Development: Dr. Webber

Wharton's Professor of Management Ross A. Webber will be nominated by President Sheldon Hackney as vice president for development at the January 22 Trustees meeting. The selection of Dr. Webber, a prominent author and business consultant who has been on the faculty for 18 years, reflects two new emphases for the eighties, Dr. Hackney said:

"First, in a decade of retrenchment in governmental sources of funding, I wanted someone with special understanding of the private sector and someone particularly who has credibility in the corporate world. Second, in a decade of academic uncertainty nationwide, I wanted someone who understands education in general and Penn in particular."

Dr. Webber has a B.S. degree with honors in mechanical engineering from Princeton and a Ph.D. in business from Columbia, where he was a Ford Foundation fellow. He is the author of five books including the highly acclaimed Time is Money (1980, Macmillan Free Press). His research includes the roles, behavior and problems of individuals and small groups within organizations, with emphasis on leadership and conflict. In addition to teaching graduate and undergraduate courses at the Wharton School, he has taught in the Leonard Davis Institute of Health Economics, the School of Social Work and School of Medicine.

Provost: Three Appointments for a Full House

Three appointments by Provost Thomas Ehrlich complete the roster of senior academic administrators in College Hall: Dr. Richard Clelland as Deputy Provost (a new position); off-campus appointee Dr. Marion Oliver as Associate Provost; and Dr. Barry Cooperman of the chemistry faculty as Vice Provost for Research.

Dr. Cooperman and Dr. Clelland take office immediately. Dr. Oliver, now visiting professor at the University of Pittsburgh, will join the University effective May 1982.

Provost Ehrlich discussed the expansion of the Provost's Office to include a deputy provost as well as an associate provost with the Committee on Consultation and with President Hackney. Drs. Clelland and Oliver "have extraordinary talents that are needed by the University. Particularly as the University faces increasingly difficult financial problems, the primacy of the academic mission must be preserved. Dick Clelland and Marion Oliver are both vital to that goal."

Dr. Cooperman, succeeding Acting Vice Provost Alan Heeger with University-wide responsibility for research, "knows the University and its complex research undertakings," the Provost said. "I am pleased that he wants to stress research throughout all disciplines at the University and that relations between the University and industry will be a principal area of his attention."

Dr. Clelland, who has been acting associate provost since February 1981, is a former chairman of statistics and operations research at Wharton who also served as acting dean and later associate dean there. He joined the University as research investigator in 1953 and took his Ph.D. here in 1956.

Dr. Oliver is a magna cum laude graduate of Fisk University, where he majored in mathematics and physics. He went on to earn an M.S. and Ph.D. in mathematics at Carnegie-Mellon University, where he later directed the Carnegie-Mellon Action Project designed to identify and enroll minority students in the quantitatively-based disciplines, particularly engineering. From 1976 to 1979, he was associate dean of Carnegie-Mellon's School of Urban and Public Affairs. He then served as provost and vice president for academic affairs at Millersville State College from 1979 to 1981.

Dr. Cooperman came to the University in 1968 as an assistant professor, after taking his Ph.D. from Harvard, and rose to full professor by 1977. A winner of the Merck Faculty Award and a Sloan Foundation Fellowship, he has worked extensively on model systems for metal ion catalysis of phosphoryl transfer, on the active site characterization of yeast inorganic pyrophosphatase and on the use of photoaffinity labeling to probe biological receptors.

Search Committee: Dean of Dental Medicine

A consultative committee in the search for a Dean of the School of Dental Medicine has been appointed by President Hackney, in consultation with Provost Ehrlich and Vice President Langfitt.

Faculty members: Morton Amsterdam, professor of periodontics chair Martin Greenberg, associate professor of oral medicine Ronald Johnson, professor and chairman of orthodontics and pedodontics Max A. Listgarten, professor of periodontics Robert H. Mundheim, University Professor of Law and Finance Edward J. Stemmler, dean of the School of Medicine Ann L. Strong, professor and chairman of city and regional planning Norton S. Taichman, professor and chairman of pathology, Dental Medicine

Students: Jonathan A. Ship, Dent. '84 Robert A. Gianontas, Dent. '82

Non-voting advisors: John P. Hellwege, alumnus Alice Vasselli, clinical assistant professor of periodontics

MLK Commemoration: 7 p.m.
The Martin Luther King program of January 15 will begin at 7 p.m. in Irvine Auditorium. In addition to Congressman William H. Gray, III, and other speakers announced by the Provost in Almanac December 15, the program will include Senate Chair Phoebe Leboy, Black Student League President Dwayne Everett, Black Faculty and Administrators' Jacqueline Wade, and Alumni Trustee Russell Brooks. Cheryl Burrell and others will be master of ceremonies.

IN Inside

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- Supplement: Senate Report to the President on the Provost's Implementation of the Faculty Grievance Panel Report on the Grievance of Associate Professor Maurice N. Srouji, pp. I-VIII
- Insert: Wharton Research Update, centerspread
- A Supplement, "Six Working Papers for Strategic Planning," will be distributed separately on Friday, January 15
**SPEAKING OUT**

**On South Africa**

As reported in the December 15, 1981 issue of *Almanac*, the University Council voted 28-9 to accept the recommendation of the Report of the Ad Hoc Committee on South Africa, which advised the University "adopt a policy of divestment of all stocks in the firms with substantial investments, or substantial trading interests, in South Africa." Issues of several types can be distinguished in reaching this result. The first issue is the practice of apartheid. The second is the procedure that brought this Report to Council. The third concerns substance. Let me consider these in order.

1. Apartheid: Individuals throughout the University are united in their view that apartheid is morally abhorrent. The only differences arise over ways to express this abhorrence.

2. Procedures: The Report of the Ad Hoc Committee on South Africa was sent to the Steering Committee of the University Council on November 24 and was briefly considered by the Steering Committee at its November 30 meeting. Steering had several options open to it. One of these was to go over the Report with care, the purposes being to identify and, if possible, eliminate factual errors or conceptual ambiguities and help structure the issues for subsequent deliberation by Council. A second was to take a position on the Report, with or without structuring. A third was to do neither but send the Report to Council for its December 9 meeting. Steering adopted the third. As discussed at Council, the reasons for expedited treatment were that the issues raised by the Report were numerous and complex and the Trustees were anxiously awaiting the advice of Council.

The University, however, is a deliberative organization and, here as elsewhere, there are tradeoffs between the timeliness and quality of advice. Absent some pressing external deadline over which the Trustees have no control or evidence that the University has been dilatory, the Trustees ought to recognize that a report which poses numerous and complex issues will benefit from deliberation.

3. Substantive Concerns: Among the issues that the Steering Committee could have examined and presented to Council for its deliberation were the efficacy and operationality of the Ad Hoc Committee's divestment recommendation. Steering Committee also could have helped Council to avoid making technical errors on matters of financial economics, which errors are easy to make and appear repeatedly in the Council discussions. And Steering should have pointed out that the matter of South Africa should be examined in a larger framework in which the issues of "social investing" and politicizing institutions were addressed.

(a) Efficacy and Operationality

It is clear that the vote had symbolic significance to many of those who supported the motion. But whether the motion is meaningfully related to the elimination of apartheid was not demonstrated. Failure to address such basic questions of efficacy is to identify firms with "substantial trading interests" suggests that form is more important than substance. It would be reckless for the Trustees (or other portfolio managers) to accept this diffuse obligation without a definition of the criteria for judging substantial interests in a statement of procedures for applying these. Questions of whether there should be exceptions (for strategic mate-
Children's Activities

Films
January 16 Mark of Zorro
January 23 Wapsipinicon Down
Films are free, screened Saturdays at 10:30 a.m. in Harison Auditorium of the University Museum. Recommended for children aged five and older.

January 17 Animals and Monsters
January 24 Chiff's Thrills
Films are screened at International House at 1 p.m. as part of Positive Images program. The cost is $1 for ages 15 and under and $2 for all others. For more information call 387-5125.

Exhibits
Through January 27 Photography: A Sense of Order, includes over 350 photographs by 15 photographers, six of whom work in color. This is the first recent examination of the controversial formalist issue in contemporary photography, at the ICA.


January 22-February 11 The Paintings of Louis deMole and The Sculpture of Maurice Low in the Faculty Club Lounge.

January 22-February 12 Hidden Talons, a show of student artwork, in the Houston Hall Gallery.

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

Through February 21 Camera I: The Belief in Microcosms, a collection of photographs by Harvey Reed, at the Sharpes Gallery, University Museum.

University Museum

Open Monday-Friday 9 a.m.-5 p.m. Closed Mondays.
Rosenwald Exhibition Gallery, in Van Pelt Library, is open Mon., Wed., Fri. from 10 a.m.-5 p.m. Admission is $2. For more information call Ext. 3416.

Faculty Club
36th and Walnut. For information regarding hours call Ext. 6151.

ICCA Auditorium
Monday-Friday noon-6 p.m., Saturday and Sunday noon-4 p.m.

ICA Gallery
Tuesday, Thursday, Friday, 10 a.m.-5 p.m.; Wednesday, 10 a.m.-7:30 p.m.; Saturday and Sunday noon-5 p.m. Closed Mondays.

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

Concerts
January 22
Faculty Club 36th and Walnut. For information regarding hours call Ext. 6151.

Music
January 12 Dennis Dendle
January 19 Peter Stadler
The Curtis Organ Restoration Society and the American Guild of Organists present these recitals at 12:05 p.m. in the Irvine Auditorium.

Special Events
January 15
The Office of Student Life presents a film. From Montgomery to Memphis, in honor of Martin Luther King Jr.'s birthday, 11 a.m. to 3 p.m. in the Bowl Room, Houston Hall. Celebration of Ben 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. 781-1.

The Founders Day Program of the Education Alumni Association presents Dr. Norman A. Newberg, associate professor of education, at 11 a.m. in Room 2 at the University Museum.

January 21-22
The Center for Continuing Education of the School of Nursing presents a two-day program, Increasing Your Personal and Professional Success, 9 a.m. to 4 p.m., in the Nursing Educational Building. For reservations call Ext. 4522.

January 23
The ICA presents an all-day conference, Format Issues in Recent Photography, with Lewis Baltz, photographer; Leroy Searle, English professor, University of Washington, Seattle; Gust Blansdell, photographer and Alan Trachtenberg, historian, Yale University; Room 300, College Hall. For reservations call Ext. 7108.

The University Museum presents Welcome To The Chinese Year Of The Dog through Chinese dumpling lectures, Chinese New Year customs and Chinese herbal medicine, a performance of Chinese opera and demonstration of Chinese art styles. Admission is $10 for members, $15 for non-members. For more information call Ext. 4000.

Sports (Home Schedules)
For more information on sports call Ext. 6128; for ticket information call Ext. 4651.

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

January 12 Men's Basketball vs. St. Joseph's, 9 p.m.
January 16 Men's Swimming vs. Dartmouth, 2 p.m.
January 19 Men's Basketball vs. LaSalle, 9 p.m.
January 20 Women's Squash vs. Yale, 4 p.m.
January 21 Women's Gymnastics vs. Trenton, 7 p.m.
January 22 Men's Squash vs. Stonybrook, 3 p.m.
Opportunities

Listings are condensed from the personnel bulletin of January 11 and therefore cannot be considered official. New listings and personnel bulletin boards at:

Anatomy-Chemistry Building: near Room 358;
Centenary Hall: lobby;
College Hall: first floor, north to directory;
Franklin Building: near Personnel Room (Room 130);
Johnson Pavilion: first floor, next to directory;
Law School: first floor, opposite floor of steaks;
Leidy Labs: first floor, outside Room 102;
Logan Hall: first floor, next to Room 117;
LSRM: first floor, opposite elevator;
Richards Building: near mall room;
Rittenhouse Lab: east second floor;
Social Work/Caster Building: first floor;
Towne Building:
Van Pelt Library: ask for copy at Reference Desk;
Veterinary School: first floor, next to directory.

For further information, call personnel services, 423-724.

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 of the personnel office or your department representative.

Administrative/Professional Positions

Administrative Secretary (4540) $12,000-$16,100.
Administrator, Data Communications (4299)
Applications Programmer Analyst II (positions) (C0423) (4439) $16,250.
Assistant Director (4587) directs corporate and foundation
solicitation; coordinates corporate and foundation
communications program; coordinates stewardship require-
ments of the university; fund-raising; public relations;
ability to organize practical strategies for realizing gift
opportunities; strong communications skills $13,000-$17,800.
Assistant Director IV (4584) interviews prospective under-
graduates; counsels prospective graduate students; and refer
to program director; coordinates recruitment programs; supervises recruitment staff,
degree: administrative experience; knowledge of health care
and education $14,500-$19,775.
Assistant Director IV (4418) $16,350-$22,600.
Assistant Director IV (4583) monitors, and executes
budgets; coordinates personnel and operational man-
agement of the university; in an annual experience
in financial management $16,350-$22,600.
Associate Director (4498).
Associate Director (4500), $12,400.
Assistant Director (4503) monitors the efforts of the insurance
registrars; develops office procedures; prepares manuals,
trains new employees; serves as department chair, administrative
positions is based on years of experience $12,400.
Assistant Director (Capitol) (4540) $14,400-
$19,775.
Coordinator (456) coordinates assistance to students;
programs office procedures; prepares manuals,train
new employees; serves as department chair, administrative
positions is based on years of experience $12,400.
Assistant Director (Capitol) (4540) $14,400-
$19,775.
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