December 8: Sexual Preference

The national issue of whether or not various universities’ non-discrimination policies that include sexual/affectional preference can be applied to placement activities has reached Penn in the form of an action item on Council’s agenda for Wednesday.

Two competing resolutions, both given verbatim on page 3 under Council, are before the members for vote. In addition, the Council Steering Committee has distributed statements from two sources as background. One is by Dr. Larry Gross, who proposes Resolution One, and the other is a set of statements and appendices by Acting General Council Shelley Z. Green and Dr. Kim Morrison of the Office of the Vice Provost for Research (where Placement reports).

Included in the Green-Morrison report is a graphic tabulation (right) of selected peer universities’ policies and their status as recipients of a Judge Advocate General’s letter threatening suspension of Department of Defense funds. The Report gives figures of $6,600,000 in contracts and $600,000 in student financial aid as the approximate risks of annual loss at Pennsylvania. It also indicates elsewhere, however, that new proposed DoD regulations would qualify the threat of suspension: “...if a law school or other ‘subordinate element’ of an institution adopts a policy that bars recruiting personnel from its premises, DoD funding to that element can be cut off; the remainder of the institution would not be affected so long as its other recruiting policies were not found offensive.”

Two Speaking Out letters address the issue (page 4), and the Undergraduate Assembly’s November 11 resolution on the topic is carried contagiously.

Reopening Tuition Benefit Changes: February 2

Via special meeting and mail ballot, the Faculty Senate will reopen deliberations on changes in tuition benefits for faculty children. The special meeting—informational only—will be held Wednesday, February 2 from 3 to 5:30 p.m. in 200 College Hall, following an agenda which appears on page 2 of this issue. It calls for detailed comparison of present benefits with the changes passed 39-11 at the November 17 meeting, and also with an alternate proposal that was sketched on the blackboard during the meeting.

No administrative action has been taken on the passed motion, which appears full text in Almanac November 16, page 3. The alternate proposal, and any others received from Senate’s call for other alternatives (also on page 2) will be published on receipt. December 21 is the deadline for alternate proposals, to be sent to Economic Status Committee Chair Samuel Preston at the Faculty Senate Office, 15 College Hall/CO.

Staff Attitude Survey

A confidential questionnaire will be mailed early in January to 1300 University non-academic staff members to learn their views on issues affecting the Penn working environment and the University as an employer.

President Sheldon Hackney said the survey will be a unique opportunity for the University to listen and learn.

Gary J. Posner, Vice President for Human Resources, said the Penn Staff Survey will be mailed to homes of survey participants by an independent research and consulting firm. A summary of the overall results, both positive and negative, will be published by the University in the early spring after the questionnaires are tabulated and analyzed by the firm.

“The University wants to be a responsible and responsive employer,” Mr. Posner said. “We also believe that the contributions of the staff are integral to the University’s academic and research mission. The questionnaire will enable us not only to identify the concerns of the staff, but also begin to address any areas of deficiency.”

He said the research and consulting firm of SRI International, of Stanford, Ca., “was chosen because of their reputation, the recent completion of a similar survey at Stanford University, and their ability to protect the confidentiality of individual responses.”

In mid-November, about 75 staff members in five separate groups from A-1 and A-3 Assemblies, bargaining units, the Personnel Office, and executive/administrative staff from around campus met with Dr. Susan Russell, director of the Survey Research Program at SRI International and project director of the Penn Staff survey, to determine the issues that should be covered by the questionnaire.

The issues include, but are not limited to,

(Continued on page 2)

General Counsel: Shelley Green

The President’s Office has advised that Dr. Sheldon Hackney will take to the Trustees Executive Committee on December 10 the nomination of Shelley Z. Green, Esq., as University General Counsel to succeed Matthew W. Hall. Ms. Green joined the office as Associate General Counsel in 1979 and has been Acting General Counsel for the past four months. She is an honors graduate of Vassar who did graduate work at the New School for Social Research and took her law degree at Harvard. She spent four years with the Washington firm of Sutherland, Ashbili & Brennan, then served as legal advisor at DHEW (primarily on the Baik case) before joining Penn.

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Insert Library Annual Report
topics such as opinions of the University as an employer; assessment of work procedures and conditions; procedures and treatment of personnel; supervisory conduct; and career development and promotions.

Dr. Russell emphasized that individual answers will be confidential, and none will be reported except in combination with those of other Penn staff members. "No one outside the SRI Survey Research Program will see responses or be told that a specific staff member is included in the sample."

Prior to the survey's mailing, a letter will be sent to staff members selected, asking for their cooperation.

Mr. Posner emphasized that the results can only be as good as the responses and that the University is looking for an extremely high return rate to ensure that data are meaningful.

"We recognize the need to listen to what people say," he added. "It is important that the staff realize the University will begin to address concerns as part of a long-range human resource strategy.

"The University is a good place to work. It is our hope that this survey can make it even better."

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**Penn's Management Entry into Solution of National Transit Problems**

The University of Pennsylvania's Wharton School has been selected as one of eight universities in the country to serve as a National Center For Transit Research and Management Development.

Dr. Howard Mitchell will direct the center. Others are California at Irvine; New York Institute of Technology, Old Westbury, New York; Portland State, Portland, Oregon; Texas Southern, Houston; Florida A & M, Tallahassee; Michigan, Ann Arbor; and Indiana at Bloomington.

Poor or inadequate management training was a factor leading to the current state of urban mass transit, according to Dr. Mitchell, who is also UPS Foundation Professor of Human Resources and Management and head of Wharton's Human Resources Center. "Americans became so wedded to the automobile in the 1950s and 1960s that urban mass transit was forgotten," Dr. Mitchell said.

"Transit system managers initially didn't realize that they had a major competitor in the automobile," said the Center's associate director of research, Dr. W. Bruce Allen, professor of public management, transportation and regional science at Wharton. "But after World War II, people had more discretionary income and they preferred buying little pieces of steel to encompass their bodies. Managers didn't realize that they had a product to market. It was a system crying out to be managed."

Traditionally, transit managers were operational managers who were technically, but not managerially, trained. "They were more concerned with nuts and bolts. If the buses got out on the streets, little else mattered. They weren't concerned with demands as much as supply. But they weren't concerned enough with costs of supply," Dr. Allen said. "Now they see that they have a product and if they want to capture this market, they have to sell. It's much like selling one hamburger vs. another."

Dr. Mitchell said that there has been little manpower forecasting in transit management and, as a result, in the next five years, 65 percent of transit managers will be retiring. Poor union-management relations have led to a decrease in productivity. "Whereas in private enterprise there is an average of four or five days per year lost due to unexcused absence, the figure is 20-22 days for transportation," Dr. Mitchell said. The archaic structure of management systems has also hampered effective management.

The Center will also serve as a conduit for research proposals. Proposals will be solicited from faculty members and then selected by a committee for UMTA consideration. The nation's eight university centers will share a $1 million pool that has been set aside for transit research.

But the proposals are not limited to entries by transportation experts.

"There are generic problems in management, whether it is in transit or private industry. We hope to get some proposals from management experts and get them to apply their expertise in a new area," Dr. Allen said.

Another component of the Center is academic programs. The Human Resources Center has had experience in running seminars for transit managers—classroom and field experience as well as case analysis—to better acquaint the participants with transit management. The Center will be running some unique programs with high level training for CEOs and general managers, as well as board members. Traditional management seminars for middle managers will still be conducted.

But innovative and creative management techniques will be required for the transit industry to revitalize. "Better fiscal management, better management information systems and better coordination of human and social factors is essential," Dr. Mitchell said.

Dr. Allen agreed that with the loss of government subsidies, antiquated equipment and expensive maintenance, transit managers will have to develop new ways of funding. "There is an incentive not to maintain equipment. If you repair a bus, the government gives you no money. But if you buy a new bus, the government gives you about 80 percent of the money. It's like throw-away bottles," he said. "Now there are sale/lease arrangements where a transit company can lease a bus from private industry and the lessor takes advantage of tax breaks. Only by training managers can they find creative ways to finance transit."

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**Special Meeting of the Faculty Senate**

**Wednesday, February 2, 1983 3 to 5:30 p.m. 200 College Hall**

At its meeting of December 1, 1982, the Senate Executive Committee passed the following motion:

That:

1. A special meeting of the Faculty Senate for informational purposes only shall be held on Wednesday, February 2, 1983, to discuss tuition benefits for faculty children;

2. At this meeting the Senate Committee on the Economic Status of the Faculty will provide information on:
   a. A comparison of costs between the present tuition benefits and the proposal accepted at the Faculty Senate meeting of 11/17/82, indicating the computations from which the committee concluded that those costs were equal.
   b. The same analysis for the alternate proposal presented to the Senate on 11/17/82.
   c. An analysis of the knowable costs and consequences of permitting an irrevocable individual selection of an option by faculty members.

3. A mail ballot be taken of the full Standing Faculty immediately following the informational meeting structured as follows:
   a. Faculty would choose first between maintaining any tuition benefits package at the same percentage of employee benefits as present, or
   b. At a higher fraction.

Faculty concerning this will be disseminated in advance in Almanac.

Faculty Senate Members wishing to request consideration of alternate proposals may do so by submitting them by December 21, 1982, to Professor Samuel Preston, Chair, Senate Committee on the Economic Status of the Faculty, c/o Faculty Senate Office, 15 College Hall/CO.
SPUP: The Deficit Projected

Dick Clelland and I met with the SPUP faculty and student representatives in the fall of 1981 to express the administration's concerns about finances and the need to establish a critical mass of faculty. The latter point, incidentally, was also stressed in both the 1977 and 1981 Educational Planning Committee reports. We pledged our best efforts to help Acting Dean Nagel both to establish a firm financial basis for the School and to achieve the necessary faculty size through jointer with one or more other units within the University.

These efforts occupied literally thousands of hours of many of us. On the financial side, we worked as hard as we could with Dean Nagel to raise outside funds. In terms of faculty size, we met with a number of different faculty groups to explore the possibility of joiner. Finally, a merger was tentatively negotiated with the department of City and Regional Planning of the School of Fine Arts, though not without difficulty; it is only fair to say that the union had elements of fragility from the very outset.

Last January and February, we began the first round of budget discussions with each of the schools and resource centers. At that time, we proposed a program subvention for SPUP of $185,000 for the current fiscal year, 1983. This would have increased the University's subvention to the School on a proportionate basis with other schools. The School responded by projecting a deficit of between $104,000 and $145,000 beyond the subvention. That was obviously worrisome news, and the Acting Dean and I agreed that he would maintain a close watch on the situation.

The second round of our budget discussions in May showed a significant reduction in the projected tuition revenue. The new fiscal year 1983 deficit was projected at $371,000. Acting Dean Nagel proposed that we meet deficit through using restricted University—funds that were available on a one-time-only basis.

By the third round of the budget discussions last in May, as the Spring term was concluding, even further revisions to tuition revenue estimates had been made. We reluctantly agreed to the use of $182,000 of restricted funds and to an increased University subvention from unrestricted funds of $476,000. In other words, our initially projected University subvention of $185,000 had grown by almost $300,000 and in addition $182,000 of restricted funds would have to be used: a total for fiscal year 1983 of more than $650,000...

It is clear, I am sure, that such University financial support, especially from unrestricted funds, is important in terms of the academic opportunities it represents—opportunities gained or lost.

It is to Acting Dean Nagel's great credit that he came to us with the revised budget projections in the late spring, based mainly on sharp drops in projected student enrollments as well as the conclusion of a major government contract. Those enrollment losses were tabulated in the September 28 issue of Almanac. In summary, the School's current financial circumstances were cause for extreme concern.

—Thomas Ehrlich, Provost
**Breath of Faith**

I am very concerned that recent action by a small number of students to open the question as to whether a new tuition benefits package will deal a severe financial blow to my family if accepted without modification by the administration. In 1966 when I joined the faculty, I decided that Penn would be the destination of those of my five children who could clearly meet the admissions standards. I believed that they should take that as a given and make contingency plans for those who might not have the qualifications for Penn as I identified during their school years. Each individual who has joined Penn's faculty, including those who have elected to remain in spite of blandishments from other universities, has had the same information on which to base his or her financial planning.

Now the rules have been changed with no real provision being made for those who have faithfully remained here over the years with the above considerations in mind. This will occur if the University holds to the view that essentially anything may be done with the tuition benefits package as long as it does not cost the University any more in tax. Although I agree that a $900 direct tuition payment has been an adequate amount to offer as a benefit, I believe that it would be a serious breach of faith to remedy that inequity by taking several thousand dollars per year from me with two or three children in the University at the same time, and others in like circumstances.

I hope that the Trustees and Administration will be able to come up with a more humane solution.

—Adrian R. Morrison, Professor of Anatomy

**Clarification: Re ‘Faculty Children’**

My letter of approximately May 20 was withheld as stated in the *Ed. Note* accompanying my letter (*Almanac* November 9), but without my knowledge until I called *Almanac* late this fall to determine its whereabouts.

—Joseph M. Scandura

**Response:** I do apologize. Although the delay in publication was necessary—both because of the letter's lateness for the spring publication schedule and because of the need to secure an informative response in the fall—I clearly misunderstood the thrust of our telephone conversation, and improperly characterized Dr. Scandura's courteous response as consent. I regret the misunderstanding. —K.C.G.

**Call for Prudence**

If we must have a controversy about the U.S. Army recruitment on our campus and homosexuality, I hope the deliberations and decisions of the University Council will be marked by moderation and prudence.

We should always keep in mind that diversity is encouraged by the University as a demerger system. Indeed it is highly desirable that minorities seek to advance their interests vigorously—provided they do so with an attitude of moderation. An uncompromising single-minded pursuit of even the most admirable cause or an attempt by even the most virtuous minority to make its special interests paramount and to impose them on others is a very dangerous practice. We should be careful, I suggest, not to become victims of it.

We should also keep in mind that the application of exclusionary criteria in a process of selection is not synonymous with the practice of invidious discrimination. It has been an American tradition, moreover, that within constitutional limits each organization has the right to determine the qualification of its members. Functions differ and so quite properly can recruitment criteria. Thus, for example, the fact that the University in its admissions and personnel policies rejects religion as a proper criterion does not mean that if the Newman Club or Hillel chose to use it a test of membership they are guilty of invidious discrimination. The University also rejects "sexual or affectional preference" as a criterion, and, of course, no one would dream excluding anyone because of flat feet. The Army, however, is not (presumably) an academic community. Prudence should tell us that it has vital functions other than those of an institution of higher learning. We really ought not seek to punish it for not copying our standards. Whether U.S. Army exclusion of homosexuals, or for that matter persons with flat feet, meets constitutional tests is, of course, a valid question. Prudence (if not a knowledge of our governmental system) should tell us, however, that the proper authority to decide this is not a moral majority or a law school but the Congress and ultimately the Supreme Court of the United States.

—Karl von Vorys, Professor of Political Science

**Message to Council**

On the agenda for the December 8 University Council meeting is a proposal to prohibit the use of University facilities for the purpose of recruiting by organizations which do not uphold the University nondiscrimination policy. We urge you to support this proposal.

Penn prides itself on the diversity of its student population and considers this diversity an integral part of higher education. In addition, the University has, through its nondiscrimination policy, expressed a commitment to ensuring equal opportunities for all students.

The proposal is merely an application of this existing policy.

Already Penn's Law School has prohibited one discriminatory organization from job recruitment in its facilities. When Temple University recently overruled a similar policy interpretation by its Law School, the controversy was submitted to and accepted for review by the Human Relations Commission of the City of Philadelphia. As we are sure you are aware, Philadelphia only this summer passed an ordinance prohibiting discrimination on the basis of sexual orientation in housing, employment, and public accommodations. The Human Relations Commission will oversee implementation of the legislation.

By rejecting this proposal, the University would directly contradict its nondiscrimination policy. Although the issue at hand is discrimination on the basis of sexual orientation, the underlying issue is discrimination of any kind. The University has an obligation to all of its students to uphold its ideals. By passing this proposal, the University Council will demonstrate the University's commitment to all of its students. Once again we urge you to pass this proposal.

—Robert Schoenberg, Program Advisor, Office of Student Life, for Lesbians and Gays at Penn

**UA Resolution**

On the University's Nondiscrimination Policy

Whereas the University has a long-standing policy affirming non-discrimination against people because of their sexual or affectional preference, and

Whereas the University's upholding of this policy must be mandatory enforced and supported at all levels if it is to have any meaningful relevance, and if students are to be guaranteed that the University will protect their rights, and

Whereas there are currently organizations using University facilities for various purposes which do not conform to our stated policies, therefore be it resolved that the Undergraduate Assembly demands that all appropriate bodies and offices in the University, including but not limited to University Council, the Office of Student Life, the Office of the President, and the Office of the President, reaffirm their commitment to the non-discriminatory policy, and be it further resolved that these and other bodies expand the interpretation of this policy to ensure that the University and all University facilities and programs will be and remain completely free of discriminatory practices and institutions as far as all members of the community are feasible and practically capable of providing such an atmosphere, and

Be it further resolved that the UA strongly urges the administration to review the admissions process and make it devoid of all discriminatory practices which violate the University's non-discrimination policy.

**Scores and Such**

How gratifying to see that our Quaker gladiators vanquished Boston's Puritans and yet left a tiny spot on the first page of *Almanac* for a hint about some other scores.

I am referring to the Ratings of Doctoral Programs in the Humanities published by *The Chronicle of Higher Education*, the nine pertinent to Penn extracted and conveniently printed in the box at the bottom of page 2. What a disappointment to see academic triumph reported so flatly when a careful reading of the scores could have told such an exciting story! English doesn't play only with words, and has climbed to 1st in the country; French, with Napoleon's strategy, has attained 7th place; Linguistics' and Music's sounds and theories are heard nationwide; and Spanish, inspired perhaps by the same Quixotic spirit that fired our football team, ranks top at Penn and 2nd in the nation.

Now that the excitement and excitement's excitement have been so suddenly dissipated by that unfortunate accident in Ithaca, it may be a solace to the University community to know that the high ratings of five departments in the humanities still stand.

—Germain Gallin, Associate Professor of Romance Languages

(continued past insert)
Necessity’s Spur

On November 17, the Faculty Senate voted finding that the procedures used in terminating SPUP were improper and in violation of its previous agreements and administration, while at the same time it called for steps to establish suitable new procedures.

This action adopted the substance of my resolution A, offered on October 15 (text, see Almanac November 2). I did not move resolution B, calling for policy studies in the University, because the Provost had just announced his intention to initiate such a review. Resolution C, calling for a suspension of the SPUP phase-out pending a procedurally correct review, seems logically to be called for by the adoption of resolution A. Unfortunately, the actions of the administration in this regard have passed any point of easy return, and to press the issue might have exacerbated an already delicate situation.

While the action of the Senate tends to rebuke the administration in uncertain terms, it does not necessarily signify the kind of tension and sharp difference suggested by The Daily Pennsylvanian of November 18. Indeed, if such a level of antagonism did exist it would not augur well for the development of the mutual trust and cooperation which are required to build the future. This should be seen as a recognition of difficulties, and should lead to positive actions by all concerned. Only if these fail and some repetition of this problem arises should we become greatly alarmed.

As I well know from my experience—as a member and chairman of the Academic Planning Committee, as a member of SAC and Chairman-elect of the Senate, and as a department chair and a Dean—academic planning in a collegial environment is difficult. Economic adversity and responsibility center budgeting make departments and schools protective of their turf. Professors are reluctant (at least in public) freely to discuss the strengths and weaknesses of themselves, their colleagues, and their respective programs. The administration must tread carefully in proposing innovations and changes for fear of affecting these conservative sensibilities. Management and competition within the University are (incorrectly, I feel) regarded in aspects of a zero-sum game in which if some gains, someone else loses.

In these circumstances, the Senate must not regard its rebuke to the administration as a step toward pure self-protection and the paralysis of action. It must pursue the implementation of its resolution in a spirit of self-respecting cooperation. The administration, for its part, must not regard criticism as a necessary sign of antagonism and obstructionism. This would urge a deviousness and secretiveness which we all wish to avoid. Neither group should regard the present situation as mandating conservatism, retribution, or inaction—because without change the University will surely be gravely damaged.

A few examples will show the need for renewed cooperation and reinvigorated discourse. The President and Provost have launched an ambitious planning effort for this university, which has so far not elicited any resounding intellectual response. The plans of many schools are changing and either remain obscure or are promulgated without collegial discussion. The pending review of policy studies will present a deep and troublesome problem of University-wide academic planning.

The effects of external pressures may not immediately require the University to run to a bomb-shelter. They do, however, suggest the need for quick action on a number of fronts before events overtake and overwhelm us. Speedy action is not typical of the academic milieu, but it can be slowed still further by deep disagreements. We need a reevaluation of collegial responsibility, and suitable reactions to the spur of necessity.

Britton Harris, Emeritus Professor of Transportation Planning and Public Policy

SPEAKING OUT

Call for Nominations: University Press Director

Maurice English is planning to retire this summer as Director of the University of Pennsylvania Press after three active and productive years during which he revitalized the Press and set the stage for a new period of growth and excellence. The President has reconfirmed the University's commitment to a strong Press and to finding a Director capable of sustaining the current momentum and leading the Press to new heights in the coming years. To that end the President appointed a Search Committee in September with the following members: Renee C. Fox, Sociology; Robert F. Giegenack, Geology; John A. Kator, Cardiovascular Medicine; Martin Meyerson, President Emeritus; Charles E. Rosenburg, History; Jack Schuman, volunteer consultant from the publishing field; Jerome J. Shetack, Chairman of the U. of P. Trustees; Richard De Gennaro, Director of Libraries, Chair.

The Committee has met twice and completed all preparations for the search. An advertisement for the position was published in The New York Times, The Chronicle of Higher Education (December 8), and Publishers Weekly (December 17). Requests for nomination have been sent to leaders in the publishing community and a number of invitations to apply have been sent to prospective candidates. The Committee would welcome nominations from members of the University community. The Committee is scheduled to meet again on January 6 for a preliminary screening of applications. The closing date for applications is January 15, 1983. The Committee expects to complete the search and recommend three candidates to the President who will make the appointment.

A copy of the announcement is attached.

—Richard De Gennaro, Chair

DIRECTOR: University of Pennsylvania Press. Nominations and applications are invited for the position of Director of the University of Pennsylvania Press. Nominations and candidates should have demonstrated leadership, managerial, and fund-raising abilities, and successful experience in editorial, managerial, and financial aspects of book publishing. The Press has a staff of 16 and publishes 45 to 50 new titles annually. Applications should include a covering letter, complete vita, and names and addresses of at least three references. Salary commensurate with experience and qualifications.

Nominations and applications addressed to Mr. Richard De Gennaro, Chair, Search Committee, c/o Van Pelt Library, CH, University of Pennsylvania, Philadelphia, Pa., 19104 should be received by January 15, 1983. We are an equal opportunity, affirmative action employer.

Call for Nominations: HUP Executive Director

As announced in Almanac, November 9, a Consultative Committee has been appointed to conduct a search for a new Executive Director of the Hospital of the University of Pennsylvania. That Committee invites members of the University community to nominate candidates.

Correspondence should include the nominee's name, current position, address, his/her curriculum vitae, and a brief statement indicating why the nominee would be a strong candidate for the position.

Nominations should be sent by January 31, 1983 to Mr. Samuel H. Ballam, Chair, Search Committee, c/o Health Affairs, 119 College Hall/CO. The University is an Equal Opportunity/Affirmative Action Employer.

Statement from the Advisory Committee

President’s Forum on Preventing Nuclear War

It is widely agreed that the possibility of nuclear war constitutes a major threat to mankind. We voice here our own agreement that the scientific and humanitarian strengths of the University should be mobilized to help reduce and eliminate that threat. As advisors to President Sheldon Hackney and supporters of his initiative in this direction, we believe that the entire University community shares these concerns.

The University is committed to generating and disseminating new ideas. In this instance, knowledge comprehends medical, technical, and scientific aspects of nuclear armaments and the characteristics of the global system which generate conflict. Knowledge also encompasses the variety of views which are held about reducing the likelihood of nuclear war.

And it includes methods which may be used to uncover new facts, new views, and new methods of reducing conflict. The University is well equipped to speed up the process of clarifying and disseminating this knowledge, both in its own community and in the city, state, national, and world communities to which it belongs.

In making plans to further these ends, whatever differences we may have concerning policy are subordinated to our shared goal of providing a variety of stimulation and creative imagination through these matters—forums in which all pertinent views can be aired. We anticipate that events will be planned at the University by schools, departments, and voluntary groups of students and faculty which will further this objective. We plan to guide the organization of special University-wide events on March 23 and April 14. Other events may be scheduled by various groups throughout the academic year, and especially between these two dates. We also plan to stimulate the widest publication of informed University opinion.

This program is comprised of events conducted by and for all members of the University and general community. We seek suggestions and notice of plans as soon as possible. We will attempt to coordinate schedules, publicize events, and elicit further cooperation. Communicate with Anthony W. Marx in the Office of the President, Ext. 7221, or with the acting chairman of the Advisory Committee, Professor Britton Harris, SPUP, Ext. 3198.
Children's Activities

Film Series
December 11 Little Women
December 19 A Boy Ten Feet Tall
The Saturday children's film series is free. Films are screened at 10:30 a.m., Harrison Auditorium, the University Museum.

Workshops
December 12 Children's Holiday Craft Workshop, Morris Arboretum, 2 p.m. Information: 247-5777.

Conferences
December 10 Staff Development: What's It All About? School of Nursing (School of Nursing Center for Continuing Education) Information: Ext. 4522.

Coursework and Training

December 7 Computer Training—Is It A Ticket in the Job Market?, the Career Planning and Placement Services fall program on career alternatives. Presentation by Robert Douglas, director, Social Science Data Center, and assistant dean, undergraduate computing. Vince Conti, director of student data; 4 p.m., Room 309, Houston Hall.

December 14 Young People and Cults: A Preventive Approach, one day workshop sponsored by the Graduate School of Education and Philadelphia agencies; 8:30 a.m., 14 Young People and Cults: A Preventive Approach, one day workshop sponsored by the Graduate School of Education and Philadelphia agencies; 8:30 a.m., Bodek Lounge, Houston Hall. Information: 885-5442.

Morris Arboretum
December 12 Wreaths & Swags, 10 a.m. or 7 p.m.
December 14 Tablerabees & Centerpieces, 10 a.m. or 7 p.m.
These course are sponsored by the Morris Arboretum. Pre-registration is required for all classes. Information: 247-5777.

Personnel Training Schedule
December 7 Career Directions: Where Do I Go From Here?, noon-1 p.m.
December 8 Coping With the Holiday Blues and Blahs, noon-1 p.m.
December 8, 13 The Administrator as Communicator, 9:30 a.m.-noon.
December 9 Clear and Effective Writing, 1:30-3:30 p.m.
December 10 Preparing to Be Interviewed, noon-1 p.m.
December 15 Purchasing Orientation, 2-4 p.m.
Program fees and registration information: Training Division, Ext. 5400 or 3429.

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

The Exhibits, exhibits published by the Akeley family in Leyden and Amsterdam from 1583 to 1712; Rosenwald Gallery, 6th floor, Van Pelt Library. Through December 17 The Paintings of Patricia Morale and Joy Divine at the Houston Hall Art Gallery.

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

Penn Union Council Movies
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, members, $1.

Serious Films
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., University Museum Shop.

Special Events

Through December 31 Holiday Shopping Expedition at University Museum Shop.

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

December 8 From Belinckel to Kris Kringle Christmas Time in German Town, all-day tour of historical houses decorated in Christmas traditions from the Rhineland; 9:30 a.m. Information: call CGS at Ext. 6479 or 6499.

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

December 10-17 Morris Arboretum's Holly and Greens Sale, 10 a.m.-4 p.m. at the Arboretum. Admission: $1, $5 to children and senior citizens.

December 12 A Christmas Carol, The McCarther Theatre Company production returning to the Zellerbach Theatre for a third year, adapted and directed by Nagle Jackson. For tickets and information: Ext. 6791.

Music
December 8 William Parkany conducts the University Choral Society and the University Symphony Orchestra in Haydn's Thraesa Mass; 8:30 p.m., Tabernacle Church, Free.

December 11 The University Museum presents the College Music-Rhapsodie Recital: Kim Heindel plays a copy of a 1660 Ruckers instrument; 2 p.m., Lower Egyptian Gallery, University Museum.

On Stage

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

December 9-11 Odyssey: A Multi-Media Party presented by In adjuncts, 8 p.m., Houston Hall Auditorium.

December 15-23 A Christmas Carol, The McCarther Theatre Company production returning to the Zellerbach Theatre for a third year, adapted and directed by Nagle Jackson. For tickets and information: Ext. 6791.

The miserly Scrooge, played by Herb Foster, is totting up his accounts carefully in preparation for the December 15-23 production of Charles Dickens' classic A Christmas Carol at the Annenberg. A special University Night performance with reduced price tickets is scheduled for December 17 at 8 p.m., followed by a festive reception in the lobby. To add to the season's cheer, the Glee Club is convening on the steps of College Hall for its 10th annual Christmas concert December 9, 5:30 p.m. Bring a candle or lantern and join in; dip into the colosal wassail that will be installed in Houston Hall, courtesy of the Vice Provost for University Life. The second of two Collegium Musicum holiday concerts is December 12 in the Church of St. Martin-in-the-Fields, 4 p.m. Purchase tickets at the door or call ahead, Ext. 6244.

ALMANAC, December 7, 1982
Sports (Home Schedules)
December 11 Men's Basketball vs. Villanova, 7 p.m.
December 18 Men's Basketball vs. LaSalle, 3 p.m.
Location: Palestra; Men's Basketball
Information: Ext. 6128.

Talks
December 7 Genetic Control of Coccidial Metabolism: Carl Mondor, Population Council, New York; 11:30 a.m., Mondel Hall (Chemical Sciences Center).
Site Selectivity of Proteolytic Drugs: Dr. Richard Bori-
sen, Medical College of Georgia; 11:30 a.m., Medical Alumnus Hall (HUP Psychological Colloquium).
Hepatic Cytochrome p-450: Resolution, Reconstitution and Modulation of Monooxygenase Capacity: David Waxman, professor of chemistry, MIT; noon, Mezzanine Room 100, Med Labs (Department of Pharmacology).

The Netherlands' Role in the Opening of Japan: Marius B. Jansen, Princeton University; 8 p.m., Room 200, College Hall (Leon Lecture Committee, Italian Consulate General).

The Next Decades of History in the Indonesian Context: Professor van Lohuizen-de Leeuw, University of Amsterdam; 12:30 p.m., Room 100, Medical Labs (Department of Pharmacology).


December 17 Psychological Anthropology: Gananath Obeyesekere, Princeton University; 8 p.m., Fine Arts Auditorium (ICA).

December 21 Synthesis and Function of Glycoproteins in Embryonic Development: Daniel Carson, department of physiology, Tufts University; 4 p.m., Multi-purpose Room, DuBois House (Alumni Hall. HUP (Department of Psychology Colloquium).

December 24 New Decisions of History at the opening of Japan; Manus (Department of Psychology Colloquium).

December 26 The Next Decades of History in the Indonesian Context: Professor van Lohuizen-de Leeuw, University of Amsterdam; 12:30 p.m., Room 100, Medical Labs (Department of Pharmacology).

Announcements
December 11 New Job Descriptions and Qualifications
December 16 New Job Descriptions and Qualifications
December 21 New Job Descriptions and Qualifications

For the College Bowl
The national trivia quiz show played in colleges across the nation has come to Penn. We are searching for an energetic, inquisitive faculty member to help us with the organization of our intramural tournament. If you are interested please call me at 386-2463.
—David Balaban, Col. 86

OPPORTUNITIES

Job descriptions and qualifications are listed only for those positions that have not previously appeared in Almanac. Positions which have appeared in a previous issue are listed by job title, number and salary to indicate that the position is still available. Listings are condensed from the personnel bulletin of December 6 and therefore cannot be considered official. New positions are posted Mondays on personnel bulletin boards at:

Announcing-Chemistry Building: near Room 358;
Centennial Hall: lobby;
College Hall: first floor;
Franklin Buildings: near Personnel (Room 130);
Johnsen Pavilion (Room 100);
Law School: Room 28, basement;
Logan Hall: first floor, near Room 117;
LIBL: first floor, opposite Richards Building;
Rittenhouse Library: east side, second floor;
Social Work Building: mezzanine lobby;
Towbin 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, 588-7284. 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 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 the ones in which unknown. Requirements are required for administrative/professional positions.

Administrative/Professional Staff
Accountant II (C890) $14,500-$18,750.
Applications Programmers/Analysts I (2 positions) $16,250-$22,600.
Accountant I (C890) $14,500-$18,750.
Assistant Director II (C983) manages SBDC staff consultants and daily operations of SBDC, manages research projects, seminars, seminars, promotional work, and related round robin activities; acts as consultant to small businesses (MBA, entrepreneurial experience, computer literacy, public speaking, business, business, business, awareness of resources available) $16,250-$22,600.
Assistant Director I (C983) establishes, coordinates and monitors liaison activities between the DIA and various University life units, undergraduate schools, alumni, prospective student-athletes, and eligibility and rules committee.

Almanac Holiday Schedule
Next week’s issue of Almanac, December 14, will be the last one before the break. We will return weekly publication on Tuesday, January 11. Copy for the Spring Master Calendar must reach our office by Wednesday, December 15; all other copy for the January 11 issue must reach Almanac offices by Tuesday, January 4. If you are approaching deadline, please hand carry rather than mail copy to assure timely delivery; our offices are on the second floor of the Christian Association, 3601 Locust Walk/C8.

Faculty Mission to Israel
The Jewish Campus Activities Board of Phila-
delphia is sponsoring the second annual Faculty Mission to Israel December 20-30, 1982. For more information call the JCB office at Ext. 8265.
Tours to Intriguing Corners of the World

The University Museum tours are led by scholars closely associated with the world-famous museum of archaeology and anthropology. Because of their personal and professional affiliations, these scholar-guides can introduce their groups to people and places not generally available to visitors. Pre-tour lectures are included as a bonus.

The University Museum tours scheduled for 1983 are heading for Yucatan, Malaysia, Ecuador and Galapagos, China, the American Southwest, and Japan. The schedule through June:

**February 26 - March 12: Archaeology, the sun and the sea combine to light up the spectacular treasures of the ancient Maya on a trip to the YUCATAN PENINSULA in Mexico. Dr. Arthur Miller, art historian and research associate at the University Museum, will lead the tour, which includes a visit to excavations not open to the public.**

**March 6 - 24: Folk art and venerable crafts and the history of the ancient and exotic culture of MALAYSIA are the focus for a tour with anthropologist Carl Hoffman. From Kuching, capital of Sarawak, to the rarely visited Niah cave and longhouse villages on Borneo's Skrang River, this tour is alive with the colors of different cultures. Optional extensions to the island of Sumatra and the Batak tribal area promise more adventure.**

**May 7 - 24: The story of ancient empires come to life in this thrilling trip to ECADOR and the GALAPAGOS. From Quito, capital city of the ancient Inca civilization to the remote, rare volcanic islands of the Galapagos anthropologist Dr. Ruben Reina will lead this memorable journey through history. Treasures of the Spanish Conquest; irresistible bargains in the Indian markets of Otavalo and Riobambo, colorful centers of native crafts; Ingapirca, Ecuador's major Inca monument on the Inca Road, surrounded by impressive Andes scenery all contribute to this exciting tour.**

**June: The cities of the old Silk Route in CHINA wait for the intrepid traveler and ardent devotee of Buddhist art and culture. This different and challenging tour led by Victor Mair of Penn's Oriental Studies Department will travel to Turpan, the land of Genghis Khan; Urumqi, capital of China's most western province; Xinjiang, with its camels, tents and carpets; Dunhuang, the site of ancient Buddhist art; Lanzhou, Peking and Xiam.**

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**Inventory on Outreach Programs**

The Ad Hoc Committee on Outreach is conducting a University-wide inventory of outreach activities. All programs serving constituencies other than full-time resident undergraduate and graduate students are being catalogued. This information will be used to document the University's considerable achievements in this area, as well as to define topics for new initiatives and areas of collaboration in community affairs, professional continuing education, and the like.

To date, the Committee has collected over one hundred program descriptions of clinics, newsletters, lecture series, professional seminars and nontraditional academic programs conducted by the schools. The Committee requests that members of the University community responsible for such activities who have not already been contacted get in touch with their school representative listed below. University offices or departmental programs are not included. The Committee will also be interested in any programs that not generally available to the public.

**Results of the inventory will be available during the spring semester.**

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**OPPORTUNITIES**

(Continued from page 7)

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<tr>
<th>Support Staff</th>
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<tr>
<td><strong>Administrative Assistant I (C0946)</strong> assists in receipt, dispatch, coordination and follow-up of service requests for complex; maintains budget, monitors charges; some secretarial work (B.S., three years' experience, preferably University; type 50 wpm; knows budget system, Physical Plant organization; relates well to faculty, staff, students) $10,575-11,925.</td>
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<tr>
<td><strong>Air Conditioning and Refrigeration Mechanic (5160)</strong> Union Wages.</td>
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<tr>
<td><strong>Caregiver Assistant II (2 positions) (5298)</strong> coordinates Wharton payroll, graduate assistant awards, school-wide OMB A-21 reporting, documentation of faculty appointments; monitors faculty affirmative action; administers wage/trial period (degree, two-three years' responsible experience; DEC-System 10 and software applications training) with Associate Dean; screens incoming correspondence and calls; types from hand notes, uses word processor (four-five years' experience, two years' college or business school) $9,225-10,775.</td>
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<tr>
<td><strong>Dental Assistant I (2 positions) (5030)</strong> (B.S./BA science) $9,925-11,225.</td>
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<tr>
<td><strong>Electronic Technician II (5026)</strong> coordinates Wharton payroll, graduate assistant awards, school-wide OMB A-21 reporting, documentation of faculty appointments; monitors faculty affirmative action; administers wage/trial period (degree, two-three years' responsible experience; DEC-System 10 and software applications training) with Associate Dean; screens incoming correspondence and calls; types from hand notes, uses word processor (four-five years' experience, two years' college or business school) $9,225-10,775.</td>
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<td><strong>Research Laboratory Technician I (2 positions) (5025)</strong> $8,675-10,025.</td>
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<td><strong>Research Laboratory Technician II (4 positions) (5025)</strong> $11,225-13,775.</td>
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<tr>
<td><strong>Research Laboratory Technician III (2 positions) (5025)</strong> $13,775-16,325.</td>
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**Part-Time Positions**

**Administrative/Professional**

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<th>Administrative/Professional (4 positions) hourly wages.</th>
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<tr>
<td><strong>Support Staff</strong></td>
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<td><strong>Permanente Employee (12 positions) hourly wages</strong></td>
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<tr>
<td><strong>Temporary Extra Person (5304) hourly wages</strong></td>
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