A Record $4 Million for Faculty Development in FAS

The University has received a unique grant of $4 million from The Pew Memorial Trust to enhance development of the Arts and Sciences faculty by making appointments "over and above those provided by normal University budgets and establishing a pool of faculty resources for the future." President Sheldon Hackney announced today.

The grant from The Pew Memorial Trust, which is administered by The Glenmede Trust Company as trustee, is believed to be one of the largest ever given for faculty advancement to a university by a foundation.

Under the implementation of the Provost and the Dean of FAS, three kinds of faculty action are contemplated:

- The promotion of promising assistant professors to tenured rank as associate professors, thus sustaining the core of able faculty proceeding through the ranks;
- The attraction of young faculty members from outside the University, to assure the continued vitality of key departments and programs; and
- The occasional outstanding appointment of an established scholar to provide leadership for a department of central importance or to propel a strong department into the ranks of the nation's most distinguished.

Impact on FAS

The grant is not only essential to the continuation of the University tradition of high quality in FAS, the Provost added, but it "undermines the University's commitment to the central role of the Arts and Sciences." FAS has more than 500 full-time faculty members and scores of adjunct professors, lecturers and teaching fellows. But this Faculty instructs some 7500 full-time Arts and Sciences students (5300 undergraduate and 2200 graduate); is responsible for many part-time graduate students; and provides a significant portion of the education of students in other schools of the University. (On the average, 47 percent of the work of an undergraduate in the School of Engineering and Applied Science, and 42 percent of the work of one in the Wharton School, is in the Arts and Sciences.)

The gap that the new grant helps bridge for FAS is graphically illustrated by statistics: In the seven years until 1990, only 26 of FAS's 500 standing faculty members are scheduled to retire. In the succeeding seven years of 1991-1997, however, the projected number of retirements in FAS nearly triples to 74.

"We cannot," the Provost emphasized, "postpone the hiring of young scholars until 1990!

"If the universities of this nation lose a cadre of scholars in the prime of their development then we lose, essentially forever, the creative strengths and spectrum of abilities they represent. They will not be here when the tenure doors reopen unless we find places for them now."

As Mr. Jordan Leaves...

In mid-August, Executive Vice President Edward Jordan was named president of the American College (of life underwriters) in Bryn Mawr, and President Sheldon Hackney made a series of management changes which are now in effect. (Mr. Jordan's resignation was effective September 1, but he remains until October 1 in an advisory capacity.)

With "strong managers we now have in place," Dr. Hackney said he will not seek to fill the executive vice presidency. Instead, he announced the appointment of a financial vice president; moved the former executive director of personnel relations post up to vice-pres...
Reorganization
Continued from page 1

Also This Summer...

The Provost's Office sorted out areas of responsibility between the new post of Deputy Provost held by Dr. Richard Clelland, and the reoriented Associate Provostship held by Mr. Marion Oliver. Provost Thomas Ehrlich will spell these out in a later issue. Executive Director of Student Financial and Administrative Services George Koval, filling in at University Life while the search for Provost continues, has physically relocated to 112 College Hall; financial aid operations do not continue at 3337 Locust Walk.

Development is being reshaped by Vice President Ross Webber, starting with the creation of two senior-level positions filled by internal promotion in July: Richard M. Carter, formerly director of corporate and foundation relations, has become Director of Development. He will work with Dr. Webber on priorities and objectives, with broad responsibility for fund-raising activities including major gifts, corporate and foundation relations, planned giving and annual giving. M. Jane Williams, formerly in charge of development activities for the Library and the Faculty of Arts and Sciences (and assistant dean there), is now Director of Major Gifts. She will work with individual donors and prospects, supervising the regional program and various school-level development efforts directed toward individual donors.

General Counsel Matthew W. Hall resigned to become vice president and general counsel of Pardee Management Co., an energy resource firm in Philadelphia. He remains in office this fall while a search is completed for his replacement. "Matt has made invaluable contributions to Penn and has handled an inherently frustrating position with sensitivity and great good sense," President Sheldon Hackney said.

Call for Nominations: Dean of Arts and Sciences

The dean is the chief academic officer of the School and the Faculty of Arts and Sciences, which include the humanities, the natural sciences, and the social sciences, both undergraduate and graduate. The dean is responsible for educational programs, research, and faculty appointments.

Candidates should have a record of distinguished scholarship, scholarly professional achievement, and administrative experience.

Nominations or applications with all supporting documents should be sent as soon as possible and received no later than October 1 by: Consultative Committee for selection, Dean of FAS, Dr. Thomas P. Hughes, chair, c/o 121 College Hall/CO.

The University of Pennsylvania is an equal opportunity, affirmative action employer.

$4 Million for FAS
Continued from page 1

established in memory of Joseph N. Pew, founder of the Sun Oil Company, and his wife Mary Catherine Anderson Pew. The founders were their four surviving children, J. Howard Pew, Mary Ethel Pew, Joseph N. Pew Jr., and Mabel Pew Myrinn.

In 1957, the foundation was restructured and its assets were transferred to the Pew Memorial Trust. The purpose of The Pew Memorial Trust, as stated in its originating documents, is to provide financial support for "purely religious, charitable, scientific, literary or educational purposes ... all in the promotion of the public welfare."

Religious Holidays

Provost Thomas Ehrlich reminds faculty and students that September 17 and 18 (Friday and Saturday) are Rosh Hashanah and that September 27 (Monday) is Yom Kippur. No examination shall be given or assigned work made due on those days.

Some students also observe important religious holidays other than those listed above, such as Sukkoth. The University policy on religious holidays (Almanac 2:20/79) does not prohibit examinations on those days, and students who are unable to take such examinations because of religious observances must make alternate arrangements with their instructors by September 10 (Friday). If instructors are informed of the dates of all religious obligations by the 10th, students have a right to make-up examinations given on the dates of those obligations.

Allocation of University Fellowships

In Almanac of April 13, 1982, I proposed a procedure for distributing University Fellowships commencing with the allocation of January 1983, applicable during the academic year 1983-84. I have received no negative comments on this proposal. Consequently this procedure will now go into effect; I repeat it for the record.

"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.

—Thomas Ehrlich, Provost
**On Open Expression**

Following is the statement read by the chairman of the Trustees at the opening of the June 18 stated meeting:

I would like to observe that more than the weather has improved since January. Our pleasant walk from the Faculty Club to the Council Room and the ease with which I expect we will be able to hear one another in this meeting contrasts sharply and happily with the situation then. It was, I hope, an aberration.

The complex relationships among members of the University community, like all relationships, involve a web of mutual rights and obligations. One of the places where they are set forth is in the Guidelines On Open Expression which were first promulgated in 1969 and revised four years ago. The Guidelines make clear that "the University of Pennsylvania, as a community of scholars, affirms, supports, and cherishes the concepts of freedom of thought, inquiry, speech and lawful assembly. The freedom to experiment, to present and to examine alternative data and theories; the freedom to hear, express, and to debate various views; and the freedom to voice criticism of existing practices and values are fundamental rights which must be upheld and practiced by the University in a free society." The Guidelines go on to say that recognizing that the educational processes can include meetings, demonstrations, and other forms of collective expression, the University affirms the right of individuals and groups to assemble and to demonstrate on campus and, at the same time, it also affirms "the right of others to pursue their normal activities within the University and to be protected from physical injury or property damage."

Having spoken to rights which members of the community enjoy, the Guidelines address their obligations. The section on meetings and demonstrations notes that they "should be conducted in a manner that keeps within reasonable bounds any interference with or disturbance of the activities of other persons." The Guidelines state specifically that "noise level is not of itself a sufficient ground for making a demonstration improper, but may possibly, in particular circumstances, interfere and disrupt the activities of others in an impermissible way."

It is my considered opinion that the noise level, resulting from students pounding on the walls of this room, interfered with the activities of the Trustees in an impermissible way last January. My view is apparently shared by the University Council Committee on Open Expression, whose chairman attended the last Trustees' meeting at the administration's request. After a subsequent consideration of the behavior of the demonstrators, the Committee reported to the president and provost its opinions that the guidelines had been violated, but, in lieu of issuing a statement, urged them to reiterate the guidelines at the start of the academic year.

I have chosen to reiterate them now. And I promise you that I have no intention of allowing a meeting of the Trustees to be similarly interfered with again. I have profound respect for the disinterested concern of those University students who called for divestment. I respect their attempt, or the attempt of any member of the community, to shape University policy on investments, or anything else, is entirely appropriate.

But the rudeness of those who beat on the walls and the petulance of those who walked out of this room hurling epithets at the chair was deeply disappointing. I chose to ignore it in January, and I intend to forget it from this moment on. There is not the least question in my mind that, in general, the behavior of Penn students, no less than their academic accomplishments, merits our pride. My wish for my young friends is that their passion will always warm their intelligence and their intelligence will always illuminate their passion; and I hope that all will come to understand what most surely know: commitment and courtesy are not mutually exclusive.

—Paul F. Miller, Jr.

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**Regulations**

**Policies Concerning Academic and Administrative Officers**

The following document, originated in the Faculty Senate Committee on Administration and reviewed with the Council of Deans and Senate Executive Committee, is published by the Provost as official University policy. It replaces Section I.E.4 of the 1979 Handbook for Faculty Administration (pp. 12-14).

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**Reappointment of Department and Graduate Group Chairs**

The following procedures will guide the reappointment of department and graduate group chairs.

1. No department chair will be reappointed under circumstances such that his or her total term will exceed six years unless a review of his or her performance is made. Ideally this review should be combined with a review of the department, since evaluation of an incumbent chair inevitably involves an evaluation of the department's evolution during his or her tenure.

   In the event a full-scale review of the department is timely or particularly inconvenient when a reappointment is being considered, a review committee, chosen by whatever formal mechanisms have been adopted by the school or department and accepted by the dean, should be convened to evaluate the chair's performance and recommend appropriate action to the dean. In the event the department has no formal procedures the following procedures should be used:

   The review committee will consist of three faculty members selected by the tenured faculty in the absence of the chair, one untenured faculty member (if any exist) selected by the untenured faculty, and two other faculty members, who may be from other departments or schools, selected by the dean. The chair of the review committee will be selected from among the 6 (or 5) members.

   Total service in excess of twelve years as chair should be rare and should not occur in the absence of compelling reasons. Exceptions to this limit should be approved in advance by the President and Provost after consultation with the University Academic Review Committee.

2. Where graduate groups are generally coterminous with departments, the graduate group chair will either be the department chair, in which case the above procedures apply, or report to the chair, in which case independent review mechanisms are not necessary. However, when the graduate group is not coterminous with a single department the guidelines below should be followed.

   No graduate group chair will be reappointed under circumstances such that his or her total term will exceed six years unless a review of his or her performance is made. Ideally this review should be combined with a review of the graduate group, since evaluation of an incumbent graduate group chair inevitably involves an evaluation of the group's evolution during his or her tenure.

   In the event a full-scale review of the graduate group is timely or particularly inconvenient when a reappointment is being considered, a review committee, chosen by whatever formal mechanisms have been adopted by the graduate group and accepted by the relevant dean or deans, should be convened to evaluate the graduate group chair's performance and recommend appropriate action to the dean or deans. In the event the group has no formal procedures the following procedures should be used:

   The review committee will consist of three faculty members selected in the absence of the chair by the tenured faculty members of the group, one untenured faculty member (if any exist) selected by the untenured faculty members of the group, and two other faculty members, who may be from other groups or schools, selected by the dean. The chair of the review committee will be selected by the dean or deans from among the 6 (or 5) members.

   Total service in excess of twelve years as graduate group chair should be rare and should not occur in the absence of compelling reasons. Exceptions to this limit should be approved in advance by the President and Provost after consultation with the University Academic Review Committee.

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**ALMANAC. September 7, 1982**
Bridging the Closed Systems of Magic

The Provost's Address to the Freshman Class

by Thomas Ehrlich

Welcome to the University of Pennsylvania. We are fortunate to have the pleasure of your company. We think, undoubtedly, that you are fortunate to be here. My theme today is a plea to explore this university as widely and deeply as possible. In the process of that exploration, you will come to know yourselves better. That is the purpose of a Pennsylvania education.

Every great university has a shape and style—a character and identity—all its own. What is it about the University of Pennsylvania that makes it special?

This institution—founded by Benjamin Franklin, as you will hear over and over again—is one of the few great American universities started in the 18th century on a secular rather than a religious basis. For Pennsylvania, that secular basis is a combination of professional and liberal arts education—the useful and the ornamental, as Franklin called them.

I have spent considerable time at two other great private universities, and have come to know a fair amount about many more. There is no university I believe, private or public, that offers so rich an exposure to both liberal arts and professional education and, most important, to the interaction between the two.

Please take advantage of our university. That is easy enough within areas that are of particular interest to you or are a focus of your career plans. It takes no special nerve for those interested in medicine to take organic chemistry; or in business to take economics. But it does take courage and confidence in yourself to take courses in epistemology or archaeology when you have no background in those fields and only intellectual curiosity and the reputation of their great teachers to go on.

What happens when you take those courses that stretch your mind—your very being—into dark places where your intellect has never wandered? You build confidence in yourself and in your abilities to educate yourself. The essence of your experience here should be a shift from a process by which others educate you to one of lifetime self-education.

Learning is a superb substitute for more expensive forms of self-indulgence. Those who have read the great novel The Once and Future King may recall the response of Merlin, magician and tutor, to a sulking Arthur:

"The best thing for being sad," replied Merlin, beginning to puff and blow, "is to learn something. That is the only thing that never fails. You may grow old and trembling in your anatomy, you may lie awake at night listening to the disorder of your veins, you may miss your only love, you may be tormented by evil lunatics, or know your honour trampled in the sewers of baser minds. There is only one thing for it then—to learn. Learn why the world wags and what wags it. That is the only thing which the mind can never exhaust, never alienate, never be tortured by, never fear or distrust, and never dream of regretting. Learning is the thing for you. Look at what a lot of things there are to learn."

Your education here should provide you, for the rest of your life, with a well-developed ability to reason, and the morality of reason that comes with it. This is the only morality, but it is the one we recognize in our academic work. It calls on us to examine an issue, to break it into its component parts, to examine each of those parts and to put them back together again through careful analysis of premise and conclusion. That difficult, sometimes tedious, process is imperfect in even the most rational among us. But is has the extraordinarily important virtue of not permitting appeals to bias, bigotry, or prejudice. To put the matter more positively, it has the saving grace of requiring that all conclusions rooted in emotion are recognized for what they are.

In another time and context, a friend of mine suggested a thesis that has particular relevance to what can be gained from a Pennsylvania education. He argued that each of us have what he called a magic system. No individual's magic system is complete or original, but each has at least three elements. First, it provides an arsenal of therapies through which the owner can deal psychologically with the problems that beset him or her. Second, it is, from the owner's perspective, empirically untestable. Third, it is a closed system. Only with agonizing discomfort can one leave one's own magic system, because that involves stripping the ego of major protection. The believer in any magic system is convinced that his or her system has universality and would, if properly applied, solve everyone's problems. Each person's system has the additional remarkable quality of being precisely fitted to the tools that are currently available to its owner.

In essence, the magician within each of us has a lock on answers. To the extent that results calls cures into question, the only response is more of the same magic. And when the system of one of those who have bombarded the magic of the Pentagon practitioners was that since bombing had failed to bring North Vietnam to the conference table or disrupt their military efforts, the only prescription was more bombing.

Many educators, of course, are not immune. They have their own forms of magic. Some believe, for example, that the problems of the central city are solely attributable to lack of appropriate education. The thesis is overstated, but each of us does feel a strong psychological necessity to live in a closed-circuit magic system.

Kurt Godel proved that no single mathematical system could be sufficient. The same is true of magic systems. The relevance to your University education is that here at Pennsylvania you can, if you are willing and not afraid, engage in the difficult process of bridging your own particular magic system with those of countless others through both the academic dimension, which we hope you are here primarily to learn, to develop as part of your mental being that always skeptical but never cynical mind-set that questions not only the magic systems of others but—hardest of all—your own.

This university, because of the extraordinary array of disciplinary and interdisciplinary programs that it offers, and the remarkable talents of students and faculty, is especially well suited to help. You can—if you let your psychological defenses down and put your intellectual apparatus into high gear—explore, test, change your mind—in short, engage in an exhilarating experience of shaping your own new and expanded thought processes in ways that will equip you with a continually inquiring mind and a continually compassionate approach to the problems of others.

The academic dimension is primary at this university, but it is not the only dimension. Pennsylvania is a bubbling, ebullient place. There is so much to do and so little time to do it. I urge you to become involved and stay involved in at least several of the organizations that help to make our university special. Most require teamwork. Whether you sing in the Glee Club or Penn Singers, act with one of the many theater groups on campus, or compete in athletics—intercollegiate or intramural—these organizations call for collective effort. The sense of community that emerges through collaboration is exhilarating. I particularly hope that you will participate in the Undergraduate Assembly and in some of the many governance committees that ensure that this is, as it should be, a political student body.

What of the results of your Pennsylvania education? I hope and expect that you will graduate from this university convinced that you can do enormously important things in your lives, that you can make distinct, identifiable differences in the quality of lives around you, as well as in your own being.

If you are lucky, you have no firm convictions about your career; how boring, if that road were precisely mapped. You have at least fifty years in which to engage in many different careers, and frequent chances to change gears. To set a certain path too early is a frequent formula for stagnation. You can have a clear impact many times over.

For the future, it is important not to promise too little or too much. You have great things to do, and I have confidence that you will do them. But we too often seem to slip into hyperbole: apocalyptic visions of the future on the one hand, rhetorical pictures of bright tomorrows on the other. If any single problem was endemic to the decade when you were born—the 1960s—it was that so much was promised by our political leaders that their promises were fated to be broken though the programs that began brought enormous benefits.

You will have many great things to do here and many great times in doing them. I wish you well and welcome.
Dr. Roy and Jeannette Nichols
Pulitzer Prize winner, and emeritus professor, vice provost, and dean of the Graduate School of Arts and Sciences at the University.

Drs. Roy and Jeannette Nichols

DEATHS

Anthony Colucci, a dining service employee, was killed in his home April 19. He would have been 65 on April 21. Mr. Colucci came to the University in 1941 as a cook-butcher in the Dining Service. He is survived by his wife, and a son, Vincent.

Earl A. Conley, a former unit manager of the 1920 Commons, died May 3 at the age of 69. Mr. Conley came to the University in 1939 as a supervisor for the Dining Service. In 1958 he became assistant manager; in 1965, assistant director; and in 1978, the unit manager of the 1920 Commons. He retired in 1978 and is survived by his wife.

Lonnee Jenkins, a retired shop assistant, died July 7 at the age of 68. Mr. Jenkins came to the University in 1960 as a shop assistant in the Physics Department and retired in 1978. He is survived by a son, Charles Jenkins.

James H. Johnson, a cook, died May 12 at the age of 47. Mr. Johnson came to the University in 1952 as a kitchen man in the Dining Service; in 1954 he became a store man; and in 1971, a cook. He is survived by his wife, Peggy.

Lorraine Kalman, a former office manager, died January 28 at the age of 61. Mrs. Kalman came to the University in 1972 as a secretary in the Department of Community Medicine. In 1973 she became office manager and was placed on long-term disability in 1976. She is survived by an aunt, Ms. Violet S. Levenson.

Elizabeth Meckley, a retired secretary, died June 24 at the age of 69. Mrs. Meckley came to the University in 1964 as a clerk typist in the College for Women; in 1967 she became a secretary in the College; she retired in 1977. She is survived by her husband, Joseph Meckley.

Dr. Jeannette Paddock Nichols, noted historian and author, and former associate professor of history, died June 22 at the age of 91. She researched N.W. Aldrich, a 19th century American politician and she wrote extensively on the controversy over the gold standard at the turn of the 20th century. She also wrote a number of other books, some of which she co-authored with her husband, the late Roy F. Nichols, a doctorate in sociology from Penn.

Dr. Shalloo came to the University in 1923 as an instructor; in 1937 he became an assistant professor, in 1953, an associate professor and in 1967, an emeritus professor. He specialized in criminology and race relations. He worked for five years with the Philadelphia Crime Commission and was its first chairman. He is survived by his wife, Bernece W. Shalloo; and a niece, Nancy Ford.

Alice K. Watson, a retired instructor in the School of Education, died April 16 at the age of 89. Ms. Watson came to the University in 1936 as an instructor in the School of Education. In 1954 she became a lecturer and she retired in 1963. There are no survivors.

Dr. Edgar W. Wherry, internationally renowned naturalist and emeritus professor of botany, died May 9 at the age of 96. Dr. Wherry was noted for his early work in mineralogy and in soils. He discovered several species of plants and identified a mineral which received his name. Dr. Wherry achieved distinction as a botanist, educator, chemist, mineralogist, crystallographer, author, museum curator and horticulturist.

Dr. Wherry earned his undergraduate degree in 1909 at the University. He first taught mineralogy at Lehigh University, then worked as a curator for the U.S. Natural Museum. He was a crystallographer with the U.S. Department of Agriculture from 1917 to 1930 and then taught botany at Penn from 1930 until 1955. After retiring, he continued to teach at the Morris Arboretum and at Barnes Foundation.

Dr. Wherry is survived by his sister, Miss Evelyn Wherry.

To Report a Death
Almanac receives most 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.
Associate Development Officer IV (5069) supervises fund raising activities on behalf of the School of Medicine and HUP; promotes active involvement of the dean and director of development; directs and manages successful fund-raising experience in higher education; ability to organize practical strategies of realizing gift opportunities; strong oral and written communication skills.

Associate Director (5198) advises second year MBAs on career opportunities, resume preparation, industry trends; develops programs as well as reports and manuals; acts as liaison to HR and supervises MBA recruiting; acts as placement or recruiting at the corporate level, excellent counseling skills; knowledge of many types of businesses and their personnel needs; supervises all sales and marketing activities.

Assistant to Dean for Development and Extramural Affairs (5096) provides academic services to the University, supervises two trust accountants in all aspects of the detailed investment accounting (degree with extensive course work in accounting, supervises the investments in the University's endowment accounts); $16,350-$22,600.

Administrative Assistant to Director (C0663) $12,100-$16,000.

Applications Programmer Analyst II (5104) provides systems, including documentation, programming and customer interaction (two-year college or four-year degree programming experience in IBM hardware environment, CICS experience, ability to assume project leadership responsibilities) $16,350-$22,600.

Applications Programmer/Consultant (5068) supervises microcomputer systems engineer, consults with users about computer programs, prepares microcomputer specifications, implements new maintenance of hardware, maintains awareness of state of the state in graphics hardware and software (advanced degree, FORTRAN and machine language experience; three years' experience in standard graphics algorithms) $16,350-$22,600.

Area Director (4932) develops, coordinates, implements and administers programs to identify, recruit and enroll high school students; extends contacts; communicates with high school counselors, alumni groups, faculty and students; interviews prospects, evaluates and selects candidates (degree; progressively responsible experience in admissions; ability to organize and manage; strong; effective oral and written skills); $16,350-$22,600.

Assistant Conservator-Museum (4825) $13,000-$17,600.

Assistant Dean, Administration II (5028) assists in researching background for a number of major gift opportunities, supervises fellows and undergraduates in the development of the school; coordinates financial and academic analyses, using systems programming for long-range planning; prepares formal documents to present planning results; oversees operational aspects of school; (40 years' experience including aspects of financial accounting; budget analysis, planning analysis, management/administration; familiarity with computers) $16,350-$22,600.

Assistant Treasurer (4853) $13,000-$17,600.

Associate Development Officer III (2 positions) (5087) supervises fund raising activities for the School of Law; develops active involvement of the dean and faculty in the fund raising process (proven record of successful fund raising experience in higher education, ability to organize practical strategies for developing new and existing relationships, strong oral and written communication skills; (5087) assists in planning and implementation of the University's outreach to major individuals) $16,350-$22,600.

Associate Director (5198) advises second year MBAs on career opportunities, resume preparation, industry trends; develops programs as well as reports and manuals; acts as placement or recruiting at the corporate level, excellent counseling skills; knowledge of many types of businesses and their personnel needs; supervises all sales and marketing activities.

Assistant to Dean, Administration II (5028) assists in researching background for a number of major gift opportunities, supervises fellows and undergraduates in the development of the school; coordinates financial and academic analyses, using systems programming for long-range planning; prepares formal documents to present planning results; oversees operational aspects of school; (40 years' experience including aspects of financial accounting; budget analysis, planning analysis, management/administration; familiarity with computers) $16,350-$22,600.

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Academic Calendar
September 7-8 New student registration for schools participating.
September 8 Fall term classes begin.
Exhibits
Ongoing The Egyptian Mummy: Secrets and Science and Polynesia at the University Museum.
Through September 26 Traditional Balinese Paintings: The Gregory Bateson Collection; Pepper Gallery, University Museum.
September 14-October 22 Drawings and Photographs of Northern Ireland by Henry Glassie, professor of folklore and folklife and American civilization and author of Passing the Northern Ireland.
September 6-29 An exhibit of plants, minerals, and other materials (five years' experience as machinist or training in a related activity)

Films
September 7-17 Auditions for University Choral Union, Choir, Orchestra, Wind Ensemble, and Collegium Musicum.

Meetings
September 10 Trustee Executive Committee Open Meeting, 2 p.m. at Tea Room, Faculty Club.

Music
September 7-17 Auditions for University Choral Union, Choir, Orchestra, Wind Ensemble, and Collegium Musicum.

Special Events
September 10 Community Volunteer Fair for anyone interested in volunteering in the community, meet representatives of organizations, 11 a.m.-4 p.m. on Locust Walk. Information: 386-1533.

ON CAMPUS
September 7-20

Films
September 8 The Harder They Come 10 p.m. Films are screened in Irvine Auditorium. Admission: $2.

Penn Union Council Events
September 10 Diamonds Are Forever 7 p.m. and 11:45 p.m. Admission: $1.50.

Meetings
September 10 Trustee Executive Committee Open Meeting, 2 p.m. at Tea Room, Faculty Club.

Music
September 7-17 Auditions for University Choral Union, Choir, Orchestra, Wind Ensemble, and Collegium Musicum. Information: Ext. 6244.

September 11 Orchestra Residents' Conference every Saturday, 10 a.m. at Agnew Grie Conference Room, 2 Dulles, HUP.

September 13 Orthopaedic Trauma Conference every Monday, 5 p.m. at Agnew Grie Conference Room, 2 Dulles, HUP.

Courses
September 14 Penn Union Council's Sixth Annual Tropical Plant Sale to support students' sponsored programs on campus, 10 a.m.-7 p.m. in Houston Hall's Bowl Room. Information: Ext. 4444.

Tours
September 9 Orthopaedic Conference every Wednesday, 4 p.m. at Agnew Grie Conference Room, 2 Dulles, HUP.

September 11 Orthopaedic Residents' Conference every Saturday, 10 a.m. at Agnew Grie Conference Room, 2 Dulles, HUP.

September 13 Orthopaedic Trauma Conference every Monday, 5 p.m. at Agnew Grie Conference Room, 2 Dulles, HUP.

September 14-16 Penn Union Council's Sixth Annual Tropical Plant Sale to support students' sponsored programs on campus, 10 a.m.-7 p.m. in Houston Hall's Bowl Room. Information: Ext. 4444.

September 14-16 Penn Union Council's Sixth Annual Tropical Plant Sale to support students' sponsored programs on campus, 10 a.m.-7 p.m. in Houston Hall's Bowl Room. Information: Ext. 4444.

September 15 Beginning Botanical Illustration, an eight-week series.

September 15 Beginning Botanical Illustration, an eight-week series. 5:45-7:15 p.m. $125. Information: Ext. 4444.

September 20 Writing Children's Books, a six-part series. 5:45-7:45 p.m. $115. Information: Ext. 4444.

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The history of the Red and Blue has been a rich one, dating from 1875 when H. L. Geyelin first wore the colors at the Intercollegiate Track Games in Saratoga, NY; a year later they were officially accepted by the University. It is fitting that the 1981-82 Pennsylvania sports season began and ended with triumphs on two of the most famous playing fields in the world.

The year began with a stirring football victory over Cornell on our own Franklin Field, the Quakers stopping Cornell at their own history over Cornell on our own Franklin Field, began and ended with triumphs on two of the most famous playing fields in the world.

The fall season was not without success, however. The women's field hockey team tied with Harvard for the Ivy League championship. Head women's coach since 1975, MS. Schneider as his top assistant coach.

The men's fencing team of Dave Micahnik continued its reign as the best in the Ivy and the East and among the best in the nation. The fencers won their seventh consecutive League title and sixth IFA (Eastern) championship in seven years. They then placed third at the NCAA Championships, a title they won in 1981. (The fencers are the only Pennsylvania varsity to win an official NCAA title, and they did it three times: in 1953, 1969 and 1981.)

The outstanding senior athletes of the Class of '82 both completed outstanding varsity careers in the winter.

Mark Schlitt, captain of the wrestling team since his sophomore year, won the Class of 1915 award as Pennsylvania's top male student-athlete; he was the first Quaker wrestler to qualify for the NCAA Championships since 1974. Barbara Cantwell, the outstanding woman gymnast in the Ivy League for three years, won the Father's Trophy following her fourth-place finish in all-around competition at the AIAW Championships in April.

Another top woman athlete won her first varsity letter at Pennsylvania. Alicia McComb, a freshman, not only won the U.S. National Junior and Collegiate squash titles, but also won the U.S. National Senior Women's Singles Championship while still only 18 years old. One of the top-ranked women's squash players in the world, she has already represented the United States in several international competitions.

The top performance of the spring was turned in by the women's lacrosse team, which was ranked number one in the nation before the AIAW National Championship Tournament at West Chester, Pa. The women finished in fourth place in the three-day tourney, but dominated the All-American team with four members on the first team: seniors Nancy Lock and Lisa Romig, junior Sherry Marcantonio and sophomore Cathy D'Ignazio.

The men's heavyweight crew, which first represented Pennsylvania in 1854 as the University Barge Club, won two cup races in the spring, the Chilis Cup from Princeton and Columbia, and the Bur Cup from Northeastern University.

It was left to the track teams to cap the school and athletic year, the men undefeated in dual meets for the 12th season since 1970, the women winning their first relay race at the Penn Relay Carnival. Both dominated the Penn-Cornell victories over Oxford-Cambridge (Cornell had only one man and one woman winner), which highlighted a two-week tour of England.

New Fields to Conquer

Pennsylvania's athletic future continues to be bright. Franklin Field is currently being resurfaced, its third such artificial turf field, which will ensure its continued year-round usage. (The Palestra basketball court was replaced before last season, its first such change since opening in 1927.) And the women's basketball team will carry the Red and Blue colors to a new playing field in 1983 when it competes in the Northern Lights Tournament in Anchorage, Alaska, in February.

Several new coaches have joined the athletic staff for the new school year. Perhaps most significant was the selection of Kathy Lawlor as head coach of the men's varsity swimming team. Head women's coach since 1975, Ms. Lawlor is now head coach of both the men's and women's varsities, the first woman to direct both swimming programs in the NCAA's Division I.

Tony Seaman is the new coach of men's lacrosse, and he will also assist Bob Seddon with the varsity soccer team. Charlie Powell has replaced Karl Thornton as head coach of the men's cross country team and assistant to Irv Mondschein with the track team. And Larry Wittig, acting coach of the women's crew last spring, has accepted that position on a full-time basis.

A year of continued achievement for Pennsylvania athletics, 1981-82. And the same can be expected in 1982-83. —Frank Bertucci

Sports Information

ALMANAC, September 7, 1982