The Inaugural Ceremony

At 11 a.m., Friday, October 23, The Inaugural Ceremony

will be telecast by UTV live from Irvine Auditorium to overflow audi-
ences in Room 17 Logan Hall and to

the high-rises. A replica of the

inaugural Program is inside, page 5. No tickets are required at Logan.

On Classes and Exams During the Inaugural

To All University Faculty Members:

In order to give students every opportunity to participate in the activities connected with the Inauguration of President Sheldon Hackney, I will be grateful if faculty members do not schedule examinations or assigned work to be turned in at classes meeting between 2 and 5 p.m. on Thursday, October 22nd and 10 a.m. and 1 p.m. on Friday, October 23rd.

Student activities in connection with the Inaugural are primarily scheduled on the afternoon of Thursday, October 22nd, and I will be grateful if faculty members take whatever appropriate steps they can to enable students to participate in these activities.

— Thomas Ehrlich, Provost

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Insert: Personnel Relations Newsletter
No 'Final Solution'

Both of the President's recent comments on the Ralph Smith case (Almanac September 22 and 29) read with a degree of finality that should not be there in the light of his other published statements on minority presence—and must not be there if his announced plans for increasing that presence are to succeed and are for real.

This issue is far larger than a single tenure case. It goes to the heart of the question: What has prevented the University from carrying out its stated commitments throughout the past decade?

Failure to examine each missed opportunity, as in the case of the superlatively recommended Ralph Smith, is undoubtedly a key factor in our failures in affirmative action. One senses clearly in this case that the burden of the administration's discussion is that of the defense of a negative vote—a barely negative vote of 10-9—rather than a fresh look at the decision-making process with a view to determining whether or not the nine who favored Professor Smith might not have had better reasons—better benefiting the University as a whole and the nine plus one who came out on the opposite side of a close call.

One sees, yes, that the School's faculty was genuinely divided. In the matter of affirmative action, however, I submit that the leadership of the University is entitled to a vote of two of its own. What a department or school does with respect to minority candidates deeply affects the University as a whole. If a close negative vote can never be challenged on the simple ground of tradition, then the tradition that our faculty be predominantly white will never be challenged at its base.

In cases of denial of tenure to nontraditional candidates on our campus, I have heard many hypotheses that are disturbing to me. One hears that Penn is too insecure to select for promise, and one often seeks out candidates who have been validated by appointment elsewhere—so that they are often unavailable to us.

One hears that we tend to shift criteria, stressing quantity as the measure of productivity if the black or female candidate has published little, but conversely stressing selectivity if the candidate has published generously. These things are said of our University in connection with the loss of black faculty throughout, and of women faculty in many disciplines.

The result is a reputation which does not stand us in good stead in the better academic circles now, and will grow worse on the standing good stead in the better academic circles now, and will grow worse on the standing good stead in the better academic circles now, and will grow worse on the standing good stead in the better academic circles now, and will grow worse on the standing good stead in the better academic circles now, and will grow worse on the standing good stead in the better academic circles now, and will grow worse on the standing good stead in the better academic circles now, and will grow worse on the standing good stead in the better academic circles now, and will grow worse on the standing.

What has prevented the University from being built at 34th and Walnut Streets are invited to participate in a market survey being conducted by the Office of the Vice President for Operational Services.

Questionnaires are available upon request to Virginia Scherfel, Ext. 7599. Those who have already indicated an interest may be on the questionnaire mailing list, but can double check with Mrs. Scherfel. The questionnaires will provide private developers with specific requirements regarding the type of apartment units, desired amenities, and price range for which the project can be accomplished. Construction of the 70-odd units might begin as early as this spring with completion in the spring of 1983.

Identifying Women for ACE

Kristin Davidson of the Placement Office is serving as Penn's institutional representative to the American Council on Education's National Identification Program (ACE-NIP) for the Advancement of Women Administrators in Higher Education. To record an interest in the program, or in its coming Pennsylvania conference at Hershey on November 19-20 ($95), call Mrs. Davidson at Ext. 5396.

Ralph Smith will not lack for a career. His national recognition is too great for that. It is Penn that will suffer, and not only the Law School, if this matter is not reopened and does not lead to an affirmative conclusion. All that was done to improve our outreach during the Year of the Black Centenary is that is being done through the several recruiting programs that attempt to attract the best undergraduate and graduate/professional students to Penn, all that we profess by way of welcome to a population so long excluded—the drain if the split vote of one Faculty cannot be consciously reexamined in depth—and for the content as well as the form of fairness.

Most disturbing of all, in the President's most recent statement (Almanac September 29) is the begging of the question raised in Professor Block's last paragraph. Professor Block specifically proposed that "now that Provost Ehrlich is in office" the appropriate office "reconsider Ralph Smith's case in light of the broadest consideration of the University's needs." Describing the process worked before Provost Ehrlich took office is not responsive to that proposal: The President's reply did not say how his pre-Ehrlich decision-making took account of University needs, and it did not suggest how the new provost will uphold his own commitment to affirmative action as expressed in the Strategic Planning report if he is not to participate in any review of a decision made so close in time to his assumption of office.

The University by rule and custom allows reconsideration of tenures cases. Understandably, this is not done routinely. But what is routine about the loss, by a one-vote swing, of a highly qualified and extremely well-known black scholar on the eve of an announced initiative in minority faculty hiring?

—Samuel Sylvester, Chairperson
Black Faculty and Administration

Seven C's Plus One

The Personnel Relations Newsletter in Almanac September 29 contains an informative and useful article on business communications and clerical skills upgrading programs, which includes an especially fascinating explanation of the "Seven C's of Letter Writing." They are listed as: 1) completeness; 2) clarity; 3) conciseness; 4) correctness; 5) courtesy; and 6) character.

Might I suggest computational accuracy as an eighth?

—Randy Malamud, SAS '83

Response: Douglas Dickson, who edits the Personnel Relations Newsletter in Almanac September 29 says that the seventh C, "correctness," was supposed to be "completeness." It's none of Almanac's business, since the PRN comes to us camera-ready as an independent insert, but would Mr. Malamud consider that a friendly synonym for the eighth C proposed?—K.C.G.

Young Alumni Trustees

Recently-graduated alumni have elected David L. Simms to a three-year term and Russell K. Brooks to a one-year term as Trustees of the University.

Mr. Simms, SEAS '79 and W '79, is a former vice-chairman of the Undergraduate Assembly who served on the Council Steering Committee, and is now in the combined law and business (JD/MBA) program at Harvard. A University Scholar, Benjamin Franklin Scholar, and a member of Phi Beta Kappa and Phi Kappa Psi, he is a class regional chairman and an admissions interviewer for Penn in Boston.

Mr. Brooks, COL '81, chaired the Black Student League and served as treasurer of the Undergraduate Assembly. He also helped launch activities such as the annual Martin Luther King ceremony, the Black Alumni Society and the Year of the Black Centenary. The former resident advisor in DuBois House and research assistant in the Law School is now a law student at the University of Pittsburgh.

Faculty/Staff Housing: A Survey

Faculty and staff interested in the housing to be built at 34th and Walnut Streets are invited to participate in a market survey being conducted by the Office of the Vice President for Operational Services.

Questionnaires are available upon request to Virginia Scherfel, Ext. 7599. Those who have already indicated an interest may be on the questionnaire mailing list, but can double check with Mrs. Scherfel. The questionnaires will provide private developers with specific requirements regarding the type of apartment units, desired amenities, and price range for which the project can be accomplished. Construction of the 70-odd units might begin as early as this spring with completion in the spring of 1983.

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

EDITORS: Karen C. Gaines
ASSISTANT EDITOR: Megan O. Miller
EDITORIAL ASSISTANT: Ruth A. Heegar
WORK STUDY ASSISTANTS: Anita LaRue, Alex Chun

ALMANAC ADVISORY BOARD: Clifton Perkins, chair; Murray Gerstenhaber, Amitha Chandani, Charles D. Graham, Jr., Phoebus A. Block, and Carolyn Monroe for the Faculty Senate...James A. Spady for the Administration...Jane Bryan for the Librarians Assembly...Shirley Winters for the Administrative Assembly...Unia L. Deutsch for the A-A Assembly.
Annual Report of the Steering Committee Of the University Council, 1980-81

This is the second annual report of the Steering Committee of the University Council, prepared in accordance with the recent addition to the Council bylaws which states that: "The Steering Committee shall publish an annual report to the University community. This report, to be published early in the academic year, shall include a review of the previous year's Council deliberations (highlighting both significant discussions and the formal votes taken on matters of substance) and a survey of major issues to be taken up by Council during the coming year."

September Meeting
The business planned was not conducted in the regularly scheduled September meeting in recognition of the nomination of Sheldon Hackney as president and the resignation of Vartan Gregorian as provost. Statements of appreciation for Provost Gregorian were expressed.

The meeting was continued a week later. Plans for the conduct of the campus United Way Campaign were reviewed, with emphasis on the donor option for gifts to agencies which are not served by United Way. Discussion began on the proposed Charter of the University Student Judicial System.

October Meeting
A report by the director of admissions on the freshman class and its admission was discussed. The Charter of the University Student Judicial System was adopted as amended by the Council.

November Meeting
Faculty salaries in the context of the annual budgetary process then beginning were discussed. The president assured the Council that faculty salaries are by no means the last consideration in formation of the budget but rather that determinations of the major components of the budget are made simultaneously. A report by a student ad hoc committee on procedures for Ivy Day, Baccalaureate Service, and Commencement, with focus on the selection of speakers, was adopted. The Code of Academic Integrity to accompany the University Student Judicial System was adopted.

December Meeting
The acting provost discussed the process of shaping the budget for the next fiscal year, with emphasis on the major components of tuition rates and faculty and staff salaries. A progress report on the United Way Campaign, including specific information on provisions being made for donor option, was made. A resolution was adopted creating a special ad hoc committee "to undertake a review and to initiate discussion with Trustees of the procedures involved in the selection of the president of the University." Discussion was initiated on the issue of University responsibility in relation to external issues, responding to a draft statement by the Trustees' University Responsibility Committee.

January Meeting
The tuition increase projected in the initial budget was discussed, with participation by interested students who were admitted by action of the Council. Martin Meyerson's last Council meeting as president of the University was recognized by the adoption of a resolution of appreciation. A resolution was adopted creating an ad hoc committee "to review the adoption and implementation of the Sullivan Principles by companies in which the University has holdings and to evaluate the continuing appropriateness of the Sullivan Principles." The Council adopted a statement recommending that external issues be treated as they arise, with full discussion in appropriate forums, instead of attempting to provide guidance in advance regarding situations where the University might take an institutional position.

February Meeting
Concern was expressed that the Charter of the Judicial System and Code of Academic Integrity were adopted by the Council and accepted by the administration without due involvement by the faculties of the undergraduate schools. Initial consideration was given to the proposed Consultation Procedures for the Appointment and Reappointment of Deans and University-wide Administrators.

March Meeting
Responding to objections that the faculties were not consulted in the process of approval of the Charter and Code of Academic Integrity of the Judicial System, a resolution was adopted recommending that uniform, long-term academic integrity standards and procedures be adopted by the undergraduate faculties; that, to deal with pending cases, uniform interim standards and procedures be developed by the undergraduate faculties; and that Charter remain in effect for student disciplinary violations that do not involve academic integrity. A report on the United Way Campaign, with recommendations for its future conduct, was reviewed. Amendments to the Council bylaws to make them compatible with new Senate Rules were adopted. Discussion began on a resolution recommending that the faculty and student liaison members on Trustee committees be increased to the full complements recommended by the 1970 and 1979 Task Forces on University Governance.

April 8 Meeting
The resolution recommending an increase in the liaison members on Trustee committees was adopted. The president's proposal for a University planning and budgeting advisory committee, combining budgetary and academic planning, was endorsed in principle.

April 29 Meeting
A statement of appreciation to the Council and the School of Allied Medical Professions, on the occasion of the last Council meeting attended by faculty members and students of that school, was read, as was a statement of appreciation to SAMP by Vartan Gregorian. A resolution of appreciation for Vartan Gregorian was adopted. Comments were made on a draft revision of the University Statutes. The Consultation Procedures for the Appointment and Reappointment of Deans and University-wide Administrators were adopted, following discussion in which largely centered upon the composition of consultative committees and resulted in the recommendation of a composition for provost's search committees differing from the Senate version of the document. A resolution was adopted recommending a revision of the Statutes and a Standing Resolution of the Trustees proposed by the ad hoc Council Committee on the Codification of Presidential Search Procedures.

1981-82 Council Agenda
Issues which are seen by the Steering Committee as likely agenda items for this academic year are the experience with investments involving South Africa, code of academic integrity and judicial charter, student financial aid, tuition levels, compensation of faculty and staff, the budget, and athletic policy.

ALMANAC October 20, 1981
Past, Present, Future: "A time to think about the past and future of the University," President Sheldon Hackney called the Inauguration last week at Council. For a principal speaker, the inaugural committee reached into the president's own past to call on C. Vann Woodward, the Yale historian who was Sheldon Hackney's mentor in graduate student days. Now Sterling Professor of History Emeritus and nearing 73, Dr. Woodward has just published Mary Chesnut's Civil War, the first full edition of the famous diary. It joins such works as Origins of the New South, Strange Career of Jim Crow, Reunion and Reaction, and Counterpoint, The Burden of Southern History, The Origins of the New South, which have made Dr. Woodward one of the foremost writers dealing with the South's past and present.

C. Vann Woodward

Nothing in the Inauguration seems to be happening without music, not even this page of Almanac. From a wind ensemble at the crew event Thursday and a band for kite-flyers afterward, to full orchestra and chorus at the formal ceremony Friday, the University's combined musical forces — academic and extracurricular — have found something for every occasion.

The score above is real. It is Richard Wernick's, and one of many musical anagrams the Pulitzer prizewinner has made because they are "fun." There must be work involved, however, for he explains: "Fanfare for a Festive Occasion is based on a musical anagram in which each letter of the President's name is matched to a musical pitch. The letters S, H, E, D, H, A, C correspond to pitch names in the traditional musical lexicon (S = Es = E flat in German; H = B natural in German). Pitches were assigned to the remaining letters by the simple device of counting the distance between letters and producing the corresponding number of ascending half steps between notes. For example: the 'distance' from D to O is eleven letters; the corresponding musical 'distance' from D is C#, a major seventh higher. The fanfare is a ternary from ABA, the A section based on the President's first name, the B section on his last name."

His is one of two fanfares on the Inaugural program (opposite). C. Jane Wilkinson's is called Fanfare for the Inauguration of President Sheldon Hackney. "The opening idea consists of a gradually expanding chord in one 'choir' which is initiated by a sharp attack from the other, and punctuated at intervals by the timpani. A rising figure in the trumpet signals a more thinly textured strain, which, gathering momentum, leads to a return of the first measure to form a triumphant final cadence."

When they were asked to write fanfares for the inauguration, both music professors accepted with enthusiasm. "It's like a painter who has never done a portrait," said Dr. Wernick. "You search for a new sound, for new performing techniques."

"Most of us are quite versatile, quite flexible," said Professor Wernick. "We're always eager to get involved in small and large ensembles. That way, we stay fresh."

At the Inauguration they will conduct their own pieces for brass and percussion. Dr. Eugene Narmour, chairman of music, will conduct the University Orchestra and University Choral Society (prepared by William Parberry of the faculty) in larger works of Richard Strauss, Haydn and Handel.

Other places to find music Thursday and Friday, and who will make it:

Thursday, October 22
The University Wind Ensemble under Claude White accompanies Penn crews and Schuylkill Navy Club (from a safe distance) at the Historic Exhibition of Crew Events, 11:30 p.m. on the banks of the Schuylkill.

The Penn Band, again under Mr. White, takes its risks on Hill Field with kite demonstrators and competitors from the Graduate School of Fine Arts, Engineering School, and President's Office, 2 p.m.

The Glee Club under Bruce Montgomery and the Collegium Musicum under Mary Anne Ballard — invited and black-tied — perform at the Trustees' dinner for Dr. Hackney, University Museum.

Friday, October 23
A piper leads the academic procession starting from Annenberg Center, down Locust Walk, at 10:30 a.m. There will be flags and a rhythmic new banner in four parts by Neil Welliver.

The Curtis Organ, mercifully restored, awaits the procession inside Irvine to open the program of selections shown at right. Outside Irvine, the place to hear it all is at 17 Logan Hall (a basement room on the north end of the building) or visit a friend in the high-rises. UTV is telecasting closed-circuit to both places; no tickets required at Logan. Poet Daniel Hoffman's 57-line inaugural poem Reflections, questioning the nature of knowledge, may count as a kind of overture to the academic festival of addresses soon to follow.

The Jazz Band and the Quaker Notes (the women's glee club) serenade procession—ceremony, again under Mr. White, takes its risk on Hill Field with kite demonstrators and competitors from the Graduate School of Fine Arts, Engineering School, and President's Office, 2 p.m.

Fanfare for Sheldon Hackney

and the University Community

Ed. Note: Words from the Inaugural Ceremony will be covered in a future issue.

ALMANAC October 20, 1981
Inaugural Ceremony

Processional
*Feierlicher Einzug*
Richard Strauss

Welcome
Paul F. Miller, Jr., Chairman of the Trustees

Greetings
Mary Patterson McPherson, President of Bryn Mawr College
Jonathan E. Rhoads, President of the American Philosophical Society
Lawrence R. Klein, Nobel Laureate and Benjamin Franklin Professor of Economics
Phoebe S. Leboy, Chair of the Faculty Senate
Elizabeth Cooper, Chair of the Undergraduate Assembly
Steven J. Ludwig, Chair of the Graduate and Professional Student Assembly
Sara Speedden Senior, President of the General Alumni Society

*Finale from Part II of The Creation*
(Vollendet ist das grosse Werk)
Joseph Haydn

University Choral Society
(prepared by William Parberry, Director)
University Symphony Orchestra
Eugene Narmour, Conductor

Reflections
Daniel Hoffman

Coronation Anthem of King George II and Queen Caroline (My Heart is Inditing)
(Andante-Allegro e staccato)
George Frideric Handel

University Choral Society
(prepared by William Parberry, Director)
University Symphony Orchestra
Eugene Narmour, Conductor

Inaugural Ceremony

Introductory Comment
Provost Thomas Ehrlich

Address
C. Vann Woodward
Sterling Professor of History, emeritus, Yale University

Inaugural Remarks
President Sheldon Hackney

Fanfare to Honor the Inauguration of President Sheldon Hackney
C. Jane Wilkinson

Investiture of the President
Paul F. Miller, Jr.

Fanfare for a Festive Occasion Composed for the Inauguration of

As President of the University of Pennsylvania
Richard Wernick

Brass and Percussion

Benediction
The Rev. Stanley E. Johnson, Chaplain of the University

Recessional
*Lobet dem Herrn*
Sigfrid Karg-Elert
Houston Hall: A Grand Opening for the Grand Old Union

Inauguration eve is coming, and by Thursday the nation's oldest college union will be ready for its biggest Houston Hall Night ever. Finishing touches are being added in the basement and on the first floor, while the whole building prepares for the grand opening of the newly-renovated Hall, with President Hackney as the honored guest at the pre-inaugural celebration sponsored by Penn union Council.

There will be specials in the basement shops and entertainment throughout the building, beginning at 8 p.m. and continuing until midnight. A concert will be held and cartoons shown, and Penn performing arts groups will entertain. Cafe Jeudi, a PUC-sponsored cafe, will be held in the Bowl Room. Many of the Hall's offices will have an open house during the evening including GAPSA, GSAC, Penn Consumers Board, Residence Listing Service, UA, UMC and the Women's Center.

Houston Hall Night is also an opportunity for everyone to see for themselves what Venturi, Rauch, and Scott Brown are doing with Penn's 85-year-old landmark.

After the Trustees approved a resolution to make improvements last spring, the work started from the ground up this summer: The basement has now been turned into a shopping arcade that has the feel of a space-age boardwalk, while the first floor has gone in the opposite direction: back toward the elegantly comfortable club it once was.

Downstairs, the Penny Arcade is brimming with pinball machines and electronic games. The Game Room puts pingpong and billiard tables and duplicating services side by side. The post office and check cashing service are adjacent to these diversions. Two new areas have been created for student entrepreneurs' boutiques.

The candy shop has expanded its lines as well as its size; it's now part bakery-and-coffee-bar, part ice-cream stand, as well as the place for popcorn and candies.

New to the basement are the Card Shop, the News Stand, a typing service, and Fruity Rudy's selling health-fruit drinks.

The Ticket Service, Travel Agency, Clog n'Jog, and Hair House have returned after the renovations, but the Rathskeller is gone. Its space, now standing empty, is being considered for alternate use — possibly as a coffee house.

Upstairs, much of the architectural character of the interior has been preserved. New chandeliers and new wall sconces have been installed to light the lobby, and the flooring pattern is now reminiscent of what existed in the 1930s. In the main entrance and lobby area, the original large-scale banquettes along with some reupholstered wing chairs will provide seating, and the fireplaces at either end are working ones.

The drawing above notwithstanding, the moose heads of the earlier men's club days will be replaced by works from the University's art collection. A specially-designed information desk will be located in the northeast corner of the lobby.

The old College Hall Bell, which had occupied the center of the Houston Hall lobby since (Continued past insert).
West Lounge gets new chandeliers, and rebuilt chairs and sofas, but basically keeps the old look of the 'thirties.

Drawings: Venturi, Rauch and Scott Brown

1924, has been relocated to the area between the lobby and the West Lounge. (On Hey Days of years gone by, incoming members of Undergraduate Council and Senior Societies pledged their loyalty to Penn on the Bell.)

The West Lounge of Houston Hall, one of the largest flat-floor rooms on campus, will be little changed in principle, but made more flexible for group use. The basic character of the space and furniture dates from the 1930s. Rebuilt and reupholstered, the old wing chairs and sofas will be grouped along the perimeter on the east and west sides of the room. Lighter and more portable furniture can be moved in to accommodate large groups for performances. A portable stage will soon be available, and a projection screen will be permanently mounted. The renovation also includes the restoration of the Lounge's oak wainscoting and floor.

The stone step at the north entrance of Houston Hall has become so hollowed by use, it serves as mute testimony to the significant contribution the nation's oldest student union building has made to student life at Penn.

Houston Hall was designed "in the interest of carrying on a more wholesome and enjoyable college life among the students," as Cheyney put it. The building originally contained bowling alleys and an 18' x 45' swimming pool in the basement. A "ladies' reception room," a chess and correspondence room, and a billiard room were on the first floor. It had an athletic trophy room, an auditorium and a supper room on the second floor, while the third floor was taken up by four large society rooms, a darkroom for the camera club, and three editorial rooms as well as the kitchen.

Over the years much has changed as the building has undergone alterations and additions, yet much of the original intent remains. The present renovation project springs from a study made in the spring of 1980 by the Office of the Vice Provost for University Life. Houston Hall had long since lost most of the vestiges of the men's club it once was. It was no longer "the" campus dining commons, as it had been before the construction of dining facilities in the Quad and Superblock. The Bookstore had moved to 38th and Locust. During the past 30 years, the University had constructed new facilities for athletic and recreational programs. Houston Hall had come to respond to different needs: meeting rooms on the third floor used for faculty/administrative committee meetings, career seminars and group interviews . . . rooms on the second floor hosting lectures and business meetings in the daytime plus student organizations' meetings later in the day . . . the auditorium used for lectures, dance classes and rehearsals and performances by student performing arts groups, as well as folk dances and social events. In the warrens of offices both first-floor and second, Houston Hall housed a growing student government complex and some services open to others, such as the Women's Center, Consumer Board and Chaplain's office.

Student unions are becoming defined as 'campus community centers' intended prima-
fly

Houston Hall

November 9

October 22

Provost Thomas Ehrlich

Ethics and Other Inaugural Topics

When a university with a slightly complex history of leadership has both a new president and a new provost, and sets out to inaugurate the president with fanfare, a logical question is: How does the provost fit in?

Very nicely. As a speaker in the formal inauguration, Thomas Ehrlich will make a short introductory speech October 23—but his own celebratory feast day will be October 21. That afternoon, he is both moderator of the Inaugural Symposium of the oldest faculty, the Faculty of Arts and Sciences, and guest of honor at the Faculty Senate’s reception just afterward.

“Ethics in the World of Work,” is a symposium on the key ethical issues faced by individuals. Its premise is that “the increasingly complex social environments in which most women and men are employed require reexamination of ethical standards premised primarily on individuals working on their own.”

Dean Robert H. Dyson will open the symposium. Dr. Thomas Cochran, Benjamin Franklin Professor Emeritus of History, will begin discussion by examining its issues in the context of the business world. Professor Thomas Hughes of the Department of History and Sociology of Science will follow with concerns in science and technology; and Professor Renée Fox, Annenberg Professor of Social Sciences, will comment on current ethical issues in medicine. Finally, Provost Ehrlich will discuss the professional responsibilities of lawyers and, more generally, the role of law in grappling with ethical issues.

“It is particularly appropriate that this symposium take place at the University of Pennsylvania,” he said, “for it draws on the University’s unique strengths in linking the liberal arts and professional education. Ethical issues facing professional and nonprofessional workers is a prime example of an area of academic concern that the University is uniquely equipped to address.”

The symposium is open to all members of the University, starting at 3:30 p.m. in the GSFA Auditorium. Senate’s reception afterward, in the Law School lobby “near the one-horned goat,” is by invitation but includes all standing faculty.

More than one inaugural event takes place on October 21, however; the Nursing School has two. And the series continues through to November 9, ending with cross-disciplinary symposia on Social Aspects of Health Care. The remaining symposia, and a student-sponsored break in heavy thinking Thursday night:

October 21

Lecture by Donna Shalala, president of Hunter College, on Public Policy: Learning by Doing. 2 p.m. at Room 285, McNeil Building, sponsored by the School of Public and Urban Policy.

Ethical Issues in the World of Work, 3:30 p.m. at the auditorium, Graduate School of Fine Arts, sponsored by the School of Arts and Sciences. (See story, left.)

A Flag raising ceremony at the School of Nursing, 3:30 p.m., third floor atrium. Nursing Education Building followed by:

The Dean’s Distinguished Lecture by Ann Burgess, acting dean, School of Nursing, Boston University, on Sexual Violence. The Research Perspective, 4 p.m. at the auditorium, Nursing Education Building, sponsored by the School of Nursing.

Architect Gunnar Birkerts lectures at 6:30 p.m. at Alumni Hall, Towne Building, sponsored by the Graduate School of Fine Arts.

October 22

Lecture by Thomas McCarty, professor, Rutgers University, on TAXMAN: Experiment in Artificial Intelligence and Legal Reasoning. 3 p.m. at Alumni Hall, Towne Building, sponsored by the School of Engineering and Applied Science.

The Penn Union Council presents A Student Celebration of the Presidential Inauguration. Daytime festivities on Hill Field feature performing arts, bands, entertainment and kite flying. The evening event, 8 p.m. in Houston Hall, incudes with the grand re-opening of Houston Hall, with President Hackney as the honored guest. For more information call Ext. 6533.

October 23

The Hilda and Samuel Shames’ Lecture by John DiBiagio, president, University of Connecticut, on Managing to Survive Today’s Challenge, 4 p.m. at Room 59, Evans Building, sponsored by School of Dental Medicine.

October 25, 26, 27


November 9

A University-wide Symposium on Social Aspects of Health Care at Houston Hall, sponsored by the School of Social Work.
DEATHS

Jehad Taha, the doctoral candidate in the Engineering School who was killed in his Powelton apartment October 10, was 26 at the time of his death.

A native of Jordan, Mr. Taha came to the United States to study at Drexel University in 1978 and came to Penn in September 1979. He received his M.A. degree in engineering in May 1980. This year he was pursuing his Ph.D. in the Computer and Information Sciences Department of the School of Engineering and Applied Sciences. He is survived by his wife, Mahim Murtaza, two sisters-in-law, and his parents.

Ludwig von Edjar, assistant staff engineer, died October 7 at the age of 60. Mr. von Edjar came to the University in 1961 as a steam operator; he became a repairs and utilities foreman in 1968 and assistant staff engineer in 1980. He is survived by his wife, Grace Briles Edjar.

Dr. Herbert Reid Hawthorne, emeritus professor of surgery, died October 4 at the age of 87. Dr. Hawthorne received his medical degree from Penn in 1919, and did his postgraduate training in surgery at the Polyclinic Hospital (a precursor of Graduate Hospital), at the Graduate School of Medicine and the University of Edinburgh.

Dr. Hawthorne became an instructor in surgery in the Graduate School of Medicine at Penn in 1937 and in 1946 was promoted to professor of clinical surgery. He became chief of a surgical service at Graduate Hospital in 1947, and in 1954 was made chairman of the Department of Surgery in the Graduate School of Medicine and Graduate Hospital, a position he held until his retirement.

He is survived by his wife, Grace Briles Hawthorne; a daughter, Jessica Hawthorne Contosa, and three grandchildren. A memorial service will be held October 21 in the auditorium of The Graduate Hospital at 5 p.m. Contributions may be given to the Surgical Research Fund, Graduate Foundation, 1 Graduate Plaza, Philadelphia, PA 19146.

Irene B. Parks, a retired cleaner and supervisor in Physical Plant, died October 3 at the age of 69. Mrs. Parks came to the University in 1952 as a day cleaner, and retired in 1977. She is survived by a son, Kenneth D. West.

The August 22 death of Mark R. Sorensen, a Wharton MBA candidate, was reported this week. Mr. Sorensen, 29, was to have received his degree in May 1982. He is survived by his wife, Lisa, a coordinator in the Graduate School of Fine Arts, and by his parents, Mr. and Mrs. Robert H. Sorensen.

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.

A Few More Firsts from the University Press

The first case of juvenile delinquency, the first animal fables, the first liturgic laments and the first sex symbolism are among the most recent findings presented in the Dr. Samuel Noah Kramer's History Begins at Sumer, published by the University Press this fall.

One of the world's foremost Sumerologists presents in this volume thirty-nine essays that document "firsts" in the history of man's civilization in the major fields of human endeavor. (History is actually the third edition of a book first published in 1956 as From the Tablets of Sumer. The original contained 25 "firsts" from Dr. Kramer's early research and has since been translated into 13 languages.)

The majority of Sumarian "documents," created using a reed stylus on clay, are economic and administrative in character. But several thousand excavated tablets are inscribed with their literary works so that now, some four to five thousand years later, they serve as primary source material for the historian of literature and religion, for the biblical and classical scholar, for the anthropologist and sociologist.

Dr. Kramer is curator emeritus of the Tablet Collection of the University Museum and Clark Research Professor Emeritus at Penn. He has written 20 books and monographs, virtually all of them on the Sumerians and their creative era.

Other new Press books by Penn scholars:

The Evolution of the Gilgamesh Epic, by Jeffrey H. Tigay, Ellis Associate Professor of Hebrew and Semitic languages and literatures in the department of Oriental studies, is the first comprehensive study of the history of one of the oldest known epics. In Vain I Tried to Tell You, Essays in Native American Ethno-poetics, by Dell Hymes, dean of the graduate school of education and professor of folklore and folk life, opens the way to a revitalization of understanding of Native American verbal art. A History of Children's Play, The New Zealand Playground, 1840-1950, by Brian Sutton-Smith, professor of human development and folklore in the Graduate School of Education and the Faculty of Arts and Sciences, documents the relationship between children's play and the process of history. Toward a New U.S. Industrial Policy, edited by Michael L. Wachter, professor of economics and management and Susan M. Wachter, associate professor of finance in the Wharton School, examines contrasting views in an effort to identify the shape that a new national industrial policy should take. Marian Anderson: A Catalog of the Collection, at the University of Pennsylvania Library, edited by Neda M. Westlake, curator of the rare books collection, and Otto E. Albrecht, professor emeritus of music, details the distinguished contralto's career and sheds new light on America's social and cultural history.
ON CAMPUS
October 20-November 1

Children's Activities
Films
October 24 Great Expectations
October 31 Black Stallion
Films are free, screened Saturdays at 10:30 a.m. in Harrisson Auditorium of the University Museum. Recommended for children aged five and older.

Workshops
October 24 Children's Leaf Crafts at the Arboretum, 10 a.m.-noon. The fee is $4 members, $6 non-members. Call 247-5777.
ICA presents Streets and Sweaters, a workshop to learn and explore techniques used by artist Wayne Thiebaud, 11 a.m., ICA Gallery. For reservations call Ext. 7934.

Exhibits
October 27-November 30 Alumni Relations presents The Cartoons of Bo Brown at the lounge of the Faculty Club.
October 27-February 21 Camera And I: The Belau of Micronesia, a collection of photographs by Harvey Reed, at the Sharpe Gallery, University Museum.
Through October 30 Portraits of the University's Former Chief Executive Officers at the main floor reading room, 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 locations 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 first fall exhibition features the works of Wayne Thiebaud, one of the most important artists working today in the realist tradition.

Extended thru January 10 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.

University Museum Series
October 25 The White Dawn Films in this free series are screened Sundays at 2:30 p.m. in Harrisson Auditorium of the University Museum.

Meetings
Trustees
October 23 Fall board meeting, 2 p.m. in the Council Room, Furness Building.

Music
October 20 Curtis Organ Restoration Society presents noon organ recital at Irvine Auditorium.

Religion
Aubury Church Sunday Worship, 11 a.m. 3311 Chestnut Street. For more information call 547-2525 or 386-0724.
Ecclesiastical Eucharist Friday services, 12:10 p.m., at the Christian Association Chapel, 3601 Locust Walk. A gathering for new and informal ways of sharing communion. For more information call 386-3916.
Episcopal The Holy Eucharist is celebrated each Sunday at 8 and 10:30 a.m. at St. Mary's Church. For more information call 386-1530.
The Eucharist is celebrated each Monday-Thursday at noon in St. Philip's Chapel, main church building.
Jewish Orthodox services take place each Friday at sundown in the Hillel Chapel, 202 South 36th Street; Conservative services take place each Friday at sundown in the C. A. Auditorium; Reform services take place each Friday at 6:30

Films
Exploratory Cinema
October 21 Strike, U.S.S.R. GSAC films are shown at Student Auditorium, admission $1.

GSAC Film Series
October 30 Spirits of the Dead. Halloween Special at 7:30 and 10 p.m.
GSAC films are shown at Student Auditorium, admission $1.

Houston Hall Films
October 23 Britisher, 7:30 and 10 p.m.
October 24 Mary Poppins, 7:30 and 10:15 p.m.: The Philadelphia Story midnight.
October 30 Halloween, 8, 10, midnight.
All Houston Hall films are screened in Irvine Auditorium, admission $1.25.

International Cinema
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 X2:2 Dances by Nancy Karp, 7:30 p.m.
An evening with filmmaker Jen 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 387-5125 Ext. 201.

PUC Film Alliance
October 29 Kind Hearts and Coronets All PUC films are shown in Irvine Auditorium at 10 p.m. Admission $1.

University Museum Series
October 25 The White Dawn Films in this free series are screened Sundays at 2:30 p.m. in Harrisson Auditorium of the University Museum.

Harvey Reed wanted to reveal "the pride and integrity of a people with a 2500-year history" in Belau of Micronesia at the University Museum. (See Exhibits.)
p.m. in the High Rise East, 2nd floor lounge, 3820 Locust Street. For information on special services call Ext. 7391.
Lutheran (English) service is held at 11 a.m., Sundays at the Lutheran Student Center. Information call 387-2855.
Muslim (Arabic and English) Service and meeting every Friday, 1 p.m., Houston Hall, 2nd floor, room 245. For more information call 727-1261.
Roman Catholic Mass is celebrated at 11 a.m. on Sundays at the Newman Center, 3720 Chestnut Street. For information call Ext. 7575.
UCC/Presbyterian, Common Worship, each Sunday at 10 a.m.; Korean Service, each Sunday at 2 p.m. 3700 Chestnut Street. For more information on special events call 380-4100.

Special Events

Through October 23 Fall Festival, fall foliage celebration includes arts and crafts and live music. "Miss" Morris Arboretum. Admission free with Penn I.D. Call 247-5777.
October 20 The Faculty Tea Club will hold its twenty-five-year anniversary celebration. Speaker: Dr. Edgar Perretz, Penn professor of social work, on "The Success of Groups of People Helping Each Other With Specific Problems." For more information and reservation call Ext. 4655.
October 21-24 The Linguistics Department sponsors "New Ways of Analyzing Variation in English," 10th annual conference, Houston Hall. For information call Ext. 4912.
October 21 The "Way of Nature Wood Burning," Morris Arboretum course, 7:30 p.m., fee. Call 247-5777.
October 23 The Faculty Club presents Oktobertfest Buffet, 5-8 p.m., 510 S. 34th St., $12 service charge, in the Faculty Club Dining Room.
October 23-26 November 2 Life Drawing, classes at the Christian Association, fee, for information and registration call the Christian Association at 386-4100.
October 28 Arranging Dried Flower Wreaths, Morris Arboretum course, fee. Call 247-5777.
October 28-29 Penn Hunger Action and Dining Service presents World Food Night, 6 p.m., Stouffer Commons, $4, reservations by Oct. 21, call 387-2967. Guests will be served first, second, or third world meals. "Winterizing Your Garden," Morris Arboretum course, fee. Call 247-5777.
October 30-31 The Department of Nursing and The Center for Continuing Education, School of Nursing presents a symposium on the patient's perception of his world. "The Unanswerable, Unanswerable Question," 8:30 a.m.-4 p.m., room 16, Nursing Education Building.
October 30, 31 The University Museum Shop presents American Indian Jewelry and Crafts: Show and Sale, located and sold by Wayne Bailey, trader from Albuquerque, New Mexico, 10 a.m. to 4 p.m. in The Museum Shop.
October 31 The Faculty Club presents Homecoming Brunch, 11:30 a.m.-1 p.m.; cost: $6.50 for adults, $3.50 for children under twelve plus 12% service charge, in the Faculty Club Dining Room.

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, Women's Field Hockey, Lightweight Football, Freshman Football and Men's Soccer; Fairmount Park's Belmont Plateau: Men's and Women's Cross Country; Barnes' Landing: Sailing; Lloyd Courts: Women's Tennis; Weightman Hall: Women's Volleyball, Palestra: Men's and Women's Basketball.
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 25 Basketball vs. Loyola, 7:30 p.m.
October 27 Men's Soccer vs. Drexel, 7:30 p.m.; Women's Volleyball vs. Ursinus, 7 p.m.
October 30 Men's and Women's Basketball at 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/Pan-African Weekend: Lightweight Football vs. Princeton, 10 a.m.

Talks

October 20 The Respiratory Group of the Department of Physiology, The Institute for Environmental Medicine and The Department of Anesthesiology present Dr. Avinash Chaudhary, Director, Research Center, Pennsylvania State University on "Pulmonary Surfactant Phospholipids," 12:30 p.m., Physiological Library, 4th floor, Richards Building.

The Group for Medicine and the Humanities presents Dr. Robert Smith, professor of religion and philosophy, Trenton State College, on "Mystery and Mystery: The Daoist Perception of Reality," 4:30 p.m., room 301 Houston Hall.
October 21 Women's Studies Luncheon Seminar presents Dr. Ann Mather, Director of Penn's women's studies and associate professor of psychology, on Virginia Mary A Goddess"snoon, Women's Studies Office, 106 Logan Hall. Bring your lunch; coffee or tea will be provided.
October 21 The Department of Psychology and Literature presents Dr. Wolfgang Milde, director of the manuscript collection in the Herzog-August Library (H.A.B.), Wolfenbuttel, Germany, on "Berühmte Handschriften des Mittelalters im Besitz der H.A.B." in German; 2 p.m., 4th floor, East Lounge, Williams Hall.
October 22 Departments of Bioengineering and Chemical Engineering present Dr. Christian Ehrlich on "Ideology With an Example From Wordsworth.4 p.m., 1st floor, Richards Library.
October 23 University of Pennsylvania presents Dr. H.J. Bizzozero, professor of pharmacology, on "The Whys and Why Nots of Wood Burning," 4 p.m., 4th floor, Richards Library.
October 23 The Lilly-Pennsylvania Program presents George Artiukow, chairman of history, on "Surgical Implants," 11 a.m., room 301 Houston Hall.
October 24-25 The Linguistics Department sponsors "New Ways of Analyzing Variation in English," 10th annual conference, Houston Hall. For information call Ext. 4912.
October 25 The Department of Psychology and Literature presents Dr. Ivan Kopylov, Stanford University, on "The Psychology of the New Medical School," 4 p.m., 1st floor, Richards Library.
October 25 The English Department presents Professor Jerome Bloomfield, former resident of the United Kingdom, on "Ideology With an Example From Wordsworth," 4 p.m., 1st floor, Richards Library.
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Halloween Party Benefits CHOP
The Phillies' ace relief pitcher hosts Tug McGraw's Family Halloween Party, noon-5 p.m., October 31 at the Philadelphia Zoo. The party, co-sponsored by First Pennsylvania Bank and The Children's Hospital of Philadelphia, will feature clowns, bands, party treats and a Halloween costume contest. Members of the Phillies will judge costumes on originality and uniqueness in several age categories and sign autographs. Prizes will be awarded to costume winners as well as young children with the most unusual John-O-Lanterns. Proceeds from the party will benefit newborn research at CHOP. Tickets: adults, $15; youngsters, $8; call 596-9590.
**Museum Travel and Adventure**

The University Museum continues its 20-year tradition of high-adventure, high-quality tours with a new exploration—to Thailand and Burma—led by William Schaffner, who excavated for the Museum at Ban Chiang, the site of discoveries that pushed back the date of the earliest known Bronze Age culture. The three-week trip, February 6-March 1, 1982, includes stays in Bangkok, Rangoon and Sukothai.

Dr. Arthur Miller, archaeologist and head of the Museum’s Maya Art Program, will lead a “Great Circle” tour of recently excavated archaeological sites on the Yucatan Peninsula of Mexico. Dr. Miller will take travelers to sites, March 11-21, that he and his colleagues have excavated during the past decade.

Classisicist Dr. Kenneth Matthews, chairman of the history department of Beaver College, will lead a tour, May 14-24, of the buildings and towns of sulit Sicily, crossing 2800 years of layered civilizations.

Dr. Froelich Rainey, renowned anthropologist and former director of the Museum, will lead a spectacular trip across Alaska in June/July, 1982.

For a brochure listing complete tour offerings or specific information call Ext. 4023.

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**OCCUPATIONAL OPPORTUNITIES**

Listings are condensed from the personnel bulletin of Oct. 19, and therefore cannot be considered official. New listings are posted Mondays on personnel bulletin boards at:

- Anthropology Information Building: near Room 358.
- Centenary Hall: lobby.
- College Hall: first floor.
- Dental School: first floor.
- Franklin Building: near Personnel (Room 130).
- Johnson Pavilion: first floor, next to directory.
- Law School: first floor.
- Leidy Labs: first floor, outside Room 102.
- Logan Hall: first floor, near Room 117.
- LRSM: first floor, opposite elevator.
- Rittenhouse Lab: east staircase, second floor.
- Student Body: mezzanine lobby.
- Van Pelt Library: ask for copy at Reference Desk.
- Veterinary Hospital: first floor, next to directory.

For further information, call personnel services, 243-7284.
The University is an equal opportunity employer. Where qualifications include formal education or training, significant experience in the field may be substituted. The two figures in salary listings show minimum starting salary and maximum starting salary (midpoint). Some positions listed may have strong internal candidates. If you would like to know more about a particular position, please ask at the time of interview with a personnel counselor or hiring department representative. Openings listed without salaries are those in which salary is to be determined. Resumes are required for administrative/professional positions.

**Administrative/Professional Staff**

- Administrative Assistant, Data Communications (4259).
- Assistant Comptroller (4399).
- Assistant Dean (4117) $16,350-$22,600.
- Assistant Director II (4418) $16,350-$22,600.
- Assistant Director, Alumni Relations (4315).
- Assistant Director, Bookstore Textbook Department (3997) $14,500-$19,775.
- Assistant Director, Student Financial Aid (4134) $14,500-$19,775.
- Assistant Registrar (4309) $16,350-$22,600.
- Assistant to the Director, Alumni Relations (4111) $12,000-$16,000.
- Associate Development Officer (4373) $14,500-$19,775.
- Associate Development Officer III (4372).
- Associate Director (4410) administers overall functioning of several sports programs; oversees facilities and events management; directs phases of policy and procedure (degree; five-seven years’ experience with development, management and evaluation of athletic program activities; coaching experience).
- Cataloger (4414) $14,500-$19,775.
- Clinical Supervisor (4394).
- Coordinator I (C0350) $10,755-$15,100.
- Coordinator II (C0351) $13,575-$17,875.
- Coordinator III (C0352) $16,350-$22,600.
- Coordinator IV (C0353). 12/7/81.
- Coordinator, Clinical Education (C0718) $16,350-$22,600.
- Coordinator of Education (4386) $12,000-$16,100.
- Counseling Psychologist II (3945) $16,350-$22,600.
- Director (4420).
- Librarian II (4220) $14,500-$19,775.
- Manager, Billing and Collection (4365) $12,000-$16,100.
- Materials Manager (4428) $14,500-$19,775.
- Programmer Analyst (4355) $14,500-$19,775.
- Programmer Analyst II (4227) $16,350-$22,600.
- Publications Editor/Writer (C0032) $14,500-$19,775.
- Research Specialist I (4230) $14,500-$19,775.
- Research Specialist II (4231) $14,500-$19,775.
- Research Specialist III (4219).
- Senior Staff Writer (4316) $16,350-$22,600.
- Systems Analyst (4248).

**Support Staff**

- Administrative Assistant I (4038) $9,925-$12,250.
- Administrative Assistant II (4039) $10,755-$15,100.
- Air Conditioning and Refrigeration Mechanic (4332) $12,000-$16,100.
- Billing Assistant (C0328) $9,925-$12,250.
- Budget Assistant (4390) $8,375-$11,000.
- Cashier (4141) $8,775-$11,725.
- Clerk I (4745) $6,375-$8,775.
- Clerk II (4125) $8,375-$11,000.
- Clerk IV (4126) $9,375-$11,500.
- Coordinating Assistant I (4422) $14,500-$19,775.
- Delivery Clerk (3983) $6,375-$7,625.
- Dental Assistant I (4301) $10,400-$12,675.
- Expeditor (4352) $9,925-$11,000.

**For Sale: Flower Bulbs**

The Association of Alumnae is sponsoring a sale of flower bulbs for the benefit of the Alumnae Center and other Alumnae programs. Orders for fall planting bulbs are currently being accepted through November 15. The indoor flowering amaryllis and paperwhites are available through February 15.

An illustrated brochure and order form are available from the Alumni Relations Office, Eisenhower Hall, 3812 Walnut Street. Bulbs make terrific gifts for birthdays and holidays.

**Hiring a Garden Party?**

The Biology Gardens will be available for use by University groups on a reservations basis only, effective immediately. For groups of 100 people or more there will be a fee of $100; larger groups will be charged accordingly. This cost is to prevent unauthorized use of this area and to provide cleanup and preparation services. For information and services call Tracy Byford at Ext. 7120.

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**Gardener (4385)** Union wage.

**Information Systems Technician (4432)** assists in training of new and experienced operators on Wang Office Information System includes word processing, list processing, and decision processing (two years’ training experience on Wang OIS; strong oral and written communication skills; ability to write sophisticated decision processing applications; ability to trouble-shoot equipment problems and provide operator support in a large, decentralized facility) $8,725-$9,875.

**Laboratory Assistant** (3898) $7,450-$8,925.

**Maintenance Engineer** (4230) $14,575-$18,700.

**Office Automation Operator I** (C0338) $8,775-$11,000.

**Operator Data Entry** (4342) $14,575-$19,975.

**Project Budget Assistant** (2 positions) $9,925-$12,250.

**Research Laboratory Technician** (4 positions) $10,700-$13,125.

**Research Laboratory Technician II** (2 positions) $10,175-$12,400.

**Research Laboratory Technician III** (11 positions) $10,700-$13,125.

**Research Machinist** II (3732) $12,775-$16,375.

**Secretary II** (3 positions) $8,775-$10,725.

**Secretary III** (6 positions) $9,375-$11,000.

**Secretary IV** $10,575-$13,100.

**Secretary/Technical (3 positions)** $9,925-$12,250.

**Steward, Catering** (4299) $15,500-$13,100.

**Technician, Information Systems** (4526) $11,225-$14,000.

**Vet, Animal Science** (4378).

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**Part-time Positions**

**Administrative/Professional**

- Permanent Employee (4216) hourly wage.
- Temporary Extra Person (C0346) hourly wage.

**Support Staff**

- Temporary Extra Person (C0346) hourly wage.
- Permanent Employee (6 positions) hourly wage.
- Librarian (4393) Hourly wage.
- Permanent Electronic Technician II (C0287) Hourly wage.
- Laboratory Assistant (C0263) Hourly wage.
- Permanent Secretary (4222) Hourly wage.
- Permanent Laboratory Technician (C0054) Hourly wage.
- Weekend Supervisor (4341) Hourly wage.

**ALMANAC** October 20, 1981