A leading South African teacher and writer

Dr. Ezekiel Mphahlele joined Penn after taking
his doctorate at the University of Denver, and
taught English Romantic literature as well as
black American and African literature and a
graduate seminar in modern poetry from
the black world. "His special contribution was as
a critic and creator of literature that was
comparatively alien to us at the time," said English
Department Chairman Robert F. Lucid.

"He always told us that the Third World had
the ability to see the importance of charging
and recharging itself with imaginative mate-
rials. He thought that we always took for
granted and were in danger of forgetting those
tings," Dr. Lucid added.

"His presence here had the effect of reminding
students and faculty of the social and cultural
value of teaching literature."

The Baccalaureate is celebrated in Irvine
Auditorium at 3:30 p.m. the Sunday before
Commencement.

Baccalaureate: Dr. Mphahlele

A leading South African teacher and writer
returns to Penn this spring as Baccalaureate
speaker for the University's 226th graduating
class.

Dr. Ezekiel Mphahlele, who was on the Eng-
lish faculty from 1974 to 1977, went "home" five
years ago to the country from which he had
been banned as a teacher in 1957. He now
teaches at the Center for African Studies at
Witwatersrand, the major English-speaking
university in South Africa—and lives in
Soweto, the section of Johannesburg set aside
for blacks. The ban has been lifted there on
some of his books, however.

Among his works are acclaimed autobiog-
raphy, Down Second Avenue, now translated
into 11 languages; a novel, The Wanderers,
named the best African book of 1968-69; and
several collections including Long Black Song:
Essays in Black American Literature; Voice in
the Whirlwind and Other Essays; and The
African Image.

Dr. Mphahlele

More on Faculty Salaries

Each year the faculty and staff of the University learn what to expect in forthcoming paychecks through announcement, by mid-May, of a "salary policy" for the next academic year. The salary guidelines for faculty, while they vary from year to year in details and amount of percentage
increase, have in recent years consistently contained two major items of information: a statement of
University-wide minimum salary increment (the minimum raise each faculty member may expect
unless his or her dean has obtained the provost's approval for a lower figure) and a statement of the
overall percentage increase in faculty salaries budgeted in each school. For example, last year the
increase in each school's faculty salary pool was set at 10 percent, with 8 percent being the minimum
increase (described as "standard increment") for continuing standing faculty and the remaining 2
percent allocated for faculty salaries at the discretion of the dean.

One characteristic of this policy is that each faculty member has some sense of the relationship of his or her increase to the average increase for faculty within the school and throughout the University. Another feature is that, since the policy is University-wide, it is possible to obtain faculty
input into the decision-making via the elected Senate Committee on the Economic Status of the
Faculty as well as the University Budget Committee (now the Academic Planning and Budget
Committee); it is not essential to set up budget committees in each school for this purpose. However,
perhaps its most important feature is the support it gives to the "One University" concept. We have
all been aware that there has not been and cannot be uniformity of salaries within a rank throughout
the University. Some of our colleagues are in disciplines in which marketplace pressures inevitably
push salaries up to levels which the University could not afford to match for all faculty. But the fact
that, aside from periodic deliberate market adjustments, average salary raises were uniform
throughout the University has tended to sustain a sense of collegiality among the faculty regardless
of school and discipline.

The Senate Committee on the Economic Status of the Faculty, in its letter to the faculty in
Almanac March 23, stated its concern with recent proposals to establish salary increment policies
that differed significantly among schools. While the Senate Committee has not been directly
involved in the overall budgeting process, it has discussed its concerns with the provost and
members of the Academic Planning and Budget Committee. The result of these discussions is the set
of guidelines proposed by the Senate Committee which are presented below.

(continued next page)
These guidelines state in paragraph 1 what the Senate Committee on the Economic Status of the Faculty views as the procedures which have been followed in recent years in setting University-wide salary policy for faculty. They should provide faculty with information on what each individual can expect for the forthcoming year in terms of both average salary increase for continuing faculty and minimum salary increase for faculty throughout the University. In the second paragraph, the proposed guidelines make provision for departure from University-wide norms on a school-by-school basis. This is done in recognition of the facts that some schools are facing problems of how to maintain a high quality student body in the face of rising tuition and declining enrollments while other schools are anticipating severe budgeting difficulties due to projected declines in federal grant income. It is possible that the least harmful response to these problems in a school may be to limit faculty salary increases, but this is a decision that should be made only after thorough consultation with the faculty concerned.

—J. David Cummins, Chair
Senate Committee on the Economic Status of the Faculty
—Phoebe S. Leboy, Chair, Faculty Senate

Proposed Guidelines for Allocation of Faculty Salary Increments

1. Each year, the provost shall establish two University-wide guidelines on faculty compensation for the following year, after consultation with the Academic Planning and Budget Committee, the Senate Committee on the Economic Status of the Faculty. The first will set an average salary increment for continuing standing faculty in each school. The second will set a minimum increment for continuing standing faculty. Each school shall make every effort in preparing its budget to observe these guidelines.

2. A departure by any school from the University-wide guidelines resulting in smaller average or minimum salary increments for standing faculty should offer only after approval of the provost, and discussion with either an elected budget committee in the school or the entire school faculty and with the Senate Committee on the Economic Status of the Faculty. Increments below the established minimum for individual faculty members shall require the concurrence of the provost on a case-by-case basis, except when part of an agreed-upon deviation from the University-wide guidelines.

—Senate Committee on the Economic Status of the Faculty

FAS Dean Search Committee

The consultative committee on the search for a Dean of the Faculty of Arts and Sciences has been appointed by President Hackney, in consultation with Provost Ehrlich.

Faculty Members:
Sandra T. Barnes, Associate Professor of Anthropology
John J. Cebra, Annenberg Professor of Natural Sciences and Chairman of Biology
Robert F. Engs, Associate Professor of History
C. Drew Faust, Associate Professor and Chairman of American Civilization
Roland M. Frye, Felix E. Schelling Professor of English Literature
Thomas P. Hughes, Professor of History and Sociology of Science, Chair
Paul Soven, Professor of Physics
Eliot Stellar, University Professor of Physiological Psychology in Anatomy and Provost Emeritus

Students:
Robert Shepard, CAS '83
Allison Mankin, Graduate Division
Alumni Advisor (non-voting): Ione Apfelbaum Strauss.

Almanac

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.

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DEATHS

Dr. Henry L. Bockus, the world-renowned gastroenterologist who became professor emeritus at the Medical School in 1960, died April 3, at the age of 88, when he was struck by a truck near his Rittenhouse Square home.

Joining the Graduate School of Medicine faculty in 1921, Dr. Bockus organized the Department of Gastroenterology here in 1923 and led in developing the field as a subspecialty both by his extensive clinical contributions and his remarkable teaching abilities. In 1958, his students and residents founded the Bockus International Society of Gastroenterology, which now has over 350 members from 39 different countries. Two years later, Penn's Trustees authorized the creation of a research institute in his honor and it continues as a core research facility at Graduate Hospital.

His 1946 four-volume text, *Gastroenterology,* (updated in 1974), is still the standard reference work in the specialty. He was also the author of more than 180 scientific articles.

Among the many honors bestowed upon Dr. Bockus during his distinguished career were honorary degrees from several universities including Penn, the Distinguished Service Award of the AMA, and the Soldier's Medal of the Philadelphia County Medical Society. He was a Fellow of the American College of Physicians, and an Honorary Fellow of the Royal Society of Medicine, with honorary membership in gastroenterology associations in many South American and European countries. Peru awarded him the title of Commander of the Order of Hipolito Unanue, and the Order of El Sol Del Peru, the highest honor that Peru bestows upon a foreigner. The Order of Merito of Chile, the Caldwell Medal of the American Roentgen Ray Society and the American Gastroenterological Association's highest honor, the Julius Friedenwald Medal, were also given to Dr. Bockus.

He is survived by his wife, the former Rosalynd Foss, and a daughter, Mrs. Barbara Bockus Aponte, both of Philadelphia. A memorial service will be held on April 19 at 4:30 p.m. in the Graduate Hospital Auditorium. Contributions in lieu of flowers may be sent to the Bockus Research Institute Fund, The Graduate Foundation, One Graduate Plaza, Philadelphia, Pa. 19146.

Charles K. Knight, professor emeritus of the Wharton School, died March 28 at the age of 92 in Oak Harbor, Washington. A professor at Penn for 42 years, Dr. Knight received his Ph. D. from the University in 1920; became an assistant professor in 1922; professor in 1923; taught navigation for the navy and developed supply systems for the military during World War II; and became emeritus professor in 1955 but continued to teach through the mid-60s. He was the author of several books on insurance. Surviving are a daughter, Mrs. Dorothy K. Rogers of Oak Harbor, Washington; two granddaughters; two great-grandchildren, and a brother.

James C. Shaw died on February 12 at the age of 76. Mr. Shaw came to the University in 1959 as a mechanical engineer. He received his Ph. D. from the University in 1960 and continued to teach through the mid-60s. He was the author of several books on insurance. Surviving are a daughter, Mrs. Dorothy K. Rogers of Oak Harbor, Washington; two granddaughters; two great-grandchildren, and a brother.

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.

ALMANAC, April 13, 1982
The Center for History of Chemistry

... History reminds us of the potential importance of small seemingly unimportant things; the need to understand what a fact is; the relationship of chemistry to the other sciences; the constructive necessity of controversy; the need for commitment; the effects of failure. In other words, history tells us of how the human condition and intellect produce our science, and since humans are intimately involved, the process is naturally interesting to other humans.

Thus an editorial in the May 1981 Journal of Chemical Education put the case for the American Chemical Society’s newly-announced efforts to found a center where the history of the field could be preserved and mined.

The Center is a reality now, and it’s at Penn. Launched quietly with a dual signing ceremony in Washington and in Philadelphia in January, the Center for History of Chemistry backed by the 125,000 member ACS chose the University as headquarters for “archives, publications and programs that will display the human achievement” of chemists, their work and the industries created by that work.

With the Edgar Fahs Smith Memorial Collection at Van Pelt as its focal point (see right), the new Center will take an unusual approach, however, to the question of “centralizing” history. The object is less to gather all of the academic and industrial records in the country into one location—with the space needs which that would create on campus and the dislocations it might entail for existing collections—than to stimulate regional collections and make them centrally accessible.

Thus the new Center will locate, catalog, preserve, publicize, and make available the historical records that already exist. Not only here in the Smith Collection but elsewhere it will put some of its effort into helping set up and catalog papers, then set up and maintain a central index to them. Where papers are not already in an appropriate regional or company archive, the Center will encourage their deposit for preservation and access.

A major tool for disseminating information will be a Newsletter, expected to start up later this year, directed to chemists, engineers, historians, industrialists, teacher, scholars, and patrons (whether individuals or organizations) that draw upon or help further chemistry in the U.S.

Chemistry’s history in this country is fairly short, said Dr. Arnold Thackray, who is spearheading the Center’s installation; but it is also dramatic. “When the ACS was founded in 1876, America depended on Britain and Germany for dyestuffs, drugs and chemical products; the few American chemists were overshadowed by their European counterparts. “A century later, America’s pharmaceutical and chemical companies, along with agricultural-product firms and the petroleum/petrochemical industries, had become the envy of the world—and American universities won a near-monopoly on Nobel Prizes in chemistry,” he said.

Three of the American Nobelists who help form the near-monopoly have accepted positions on the new Center’s Advisory Board: Penn alumnus Dr. Christian Anfinsen of the NIH, Purdue’s Dr. Hubert C. Brown and Berkeley’s Dr. Glenn T. Seaborg. Among other leaders in chemistry on the board are three national corporate leaders—Chairman and CEO Edward G. Jefferson of E.I. du Pont de Nemours & Company, Inc., Vice-Chairman John S. Haas of Rohm & Haas; and Chairman and CEO John W. Eckman of Rorer Group Inc.—along with ACS’s Board Chairman Dr. Clayton Callis, its President-elect Dr. Fred Basolo of Northwestern, Dr. D. Stanley Tarbell, Distinguished Professor of Chemistry at Vanderbilt, and Dr. Charles C. Price, Benjamin Franklin Professor Emeritus at Penn and former president of ACS. The board will have general oversight of the Center and its ties with the larger chemical community, while a Policy Council of Penn and ACS representatives will assist the director in week-to-week operations.

Initially, the Center for History of Chemistry will have a director drawn from the Penn faculty and an assistant director, to be recruited. Secretarial and archival assistants will be added as activities develop. The Center is expected to be in full operation, with the Newsletter in production, by Thanksgiving, 1982.

A Heritage with a Future

Modern teaching and research in chemistry at the University of Pennsylvania are largely a legacy of Edgar Fahs Smith, who was three-time President of the American Chemical Society (1895, 1921, 1922). Born to a modest family in York, Pennsylvania, Dr. Smith (1854-1928) was educated at the Pennsylvania College of Gettysburg and at the University of Gottingen, where he received his Ph.D. in 1876. After he settled at Pennsylvania in 1888, he became a major figure in chemistry and in education. He became chairman of the Department of Chemistry in 1892 and the University’s provost (at that time the chief executive officer) from 1910 to 1920. The ACS Divisions of History of Chemistry and of Chemical Education were founded largely through his efforts.

Edgar Fahs Smith left to the University more than a strong Department of Chemistry and a stable administration. He was a lover of history and an avid collector of rare books, manuscripts and memorabilia dealing with alchemy and early chemistry. In 1931 his widow presented to the University his collection, with a modest endowment, forming the basis for the Edgar Fahs Smith Collection in the History of Chemistry. Today the Smith Collection includes 15,000 volumes of primary source material, thousands of portrait prints of noted chemists, and an extensive collection of secondary literature bearing on the history of chemistry, along with an unrivaled set of reference works (dictionaries, encyclopedias, catalogs and learned periodicals). The Collection is widely recognized as the leading research resource in the history of chemistry.

A newer resource at the University of Pennsylvania is the Department of History and Sociology of Science, established in its present form in 1969. The Department emphasizes the study of science, technology, and medicine in an integrated framework; its programs focus on the post-Enlightenment period and on American developments, which offer rich and relatively unexplored opportunities for research. Both teaching and research emphasize policy aspects of science, technology and medicine. Within the Department are leaders in several fields that enhance the new Center.

In the study of American technology there is Dr. Thomas P. Hughes, president of the Society for History of Technology, 1979-81. In American medicine, Dr. Charles E. Rosenberg is the Welch Medallist of the American Association for the History of Medicine, 1969, and Dr. Rosemary Stevens is a member of the Institute of Medicine, National Academy of Sciences. With these and others, the Department has a unique concentration of faculty skilled in the history of chemistry: Dr. Robert E. Kohler has major interests in modern biochemistry, for example, while Professor Nathan Sivin is the leading authority on Chinese alchemy. Dr. Arnold Thackray has published widely on European and American chemistry, and is curator of the Edgar Fahs Smith Memorial Collection as well as President of the Society for Social Studies of Science. He also edits Isis, the official journal of the History of Science Society, which is published at the University of Pennsylvania.
The author of the following has circulated these two messages to business administrators via mimeograph in the March 25 Purchasing News of Note, but calls them also to the attention of all faculty and staff whose activities might bring them into contact with purchasing.

**Scam Operators**

At least three telephone calls from unauthorized dealers in California to University Departments have results in ordering toner and developer for copiers at three times the price we normally pay. All customers are urged to reject telephone solicitations from these operators in California, obtain their telephone number, if possible, and report such calls to the Purchasing Office.

There are no bargains from these scam business offers in California.

**Reputation at Stake**

The status and prestige of the University of Pennsylvania is being seriously questioned today, particularly by the vendors that serve the University complex. Our credit reliability and the personal responsibility of investigators, educators and researchers, of administrative personnel is being questioned because of unreasonable demands being made of vendors, lack of communication, delayed payments of invoices, and disregard for established policies and procedures.

It is regrettable to realize that several vendors have refused to do business with the University because payments have been long delayed. Just this past week. Purchasing received over ten invoices that were due since July, 1981. All of these invoices involved verbal orders from University personnel. Over twelve (12) vendors have notified Purchasing, in the past six weeks, that they will no longer honor our credit and must have payment with the order. Three firms have actually severed relationships with the University.

What is causing this reversal of good University vendor/customer relationships? Late payment, mostly involving retention of invoices sent directly to individuals or departments, and failure of University personnel to respond to telephone and written requests for information on orders and invoices are contributing factors. In some cases, legal suits against the University are being initiated.

In many cases, monies are not available for encumbrance, creating flurries of work for many offices. Individuals continue to buy directly from a firm and request reimbursement for checks or credit card transactions used in the purchase. Our tax exempt status is endangered and the vendor has no way of knowing if a personal purchase is involved or if it involves University funding.

As a result of unauthorized purchases and delayed forwarding of invoices, countless requests are made to Purchasing and to Accounts Payable for “Emergency” and “Special Checks” as well as hand-typed checks. The trend towards special handling is now twice as great as for routine handling of invoices. This defeats the concept of “prompt-pay” discounts and the established system of the Accounts Payable Office. Selfish attitudes are becoming more apparent. We are not only losing prestige—wasted all their concerns. But if there are to be questions, let me clear them up in writing this time.

First, it may be helpful to quote the pertinent section of my February 25 memo. Emphasis has been added.

**Sick Pay**—Several managers have asked for assistance in dealing effectively with absences because of illness. To that end we have developed the enclosed Physicians’ Certification Form and sample letter. A supervisor may require an employee to have the form completed by the attending physician for any absence because of illness, no matter how brief, unless the employee is a member of a collective bargaining unit whose contract specifies the number of days which must elapse before a doctor’s certificate is required. We recommend using this form not only in cases of chronic absenteeism, but also whenever an absence because of illness exceeds seven (7) calendar days.

Now I would like to reiterate my response to the concerns raised during the March 16 meeting and in last week’s letter.

1) As you can see, the memorandum does not require the physician’s form to be completed for any short-term illness. The memo suggests that the form may be used in those instances where, in the past, a doctor’s note might have been requested. Usually, when such action is taken by a supervisor, i.e., requesting a note or form for one or two days’ absence, it is in response to repeated absences often just before and after weekends or holidays.

During the meeting on March 16, the A-3 Assembly representatives expressed concern that supervisors might use the memorandum to harass innocent employees. I assured them that, of course, was not the intent of the memo and suggested that if such a situation should arise the employee had several sources of support including Personnel Staff members and the Ombudsman’s Office.

We realize that many minor illnesses do not require a doctor’s intervention. I explained that the memo was never intended to penalize employees who legitimately used their sick leave entitlements and I do not expect to find such abuses.

We have attempted to give broad interpretation to the term chronic absenteeism. Managers must use good judgment in addressing the issue and we find that narrowly defining the term to be counterproductive.

Finally, our Training Office will be conducting management workshops this year which will help managers in administering all of our personnel policies.

—Gerald L. Robinson

**Allocation of University Fellowships**

In *Almanac* (October 27, 1981) my office stated that advice was being sought from a variety of sources on the allocation of University Fellowships among schools. Based on the advice I have received, I propose the following procedure for distributing University Fellowships commencing with the allocation of January 1983, applicable during the academic year 1983-84.

At least ninety percent of the University fellowship pool, after special allocations, shall be distributed to the schools by the Provost on the same percentage basis as was used in the previous year. The remaining portion, not to exceed ten percent, shall be allocated to the schools by the Provost using criteria related to University objectives.

The schools will be advised that merit should be the primary basis for making individual awards and that at least twenty-five percent of the University fellowships funds allocated to them by the Provost should be distributed to students on a purely merit basis. Merit will be defined according to the academic criteria of each school.

I welcome further comments on this issue before May 30, 1982.

—Thomas Ehrlich, Provost

**SPEAKING OUT**

welcomes the contributions of readers. *Almanac’s* normal Tuesday deadline for unsolicited material is extended to THURSDAY noon for short, timely letters on University issues. Advance notice of intent to submit is always appreciated. — Ed.
Children’s Activities
Films/Workshops
April 18 Neat Solutions, April 25 Animals, Monsters and Other Friendly Creatures: Positive Images; Movies for Kids. 1 p.m., International House. Admission: $1 for children age 15 and under, $2 for others. Reservations: 387-5125.

On Stage

Special Events
April 18 Two Philadelphia Storytellers, Ed Stivender and Joetic Korpics, spin tales for the hearing and hearing-impaired; 2 p.m., International House. Information: for the deaf, call 917-257966 TTY, for the general public, 387-5125.
April 24 Go Fly a Kite, kite flying contest, 1 p.m., Morris Arboretum. Information: 242-3999.

Workshops
April 17 Architecture for Children: The Gingerbread Age, a walking tour and workshop exploring Victorian life and architecture; 9 a.m. to 1 p.m.
April 18 Puppets, a performance; lecture by Steven Abrams; 1:30 p.m., Rainey Auditorium. For ages 6-12.
April 24, May 1 Meetmaking: 4 workshops for children, 10 a.m.-3 p.m.; McNeil Building.

Conferences
April 14-17 Advances in Clinical Nutrition; Dunlap Auditorium, Medical Education Building (University of Pennsylvania and Clinical Nutrition Center). Information: 662-3223.
April 16 Academic Budgeting for Women Administrators: Janis Somerville, Vice Provost for Student Life. Information: for the group, call 972-7586 TTY, for the general public, 387-5125.

Meetings
Faculty Senate
April 21 Spring Meeting, 3:30 p.m., Room 200, College Hall.

GAPS
April 20 Open meeting of the Executive Committee; 2 p.m., Tea Room, Faculty Club.

Music
April 14 The first performance of Daniel Dorff’s Symphony of Delusions; Electra and Jupiter from Gustav Holst’s The Planets, and other music for winds and brass, with the University Wind Ensemble, conducted by Claude White; 8 p.m., Talmehan Church.
April 17 Free Concert including works by Handel, Mozart, Stravinsky and Grover Washington, performed by the New York I.H. Student Orchestra, 2 p.m., International House.

On Stage
April 13-18 ‘Master Harold’... and the boys, a new play by Athol Fugard, South Africa’s leading playwright; Zeleber Theatre, Annenberg Center. Information: Ext. 6791.
April 15, 18 Cabaret, Quadramics musical; 8 p.m., Irvine Auditorium (Curtis Organ Restoration Society).
April 22 The Musical School Musical in the Med. School. April 23 Classical, theatre and popular music recital performed by Penn student John A. Jackson, Jr.; 12:05 p.m., Irvine Auditorium.

Penn Union Council Film Alliances
April 18 First Impressions, 7:30 p.m.; The Battle of Chile. Part II. 9:30 p.m.
April 19 Master Harold... and the boys, a new play by Athol Fugard, South Africa’s leading playwright; Zeleber Theatre, Annenberg Center. Information: Ext. 6791.

Penn Union Council Movies
April 19 Breakfast at Tiffany’s, 7:30 p.m.; The Battle of Chile. Part II, 9:30 p.m.
April 20 My Brilliant Career, 7:30 p.m.
April 21-23 The last Starlight Express, 7:30 p.m.; The Battle of Chile. Part II, 9:30 p.m.

On Campus
Special Events

April 14 Poetry reading by James Dickey, winner of student creative writing contest announced, 4 p.m.; film Deliverance, 7 p.m.

April 15 Deliverance: Novel into Film with James Dickey and Betsy Erkika, noon, Stouffer College House (FAS: The Writing Program, Penn Union Film Board).

April 15-17 Spring fling, parade, outdoor entertainment, participatory events, craft fair, 11 a.m.-round the clock, in and around Quad, for ages 5-60: Robert P. Levy Tennis Pavilion, 10 a.m., Alumni Hall; River Field: Softball; Schuylkill River: Men's and Women's Rowing; Longwood Gardens: Women's Tennis; La Vigne: Sailing; River Field: Softball; Stouffer College House: American Antiques.

April 16-18 Sailing on the Philadelphia River: Sailing; River Field: Softball; Schuylkill River: Men's and Women's Rowing; Longwood Gardens: Women's Tennis; La Vigne: Sailing; River Field: Softball; Stouffer College House: American Antiques.

April 17-19 Culture Night: Four sessions, 7-9 p.m.: Thursday: Music, dance, food, films, exhibits and workshops; Friday: Theater, art. Information: 230-9556.

April 22-24 Penn Relays. Franklin Field. Information: Ext. 6125 (see below).

April 22-27 The Windsor Chair: An English Style, University Hospital Antiques Show, Aramay, 33rd north of Market. Information: 687-6441.

April 24 Fly Fishing Festival. 1982, music, dance, food, films, exhibits and workshops. 2-6p.m. 10 a.m.-3 p.m. International House. Admission charge: Information: 387-5125.


Sports (Home Schedules)

For more information on sports call Ext. 6128, for ticket information call Ext. 6121.

Locations: Bowser Field: Baseball; Franklin Field: Men's and Women's Lacrosse; Men's and Women's Outdoor Track: Golf; Gettysburg: Men's Outdoor Track; Men's and Women's Tennis; Penn's Landing, the Delaware River: Sailing; River Field: Softball; Schuylkill River: Men's and Women's Rowing; Washington Hall: Men's Volleyball.

April 13 Golf: Navy. Temple, 1:30 p.m.; Women's Lacrosse vs. Temple, 7 p.m.

April 16 Men's Tennis vs. Dartmouth, 3 p.m.

April 18-19 Softball, Philadelphia Tournament.

April 17 Women's Tennis vs. Dartmouth, 10 a.m.; Women's Lacrosse vs. Cornell, 11 a.m.; Men's Outdoor Track vs. Cornell, 1 p.m.; Men's Tennis vs. Harvard, 2 p.m.

April 18 Penn Relays: 40th anniversary, 9 a.m. Franklin Field. 57 entry fee; 2 and 4 p.m., Women's Relays. Office Weightman Hall. Information: Ext. 5125.

April 20 Men's Tennis vs. Columbia, 3 p.m.; Softball vs. Temple, 1 p.m.; Women's Relays, 2:30 p.m.

April 22-24 Men's and Women's Outdoor Track: Penn Relays.

April 20 Men's Tennis vs. Princeton, 3 p.m.

April 24 Basketball: Dartmouth (2), 1 p.m.; Women's Crew vs. Cornell/Rugers, 2 p.m.; Men's Lacrosse vs. Brown, 2 p.m.; Men's Tennis vs. Navy, 2 p.m.

April 25 Men's Tennis vs. Harvard, 1 p.m.; Men's Lacrosse vs. Brown, 2 p.m.

Tercentenary: Relays and Recollections

The Penn Relays at Franklin Field mark the Tercentenary with the running of the Penn Relay-Betsy Ross 300th Anniversary Relays. The event is a tradition that dates to Jamies Eliot 30th Anniversary for men, both on April 24. The traditional Penn Relay Marathon, in which about 3,000 runners compete, will route itself through historic Philadelphia on April 18. Want to know more? Call Ext. 6128.

The Age of Penn and Franklin, 1682-1790, by Professor Richard L. Reynolds. Pennsylvania Museum, noon. A July lecture series, 5-6 p.m. This is a free public lecture series, part of the University Forum offered by FAS. Another forum course, Philadelphia's Constitution, Media, Cultural Institution, and Urban Reform by E. Digby Baltzell, professor of sociology, will be given on April 27. For more information call Ext. 6128.

On April 22 the Prime Minister of the Netherlands, Andries van Agt, will lecture on Governing the Netherlands in the 1980s in Room 222, 11 a.m. A CGS course on April 22, Legacy of the Past: Old Cemeteries Around Philadelphia, uses burial grounds as gateways to the past, reflecting the culture and values of previous generations. For registration, Ext. 7236.

On April 29 Ms. Marion Dewar, Mayor of Ottawa, will present two Royal Swans for the people of Philadelphia, one to Mayor Green, and one to William M. Klein, Jr., director of the Morris Arboretum, in a private outdoor reception on the grounds of the Arboretum.

Courses/Adult Workshops

April 12 Writing for Managerial Success, six sessions, 6:15 p.m.

April 15 Introduction to Computers in Your Organization, two sessions, noon and afternoon.

April 21 You and Your Aging Parent: Coping with Problems and Finding Resources, 9:30 a.m.

April 22 The Mois Arborieltum: A Walking Tour, 2 p.m.

April 27 1980 Political Photographs: The Novice, four sessions, 4:45 p.m.

April 30 Foreign Language: Italian, seven sessions, 6:30 p.m.

May 4 Foreign Language: French, four sessions, 6:30 p.m.

June 6 Foreign Language: Italian, seven sessions, 6:30 p.m.

To list an event

Information for the weekly Almanac calendar must reach our office at 3601 Locust Walk by the Tuesday prior to the Tuesday of publication. The next deadline is April 13, at noon, for the April 20 issue.
The next two issues will be heavily crowded. Here is advance notice of some On Campus events for which space may not be available later.

Academic Calendar: April 23 last day of Spring Term;
April 26-28 Reading Days;
April 29-May 7 Final Examinations;
May 15 Alumni Day;
May 17 Commencement.

Children's Events:
1. Bal de los Juvenes: The Magic of Dance, hosted by magician Craig Collins, 11 a.m. and 1 p.m., Harrison Auditorium, University Museum.

Conferences:
April 30 Marketing For Human Services Managers, 8:30 a.m., Annenberg Auditorium. Information: Ext. 5502 (SSW).
May 6 Symposium for the Director of the Wistar Institute, Harriet Kropowski, 9 a.m., Harrison Auditorium, University Museum;
May 6, 5 How To Improve The Elder Patient's Quality of Life, 9 a.m., Nursing Education Building.

Exhibits:
April 25-May 6 Fine Arts Graduate Student Show, Houston Hall Art Gallery.

Gallery Talks and Tours:
April 26 Archaeology, 1 p.m., University Museum.

Films:
PUC in Auditorium—April 30 Richard Pryor Live In Concert, 8 and 11:30 p.m. and Scream, 9:30 p.m.
May 1, 7, 10, 14, and 19: 9:30 a.m. and 11:15 a.m.
The Graduate, 9:15 p.m. International Cinema in International House—April 28 Union Maids and Controlling Interests, 7:30 p.m. April 29 Tour, In Our Own Backyard, Locusts on the soft Perch, 7:30 p.m.

In addition, there are also several opportunities available:

OPPORTUNITIES

Listings are condensed from the personnel bulletin of April 7 and therefore cannot be considered official. New listings will be posted periodically at the personnel bulletin boards.

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The figures in salary listings show minimum starting salary and maximum starting salary (midpoint). Some positions listed require or can substitute for experience in the field.

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