

# Puritan Boston, 21 ... Quaker Philadelphia, 23: Impossible Dream

The sportswriters are already calling it a "legend" and even people who saw it are still saying "impossible."

That it was impossible didn't keep it from happening at Franklin Field.

Penn beats Harvard? On a field goal after the clock stops? After Harvard has pulled out the famous mystique to turn Penn's 20-0 shut-out into a 20-21 miss-as-good-as-a-mile by scoring three touchdowns in seven minutes in the fourth quarter? In the stands it's like rooting for La Mancha versus the windmills that last few minutes—but the quixotic Quakers pull it off with a never-say-die mystique of their own.

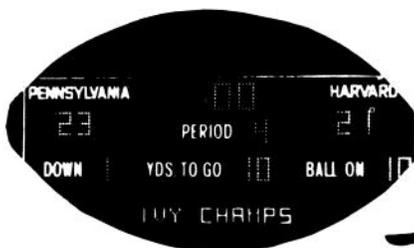
The kick-off return after Harvard's third touchdown puts Penn on its own 20 with a minute and 24 seconds to go. From then on, everything that can go wrong goes wrong—and then miraculously comes right again. Quarterback Gary Vura is injured—but back-up Fred Rafeedie stops the clock with an incomplete to the sidelines, saving a valuable time-out while Vura clears his head. Receiver John Syrek is a little off pattern and can't hang onto a Vura pass later—but teammate Warren Buehler is off by the right few inches to gather it in. At the 27-yard line with 00:03 left on the clock and Coach Jerry Berndt wordlessly signaling place-kicker Dave Shulman for the field goal attempt, Shulman faces a 38-yard try against a 21-mile-an-hour wind; the kick goes wide—but there is a flag on the play: roughing the kicker. The hoarded time-out now matters; Shulman's next kick is good, and the scoreboard changes to 23-21 even while a confused Harvard rooting section is celebrating "their" win. Something like ancestral memory stirs 1982 Penn fans to pour onto the field and revive the lost art of tearing down the goalposts. (That's impossible, too, sigh knowledgeable bystanders; don't they know we switched to heavy gauge steel? A few minutes later both shaft and crossbar are borne downfield on hundreds of shoulders for watery grave in the Schuylkill—while alumni with as much as a half-century's emotional investment in the Penn-Harvard rivalry beam beside seniors with only four years' pain to ease. Faculty and administrators wondering briefly "who pays?" bury the shameful thought and just watch the faces.)

Eventually 34,746 people who have cared very much one way or the other spill out onto the sidewalks and into the restaurants and wateringplaces. The in-group parties in Hutchinson Gym, the Faculty Club and fraternity houses are made up of the disbelieving learning to believe. Downtown, Penn diners wearing the "Number One" button that Penn parking attendants gave out before the game find headwaiters know Jerry Berndt's name as if it were George Munger, and can cite chapter and verse on the championship ranking system. (If Penn wins or even ties at Ithaca next week, the title is outright; only a Penn loss combined with a Harvard win over Yale could give the Crimson even a co-championship with Penn.) It dawns: at least while the Eagles are roosting with the rest of the NFL, grass-roots Philadelphia has a home team in the Quakers of Franklin Field. Operational Services' Norman O'Conner and his crew turn on Franklin Building switches to light up a seven-story "I" for passersby.

What next? With two major Ivy contests to choose from for their November 20 eastern telecast, ABC-TV is on the phone Monday to Penn and Cornell: can gametime be changed from 1:30 to 3:30 to fit the schedule? It can. It is, and Channel 6 is the local station to watch.

As the D.P. goes all-out Monday with three-color printing to celebrate the action and behind-the-scenes story of Penn Over Harvard—in an issue worth saving—friends of sociologist Digby Baltzell (whose book title *Almanac* stole for a headline) kid that he'll have to rewrite his book on Puritan Boston's centuries-old dominance of Quaker Philadelphia through leadership. Not needed, protests a close reader, pointing to the last chapter where Professor Baltzell says, "To understand the problems of authority and leadership in America today, then, one must study the history of Philadelphia and Pennsylvania. It is not an altogether encouraging story. At the same time, there is hope of a change to come."

**Scrimmage in the Humanities?** Football isn't everything, of course. Penn shut out Harvard in soccer Friday night, 4-0. And at least five Penn humanities teams rack up 60-plus scores in a new set of national ratings, page 2.



# Almanac

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## Dental School Dean: Sweden's Jan Lindhe

The nominee for Dean of the School of Dental Medicine, whose name President Sheldon Hackney will take to the Trustees in December, is Dr. Jan T. Lindhe, a world-renowned clinical research scientist who is now dean of the School of Dental Medicine at Sweden's University of Gothenburg.

On election, he would take office for a seven-year term starting in September, 1983. He would succeed Dr. D. Walter Cohen, who is stepping down as dean after 11 years but is to continue his teaching and research here. Dr. Lindhe's name was submitted by a search committee headed by Dr. Morton Amsterdam, professor of periodontics.

In his announcement to a meeting of Dental School faculty and students, Dr. Hackney said, "Professor Lindhe has distinguished himself as a leading researcher in periodontology, as dean at a major European university and as an outstanding clinician and dental educator. We are fortunate to have been able to attract such an outstanding individual to lead our Dental School."

Provost Thomas Ehrlich also hailed the selection. "I am very pleased that we have been able to attract to Pennsylvania an outstanding leader to continue the work of Dr. Cohen, who

has brought the Dental School to a position of international acclaim. Dr. Lindhe's vision and imagination as a dental educator and researcher will insure that our Dental School remains a superb institution in the coming decade," Ehrlich said.

Added Dr. Thomas W. Langfitt, vice president for health affairs: "The School of Dental Medicine is in the midst of one of the most important transitions in its history. We are delighted that such an outstanding dental educator and scientist as Jan Lindhe has agreed to take on the responsibility of leading the School in the difficult and challenging period that lies

### INSIDE

#### Senate Tomorrow: Children's Tuition

A proposed major shift in benefits for faculty whose children go to college—at Penn or elsewhere—is an action item for tomorrow's 3 p.m. Senate meeting. See text, page 3.

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ahead."

Dr. Lindhe recently was named an honorary member of the prestigious American Academy of Periodontology, the only person so honored this year.

Also this year, Queen Beatrix of the Netherlands presented him with an honorary doctorate of medicine from the University of Amsterdam. He was the only dentist and one of only four persons to be honored at the 250th anniversary of the University. His many other honors include an honorary degree from the University of Athens in 1979.

Dr. Lindhe was elected dean of the School of Dentistry by the faculty at the University of Gothenburg in 1977 and is in his second consecutive term in that position.

He is also professor and chairman of the department of periodontology at Gothenburg and was a research associate in the department of periodontology at the University of Minnesota in 1967.

Dr. Lindhe received his dental degree from the Royal School of Dentistry in Malmö, and did advanced training in oral surgery and periodontology at the University of Lund. He began his teaching career in 1957 as a clinical instructor in roentgenology at Lund, and later was a clinical instructor in oral surgery and

(Continued on page 2)

### Fair Opportunity and Faith in Colleagues

The administration has made, in my opinion, a just offer of settlement to Dr. Srouji, acceptance of which would return him to the practice of pediatric surgery with a "fair opportunity" to reestablish himself. (While the formal deadline for acceptance has passed, the offer has not been withdrawn.)

It is not necessary to recapitulate the case, which has been detailed earlier in *Almanac*, but it may be useful to comment on the quoted words. No contract is without some ambiguity, for mathematical precision is impossible in human dealings; and above all, those agreements which commit one to the service of another often stand or fall by the good faith of those entering them. Can anyone write out with believable exactness the mutual obligation of employer and employee even in a simple case, let alone one so complex as university and professor? Often the moral obligations of colleagues to each other far outweigh the written legal ones. The outline of settlement offered to Dr. Srouji is brief, but more words will not necessarily clarify or improve it. On the other hand, "fair opportunity" speaks loudly and incorporates moral obligations into the contract. It approaches the covenant of good faith and fair dealing of which I have written here before.

These words may also impose a continuing obligation on the faculty. If Dr. Srouji declines the offer, then the faculty collectively has no further role to play, for the Provost will have made an appropriate response to the Grievance Commission's findings in Dr. Srouji's favor, and that is all which under our procedures or in good conscience he is required to do. However, if Dr. Srouji accepts, as I hope he will, then the faculty collectively become guarantors of the "fair opportunity" which must be extended to him, for the administration has shown that it will respect the faculty's established grievance procedures. To accept the offer, Dr. Srouji will have to put his faith in the fairness of the faculty, its continued willingness to pursue the resolution of grievances, and the undertaking of the University to be bound to a compact when the faculty has said that in justice it must be. While motion towards settlement has been slow and sometimes frustrating, as one must often expect such negotiations to be, I think that these are things on which, to our credit and that of the administration, we can rely.

Finally, when an administration stands willing to accept a settlement of a difficult grievance, that must be acknowledged, because the worst that can happen between faculty and administration is for the latter to be discouraged of any efforts towards fairness out of conviction that there is a chasm of discontent which no reasonable action can bridge. The acknowledgement is now due and extended. I hope that Dr. Srouji can respond in a manner which allows his case to reach a satisfactory conclusion.

*Murray Gerstenhaber*

### Ratings: Doctoral Programs in the Humanities

With considerable detail on evaluation systems used in a new national study, the November 10 *Chronicle of Higher Education* summarizes the "Quality of Graduate Programs Rated in 9 Humanities Disciplines," with Fact File tables showing standard scores in four categories of measurement for 522 doctoral programs.

Generally, the *Chronicle* concluded, "the traditionally well-regarded public and private universities fared well." With ratings standardized on a scale where 50 represents the average score of all departments, Penn scored 60 or higher in five departments—English, French, Linguistics, Music and Spanish—on the measurement of "scholarly competence of faculty members." Harvard and UCLA also had five each. There were six each for Columbia, Cornell and Michigan, and seven each for Princeton and Yale. Only California at Berkeley scored 60-plus on faculty quality in all nine disciplines rated.

In a category called "improvement," Penn's English and music programs made the 70-or-better ratings. (For the University's ratings in

all four categories and all nine disciplines, see table.)

The new report, *An Assessment of the Research-Doctorate Programs in the United States: Humanities*, is the result of evaluations conducted by a committee named by the Conference Board of Associated Research Councils (the American Council of Learned Societies, American Council on Education, National Research Council and Social Science Research Council).

The Humanities report is the second of five projected ones. In the first, on Mathematics

	Faculty Quality	Effectiveness	Improvement	Familiarity
Art History	57	58	58	58
Classics	57	56	48	56
English	64	63	70	66
French	61	60	57	63
German	55	55	44	55
Linguistics	61	57	56	58
Music	62	61	73	62
Philosophy	52	52	39	53
Spanish	72	71	57	66

**Dental Dean** from page 1  
periodontology there.

In 1964 he became an assistant professor of periodontology at the University of Lund, and from 1967-1968 he was an associate professor and chairman of the department of periodontology at the University of Umeå.

He became professor and chairman of periodontology at Gothenburg in 1969.

Dr. Lindhe's publications include contributions to two textbooks and approximately 160 research publications in the fields of periodontology, preventive dentistry and cariology and endodontics. He is a member of the Swedish Dental Society; Scandinavian Association of Dental Research; International Association of Dental Research; Gothenburg Dental Society; and the Scandinavian Society of Periodontology. He is married to Annalena Lindhe-Rosenqvist and they have three children.

### UA Resolution and H.I.T. List

The following resolution was passed Thursday by the Undergraduate Assembly, and an ad hoc organization called H.I.T. (Halt Increased Tuition) has drawn some 2500 postcards from students protesting the proposed increase rate. President Sheldon Hackney and Provost Thomas Ehrlich are scheduled to meet December 1 with the group, which is reportedly preparing a "H.I.T." list of expenses recommended for cutting to minimize tuition increases.

#### Resolution Concerning the Initial Fiscal Year 1984 Budget Projections

*Whereas*, the University administration's preliminary projections for fiscal year 1984 indicate an increase of twelve percent in undergraduate tuition, and

*Whereas*, an increase of this magnitude is well in excess of the rate of inflation and projected increases in disposable income, and

*Whereas*, this increase will seriously cripple all efforts to achieve a more diverse student body—a primary component of this University's educational excellence,

*Therefore, Be It Resolved*, that the Undergraduate Assembly hereby recommends that the President and Provost reformulate their budget projections heeding the desire of the University Council and the Trustees that increases in disposable income be considered in the establishment of figures for increases in tuition, and

*Be It Further Resolved* that the Assembly reaffirms its right under the statutes of the Trustees to request, and expects to receive, all relevant budgetary information from the University administration which the Assembly and its committees feel will best enable it to represent the concerns of undergraduates.

and Physical Sciences (issued in September and summarized in the *Chronicle* September 29) Penn scored 60 or above in the faculty quality ratings in two departments, mathematics and physics. Like the humanities report, *An Assessment of Research-Doctorate and Physical Sciences* is available at \$10.50 from the National Academy Press, 2101 Constitution Avenue, NW, Washington, D.C. 20036.

In all, the series is to cover 26 disciplines, with engineering, the biological sciences, and the behavioral and social sciences to come.

**FALL MEETING: 3-5 p.m. Wednesday, November 17, 200 CH.** The following resolution addresses one portion of an ad hoc committee's deliberations on tuition and admissions policy for faculty children. The admissions portion of the report has been rescheduled for the Spring Meeting due to the length of the Fall agenda, and a document will be published for discussion in advance.

## Resolution on Tuition Benefits for Faculty Children

*Proposed by the Senate Committee on the Economic Status of the Faculty for Action by the Senate at its Meeting of November 17, 1982.*

**Whereas:**

1. The increasing disparity between tuition benefits for faculty children attending the University of Pennsylvania (currently, full tuition of \$7,320) and those for children attending other institutions (currently limited to \$900/year) has produced greater uncertainty in faculty financial planning, increased inequity among faculty with children, restricted choice for faculty children, and undesirable pressures on the University Admissions Office; and
2. Any restructuring of tuition benefits should not increase the total cost of the tuition package relative to the present plan nor preclude the incorporation of tuition benefits into a flexible benefits program; and
3. An Ad Hoc Committee on Tuition and Admissions Benefits for Faculty Children has thoroughly considered ways to restructure tuition benefits, consistent with the above cost objectives, in its Report to the Provost on August 3, 1982. These cost estimates necessarily involve introduction of many variables, including the number of students attending college at Penn and elsewhere, cost recoveries from restricted budgets, future levels of financial aid, and costs of displacing paying students; and
4. The administration's response to the Report, as well as subsequent discussions between the Economic Status of the Faculty Committee and the administration, have resulted in considerable agreement about the cost implications of restructuring; and
5. The desirable goal of preserving intact the present tuition plan for all those who wish to take advantage of it conflicts financially with the goal of increasing direct grant benefits for children attending schools other than Penn;

*Therefore, be it resolved that the Faculty Senate calls upon the administration to make the following adjustments in tuition benefits for faculty children:*

1. Increase the annual direct grant for faculty children attending accredited undergraduate institutions other than Penn to:

\$1,000 on July 1, 1983  
 \$1,500 on July 1, 1984  
 \$2,400 on July 1, 1985  
 \$3,400 on July 1, 1986;

Beginning July 1, 1987, set the direct grant at 40 percent of the then prevailing Penn undergraduate tuition. The direct grant shall in no circumstance exceed the total tuition cost of the school attended;

2. Maintain full undergraduate tuition remission at Penn for faculty children who are currently attending Penn, or who will matriculate in September 1983, for the years to which their admission entitles them;
3. Set undergraduate tuition remission for faculty children at Penn, other than those covered in resolution 2, at \$7,320 for the fiscal year ending June 30, 1985, and at 75 percent of the undergraduate tuition after July 1, 1985;
4. Maintain full tuition remission for faculty children currently enrolled in the Medical School, Dental School, Veterinary School, Law School, or Wharton M.B.A. program, or who will matriculate in September 1983, for the years to which their admission entitles them; for faculty children attending these professional programs who matriculate after September 1983, maintain tuition at its 1982-83 level until June 30, 1985, and thereafter set tuition remission at 75 percent of the then-prevailing tuition in that school;
5. Maintain full tuition remission for faculty children attending Penn graduate schools other than those covered in resolution 4;
6. Leave unchanged all other features of the current faculty tuition benefit for children; and
7. Review this new program jointly with the Faculty Senate no later than March 1, 1986.

## Marcus Foster Scholarship Fund: November 22

The campaign for a Marcus Foster Fellowship Fund will open formally Monday, November 22, when Marcus Foster Day is proclaimed by the Philadelphia City Council and Mayor William Green. The nationally prominent black educator who was slain in 1973 in Oakland was a trustee and alumnus of the University.

Establishment of the fellowship fund, which will benefit minority students, was announced last spring by the Graduate School of Education, where Dr. Foster received his master's degree and doctorate. The initial goal of the fund is \$150,000, which would provide tuition assistance for at least three or four minority students a year.

Mrs. Marcus Foster and her daughter, the Reverend Marsha Stewart, will attend the campaign-opening reception given by President Sheldon Hackney. Dr. Robert Blackburn, who was wounded in the same incident during which Foster was killed by the "Symbionese Liberation Army," will also attend the reception.

From *A Sketch of Marcus Foster*, by his advisor, Emeritus Professor Ralph C. Preston:

Dr. Foster began his professional career as a fourth-grade teacher in the Philadelphia public school system. He soon became principal of an elementary school in an area where whites and upwardly mobile blacks had moved out. The largely white faculty was not coping well with the change in student body and was demoralized about the school's future. But the faculty responded well to Dr. Foster, their first black principal. Self-confidence and student performance improved significantly.

*ALMANAC, November 16, 1982*

Dr. Foster's next assignment was as principal of a school for students with disciplinary problems, a school without any tradition of success. Again he built up the morale of the faculty, established the school's first respectable academic program, and found work opportunities for students. He also brought in Penn students as volunteer tutors and involved the community in the athletic program.

However, it was Dr. Foster's next success, as principal of Philadelphia's Simon Gratz High School, that brought him national recognition. Gratz had the highest dropout rate in the city with only 20 percent of the virtually all black student body graduating, and fewer than three percent going to college. There were few extracurricular activities, no dances and no honor society.

Marcus Foster turned the situation around. During his first year, 180 dropouts returned to school, and by his second year the number of Gratz students attending college had jumped from 18 to 168. The sports program improved, dances were initiated and white alumni, who had been ignoring the school, began contributing to a scholarship fund.

In redesigning the school's curriculum, Dr. Foster had promised: "When our pupils study Balboa, they will learn that when he first looked at the blue Pacific, 30 black men were with him as co-explorers. Students will learn of the contribution of Negroes to art and music and open-heart surgery. They will learn that culture is a tapestry made up of black threads, white threads, yellow threads and other colors, all woven together." For his work at Gratz, Dr. Foster received the prestigious Philadelphia Award.

In 1969 Dr. Foster became Philadelphia's associate superintendent for community affairs and in 1970 superintendent of schools in Oakland. His accomplishments in Oakland before his death included establishing a fund for individual teachers to try new programs and successfully campaigning for bonds to launch a \$60-million building program.

## The Provost's Office

Over the course of the fall, faculty members and students have asked about the current priorities and organization of the Provost's Office. This brief description is in response to those questions.

The primary responsibility of the Provost's Office is to work closely with the President and his Office to promote the academic quality of the University. My own chief obligation is to help ensure that academic excellence remains our first priority. President Hackney's Statement of Purpose, published in *Almanac* October 12, sets out a basic framework for our efforts. The first axiom listed in that Statement, "The quality of faculty determines the worth of the University," is our central mandate.

Within the Office, Deputy Provost Richard Clelland has responsibilities embracing a broad range of faculty concerns that include faculty development, appointments, and promotions, as well as grievance resolution. Each School is now engaged in a process of five-year planning to ensure clear articulation of academic priorities coupled with a careful account of the ways in which those priorities can best be addressed within realistic financial constraints. Dick Clelland is coordinating this key aspect of the overall planning process. He also maintains oversight of numerous other important matters such as implementing the recommendations of the Task Force on the Quality of Teaching.

It is essential that budget decisions be based on academic judgments. Associate Provost Marion Oliver works with each school and resource center in budget planning and analysis and coordinates the development of five-year plans by the centers, including the Library, Athletics, the Museum, the Annenberg Center, the Arboretum, the Press, and others. In Marion Oliver's role of overseeing graduate education, he chairs the Council of Graduate Faculties and works with Dick Clelland in the coordination of our graduate programs as called for in the President's Statement. Finally, the Associate Provost oversees the University-wide efforts to increase minority representation in our faculty and student body.

Vice Provost Barry Cooperman is the University's chief spokesperson on all matters relating to research and works to expand and strengthen the University's research support from both government and industry. He is also leading the assessment of the University's research facilities, including space, in order to calculate the investment needed for their rehabilitation, as outlined in the President's Statement. Several major research institutes as well as the Offices of Research Administration, Radiation Safety, and Environmental Health and Safety report to Vice Provost Cooperman. Promoting research excellence, Dr. Cooperman's primary responsibility, is one of the three special challenges facing the University, as stressed in the President's Statement.

Acting Vice Provost George Koval leads the Division of University Life that strives to integrate curricular and extracurricular life for graduate, professional, and undergraduate students at Pennsylvania. This work is a key to achieving our aim of "shrinking the psychological size of the University" as expressed in the President's Statement. Admissions, Student Financial Aid, Student Health, Career Planning and Placement, and other offices central to the balanced development of our students are within his purview.

The staff within the Provost's Office is small, but it works with many faculty, student, and staff groups throughout the campus. Perhaps the most important is the Academic Planning and Budget Committee, which advises on key issues of planning and budget policy. This Spring the Committee will focus particular attention on one of the most important issues facing the University—student financial assistance. The Committee will work with the Office of Planning Analysis, the Office of Student Financial Aid, and others to seek new ways to stretch limited University resources and to assist our students in finding long-term educational funding. This is also one of the special challenges identified in the President's Statement of Purpose.

As Provost, I have a hand in most of the activities mentioned here, working closely with the President. I give particular attention to academic planning, and the financial implications of that planning. Our goal is to maintain the highest academic quality where it exists and to support key areas where academic quality can be improved. I will continue to press hard in fundraising efforts where they are most needed and to give special attention to undergraduate education, the third of the special challenges stressed by the President.

Fortunately, a superb group of colleagues works in the Provost's Office. All of us are there to serve the University and its primary goal of academic excellence.



*This is the first in an occasional series in which leaders of central University offices will tell how their work is organized for interaction with faculty and staff. Development Vice President Ross Weber has promised the next article, outlining goals and resources to help faculty in the search for funding. Other offices that are in the process of reorganization will report as their units take shape. Members of the University who are interested in the workings of particular operations may nominate subjects for this series by writing to Almanac (see staff box, right).*

## The President's Report

The eight-page supplement that follows is condensed from President Sheldon Hackney's 36-page brochure given to the Trustees on October 22 and now being circulated to the standing faculty and to key administrative heads and leaders of University organizations on campus.

The larger report contained an essay spread over 17 pages, and the remainder of the report consisted of financial tables and lists of the trustees by name.

For this presentation, *Almanac* retained all but a small portion of the essay and over half the illustrations, literally "rerunning" the text from the Publications Office's original computer typesetting disks to reduce cost. Some photographs were made smaller, and all of their captions were condensed. Otherwise, the editorial changes made to fit 17 pages into seven (with new introduction occupying the first page) were as follows:

Thumbnail descriptions of recently-appointed administrative leaders were eliminated, so that previously-published information was not repeated. The background of Provost Thomas Ehrlich, and the names and backgrounds of the following, were deleted: Deputy Provost Richard Clelland; Associate Provost Marion Oliver, Vice Provost Barry Cooperman; Deans Joseph Bordogna and Robert Mundheim; Museum Director Robert H. Dyson; Vice Presidents Arthur F. Hirsch, Paul Gazzo, Gary Posner and Ross Weber; and Budget Analysis Director Glenn Stine.

Three paragraphs on pages 10-11 of the original report (the end of the section on key leaders) were retained and moved to this version's page 2 for continuity.

Minor word changes were made for continuity, and some free-standing paragraphs were run together to save space. A little less detail is given on the President's inauguration and on the Sweeten Alumni Center, both of which have been covered in previous issues of *Almanac*.

### Financial Data

On page 5 of this issue (past the supplement), one of the Report's key tables of financial data, the Five-Year Review of Current Funds (1978-82), is reproduced with a graphic chart based on these data shown below it. These items are from pages 21 and 20, respectively, of the original.

Full copies of the report are available for examination at the offices of all directors, department heads, deans, and vice presidents, and at Van Pelt Library. —K. C. G.

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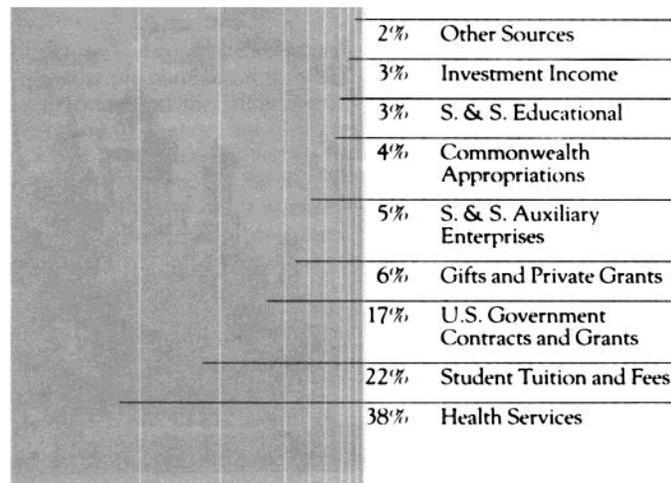
## A Five Year Review of Current Funds

Year ended June 30, 1982  
(thousands of dollars)

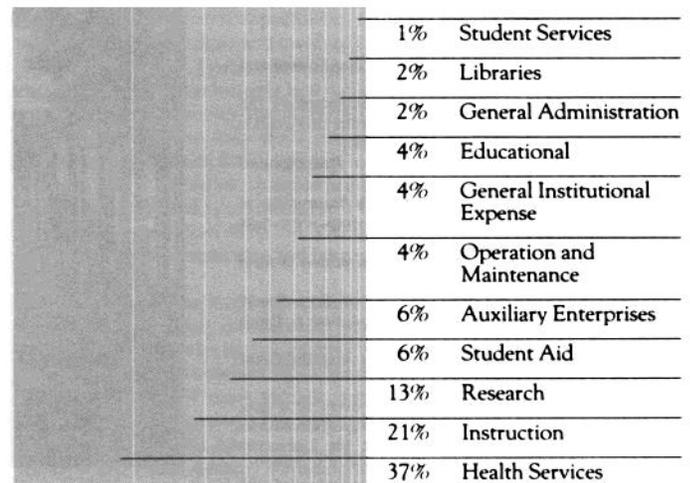
	1982	1981	1980	1979	1978
<b>Revenues and Other Additions</b>					
<i>(by source)</i>					
Student tuition and fees	\$126,647	\$111,328	\$ 94,853	\$ 86,122	\$ 76,451
Commonwealth appropriations	21,996	20,600	19,323	18,275	16,476
U.S. Government contracts and grants	98,157	99,321	88,964	74,321	67,229
Investment income	19,016	16,638	16,610	13,657	11,767
Gifts and private grants	37,813	30,486	30,945	21,069	20,419
University Hospital	158,982	131,385	105,380	87,801	77,234
Clinical practices	58,368	47,164	37,459	28,240	17,097
Other educational activities	17,276	14,375	11,983	9,588	8,433
Other sources	8,210	7,309	9,996	8,696	8,146
Auxiliary enterprises	31,604	28,205	24,189	22,502	20,989
	<b>\$578,069</b>	<b>\$506,811</b>	<b>\$439,702</b>	<b>\$370,271</b>	<b>\$324,241</b>
<b>Expenditures and Other Deductions</b>					
<i>(by function)</i>					
Instruction	117,779	103,901	88,080	76,041	72,412
Research	72,928	70,112	63,593	53,105	50,153
Libraries	8,594	8,801	7,593	6,957	6,187
Other educational activities	21,558	20,563	18,917	15,323	10,763
Student aid	35,434	34,808	29,360	26,786	23,812
Student services	8,328	7,227	6,082	5,720	4,719
University Hospital	158,281	132,210	105,838	87,790	78,951
Clinical practices	48,593	39,459	31,892	22,721	15,110
Operation and maintenance of plant	24,987	22,472	19,703	16,819	14,283
General institutional expense	22,652	18,692	15,928	14,388	13,909
General administration	10,849	9,439	8,243	7,500	6,773
Auxiliary enterprises	34,597	31,162	27,209	24,734	23,032
	<b>\$564,580</b>	<b>\$498,846</b>	<b>\$422,438</b>	<b>\$357,884</b>	<b>\$320,104</b>
<b>Expenditures and Other Deductions</b>					
<i>(by object)</i>					
Salaries and wages:					
University	165,989	151,269	133,618	119,151	110,521
Health Services:					
University Hospital	66,719	54,694	46,119	40,897	34,859
Clinical practices	31,172	25,648	21,144	15,609	9,809
Total salaries and wages	263,880	231,611	200,881	175,657	155,189
Current expense	285,719	254,406	209,711	173,671	156,933
Equipment	14,981	12,829	11,846	8,556	7,982
	<b>\$564,580</b>	<b>\$498,846</b>	<b>\$422,438</b>	<b>\$357,884</b>	<b>\$320,104</b>

The table above and the charts below are from the October 22 President's Report to the Trustees, which appears in condensed form in the center eight pages of this issue.

## Current Funds 1981-82



How it was provided  
(by source)



How it was spent  
(by function)

## 1982/83 Heating Season

Your cooperation in implementing energy conservation measures during the past year helped reduce the University's overall consumption by 3.3 percent, which amounts to approximately \$410,000, in comparison to the previous year, or 25.8 percent, or \$4,736,000, in comparison to 1973.

We appreciate the support that you are giving us and can only encourage you to increase your level of cooperation during the coming winter months. This heating season we are planning for an even more successful conservation program while maintaining reasonable comfort within our University buildings. To do so, the following schedule will be followed:

*Normal Activity Periods:*  
September 8–November 24  
November 29–December 22  
January 17–March 11  
March 21–May 13

During normal operating periods, we will follow recommended Federal guidelines by maintaining temperature levels in occupied spaces at 65 degrees plus or minus 3 degrees Fahrenheit.

In residential buildings, space temperatures will be maintained at 68 degrees plus or minus 3 degrees Fahrenheit between October 1 and April 30. Due to the lack of control in some building mechanical systems, all the buildings cannot be heated uniformly which is why we allow a range of plus or minus three degrees. All efforts will be made, however, to keep the residences at 68 degrees Fahrenheit. Also, every effort will be made to maintain these temperatures if there are extended periods of abnormally cold weather during the month of May.

We want to emphasize that the mechanical systems in some buildings may impose real constraints on our ability to maintain these temperatures. When your building temperatures deviate from this range, please contact your Building Administrator.

*Low Activity Periods*

November 24–November 29—Thanksgiving Recess  
January 3–January 17—Christmas Recess, 2nd Part  
March 11–March 21—Spring Recess

Special building operating schedules will be developed for each low activity period to eliminate unnecessary energy use. The Energy Office will be working directly with all Building Administrators to design programs for their particular buildings.

*Christmas Recess—First Part: December 24–January 3*

Thank you again for your support. If you have any questions or comments on the general program, please contact the Energy Office of Operations Services at Ext. 4644.

—Horace Bomar, Director  
Energy Management and Conservation

# ON CAMPUS

## November 16-December 5

### Academic Calendar

**November 15** Pre-registration for spring term began  
**November 24** Thanksgiving recess begins at close of classes  
**November 29** Thanksgiving recess ends at 8 a.m.

### Children's Activities

#### Film Series

**November 20** *Clarence and Angel*  
**December 4** *Fish Hawk*

The Saturday children's film series is free. Films are screened at 10:30 a.m., Harrison Auditorium, the University Museum.

#### On Stage

**November 20** *Flying Feet and Fiddling Fun: A Children's Introduction to the Music and Dance of the Southern Appalachians*, 2 p.m. (CGS). Information: Ext. 6479 or 6493.

### Conferences

**November 18** *Panel on Human Resources*, 4:30 p.m., Benjamin Franklin Room, Houston Hall (Career Planning and Placement Office). Information: contact Mary Heiberger or Peggy Curchak, Ext. 7530.

**November 18-19** *Nursing and Nutrition in the 80's*, School of Nursing (HUP Nutritional Support Service and School of Nursing). Information: Ext. 4522.

### Coursework and Training

#### College of General Studies

**November 16** *Press Release Workshop*, 9 a.m.

These are non-credit courses sponsored by CGS. Registration and complete information on fees, schedules, and Center City courses: Ext. 6479 or 6493.

#### Morris Arboretum

**December 4** *Winter Botany in the City*, 10 a.m.

These courses are sponsored by the Morris Arboretum. Pre-registration is required for all classes. Information: 247-5777.

#### Training Schedule

**November 16** *Preparing to be Interviewed*, noon-1 p.m.  
**November 16, 23, 30** *Career Directions: Where Do I Go From Here?*, noon-1 p.m.

**November 17** *Purchasing Orientation*, 2-4 p.m.

**November 18** *Clear and Effective Writing*, 1:30-3:30 p.m.

**November 30** *The Interview Process: From Start to Finish*, 2-5 p.m.

**December 1** *Purchasing Orientation*, 2-4 p.m.

*The Administrator as Communicator*, 9:30 a.m.-noon.

*Coping With the Holiday Blues and Blahs*, noon-1 p.m.

**December 2** *Clear and Effective Writing*, 1:30-3:30 p.m.

**December 3** *Resume Development*, noon-1 p.m.

*New Employee Orientation*, noon-1:30 p.m.

Program fees and registration information: Training Division, Ext. 3400 or 3429.

### Exhibits

**Ongoing** *The Egyptian Mummy: Secrets and Science and Polynesia*, University Museum.

**Ongoing** *The Elsevier Exhibit*, works published by the Elsevier family in Leyden and Amsterdam from 1583 to 1712; Rosenwald Gallery, 6th floor, Van Pelt Library.

**Through November 16** *Christine Termini: Paintings and Sculpture*, Houston Hall.

**Through November 22** *Alberto Martini's Illustrations of the Works of Poe*: photographs of engravings, Fine Arts Library, Furness Building.

**Through November 24** *Student Work: Graduate School of Fine Arts*, the Fine Arts Gallery.

**Through December 23** *The Paintings of Sara Steele*, sponsored by the B'nai B'rith Hillel Foundation at Penn; Faculty Club.

**Through December** *Law and the Visual Arts*, the Great Hall of the Law School Building.

**Through January 30** *Ban Chiang: Discovery of a Lost Bronze Age*, the first exhibition of archaeological discoveries in Thailand begins its national tour at the University Museum.

**November 23-January 28** *Architecture. Architektur. Architettura. Architecture*, British, German, Italian, and French works from the Architectural Archives of the University of Pennsylvania. Paul Philippe Cret Gallery, Fine Arts Library, Furness Building.

### Tercentenary/Exhibits

**Through December 15** *The Penn Family, the University, and the Institutions of Philadelphia*, an exhibit of books, manuscripts, printed materials and paintings; first floor, Klein Corridor, Van Pelt Library.

**Through March 20** *The Lenape: Wanderers in their Own Land*; Sharp Gallery, University Museum.

### Gallery Hours

**Faculty Club** 36th and Walnut. Monday-Friday 9 a.m.-9 p.m.

**Fine Arts Gallery** 34th and Walnut. Monday-Friday 10 a.m.-5 p.m.

**Fine Arts Library**, Furness Building, 220 South 34th Street. Monday-Thursday 9 a.m.-11 p.m., Friday 9 a.m.-10 p.m., Saturday 10 a.m.-5 p.m., Sunday 1-11 p.m.

**Houston Hall Art Gallery** Monday-Friday 10 a.m.-6 p.m., Saturday and Sunday noon-4 p.m.

**Law School**, 34th and Chestnut. Monday-Friday 9 a.m.-5 p.m.

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

**Van Pelt Library** Monday-Friday 9 a.m.-11 p.m. except holidays. Rosenwald Gallery, Monday-Friday 9 a.m.-5 p.m.

### Guided Gallery Tours

**November 20, 21, 27, 28** *Ban Chiang*

**December 4, 5** *Egyptian Textiles*

These Saturday and Sunday tours are free and begin at 1 p.m. at the main entrance of the University Museum.

### On the Move

The College of General Studies Special Programs (Non-Credit) offices will be moving to 112 Logan Hall this week. The other CGS offices will remain in 210 Logan Hall. CGS needs additional space for advising so they will occupy space currently being used by General Honors and Benjamin Franklin Scholars programs, which will take over the vacated Student Committee on Undergraduate Education (SCUE), Students Helping Students and Course Guide offices (108 Logan Hall) and one College office.

SCUE's new address is 3732 Locust Walk. Students Helping Students and the Course Guide offices are now located in the Quad, in the basement of McIlhenny dormitory.

### Films

#### Exploratory Cinema

**November 17** *Thursday's Children: David; The Quiet One.*  
**December 1** *The Connection.*

Films begin at 7:15 and 9:30 p.m., Studio Theatre, Annenberg Center. Admission: \$3, students \$2.

#### Film Alliance

**November 18** *Prince of the City.*

**December 2** *Interiors.*

Unless otherwise indicated, all films are screened at 10 p.m., Irvine Auditorium. Admission: \$2.

#### GSAC Film Series

**November 19** *Los Olvidados.*

**December 3** *The Lost Honor of Katharina Blum.*

Films are shown in Fine Arts B-1, at 7:30 and 10 p.m. Admission: \$1.50; Season pass, \$10.

#### Museum Film Series

**November 21** *Sentinels of Silence: Discovering the Mochos: Maya Lords of the Jungle.*

These free films are screened at 2:30 p.m., Harrison Auditorium, the University Museum.

#### Penn Union Council Movies

**November 19** *Shoot the Moon*, 7:30 p.m., midnight.

**November 20** *Richard Pryor Live on Sunset Strip*, 8, 10 p.m., midnight.

**November 23** *Life of Brian*, 8, 10 p.m. Midnight: *Reefer Madness.*

**December 3** *Outland*, 7:30, 9:45 p.m. Midnight: *High Noon.*

**December 4** *Rocky III*, 8, 10 p.m., midnight.

All shows are in Irvine Auditorium. Admission: \$1.50; midnights (and specials), \$1.

#### Serious Films

**November 16** *Men's Lives* (the pressures and conditioning of the American male).

**November 23** *Ourselves* (conflicts of Asian American women).

**November 30** *Birth of a Nation* (racism during the Civil War).

A free film series sponsored by the Office of Student Life, screened at noon and 2 p.m., Houston Hall Art Gallery, followed by informal discussion. Information: Ext. 7581 or 6533.



Detail of Guiseppe Bibiena's Arco Antico engraved by Ambrogio Orio after 1760. (See Exhibits). The engraving is a gift of G. Holmes Perkins, Dean Emeritus of the Graduate School of Fine Arts and University Professor of Architecture and Urbanism.



## Thanksgiving Hours

**Book Store** will be closed Thanksgiving but open Friday and Saturday 10 a.m.-5 p.m.

**Faculty Club** will close after lunch Wednesday, November 24 but open for dinner Thanksgiving 2-5 p.m., then close until Monday, November 29. **Institute of Contemporary Art** will be closed Thanksgiving but open 10 a.m.-5 p.m. Friday and noon-5 p.m. Saturday and Sunday.

**Morris Arboretum** will be open 10 a.m.-4 p.m., daily with a special tour at 1 p.m. Thanksgiving.

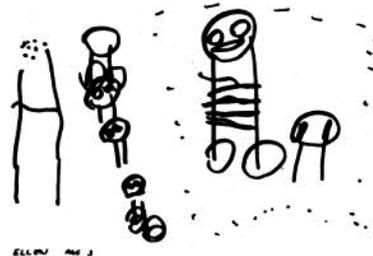
**Recreation Department: Gyms** will close 5 p.m. Wednesday, November 24 and reopen Monday, November 29. **Levy Tennis Pavilion** will be open 9 a.m.-1 p.m. Thanksgiving. Open Friday 7 a.m.-midnight and Saturday and Sunday 8 a.m.-midnight.

**University Museum** will be closed Thanksgiving but open 10 a.m.-4:30 p.m. Friday and Saturday, and open 1-5 p.m. Sunday. **The Potlatch Restaurant** will be closed all weekend. The Museum Library will close at 5 p.m. Wednesday.

**Van Pelt and Lippincott Libraries** will close at 5 p.m. Wednesday, November 24, be closed Thanksgiving but open 9 a.m.-5 p.m. Friday; 10 a.m.-6 p.m. Saturday and 4 p.m.-midnight Sunday.

## For the Holidays: Child-designed Greetings

Some very young artists, including children of Penn professors, have designed five sets of greeting cards now on sale to benefit the cooperative Parent-Infant Center. The one at right by three year-old Ellen Condran-Scott, daughter of Dr. Gretchen Condran, comes in a bright assortment of 10 cards, with white envelopes, at \$5 while supplies last. The PIC, 4205 Spruce Street, a non-profit agency providing educational day care, is a Donor Option Agency. For the cards, or for day care applications for children three months to five years old call: Ext. 4180.



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Another conveniently located day care center is the Infant Friendship Center, affiliated for teaching purposes with the Children's Hospital of Philadelphia. Children three months to three years of age are eligible for enrollment in the center. A non-profit early education and child care program, the Infant Friendship Center is located at 4207 Spruce Street. Forty-two children can be accommodated.

Advanced pediatric students and residents will observe developmentally normal infants in the day care environment, learning first-hand about normal baby development. The program is open year-round, Monday to Friday, 7:45 a.m. to 6 p.m., for infants and toddlers enrolled full- and part-time. Information, call 386-5097.

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The Penn Children's Center, located at 3905 Spruce Street, has openings in its pre-school program for two and one-half to four years old. Their program is child/family centered, based on an open classroom creative play eclectic learning philosophy. As a part of the University, they serve as a site for observation, training and research for various professionals concerned with children and their families. The center is open daily from 7:30 a.m.-5:45 p.m. Information and applications: Pam Johnson, Ext. 5268.

## Meetings

### A-1 Assembly

**November 30** Meeting, Charles Harris, director, recreation and intercollegiate athletics, *Dimensions of Athletics*, 1 p.m., Donaldson Room, Weightman Hall.

### Faculty Senate

**November 17** Fall Meeting, 3-5 p.m., 200 College Hall.

### GAPSA

**November 17** Meeting, 6:15 p.m., H-S-P Room, Houston Hall.

## Music

**November 17** *Chamber Music Concert*, featuring *Serenata*, a Philadelphia baroque ensemble, guest performers, and commentary by Mary Anne Ballard, director of Penn's Collegium Musica; 7 p.m., Wharton Sinkler Conference Center (CGS). Information: Ext. 6479.

**November 19** William Parberry conducts the *University Choir* in Bach's *Cantata No. 34* and *Cantata No. 68*, Brahms' *Marienlieder*, op. 22, and Josquin's motet *Mittit ad virginem*; 8:30 p.m., Tabernacle Church. Free.

**November 21** Ramsey Lewis in *Concert*, 9 p.m., Irvine Auditorium (West Philadelphia Mental Health Consortium). Tickets available at Annenberg Center.

**December 1** Claude White directs the *University Wind Ensemble* in Piston's *Tunbridge Fair* and other music for winds and brass; 8 p.m., Harold Prince Theatre, Annenberg Center. Free.

**December 3** *Fall Concert* presented by the *Jazz Ensemble*, 8 p.m., Annenberg School Theatre.

**December 4** *The Collegium Musicum*, Mary Anne Ballard, director, presents *Nowells and Lullabies of Early England*, music for the Christmas season from the time of Thomas à Becket to the reign of Elizabeth I; 8 p.m., Harrison Auditorium, University Museum. Tickets: \$5 (\$3 for students and senior citizens).

**December 5** *Chamber Music Concert*; 2:30 p.m., Harrison Auditorium, University Museum.

The *University Chamber Music Society* presents a recital of Mozart's flute quartet and clarinet trio, Hindemith's *Trauermusik*, Brahms' cello sonata, and others; 4 p.m., Van Pelt College House. Free.

## On Stage

**November 18-20** *An Evening of One Acts: The Rooks and Lovers and Other Strangers*, presented by *Theatre Lab II*, 8 p.m. at the Prince Theatre, Annenberg Center. Tickets: \$2.

**November 19-20** *Fall Performance: Penn Dance Group*, 8 p.m., Annenberg School Theatre.

**November 21** *Mountaintop of Music and Dance*, 2 p.m. (CGS). Information: Ext. 6479 or 6493.

**December 2-4**, *Odyssey: A Multi-Media Party* presented by *Intuitions*, 8 p.m., Houston Hall Auditorium.

## Special Events

**Through November 30** *Crafts Old and New from Thailand*: University Museum Shop presents jewelry and bronzes in conjunction with the opening of the *Ban Chiang* exhibition.

**November 17-19** *Bookstore's Moveable Feast Sale*, 11 a.m.-4 p.m., Franklin Building lobby.

**November 18** *Second Annual Reception* in honor of newly appointed and newly promoted women faculty, 4:30-6:30 p.m., Faculty Club (Women's Faculty Club).

**November 20** *Southeast Asia Day at the University Museum*: the culture of Southeast Asia in conjunction with *Ban Chiang: Discovery of a Lost Bronze Age*; film, dance, panel discussion, food, and crafts; noon-4:30 p.m. Information: Ext. 3024.

**November 25** *Thanksgiving Day Tour*, 1 p.m., Morris Arboretum. Information: 247-5777.

*Thanksgiving Dinner*, children's menu available, 2-5 p.m., Faculty Club.

**November 30** *New Faculty and Staff Open House Cocktail Party and Tour*, 4:30-6 p.m., Faculty Club.

## Sports (Home Schedules)

**November 30** *Men's Basketball* vs. Northern Kentucky, 7:30 p.m.

**December 4** *Women's Basketball* vs. Harvard, 3 p.m.

Locations: Palestra: *Men's and Women's Basketball*. Information: Ext. 6128.

## Talks

**November 16** *Oxygen Toxicity Occurs in the Absence of PMN*; Dr. Mitchell Glass, department of physiology; 12:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Seminars).

*Discovering Ban Chiang*; Froelich Rainey, former director of the University Museum; 6 p.m., Rainey Auditorium, University Museum. Admission: \$3.50 members, \$5 non-members, \$2.50 students and senior citizens.

*Revisit the Sixties*; Stokely Carmichael, Emma Lapsansky, Larry Lane and others in a panel discussion; 7:30 p.m., Room B-1, Fine Arts Building (Afro-American Studies Program, DuBois College House).

**November 17** *Women in Medicine: The Missionary Movement*; Krishna Lahiri, Philadelphia School District; 12:15 p.m., Room 106, Women's Studies Office, Logan Hall (Women's Studies Brown Bag Seminars).

*Private and Public Initiatives in Medical Care to the Elderly*; Rosemary Stevens, chair, history and sociology of science department; 3:30 p.m., Room 113, Nursing Education Building (Center for the Study of Aging Faculty Seminar Series).

*The Politics of Literary Criticism*; Gerald Graff, professor of English, Northwestern University; 4 p.m., 6th floor, Van Pelt Library (Department of English, Comparative Literature Program).

*Technique & Creativity in Indian Painting*; B. N. Goswamy, chairman, department of the history of art, Punjab University, Chandigarh, India; 5:10 p.m., Room B-2, Fine Arts Building (Department of Art History and South Asia Regional Studies).

**November 18** *India and Sogdiana*; David A. Utz, South Asia regional studies; 11 a.m., Room 2, University Museum (South Asia Regional Studies Seminar).

*Literature and Composition: A Textbook Case*; Frederick C. Crews, writer, literary critic, professor of English, University of California/Berkeley; 11 a.m., Conference Room, Van Pelt Library (Writing Across the University Fall Colloquium).

*From Broca to Sperry*; Dr. Ernst Jokl, professor emeritus, School of Medicine, University of Kentucky; 11:30 a.m., Library, Monell Center (Monell Chemical Senses Center).

*Development of Stretch Mechanoreceptors in Normal and Deafferented Red Muscles*; Dr. Thomas Soukup, Institute of Physiology, Prague, Czechoslovakia; noon, Room 404, Anatomy-Chemistry Building (Pennsylvania Muscle Institute).

*The Well-Modulated Lobster: Serotonin, Octopamine and Proctolin as Neurohormones*; Edward A. Kravitz, department of neurobiology, Harvard Medical School; 12:30 p.m., Mezzanine Room 100, Medical Labs (Department of Pharmacology).

*Health Care Systems in Great Britain, USA, and Canada: A Comparative Analysis*; Edgar Perretz, professor of social work; 1 p.m., Room D-26, Caster Building (School of Social Work Doctoral Colloquia Series).

*Molecular Biology of Herpes Virus Latency*; Carel Mulder, department of pharmacology, University of Massachusetts; 4 p.m., Room 196, Med Labs (Microbiology Graduate Group Seminars).

*Studies of Excitation-Contraction Coupling in Skeletal Muscle Using Optical Indicators*; Dr. Knox Chandler, department of physiology, Yale University; 4 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology Seminars).

*The Self Portraits of Nicholas Poussin*; Mathias Winner, director, Biblioteca Heriziana, Rome; 5 p.m., Room B-13, Fine Arts Building (Department of the History of Art).

**November 19** *Bootstrapping Adaptive Cross Pol Cancellers for Satellite Communication*; Yeheskel Bar-Ness, professor of electrical and computer engineering, Drexel University; noon, Room 222, The Moore School (Valley Forge Research Center Seminar, Systems Engineering Department).

*Dante's Secret Code in the Divine Comedy*; Dr. Tibor Wassics, University of Virginia; 4 p.m., West Lounge, 4th floor, Williams Hall (Romance Languages Department).

*Black Women and the Humanities—Past and Future*; Terri Y. Duke, acting director of the Afro-American Museum of Culture and History of Philadelphia; 7:30 p.m., DuBois

College House (Year 102 Calendar of Events).

**November 22** *Inhibition of a Major Cytosolic Oxidoreductase by Non-Steroidal and Steroidal Anti-Inflammatory Drugs*; Trevor Penning, assistant professor of pharmacology; noon, Mezzanine Room 100, Medical Labs (Department of Pharmacology Faculty Seminar Series).

*Poverty and Famines*; Quaiser Khan, graduate group in demography; noon, Room 233, Houston Hall (GSAC Lunchbag Colloquia).

*Ethnic Restaurants of North America*; Wilber Zelinsky, cultural geographer, Penn State University; 4 p.m., Room 401, Logan Hall (Folklore and Folklife Colloquia Series).

*Talk/discussion with David Halberstam*, Pulitzer Prize winning author of *The Best and The Brightest* and *The Powers That Be*; 8 p.m., Irvine Auditorium (Connaissance).

**November 23** *Chemical, Developmental and Environmental Aspects of Prey Location by Predatory Snails*; Dan Rittschof, Duke University Marine Laboratory; 11:30 a.m., Library, Monell Center (Monell Chemical Senses Center).

*Regulation of DNA-Dependent RNA Polymerases by Protein Phosphorylation*; Kathleen M. Rose, associate professor, department of pharmacology, Milton S. Hershey Medical Center; noon, Mezzanine Room 100, Medical Labs Building (Department of Pharmacology Seminar).

*Mono-Nuclear Cell Modulation of Lung Fibroblasts Growth*; Dr. Jack Elias, department of medicine, HUP; 12:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Seminars).

*Ban Chiang lecture: Bones, Pots and Metals*; William

Schauffler, systems analyst, U.S. Agency for International Development, graduate assistant at Ban Chiang; 6 p.m., Rainey Auditorium, University Museum. Admissions: \$3.50 members, \$5 nonmembers, \$2.50 students and senior citizens.

**November 29** *Ancient Indian Sacrificial Performances in the Present Day*; Frederick M. Smith, Oriental studies; noon, Room 233, Houston Hall (GSAC Lunchbag Colloquia).

*Effects of Lithium Ions, Epinephrine, and Insulin on Glycogen Metabolism in Skeletal Muscle*; Niels Haugaard, professor of pharmacology; noon, Mezzanine Room 100, Medical Labs (Department of Pharmacology Faculty Seminar Series).

Louis Galambos, Johns Hopkins University; 4 p.m., Seminar Room 107, Smith Hall (Department of History and Sociology of Science).

**November 30** *In Vitro Differentiation of Human Monocyte*; Dr. Steven Douglas, department of pediatrics, CHOP; 12:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Seminars).

*Evolution of Aging*; Robert Ricklefs, professor of biology; 3:30 p.m., Room D-213, Medical Education Building (Center for the Study of Aging Faculty Seminar Series).

*Environmental Degradation of Ceramic Materials*; Richard E. Tressler, ceramic science & engineering program, materials science and engineering department, Penn State; 4 p.m., Auditorium, LRSM (Materials Science and Engineering, Engineering, LRSM)

*Ban Chiang lecture: Bird Rice, Ghost Beans and Elephant*

*Ear Yams*; Joyce White, research associate on Ban Chiang; 6 p.m., Rainey Auditorium, University Museum.

**December 1** *Where Are Women in the Theory of Demographic Transition?*; Susan Watkins, assistant professor of sociology; 12:15 p.m., Room 106, Women's Studies Office, Logan Hall (Women's Studies Brown Bag Seminars).

*Cell Adhesion Molecules and Development of Nerve Tissue*; Urs Rutishauser, associate professor, The Rockefeller University; 2 p.m., Mezzanine Room 100, Medical Labs Building (Department of Pharmacology Seminar).

**December 2** *What is Indian in the Tibetan Tradition?*; D. Seyfort Rugg, University of Washington; 11 a.m., Room 2, University Museum (South Asia Regional Studies Seminar).

*Toposcopic Catheter Fiberoptic pH Probe*; Dr. Seth Goldstein, NIH; 11 a.m., Alumni Hall, Towne Building (Department of Bioengineering).

*Evaluating the Quality of Medical Care: Tests of a Model of Relationships Between Process and Outcome Measures*; Jane G. Murphy, research director, Penn's Emergency Department; 4:30 p.m., Auditorium, 1st floor, Colonial Penn Center (Leonard Davis Institute of Health Economics).

## To list an event

Information for the weekly *Almanac* calendar must reach our office at 3601 Locust Walk/C8 the **Tuesday prior to the Tuesday of publication. The next deadline is November 30, at noon, for the December 7 issue.**

# OPPORTUNITIES

Job descriptions and qualifications are listed only for those positions which have not previously appeared in *Almanac*. Positions which have appeared in a previous issue are listed by job title, job number and salary to indicate that the position is still available. Listings are condensed from the personnel bulletin of November 15 and therefore *cannot be considered official*. New listings are posted Mondays on personnel bulletin boards at:

**Anatomy-Chemistry Building:** near Room 358;

**Centenary Hall:** lobby;

**College Hall:** first floor;

**Franklin Building:** near Personnel (Room 130);

**Johnson Pavilion:** first floor, next to directory;

**Law School:** Room 28, basement;

**Logan Hall:** first floor, near Room 117;

**LRSM:** first floor, opposite elevator;

**Richards Building:** first floor, near mailroom;

**Rittenhouse Lab:** east staircase, second floor;

**Social Work/Caster Building:** first floor;

**Towne Building:** mezzanine lobby;

**Van Pelt Library:** ask for copy at Reference Desk;

**Veterinary School:** first floor, next to directory.

For further information, call personnel relations, 898-7284. The University is an equal opportunity employer. Where qualifications include formal education or training, significant experience in the field may be substituted. The two figures in salary listings show minimum starting salary and maximum starting salary (midpoint). Some positions listed may have strong internal candidates. If you would like to know more about a particular position, please ask at the time of the interview with a personnel counselor or hiring department representative. Openings listed without salaries are those in which salary is to be determined. Resumes are required for administrative/professional positions.

## Administrative/Professional Staff

**Accountant II** (C0890) \$14,500-\$19,775.

**Applications Programmer/Analyst II** (2 positions) (5154) \$16,350-\$22,600.

**Applications Programmer** (C0802).

**Archivist** (C0911) \$16,350-\$22,600.

**Assistant Director, Facilities Management** (5245).

**Assistant Director III** (C0849) \$16,350-\$22,600.

**Assistant Treasurer** (4858).

**Associate Comptroller** (5186).

**Associate Director** (5119) \$16,350-\$22,600.

**Associate Director III** (5198).

**Business Administrator I** (5253) \$12,000-\$16,100.

**Chief Estimator-Inspector** (5223) \$14,500-\$19,775.

**Coordinator I** (5275) coordinates the University's Corporate Matching Gifts Program; maintains specialized donor and prospect tracing system to facilitate ongoing solicitation (degree preferred, ability to function with minimal supervision, ability to manage a computer-based information retrieval system) \$12,000-\$16,100.

**Director** (5197).

**Director I** (5199) \$16,350-\$22,600.

**Director, Compensation** (3166).

**Fiscal Coordinator** (5064) \$12,000-\$16,100.

**Librarian I or II** (2 positions) (5215) (4606); Librarian I \$13,100-\$17,800. Librarian II \$14,500-\$19,775.

**Manager, Limited Service** (5140).

**Manager, Payroll** (5264) responsible for all activities of the Payroll Section, payment of personnel, section work schedules, and payroll data input deadlines; trains personnel; revises control files; maintains all payroll records and reports (high school graduate, some college or university credits, sharp analytical and communication skills, knowledge of government regulations relating to payroll matters, working familiarity within a complex EDP environment, must be extremely service-oriented) \$16,350-\$22,600.

**Manager II** (5246) \$14,500-\$19,775.

**Nurse Practitioner II** (5244) \$16,350-\$22,600.

**Programmer Analyst II** (2 positions) (C0886) (C0938) \$16,350-\$22,600.

**Project Coordinator** (C0882).

**Research Coordinator** (C0917) \$14,500-\$19,775.

**Research Specialist Junior** (4 positions) \$12,000-\$16,100.

**Research Specialist I** (2 positions) (C0786) (C0939) \$13,100-\$17,800.

**Research Specialist II** (C0847) \$14,500-\$19,775.

**Research Specialist III** (C0801) \$16,350-\$22,600.

**Research Specialist IV** (C0825).

**Writer II** (5212) \$13,100-\$17,800.

## Support Staff

**Administrative Assistant I** (5232) \$9,925-\$12,250.

**Air Conditioning and Refrigeration Mechanic** (5160) Union Wages.

**Clerk, Accounts Payable** (5267) receives and processes vendor invoices; programs vendor orders into computer CRT for payment; files invoices; types purchasing forms, invoices, and correspondence (high school graduate, some accounting/computer/keypunch background, good mathematical aptitude, ability to exercise initiative, judgment, and organizational skills, general typing ability, clerical background preferred) \$9,375-\$11,500.

**Clerk II** (5268) retrieves and files medical records for appointments, emergency visits and research/teaching purposes; photocopies medical records; responds to requests for client information; calls clients to remind them of appointments; answers telephone as needed (high school graduate, filing and numerical aptitude, telephone experience preferred) \$8,250-\$10,000.

**Coordinating Assistant I** (3 positions) \$10,575-\$13,100.

**Coordinator, Classroom** (5229) \$11,225-\$14,000.

**Dental Assistant I** (2 positions) \$10,450-\$12,675.

**Dental Assistant II** (5138) \$10,175-\$12,400.

**Dental Assistant III** (5030) \$11,225-\$13,775.

**Electronic Technician III** (5266) has complete charge of repair and maintenance of audio and video equipment in the facility; supervises and delegates authority to maintenance staff; trains personnel in the use of equipment; carries out audio/video setup for audio-visual recordings in the center and on location as they are needed (proven ability to repair and maintain audio-visual equipment, ability to work with others) \$12,600-\$15,500.

**Electronic Technician III** (C0887) \$12,600-\$15,500.

**Office Automation Editor I** (5256) prepares all admissions and financial aid letters; types all recruiting and general

correspondence; maintains processor disk files (excellent typing skills, desire to learn word processor typing skills, ability to perform accurately, efficiently, and with close attention to detail, experience with word processing equipment) \$9,925-\$12,250.

**Office Automation Operator II** (C0877) \$9,375-\$11,500.

**Programmer II** (C0941) \$11,925-\$14,975.

**Receptionist II** (5270) schedules requests for appointments from students for services in Student Health Services; aids students in securing additional medical services (excellent interpersonal skills, ability to work under pressure, good judgment skills) \$8,775-\$10,725.

**Registration Assistant** (5272) responsible for all phases of student registration and grading, including auditing registration forms, verification of student schedules, and response to student inquiries (high school graduate, data processing experience and office training preferred, accuracy with details essential, ability to work with computer terminal and microfilm) \$10,575-\$13,100.

**Research Technician I** (C0839) \$10,450-\$12,675.

**Research Laboratory Technician II** (3 positions) \$10,175-\$12,400.

**Research Laboratory Technician III** (6 positions) \$11,225-\$13,775.

**Secretary II** (6 positions) \$8,775-\$10,725.

**Secretary III** (7 positions) \$9,375-\$11,500.

**Secretary IV** (5273) receives and answers student and faculty inquiries concerning University policy and procedures; arranges meetings and conferences; makes travel arrangements; assists in the training of new secretarial personnel; takes and transcribes dictation; types letters, reports, and forms; (high school graduate, some college education desirable, six years' secretarial experience required, strong written and oral communication skills, must type 60 w.p.m. and take shorthand 80 w.p.m.) \$10,575-\$13,100.

**Secretary, Administrative I** (C0947) carries out administrative and secretarial duties related to the Center for the Study of Aging; supervises day to day operation of office activities; prepares correspondence, proposals, publications and reports; schedules meetings and travel; orders supplies; handles mail (three years' secretarial experience, type minimum 70 w.p.m., shorthand and dictaphone skills, book-keeping and word processing skills desirable) \$12,025-\$15,000.

**Secretary, Medical/Technical** (5 positions) \$9,925-\$12,250.

**Secretary/Technician Word Processor** (5230) \$9,925-\$12,250.

**Typist I** (C0940) \$7,725-\$9,350.

## Part-Time Positions

### Administrative/Professional

**Professional** (4 positions) hourly wages.

**Research Specialist II** (C0819) hourly wages.

**Professional Staff Physician** (C0501) hourly wages.

### Support Staff

**Occasional Worker** (2 positions) hourly wages.

**Permanent Employee** (12 positions) hourly wages.

**Temporary Extra Person** (C0899) hourly wages.