answer is clear—a button is something that holds together parts of our clothing. Now, what is clothing? Obviously, it is what covers our nakedness. And what articles of clothing most directly cover our nakedness? The answer is our underwear, say, a pair of longjohns. Of course, that must be: the longjohns of knowledge are covering the nakedness of human ignorance. And what is it that holds together the longjohns of knowledge? Is it not the University? Surely. Thus by impeccable reasoning we are led to the inevitable conclusion that the button is a symbol of the University!

Ah, ha! you say, but the button is cracked. Is it not then flawed? Is the sculptor not telling us that the University is defective, that the cracked button will surely pinch the underlying nakedness? Well, after all, an artist cannot answer such questions. It is his task simply to communicate what he perceives. It is for us, the spectators, to contemplate the inner message that he is sending us.

To those who may not think that a cracked button is a very appropriate symbol of the University, I would ask: would you prefer as a symbol the structure at the corner of 34th and Walnut, the shaft?

—Paul M. Lloyd
Professor of Romance Languages
Graduate Chairman, Spanish

Opportunity Cost

Regarding the controversy over the most recent sculpture choice by the Visual Environment Committee, I believe that the most serious fault in this decision is the failure to encourage young and/or not-yet-established sculptors. It is a mistake to buy any single piece from an artist capable of demanding $100,000 for his work. The same funds could have purchased five sculptures from each of five less-recognized artists. The diversity of such acquisitions would surely stand a better chance of satisfying a larger critical group, and the work could be more widely distributed around campus; but most important, the University would be performing its appropriate functions of community education and cultural development.

—Daniel Perlmutter
Professor of Chemical Engineering

What is it?

The controversy raged on months before the Split Button was unveiled. The rumbling voices of discontent were heard throughout the campus. “Is it an absurdity or is it art? Couldn’t $100,000 be spent in a more stimulating way to beautify the University of Pennsylvania’s campus? How could a gigantic stark white button be proper in the atmosphere of College Green?”

At last the long-awaited sculpture arrived. Mounted in front of Van Pelt Library, the button faces the statue of Benjamin Franklin. The controversy is still being aired as bewildered West Philadelphia residents wonder “What is this huge white saucer that has invaded Penn’s campus?” Yet two segments of the community have figured it out.

Children squirm through the buttonholes like a tailor’s needle and slide down its immense smooth belly, while young artists—tired of crumbling buildings and obscure subway walls—have scrawled over the whiteness with graffiti. Is this huge monstrosity a drawing board or a sliding board?

Even wise Ben Franklin, in his statuesque state seems to be flustered by it all.

—Anne Nebozak
Jr. Accountant, Office of the Bursar

Anonymity: No

Not published above is an anonymous letter on the Button, the receipt of which prompts this reminder that under the September 23, 1975, Guidelines for Readers and Contributors “The editor publishes unsigned letters only in cases where the contributor requires protection against reprimand, and provided that the contributor’s identity is known to two persons mutually agreed upon by the editor and the contributor, usually the editor and the chairperson of the Almanac Advisory Board. The two persons who know the contributor’s identity shall thereafter not reveal that identity unless required to do so in a legal proceeding.” —Ed.

SPEAKING OUT welcomes the contributions of readers. Almanac’s normal Tuesday deadline for unsolicited material is extended to THURSDAY noon for short, timely letters on University issues. Advance notice of intent to submit is always appreciated.—Ed.
Campus Calendar for Fall 1981

This calendar lists as many fall events as could be gathered over the summer, to give readers an overview of the semester. You might want to keep it for future reference, either to plan on attending events, or to look up dates to avoid when scheduling your own. This does not supplant the usual weekly listings, which will be more up-to-date especially on talks, meetings and special events. To submit new calendar items, make sure they are received in our office at 3601 Locust Walk the Tuesday before the Tuesday of issue. Starting this year, any item urgent enough to be added after deadline must be so urgent that the contributor is willing to pay direct costs.

1981-82 Academic Calendar

September 9 Fall term classes began for undergraduate schools and graduate schools.
November 16 Pre-registration of spring term begins.
November 25 Thanksgiving recess begins at close of business day.
December 30 Thanksgiving recess ends at 8 a.m.
December 11 Spring term classes end.
March 13 Spring recess begins at close of business day.
March 22 Spring recess ends at 8 a.m.
March 29 Pre-registration for fall term and summer sessions.
April 23 Spring term classes end.
April 26-28 Reading days.
April 19-May 7 Final examinations.
May 15 Alumni Day.
May 17 Commencement.
May 18 First summer session classes begin.
June 25 First summer session classes end.
June 28 Second summer session classes begin.
August 5 Second summer session classes end.

Children's Activities

Films
October 10 International Velvet
October 17 Free Spirit
October 24 Great Expectations
October 31 The Black Stallion
November 7 The Phantom Tollbooth
November 14 Tarwa the Oter
November 21 The Seven Faces of Dr. Lao
December 5 Jamaica Inn
December 12 Hugo: The Hippo
December 19 Those Magnificent Men in Their Flying Jalopies

Children aged five and older.

Instruction

September 26 Gimbel Gym starts classes in swimming, gymnastics and fencing for ages 4-13. Fees and information: Helene Hamlin, Ext. 6102.

Theatre

November 13, 14 BAT-A-CLAN, by Jacques Offenbach; the Children's Opera Theatre of Washington, D.C.

The Annenberg Center Theatre for Children Series presents live theater experiences for young audiences in the Zellerbach Theatre Friday at 10:30 a.m. and 1 p.m. and Saturday at 11 a.m. and 2 p.m. Box office: Ext. 6791.

Workshops

October 3 and 14 Arbogast, a children's workshop at the Arboretum. The fee is $4.50 members, $6 non-members. Call 247-5777.

ALMANAC September 15, 1981
Films

**GSAC Film Series**

**Faculty Senate**

**University Council**

**Meetings**

**PUC Film Alliance**

**Special Events**

**University Museum Series**

**Meetings**

**Faculty Senate**

**Trustees**

**University Council**

**Music**

**Health and Wellness Project**

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**Games of Uncle**

**CPR demonstrations are among the main**

---

**CSAC Film Series**

**University Museum Presents a concert in**

---

**International Cinema**

**September 18** Black Orpheus, 7:30 and 9:30 p.m.
**October 2** Open City, 7:30 p.m.
**October 3** Secret, 7:30 and 9:30 p.m.
**October 30** Spirits of the Dead, Halloween Special at 7:30 and 10 p.m.
**November 13** The Adversary, 7:30 p.m.
**December 11** Black Girl, 7:30 p.m.

**GSAC films are shown at Stulier Auditorium, admission $1.**

**Houston Hall Films**

**September 16** Airplane, 8 and 10 p.m., midnight.
**September 19** Godzilla, 7:30 and midnight; Man With The Golden Gun, 9:30 p.m.
**September 25** Life of Brian, 8 and 10 p.m.; It Came From Outer Space (3-D), midnight.
**October 3** Exorcist, 8 and 10 p.m.
**October 6** The Man from Laramie, 7:30 p.m.; Rebel Without A Cause, midnight.
**November 3** Annie Hall, 7:30 and midnight; Goodbye Columbus, 9:30 p.m.
**November 14** Fame, 7:30 and 10 p.m.
**November 20** Elephant Man, 7:30 p.m.; African Queen, midnight.
**November 24** Grease, 7:30 and 11:30 p.m.; The Producers, 9:30 p.m.
**December 4** Altered States, 8, 10, and midnight.
**December 5** Caddyshack, 8 and 10 p.m.; It’s a Wonderful Life, midnight.
**December 12** Paper Chase, 7:30 and midnight; Singin’ In The Rain, 10 p.m.

All Houston Hall films are screened in Irvine Auditorium, admission $1.25.

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**International Cinema**

**September 18** A Generation, 7:30 p.m. Polish with English subtitles; Every Man For Himself, 9:30 p.m. French with English subtitles.
**September 23** Every Man For Himself, 7:30 p.m.; Messor, 9:30 p.m. French with English subtitles; Philadelphia Premiere.
**September 28** Every Man For Himself, 4 and 9:45 p.m.; Messor, 7:30 p.m.
**September 23** Mon Oncle d’Amérique, 7:30 p.m. French with English subtitles.
**September 24** Mon Oncle d’Amérique, 7:30 p.m.; L’Auberge Restaurant, 9:45 p.m. French with English subtitles.
**September 25** L’Auberge Restaurant, 9:45 p.m. French with English subtitles.
**September 25** L’Auberge Restaurant, 9:45 p.m.; The Dovestones, 7:30 p.m. English.
**September 26** The Independent Feature Movement, 1 p.m. workshop with Randall Conrad and Christine Dall.
**September 30** Kannal, 7:30 p.m. Polish with English subtitles.
**October 1** Point of Order, 6:30 p.m. English Clay Plus: New Animation from the Pacific Northwest, 9:30 p.m. Featuring Closed Mondays, Mountain Music, Legacy Dinosaur, Clay Animation, Gazebo Theater, Pappy Lane and The Krogstad Film.
**October 2** Kannal, 4 and 7 p.m. Polish with English subtitles.
**October 7** Ashes and Diamonds, 7:30 p.m. Polish with English subtitles.
**October 8** Confidence, 7:30 and 9:30 p.m. Hungarian with English subtitles.
**October 8** Ashes and Diamonds, 4 p.m.; Jury Of Her Peers and Until She Talks, 7:30 p.m. Both English. Philadelphia Premiere.
**October 14** Eight Minutes To Midnight: A Portrait of Dr. Helen Caldecott, 7:30 p.m. English.
**October 15** Man of Marble, 7:30 p.m. Polish with English subtitles.
**October 16** Man of Marble, 4 and 9:30 p.m.; Eight Minutes to Midnight, 7:30 p.m. with discussion following.

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**October 21** Law and Disorder, 7:30 p.m. English. The Left-Handed Woman, 9:30 p.m. German with English subtitles; Philadelphia Premiere.
**October 22** The Left-Handed Woman, 7:30 p.m.; Law and Disorder, 9:45 p.m.
**October 23** The Left-Handed Woman, 4 and 9:45 p.m.; Stagefright and 22:22 Dances by Nancy Kerr, 7:30 p.m. Directed by film maker Jon Jost.
**October 24** Off-Hollywood, 1-4 p.m. workshop with Jon Jost.

All international cinema films and workshops are held at International House, 3701 Chestnut Street. Admission $2.50 for evening shows and $1 for matinees. The workshops are free with pre-registration. For more information call 375-5125 Ext. 201.

**Music**

**September 25** Graduate student recital with Cynthia Prien, violin and Nancy Morgan, piano at the Music Building Annex at 8 p.m.
**September 26** David Bromberg Concert, 8 and 10 p.m., Houston Hall Auditorium. Tickets available at Houston Hall.
**October 6, 13, 20, 27** Curtis Organ Restoration Society presents noon organ recitals at Irvine Auditorium.
**November 23** University Symphony Orchestra, Eugene Narmour conductor, Irvine Auditorium, 8 p.m. Tickets $1 at door or in advance at the music department.
**November 18** University Wind Ensemble, Claude White conductor, Tabernacle Church, 3700 Chestnut, 8 p.m.

**University Choir, William Parbery conductor, Tabernacle Church, 3700 Chestnut, 8:30 p.m.**

**December 6** The University Museum presents a concert in Harris Auditorium at 2:30 p.m.

**December 11** University Choral Society, William Parbery conductor, Tabernacle Church, 8:30 p.m.

**December 12** The Collegium Musicum, Mary Anne Ballard, director, University Museum’s Harris Auditorium, 8 p.m. Tickets, $4 and $2 for students and senior citizens, are available in the music department or at the door.

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**CPR demonstrations are among the main**

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**CSAC Film Series**

**University Museum Presents a concert in**

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**International Conference on the Human !**

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**Health and Wellness Project**

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**ALMANAC September 15, 1981**
Arboretum Courses and Events

The Morris Arboretum is again offering fall courses, lectures, workshops and special events. For more information about these events call the Arboretum at 247-5777.

September 14-October 1 Fall Guide Training Program for volunteer guides.
September 18 The Art of Home Wine-Making, 7-9 p.m., fee.
September 17 Fall Lawn Care, 7-9 p.m., fee.
September 18-October 6 Shade Trees for Your Garden, 10 a.m.-noon, eight Fridays, fee.
September 25-27 Harvest Show, Big Trees, of southeastern Pennsylvania, will be the Arboretum’s entry in the Pennsylvania Horticultural Society’s 1981 Harvest Show.
September 26 & October 3 Meeting The Mushroom, 10 a.m.-noon, fee.
October 5 Propagation and Growing of Fruits, 10 a.m.-noon, fee.
October 5-November 23 Botany for Gardeners, 7:30 p.m., eight Mondays, fee.
October 7-21 Everything You Wanted to Know About House Plants, 10-noon, three Wednesdays, fee.
October 8 Pods, Drupes and Other Fruits, 10 a.m.-noon, fee.
October 10 Gardening with Bulbs, 10 a.m.-noon, fee.
October 15, 20, 24 & November 3 Nature Photography, fee.
October 17-23 Fall Festival, fall foliage celebration includes tours, demonstrations and live music in the Arboretum.
October 22 The Whys and Why's of Heat, 7-9 p.m., fee.
October 28 Arranging Dried Flower Wreaths, 7:30-9 p.m., fee.
October 29 Winterizing Your Garden, 7-9 p.m., fee.
November 5 Houseplants for Cool Places, 10 a.m.-2 p.m., fee.
November 10-December 1 Principles of Plant Classification, 7-9 p.m., four Tuesdays, fee.
November 12 Pressed Flower Pictures, 10 a.m.-noon, fee.
November 12 Introduction to Horticulture Therapy, 7-9 p.m., fee.
December 2 Miniature Landscapes in a Dish, 10 a.m., fee.
December 11-13 Holly and Greens Sale, Greens, laurel or pine ropes, holiday plants, decorating supplies, wreaths, centerpieces and swags made by Arboretum staff and volunteers.
December 14 and 15 Holiday Decorations I and II, Wreaths, swags, table trees and centerpieces can be made in 4 different sessions at the Arboretum. Fee.

Recreational Sports

Recreational and lifetime sports classes are again available to all students, faculty and staff members, alumni and community residents at Gimbel gymnasium, 37th and Walnut Streets, Ext. 6101 and Hutchinson gymnasium, 33rd near Locust Street (adjacent to the Palais), Ext. 8387. Use of the gyms for recreational purposes is free to students, faculty and staff; however, there are instructional fees for classes in Aquatics, Gymnastics, Boxing, Dance and Exercise, Fencing, Skiing, Softball, Squash, Swimming, Tennis, Yoga and Self-defense. Gimbel Gym classes begin September 17 with registration on September 15, from 5:30-8 p.m. Hutchinson Gym classes begin October 29 with registration October 12-16, noon-4 p.m. Late registration will be available for a fee.

Both gym are open during the regular academic season Monday-Friday from noon to 9 p.m. and Saturday and Sunday from noon to 5 p.m.

The Robert P. Levy Tennis Pavilion, 3130 Walnut Street, has eight courts for the use of faculty, staff, alumni and their spouse and dependent children for recreational and intercollegiate tennis programs. The courts are open from September 27 thru May 16, Monday-Friday from 7 a.m. until midnight and on weekends from 8 a.m. until midnight. There is a fee for court use and reservations are required. Tennis instruction, clinics and workshops are available, as well as racquet service and tennis balls. For more information call Ext. 4741.

Dealing CHOP a Full House

Here’s your chance to become a casino dealer or a judge in women’s sporting events. Derby Week will be held September 22-26 for the benefit of CHOP’s Ronald McDonald House and is sponsored by Sigma Chi Fraternity. The call is out for faculty and administrators to volunteer as dealers on Casino Night September 24, and to judge an unusual array of women’s field events on September 25 and 26. There will also be a raffle (tickets sold on campus by frat members) with prizes including a trip to Atlantic City, dinners at La Terrasse and the Astral Plane and a show. For information on all events and to volunteer call Steve Adler, 222-9365 or Charlie Crowley, 662-5350.

Sports (Home Schedules)

For more information on sports call Ext. 6128; for ticket information, Franklin Field pick up window at Ext. 6151.

Locations: Franklin Field, Varsity Football, Women’s Field Hockey, Lightweight Football, Women’s Soccer and Men’s Soccer; Fairmount Park’s Belmont Plateau: Men’s and Women’s Cross Country; Penn’s Landing: Sailing; Lot Courts: Women’s Tennis, Weightman Hall; Women’s Volleyball; Palais: Men’s and Women’s Basketball

September 15 Men’s Soccer vs. LaSalle, 7 p.m.
September 16 Men’s Soccer vs. Cornell, 8:15 p.m.; Men’s Cross Country vs. LaSalle, 3:30 p.m.
September 19 Women’s Field Hockey vs. Cornell, 11 a.m.
September 22 Women’s Field Hockey vs. Delaware, 7-15 p.m.; Women’s Tennis vs. Swarthmore, 3:30 p.m.
September 25 Men’s Soccer vs. St. Joseph, 8:15 p.m.
September 26 Women’s Tennis vs. Trenton State, 2 p.m.
October 6 Women’s Volleyball vs. Villanova/West Chester, 7 p.m.
October 9 Men’s Soccer vs. Brown, 1:30 p.m.; Men’s Volleyball vs. Swarthmore/Immaculata, 4 p.m.
October 10 Women’s Field Hockey vs. Brown, 11 a.m.
October 14 Women’s Volleyball vs. Lafayette, 4 p.m.; Women’s Tennis vs. Penn State, 1:30 p.m.; Men’s Soccer vs. Textile, 7:30 p.m.
October 15 Women’s Tennis vs. Delaware, 3:30 p.m.; Women’s Field Hockey vs. Princeton, 7:15 p.m.
October 18 Lightweight football vs. Army, 7 p.m.; Freshman Football vs. Lafayette JV, 1:30 p.m.
October 17 Men’s Cross Country; Big Five Meet, 11 a.m.; Women’s Cross Country; Big Five Meet, 11 a.m.
October 20 Women’s Field Hockey vs. Lafayette, 7:15 p.m.
October 21 Men’s Volleyball vs. Temple, 6 p.m.
October 24 Women’s Cross Country vs. Rutgers, 1 p.m.
October 24-25 Sailing, Packer Trophy, 9 a.m.
October 27 Men’s Soccer vs. Drexel, 7:30 p.m.; Women’s Volleyball vs. Ursinus, 7 p.m.
October 30 Men’s Soccer vs. Princeton, 9 p.m.; Women’s Field Hockey vs. Dartmouth, 7:15 p.m.; Freshman Football vs. Princeton, 1:30 p.m.
October 31 Varsity Football vs. Princeton, 1:30 p.m.; Homecoming: Parents Weekend: Lightweight Football vs. Princeton, 10 a.m.
November 6 Freshman Football vs. Columbia, 2 p.m.
November 7 Varsity Football vs. Delaware, 1:30 p.m.; Women’s Cross Country; AIAW Regionals, 11 a.m.
November 14 Women’s Cross Country, AIAW Nationals, 11 a.m.
November 20 Men’s Soccer vs. Dartmouth, 8:15 p.m.
November 21 Varsity Football vs. Dartmouth, 1:30 p.m.
November 30 Men’s Basketball vs. St. Francis (Pa.), 7:30 p.m.
December 3 Women’s Basketball vs. West Chester, 7:30 p.m.
December 8 Women’s Basketball vs. Ursinus, 6:30 p.m.
December 12 Men’s Basketball vs. Villanova, 9 p.m.
December 18/19 Women’s Basketball, Holiday Tournament.

Greek Weekend to Aid Diabetics

Penn’s Interfraternity Council, Panhellenic and Interfraternity Alumni Councils are sponsoring the University’s first Greek Weekend to raise money for the Penn-founded Juvenile Diabetes Foundation’s Association of Insulin Dependent Diabetics. September 19 the activities include a 1600-meter race on Franklin Field’s track, 1 p.m., preceding the 1:30 p.m. varsity football game vs. Cornell. Food concessions will be on Superblock during the afternoon and music and entertainment will complete the evening.
**Talks**

**September 17** Department of Bioengineering presents Dr. D. Lautenburgh, Chemical Engineering, on How Smart Are Cells, Really? A Quantitative Look At Chemiosmotic, 11 a.m., Towne Bldg.

**September 21** Department of History and Sociology of Science presents Professor Thomas P. Hughes, on Elmer Sponly and Adrian Leverkus, 3:30 p.m., Smith Hall, room 107.

**September 23** The Paradise Gardens of Islam by Antony Hutt, scholar, adventurer and leading authority on Islamic art history, 5:30 p.m. in Rainey Auditorium of the University Museum. Lecture free. $2 donation requested for wine and cheese reception following the lecture.

**September 24** Department of Bioengineering presents Dr. R. J. Lutz, National Institute of Health, Bethesda, on Fluid Mechanics and Mass Transfer in Model Arteries—How Can These Relate to Atherosclerosis? 11 a.m., Towne Bldg.

**September 28** Department of History and Sociology of Science presents Professor Thomas P. Hughes, on Elmer Sponly and Adrian Leverkus, 11 a.m., Towne Bldg.

**September 25** and **September 26** Pat Carroll returns by popular demand in Rainey Auditorium, 4 p.m., Smith Hall seminar room.

**October 1** Department of Bioengineering presents Dr. P. Stulovits, Johns Hopkins University, on Central Spectral Patterns in Auditory Quality Based on Cochlear Neural Timing and Filtering, 11 a.m., Towne Bldg.

Department of Surgery, HUP, presents the 8th Julian Johnson Lecture in Cardiothoracic Surgery by Dr. E. Stanley Crawford, Professor of Surgery at Baylor College of Medicine, Houston, Texas, on Surgery of Aortic Aneurysms Updated. 5 p.m., Dunlop Auditorium, Medical Education Building.

The Center for Italian Studies in conjunction with the Department of Surgery, HUP, presents the 8th Julian Johnson Lecture in Cardiothoracic Surgery by Dr. E. Stanley Crawford, Professor of Surgery at Baylor College of Medicine, Houston, Texas, on Surgery of Aortic Aneurysms Updated. 5 p.m., Dunlop Auditorium, Medical Education Building.

October 5 Department of History and Sociology of Science presents Professor Ernest Braun, University of Aston, England, on Revolution in Miniature, 4 p.m., Smith Hall seminar room.

October 6 Kerouacian Lecture, Persians and the Silk Road: Problems of Sassanian Textiles by Joan Allgrove, 5:15 p.m. in Rainey Auditorium of the University Museum. Wine and cheese reception following the lecture.

October 12 Department of History and Sociology of Science presents Professor Paul Allison, Penn., on Cumulative Advantage, 4 p.m., Smith Hall seminar room.

October 15 Department of Bioengineering presents Dr. G. Taller, Johns Hopkins University, on Geriatrics: Medicine and Bioengineering, 11 a.m., Towne Bldg.

October 20 Department of History and Sociology of Science presents Professor Torle Fringsmyres, Uppsala, Sweden, 4 p.m., Smith Hall seminar room.

October 29 Department of Bioengineering presents Dr. J. Ulloa, Penn State University, on Application of Oxygen Polarography in the Measurement of Blood Flow, 11 a.m., Towne Bldg.

**November 2** Dr. Robert P. Millhauf, Smithsonian Institution, 4 p.m., Towne Hall seminar room.

**November 5** Department of Dermatology, School of Medicine presents the Sixth M. H. Samitz Lectureship on Cutaneous Biology, 11 a.m., Towne Bldg.

**November 9** Department of History and Sociology of Science presents Dr. Steven Shapin, Edinburgh University, on The Background, 4 p.m., Smith Hall seminar room.

**November 12** Department of Bioengineering presents Dr. J. Cann, Polaroid Corporation, on Techniques for Computing Color Sensations, 11 a.m., Towne Bldg.

**November 19** Department of Bioengineering presents D. Pienkowski, graduate student, Bioengineering Department, Penn., on The Origin of Stress Generated Potentials in Fluid-Saturated Bone, 11 a.m., Towne Bldg.

**November 23** Department of History and Sociology of Science presents Professor Owen Hannaway, Johns Hopkins University, on The History of Medicine in the German Democratic Republic, 4 p.m., Smith Hall seminar room.

**December 3** Department of Bioengineering and Chemical Engineering Department present Dr. R. Jain, Department of Chemical Engineering, Carnegie-Mellon University, Pittsburgh on Heat Transfer and Microcirculation in Tumors, 11 a.m., Towne Bldg.

**December 7** Department of History and Sociology of Science presents Mr. William Montgomery, American Philosophical Society, 4 p.m., Smith Hall seminar room.

**American Jewish Experience**

The University of Pennsylvania and the Museum of American Jewish History are sponsoring a Scholar Seminar Series surveying the 100-year sweep of American history from the arrival of the first Jewish settlers in 1654 to the present. Two of the speakers are Dr. Ira Harkavy, vice dean of FAS and lecturer in history, on 1880-1924: Eastern European Immigration, Anti-Semitism and the Transformation of Jewish Life and Dr. Seymour Mandelbaum, professor in the department of City and Regional Planning on 1924-2000: Abiding Features and Changing Times: The American Jewish Community.

The lectures will be held on Thursday evenings at 7:30 p.m., September 17, October 1, 15 and 29 at the Museum of American Jewish History, Independence Mall East, 55 N. 5th Street. Admission is $5 for the series; $2 for individual lectures. Student and senior adult rates are discounted. For further information call 923-3811.

**Breakfast, Too**

The Faculty Club now features a continental breakfast, 8:00 a.m. weekdays, in the cocktail area of the First Floor Lounge.

The Club's new Catering Guide is also available in the Club Business Office and can be picked up between 10 a.m. - 4 p.m., Monday through Friday. Departments are urged to secure a copy while the supply lasts.

**Celebrate Credit Union Week**

The University's Federal Credit Union will celebrate Credit Union Week, October 5-12, at Six Flags Great Adventure in Jackson, N.J. All members and their guests can buy tickets for $7.45 each (regularly $13.95) good any day, October 5-12. Children under three are admitted free. The price includes rides, shows and the safari. There will be an authentic Bavarian Oktoberfest featuring German food, beer, oompah bands, slap dancers, alpine horn blowers, yodelers and singers. Tickets are available at the Credit Union, 4015 Chestnut Street, or call Ext. 8539. Deadline to order is September 18. Nonmembers are invited to join the Credit Union.

**Child Care Available**

The Parent-Infant Center at 4205 Spruce Street provides educational child care for children from three months to five years of age. The Center, operating Monday-Friday, 8 a.m.-6 p.m., 51 weeks a year, serves many University families as well as families from the larger community. Several openings are expected in the fall for children one-four years of age. For more information, call 923-3811.

**Purchase Power Cards**

Faculty and staff may receive the latest Purchase Power Membership Cards from the Purchasing Department. These cards indicate those vendors offering the best prices for selected commodities over $125 base price, including major appliances, televisions, china, furniture, pianos, carpeting, rugs and jewelry. The card also gives instructions for the purchase of new automobiles.

**ALMANAC September 15, 1981**
Policy on Conflict of Interest

This policy on conflict of interest is divided into two parts, the first dealing with faculty and the second dealing with trustees, officers, and other employees of the University.

I. Faculty

Certain categories of potential conflict of interest as to faculty are addressed in existing University policies, including the Policy on Extramural Consultantive and Business Activities of Standing Faculty Members, recommended by the University Council 12 April 1972, promulgated by the President, and printed in the 1979 Handbook for Faculty and Administration and the Policy on Conflict of Interest in Government Sponsored Research, recommended by the University Council 15 November 1966 and promulgated in the 1977 Research Investigators’ Handbook. University Council also recommended a Policy on Outside Financial Interests on 24 September 1969 which is as follows:

A member of the faculty may have a significant investment or interest, or hold an official position, in an outside firm or organization but has not undertaken to perform continuing work or services for it. Such an economic or official relationship is of concern if (1) the firm or organization is engaged in activities which parallel activities in which the University is currently or prospectively engaged and in which the faculty member plays (or might appropriately play) a role in his academic capacity; or (2) the firm or organization has a present or prospective relationship with the University, e.g., as a supplier of goods or services or as a party to a research contract, and the conduct of that relationship may involve the faculty member in his academic capacity. In either of these situations, the faculty member shall be required to report facts and circumstances to the department chair and the academic dean or director so that appropriate steps may be taken to avoid a conflict of interest.

These policies are designed to govern those areas of potential conflict of particular concern to faculty.

A number of other existing University policies pertaining to conflicts of interest apply to faculty members unless they are intended by their terms to apply only to other groups of employees. These policies include, but are not limited to, policies on patent and copyright, purchasing, nepotism, and sexual harassment.

II. Trustees, Officers and Other University Employees

Trustees, officers, and other employees of the University shall avoid any conflict between their personal interests and the interests of the University; furthermore, they shall avoid any situation where it would be reasonable for an objective observer to believe that the person’s judgment or loyalty might be adversely affected. For purposes of Paragraphs II (a) and (b) below, reference to the University is intended to include reference to all entities controlled or owned in substantial part by the University.

(a) If a trustee, officer, or other employee has any power or influence to approve or disapprove a transaction proposed to be entered into between the University and that person or between the University and any entity or individual having a significant relationship to that person, he or she has a potential conflict of interest and may not participate in the process leading to the approval or disapproval of the transaction unless the underlying facts giving rise to the potential conflict of interest are disclosed and approval for participation is obtained pursuant to the procedures described below in paragraphs (c) and (d).

(b) A trustee, officer, or other employee also has a potential conflict of interest if that person, or any entity or individual having a significant relationship to that person may benefit from information considered by the University to be confidential and learned in his or her capacity as a trustee, officer, or employee of the University.

(c) A significant relationship exists as to an entity if a person is a director, trustee, officer, or employee of, a partner or member in, or has a material financial interest in, the entity in question.

(i) An entity is a corporation, partnership, unincorporated association, or any similar group.

(ii) Determination of a material financial interest is a matter of personal judgment but, at a minimum, would be required for an aggregate interest for the person and for all entities or individuals having material relationships with the person of more than

- 1% of any class of the outstanding securities of a firm or corporation, or
- 10% interest in a partnership or association, or
- 5% of the total direct and beneficial assets or income of the person.

(d) A significant relationship exists as to an individual if that individual is in the immediate family of a person subject to this policy. The immediate family includes parents, siblings, spouse, and offspring.

(e) When the Trustees or any body on which trustees serve consider a transaction that raises a potential conflict of interest for a trustee, that individual shall disclose the potential conflict to the Trustees or body considering the transaction. No individual with a potential conflict of interest with respect to a transaction may vote to approve or disapprove the transaction, but the individual may be counted in determining the presence of a quorum once proper disclosure has been made. If proper disclosure has been made and if the chairman of the meeting determines it to be useful, the individual with a potential conflict of interest may participate in discussions of the transaction.

(f) The minutes of the Trustees or of the body on which a trustee having a conflict is serving shall reflect that disclosure was made as to a particular transaction and that the transaction was approved or disapproved by others without an interest.

(g) Any officer or employee who has a potential conflict of interest covered by this policy shall immediately disclose the potential conflict in writing to a superior who in turn should inform the Secretary. The officer or employee may continue participation in the transaction only on terms approved by the Secretary which in the case of an officer may require disclosure to, and approval by, the Trustees under the provisions of the Pennsylvania Nonprofit Corporation Law of 1972 or any successor statute.

(h) A trustee or officer, or any entity or individual having a significant relationship to that person, shall be cognizant of potential conflicts of interest in considering investment opportunities in real estate where the University may have an interest and shall promptly disclose such opportunities to the Secretary or learning of them. The obligation to disclose shall be a matter of personal judgment but shall, in all events, arise with regard to properties in the Institutional Development District or immediately adjacent to properties owned or leased by the University.

(i) A member of other University policies pertaining to conflict of interest remain in effect and may, depending on their terms, apply to trustees, officers, and other employees of the University. These policies include, but are not limited to, policies on extramural consulting by administrative staff, purchasing, sponsored research, patent and copyright, nepotism, and sexual harassment.

—Adopted at the Stated Meeting June 19, 1981

Second Notice: Call for Nominations

The University of Pennsylvania invites nominations and applications for two senior positions in the office of the provost, the chief academic officer of the University. The positions are available now.

The associate provost is the chief adviser and deputy to the provost. His or her responsibilities include academic programs and planning, faculty appointments and faculty affairs. The associate provost should have exceptional credentials for academic leadership.

The vice provost for research is responsible for research policy and administration and for the increasing demands of governmental and foundation relations as they affect the climate for research. The vice provost has a special concern for a number of interdisciplinary research related centers and facilities. The vice provost should be a strong and active scholar: experience in federal research policy is desirable.

Nominations and applications, with supporting documents, should be sent as soon as possible and certainly no later than September 18 to Dr. Joyce M. Randolph, Executive Assistant to the Provost, 104 College Hall/CO, University of Pennsylvania, Philadelphia, Pennsylvania 19104. Provost Thomas Ehrlich has requested that the searches focus upon internal candidates without precluding consideration of unusually qualified external candidates.

The University of Pennsylvania is an equal opportunity affirmative action employer.
TRUSTEES

Appointments and Promotions in the Standing Faculty

The following actions on standing faculty status were approved by the Trustees June 19, based on Provost’s Staff Conference actions April 17-May 13. Added to the list published May 19, they complete the record of standing faculty appointments and promotions in 1980-81.

Annenberg

Conversion to Tenure

Dr. Robert C. Hornik, Associate Professor of Communications is converted to tenure.

Arts and Sciences

Appointments

Dr. Eugene J. Mele as Assistant Professor of Physics.
Dr. William R. Molzon as Assistant Professor of Physics.
Dr. Peter S. Petraitis as Assistant Professor of Biology.
Dr. L. Elizabeth Seiberling as Assistant Professor of Physics.
Dr. Paul J. Steinhardt as Assistant Professor of Physics.

Promotions

Dr. Arjun Appadarai to Associate Professor of Anthropology.
Dr. Charles L. Bask to Associate Professor of Sociology.
Dr. Lee V. Cassanelli to Associate Professor of History.
Dr. Masahisa Fujita to Associate Professor of Regional Science.
Dr. Paul G. Langacker to Associate Professor of Physics.
Dr. Susan Naquin to Associate Professor of History.
Dr. Stanley J. Oppede to Associate Professor of Chemistry.
Dr. Gregory L. Posselt to Associate Professor of South Asia Regional Studies.
Dr. Irene J. Winter to Associate Professor of History of Art.
Dr. Sally H. Zigmund to Associate Professor of Biology.

Dental Medicine

Promotion

Dr. Patricia Cormier to Associate Professor of Periodontics.

Education

Promotion

Dr. Paul A. McDermott to Associate Professor of Education.

Engineering & Applied Science

Promotion

Dr. Jacob M. Abel to Professor of Mechanical Engineering and Applied Mechanics.

Law

Appointment

Thomas Ehrlich as Professor of Law.

Promotion

Henry B. Hansmann to Associate Professor of Law.

Medicine

Appointments

Dr. Terry J. Higgins as Assistant Professor of Microbiology.
Dr. Gareth J. Parry as Assistant Professor of Neurology.
Dr. Roy D. Schmickel as Professor of Human Genetics.

Promotions

Dr. Jane B. Alavi to Associate Professor of Medicine at the Hospital of the University of Pennsylvania.
Dr. Robert L. Barchi to Professor of Neurology.
Dr. Mark J. Brown to Associate Professor of Neurology.
Dr. John M. Eisenberg to Solomon Katz Associate Professor of General Medicine.
Dr. Harvey M. Friedman to Associate Professor of Medicine at the Hospital of the University of Pennsylvania.
Dr. Ruth Hogue-Angeletti to Associate Professor of Pathology.
Dr. Paul N. Lutke to Professor of Orthopedic Surgery at the Hospital of the University of Pennsylvania.
Dr. Michael Mennuti to Associate Professor of Obstetrics and Gynecology at the Hospital of the University of Pennsylvania.
Dr. Larry A. Palmer to Associate Professor of Anatomy.
Dr. George H. Reed to Professor of Biochemistry and Biophysics.
Dr. Michael J. Reichgott to Associate Professor of Medicine at the Veterans Administration Hospital and the Hospital of the University of Pennsylvania.
Dr. Jane Marie Vandersloot to Associate Professor of Biochemistry and Biophysics.

Public and Urban Policy

Promotion

Dr. Arie P. Schinnar to Associate Professor of Public and Urban Policy.

Veterinary Medicine

Promotions

Dr. Peter R. Dodson to Associate Professor of Anatomy in Animal Biology.
Dr. Peter F. Jeyk to Associate Professor of Veterinary Medicine in Clinical Studies (Philadelphia)*.
Dr. Richard R. Miselis to Associate Professor of Anatomy in Animal Biology.
Dr. Bernard H. Shapiro to Associate Professor of Biochemistry in Animal Biology.

Wharton

Promotions

Dr. Eric K. Clements to Associate Professor of Decision Sciences.
Dr. David Cummins to Professor of Insurance.
Dr. Monique Guignard-Spielberg to Professor of Statistics and Operations Research.
Dr. Franklin R. Root to Professor of International Business and Management.

Amendment on Retirement Dates

The following action, reported briefly in the issue of May 19, 1981, was passed by the Trustees Executive Board May 14, 1981. It amends an action of July 1, 1974, as indicated in the preface.

Intention:

The Executive Board by resolution on 1 July 1974 changed the date of mandatory retirement from 30 June to the first of the month following attainment of the age of mandatory retirement for administrative (A-1) staff, but left the date of mandatory retirement for academic (A-2) and support (A-3 and A-4) staff 30 June following attainment of the age of mandatory retirement: and mandatory retirement on the first of the month, rather than on 30 June, following attainment of the age of mandatory retirement would avoid potentially inequitable treatment of persons whose birthdays fall near the end and near the start of the fiscal year ending June 30. Mandatory retirement on the first of the month, rather than on 30 June, following attainment of the age of mandatory retirement would, except in the case of academic (A-2) personnel who are not engaged in full-time administration at the time of attainment of mandatory retirement age, allow replacement of staff at a more orderly pace throughout the course of the academic year. A-3 support staff and A-4 support staff participate in the same retirement program (the Retirement Allowance Plan), and hence should retire on the same schedule.

Article X of the Statutes of the University empower the Executive Board to determine the age and other provisions for retirement for all officers, faculty, and other employees of the University.

Resolved, that:

1. All support (A-3 and A-4) staff, and all academic (A-2) staff engaged in full-time administration, will retire on the first of the month following attainment of the age of mandatory retirement except for those covered by exceptions below.
2. Support (A-3 and A-4) staff employed full-time prior to January 1, 1976 who attain the age of 65 during the fiscal years ending 30 June 1976, 30 June 1977, or 30 June 1978, may retire on 30 June rather than the first of the month following their 65th birthday if they choose.
3. Academic (A-2) staff who are not engaged in full-time administration will be eligible to retire on 30 June rather than the first of the month following attainment of their age of mandatory retirement.
4. Academic (A-2) staff who attain the age of mandatory retirement during the fiscal years ending 30 June 1976, 30 June 1977, or 30 June 1978, may retire on 30 June rather than the first of the month following attainment of their age of mandatory retirement regardless of administrative duties.
5. Special arrangements regarding retirement mutually agreed upon by the individual and the University prior to passage of this resolution will be respected notwithstanding provisions of this resolution.
6. Employment may be extended to 30 June following attainment of the age of mandatory retirement upon agreement of the retiree, the immediate supervisor and the appropriate dean or vice president. Employment beyond 30 June following attainment of the age of mandatory retirement shall be granted only for limited periods of time to fulfill specific urgent needs, and shall require the approval of the appropriate dean or vice president, the Executive Director of Personnel Relations, and the Provost or the Vice President for Finance and Administration.

* There are two completely separate Departments of Clinical Studies in the Veterinary School, the other designated “New Bolton Center.”
Hattie Bates, a food service worker in the Hill Hall dining facility, died July 2 at the age of 56. Mrs. Bates came to the University as a food service worker in the Dining Service in March 1968 and was given sick leave in May of this year. She is survived by her daughter, Linda Bates.

Samuel J. Catarro, a mechanic, died August 15 at the age of 56. Mr. Catarro came to the University in April 1970 as a mechanic in the Physical Plant Department. In January 1981 he was placed on extended sick leave and in June he was placed on long-term disability. He is survived by his sister, Mary J. Catarro.

Alexander H. Frey, emeritus professor of law, died August 30 at the age of 83. A leader in the civil rights movement, Mr. Frey taught at Yale, 1926-30 and Duke University, in 1931-32 before joining the faculty at Penn's Law School in 1932 as professor of law. In 1950 he was named Ferdinand Wakeman Hubbell Professor of Law and in 1964, Algernon Sydney Biddle Emeritus Professor of Law in 1968.

Mr. Frey received his A.B. degree in 1919, his L.L.B. in 1921 and his J.S.D. in 1925, all from Yale. He also took an A.M. in 1920 from Columbia University. He attended Oxford University from 1921-23 as a Fellow in International Law of the Carnegie Endowment for International Peace.

He authored a number of books including Cases and Statutes on Business Associations, Cases on Labor Law and Cases and Materials on Corporations and Partnerships. Upon retirement from academia he served as counsel with the Center City Law firm headed by David Berger.

He is survived by his wife, Alice Field Hubbard Frey; two daughters, Dr. Alice Emerson, former Dean of Students and Acting Vice Provost at Penn, and Susan; and three sons, Alexander Jr., Charles and Richard. Contributions in his name may be sent to the Book Fund at the Law School.

Dorothy B. Hayworth, a retired head laboratory technician, died August 23 at the age of 69. Mrs. Hayworth came to the University in May 1965 as a laboratory technician at New Bolton Center. In August 1973 she became head laboratory technician and retired in June 1978. She came back in July 1979 as a temporary extra employee for a short time. She is survived by a son, William F. Hayworth.

Mary V. Hopkins, a retired accounting supervisor, died July 1 at the age of 65. Mrs. Hopkins came to the University in September 1964 as a receptionist at the Chesten Apartments. In 1968 she became a secretary in Residence Living. She became a bookkeeper in the Parking Office in 1971 and in 1973 she became a supervisor of accounting in the same department. Mrs. Hopkins retired in 1979 and is survived by her son, Robert Hopkins.

Jeanne Jensen, who retired last year as business administrator in the School of Social Work, died July 18 at the age of 59. Mrs. Jensen came to the University in 1962 as a secretary in the Siddle Law Library and then a month later became administrative assistant in the Placement Service. In 1964 she transferred to the Bio-Chemistry Department of the Medical School, and in 1971 became business administrator of the School of Social Work.

Mrs. Jensen, a founder and former president of WEOUP (Women for Equal Opportunity at the University of Pennsylvania) was given WEOUP's first Founder's Award last year for her work in advancing the rights and status of women on campus. She is survived by her husband, Homer Jensen; a son, Peter, who was a student in the College of Engineering and Applied Science in 1966-67; and four daughters, Judy, Kristina, Lauren and Jeanne.

In lieu of flowers, Mrs. Jensen had asked memorial gifts be sent to Women's Way, 1501 Cherry Street, Philadelphia, PA 19102. Plans for a memorial service on campus will be announced this semester.

Kathryn H. Kravitz, a retired administrative assistant in the Graduate School of Education, died July 18 at the age of 79. Mrs. Kravitz came to the University in May 1952 as secretary in the Otolaryngology Department; in 1953 she transferred to the Reading Clinic in the School of Education. In 1962 she became an administrative assistant in the Graduate School of Education. She retired in 1969 and is survived by her son, Richard M. Taylor.

Jessie Margaret Lightfoot, a clinical psychologist who trained Penn graduate students in psychiatry, pediatrics and neuropsychology, died July 17 at the age of 84. Miss Lightfoot became well known on campus as the tutor of medical students from the Far East and South America.

A member of the first class to be graduated from the West Philadelphia High School for Girls, she attended Philadelphia Normal School. Upon graduation, she took a job with the Philadelphia school system in 1917. She retired in 1963. While working as the school's representative to the courts, she studied with Dr. Helena Devereaux, a pioneer in the treatment of mentally retarded and emotionally disturbed children, who established the Devereaux Schools, and with Dr. Lightner Witmer, a clinical psychologist at Penn.

Miss Lightfoot, along with Dr. Witmer, did pioneering work in testing the interests, aptitudes and abilities of civilians seeking employment during World War I with the Philadelphia Navy Shipyard and the Naval shipyard at Hog Island. This testing was refined during the next 30 years, becoming the standard personnel tests now in use throughout the country.

Rodney Randall, a custodian at the University Museum, died August 18 at the age of 53. Mr. Randall came to the University in March 1967 as a janitor at the museum. In July 1967 he became a custodian and in March 1978 he was placed on long-term disability. He is survived by his mother, Mrs. Elsie Randall.

Dr. Albert P. Seltzer, emeritus associate professor of otolaryngology and human communication, died August 22 at the age of 79. He received his degree in 1944 from the Graduate School of Medicine. A noted specialist in ear, nose and throat diseases and a plastic surgeon, Dr. Seltzer came to Penn as an instructor in otolaryngology in 1941 and by 1949 was an assistant professor. He became an associate professor in otolaryngology in 1971 and an emeritus associate professor in 1972.

He was the former chief of the otolaryngology departments at Philadelphia General Hospital, Albert Einstein Medical Center and Mercy Hospital. At the time of his death, Dr. Seltzer was the chief of the ear, nose and throat department at Guiffre Medical Center.

He is survived by his wife, Sylvia; a son, Dr. Benjamin, who received his B.A. degree cum laude, from the College in 1965; a daughter, Dr. Marjorie Stanek, a brother and five grandchildren.

To Report a Death
Almanac receives most of its obituary notices through the Office of the Chaplain, which is the central office for reporting deaths in the University family. The Chaplain's Office can assist families in a number of ways including various notifications to personnel benefits staff. For advice or assistance, contact Mrs. Una Deutsch, Houston Hall, CM, Ext. 8456.

Recently Remarried Couples
Recently remarried couples are wanted for an interesting and rewarding study; both partners must be between 50 and 60 years of age and married less than three years. The study is concerned with the major determinants of marital and sexual adjustment. Participants will receive an excellent physical and psychological examination and will be paid $500 per couple. Approximately 25 one-hour visits spread over six months are required of participants. Interviews, paper-pencil tests and blood samples are also required. The study is under the auspices of the Department of Psychiatry of the Medical School and The Marriage Council of Philadelphia. Call Dr. Persky at Ext. 5662 for more information.
OPPORTUNITIES

Listings are condensed from the personnel bulletin of September 3, 1981, and therefore cannot be considered official. New listings are posted Mondays on personnel bulletin boards.

Administrative/Professional Staff

Assistant Director, Student Financial Aid (4134) co-analyzes sales trends and volume; supervises staff (degree; three-five years' experience) in a three-year experience in university, academic book sales, supervisory and administrative abilities) $14,500-$19,775.

Assistant Director, Student Financial Aid (4134) coordinates with graduate and professional school on financial aid; interviews graduate students; serves as liaison with banks on guaranteed student loans; oversees USL processing and budget preparation; serves as financial aid; manages federal and state award applications, rules and regulations of U.S. Department of Education, regarding student loans; ability to communicate effectively $14,500-$22,600.

Assistant Regional Director (4321) assists in programs to identify, recruit, enroll high school students; contacts and communicates with college counselors, alumni, faculty and students, and professional organizations; and selection of candidates (degree; progressively responsible experience in admissions or related fields; organizational and supervisory experience; excellent oral and written skills; extensive travel required and long hours of work for months at a time) $13,100-$17,800.

Assistant to Director (4309) assists in carrying out administrative functions; acts as liaison with other University officials; carries out special projects (degree; strongly experienced in interpersonal and organizational skills and writing ability) $12,000-$16,100.

Assistant to the Director, Annual Giving (4341) responsible for implementing and directing the annual giving campaigns with special emphasis on major fund raising associated with significant alumni events; plans and executes public relations programs (degree; two years' experience in University fund-raising; organizational ability; ability to supervise others and direct efforts in large-scale volunteer programs) $12,000-$16,100.

Assistant to the Director, Alumni Relations (4311) organizes, implements and promotes Alumni Weekend, Founder's Day, Family Days, Homecoming and other special events; assists in publications (degree; three-five years' experienced) in the area of public relations, sales or fund-raising; ability to supervise others and direct efforts in large-scale volunteer programs; degree; three-five years' experienced) $12,000-$16,100.

Assistant to Provost (4285) coordinates special projects and faculty and staff planning efforts by all schools and budget areas; acts as an expeditor in areas of concern; analyzes and prepares special reports (degree; five-year's progressively responsible experience in higher education, ability to write and speak clearly) $12,000-$16,100.

Associate Dean (4177) responsible for the daily operation of the Women's Studies Program, including curriculum and programs, liaison with other departments; develops sets and manages budget (Ph.D. preferred; experience in women's studies; background in interdisciplinary programs) $12,000-$16,100.

Associate Director, Administration (4140) assists in the planning, administration and implementation of University Capital fund-raising and annual support campaigns (degree; five years' experience, sales and fundraising activities, some knowledge of intercollegiate athletics) $12,000-$16,100.

Associate Director (4140) responsible for all...
Publications Editor/Writer (2 positions) (C0219) produces major publications for Whitman School, coordinates individual publications for departments, units, and centers (degree in English or journalism; demonstrated writing ability; knowledge of typographic technique, layout; photography, production; (C0352) responsible for the format of publications released by the center; helps staff write reports and articles; coordinates summer work with project coordinators (experience in scientific writing and editing; familiarity with academic publications and journals; excellent oral and written communication skills; degree: two years’ writing and editing experience) $14,500-$19,750.

Research Coordinator (5 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications $14,500-$19,750.

Research Specialist, Jr. (6 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications $14,500-$19,750.

Research Specialist I (3 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications $13,175-$18,500.

Research Specialist II (5 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications $14,500-$19,750.

Research Specialist III (C0174) responsible for the statistical aspects of ongoing research in the Clinical Epilepsy unit, including study design, questionnaire development, supervision of research assistant trainees; (degree in statistics, computer sciences, or related field; three years’ experience in computer programming, statistical analysis and consulting with the faculty within the medical school; ability to analyze epidemiologic data, facility with computer statistics package programs and one or more computer programming languages) $14,500-$19,750.

Research Program Director (C0197) designs and supervises the construction of instrumentation associated with particle detector systems used in unique cosmic ray and particle physics experiments; coordinate, direct, and implement the development and installation of large scale detector systems.

Senior Staff Writer (C0313) responsible for conceiving, developing, and writing formal proposals; (degree in English, journalism; four years’ experience in professional writing efforts; ability to work 75 hours per month, production and installation of large scale systems, degree).

Staff Dental Assistant (C0359) supervises support staff; helps, fires, and directs students with assignments, provides customers with assignment to clinic; orders supplies and maintains inventory, prepares reports for clinic director (five years’ clinical experience in Steele Dental Lab), (degree in dental technology, two years’ experience in operating system maintenance and development, degree).

Staff Nurse provides nursing care to patients in ward area (degree in nursing, two years’ experience) $12,000-$16,500.

Systems Analyst (4090) studies and defines requirements for new systems and/or major enhancements to existing systems; (degree in computer science or related field; one-two years’ experience in systems analysis and programming) $14,000-$20,000.

Electron Microscope Technician II (B0943) conducts experiments for transmission and scanning electronmicroscope analysis, knowledge of microscopes and imaging; (degree in Physics, or a related field; three years’ experience in operating system maintenance and development, degree).

Food Service Worker (10 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications, Union wage.

Gardener (2 positions) general gardening throughout campus (training or past experience in landscaping; training in operation of routine gardening equipment) Union wage.

Greengrocer (2 positions) (C0427) maintains hospital barn and cars for horse patients including disease control and dietary management (high school graduate or equivalent, one year experience with horses, ability to move quickly, handle farm animals; (degree in Animal Science or related field; one year's experience in farm work and general care of animals, observes general health of animals daily, maintains records as required, related duties as assigned (high school graduate, two years experience with cattle, must be able to perform strenuous work daily) $11,100-$12,000.

Laboratory Assistant (4180) collects and preserves material for teaching, prepares whole slide specimens for teaching, prepares microscope demonstration material, maintains and catalogs teaching material (high school graduate with knowledge of biology) $7,450-$8,925.

Maintenance Engineer (4230) maintains and tests water-waste treatment operation, familiar with boilers, pumps, ventilating, air conditioning systems and other similar equipment (degree in engineering; one year's experience in water-waste treatment operation) $6,075-$8,100.

Maintenance Engineer II (4231) CD waste treatment operation, familiar with boilers, pumps, ventilating, air conditioning systems and other similar equipment (degree in engineering; one year's experience in water-waste treatment operation) $8,125-$10,400.

Office Automation Editor I (4165) types manuscripts on word processor and on typewriter for optical character reader (excellent typing and grammar skills; two years’ experience in word processing) $8,200-$11,000.

Office Automation Manager II (C0219) enters text and highly statistical equations on a computer based system; require a typist with speed and typing skills; keep log of material that is submitted for typing; nature of work may require overtime and weekend attendance during peak periods (highly developed typing skills; ability to work with mathematical and research characters; ability to balance work load) $9,375-$11,500.

Operator, Duplication Machine I (4292) customer service representative, must have a basic knowledge of customer service (degree in Business Administration; one year's experience in the operation of duplicating machines) $10,250-$13,000.

Protocol Specialist, Jr. (4 positions) see Personnel Bulletin Boards for complete description of duties and qualifications $14,500-$19,750.

Project Assistant (C0398) performs administrative duties; (degree in Business Administration; one year's experience in administrative work) $11,975-$15,725.

Project Assistant, JR (C0399) performs administrative duties; (degree in Business Administration; one year's experience in administrative work) $11,975-$15,725.

Records Clerk (4331) responsible for the accurate processing of records; (four-year college degree; one year's experience in recordkeeping) $10,775-$14,000.

Secretary II (13 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications $8,775-$10,725.

Secretarial (13 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications $8,775-$10,725.

Support Staff

Administrative Assistant I (5 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications $9,925-$12,250.

Administrative Assistant II (4 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications $10,575-$13,100.

Air Conditioning and Refrigeration Mechanic (3 positions) see Personnel Bulletin Boards for complete descriptions of duties and qualifications $10,575-$13,100.

Animal Laboratory Supervisor I (3811) coordinates and conducts research programs involving cattle (degree in animal science or dairy, experience research) $14,000-$17,725.

Assistant, Loss Prevention Specialist (4178) assists in handling theft cases; trains staff members in aid in security

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(continued)
Capping Steam Costs

After two summer experiments in selective shutting down of steam systems, the Office of Energy Management and Conservation plans campus-wide shutdowns during the non-heating season (May-October), with some conversions of systems in buildings where steam is essential.

Closing off steam in 45 buildings in summer 1980 led to cost avoidance of some $775,000, and for 1981 the figure is projected at $1 million in 56 buildings.

The Council of Building Administrators will coordinate a program that includes building-by-building identification of equipment that can be replaced with similar equipment using alternate energy sources. Where process steam is found mandatory, individual steam generators will be installed.

“There will be a sufficient transition period to avoid an untimely interruption of daily routines,” Director Horace Bomar emphasized.

Steam purchases cost $9,575,000 in FY 1981, and the cost is projected at $12,660,000 for FY 1982. Steam used May-October accounted for $1,660,000 of the 1981 figure and is projected at $2,150,000 for FY 1982. “Locally, the cost of steam is rising faster than the cost of electricity,” Mr. Bomar added. “This is an important cost to cut.”

Off-Campus Living

The University has recently established the Office of Off-Campus Living to serve students, staff and faculty living off campus.

This office has assumed responsibility for the residence listing service which matches those looking for off-campus housing with vacancies in the community. In addition, the office provides information on safety, sanitation and community resources. A major role of the office is to improve communication between those living off campus and other community resources.

Students will be encouraged to become more involved in community activities. A series of meetings with students, community leaders and building owners will take place periodically.

The office, headed by Maye Morrison, is located in Houston Hall, Room 126, Ext. 3532. The hours are 9 a.m. - 5 p.m., Monday-Friday.

Assemblies: Officers 1981-82

The three nonacademic assemblies that participate in University Council and other governance activities on campus have announced the following officers for 1981-82.

Administrative Assembly

Chairperson: Jacqueline Schreyer, associate director of administrative services, Wharton
Chairperson-elect: Stuart H. Carroll, executive vice president, General Alumni Society
Secretary: Eleanor Canal, director of administrative affairs, SEAS
Executive Committee: Victoria Mulhern, benefits counselor, Med
Carol E. Tracy, director, Women’s Center
Jeanne Hitman, assistant director of personnel, Med
Daniel McCollum, assistant comptroller, Wharton
Anne Mengel, assistant to the provost (staff conference matters)
Council: Maureen Pariss, assistant dean for academic affairs, Med
Almanac Advisory Board: Shirley Hill, business administrator, pathology

Librarians Assembly

Chairperson: Robert L. Harned, Reference Librarian
Vice-President/Chairperson-elect: John Kuper-Smith, Reference Librarian
Secretary: Tim Coffey, Head, Acquisitions
Executive Committee: Jean Adelman, Librarian, Med
Jeanne Hitman, assistant director of personnel (background in word processing and some computer knowledge)
College: Jeanne Hitman, assistant director of personnel
Anne Mengel, assistant to the provost (staff conference matters)
Council: Valerie Pena, Assistant Director of Libraries
Almanac Advisory Board: Jane Bryan, Head, Reference Services

A-3 Assembly (Support Staff)

Spokesman: Roosevelt Dicks, project coordinator, Engineering Services
Steering Committee: Harry Hance, Technician, MDL, Vet.
Louise Andrews, Technician, 206 School of Vet.

Coordinating Committee: Mary Davis, secretary, SEAS
Yolanda Davis, transfer in process (from E.O.)
Hedwig DeRienzo, supervisor, Office of the Registrar
Una Deutsch, adm. asst., Office of the Chaplain
Patty Lynn Dorelira, secretary, Career Placement
Marian Friedman, secretary, FAS Advising
YoLa Green, adm. asst., GSE
Joseph Guarino, draftsman, Physics Department
Gerthel Gatewood, secretary, Associate Treasurer’s Office
Betty Hutt, secretary, Physics Department
Joseph Kane, elec. technician, Radiation Safety
Inga Larson, adm. asst., Wharton Executive Program
Phyllis Pompa, adm. asst., GSE
November, Secretary, Student Financial Aid
Margaret Sabre, secretary, Stewardship and Development
Theresa Singleton, secretary, GSE
Celia Smol, secretary, Admissions
Josephine Vanore, senior adm. asst., Admissions
Jacqueline Washington, adm. asst., Classical Studies
Virginia Wojtowicz, secretary, Radiation Safety

Council: Roosevelt Dicks (above)
Almanac Advisory Board: Una Deutsch (above)