Deaths of Four Faculty Members

Four senior members of the faculty died within three days over the Thanksgiving period.

Dr. Erving Goffman

Benjamin Franklin Professor of Anthropology and Sociology Erving Goffman, whose explorations of the self and the central human need to impress others made him one of the world's most influential sociologists, died on November 19 at 60 after lengthy illness. Dr. Ivar Berg, chairman of Penn's sociology department, spoke of the enduring quality of Dr. Goffman's work and its far-ranging influence in folklore, anthropology, sociology, social psychology, and cultural anthropology. "I would find it difficult to think of any scholar of his generation who has had a bigger impact through his teachings and writings," he said.

Two field studies in mental hospitals that Dr. Goffman conducted in the 50's under the auspices of NIH yielded Asylums, a critique of institutional life that led to his appointment, by former Senator Charles E. Goodell in 1971, to a scholars' panel to study involuntary confinement in mental hospitals and to reform penal institutions. His 1980 study involuntary confinement in mental hospitals that led to his appointment, by former Senator Charles E. Goodell in 1971, to a scholars' panel to

Dr. Edgar Perretz

Dr. Edgar A. Perretz, professor of social work, also died on November 19, following illness, at the age of 63. He earned his undergraduate degree at SUNY/Albany in 1940 and later a Master's in social work. Dr. Perretz was chief of psychiatric social work at the University of West Virginia and of community social work at NIH before joining the Penn faculty in 1967. He was associate dean of the School of Social work from 1968-70. Surviving are his wife, Harriet; a son, Perry, a May 1981 graduate of SUNY/Albany; and five grandchildren. A memorial meeting for Dr. Perretz will be held at 3 p.m. on Friday, December 3, in the Ruth E. Smalley School of Social Work Library.

Dr. Dock-Sang Rim

At 54, Mathematics Professor Dock-Sang Rim succumbed to cancer on November 18. Dr. Rim entered the U.S. with an undergraduate degree from Seoul National University in South Korea and earned his doctorate at Indiana University in 1957. He taught at Columbia and Brandeis from 1957-1964 and came to Penn in 1965, serving as graduate group chairman, 1974-75, and chairman, 1975-78. He is survived by his wife and three children.

Dr. Samuel Scheidy

Dr. Samuel F. Scheidy, distinguished in the field of veterinary medicine and in his association with Penn as an alumnus of the School of Veterinary Medicine, died of a heart attack on November 20. He was 75 years old. A 1929 graduate, Dr. Scheidy won numerous awards throughout his career and served as president of the American Veterinary Medical Association and Pennsylvania veterinary groups. He was honored with the Alumni Award of Merit in 1965 as "one of the most loyal alumni ever graduated from the University's School of Veterinary Medicine." Surviving is his wife Henrietta.

Coming Home: Joel Conarroe as FAS Dean

Dr. Joel Conarroe, the former English department chairman who was the University's first Ombudsman and Van Pelt House's second Master, is the nominee for Dean of the Faculty of Arts and Sciences.

The Trustees Executive Committee will vote on President Sheldon Hackney's recommendation at the December 10 meeting, and Dr. Conarroe is expected to take office next July. In the meantime, the dean-designate said yesterday he is prepared to make weekly visits starting in the spring term to prepare for reentry.

For the past four years, Dr. Conarroe has been on leave as executive director of the Modern Language Association, the 99-year-old scholarly organization of 25,000 members worldwide. He has edited the influential PMLA Journal and acted as a spokesman for the humanities in the U.S. and abroad, in part as a member of the ACLS-Soviet Academy of Sciences Commission on the Humanities and Sciences. He recently led a delegation (including Penn's Dr. Daniel Hoffman) to Moscow for a symposium on Walt Whitman at the Gorky Institute for World Literature.

A 1956 graduate of Davidson College with honors in English, Joel Conarroe took his master's at Cornell and his Ph.D. at NYU. He joined Penn in 1963 as a lecturer and rose from assistant professor in 1966 to chairman by 1973, serving as Ombudsman in 1971-73. He is a Phi Beta Kappa with Woodrow Wilson, Danforth and Guggenheim fellowships among his awards — plus a Lindback Award from Penn.

On the literary scene, he has spent four summers at the Yaddo writers' colony and has been on the board of the National Book Critics Circle since 1980, serving as vice president since 1981. That year he also became chair-
homecoming (from page 1)

man of the ACLS Conference of Secretaries and he now chairs the jury of the Common Wealth Award for Literature. His own work is in contemporary and modern poetry and fiction, much of it on the Penn alumni he calls "my spiritual father." William Carlos Williams. The most recent book is John Berryman: An Introduction to the Poetry (Columbia 1977), and his work in progress is The Dispossessed Generation: Five American Poets.

Dr. Conarroe will be the third dean of arts and sciences here in the integrated SAS form, succeeding Dr. Robert H. Dyson. Along with the deanship he will hold the Thomas S. Gates Professorship.

Describing himself as an "insider-outsider" candidate during the search led by Dr. Thomas P. Hughes’s committee, Dr. Conarroe said his past four years were spent on such issues as the decline in study of foreign languages, the literacy crisis, jobs for humanities and Ph.D.s in other fields, academic freedom, affirmative action, book-banning, funding for the humanities, and the MLA’s prodigious publishing activity which increasingly includes scholarship on and by women and minority members plus action-oriented and analytical studies on the humanities and scholarly careers.

He also worked on an MLA plan for faculty exchanges to counter potential stasis during the low-hiring period that has descended, and praised the "imaginative response" of Penn’s Pew grant and the national Mellon program to needs in faculty development.

"I won’t say it..." he started to say, "but no, I will: I’ve been off practicing how to kick field goals with no time remaining and now Penn is letting me in the game. I’ll see what I can do against Harvard."

Earlier this year, he turned down NYU’s offer of a job, "It was a national search and they came up with a powerful spokesman for the liberal arts and sciences at Penn." Provost Thomas Ehrlich and Trustee John Eckman, who heads the SAS Board of Overseers, also praised the choice, the Provost emphasizing commitment to undergraduate education.

On changing from spokesman for one component of the arts and sciences to dean of a school embracing them all, Dr. Conarroe said at his press conference, "I have been, away, looking at higher education nationally and internationally. Here I will be face to face with colleagues — part of a family, a community. My work has been in the humanities, and here it will be with the sciences and social sciences to an equal degree. I will ask for, and know I will receive, a great deal of assistance as I educate myself."

Returning several times to themes of affirmative action, Penn strength in undergraduate education, and the sense of homecoming, Dr. Conarroe was upbeat about the city as well as the campus. "I love New York," he said, "but I can say without irony that I’d rather be in Philadelphia.

Reviewing Dean Shoemaker

The consultative committee to review Dean Louise Shoemaker, School of Social Work, for extension of contract has been established. Committee members include:

Edward Spier, Professor, Law
Michael L. Tierney, Associate Professor, Education
Florence S. Downs, Associate Professor, Nursing
Paula M. Gross, Assistant Professor, Social Work
Vivian Seltzer, Associate Professor, Social Work
Karen Hill, Student, Social Work
Edward James, Student, Social Work
Allan Gellert, Alumni Association and Field Council, Social Work
Herman Levin, Professor, Social Work, Chair
Persons with relevant information should contact Herman Levin at the School of Social Work, by December 15.

I hope that you will permit me a few inaugural words on the role of the Senate before our main business, for this is the first Senate meeting I shall chair, and also hopefully the penultimate one; generally only an unwanted crisis would reconvene us before spring.

The permanence of institutions derives, above all, from the needs they serve, but their continuity of form — what makes them recognizable the same from generation to generation — depends more on the intensity with which those involved interact than on the length of their participation. The classic examples are those children’s games which have survived unchanged for ages, even though the players grow into and out of them in few years. Society’s need for universities as learning centers and as laboratories (first of ideas and later of things) has prompted it to grant them certain protections and support to insure their permanence. But what preserves their form and individuality comes from within.

Administrations are transient. The president of a sister Ivy acknowledged himself to be a "wind-up toy," and on the day of the statement was indeed wound up from having rejected the embrace of Jerry Falwell and the preferred merger of his institution into Liberty Baptist College, but his point was plain. An old administration winds down and a new comes into place, but old and new do not interact. A new president may plan for permanence or even progress, but he cannot insure continuity. Students interact, sometimes seriously, sometimes frivolously, and so may promote continuity. But to the extent that they choose us they import into the University the great changes in society, and to the extent that we choose them the student body tends to share the values of the choosers. Students, too, are transient.

Only the faculty continues. They, not the Trustees, are the true corporate body and therefore only they can preserve the excellence and the excitement of a university. But as with children’s games, the years we spend here are less important to institutional continuity than the intensity of our communal involvement. This involvement is often strongly expressed inside a single department; some, over long periods, maintain traditions of scholarship and quality that become part of the University’s strength and reputation. Our involvement with each other is weaker across department and school lines, where we are friends and colleagues although seldom co-workers, but it is no less vital.

In this decentralized university of 13 schools, some enjoying great autonomy, the only body involving the faculty as a whole is the Senate. Its role is essential. It applies our collective wisdom to governance and makes both us and the administration heed our collective obligation to fairness and academic freedom. It is both a union and a guild. And it is the only University-wide guarantor of continuity. The Senate is the corporate faculty. The many schools will be One University only if their faculties are One Faculty, and only the faculty collectively can incorporate such a redefinition of the University. To grow as an institution we must do this, but whether we will depends, I think, on whether we evolve as a university with executive administrators separated from the faculty by professional managers or as one of faculty-administrators advised by the faculty and supported by professional managers. For it is natural, if one is separated from decisions vitally affecting one’s future, to cling to the status quo for security. Happily, after the tensions of an uncertain start, the Senate seems to be maintaining with the administration a degree of faculty participation in the affairs of the University which provides hope of the second model becoming recognizable our institutional style. Its continuity will depend on the intensity of faculty involvement.

Unlike children’s games, universities must change. The games serve subtle needs of a maturing child which are the same for all time. The societal needs served by our universities have grown as we try to sort out a world in which new knowledge has become paramount, while old values seem to be shifting. At such times society looks to the continuity of its institutions of learning for answers and for reassurance that even as universities change but remain recognizable the same, so, too, does society.

Collectively, as faculty we have a large responsibility, to discharge which we must be involved intensely with each other. But today we have some provincial issues whose resolution will help us to get on with our more important work, so let us turn to the problems at hand...

Murray S. Gerstenhauer

Almanac

3601 Locust Walk/CB
Philadelphia, Pa. 19104
(215) 956-5274 or 5275

The University of Pennsylvania’s journal of record and opinion is published Tuesdays during the academic year and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

EDITOR
Karen C. Gaines
Marguerite F. Miller
Linda M. Pitcher
Almanac Advisory Board
Clifton Schurpach, chair; Murray Gerstenhauer, James Mahan, Charles D. Gresham, Jr., June Atlas and Carolyn Marvin for the Faculty Senate; Denise Mcgregor for the Administration; Jane Bryan for the Clerical Assembly; Shirley Winfrey for the Administrative Assembly; Una L. Deutsch for the A-3 Assembly.

ALMANAC ADVISORY BOARD
Clifton Schurpach, chair; Murray Gerstenhauer, James Mahan, Charles D. Gresham, Jr., June Atlas and Carolyn Marvin for the Faculty Senate; Denise Mcgregor for the Administration; Jane Bryan for the Clerical Assembly; Shirley Winfrey for the Administrative Assembly; Una L. Deutsch for the A-3 Assembly.

Almanac, November 30, 1982
Action: Tuition Benefit, SPUP, and Conflict Policy

Senate stopped the clock to complete action at its November 17 Fall meeting on the heavily-debated issue of faculty children's tuition. Eventually it passed 39-11 the Economic Status Committee's resolution (Almanac November 16), which recommends phasing in direct-grant increases for faculty whose children go elsewhere while gradually reducing to 75 percent the tuition remission for those who are admitted to Penn. For some issues raised, see Speaking Out, below.

Conflict of Interest: Earlier, action on the Committee on Administration's document tabled from the Spring meeting was completed with an amendment which retains the present one-day-in-seven rule for consulting. A motion to re-table the report for discussion of its "first offer to the University" provision was defeated. (See Almanac March 3, 1982.)

SPUP: After formal presentations by former SPUP Dean Britton Harris, Provost Thomas Ehrlich, and Deputy Provost Richard Clelland, Senate passed two motions drawn from Professor Harris's series of proposed resolutions published here November 9 amendment italicized:

- Senate instructs its chair and executive committee immediately to initiate steps to provide for open advance discussion of major academic decisions, maintaining confidentiality on sensitive budget and personnel issues but not on their aggregate effects and academic implications. The Senate also instructs its chair and executive committee to consider reconstituting an academic planning review committee which will report to the Senate and be accountable to it. (Passed by voice vote.)

The Senate finds the procedures used to terminate the School of Public and Urban Policy inadequate and contrary to the understandings arrived at between the faculty and the administration at the time of the review of the School of Allied Medical Professions. (Passed 51-27.)

Proceeding the action, Professor Harris had reviewed at length what he saw as departures from earlier understandings between the faculty and administration, and Provost Ehrlich had responded with detailed recapitulation of procedures used — plus, for the first time, an outline of accumulation of deficits projected to total $650,000 per one-time application of restricted funds. (Excerpts are held in type, awaiting space.) Dr. Clelland's report looked to the future, giving a prognosis for relocation of SPUP's seven standing faculty members in University departments, and the lodging of all four degree programs in other schools.

Information Reports: Dr. Samuel Preston also reported on the Economic Status of the Faculty was very well motivated, in that the disparity in aid given to faculty children who attend Pennsylvania and those who do not has reached outrageous proportions, I nevertheless consider this "remedy" to be grossly unfair as well. First, it violates an understanding: I decided to join this faculty rather than to go to a state university at a higher salary, or to an industrial institution at a much higher salary, in part because I knew that there was a 100 percent tuition benefit available to my children; had the situation been what it now appears to be, I might well have made a different decision.

Second, this new approach, while providing a real help to many faculty members, and only a minor inconvenience to those whose children will attend Penn in the near future, creates an ever bigger burden on those with younger offspring. Since I arrived here four years ago, the average percentage tuition hike has always outstripped the average raise in faculty compensation, typically by a factor of about 5:3, and I see no evidence that this will be very different in the future. One fourth of the current undergraduate tuition amounts to 12 percent of my yearly take-home base salary, a nontrivial, but conceivably bearable, amount. But if we assume that tuition will continue to rise faster than income (in the above ratio) then this fraction will rise to 16, 22 or 29 percent in 17 years, if faculty pay raises average 3, 6 or 9 percent, respectively.

These figures neglect the cost of the ever-rising "fees" or the possibility of having more than one child enrolled at Pennsylvania. Making the further reasonable assumption that, despite the best efforts of the administration, faculty salaries are just able to compensate for the general rate of inflation, it is clear that 1, and many other junior faculty, would be unable to afford a Pennsylvania education for our children even with the 75 percent tuition remission. Since I am certain that the Committee did not intend such a disheartening outcome, they must have neglected to make just such reasonable projections.

What can be done to avoid this unfair result? One possibility is a true "grandfathering" clause, applicable to all standing faculty, which would allow them to choose between either the old or the new benefit schedule, say at least one or two years before their child's college application would be filed, so that they couldn't be reasonably sure of the outcome of such application, thereby preventing an objection raised at the Senate meeting to a similar amendment. Another option would be to use the 75 percent remission as of a fixed year (say 1985-86), but to guarantee that the percentage raise in the amount a faculty member would have to provide each year would be the lesser of the average increase in faculty compensation or the rise in tuition, thereby maintaining the cost at a fixed fraction of salary, rather than an inexorably mounting one. Either of these alternatives would probably lead to a small increase in the cost to the University, but if they lead to a significant (say greater than 5 percent adjustment) increase in this budget item, the percentage of subvention for non-Penn matriculants could be adjusted accordingly every few years to prevent the cost

To: The Standing Faculty
Nominations for Senate Offices Requested

Pursuant to Section 11(b)9 and (i) of the Rules of the Faculty Senate you are invited to suggest candidates for the posts and terms stated below, with supporting letters if desired. Candidates' names should be submitted promptly to the Chair of the Senate, 15 College Hall/CO, who will transmit replies to the Nominating Committee.

The following posts are to be filled for 1983-84:
- Chair-elect of the Senate (1 year) (Incumbent: June Axinn)
- Secretary-elect of the Senate (1 year) (Incumbent: Lee V. Cassanelli)
- For-large Members of the Senate Executive Committee (3 years)
  - incumbents: Iver Berg, David K. Fieldbrandt, Morris Mendelson, Adrian R. Morrison
- Two Members of the Senate Committee on Academic Freedom and Responsibility (3 years) (Incumbents: Ruzena Bajay, Elaine Scarry)
- One Member of the Replacement Pool for Academic Freedom and Responsibility (3 years) (Incumbent: David Solomons)
- Two Members of the Senate Committee on the Economic Status of the Faculty (3 years) (Incumbents: John deCani, Kenneth D. George)
- One Member of the Senate Committee on the Economic Status of the Faculty (2 years) (Incumbent: Edward S. Herman)

Senate Nominating Committee Elected

The Senate Executive Committee's slate of nominees for the Senate Nominating Committee was circulated to the Senate membership on November 9, 1982. No additional nominations by petition have been received within the prescribed time. Therefore, pursuant to the Senate Rules, the Executive Committee's slate is declared elected. Those elected are:
- Michael Cohen (professor of physics)
- Fred Karush (professor of microbiology/Med), chair
- Max Lergarten (professor of periodontics)
- Sicha Low (assistant professor of landscape architecture)
- Morris Mendelson (professor of finance)
- Ellen Prince (associate professor of linguistics)
- Gerald Prince (professor of Romance languages)
- Ralph Smith (associate professor of law)

Arthur Whereat (associate professor of cardiovascular medicine)

— Murray Gerstenhaber, Chair
Response on Tuition Benefits

The Senate Committee on the Economic Status of the Faculty is sympathetic to the concerns expressed in Professor Wiita's thoughtful letter. The anxiety about tuition benefits has escalated throughout this and other universities with the rise in tuition and the fall in faculty real income. Access to elite colleges has become particularly problematic as the faculty finds itself further and further displaced from the elite classes. Professor Wiita's letter gives us an opportunity not only to respond to his points but also to outline the rationale for the Resolution to faculty not attending the Senate meeting.

It surely seems unfair to change the benefits available to an employee without giving him or her the right to remain under the old plan. In its initial proposal to the administration, the Committee included a far more extensive grandfathering clause than the one that ultimately appeared in the Resolution. We were forced to abandon it because of its cost, at least in the near to intermediate term, would have prevented any meaningful increase in away-from-Penn tuition remissions without a sharp escalation in total costs. It is important to note that pressure for keeping the cost of the new plan as close as possible to that of the old did not come from the administration alone. Many faculty feel that the rapid growth of tuition benefits as a component of the total benefits package has already created serious inequities between faculty with children and those without.

It is useful to clarify the nature of the present tuition benefit. Professor Wiita argues that "there was a 100 percent tuition benefit available to my children at the time he accepted a job at Penn. But what was available was 100 percent remission for a child accepted at Penn. It was precisely an upsurge in denial of admission to a number of faculty children last spring that led to the Resolution presented at the Senate meeting. These faculty believed that their children were well-qualified for admission, and planned on attending Penn. The situation had become, as Professor Wiita accurately describes it, a "craps shoot" with enormous financial and personal consequences for the faculty member and family child. This gamble could have only become more threatening had the benefit package retained its old format and the in-Penn/away-from-Penn disparity grown wider still.

Professor Wiita's certitude that his children will attend Penn in a sense undermines his case that more extensive grandfathering would only produce a small increase in costs. If he is correct in his perception that his children will attend Penn, the consequences are even worse: his financial circumstances and his children's college careers would be thrown disastrously akilter when the fateful admission letter arrives.

For most faculty members who are uncertain where their children will attend college (as well as for many who are "certain"), the new plan is a decided improvement. Its expected value is virtually the same as that of the old plan. In terms of full-time equivalents, 49 percent of A- and A-2 children in college attend Penn and 51 percent attend other schools. Since the $900 away-from-Penn tuition remissions are 12 percent of Penn's tuition, the expected value of the current plan is 0.49 (0900) + 0.51 (12.3%) = 55.3% of a year of Penn tuition.

This value is declining each year as the $900 becomes a smaller fraction of Penn's tuition. The expected value of the new plan, after the steady state is achieved, would be 0.49 (75%) + 0.51 (40%) = 57.2%, assuming no change in proportions at Penn. This value will be constant, rather than declining, over time. But while the expected value is nearly the same, the variance in outcomes is greatly reduced under the new plan. This reduced variance not only diminishes inequity among faculty with children, it also aids faculty in financial planning. This feature should be of special value to young faculty. But perhaps the major advantage of the new plan is that it facilitates choosing colleges for one's children based on educational rather than financial considerations. At the same time, the new plan converts what is at present a strong financial disincentive into a slight incentive for the University to accept the application of a faculty child. For those who prefer Penn, the path may be somewhat less cluttered.

Mr. Wiita's suggestion that tuition benefits be linked to salary increases as well as to tuition increases appears sensible. (To alleviate anxiety a bit, it should be noted that, under present and past salary policy, junior faculty who stay at Penn to become senior faculty enjoy above-average salary gains.) Also worthwhile is his speculation that the total cost of tuition benefits may begin declining as smaller birth cohorts start entering the college-age population (though Penn has doubtless attracted a selectively fertile population by virtue of its generous tuition plan). Both of these issues will need to be monitored carefully if we wish the new plan goes into effect. These are among the reasons that the Resolution called for a joint review of experience by the Economic Status Committee and the administration within three years of the time that the new plan goes into effect.

—Samuel Preston, Sociology; Chair, Economic Status of the Faculty Committee
—Robert Summers, Economics; Chair, Benefits Subcommittee

On a Winning Football Season

Upon arriving at Penn and assuming the responsibilities of my office, which include the Department of Recreation and Athletics, I heard from the press and others that as a result of sustained, consecutive, losing seasons, the Quakers would enter the 1982-83 football season derided as perennial losers and cast as the obvious underdog in all contests outside of the Ivy League and for most within the League. Without any historical basis for believing the contrary, in spite of Coach Berndt's belief in and obviously more knowledgeable statements regarding what the team would do, I did not acquire any winning expectations of the team.

Seven months later, I find that Coach Berndt was not alone in his belief that this would be the year for the Quakers, but the team also believed in him and themselves and produced. I am told that for perennial underdogs to shake their image and acquire new ones, they must be twice as good for twice as long. Fortunately for Penn, this was not difficult to do for the Quakers.

I congratulate Coach Berndt and the team for an outstanding year culminating in the Ivy League Championship.

—Marion L. Oliver
Associate Provost

On Presidential Salaries

It appears there is a need for some clarification on the subject of presidential salaries. The tenor of the questions at a budget briefing for students recently held by the President and Provost suggests there is a misunderstanding of both facts and procedures. I would like to stress that the President has nothing to do with setting his own salary. At the time Sheldon Hackney was invited to serve as the chief executive of the University of Pennsylvania, the salary he was offered was precisely the same as would have been offered to any other presidential choice. His salary was established, and is reviewed periodically, by the Executive Committee of the Trustees. It falls well within the range of salaries paid to the heads of other major private institutions. Furthermore, it is not significantly higher than the total compensation awarded his predecessor. It is, in the view of the Trustees, fair recompense.

—Paul F. Miller, Jr.
Chairman of the Trustees
For Handicapped: Alice Hare

With the reclassification of Coordinator Alice Nagle Hare to A-1 administrator status in January, the University's affirmative action program for the handicapped resumes full-time staffing after an interim of part-time leadership.

Affirmative Action Director Davida Ramey said the restoration was in progress, based on management studies begun last January, when The Daily Pennsylvanian reported it November 9 as "prompted by a request from the Student Committee for the Disabled in a recent meeting with the president."

"The President did tell the students about it at a meeting," Ms. Ramey said, "but the decision was based on a very thorough assessment of needs and workloads. A successful program of needs identification had raised the number of students served from 50 to 80, not counting faculty, staff, and a growing number of applicants for admissions and employment. In addition, we could see the need to integrate Alice Hare's delivery of services with other responsibilities such as the search for funds and administration of a private trust gift that pays for some services."

The post was established as part time under Sally Johnson in 1977. With Ms. Johnson's later move to full time, as associate director of equal opportunity, the fiscal management and delivery of services had been coordinated from a single source. Ms. Ramey pointed out, "Sally Johnson had done remarkable groundwork and we thought—on the basis of other universities' models—that a part-time coordinator could follow through, releasing staff resources for other affirmative action functions that are also critical. But we knew we had to monitor carefully, to see if what worked elsewhere was right for Penn."

"It wasn't. Clearly Alice Hare is the right person, but 21 hours a week is not enough; and in housing, transportation, course and exam coordination both."

Among other things, the Handicapped Coordinator arranges for readers and tapes for the deaf, and a range of special accommodations for the blind, interpreters and TTY access for the handicapped.

Academic Calendar

December 10 Fall term classes end
December 13 Reading day
December 14-16 Final examinations
December 22 Fall term ends

Carpool and Vanpool Service

The Department of Transportation and Parking coordinates a vanpool program and carpool matching service for University and HUP employees. At $40-$90 per month, depending on the trajectory, the 12 vans now operating offer a cost-effective and convenient alternative to driving a car to the campus. Individuals interested in carpooling can write to the Department of Transportation and Parking, P105 FBA/16, for lists of people in their immediate zip code areas, at no charge.

Q. and A.: On the Inventory of International Resources

Many people at the University have recently received a letter from Dr. Humphrey Tonkin, Coordinator of International Programs, asking them to participate in a survey of the international contacts and resources of the University. Since the staff must complete so many interviews before the December break, Almanac asked Dr. Tonkin to answer a few questions to speed the process.

What is the purpose of the survey?

We are anxious to know more about the international skills and experiences of University personnel. Sometimes it is simply helpful to be able to list our resources in a given area for purposes of planning. On other occasions we may want to acquaint relevant people with some new opportunity that has come our way, or to seek advice. We often receive inquiries about particular areas of the world or about specific topics. Does the University have experts on Scandinavia? Do we have someone willing to lecture in Thailand? Can we find someone to provide secretarial assistance in modern Greek? We shall be able to retrieve the information in numbers of different forms—by country, by school, by area of interest, and so on.

Who is paying for this effort?

Primarily the Department of Education in Harrisburgh. They are working closely with the Department of Commerce to improve Pennsylvania's export trade. They feel that we have expertise to help them. The survey will help us to help them.

Who will have access to this information?

The information will be stored in our computer and updated from time to time. While hard copies of the complete inventory and parts of the inventory will circulate to a limited degree, a condition of our contract with the state is that inquiries from outside the University be channeled through our office, so that faculty members and others do not receive requests or proposals out of the blue.

How are the interviews being conducted?

By telephone. Responses of our letter are asked to return a card indicating when they are willing to be interviewed. Our interviewers call them. After the information collected has been entered into our computer, we send each respondent a printout for corrections and additions and then make the changes in our record.

Why telephone interviews? Isn't a questionnaire faster?

Telephone interviews are more personal, they tend to produce a higher and faster return, and they allow us to adapt the questions to suit the particular interests and experiences of the person interviewed. Coming up with a questionnaire to cover all eventualities is close to impossible.

Do you have any tips for the interviews?

Be patient. Volunteer information that you think might be helpful. Don't worry too much about getting dates and so on exact, since you will have a chance to correct them.

How many interviews do you expect to conduct?

Around a thousand over the next three weeks or so.

How can we tell whether we have expertise or information that will be helpful to you?

You probably will. Send in the card and we will be glad to arrange an interview.

ON CAMPUS

November 30-December 12

Children's Activities

Film Series
December 4 Fish Hawk
December 11 Little Women
The Saturday children's film series is free. Films are shown at 10:00 a.m., Harrison Auditorium, the University Museum.

Workshops
December 10 Children's Holiday Craft Workshop, Morris Arboretum, 2 p.m. Information: 247-5777.

Conferences
December 12 Staff Development: What's It All About?: School of Nursing Center for Continuing Education Information: Ext. 4522.

Coursework and Training
College of General Studies
December 4 Introduction to Microbiology (Department of Medicine).
For complete information on Continuing Medical Education courses call Nancy Wink, program director. Ext. 8050.

Training Schedule
November 30, December 17 Career Directions: Where Do I Go From Here? 10-11 a.m.
November 30 The Interview Process: From Start to Finish, 2-3 p.m.
December 1 Purchasing Orientation, 2-4 p.m.
December 1, 8 The Administrator as Communicator, 9:30 a.m.-noon.
Coping With the Holiday Blues and Blues, noon-1 p.m.
December 2, 9 Clear and Effective Writing, 1:30-3:30 p.m.
December 2 Resume Development, noon-1 p.m.
Decebefore Preparing to Be Interviewed, noon-1 p.m.
Program fees and registration information: Training Division, Ext. 3400 and 3429.

Exhibits
Ongoing The Egyptian Mummy; Secrets and Science and Polynomials, University Museum.
Ongoing The Elusive Exhibit, works published by the editor in 1933 and 1972, Rosenwald Gallery, 6th floor, Van Pelt Library.
Through December 23 The Paintings of Anna Sterck, sponsored by the Rial M. Hillel Foundation at Penn; Faculty Club.
Through December 23 Law and the Visual Arts, the Great Hall of the Law School Building.
Through January 5 Architecture, Architectura, Architecture, British, German, Italian, and French works from the Architectural Archives of the University of Pennsylvania; Paul Philippe Cret Gallery, Fine Arts Library.
Through January 30 The Peninn 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 Lunar: Wonders in their Own Land, Sharp Gallery, University Museum.

Gallery Hours

Faculty Club 36th and Walnut, Monday-Friday 9 a.m.-11 p.m.
Fine Arts Library Furness Building, 230 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 11 a.m.-11 p.m.
ICA Gallery 36th and Walnut, Tuesday, Thursday, Friday 10 a.m.-5 p.m., Wednesday 10 a.m.-7:30 p.m., Saturday, Sunday noon-5 p.m.
Liebherr School 34th and Chestnut, Monday-Friday 9 a.m.-5 p.m.
University Museum 33rd and Spruce, phone: 222-7777, Tuesday-Sunday 10 a.m.-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.

ALMANAC, November 30, 1982
Guided Gallery Tours
December 4, 5 Egyptian Textiles
December 11 Highlights of the Museum
December 12 Maya America

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

Films
Exploratory Cinema

December 1 The Connection
Films begin at 7:15 and 9:30 p.m., Studio Theatre, Annenberg Center. Admission: $3, students $2.

Film Alliance

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

GSAC Film Series

December 3 The Lost Horse of Katharina Blum.
December 10 Picnic at Hanging Rock.
Films are shown in Fine Arts B-1, at 7:30 and 10 p.m. Admission: $1.50; season pass, $10.

Museum Film Series

December 12 Opium War.
These free films are screened at 2:30 p.m., Harrison Auditorium, the University Museum.

Penn Union Council Movies

December 3 Oakland, 7:30, 9:45 p.m.; midnight: High Noon.

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

December 10 Harold and Maude, 7:30, 11:15 p.m.; Paper Chase, 9:15 p.m.
All shows are in Irvine Auditorium. Admission: $1.50; midnights (and specials), $1.

Serious Films

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

December 7 Growing Up Female (the socialization of American women).
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. 7591 or 6333.

Meetings

A-1 Assembly

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

GAPSA

December 8 Meeting, 6:15 p.m., H-S-P Room, Houston Hall.

Trustees

December 10 Stated Meeting of the Executive Committee, 2 p.m., Faculty Club.

University Council

December 8 Meeting, 4-6 p.m., Room 2, Law School.

Music

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

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 Novelli and Lullabies of Early England, music for Christmas season from the time of Thomas a Becket to the reign of Elizabeth 1; 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.

December 9 William Parberry conducts the University Choral Society and the University Symphony Orchestra in Haydn's Theresia Mass; 8:30 p.m., Tabernacle Church.

December 11 The University Museum presents the Collequium Musicum Harpsichord Recital: Kim Heindel plays a copy of a 1640 Ruckers instrument; 2 p.m., Lower Egyptian Gallery, University Museum.

These Plains Indian Artifacts from the University Museum's collections now on display are among the many features of the celebration of American Indian cultures taking place December 4. Native American Day will include drumming and singing as well as weaving, flint-knapping and silver-smithing along with lectures and feature films. Events will be free-of-charge and held throughout the Museum from 10 a.m. to 4 p.m. Funding has been provided by the Indian Rights Association of Philadelphia, as part of its centennial year celebration.

On Stage

Through December 12 The Philadelphia Drama Guild presents The Diary of Anne Frank, directed by Elinor Renfield at Zeilbauch Theatre, Annenberg Center. Tickets: (information: Ext. 6791). For reception and lecture, see December 12 Special Events.

December 3-11 Odyssey: A Multi-Media Party presented by Intuition, 8 p.m., Houston Hall Auditorium.

On Campus Events

If you are planning any events for the University community, to be held on campus during the spring semester, please notify Almanac by Wednesday, December 15. As we resume weekly publication in January, we plan to publish a master calendar for the spring semester, similar to the fall calendar in the September 14, 1982 issue. It will list academic calendars, meetings of governance bodies, seminars, lectures, conferences, children's events, films, performances, sports and other special events.

Our intention is to make the calendar as comprehensive and useful as possible. Please send all information: date, time, place, event title, sponsors, charge if any, to our offices at 3601 Locust Walk (second floor of the Christian Association). You are also encouraged to submit a photograph or illustration pertaining to the event. Entries must be typed, double-spaced. We cannot accept information by telephone, nor will there be space in the master calendar for information received after the December 15 deadline.

Each week thereafter, we will of course welcome new listings no later than noon on Tuesday prior to the Tuesday of publication. The listings sent to us for the master calendar will automatically appear in later issues—so do notify us if events are later cancelled or postponed.

Special Events

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

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

December 1-3 Holiday Shopping Expedition at University Museum Shop.

December 3 The Veterinary School's Annual Auction and Raffle to benefit the student emergency loan fund, 6:30 p.m., Room B101, Small Animal Hospital (Auxiliary to SCVMA).

December 4 Native American Day at University Museum. Information: Ext. 3204.

December 7-8 Winter Crafts Fair, 10 a.m.-6 p.m., Bodek Lounge, Houston Hall (PUC).

December 8 From Belsnickel to Kris Kringle: Christmas Time in Germantown, all-day tour of historical houses decorated in Christmas traditions from the Rhineland; 9:30 a.m. Information: Ext. 6791 or 6493.

Reception for Graduate and Faculty Women, 4-6 p.m., Graduate Student Lounge, second floor, Houston Hall (Penna Women's Center; Office of Student Life).

Holiday Tree Lighting Dinner, children's menu available, 5-8 p.m., Faculty Club.

December 10-11 Morris Arboretum's Holly and Greens Sale, 10 a.m.-4 p.m. at the arboretum. Admission: $1, 50c children and senior citizens.

December 12 Daisy of Anne Frank presented by the Drama Guild at Annenberg Center, reception and lecture on the Holocaust, sponsored by Alumni Relations afterwards in lobby, Annenberg Center.

Sports

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

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

December 8 Men's Basketball vs. Southern Methodist, 9 p.m.

December 11 Men's Basketball vs. Villanova, 7 p.m.

Locations: Palestra: Men's and Women's Basketball.

Information: Ext. 6128.

Talks

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).

New Developments in Radiation Therapy as Applied to Breast Carcinoma: Dr. Diana Nelson, department of radiation therapy, HUP; 1:30 p.m., Faculty Club (Faculty Tea Club).

Evolution of Aging: Robert Ricketts, 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 Ceramics Materials: Richard E. Tressler, ceramics science & engineering program, University Museum; 4:30 p.m., Science Library, 4th floor, College House (Respiratory Physiology Seminars).

Ban Chiang lecture: Bird Rice, Ghost Beans and Elephant Ears Yam; 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

ALMANAC. November 30, 1982
Applications Programmer (C0802).
Archivist (C0911) $16,350-$22,600.
Assistant Director, Facilities Management (5245).
Assistant Director, Finance (5214) $16,350-$22,000.
Assistant Treasurer (4838).
Associate Director (5198) $13,400-$17,800.
Assistant Director (5214) $16,350-$22,000.
Business Administrator (1255) $12,000-$16,100.
Chief Estimator/Inspector (2523) $14,500-$19,775.
Coordinator (C0877) $12,000-$16,100.
Director (5197).
Director (5199) $13,400-$17,800.
Director, Compensation (3166).
Fiscal Coordinator (5004) $12,000-$16,100.
Librarian I or II (2 positions) (2515) (4606) Librarian I $13,000-$17,800. Librarian II $14,000-$19,775.
Manager II (5140) $14,500-$19,775.
Manager III (5142) $16,350-$22,600.
Manager I (5141) $12,000-$16,100.
Manager II (5208) $13,000-$17,800.
Research Specialist I (2 positions) $12,000-$16,100.
Research Specialist I (2 positions) (C0886) (C0938) $12,000-$16,100.
Research Specialist II (2 positions) (C0947) $14,500-$19,775.
Research Specialist II (2 positions) (C0931) $16,350-$22,600.
Research Specialist IV (2 positions) (C0825).
System Applications Developer II (2 positions) $12,000-$16,100.
Support Staff
Administrative Assistant I (2222) $9,925-$12,250.
System Applications Programmer/Analyst I (2 positions) (C0877) $12,000-$16,100.
System Applications Programmer/Analyst II (2 positions) (C0514) (5014) $16,350-$22,600.
Small Can Predict Big for Gas Treating; Dr. Antonio Bisio. Technical Feasibility Center. Exxon Corporate Research. 3:30 p.m. Alumni Hall, Towne Building (Department of Chemical Engineering).
Small Can Predict Big for Gas Treating; Dr. Antonio Bisio. Technical Feasibility Center. Exxon Corporate Research. 3:30 p.m. Alumni Hall, Towne Building (Department of Chemical Engineering).
Small Can Predict Big for Gas Treating; Dr. Antonio Bisio. Technical Feasibility Center. Exxon Corporate Research. 3:30 p.m. Alumni Hall, Towne Building (Department of Chemical Engineering).
Small Can Predict Big for Gas Treating; Dr. Antonio Bisio. Technical Feasibility Center. Exxon Corporate Research. 3:30 p.m. Alumni Hall, Towne Building (Department of Chemical Engineering).
Small Can Predict Big for Gas Treating; Dr. Antonio Bisio. Technical Feasibility Center. Exxon Corporate Research. 3:30 p.m. Alumni Hall, Towne Building (Department of Chemical Engineering).
United Way/Donor Option Campaign Report
(as of November 30, 1982)

<table>
<thead>
<tr>
<th>School/Operational Unit</th>
<th>Total Employees</th>
<th>Percentage Contributing</th>
<th>Total Contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annenberg</td>
<td>41</td>
<td>41%</td>
<td>$1,824</td>
</tr>
<tr>
<td>Dental Medicine</td>
<td>380</td>
<td>15</td>
<td>2,312</td>
</tr>
<tr>
<td>Faculty of Arts &amp; Sciences</td>
<td>917</td>
<td>15</td>
<td>14,926</td>
</tr>
<tr>
<td>Engineering</td>
<td>203</td>
<td>29</td>
<td>4,702</td>
</tr>
<tr>
<td>Education</td>
<td>72</td>
<td>10</td>
<td>588</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>56</td>
<td>18</td>
<td>946</td>
</tr>
<tr>
<td>Auxiliary Enterprise</td>
<td>317</td>
<td>15</td>
<td>1,396</td>
</tr>
<tr>
<td>Finance</td>
<td>309</td>
<td>22</td>
<td>2,700</td>
</tr>
<tr>
<td>Personnel</td>
<td>27</td>
<td>100</td>
<td>1,717</td>
</tr>
<tr>
<td>Operations &amp; Maintenance</td>
<td>586</td>
<td>14</td>
<td>828</td>
</tr>
<tr>
<td>President</td>
<td>67</td>
<td>37</td>
<td>4,141</td>
</tr>
<tr>
<td>Provost</td>
<td>78</td>
<td>63</td>
<td>2,642</td>
</tr>
<tr>
<td>Libraries</td>
<td>251</td>
<td>39</td>
<td>5,900</td>
</tr>
<tr>
<td>Student Aid</td>
<td>34</td>
<td>59</td>
<td>1,005</td>
</tr>
<tr>
<td>Student Services</td>
<td>174</td>
<td>30</td>
<td>1,320</td>
</tr>
<tr>
<td>Development</td>
<td>122</td>
<td>43</td>
<td>2,242</td>
</tr>
<tr>
<td>Development</td>
<td>122</td>
<td>43</td>
<td>2,242</td>
</tr>
<tr>
<td>Operational Services</td>
<td>76</td>
<td>46</td>
<td>1,342</td>
</tr>
<tr>
<td>Intercollegiate Athletics</td>
<td>72</td>
<td>6</td>
<td>457</td>
</tr>
<tr>
<td>Law</td>
<td>71</td>
<td>8</td>
<td>2,440</td>
</tr>
<tr>
<td>Medicine</td>
<td>1,117</td>
<td>5</td>
<td>8,123</td>
</tr>
<tr>
<td>Museum</td>
<td>95</td>
<td>6</td>
<td>306</td>
</tr>
<tr>
<td>Nursing</td>
<td>80</td>
<td>5</td>
<td>151</td>
</tr>
<tr>
<td>Provost-Interdisciplinary</td>
<td>87</td>
<td>44</td>
<td>1,902</td>
</tr>
<tr>
<td>Public &amp; Urban Policy</td>
<td>32</td>
<td>3</td>
<td>50</td>
</tr>
<tr>
<td>Social Work</td>
<td>34</td>
<td>32</td>
<td>1,328</td>
</tr>
<tr>
<td>Veterinary Medicine</td>
<td>495</td>
<td>0</td>
<td>100</td>
</tr>
<tr>
<td>Wharton</td>
<td>434</td>
<td>37</td>
<td>11,829</td>
</tr>
<tr>
<td>Other Sources</td>
<td></td>
<td></td>
<td>5,059</td>
</tr>
<tr>
<td>Grand Total to Date</td>
<td>6,244</td>
<td>18%</td>
<td>$82,069</td>
</tr>
</tbody>
</table>

Yellow Pages

Additions:

- Axler, Judy 4875 Records Ass't. Ed. Svcs. & Research
- Barnings, Ruth 7371 Adm. Ass't. Ctr. Study Schools
- Battista, Gail C 4550 Director Student Affairs
- Black, Viola 1146 Managing Editor, Jnl. Mgt.
- Bloom, Bernard S., Dr. 7178/7292 Res. Prof. Dent Care Svcs.
- Cohen, Morris, Dr. 6431 Assoc. Prof. Dent. Sci.
- Daniel, Elaine 8478 Ass't. to Dir. Wharton Grad
- Dickstein, Debbie 6904 Applications Programmer
- Fallon, Patricia 5063 Office Information Systems Tech.
- Fox, Jean 4875 Records Ass't., Ed. Svcs. & Research
- Gregory, Sandra 6399 Secretary/Word Processing
- McLaughlin, Patricia 9031 Manager Word Processing
- Nowotny, Anna 4593/4669 Research Specialist
- Reagan, Margaret P. 7254 Secretary, Treasurer's Office
- Robinson, James 3565 Director Community Relations
- Scheinberg, Susan 5137 Ass't. Prof. Chemical St.
- Shafer, Dorothy E. 6565 Adm. Ass't. Periodic Research
- Richel, Therese 6399 Supervisor Word Processing
- Tremblay, Rollande 9506 Electron Micro Periodontics

Green Pages

Addition:

Building List

Alumni Center, E. Craig Sweeten 3533 Locust Walk/CQ

White Pages

Corrections:

- Axline, June, Dr. 6943 Chair-Elect Faculty Senate
- Blau, Martin, Dr. 5533 Professor School of Social Work
- Blandstein, William, Dr. 8176 Chairman & Prof. Astron. & Astrophys.
- Forsythe, Dorothy 7425/7829 Adm. Prof. Classical St.
- Goble, Michael 6476 Applications Programmer
- Harrington, Eric S 6229 Administrator Data Communications
- Lakata, Robert F 5294 Administrator Data Communications
- Levinson, Mark 8721/7640 Wharton News Office
- Mochin, Ruth 6693 Exe. Secretary to Vice Pres. Finance
- Morrison, John 5504 Assoc. Professor School of Social Work
- Nowotny, Alex 4593/4669 Prof. of Immunology
- Paar, Richard 6300 Asst. Vice President Mgt. Studies
- Rosenblatt, Eliot 6857 Technical Support Programmer
- Stoller, Norman H, Dr. 3268 Assoc. Professor Periodontics
- Unger, Barbara 1158 Applications Programmer
- Varadi, Patricia 3457/3121 Asst. to Professor Res.
- Zandi, Iraj, Dr. 8368 National Center Professor
- Zigman, Reena 4645 Coord. Ass't. Educ. Svcs. & Research

You Have The Wrong Numbers

A number of offices and individuals have notify Telecommunications of corrections or additions to their listing in the recently published University Telephone Directory. The information shown in italics (below) is the portion of the entry that was printed incorrectly in the directory.

Alumni Center. E. Craig Sweeten 3533 Locust Walk/CQ

ALMANAC, November 30, 1982