
At its December 9 meeting, Council unanimously passed four amendments to the Charter of the Student Judicial System, and by a vote of 28-9 accepted the Report of the Ad Hoc Committee on South Africa with its recommended Option C, to "adopt a policy of divestment of all stocks in firms with substantial investments, or substantial trading interests, in South Africa."

The divestment recommendation was one of three options in the ad hoc committee report, which appears on pages 4 and 5 of this issue along with a letter in which one committee member disassociates himself from the report. After Dr. Oliver Williamson's motion to re- mit the report to Steering Committee failed, President Sheldon Hackney introduced the discussion with a short speech in support of Option A, which called for continuation of the present policy based on the Sullivan Principles. Some speakers questioned the feasibility of Option B (based on a Rockefeller Study Commission report) calling for divestment of tobacco stocks: he wouldn't buy them, Dr. David Hildebrand said, "not because he thought he would bring down [the companies] because he said it was a damned dirty business and he didn't want to make money out of it." Virtually all speakers prefaced their views with condemnations of apartheid.

The recommendation on divestment goes forward to the Trustees Committee on University Responsibility.

The amendments to the Judicial System—which apply only to cases involving alleged violations of the Code of Conduct—were reviewed immediately after Council by the president and provost, and were adopted without change. (See page 3.)

Both action items were introduced by Senate Chair Dr. Phoebe Leboy on behalf of the Steering Committee. Summarizing the judicial system amendments, she and Student Life Director Andrew J. Condon clarified that the advisor provided for in Section III.C.5 (see page 3) can be an outside lawyer—or anyone from the faculty or student body—although the Student Life office is responsible for providing an advisor from its staff.

In an abbreviated reporting period, the president gave no report and Provost Thomas Ehrlich delivered only two prepared items:

United Way: Penn Up

A record $92,611 has been given or pledged so far in the University's campus campaign for United Way and the Donor Option agencies.

Coordinator James H. Robinson will issue a detailed report in January with analysis of campus participation by unit, as in the preliminary report in Almanac: November 17.

The bulk of debate was on Options A and C (divestment), with faculty members ranged on both sides and with student speakers overwhelmingly supporting C. Arguments against divestment included the perogative and fiduciary responsibility of the Trustees (investing endowment for the highest available return under the "prudent man" concept) and the potential to apply pressure on South African policy by remaining shareholders. Arguments for divestment incorporated issues from the risk of an "Iranian example"—potential financial loss if the South African regime crumbles under apartheid—to Dr. David Hildebrand's anecdot:al argument based on his father's view of tobacco stocks: he wouldn't buy them, Dr. Hildebrand said, "not because he thought he would bring down [the companies] because he said it was a damned dirty business and he didn't want to make money out of it." Virtually all speakers prefaced their views with condemnations of apartheid.

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Faculty Leaves of Absence

The following text of Provost's Memorandum #81-9 was sent November 18, 1981, to the Academic Deans, Department Chairmen and Directors. Note that it replaces Section 7 of the 1979 Handbook for Faculty and Administration, pp. 48-50.

This material was prepared during 1980 by a committee appointed by Provost Vartan Gregorian. It was then reviewed during the spring of 1981 by the Senate's Committee on the Faculty, chaired by Professor Roger Soloway. The Senate committee was in agreement with the Provost's committee in all respects except one: the time limitation on leaves for employment elsewhere. The original committee recommended a strict two-year limitation on such leaves; the Senate committee favored up to four years in the case of leave to accept a high level appointment in the federal government.

After some deliberation this fall, I have decided to accept the Senate committee's recommendation. The following material is University policy as of January 1, 1982, replacing Section 7 of the 1979 Handbook for Faculty and Administration appearing on pages 48-50 of that volume.

7. Faculty Leaves of Absence

There are three general types of leaves of absence available to the Faculty of the University of Pennsylvania: scholarly leave, leave for employment elsewhere, and child care leave. All require the approval of the relevant department chairman and dean and of the provost. Combinations of these types of leave are possible; however, such arrangements are governed by the principle that no faculty member will be on leave for more than four semesters during any six years that include the period of a requested leave without the explicit approval of the provost, president and trustees except where child care leave is involved.

Scholarly Leaves

It is appropriate that members of the standing faculty, full-time clinician-educators, and full-time research faculty periodically be granted scholarly leaves for study and research. A scholarly leave is a means of recognizing a faculty member's high academic performance while at the University, future potential for growth, and opportunity to make a major contribution to knowledge. It is intended to extend and to accelerate intellectual growth and to enable a faculty member to pursue without distraction a project designed to this end including the advancement of personal knowledge or competence in the faculty member's current or potential areas of specialty. A scholarly leave is also intended to benefit the general academic community and the University. Therefore, a scholarly leave will normally be granted only to a faculty member who will have a continuing appointment with the University after the end of the leave and who, at the time of notification of approval for the leave, has not made a commitment inconsistent with return to the University.

A scholarly leave is granted only to a faculty member who has presented an appropriate program of study or research. It is recognized, however, that scholarly leaves for faculty members in the arts and professions can be based upon programs designed to increase professional competence even though these may not normally be interpreted as research programs.

Approval of an application for scholarly leave is contingent upon adequate fiscal and personnel resources being available to meet instructional assignments and other departmental responsibilities. If exigencies require, it may become necessary to postpone leaves.

Scholarly leave is normally not granted to University faculty members holding a term appointment. In special cases where faculty on term appointment are granted scholarly leave, the leave will be counted as part of the time accumulated toward tenure, unless the formal action approving the leave expressly provides otherwise.

Scholarly leaves may be with or without salary from the University.

Scholarly Leaves without Salary

Scholarly leaves without salary are occasionally granted. In these cases, the faculty member does not receive remuneration in the form of salary from the University of Pennsylvania or from any other organization. To the extent that personnel benefits are not financed under this arrangement, the faculty member may request that the University make contributions toward the cost of these personnel benefits as permitted by law and University benefits policies, provided that the faculty member continues individual contributions to the employee benefits plans.

Scholarly Leaves with Salary

Normally, an initial scholarly leave is granted to a University faculty member holding the rank of assistant professor, associate professor, or professor after a period of six or more consecutive years of full-time service in the standing faculty or in the full-time clinician-educator or research faculties at the University.

For a faculty member whose leave proposal is approved, the University will provide up to full academic base salary for one semester, or one-half academic base salary for two semesters. (For faculty members on 12-month appointments, the corresponding figures will be full academic base salary for six months or half academic base salary for twelve months.)

Faculty members are encouraged to seek outside support wherever possible to permit them to take advantage of the full year leave option without loss of income. Total salary during the leave cannot exceed the normal academic salary for that period; if the outside support is such that the total would exceed the normal academic salary, the University contribution shall be appropriately reduced. Payments specifically designated by the supporting agency for travel or living expenses are exempt from this limitation; the University may also consider higher-than-usual travel or living costs in determining its contributions, up to one-half academic base.

It is the responsibility of an applicant for a scholarly leave to inform the University fully concerning the financial circumstances surrounding the leave, including any grant, fellowship, stipend or other compensation that is received during the leave period so that the University may make arrangements for appropriate financial support. Such information shall be presented as soon as it is available.

A faculty member may not accept paid employment during a scholarly leave with salary except as provided within the University's policy governing extramural activity for compensation. Personnel benefits are continued to the extent permitted by law and University benefits policy during a paid leave provided the faculty member continues normal benefits contributions.

Additional paid scholarly leaves may be periodically granted and will normally be considered after the sixth year following the completion of the previous paid leave. In rare instances, however, the University may consider granting a paid leave sooner than the normal six-year period if an exceptional opportunity arises, one such as a prestigious fellowship which reflects great credit on the faculty member and the University. In cases where the sponsor provides 75 percent or more of the base salary, and the University's contributions is less than 25 percent, such leaves are treated as scholarly leaves without
Leaves for Employment Elsewhere

A leave of absence may be granted to a faculty member who wishes to accept a temporary post at another university, in governmental service, or in a private institution, agency, industry or firm. Such leaves are granted only when clear benefits in terms of scholarly opportunity or professional development derive from the leave and support the activities of the University. They are granted only when the personnel resources of the University are adequate to maintain the programs with which the faculty member is concerned in his or her absence.

Normally a leave of absence for employment elsewhere will be for a period of one year. If there is sufficient justification, a second year of leave may be approved. A leave of absence for employment elsewhere will never be extended beyond two years with the single exception of leave to accept a Presidential appointment to a high-level position in the federal government. In this one case, leave may be extended for a period as long as four years. The appointment of a faculty member who does not return to his or her duties at the University at the end of a leave for employment elsewhere will be terminated as of the end of the leave period.

Normally the University does not contribute toward the salary or benefits of a faculty member on leave for employment elsewhere. Frequently employers will provide their own benefits plan to the faculty member or will reimburse the University in order to maintain University benefits coverage for the individual in question. However, the University urges the faculty member to retain appropriate benefits coverage while on leave to make any necessary arrangements with the Personnel Office prior to the leave period.

Child Care Leave

For faculty members in tenure probationary status serving on a half-time basis in approved child care leave, the probationary period shall be extended by one year for each two years spent in such half-time service, except that the total tenure probationary period shall not exceed 10 years.

Other Leaves

The University recognizes that occasions may arise when faculty members may wish, or be forced, to request leaves of absence for purposes other than child care, scholarly study or employment elsewhere. It will endeavor to be as generous as possible in granting such requests when they are compatible with the best interests of the faculty members, the students, and the University. If such a leave is granted to a member of the standing faculty on a term appointment, this leave will be counted as part of the time accumulated toward tenure unless expressly provided otherwise in the formal action approving the leave. Additional information on leaves is included in the University of Pennsylvania’s Personnel Policy Manual.

Inactive Status

Special arrangements whereby faculty members are released from academic duties for periods of time shorter than a single semester are not called leaves. Such arrangements require the approval of the Dean and are handled within the several schools; they do not involve the University benefits pool.

Resignation While on Leave

If a faculty member while on leave accepts an appointment to another institution, it is the custom among institutions of higher learning for the new institution to reimburse the former institution for sums paid to the faculty member, or on his or her behalf, from the University funds during the period of the leave. The University of Pennsylvania generally observes this practice in its own appointment procedures, and it expects that faculty members who resign from the University of Pennsylvania while on leave will cooperate in seeking such reimbursement for the University from their new institutions.

—Thomas Ehrlich, Provost
Report of the Ad Hoc Committee on South Africa

Adopted by the University Council December 9, 1981

Preface

The University Council's ad hoc Committee on South Africa was charged with the responsibility of assessing the integrity and effectiveness of University investment practices governed by a policy instituted in 1979 at the recommendation of the Trustees' Committee on University Responsibility. The background and entailments of those policies are captured by the following report that appeared in the January 20, 1981 Almanac:

South African Investments

WHEREAS, The University Council on February 28, 1979, recommended (1) that the University urge all companies in which it has holdings to adopt the Sullivan Principles or their equivalent, (2) that the University divest itself of holdings in any company that does not adopt and follow those principles, and (3) that by June, 1981 the Trustees again study the appropriateness of the Sullivan Principles, invite the Council and other campus groups to participate in that study, and report to the University community either reaffirmation or its change of policy with regard to companies operating in South Africa, and WHEREAS, The Trustees thereafter on January 18, 1980, adopted a series of resolutions stating in part (1) that all companies in which the University holds equity investments should adopt principles of corporate practices comparable to the Sullivan Principles, (2) that the University in cooperation with others should pursue information-gathering activities to help ensure that principles of employment practices once adopted are implemented, (3) that the Trustees' University Responsibility Committee, after making persistent efforts to change the attitudes of companies over a substantial period of time, shall make recommendations which may include sale of stock if there are companies in the University's portfolio which have not adopted practices comparable to the Sullivan Principles, and (4) that the series of resolutions "be reviewed in all respects in the fall of 1981," Therefore be it RESOLVED, That an ad hoc committee of the University Council, to be composed of six faculty members, two undergraduate students, and two graduate professional students, be appointed by the Steering 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 ad hoc committee to report to Council no later than its meeting of April 29, 1981, so that Council may offer advice to the Trustees relevant to their review in the fall of 1981.

As part of its plan to insure the effectiveness of the resolution, the University Council stipulated that University investment practices governed by the resolution should be scrutinized by an ad hoc committee. In the spring of 1981, such a committee was appointed with Professor Houston A. Baker, Jr. of the University's department of English as chairman. The committee was asked to conclude its work in the spring of 1981, but it was obvious to everyone involved that the committee's charge could not be successfully met in such a brief period of time. Hence, the committee's work was extended to the fall semester of 1981. This extension enabled the committee to become acquainted with issues surrounding the actions of corporations in South Africa, to make contact with people who have first-hand knowledge of the state of corporate and government activity in South Africa, to organize a forum designed to inform the University community of issues surrounding divestment, and to survey the ramifications of current University of Pennsylvania policies and actions related to the University's stock holdings in corporations that do business in South Africa. The committee felt that it could not meet its charge or make appropriate recommendations without engaging in the information-gathering processes that have marked its work during the past six months. Our consensus, now that we are at the end of our work, is that the policy of the University of Pennsylvania Trustees regarding the holding of stocks in corporations that do business in South Africa is misguided, ineffective, and potentially harmful. The current policy is both myopic in its presuppositions and inefficient in the operations that it entails. If fiduciary responsibility is the primary charge of the University of Pennsylvania Trustees, then the University's Policy on South African investment must be immediately abandoned. Financial, military, government, and mass-political activity in South Africa, across the African continent, and in the Middle East indicates that institutions and governments that support oppressive regimes like the one currently in power in South Africa will find themselves ostracized and financially bereft in approaching decades. That those who exercise fiduciary responsibility for our University should look to the future and formulate investment postures that guarantee credibility and amiable business dealings among future generations is a commonplace. That the University of Pennsylvania's current policies are entirely present-oriented and manifest a lack of foresight and, as a corollary, a dangerous fiduciary irresponsibility on the part of the University's Trustees is also a commonplace. In the text that follows, we attempt to make apparent some of the reasons that prompted our present judgment. We also attempt to suggest desirable alternative policies for the University's adoption.

I. Introduction.

Discussions of United States' corporate involvement in South Africa over the past few years have often focused on the Sullivan Principles. These six principles articulated by Reverend Leon Sullivan provide guidelines for subsidiaries of United States' firms in South Africa. They stipulate that those firms (over 300 of them currently) should provide concrete assistance to the black population and contribute to pressures for internal reform in South Africa. However, it is increasingly apparent that the Sullivan Principles are based on a theory of social change that is, perhaps, inappropriate for the South African context. In brief, Reverend Sullivan's plan rests on an implicit analogy between South Africa and the American South of the 1950's. It is certainly reasonable to argue that if Northern-based firms operating in the United States South in the 1950's and 1960's had adhered to principles of affirmative action and anti-racism in their treatment of black employees, their actions might have contributed powerful pressure for the dismantling of racial segregation. However, there are two important factors that make the analogy with South Africa inappropriate.

A. The role of the national government.

In the American South, the Federal Government played a critical role, albeit sometimes with reluctance, in supporting the process of racial reform. The Federal Courts undermined the legal basis of racial segregation, and the Executive Branch used its power to support various private initiatives for racial change. In South Africa, by contrast, the national government remains determinedly committed to the maintenance of the Apartheid system; racial segregation is very much "the law of the land." While there has been much talk of reform in South Africa in recent years, it is quite clear that the reforms that have been effected have done little to alter the overall system of racial inequality. For example, even the most "enlightened" thinkers within the ruling Nationalist Party are unwilling to contemplate granting equal political rights to the black African population.

Because the South African government supports the maintenance of racial inequality with the full force of its formidable powers, private sector initiatives for reform are unlikely to succeed. Many commentators have noticed, for example, that some of the Sullivan Principles require firms to violate South African laws. It seems likely that if the South African government pressed firms on such violations, they would have little choice but to obey the law, thus violating the spirit and the letter of the Sullivan Principles. Moreover, the normal division of labor between corporate headquarters in the United States and the local management of the South African subsidiaries creates the distinct possibility that while headquarters endorses the Principles with the best intentions, local subsidiaries might well proceed to ignore the Principles altogether. To date, no effective enforcement procedures have been devised to determine if, in fact, firms are respecting the Sullivan Principles. The hostility of the South African government makes it unlikely that such effective monitoring mechanisms will be devised in the future.

B. The question of time.

An even more serious weakness in the analogy between the United States' and South African situations is occasioned by the time horizons of the two reform efforts. In the American South there was time for a prolonged, and slow, process of reform to dismantle the system of racial segregation. From the Brown vs.
Board of Education decision in 1954, racial reform in the American South has proceeded over twenty-five years. Even without the unrelenting opposition of the South African government to a parallel reforming process in South Africa, it is unlikely to proceed far longer and to be far less successful. For example, even if American subsidies move dramatically to upgrade the skill level, living condition, wages of their employees in accord with the mandates of the Sullivan Principles this will have only a relatively small effect on the overall black-white income gap in South Africa because United States' firms employ only a small percentage of the total African labor force in South Africa. It would not be surprising if United States' corporations have an insignificant role in the South African economy. On the contrary, because United States' firms in South Africa tend to be capital-intensive and in high-technology industries their support for the South African economy is crucial while their employment of black workers is minimal.

The problem is that such a prolonged reform period for South Africa is completely unrealistic given the pressures that are already building up in South African society. The recent Rockefeller Study Commission on United States' policy toward South Africa called its report South Africa: Time Running Out. Time is running out because in the face of popular support for black resistance within South Africa. Whatever one might think of the advisability, or prospects, of black resistance to white rule in South Africa, heightened conflict will create grave dangers over the next five to ten years. This issue was discussed at length in the forum on divestment sponsored by our committee on October 26, 1981.

Professor Dennis Brutus, a South African poet, activist, and Professor of English, spoke on October 26. Professor Brutus, who is fluent in more than one black South African population. He was firm in his insistence that the Sullivan Principles are "obfuscating mechanisms" designed to hide the instrumental role that corporate investments and activities play in maintaining the apartheid system in South Africa. Professor Brutus' viewpoint was roundly contradicted by Mr. Daniel Purnell, a spokesman for the International Council for Equality of Opportunity Principles, Inc., the organization charged with monitoring the compliance of signatory corporations with the Sullivan Principles. Mr. Purnell insisted that since United States' corporations were, in fact, in South Africa, they should be made to comply with principles of conduct that ensured a "liberating" role for such corporations. His premise was that if corporations doing business in South Africa comply with the Sullivan Principles, they will contribute to the welfare of the black South African population. Professor Brutus countered this position by saying that the activities of corporations that, in fact, aid in the maintenance of the system of Apartheid can never be "liberating" for the majority population. The Council stands ready to aidthe University in implementing the policy outlined in its report.


II. The Policy of the University Trustees.

The Trustees' policy on South Africa shares all of the weaknesses of the Sullivan Principles and possesses additional shortcomings of its own. Rather than divesting stocks of firms operating in South Africa that are not Sullivan signatories, the Trustees have initiated a process of writing letters to the management of such firms asking them to clarify their policies. However, no time limit has been established for determining if a particular firm is intransient. Hence, no stocks have been divested to date. Further, if the University sells its stock in such intransient firms for financial reasons and then later reacquires it, the process is interrupted. The Trustees may thus be proceeding in ways reminiscent of the actions of corporations who have made "deliberate" efforts to integrate prestigious schools in the United States. Furthermore, the Trustees, using the Sullivan Principles as justification, have seen fit to vote against stockholders' resolutions that require firms to cease expanding their stake in South Africa. In short, the University has thrown its weight behind continued expansion of United States corporate involvement in South Africa.

III. Present Options.

At present, there seem only three serious alternatives for the University to consider vis-a-vis investments in corporations doing business in South Africa. A detailing of these alternatives follows.

A. Continuation of the present policy based on the Sullivan Principles. In our view, such a course may simply contribute to strengthening the existing regime in South Africa. If, however, the University decides to continue to support the Sullivan Principles, it should be in no uncertain terms that the University immediately divest all its holdings in non-signatory companies.

B. Adoption of a policy of divestment of all stocks in firms with substantial investments in South Africa. The University would, perforce, devise reasonable criteria of "substantial investments or substantial trading interests." Criteria governing "trading interests" are essential because it would make little sense to divest the stock of a firm that had a relatively minor subsidiary in South Africa while continuing to hold stock in a firm that had no subsidiary but still sold large quantities of goods with potential military uses to the South African government. (At present, United States' firms are not allowed to export military items to South Africa. These rules, however, have not been enforced by the Commerce Department which, in the current administration, seems likely to enforce them quite loosely.) A policy of divestment does not rest on a simple economic calculus; the stocks that the University sells will find other buyers. Hence, the brute fact of divestment will not directly influence corporate management. The impetus behind a policy of divestment is an educational one. By divesting its South African holdings, the University will help educate the American public about the seriousness and danger of the current situation in South Africa.

Some have argued that it is inappropriate for a University to take a stand on a political issue such as South Africa. The failure to take action, however, is itself a political stance. Adoption of a policy of divestment can be interpreted as part of the historic mission of the University—the education of the populace to higher levels of understanding as to where critical human issues are concerned.

An argument that has emerged in past debates on divestment at the University of Pennsylvania is that divestment would be economically costly to the University. It is argued that divestment of South African stocks would involve high transaction costs and, perhaps, lower returns on our endowment as a result of reduced earnings and reduced earnings are min mal. At least one institution, in fact, claims that it has profited from divestment.

Third, it is suggested that corporations and individuals who have been generous in their donations to the University would punish the University for adopting a policy of divestment by withholding future donations. Such an argument appears remarkably like the traditional judicial argument that the University is necessarily subervient to corporate interests. It is our belief, on the contrary, that if the University carefully explains its divestment policy, it will garner new respect, even from the business community.

It is the majority view of this committee that the University Trustees should embark on a policy of divestment as outlined in point 3C. The majority of our committee stands ready to aid the University in implementing the policy outlined in 3C.

University Council on South Africa

Houston A. Baker, Jr., Chairman
Robert E. Egles
Jesse L. Brown
James Baker
Fred Block

Letter of Disassociation

At Council, one member of the Ad Hoc Committee on South Africa distributed the following letter, sent to Chairman Baker on November 24.

Although I have a deep concern for repressed minorities in South Africa as well as in other parts of the world, I must disagree with your statement that the University's Ad Hoc Committee on South Africa's report is "well-intentioned." I believe the report is biased and partially inaccurate.

In view of these reasons, I hope that you will appreciate why I cannot sign the report.

—Marshall E. Blume
Howard Burton Professor of Finance

ALMANAC December 15, 1981

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If the rest of December looms as one long impending collision between the year-end workload and the spirit of holiday giving, this article suggests an easy way out: Shop close, shop fast at Penn's own stores (the Bookstore, Museum Shop and Houston Hall Arcade, page 7) — or just put your feet up and browse through the first few paragraphs of non-shop shopping via tickets and memberships that don't even have to be wrapped.

Christmas Onstage

What could be a more appropriate Christmas gift than tickets to the McCarter Theatre Company Production of *A Christmas Carol* by Charles Dickens at the Zellerbach Theatre December 16-27 (tickets $10.50-$14)? Then there are the upcoming performances at the Center, including *A Dramatic Potpourri* with actors from the Royal Shakespeare Company February 4, 5, 6 (tickets $10, $11, $12). A classic Greek masterpiece of passion and courage, *Iphigenia at Aulis* by Euripides, will be done in English by the McCarter Theatre Company March 16-21 (tickets $10.50-$14). *Tales from the Smokehouse* is a Canadian contribution by its Theatre Sans Fil, coming April 2 (tickets $6 and $8).

For children, too, the thrill of live theatre can be stuffed in a stocking. There are *Potato People* in the Canadian Theatre Beyond Words mask-mime play (in cartoon style, geared to children in kindergarten through junior high school) coming February 5 and 6 (tickets $3 and $4). Another show for the same age group is *The White Raven*, presented by Theatre Sans Fil, whose giant puppets breathe life into Indian legends in performances April 2 and 3 (tickets $3 and $4). The Annenberg Center Box Office (Ext. 6791) is open Monday through Friday, noon-6 p.m. With a Penn I.D. tickets may be purchased at discount prices with cash, check or charge card.

A Gift of Belonging

For a gift that lasts all year give a membership — and there are many to choose from on campus. Annenberg Center Associates, Friends of the Library, Institute of Contemporary Art, University Museum and Morris Arboretum welcome campus and community memberships, and all offer something concrete in return for the support.

Annenberg Center Associates puts the recipient's name in programs; gives advance notice of trips, parties and meetings; keeps a private telephone line for ticket requests; admits him or her to the Associates Lounge at performances and to guest dining privileges at the Faculty Club (if a nonmember). And sends a newsletter. An Associate's membership ($30) can be bought at the Development Office in Annenberg Center.

Book lovers join the Friends of the Library, and people who love book lovers can make membership a gift. Members attend special functions and lectures, and receive the *Library Chronicle*, a scholarly journal which explores the resources of this and other libraries. A student membership ($15) or a regular membership ($25) may be obtained at Van Pelt Library.

A gift membership in the Institute of Contemporary Art is perfect for the artist, art lover, or collector on your gift list. ICA member benefits include participation in the ICA community, invitations to exhibition openings, to private membership dinners and to members' trips; announcements of special events, special children's programs and the annual report. ICA memberships ($30, or $20 for artists and members of the University community) are available at the ICA, Monday through Friday, 9 a.m.-5 p.m.

Know someone who wants to go underground . . . at the University Museum? A member participates in the hidden work of the Museum and its collections as well as its many public and social activities. The member ($25) receives a newsletter, national and international travel opportunities, invitations to openings, special members' evenings, discounts on lectures, tours and courses, new-member orientation, volunteer opportunities, and a 10-percent Museum Shop discount. Order this gift in the Museum's membership office (Ext. 4026).

A Morris Arboretum membership gift is the closest thing to a conferring green thumb. Members of the University's historic arboretum in Chestnut Hill help to support the research and public education programs of the Arboretum while enjoying a 25 percent discount on all course fees, a special bonus plant at the annual Spring Plant Sale, and a 10-per-cent discount on all course fees, a special bonus plant at the annual Spring Plant Sale, and a 10-per-
to Campus Gifts

cent discount on purchases made at sales throughout the year. A regular (family) membership ($25) or a student membership ($10) is available at the Arboretum (247-5777).

The Sporting Life
A basketball fan is sure to appreciate the 1981-82 Penn Basketball Record Guide, listing players and records ($3 at the Sports Information Office in Weightman Hall) — especially if you add tickets to an upcoming Big Five game at the Palestra. Tickets ($4,$6,$8) are for sale at the Ticket Office, Franklin Field, 9 a.m.-4:30 p.m.

Big and Small at Houston Hall
Houston Hall is a good place to shop whether you are looking for something large or small. How large is large? Well, a cruise or a ski trip are pretty big gifts that don’t use a lot of wrapping paper. They can be arranged through the Travel Agency in the basement of Houston Hall. If small is all you are looking for be sure to check out the assortment of bite-sized hard candies, chocolate pretzels, nuts, and Christmas cookies at the Candy Shop. They also feature a variety of stocking stuffers and candy canes to sweeten the holidays.

Everyone knows at least one chocolate lover, and the Card Shop is well stocked with Hershey’s-kiss stick pins ($2.99), calorie-free (till filled) ceramic mugs ($5) and Hershey-bar key rings ($2.99). The Card Shop also has a collection of stuffed animals ($2-4) and Ziggy key rings. . .for the keys you haven’t lost yet!

Naturally the Card Shop has a wide selection of holiday greeting cards and paper goods for parties; they also have mailing labels, sealing tape and package sending kits to help get a gift to a faraway friend or relative. That’s when the Houston Hall Post Office becomes Santa’s helper, as it delivers what you have signed and sealed.

If all this shopping is tiring your feet, stop in Clog n Jog in Houston Hall basement for a pair of clogs or athletic shoes. They will keep you running in style. Or if the shopping trip is eating away at your lunch hour, you can grab a quick bite at Hardes. Fruity Rudy (fresh fruit salad and fruit drinks) or the Candy Shop (ice cream, donuts, bagels, cookies, coffee).

Museum Shop: International Array
If you want gifts from around the world, just go around the block — to the University Museum at 33rd & Spruce Streets. The Museum Shop specializes in carefully selected, exotic and educational gifts from every corner of the globe. The Shop reflects the cultures and collections of the Museum itself, and is one of-a-kind place for one-of-a-kind items. To start at the top, there are Chinese theatre puppets, 50 to 70 years old, with lacquered faces on wood, actually used in the theatres. The quantity is limited and the price is $115-$125; but where else will you find one?

Starting at $12.50 is Burmese lacquerware that shows intricately carved designs of green, yellow and black on a red background. Floral, animal and human figures decorate bowls, boxes and trays in this collection based on an ancient artform originating in China. They range up to $65.

The Museum Shop also has Zulu and Botsman baskets and pottery for a gift with an organic look ($15-$150). The pottery is in terra cotta, greys, and black, with etched or built-up patterns on a variety of-a-kind place for one-of-a-kind items. To

The University Bookstore has much, much more than what’s in the name. The Christmas Shop in the Bookstore is brimming with tree ornaments, candles, gifts, wrap and cards. There is an enormous selection of 1982 calendars featuring American folk art, auto racing, bears, bible verses, black women, cats, cities of Europe, dogs, food, football, golf, horses, Jacques Cousteau, Miss Piggy, performing arts, Philadelphia Eagles, Preppy, quilts, rainbows, sailing, seasons, Sierra Club, skiing, Star Trek, Walt Disney and Winnie the Pooh.

The Children’s Center at the Bookstore is packed with selections for young readers. Cloth books ($3.50) for the very young as well as coloring books and other educational materials fill the shelves. A Random House Dollhouse ($6.95) is a unique offering: open the book and it’s a real (paper) dollhouse with easy-to-assemble car and furniture.

There are clothes, toys, games and puzzles for children of all ages. Appealing stuffed animals, chic pot holders and cookware, gourmet foods, vaques and truffles, innovation, sentimental, scented soaps and whimsical mugs are just some of the numerous gifts to choose from.

But are there books for giving at the Bookstore? Virtually every one you’ve seen on anyone’s wish list, and many that might be hard to find on a neighborhood shopping center’s mass-market-oriented racks. Note especially the faculty titles that may have added appeal. Just a few highlights are Puritan Boston and Quaker Philadelphia by E. Digby Baltzell ($19.95); Brotherly Love by Daniel Hoffman, Jr. ($5.95); Sister Carrie, The Pennsylvania Edition of Theodore Dreiser’s novel ($12.95); In the Matter of Color by A. Leon Higginbotham, Jr. ($6.95) and the History of Children’s Play by Brian Sutton-Smith ($20).

Most of the titles on The New York Times Book Review’s recent list of 300 “notables” for 1981 are there, including Eving Goffman’s Forms of Talk. And there are some signed copies of Alumnus David Bradley’s A Chanesville Incident, which led off the Times “editor’s choice” list of 12. — M.F.M.
What Penn Will Do in the Tercentenary

In October of 1682, the English Quaker William Penn, with a charter from Charles II granting him "a tract of land in America north of Maryland bounded on the east by the Delaware, on the west limited as Maryland, *northward as far as plantable," landed at New Castle on the Delaware. The city he founded in December of that year was Philadelphia. Under a constitution drawn up by Penn and anchored in his delineation of the principles of democracy and religious toleration, the settlement attracted many members of English and European religious sects.

Fifty-eight years later, in 1740, the charity school that became the University of Pennsylvania was founded. The fledging academy and the city grew together—the University with its home and context in the city, and the city benefiting from the University as a constant source of intellectual and cultural leadership. In observation of Philadelphia's Tercentenary year in 1982, the University of Pennsylvania will conduct a variety of cultural, historical, and recreational events focused on this 300th anniversary.

**Publishing 'The Papers'**

The University of Pennsylvania Press will publish a select, critical edition of the papers of William Penn in a series of five volumes. Volume II, which spans the years of Pennsylvania's founding and settlement, will be published in October of 1982, accompanied by a one-day conference to celebrate the founding of the city. A popular paperback version of Volume II, to be entitled "The Founding of Pennsylvania," will also be published through a grant from the Glenmede Trust for free distribution to schools and public libraries throughout the Commonwealth.

William Penn's life will also be celebrated in the University Archives' exhibition, "The Proprietary Family, the University, and the Institutions of Philadelphia," September 15 to December 15, 1982, in the Van Pelt Library. Materials from the American Philosophical Society, the Library Company of Philadelphia, and the Historical Society of Pennsylvania, partners and lenders in the exhibition, will illustrate the relationships among the University and these three historic institutions.

The University will also add to the chronicle and analysis of the history of the City and the Commonwealth. The settlement of the Commonwealth is the subject of the Center for Early American Studies conference, scheduled for a Saturday in October, on "The Peopling of Pennsylvania." The conference will include talks on William Penn's vision of Pennsylvania and the religious and ethnic mix that evolved, and on the nature of Philadelphia as a mature provincial capital on the eve of the Revolution.

The Philadelphia Social History Project continues it decade-long research on Philadelphia's past. Its multidisciplinary studies on work, family, ethnicity, spatial structure and historical development resulted in scores of monographs and the most extensive data set on any American city's past.

* i.e., by New Jersey

The Center for Philadelphia Studies, which in cooperation with Temple University organized "Philadelphia: Past, Present and Future," will begin to reach some conclusions on the eve of the Tercentenary. Supported by several grants from local foundations and CBS, this twenty-month process of community-wide debate and education is designed to promote informed policy choices and substantive public and private action. For the City's 300th anniversary the project is focusing public attention on Philadelphia, in order to celebrate its attributes and consider its weaknesses. Task forces on economic development; race, poverty and unemployment; housing and neighborhoods; education; energy; water, air and waste; the peace of the city; the public purse; transportation; culture and recreation; health and human services; and the long term future met during the spring, in preparation for conferences on these issues in Philadelphia this fall. By April 1982 general integrative papers will be completed and more conferences will take place to draw together the groups and findings of these task forces. By October 1982 a national conference on public policy strategies and other public events will take place.

**Seeing the City**

In the winter of 1982, Philadelphia children will be able to tour historic sites and learn first-hand about colonial Philadelphia through a College of General Studies Program designed just for them: the "Phil-Kid Program, An Introduction to Colonial Philadelphia."

The spring of 1982 will bring two more walking-and-learning programs from CGS: "Archaeology of the Olde City"; "Victorian Architecture in Philadelphia", with a focus on West Philadelphia examples; and "Legacies of the Past: Old Cemeteries Around Philadelphia."

During the First Session (May 18–June 25), of Penn's 1982 Summer Sessions, a specially arranged "Tercentenary College" will offer a selection of six courses and a public lecture series. The six courses are:

- HSS 13, Technology and the American City;
- Sociology 331 A, Urban Social Structure: The Special Case of Philadelphia;
- Urban Studies 49 K, Philadelphia Politics;
- Urban Studies 49 L, Architecture, Location and Class in Philadelphia

The lecture series, called the "University Summer Forum," is sponsored by the College and will explore Philadelphia's contribution to various aspects of urban life and organization. Lectures will be held on Tuesdays from 4:30 to 6 p.m. from April 20 through June 1.

Also during the Tercentenary year, the Philadelphia Transnational Project within the College of Arts and Sciences, which studies and reports on the city of Philadelphia's transnational aspects, will publish a monograph on "The International Dimensions of 'Century Four'.

**Outdoor Observances**

Recalling William Penn's insistence on the value of greenery and green spaces in a town, the Morris Arboretum has joined with 30 other botanical gardens, arboreta and related institutions in the Delaware

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* ALMANAC December 15, 1981
Like other historical celebrations, the Tercentenary sends researchers into the University Archives for such memorabilia as this 1763 manuscript survey of some early Penn real estate. Thomas Penn's 1763 gift to The College was a 3092-acre tract of the Manor of Perkasie in Bucks County, settled by German-speaking tenants and later described as "a source of more headaches than income" for the institution. It remained the University's principal real estate investment until 1840.

Valley to form the Tercentenary Gardens Collaborative which will present "Changing Images of the Garden: 300 years of Horticulture in the Delaware Valley." Looking at the private and public garden, at landscape architecture, the science of horticulture, and at the area's parks and gardens, "Changing Images of the Garden" will include an exhibit of colonial, Victorian, and contemporary gardens at the 1982 Philadelphia Flower Show. There will also be traveling exhibitions overseas and within the United States. A series of public symposia, whose proceedings will be published, will feature experts from at home and abroad speaking on the garden in science, in the history of ideas, and in the overall environment. Public knowledge of the area's gardens and arboreta will be greatly increased through publication of a new, comprehensive Guide to the Gardens and Arboreta of the Delaware Valley.

In another realm of the outdoors, the University's Penn Relays, April 18 to 24 in Franklin Field, will mark the Tercentenary with the running of the Penn Relay-Betsy Ross 300 Anniversary Mile for women on April 24 and the Penn Relay-Jumbo Elliot 300 Anniversary Mile for men, also on April 24. The traditional Penn Relay marathon, in which about 3,000 runners compete, will be run through historic Philadelphia on April 18.

The Scholar's Calendar

Throughout the anniversary year of 1982, University departments and centers will offer seminar and lecture series with particular meaning for the history of Philadelphia. The Dutch Studies Program will hold a series of seminars in the spring and fall of 1982, in celebration of 200 years of uninterrupted diplomatic relations between the Netherlands and the United States of America, 1782-1982. The Prime Minister of the Netherlands will be among those giving seminars.

In honor of the Tercentenary of a city where science and technology have flourished, four national associations in the history and sociology of science and technology will hold their first joint meeting in October 1982, under the auspices of the department of the History and Sociology of Science.

The School of Engineering and Applied Science will delve into the history of the origins of the modern computer, whose prototype, ENIAC, was developed in Philadelphia at the University's Moore School.

Turning to earlier history in the Philadelphia area, the University Museum will mount a special exhibition in mid-July, on Delaware Indians, and the Philadelphia Museum of Art will borrow, as a star attraction in its spring and summer exhibition on Thomas Eakins, that painter's masterpiece, "The Agnew Clinic," a University treasure which hangs in the School of Medicine.

Finally, as a splendid visual summing-up of the history of the city, the Graduate School of Fine Arts will help create the Tercentenary exhibit, "Visions and Realities," to be displayed in the Penn's Landing Museum on the Philadelphia waterfront. Together with the architectural plans and documents that shaped the city's past and present, the exhibit will display a range of images and visions for the future of the city. GSFA workshops during 1982 are to include projects on the city, and the results of this focus will be exhibited in February 1983, in the main gallery of the Fine Arts Building.

—Prepared by Tom Corl and Gillian Norris-Szanto for the President's Committee on the Tercentenary
DEATHS

Dr. Daniel Blain, emeritus professor of clinical psychology, died November 13 at the age of 82. He came to Penn in 1958 and became an emeritus professor in 1968 when he took the position of superintendent at Byberry State Hospital. In 1971, Dr. Blain assumed the role of assistant superintendent of research and education at Byberry. During his emeritus status he also taught courses in the psychology department at Penn. He is survived by his son, Daniel Blain, Jr., who attended the University as an undergraduate in 1960, 1963 and 1964, and two sisters and two grandchildren.

Frank B. Fowler, the longtime information desk clerk in Houston Hall, died November 28 at the age of 78. Since coming to the University in 1964 he had also served as a mail clerk in the Quad and the Medical School and a lounge supervisor before becoming the information desk clerk in 1974, a position he held until May of this year. Mr. Fowler was a 1924 graduate of the Wharton School. He is survived by his wife, Gertrude, a son and a daughter. Mrs. Fowler was a catalog assistant and head typist at Van Pelt Library, 1954-75; she has been working there part-time since 1975.

Kalliopi Kirifides, a scanning technician, died November 25 at the age of 69. She came to the University in 1965 as a part-time employee of this year. Mr. Fowler was a 1924 graduate of the Wharton School. He is survived by his wife, Gertrude, a son and a daughter. Mrs. Fowler was a catalog assistant and head typist at Van Pelt Library, 1954-75; she has been working there part-time since 1975.

Kalliopi Kirifides, a scanning technician, died November 25 at the age of 69. She came to the University in 1965 as a part-time employee in the Physics department and in October of that year became a full-time scanning technician in the department. She is survived by her husband, George.

Edna M. West, a retired food service worker, died in early November at the age of 78. Mrs. West came to the University in 1954 as a food service worker and retired in 1972. She is survived by a niece, Mrs. Jacqueline Bazemore Coleman.

Memorial Services

A memorial service for Dr. John D. Durand, emeritus professor of economics and sociology, will be held January 15 at 4 p.m. in Room 286, McNeil Building. Dr. Durand died October 27 at the age of 68.

A memorial service for Sarah Caspari, former research assistant in the Veterinary School and wife of physics professor Max Caspari, will be held December 23 at 3:30 p.m., at the Church of the New Jerusalem (Swedenborgian), 2129 Chestnut Street. Mrs. Caspari died October 14 at the age of 56. She worked as a research assistant in the zoology department from 1955 to 1957 and in the Veterinary School from 1965 to 1967. In recent years she was a librarian at the College of Physicians. She is survived by her husband, twin sons, and a daughter. Rachel attended the College of Arts and Sciences from 1975-1977; Matthew graduated from FAS in 1981 and Alexander graduated from FAS in 1980.

Memorial Fund Book Sale

A book sale today, from 10 a.m.-4 p.m. initiates the memorial fund to be established in memory of the late professor Narendran Juneja. He died May 12 at the age of 45. The book sale will be held in Dean's Alley in the Graduate School of Fine Arts will include many volumes related to the professions of landscape architecture, architecture and planning. The books to be sold, many of them new, belonged to Professor Juneja.

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.

To Establish a Memorial Fund

After the death of a member of the University community, a memorial fund is sometimes established to support research, provide scholarships or add to the library in the deceased person's field.

If you would like to establish a memorial fund or contribute to one, contact Mary Schwanatz at Ext. 8445. The Alumni and Friends Memorial Funds program assists in such ways as receiving and acknowledging gifts.

Telephone Directory Update

The recently issued University Telephone Directory (1981-82) contains some information which should be updated or corrected. The following additions, corrections and deletions can be clipped and saved in the back of the directory or penciled in on the appropriate pages. The information in italics is the portion of the entry that was printed incorrectly.

Yellow Pages

Additions

Energy Management and Public Policy 3831 Walnut 7185
Street, TN

Middle East Center 838/839 Wms H/ CU 6335/6336

Dir.: Dr. Thomas Naff
Asst. Dir.: Dr. Ahmet O. Evin
Outreach Coord.: Ruth Matson
Admin. Asst.: Robyn L. James

Public Policy Analysis Fels, B1 8216
Chairman: James Laing 5649
Secretary: Patricia Needham 8216

Corrections

Computer and Information Science Department (Moore School)
Undergraduate Curric. Info.: Ms. Elaine Simmonds 269 Moore, D2 5326
Graduate Curric. Info.: 269 Moore, D2 8540

Engineering and Applied Science, School of Info. and Records Office 110 TB, D3 7231
Asst.: Ms. Kit Brewer

President, Office of the Asst. to the President:
Dr. Gillian Norris-Santo 7224
Staff Asst. and Writer: 3437
Dr. Gillian Norris-Santo
Vice Provost for University Life, Office of Exec. Asst. to Exec. Dir.: 6404/4922
Mary G. Beerman
Admin. Asst. to Dr. Kevin Vaughan 6404/4922
Wharton Duplicating Center 7600
101N Centenary Hall, CC

Deletions

Biostatistical Consulting Office
Program for Epidemiological Research and Training
Academic Calendar

December 15-23 Final examinations.
December 23 Fall term ends.
January 7, 8 Registration for undergraduate transfer students.
January 11 Spring term classes begin and new student registration.
January 12 Final day for registration.
January 16 Founder's Day.

Children's Activities

Happy Holidays

Preschool at CHOP

Children's Hospital of Philadelphia Preschool has openings in its program for children with development delays and provides a wide range of programs to the child and family. The services are available for newborns through five-year-olds, at no cost to Philadelphia residents. Non-residents pay tuition based on financial ability. Children participate in the morning or afternoon session. For more information call Robert Schwartz at 387-6174.

Infant Friendship Center

Children three months to three years of age are eligible for enrollment in the Infant Friendship Center, a non-profit early education and child care program. The center, located at 4207 Spruce Street, is affiliated for teaching purposes with Children's Hospital of Philadelphia. Advanced pediatric students and residents observe developmentally normal infants in the day care environment, learning first-hand about normal baby development.

Thirty-six children can be accommodated in the day care program which is open Monday-Friday, 8 a.m.-6 p.m. The cost is $85/week for full-time care and $55/week for part-time care. Tuition scholarships are available. Parents, especially nursing mothers, are encouraged to visit their children. For more information call 386-5097.

Exhibits

Through December 23 Penn Union Council presents an Exhibition of sketches, paintings and watercolors by Larry Gray at the University Museum Art Gallery.

Through December The International House Bazaar Shop presents 'Traditional Embroidery of the Hmong,' the vividly-colored Indochinese art of the hill tribe (flower cloth). On display are hand-woven tapestries, pillows, small mat and pieces and Christmas tree ornaments, ranging in price from $8-$50, and International Christmas Tree Ornaments, a varied display of ornaments from Austria, Mexico, India, Sweden, Ecuador and more, ranging in price from $1-$5.

Through December The Graduate School of Education presents a display of artwork by students from Bucks, Delaware and Montgomery counties: room B 31, Graduate School of Education.

Through January 17 Photography: A Sense of Order includes over 150 photographs by 15 photographers, six of whom work in color. This is the first recent examination of the contemporary formalist issue in contemporary photography, at the ICA.

Through January The Genesis of Pennsylvania; England in 1661/1682 at the Rosenwald Exhibition Gallery, 6th floor, Van Pelt Library.

Through February 14 Echoes of the Samurai: Japanese Arms and Armor at the University Museum.

Through February 21 Camera and the Beatle of Microscopia, a collection of photographs by Harvey Reed, at the Sharpe Gallery, University Museum.

Ongoing The Egyptian Mummy; Secrets and Science at the University Museum.

Ongoing India At The University Museum at the Museum.

University Museum Gallery Tours

December 18 Archaeology

January 6 Archaeology

The gallery talks and tours are free and begin at the main entrance of the University Museum at 1 p.m.

Gallery Hours

The Bazaar Shop, in International House, is open Monday, Tuesday, 10 a.m.-4 p.m.; Thursday, 10 a.m.-6 p.m.; Saturday, 10 a.m.-4 p.m.; Sunday, 10 a.m.-4 p.m.; Thursday, 10 a.m.-6 p.m.

Graduate School of Education is open Monday and Tuesday, 9 a.m.-5 p.m., Wednesday, 8:30 a.m.-5 p.m., closed Saturday and Sunday.

Houston Hall Gallery Monday-Friday noon-6 p.m., Saturday and Sunday noon-8 p.m.

ICA Gallery Tuesday, Thursday, Friday, 10 a.m.-5 p.m.; Wednesday, 10 a.m.-7 p.m.; Saturday and Sunday noon-5 p.m. Closed Mondays.

Rosenwald Exhibition Gallery, in Van Pelt Library, is open Monday-Friday 9 a.m.-5 p.m.

University Museum, 33rd and Spruce, phone: 222-7777. is open Tuesday-Saturday, 10 a.m.-4:30 p.m.; Sunday, 1-5 p.m.

For more information call Ext. 6791 or TTY Ext. 6944.

Music

January 12 The American Guild of Organists and The Curtis Organ Restorations Society present Dennis Elwell, professional organist, with an organ recital at noon in Irvine Auditorium.

Special Events

December 16, 19 Massage Marathon; Relax for Finals, at the Christian Association. For reservations call the CA at 222-5941.

December 18 The A-3 Assembly presents A-3 Holidays Party; noon-2 p.m., West Lounge, Houston Hall. Bring your lunch. Coffee, tea and dessert will be provided. For contributions or suggestions to the party call Margaret Sabor at Ext. 5285.

Dell Hymes and Brian Sutton-Smith will autograph copies of their newly published books, In Vain I Told You: Essays in Native American Ethnographics by Dell Hymes and A History of Children's Play: The New Zealand Playground, 1840-1950 by Brian Sutton-Smith, both published by University Press, at the Bookstore, 1-3 p.m. These books will be available at a 20 percent discount.

December 17 The Faculty Club presents a Christmas Cocktail Party: 4:30-6:30 p.m. in the main lounge. Complimentary hors d'oeuvres and cocktails at Happy Hour prices. A Special Christmas Dinner Buffet follows the cocktail party, at the Alumni Dining Room. Cost: $10.50 plus 12 percent service charge.

Now through December 18 Holly and Greens Festival, sale of holiday greens and decorations, demonstrations and refreshments, noon-3 p.m., at the Morris Arboretum. For more information call 247-5777.

December 20 The International House Children's Folklore Series presents a Chanukah Celebration, 2-4 p.m., at International House. Admission is $2.50 for adults and $2 for children and senior citizens. For reservations call 387-5125.

January 15 The Third Annual Commemorative Program honoring Martin Luther King, Jr. on his birthday, Irvine Auditorium, time to be announced. Among the participants will be Representative William H. Gray, III, Poet Sonia Sanchez and the Penn Gospel Choir. (see page 1 for more information.)

January 16 Founder's Day. Celebrate Benjamin Franklin's birthday at the General Alumni Society's presentation of Founder's Day. Alumni Awards of Merit will be presented, reception at noon in the Chinese Rotunda of the University Museum, and luncheon at 12:45 p.m. in the Upper Egyptian Gallery. Reception and lunch $18. For reservations call Alumni Relations at Ext. 7811.

Sports (Home Schedules)

For more information on sports call Ext. 6128, for ticket information call Ext. 6151.

Locations: Hutchinson Gym: Men's and Women's Gymnastics; Ringo Courts: Men's and Women's Squash; Gambel Gym: Men's and Women's Swimming; Palestra: Men's Wrestling, Men's and Women's Basketball; Weightman Hall: Women's Badminton, Men's and Women's Fencing; Men's Volleyball.

December 18, 19, Women's Basketball vs. Notre Dame, 2 p.m.

January 10 Men's Squash vs. Saint Joseph's, 5 p.m.

January 16 Men's Swimming vs. Dartmouth, 2 p.m.

Talks

December 16 The Department of Pharmacology presents Dr. J. David Johnson, department of pharmacology and cell biology, University of Cincinnati Medical Center, on Compounds, Ions and Muscle Contraction, noon, Room 212, Nursing Education Building.

The Respiratory Group of the Department of Physiology,
Institute for Environmental Medicine and the Department of Anesthesiology present Dr. Jack Kaplan, department of pulmonary, 5 p.m. Commodities in "Red Blood Cell Studies with Caged ATP." 12:30 p.m., Physiology Library, 4th Floor, Richards Building.

December 16 The Rare Books Room Colloquium presents Georgina Ziegler, assistant curator, Furness Library, on Using the Beinecke Collection, noon in the Main Reading Room, 6th Floor, Van Pelt Library.

The Dutch Studies Program presents Willem Smii, Queen Wilhelmina, former editor of the History of the Low Countries, University of Amsterdam, on The History of the Arts in the Netherlands, 8 p.m., Room B1, Fine Arts Building.

The Department of Environmental Medicine presents William Santamore, Baccus Raccini Institute, Philadelphia, on Dynamic Coronary Anatomy. 4 p.m., Physiology Library.

December 22 The Respiratory Group of the Department of Physiology, The Institute for Environmental Medicine and The Department of Anesthesiology present Dr. Bernard Goldstein, department of environmental medicine, CMDNJ, East Piscataway, New Jersey, on Alteration of Alveolar Macrophage Function by Inhalation of Ozone or NO2, 12:30 p.m., Physiology Library, 4th Floor, Richards Building.

January 7 The Neuropsychopharmacology Colloquium presents S. Balder, University of Pennsylvania, on Recent Studies on Pulsion and Brain Endorphin, Room 215, Nursing Education Building.

January 8 The Department of Physiology presents Dr. Jack H. Kaplan, department of physiology, on Sodium Activation of the N. K-ATPase, 4 p.m., 4th Floor, Physiology Library.

January 14 The Neuropsychopharmacology Colloquium presents S. Balder, Penn post doctorate trainee, on Lability of Nautical Nervous System Reactivity, 12:30 p.m., Room 215, Nursing Education Building.

January 15 The Lilly Pennsylvania Program presents Dr. Sam Bedrosian, Penn professor of systems engineering, on Graph Theoretical Models, 2:30 p.m., Alumni Hall, Towne Building.

The Department of Physiology presents Dr. Steven Karp, department of biochemistry, Weismann Institute of Science, Israel, on Protein Conformation and Carbohydrate Transport by the N. K-ATPase, 4 p.m., 4th Floor, Physiology Library.

Theatre


To list an event

Information for the weekly Almanac calendar must reach our office at 3601 Locust Walk/C 8 the Tuesday prior to the Tuesday of publication. The next deadline is January 5 for the January 12 issue.

OPPORTUNITIES

Listings are condensed from the personnel bulletin of December and cannot be considered as official. New listings are posted Mondays on personnel bulletin boards at:

- Anatomy-Chemistry Building: near Room 358
- Centennial Hall: lobby
- College Hall: first floor
- Franklin Building: near Personnel (Room 130)
- Johnson Pavilion: first floor, next to directory
- Law School: Room 28, basement
- Leidy Lab: first floor, outside Room 102
- Log Cabin: first floor, Room 17
- LRSM: first floor, opposite elevator
- Ritter Building: near mailroom
- Social Work/Caster Building: first floor
- Towne Building: mezzanine lobby
- Van Pelt Library: ask for copy at Reference Desk
- Veterinary School: first floor, next to directory

For further information, call personnel services, 241-7284.

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 the interview with a personnel counselor or a department representative. Openings listed without salaries are those in which salary is to be determined. Resumes are required for administrative and professional positions.

Administrative/Professional Staff

Accountant I (4520) $12,000-$14,000
Accountant II (4393) $13,500-$22,600
Accountant, Data Communications (4259)
Applications Programmer Analyst II (1 positions) (4043) (2 positions) (4042) (2 positions) (4043)
Assistant Dean (4534) performs academic advising and related administrative duties (teaching and advising experience, knowledge of academic administrative responsibilities, management experience, registration experiences, familiarity with computer applications) $12,000-$16,000
Assistant Director II (4428) $13,650-$22,600
Assistant Registrar (4105) oversees access to collections and storage; coordinates volunteers; assists object accession and conservation (degree in museum collections; two years' experience; familiarity with computer applications) $12,000-$16,000
Accountant, Business Administration (1 positions) $13,100-$17,800
Cataloger (4414) $14,500-$19,750
Contractor Administrator I (4534) $14,500-$19,750
Contractor, Clinical Education (4105) $13,500-$22,600
Consulting Psychologist II (4395) $16,350-$22,600
Director (4428)
Educational Coordinator I (4535) coordinates operations of a curricular and placement program for Ph.D.'s seeking non-academic employment (advanced degree; good communications and organizational skills; knowledge of the University's personnel policies) $12,000-$16,000
Executive Director (4045)
Librarian II (4600) $14,500-$19,750
Librarian III (4605) responsible for selection, referencing, cataloging, and purchase orders (excellent interpersonal and organizational skills; ability to work under pressure, good judgement) $13,000-$18,000
Research Specialist II (4 positions) $12,500-$16,000
Research Specialist IV (4 positions) $12,500-$16,000
Senior Systems Analyst (4043) $16,250-$22,600
Support Staff

Administrative Assistant I (4397) performs administrative and secretarial duties; arranges conferences; organizes facilities; maintains manuscripts, editorial projects and presentations (acquaintance with organizational administrative) (knowledge management) $9,925-$12,250
Administrative Secretary (4540) performs secretarial and administrative duties; maintains calendars; makes travel arrangements; types confidential material and multiple letters on Oxy typewriter; assists with faculty appointments and promotions (high school graduate; some college or business experience; ten years of experience preferable at Penn; excellent typing) $11,250-$14,000
Air Conditioning and Refrigeration Mechanic II (2 positions) (4048) $15,000-$19,200
Animal Laboratory Technician (1 positions) (4114) Union Wage
Assistant Librarian (4472) $9,375-$11,500
Assistant Librarian (4522) (2 positions) $12,200-$16,000
Assistant Librarian (4529) $12,775-$16,375
Assistant Librarian (4530) (2 positions) $14,500-$18,750
Authorization Clerk (2 positions) (4534) processes applications for admissions, files and maintains records; applicants to contact (accurate, efficient, consistent, consistent, timely) (4537) receives requests for repairs and maintenance of physical plant, maintains service reports and enters in log; distributes requests and follow-up; maintains files; types memos and purchase orders (excellent interpersonal and organizational skills; physically able to perform some strenuous work; light work) $8,500-$10,000
Coordinating Assistant (4531) $15,000-$18,750
Controller II (4535) $16,750-$22,600
Coordinating Assistant (4543) assists in the preparation of manuscripts, editorial projects and presentations; maintains manuscripts, editorial projects and presentations; assists staff and committee meetings (fast, accurate typing; organizational and filing skills; knowledge of general business rou

tines and publishing: degree) $11,250-$14,000
Editorial Assistant (4040) (2 positions) $12,250-$15,575
Electronic Technician I (4300) $12,500-$15,375
Housekeeper (4490) $9,000-$11,500
Information Systems Technician (4322) $14,250-$18,000
Instrumentation Specialist (4494) $14,250-$21,300
Locksmith (4477) Union Wage
Maintenance Person (4465) $10,250-$13,000
Materials Control Specialist (4477) $12,500-$15,750
Office Assistant (4380) $6,750-$11,000
Plumber (4492) Union Wage
Radiology Technician (4512) $10,750-$12,400
Receptionist schedules requests for appointments and services (students: helps students secure additional medical services (goods interpersonal skills; ability to work under pressure; good judgement) $7,725-$9,250
Registration Assistant (4472) $9,375-$11,500
Research Laboratory Technician (1 positions) $9,150-$11,000
Research Laboratory Technician II (1 positions) $10,175-$12,400
Research Laboratory Technician III (7 positions) $11,225-$13,775
Research Machinist I (3722) $12,750-$16,375
Secretary II (4 positions) $3,750-$5,725
Secretary III (9 positions) $3,750-$5,725
Secretary, Medical/Technical (2 positions) $9,250-$12,250
Secretary, Technical/Word Processing (9 positions) $9,250-$12,250
Stack Attendant (4538) processes materials; maintains records; assists users (high school graduate) union wage
Technical, Information Systems (4520) $11,250-$14,000
Utility Person (4529) performs receiving, shipping functions; messenger service and set-ups; sorts, handles and distributes mail, moves lab equipment, performs other duties as assigned (high school graduate; ability to lift heavy objects; mechanical aptitude; physically able to move about freely) union wage

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ALMANAC December 15, 1981

Southern auditorium, and Tiny Tim (Scott Anderson) celebrate a happy ending and a joyous Christmas in a scene from Charles Dickens' 'A Christmas Carol.'