Death in Powelton

Jahad Taha, a Ph.D. candidate in Engineering's computer sciences department, was stabbed to death early Saturday morning in an apparent burglary with an assault attempt on Mr. Taha's wife of two months. A local resident has been arrested. On campus, Ruth Wells of Security and Maye Morrison of University Life joined in urging any student who has not received the security checklist mailed out this year to call for one immediately. "The perimeter is very much a part of our crime-prevention responsibility," Capt. Wells said, even though Powelton is not within University Police jurisdiction. Ms. Morrison helps students particularly in dealing with landlords to make their properties secure.

Museum: Search Is On

The search committee for a new director of the University Museum — which has been headed by FAS Dean Robert H. Dyson as acting director since the departure last summer of Martin Biddle — was announced last week by President Sheldon Hackney. In the faculty-student-overser mix of the committee, chaired by Dr. Goodenough and already at work with a January target for reporting, are: Susan Catherwood (Mrs. Cummins Catherwood, Jr.) member of the Board of Overseers; Peggy Dills (Mrs. John Hyland Dills), member of the Board of Overseers and Chairman of the Women's Committee of the Museum; Dr. Ward H. Goodenough, professor and chairman of anthropology; Dr. Renata Holod, associate professor of the history of art; Lee Horne, graduate student in anthropology; Dr. Spyros E. Iakovidis, professor and chairman of the graduate group in classical archaeology and curator of the Mediterranean Section; Dr. Erle Leichty, professor of Assyrian in Oriental studies and curator of Akkadian Language and Literature; Mary Elizabeth Ruwell, Museum archivist; and Esther Van Sant, recorder (ex-officio member).

Our Man in Cairo: Philadelphia newspeople looking for local insight into the shooting of Anwar Sadat turned, as they often do for middle-eastern expertise, to Penn. But the man they wanted, Dr. Thomas Naff, had just got off the plane in Cairo on the Egyptian leg of a federally-sponsored lecture tour. Via a press-conference call hastily set up in the News Bureau's Logan Hall headquarters, Dr. Naff gave local dailies, wires and electronic media a first-hand report — then turned around to field more calls in his Cairo hotel from world press who had tracked him down there. After a week in Saudi Arabia and another in Tel Aviv, Dr. Naff is due back at the Middle East Research Institute about November 1.

To Parents: Where Your Kids Take SATs During the Strike

Due to the teachers' strike in the Philadelphia Public Schools, many University faculty and staff members have expressed concern about the effect on the college admissions process. The University's admissions office would like to assure all faculty and staff whose children attend Philadelphia Public Schools, that each applicant for admission will be reviewed carefully and sensitively, taking into account the unusual circumstances.

Below is a list of SAT and Achievement test dates and locations:

Test dates: 11/7-SATs; Achievements; 12/5-SATs; 1/23-SATs; Achievements; 3/27-SATs only; 5/1-SATs; Achievements; 6/5-SATs; Achievements.

Test locations: Archbishop Ryan H.S.; Bartram H.S.; Cardinal Dougherty H.S.; Drexel University; University of Pennsylvania—David Rittenhouse Labs; 33rd and Walnut Sts.; Friends Select School; George Washington H.S.; Little Flower H.S.; Northeast Catholic; Olney H.S.; Germantown H.S.; William Penn H.S.; Germantown H.S.; Olney H.S.; Northeast H.S.; or through the College Board SAT center in Princeton, N.J. Tel. (609) 922-9000. Applications should be filled prior to testing.

If any questions or concerns arise concerning the strike please contact Carol Richter, regional director, or Sharon Brooks, regional assistant in the admissions office, Ext. 8587.

Office of Admissions

Harvard's Man in Urban Ed: Dr. Charles V. Willie, the sociologist who was vice president of Syracuse before he joined Harvard as professor of education, gives the next school-level Inaugural address, at the Graduate School of Education's dinner Friday night at the Museum. His talk, "The Education of Students Who Are Good Enough — Adequacy versus Excellence," highlights a 50th anniversary for GSE: the awarding of its first master of science in education degree in 1931.

At Law School this week, the Inaugural event is Paris Law Professor André Tunc's look at U.S. corporate law, given as the Owen J. Roberts Memorial Lecture. And who was Owen J. Roberts? Among other things, Valedictorian of the 1895 Commencement that marked the last inauguration of a chief executive, Provost Charles Custis Harrison. As the not-yet-daily Pennsylvanian said that June 12: "...the best thing of the day was the Valedictory . . ."

Attending the Inaugural: Tickets for undergraduate and graduate students to attend Friday morning's formal inaugural ceremonies in Irvine Auditorium are available starting Thursday, October 15, via the Office of Student Life, 110 Houston Hall. (Faculty invitations have already been issued, and a limited number of seats have been reserved by the President's Office for invited nonacademic staff.)

INSIDE

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- Senate: Welcoming the Provost; Nominations; Senate Committees, p.3
- University Council: Membership and Committees for 1981-82, pp. 4-6
Summary Report of Investigation into Complaints Concerning Employment Practices in the Department of Physical Plant

Ombudsman's Report to the President

At your request, I have investigated the circumstances which led several University employees to file a complaint with the Office of Federal Contract Compliance Programs last winter. As is its normal practice, the OFCCP has not transmitted this complaint to the University, but I have been advised by Mr. Belton who the complainants were. With his assistance I have interviewed each one and such other University employees as I thought necessary in order to find out about the circumstances of each case.

The primary graveness of these complaints is that, while the University has adopted sound, reasonable personnel regulations, supervisors failed to follow them in the cases involved. The secondary graveness is that, while all University employees suffer from the failure to follow established procedures, members of minority groups have suffered disproportionately. In some instances, the complainants charged that the action taken was racially discriminatory.

Three of the five signers of the OFCCP document complained of specific actions concerning a possibility of promotion for themselves. Two joined in general complaints of the failure to observe University regulations in good faith. Recognizing the difficulties that are presented when one seeks to determine the intentions that motivated a particular personnel decision, especially when there are differing perceptions of the "true" motivation, I find, first, that none of the supervisory employees making the decisions complained of was motivated by racially discriminatory intentions. I find, second, that University procedures were not followed in two of the cases. In one, there was a failure to post a notice of the job opening, although there is a conflict of testimony as to whether the members of the division knew in fact of the opening despite this failure. None of the shop employees applied for the job. The issues, then, are whether or not they had actual notice of the opening, and, if they did, the reasons for which they failed to apply for the job. I have not been able to reach any conclusions on these issues because of conflicting testimony. In the second case, the announcement of the hiring was made less than six months after the person selected had been promoted to the position he held before being selected, thus violating one of the University's regulations.

I have been impressed during my investigation that many University employees do not have confidence that the University's personnel procedures, especially in the area of affirmative action, have been fairly and vigorously implemented. I urge you to make it clear to both senior and middle level supervisory personnel that such a full commitment to principled and enlightened management practices will be expected of them. While the primary responsibility for improving personnel management rests with these supervisors, there are at least three other sets of offices with essential roles in the successful implementation of enlightened management policies.

First, the Hospital's Office of Personnel Management and Relations, the University's Office of Personnel Relations, the Assistant to the Provost responsible for affirmative action in faculty matters and the newly reorganized Office of Affirmative Action, must play effective supportive, educational and monitoring roles. These offices serve to handle, in the first instance, questions from both supervisors and employees, and cases where an infraction of University procedures is alleged.

Second are the offices that administer procedures for the informal review of complaints that are not resolved by the offices mentioned above. This important function of the University's grievance procedures is not presently being performed, because of the abolition of the Office of Equal Opportunity. It is my belief that this function should be served by an office that is independent of both the lines administrations and the offices listed first above. The Ombudsman's office is available for limited service in this area but the primary responsibility for it should rest with an office created for that purpose.

The third element needed is a formal grievance procedure, by means of which those complaints that are not resolved satisfactorily by the offices already discussed can be reviewed objectively and expeditiously. At the present time, no such grievance procedures are operative with respect to A-I and A-3 personnel, or with respect to charges against faculty members other than Title IX grievances by students or procedures for suspension and termination. This omission must be corrected promptly. I should add here that a significant number of University employees question the efficacy of the present form of Grievance Procedure for protecting employee rights. While this view may be due, in part, to an understandable lack of complete information about the seven grievances that have gone before a panel and the manner in which they were handled, the existence of this skepticism decreases the probability that the University will be able to resolve personnel controversies internally. It was clearly a factor in the decision to file a complaint with the OFCCP in the cases that are the subject of this investigation.

In conclusion, I find that:

1. employment decisions in the cases complained of were made for legitimate, non-racially discriminatory reasons.
2. in two instances, University regulations were not followed.
3. many University employees believe that the University's employment policies are not administered in an objective, equal-handed manner that rewards merit over favor.
4. many University employees lack confidence in the efficacy of the A-I and A-3 Grievance Procedures.
5. the Grievance Procedures are not currently operational, and, in any case, merit careful review and reform.

I note that Mr. Robinson has taken the first step to initiate this review.

I concur in the statements that you made in Almanac, shortly after assuming the responsibilities of the presidency, about the importance of focusing on basic goals and of creating an atmosphere of mutual respect, tolerance and civility at the University. For many members of our community, enlightened, equal-handed management policies are the primary vehicle by which these values will be realized — and such a realization requires leadership and vigilant dedication at all levels of the University.

—John C. Keene, Ombudsman

President's Response to the Ombudsman

Thank you very much for your report on the complaints of last spring regarding discrimination against physical plant employees.

When I asked you early this summer to investigate the situation I thought that we needed a thorough inquiry by a neutral party into the several individual cases with the particular goal of determining whether or not a pattern of discrimination practices lay behind the complaints. I accept your finding that there is no such pattern.

I also take very seriously your perception that some employees believe there is such a pattern. That, in itself, is not healthy and we must do whatever we can to correct the situation. In particular, we must clarify our procedures and policies to ensure that all our personnel practices are well understood by everyone involved and that the practices promote fairness.

I am taking the following steps to insure that the rules are followed in an equitable way. Last summer I asked the personnel services department to study the question of how to improve our existing formal non-faculty grievance procedures. I will now supplement that by asking, when he assumes office on November 15, the new executive vice president (to whom personnel services reports administratively) personally to monitor that study. I will also make sure that the committee working on the grievance procedures consult WEOUP and the BFA and other appropriate individuals and groups. In addition I have asked Davida Ramey, director of affirmative action, to propose a program of education and information for supervisors and employees about our personnel policies.

I expect that these steps will improve the reality and appearance of non-discrimination. I appreciate your efforts and think they have helped us move along in the right direction.

—Sheldon Hackney, President

ALMANAC October 13, 1981
Welcoming the Provost

This week the Faculty Senate Office mailed to all of the Standing Faculty an invitation to attend a reception for our new Provost, Thomas Ehrlich, on October 21 at 5 p.m. in the Law School Lobby. (The precise location, for those in the know, is the “Goat Area,” in the newer wing behind the main lobby.) This reception is part of the week-long inaugural activities leading up to the Presidential Inauguration on Friday, October 23. I know that many of you have already indicated your intention to march in the academic procession and/or attend the inaugural ceremonies on that Friday. I would like to take this opportunity to issue an additional invitation to the faculty also to attend the reception on Wednesday.

We chose October 21, since that is the date when Provost Ehrlich will be the moderator of the School of Arts and Sciences symposium on “Ethical Issues in the World of Work” at the School of Fine Arts auditorium starting at 3:30 p.m. We are pleased that the oldest academic unit of the University shares its afternoon and its guest of honor with the Senate. Our reception will start immediately following the symposium.

The Provost of the University of Pennsylvania, as the chief educational officer, is in many respects in partnership with the Faculty Senate in maintaining the centrality of the academic mission of the University. I have been impressed, in my discussions with Tom Ehrlich during the past several months, with his sensitivity to academic standards and to his awareness of the link between those standards and a strong faculty role in governance. He has already met with the Senate Executive Committee, and will be speaking to the Senate at our fall meeting on November 18.

The reception next week will allow us to welcome Provost Ehrlich into our midst in a more informal setting. It might be a little crowded, but I would be delighted if all 2,000 of the Standing Faculty accepted the invitation to the reception. Too seldom will we have the opportunity to meet as one university faculty under such pleasant circumstances.

Phoebe S. Leboy

Senate Committees, 1981-82

Senate Committee on Academic Freedom & Responsibility

Terms Expire April 1984
Edward Sparer (professor of law), Chair
Ingrid L. Waldron (associate professor of biology)

Terms Expire April 1983
Ruzena Baghy (associate professor of computer & information science)
Elaine Scary (associate professor of English)

Terms Expire April 1982
Alan C. Kors (associate professor of history)
Morris Mendelson (professor of finance)

Ex-officio: Chair-elect of the Senate, Murray Gerstenhaber

Replacement Pool:
Charles H. Kahn (professor of philosophy)
David Solomon (Arthur Young professor of accounting)
Phyllis R. Rackin (associate professor of English in general honors)

Senate Committee on the Economic Status of the Faculty

Terms Expire April 1984
Samuel Preston (professor of sociology)
Robert Summers (professor of economics)

Terms Expire April 1983
Kenneth D. George (professor of education)
Mark Miller (assistant professor of education)

Terms Expire April 1982
J. David Cummings (associate professor of insurance)
Gerald J. Prince (associate professor of Romance languages)

Ex-officio: Co-Chair of the Senate, Phoebe S. Leboy
Chair-elect of the Senate, Murray Gerstenhaber

* Observes in Council
The University Council exists to consider the activities of the University broadly in all of its phases with particular attention to the educational objectives of the University and those matters that affect the common interests of faculty and students. It recommends general policies and otherwise advises the president, the provost and other officers of the University. It is empowered to initiate policy proposals as well as to express its judgment on those submitted to it by the administrative officers of the University and its various academic divisions. It is also empowered to request information through appropriate channels from any member of the University administration.

The University Council normally meets on the second Wednesday of each month from 4 to 6 p.m. in the Council Room of the Furness Building. Any member of the University community may submit items for consideration to the Steering Committee, c/o the Secretary's Office, 121 College Hall/CO.

Steering Committee

The Steering Committee shall consist of the president of the University, the provost, the chair, the chair-elect, and the past-chair of the Faculty Senate, the chair of the Undergraduate Assembly and the chair of the Graduate and Professional Student Assembly. In addition, there shall be four faculty members, one undergraduate student, one graduate-professional student to be elected by the incoming Council at its May meeting from among its membership for the ensuing year. The chair of the Faculty Senate shall be the chair of the Steering Committee.

- Bylaws

Jacob K. Abel
Paul Bender
Ivar Berg
Lisa A. Blumenfeld
Elizabeth B. Cooper
Thomas Ehrlich
Murray Gerstenhaber
Frank I. Goodman
Sheldon Hackney
Phoebe S. Leboy, Chair
Oliver E. Williamson
One graduate/
professional
student
tobe elected

Membership of the Council

Faculty: All members of the Senate Executive Committee sit on Council; five of these (normally the four first-year-at-large representatives and the past secretary) are non-voting observers.

Students: Twenty-three students serve on Council, nine of them from the undergraduate schools (five elected by mutually exclusive constituencies, and four— including a freshman—elected at large via the Undergraduate Assembly). The 14 graduate professional students on Council are from mutually exclusive constituencies; each school is represented by at least one representative.

Administration and Staff: The president and the provost are members of the Council. The president appoints nine administrative officers, at least five of whom shall be deans of faculties. The Administrative Assembly, Librarians Assembly, and A-3 Assembly each have one elected representative.

Presiding Officer: The president may act as presiding officer of the Council or may appoint a moderator to preside at meetings.

Members of the Administration

Joseph Bordogna
Richard C. Clelland
Lee G. Copeland
Thomas Ehrlich
Claire M. Fagin
Sheldon Hackney, Presiding Officer
Dell H. Hymes
Thomas W. Langfitt
Louise P. Shoemaker
Jims I. Somerville
James A. Spady

**Representatives elected by the Faculty at Large**

(Junior Faculty officers are indicated)
Jacob M. Abel
Regina Austin
David P. Balamuth, Secretary
Paul Bender, Past Chair
Ivar Berg
Murray Gerstenhaber, Chair-Elect
Larry Gross
Werner L. Gundesheimer
David K. Hidebrand
Ruth Hogue-Angeletti
Anne Keane, Past Secretary
Phoebe S. Leboy, Chair
Morris Mendelson
Adrian R. Morrison
Andrew M. Nemeth, Secretary-Elect
Samuel Sylvester
Leon P. Weiss

**Elected by the Faculty Constituencies**

1. SAS: Anthropology, Geology, Psychology: Francis Johnston
2. SAS: English, General Honors: Paul J. Korschin
4. SAS: Biology, Chemistry: Stephen Roth
5. SAS: Astronomy, Physics: Michael Cohen
6. SAS: Classical Studies, German, Romance Languages, Slavic Languages: Maria R. Menocal
8. SAS: American Civilization, Classical Archaeology, Folklore and Folklife, History and Sociology of Science, Oriental Studies, South Asia Studies: C. Drew Faust
11. Graduate School of Fine Arts: William G. Grigsby
12. School of Social Work: June Axinn
13. SAS: Economics, Regional Science: Oliver E. Williamson
14. SAS: Political Science, Sociology: Henry Teune
15. Wharton: Accounting, Finance, Social Systems Science, Statistics: James E. Walter
17. Medicine: Anatomy, Biochemistry and Biophysics, Pathology: John J. Furt
18. Medicine: Human Genetics, Microbiology, Pharmacology, Physiology, Therapeutic Research: Marilyn E. Hess
21. Law School: Frank I. Goodman
22. School of Veterinary Medicine: Sheldon A. Steinberg
23. School of Dental Medicine: Martin S. Greenberg
24. School of Nursing: Carol P. German
25. Graduate School of Education: Peter J. Kuriloff
26. Annenberg School: Charles R. Wright

**Assistant Professors**

Thomas Fogarty
Samuel S. Fager
Henrik Kuklick

Parliamentarian *Christian Day

Librarians' Assembly Valerie Pena

Administrative Assembly Carrie B. Spann

A-3 Assembly Roosevelt Dickens

ROTC Representative *LTG. Robert D. Marcinowski

Undergraduates

Lisa A. Blumenfeld (Wh '83)
Lee A. Brown (Wh '83)
Elizabeth B. Cooper (CAS '83)
Elizabeth A. Egan (Nursing '84)
Susan A. Keiffer (CAS '84)
Susan A. Miller (CAS '83)
Catherine A. Sarkesian (SEAS '83)
Edward J. Sacks (CAS '84)

One freshman to be elected

Graduate-Professional Students

Thomas R. Eng (Vet)
Bruce W. Johnson (Gr SAS)
Kevin J. Kaufman (Medicine)
Quaiser M. Khan (Gr SAS)
Richard O. Kimmel, II (GSFA)
Steven K. Ludwig (Law)
Patty Rodilosso (SEAS)
Jodi J. Schwartz (Wh Grad)
Cathy St. Pierre (Nursing)
Carole N. Traylor (Social Work)
Laura A. Wawrzaszek (Annenberg)
Cheville Anguas (Education)
Michael Yasner (Dental)

SPUP representative to come

* Observer

** Members of the Senate Executive Committee

** Members of the Senate Executive Committee
Much of the work of the Council is done through its standing committees. They are chosen each spring through the Committee on Committees, which makes its recommendations after issuing a campus-wide call for nominations. The Committee on Committees also recommends members for the Independent Committees. Appointments to all of these committees are made by the Steering Committee.

Council Committees

**Bookstore Committee**
- **Chair:** Brian J. Spooner (anthropology)
- **Faculty:**
  - Jonathan Black (orthopaedic surgery)
  - Terry L. Friesz (engineering)
  - Gloria Hagopian (nursing)
  - Daniel R. Hirschberg (history)
  - Robert Wachbroit (philosophy)
  - Charles R. Wright (communications)
- **Administration:**
  - Alan M. Cook (Museum)
  - R. Anne Mengel (provost's office)
  - Joan Manzella (libraries)
  - Leon M. Rosenson (School of Medicine)
- **Students:**
  - Victor J. Wolski (CAS '94)
  - Richard D. Talder (Wh Gr)
- **Ex officio:** Elizabeth Tufts (director, University Bookstore)

**Committee on Committees**
- **Chair:** John A. Lepore (civil and urban engineering)
- **Faculty:**
  - Deirdre Bair (English)
  - Stella Y. Botelho (physiology)
  - Renata Holod (history of art)
  - Robert Inman (finance)
  - Almanna Phillips (law and public policy)
- **Administration:**
  - Andrew J. Condon (student life)
- **Students:**
  - Jill Groginsky (FAS '93)
  - Jodi Schwartz (Wh Grad)
- **A-3 Staff:** Roosevelt Docks (engineering services)

**Communications Committee**
- **Chair:** Adelaide M. Deluva (biochemistry, veterinary medicine)
- **Faculty:**
  - Barbara F. Atkinson (biology)
  - Raymond S. Berkowitz (systems engineering)
  - Louis Carter (social work)
  - Clifford H. Jordan (nursing)
  - Paul J. Korsh (English)
  - Daniel Malamud (biochemistry, dental medicine)
  - Michele Richman (Romance languages)
- **Administration:**
  - Richard G. Lurie (alumni affairs, SAS)
  - David B. Espey (SAS advising)
  - Karen Freedman (external affairs, Wharton)
- **A-3 Staff:**
  - Una Deutsch (chaplain's office)
  - Leigh Vogel (electrical engineering)
- **Ex officio:**
  - Monica L. Lorr (CAS '93)
  - One undergraduate student to come
  - Mark A. Latta (Denial)
  - Jodi J. Schwartz (Wh Gr)/Law
- **Ex officio:**
  - Mary Perot Nichols (director of communications)

**Community Relations Committee**
- **Chair:** Michael B. Katz (education)
- **Faculty:**
  - Walter D. Bonner (biochemistry and biophysics)
  - Peter Dodson (anatomy, veterinary medicine)
  - Christ Fabricius (astronomy)
  - William G. Glazier (city and regional planning)
  - Herman Levin (social work)
  - Janet Rothenberg Pack (public and urban policy)
- **Students:**
  - Jeffrey Rosenstock (pediatrics)
- **Administration:**
  - Mary Jo Ambrose (assistant to vice provost for research)
  - Valerie Duhig Fortune (nursing school)
  - Hamilton Y. Elliott, Jr. (University archives)
  - Carrie B. Spann (CWEP)

**Committee on Recreation and Intercollegiate Athletics**
- **Chair:** Sheldon A. Steinberg (veterinary surgery)
- **Faculty:**
  - Howard Brody (physics)
  - Helen C. Davies (microbiology, medicine)
  - John G. Fought (linguistics)
  - Robert J. Kebbi (physical medicine and rehabilitation)
  - David W. Lee (civil engineering)
  - Charles J. McMahon, Jr. (materials science and engineering)
  - Erwin R. Schmidt, Jr. (surgery)
  - Sally H. Zigon (biology)
- **Administration:**
  - Audrey Bedford (alumni council on admissions)
  - Gary M. Kelsey (minority recruitment)
- **Ex officio:**
  - Helene Grandy
  - H. Hunter Lott, Jr.
- **A-3 Staff:**
  - Louis H. Andrews (veterinary medicine)
  - Marion C. Friedman (SAS advising)
- **Students:**
  - Susan A. Keifer (CAS '94)
  - Jerome C. Marcus (CAS '93)
  - Kevin T. O'Brien (Dental)
- **Ex officio:**
  - Charles Harris (director, recreation and intercollegiate athletics)
  - Constance A. Hutton (chair of Women's Athletic Association)
  - Anthony M. Mellis (chair of Captain's Council)
  - Jany S. Somerville (vice provost for University life)
  - Willis J. Stetson, Jr. (director of admissions)
- **Appointed by General Alumni Society**

**Committee on Research**
- **Chair:** Stephen Gale (geological sciences)
- **Faculty:**
  - Richard J. Estes (sociology)
  - Nabil H. Farhat (electrical engineering)
  - Jacqueline Fawcett (nursing)
  - Marilyn E. Hies (pharmacology)
  - Samuel Z. Kraemer (sociology)
  - Paul R. Klauber (decision sciences)
  - Noam Lior (mechanical engineering)
  - Charles I. Minott (history of art)
  - David G. Silverman (anesthesia)
- **Students:**
  - Drew E. Lieberman (CAS '93)
  - Rachel J. Schindler (CAS '92)
  - Diane Borst (SAS)
  - Cynthia D'Ambrosio (SAS)
- **Ex officio:**
  - Alan J. Heeger (acting vice provost for research)
  - Anthony Merritt (director, research administration)
Faculty Grants and Awards: February 1 Deadline

The Committee on Faculty Grants and Awards announces that the application deadline for summer fellowships and grants-in-aid is February 1, 1982.

This Committee of the University Council considers applications for funds in support of research submitted by standing faculty members or those who hold the rank of assistant professor or higher, although preference will be given to applicants of the rank of assistant professor. An individual who has not received an appointment may apply for a research grant; however, any award by the Committee will be contingent upon the applicant's receiving such an appointment prior to the effective date of the grant.

The Committee uses funds appropriated by the Trustees of the University. In order to insure the maximum benefit from the limited funds available, the Committee will not normally consider applications from persons who have received an award in the previous three years; have other support for their project; or, in the case of summer research fellowship, have other salary for the period.

Summer research fellowships pay the recipient a stipend of $2,000 while the grants-in-aid pay specified research expenses not to exceed $1,000. The applicant may apply for one or both according to his/her individual needs.

Applications and information may be obtained from Deborah Reed Hardy by calling Ext. 7293 or, by stopping at the Office of Research Administration, 409 Franklin Building.

Committee to Vote: To the list of Council and Independent Committees on the pages of this issue, we were misinformed on the Leonard Davis Institute: only the Research Section is moving; and it goes to the 11th Floor of Central Hall; L.D.I.'s headquarters remains at Colonial Penn Center, 3641 Locust Walk; and the Ombudsman's move to Duhre Wing has now been completed. In James Dallett's article on the history of inaugurations, page 3: Daniel Goodwin was the ninth provost, and the eighth (Henry Veihage, 1854) had no ceremony. Also, our sincere apologies for a typographical error in Dean Louise Shoemaker's name on page 5.

Almanac

The University of Pennsylvania's journal of record and opinion is published twice during the academic year and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

EDITOR
Karen C. James
Marguerite F. Miller
 gathers
Ruth A. Heeger

ASSISTANT EDITOR
Karen C. James
Marguerite F. Miller

EDITORIAL ASSISTANT
Anita LaFlue

WORK STUDY ASSISTANTS
Alex Chun

ALMANAC ADVISORY BOARD
Cilton Cephas, chair; Murray Graber, John H. McKee, John P. MacKay, Jon C. Myers, Richard B. Schiller, Shirley Winters for the Administrative Assembly; Una L. Deutsch for the A-3 Assembly.
Children's Activities

Films
October 17 Free Spirit
October 24 Great Expectations
Films are free, screened Saturdays at 10:30 a.m. in Harrison Auditorium of the University Museum. Recommended for children aged five and older.

Workshops
October 14 Arboquumes, a workshop at the Arboretum. Fee: $4, members $3.60, non-members. Call 247-5777.
October 17 The College of General Studies presents Carol Sivin conducting a maskmaking workshop: 10 a.m. to 3 p.m. Fee: $20 for one adult and one child. To register call Ext. 6470.
October 24 Children's Leaf Crafts at the Arboretum. 10 a.m.-noon. The fee is $4 members, $6 non-members. Call 247-5777.

ICN presents Streets and Sweets, a workshop to learn and explore techniques used by artist Wayne Thiebaud. 11 a.m., ICA Gallery. For reservations call Ext. 7934.

Exhibits
Through October 16 Bits and Pieces, sculptures by Robinson Freidel on exhibit in the Faculty Club Lounge. Sponsored by President and Mrs. Sheldon Hackney and President Emeritus and Mrs. Martin Meyerson.
November-30 An exhibition of Portraits of the University's Former Chief Executive Officers will be on display in the main foyer of the building, Fine Arts Library.
Through November 1 Big Trees of Southeastern Pennsylvania, the Morris Arboretum's award-winning Harvest Show exhibit, including a computer-operated large-scale map showing the location and providing descriptions and color photographs of several of the state's largest trees, at the Arboretum's Hillcrest Pavilion.

Through November 22 Wayne Thiebaud Painting at the Institute of Contemporary Art. The ICA's fall exhibit features the works of Wayne Thiebaud, one of the most important artists working today in the realist tradition.
Ongoing The Egyptian Mummy: Secrets and Science. This exhibition examines Egyptian ideas about life after death and health and disease patterns revealed by X-ray and autopsy studies of mumified remains at the University Museum.
Ongoing India At The University Museum is a display of Indian textiles, jewelry, ceramics and sculpture dating from 2500 B.C. to the 19th Century A.D., at the Museum.

Extended thru January 10, 1982 Echoes of the Samurai. Japanese Arms and Armor is an exhibit of helmets, weapons, samurai swords and body armor dating from the 17th-19th centuries, at the University Museum.

Gallery Hours
Faculty Club, 36th and Walnut. For information regarding hours call Ext. 3410.
Fine Arts Library, in Furness Building, is open Sunday 1-11 p.m., Monday-Thursday 9 a.m.-11 p.m., Friday 9 a.m.-10 p.m., Saturday 10 a.m.-5 p.m.
Hillcrest Pavillon, Hillcrest Avenue in Chestnut Hill, phone 242-3399, open every day 9 a.m.-5 p.m.
ICA Gallery, in the Fine Arts Building, is open Tuesday, Thursday and Friday, 10 a.m.-5 p.m.; Wednesday 10 a.m.-7:30 p.m.; Saturday and Sunday noon-5 p.m. Closed Mondays.
University Museum, 33rd and Spruce, phone 222-7777, is open Tuesday-Saturday, 10 a.m.-4:30 p.m.; Sunday, 1:30-5 p.m. Closed Mondays and holidays.

ICA Gallery Talks and Tours
October 13 Conversations, part of an ongoing series in which the artist and critic lead an informal discussion. Artist Wayne Thiebaud will speak in the ICA upper gallery at 8 p.m.
October 14, 17, 21 and 24 Gallery tours of the Wayne Thiebaud Painting exhibition at the ICA, 6:30 p.m. Wednesday; 1 p.m. Saturdays.

University Museum Gallery Tours
October 14 Mexicoamerica
October 18 Egypt
October 25 American Indians
October 25 You Can Take It With You (Grave Goods)
The gallery talks and tours are free and begin at the main entrance of the University Museum at 1 p.m.

Films
October 14 The International Relations Undergraduate Student Association presents China: A Class By Itself, 7 p.m., Benjamin Franklin Room, Houston Hall.

Exploreatory Cinema
October 14 Man of Arry, Great Britain, and How the Mab Was Made, USA.
October 21 Strike, USSR.

All screenings are held at Annenberg Center's Studio Theater on Wednesday evenings at 7:15 and 9:30 p.m. Admission: $2 for students with ID and $3 for others.

GSAC Film Series
October 14 Tristram, 7:30 and 9:30 p.m.
GSAC films are shown at Stieler Auditorium, admission $1.

International Cinema
October 14 Eight Minutes To Midnight: A Portrait of Dr. Helen Caldicott, 7:30 p.m. English.
October 15 Man of Marble, 7:30 p.m. Polish with English subtitles.
October 16 Man of Marble, 7:30 and 9:30 p.m.; Eight Minutes To Midnight, 7:30 p.m. with discussion following.
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 X22 Dances by Nancy Karp, 7:30 p.m. An evening with filmmaker 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 $5.50 for evening shows and $1 for matinees. The workshops are free with pre-registration. For more information call 387-5125 Ext. 201.

PUC Film Alliance
October 15 Seventh Seal
All PUC films are shown in Irvine Auditorium at 10 p.m. Admission $2.

University Museum Series
October 18 Cow's in the Demon
October 25 The White Dawn
Films in this free series are screened Sundays at 2:30 p.m. in Harrison Auditorium of the University Museum.

Meetings
A-3 Assembly
October 14 General Meeting, noon, Houston Hall Auditorium. Speaker: President Sheldon Hackney.

GAPSA
October 14 Meeting, 6:15 p.m. in the Council Room, Furness Building.
October 23 Full board meeting, 2 p.m. in the Council Room, Furness Building.

Trustees
October 15 Executive Board Stated Meeting, 2 p.m. in the Tea Room, Faculty Club.

University Council
October 14 Meeting, 4-6 p.m. in the Council Room, Furness Building.

On Campus October 13-October 25

Memorial service in remembrance of Dr. Frederick C. Gruber will be held October 16 at 6 p.m. in the Thomas Woody Room, 2nd floor, Van Pelt Library.
Dr. Gruber, an emeritus professor in the Graduate School of Education, died September 11 at the age of 78.

Music
October 13 and 20 Curtis Organ Restoration Society presents noon organ recitals at Irvine Auditorium.

Special Events
October 13-November 3 Nature Photography, Morris Arboretum, 7-9 p.m., fee. For more information call 247-5777.

The Graduate School of Education sponsors Educators Day, the second in a series of bi-annual meetings to provide for the exchange of ideas among those interested in education and to create an opportunity for faculty and alumni of GSE to conduct seminars on a wide spectrum of current issues in education. 8:15 a.m., International House. For more information call Ext. 8130.

October 17-23 Fall Festival, fall foliage celebration includes tours, demonstrations and live music, Morris Arboretum. Admission free with Penn I.D. Call 247-5777.

October 20 The College of General Studies presents its Twenty-fifth Year Club Luncheon with the guest speaker, Dr. Edgar Perreault, professor of social work, on The Success of Groups Meeting to Help Each Other with Specific Problems. For more information and reservation call Ext. 4655.

October 21-24 The Linguistics Department sponsors New Hours of Analyzing Variations in English, 10th annual conference. For information call Ext. 4912.

October 22 The Whys and Where Nots of Wood Burning, Morris Arboretum course, 7-9 p.m., fee. Call 247-5777.

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

October 14 Women's Volleyball vs. Lafayette, 4 p.m.; Women's Field Hockey vs. Penn State, 7:30 p.m.; Men's Soccer vs. Temple, 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 16 Lightweights 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 Women'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.

Talks
October 13 The Respiratory Group of the Department of Physiology, The Institute for Environmental Medicine and The Department of Anesthesiology presents Dr. James Sylvester, Johns Hopkins Hospital, Department of Medicine, Baltimore, Maryland, on Hypoxic Pulmonary Vasodilation, 12:30 p.m., Physiology Library, 4th floor, Richards Building.

The Center for the Study of Aging Seminar Series presents Dr. Robert Innis, Pennsylvania professor of finance and economics, on An Economist's View of Social Insurance for the Aged, 3:30 p.m., Room 110, Nursing Education Building.

The Tinker Lecture Series in Latin America will present Dr. Jose Lindo, on The Development of the Spanish Language in the Americas, 7 p.m., Room 201, Nursing Education Building.

The University Museum presents five Penn archaeologists' reports from the recent excavation work done by University Museum scholars in the Eastern Mediterranean, 5:30 p.m., Harrison Auditorium, University Museum.

The W.E.B. DuBois College House presents its first Living and Learning Colloquium, featuring Dr. Irene Digs, professor of anthropology and sociology, Morgan State University, Baltimore, Maryland, on What Was He?, 7 p.m., Rooftop Lounge, High Rise North.

The October 14 Book Room Colloquium presents Dr. Lewis, Professor of Medieval History, and Thomas G. Waldman, associate director of Lipp/Brenneryana Program, October 19,
on The Study of Medieval Documents, noon, Van Pelt Library, 6th floor Reading Room.

The A-3 Assembly presents President Sheldon Hackney, noon at Houston Hall Auditorium.

The Wagner College Seminar presents Dr. Jean Shapiro, associate director of Women's Studies, Jec
ger Graduate Education and Wharton, on Beyond the Numbers, 12 noon, River Campus Center, Programs, 1 p.m., Women's Studies Office, 106 Logan Hall. Bring your lunch; coffee or tea will be provided.

The Department of Urban Engineering and The Department of Electrical Engineering and Science present Hsien-Tung Yu, engineer, Electric Power Construction Administration, Ministry of Electric Power, Beijing, People's Republic of China. The Van Pelt B1, Fine Arts Building. For information call 448-4938.

The Morris Arboretum presents the first in its series of six numbers, 7 p.m., Auditorium B1, Fine Arts Building. For information call 448-4938.

The Commons at the University presents the first in its series of six numbers, 7 p.m., Auditorium B1, Fine Arts Building. For information call 448-4938.

The Autumn Arboretum presents the first in its series of six numbers, 7 p.m., Auditorium B1, Fine Arts Building. For information call 448-4938.

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