IN BRIEF

West Philadelphia Corp. President Sheldon Hackney has been elected chairman of the West Philadelphia Corporation, the nonprofit organization formed under Dr. Gaylord Harnwell in 1959 to broker community and economic development in West Philadelphia and particularly in University City. He succeeds Drexel University President William Hagerty as head of the group, which spearheads safety, housing rehabilitation and energy conservation efforts in the area. George Brown continues as executive director.

No Council: The University Council meeting scheduled for January 19 has been cancelled because items which had been expected to be ready for the agenda of that meeting required further work the Steering Committee has advised.

The next meeting will be held Wednesday, February 9.

King Commemorative: The University's annual commemorative program celebrating the birth of Martin Luther King, Jr., slain 15 years ago, will be held Monday, January 24. Georgia State Senator Julian Bond will be the keynote speaker, sharing the program with former Bryn Mawr President Harris Wofford, author of Of Kennedys and Kings. The Penn Gospel Choir will perform at the celebration being held at the Harrison Auditorium, University Museum, 8 p.m. The Voting Rights Act, one of Dr. King's concerns, recently received an additional 25-year extension.

Hiring from Abroad: The Office of International Programs has prepared a written guide to hiring foreign personnel for the University community. Comprehensive but designed for quick reference, it covers such topics as hiring a foreign student, inviting an international visitor to give a lecture, and acquiring permanent residence for a tenured appointee. International Programs has distributed copies of Guidelines for the Hiring of Foreign Students and Scholars to numerous offices on campus. Those not having received them may call Ann Kuhlman or Ambrose Davis at Ext. 4661 to request a free copy.

SENATE
From the Chair

Tuition Benefits for Faculty Children

In opening last November's Senate meeting I observed that only an unwanted crisis would reconvene us before spring, that crisis occurred even before adjournment in the form of an intense division over the restructuring of tuition benefits for faculty children which was voted at that meeting. A special Senate meeting for informational purposes has been called for Wednesday, February 2, 1983, at which alternate proposals received before the December 21 deadline will be presented together with a fuller explanation of the proposal already nominally approved. In view of the minimum quorum at the Fall meeting and the importance of the issue to all faculty, the special meeting will be followed by a mail ballot (accompanied by an information sheet). The alternate plans will be presented only at the Senate meeting. The information presented there will be essential for the mail ballot. Shared governance works only if we participate actively. The Ad Hoc Committee on Tuition Benefits and the elected Senate Committee on the Economic Status of the Faculty have worked diligently. Please make every effort to attend.

— Murray Gerstenhaber

Special Senate Meeting: February 2, 1983 • 3:30 p.m. • 200 College Hall

National Graduate Ratings—and Rankings?

All five volumes of An Assessment of Research-Doctorate Programs in the United States are off press, and gleanings from advance copies have begun to appear—ranked and unranked—in national media.

With 16 different measures used by the evaluators, the Chronicle of Higher Education has been reporting consistently on four in its Fact File series, and leaving the programs unranked. (Their reports appear in the following issues: Math and Physical Sciences: September 29, 1982; Humanities: November 10, 1982; Engineering: December 1, 1982; Biological Sciences: January 12, 1983; and Social and Behavioral Sciences: January 19, 1983.)

This week The New York Times created two sets of rankings, however—using one measure, "reputation," chosen by the Chronicle but another, "publications," that does not appear in the Fact File. In the November 17 issue, the Times calculates a top ten for each of the disciplines surveyed, then extrapolates institutional rankings of "The Top-Rated Graduate Schools." All 32 programs are ranked for "reputation," but only 23 are ranked for "publications," representing articles published by the faculty; humanities programs were not measured by the latter on the ground that their members "tend to publish in books rather than articles."

Publications: In the Times tabulation, Pennsylvania is rated among the top ten under "publications," in a tenth-place tie with Yale, Stanford and Purdue, based on seven programs that reached top ten in publications in their disciplines: physiology (1st), cellular and molecular biology (3rd), microbiology (3rd), biochemistry (5th), history (6th), economics (7th), and physics (8th).

Other institutions that made up the top ten in "publication" were Berkeley (16 programs), Wisconsin (16), UCLA and Illinois (13 each), MIT (12), Minnesota (10), Cornell (9), and Washington and Michigan (8 each).

Reputation: By this measure (called "faculty quality" in the Chronicle) Penn had ten departments in the Times rankings, including five of the humanities programs, three in social and behavioral sciences, and two in biological sciences. The five in humanities: Spanish (2nd in the discipline), linguistics (5th in a tie with Berkeley), French (6th), Music (6th in a four-way tie with CUNY, Cornell and Michigan), and art history (9th in a tie with Bryn Mawr).

In the social and behavioral sciences were anthropology (4th in the discipline), psychology (5th in a tie with Berkeley), and economics (7th). The biological sciences programs shown were microbiology (5th) and physiology (5th in a tie with UCLA).

The cut-off point for the Times "institutional" top ten" was 14 programs. That list was made up of Berkeley (28), Stanford (25), Harvard (22), U.C.L.A. (18), Chicago and Princeton (17 each), Yale (16), Michigan (15) and Columbia and Wisconsin (14 each).

Not To Rank? The evaluators who led the (continued next page)
Policy Statement on Nondiscrimination

Over the past months I have been considering advice from many within the University community on whether to restrict the use of University placement facilities by organizations interested in recruiting our students.

After careful reflection, I have concluded that the wisest course is to assure that University placement facilities be available for use by any potential employer of University students, unless—in accordance with procedures of the University Career Placement Office—an investigation, following a complaint by a student, establishes that an employer has acted unlawfully in dealing with University students seeking employment.

The issues in this matter are extremely difficult because they involve conflicting principles. I am fully aware that different people on campus are strongly pulled in opposing directions by those differing principles, though it is somewhat heartening to note that one of the most serious clashes relates much less to ends than to the means to the realization of those ends. Thus, there has been little dissent from our intramural nondiscrimination policies; rather, disagreements have focused on (1) the extent to which the University should, and can with any practical effect, act as an agent of reform in the larger society, and (2) the extent to which, in affording access to its facilities, the University is implicated in practices that, although legal, are offensive to many in our community.

I have been most impressed by the depth of feelings and well-reasoned analyses expressed by students and faculty. The discussion in the University Council session last month was a particularly useful one. Basic principles were forcefully and eloquently expressed and the comments on the implications of applying those principles were thoughtful.

As the Provost stated at the Council session, he and I came to that meeting with working presumptions about several underlying issues. First, we presumed that the campus should be open, with minimum restrictions on access to our facilities. Second, we presumed that Penn should be very reluctant to take an institutional position on the restrictive employment practices of outside organizations if those practices are within the law.

As a corollary to our second presumption, we presumed that students should have access to the widest possible range of career as well as intellectual choices; we seek diversity both in our student body's composition and in the opportunities available to them. In our effort to accommodate this diversity, it was clear to us that we must work to establish and maintain a University environment in which diversity is encouraged.

As the Provost also stated at the Council meeting, we were open to arguments that might have controverted those presumptions. In fact, however, our inclinations in favor of our presumptions have been reinforced, not altered, by the comments in the Council's debate, as well as by those offered in the advice we have received from other sources.

The U.S. armed forces were a focus of attention during the past months because of their policies of limiting employment on the basis of sex, age, handicap, and particularly sexual preference. Those policies of the U.S. armed forces are not now illegal in Philadelphia or elsewhere. Like other employers whose policies differ from those established by the University for itself, the U.S. armed forces will, therefore, be allowed continuing use of the University's placement facilities.

At the same time, in order to promote maximum opportunity for Penn students, I will continue to urge that the armed forces review their restrictive employment policies, including those concerning enlistment and retention of homosexuals. I have already begun discussions with other universities and colleges looking toward development of a collective approach and will continue to encourage the American Council on Education to pursue its efforts on this issue.

I close by reaffirming my commitment to the University policies on nondiscrimination, which deal with the University's own conduct. I support those policies completely and will see that the University follows them.

—Sheldon Hackney, President

Ratings from page 1

$500,000 assessment made a conscious decision not to rank the programs, according to co-director Dr. Lyle V. Jones, professor and director of the L. L. Thurstone Psychometric Laboratory at the University of North Carolina at Chapel Hill. "We chose not even to rank even within disciplines, and not across disciplines for an index of strengths of institutions," he said, not only because not all schools offer all of the disciplines but because "we knew we had not exhausted all the possible measures."

He cautioned against using a purely graduate-level assessment for overall evaluation because it "far from perfectly relates to other measures of institutional quality—such as undergraduate instruction."

The Chronicle has been reporting the scores unranked, and chose scores that came from peer surveys conducted by the evaluating group as opposed to 12 others that came from data on size of faculty, library resources, research funding, graduates' employment, etc. A spokesman said the Chronicle is considering the development of rankings for the January 26 issue in which the first three measures—faculty quality, effectiveness, and improvement—would be averaged.

The ratings project was sponsored by the ad hoc Conference Board of Associate Councils, encompassing four national scholarly organizations: the American Council on Education, American Council of Learned Societies, National Research Council, and Social Science Research Council.

Although all five parts of the study are in print, the National Academy Press reports some delays in distribution of later volumes due to a computer breakdown which has just been cleared up. Each of the five reports is available at $10.50 each from the National Academy Press at 2101 Constitution Avenue NW, Washington, D.C. 20418. For all five ordered at once and prepaid or by purchase order, there is a ten percent discount.

Ed Note: Almanac does not have access to the full studies, and has intentionally made no rankings or extrapolations of its own based on media reports. Various members of the University have offered differing views on the measures appropriate to ranking. If members of the academic administration or the faculty wish to offer such rankings, indicating which measures they have chosen or averaged, Almanac stands ready to publish them.—K.C.G.

The Faculty Grievance Commission has a number of activities to report and comments to offer for 1981–82.

It should first be noted that a vast majority of cases are successfully resolved by the Ombudsman's office. Reaching the Faculty Grievance Commission is most frequently an indication of the seriousness of a grievance, although it may on occasion only reflect either party's unwillingness to negotiate.

Preparations for a hearing require a lengthy process of investigation and document gathering. Data routinely asked include salary information, lists of publications and vitae, administrative regulations and/or practices, all of which may concern at minimum a whole department and sometimes a whole school. Additional data are often requested during a hearing. Cases may be settled and the grievance withdrawn at any time and, whenever possible, the grievance commission tries to act as a mediator between the two parties.

Two grievances were formally heard during 1981–82. One claimed a lack of due process in tenure review proceedings, and the other rank and salary discrimination, harassment, vandalism and intolerable conditions of work. In each case, the Hearing Panel's report confirmed essential aspects of the grievances and made concrete recommendations to rectify the situation. For the most part, the Provost's office accepted the panel's recommendations, but their implementation has not been completed yet. Indeed, there can be no certain guarantee for grievance faculty that they will obtain the solutions they seek. Eight other grievances were either formally or informally filed. Two of them will be heard in the near future. One was settled informally. The others are still pending.

Are there any identifiable patterns that characterize all or most of these grievances? Several breakdowns can be attempted.

—In addition to one of the cases that were heard last year, four of the eight current grievances claim salary inequities. Two others concern the nature of the appointment (compounded in one by working conditions). The last two concern salary benefits and improper dismissal procedures. Clearly, alleged salary inequities come at the top of the list.

—Out of the ten grievances covered by this report, one was filed by a woman faculty member, one a minority faculty member, three by foreign-born faculty, and eight by white males—Exactly half of these cases came from two schools in the medical area, while the other half is distributed among four other schools in the university. The two cases that were heard last year, and the two that have already been scheduled for hearing this year, are from the medical area. This points to the particular sensitivity of the medical area, both in terms of numbers and seriousness.

The value of the Faculty Grievance Procedure does not rest solely on the fact that it provides a peer system to help resolve conflicts internally—an advantage which has perhaps not been sufficiently heeded until now. Because, by its very nature, the grievance procedure draws attention to deficiences or inconsistencies in administrative procedures or their implementation, it can also be a remarkable instrument of self-governance, as described in the Faculty Handbook, p. 73: "If the grievance proceeding uncovers an administrative action or practice that seemingly violated university procedures or otherwise led to inequitable treatment, it is the responsibility of the presiding officer to bring the matter to the attention of the chairman of the Senate and the provost.

Research Foundation: March 13

Proposals to the University Research Foundation will be due March 15, 1983. Special consideration will be given to younger faculty members and to proposals within those disciplines that have little access to external funding sources. A limited number of awards, typically under $3,000, will be funded during this cycle. Appropriate proposals might include:

- seed money for initiation of new research;
- limited equipment requests directly related to research needs (not including word processors or computer terminals);
- improved research opportunities for minorities and women;
- travel for research purposes only;
- publication preparation costs.

Proposals should take the form of mini-grant applications, three to five pages in length. The cover page of the proposal must include:

1. Name, Department, School
2. Title of proposal
3. Amount requested
4. 100-word abstract of the need
5. 100-word statement of the significance of proposed work for "intelligent layman"
6. Amount of current research support
7. Other pending proposals for the same project
8. List of research support received during the past 3 years.

The proposal itself should describe briefly the research and the specific needs which the proposed grant will cover. The budget should list and justify the specific items requested and, if possible, assign a priority to each item.

An original and ten copies of the proposal should be submitted to the Research Foundation, Dr. Elliot Stellar, 243 Anat-Chem/G3 (Ext. 5778). Late proposals will be held for the next award cycle.
SPEAKING OUT

After 40 Years, A BILL?

I write to express my abhorrence at recent considerations that would deprive me of the full tuition benefit for my children.

I have been at this University for 25 years, married late and have not heretofore benefited at all from tuition remission for myself or any of my family. In another 15 years, I will have children of college age whom I see no reason not to have educated at Penn. At that time, I will have served this university for 40 years and have brought to the University the literally millions of dollars in research grant overhead as well as many years of academic distinction in addition to paying the majority of my own salary from research grants over these years.

To be faced with a large tuition bill in the years when I face retirement would be a grievous insult as well as a serious financial handicap after years of salary handicap already suffered by our failure to maintain salary increases in pace with inflation at Penn. I do not see just reason that I should be thus further handicapped compared to my contemporaries because I have chosen to have my family late.

I urge the administration and our trustees to desist from this deplorable endeavor.

— P. A. Liebman, Professor of Anatomy, Med. and Director, Vision Research Center

Faculty/Staff 'Follies'

The University community is recognized for its rich diversity of faculty, staff and administrative personnel. There has not previously existed, however, a forum for their artistic endeavors.

We think that a revue, integrating personnel interested in the areas of theater, music, dance and technical production, would foster a greater unity and involvement in the University community and provide a showcase for these talents.

That's why a group of us are starting Frank-lin's Follies this spring.

A revue format seems ideal for full-time employees with our 40-plus hour work commitment and family obligations. In this type of production there's room for a wide variety of talent, onstage and off:
- musical and vocal selections (soloists, combos, chorus, bands)
- dance routines
- dramatic pieces
- comedy and magic acts
- promotion
- set design and construction
- costume and makeup
- ushering
- writing
- ticket sales.

Individual acts will rehearse separately, with periodic production supervision and creative consultation. During production week, all members of the revue will participate in the coordination of the show. The curtain is scheduled to go up Friday and Saturday evenings, April 22 and 23. Individuals interested in any aspect of the show are invited to attend one of the organizational meetings to be held February 2, 5 p.m., or February 4, noon, College Hall 200.

Elizabeth A. Greco
Staff Assistant to the Vice Provost for University Life
Marjorie J. Weiss, Assistant to the Director, Wharton Alumni Affairs

Lag In Posting Social Security

The Comptroller's office has been informed by several members of the University faculty and staff that their individual social security accounts do not reflect the earnings which were reported on their behalf to the Social Security Administration by the University for calendar years 1979 and 1980. We have had extensive conversations with the main office of the Social Security Administration in Baltimore, Maryland, and with this area's Regional Commissioner and her staff. We have been informed that the Social Security Administration has received the earnings statements from the University, but that their individual account postings lag by up to three years because of systems problems which they hope to rectify in the near future. Indeed, a number of faculty and staff members have had their accounts posted, and we have been assured that, ultimately, each individual participant in Social Security will have the proper earnings credit.

We encourage each member of the faculty and staff to request from the Social Security Administration a statement of their earnings at least biannually. Forms entitled "Request for Social Security Statement of Earnings" should be used for this purpose. The Payroll Accounting Office, 116 Franklin Building, has a limited supply of these forms available; forms are also available at most U.S. Post Offices and local Social Security Administration offices. Alternatively, an individual may address a letter to the Social Security Administration, P. O. Box 57, Baltimore, Maryland, 21203, requesting his/her statement of earnings. You must include your name, address, social security number, date of birth and your signature on the letter or card.

The Comptroller's office will continue to monitor the current problem and inform the University community of any new developments.

— Alfred F. Beers
Comptroller

Managing People: A Departure

In a reversal of the usual spin-off from credit curriculum to noncredit continuing education, the Graduate School of Education's new spring term course on Managing People (Education 508) grew out of executive training programs offered for some 5000 professionals through the Wharton School's Management and Behavioral Science Center.

Dr. Charles Dwyer, who teaches the course, is director of the Center as well as associate professor of education and president of the Lindbeck Society.

Another departure: GSE actively recruited University administrative staff to enroll for credit or audit, advising them to check Personnel Benefits for staff scholarships covering tuition. According to Jane Friedman, GSE recruiting director, final registration figures are not in but registration was heavy from throughout campus, with A-I staff choosing the course's first section—Wednesdays noon to 2 p.m.—over the same day's 1-2 p.m. option.

A Home for AAUS

The American Association of University Students has established its national headquarters at Penn, in a small office in the basement of the Quod's McIlhenny Hall. Described as the first "student think tank" on improving education, the four-year-old AAUS is composed of student delegates from 61 member colleges who convene each year.

The need for a national office became apparent during the April 1982 conference. The University was chosen for both its location and resources and its association with several Penn students who were instrumental in founding AAUS, notably Leonard Ginsburg, now a fourth year medical student.

Its new executive director is Jeff Katz, a Washington University graduate in political science and history. He describes the national office as a communications link with other campuses, with newsletters that will help tie together six national regions. In addition, the facility will house a growing library of information pertaining to student life. Research projects with published results will be another priority.

The first major research project is a comprehensive study of student governments. Detailed questionnaires will provide the basis for subsequent statistical analyses. Mr. Katz said that the level of activity fees available for student government may strongly determine its effectiveness. He anticipates published results by May 1. His office will promulgate information about effective or innovative programs that might interest other schools.

Mr. Katz sees AAUS as evolving into a problem-solving capacity. Sharing research results may be the first step. He stresses the commitment to research and communication as opposed to political goals: the organization neither protests nor lobbies.

Another commitment is developing financial support. The AAUS budget comes from the student governments of member colleges. Energies will be directed toward national fundraising from private foundations and individuals who have an interest in supporting education and students, the executive director said.

The original group of students, who became known as "The Little Eleven," may not have anticipated the breadth and scope of a national organization. From the Ivy League schools, to colleges in the U.S. and Canada, they met at Columbia in 1978 to talk about bettering their education. The first intercollegiate conference was held at Penn; and those at Harvard and Duke followed. Since then, the organization has grown rapidly to include colleges in the U.S. and Canada.

ALMANAC. January 18, 1983
Academic Calendar
January 18 Final day for registration

Children’s Activities
Film Series
January 22 The Electric Grandmother: Flyaway Dove
January 28 Alexander the Great
The Saturday children’s film series is free. Films are screened at 10:30 a.m., Harrison Auditory, the University Museum.

On Stage
January 21 The Performing Arts Repertory Company of New York’s Freedom Train, 10:30 a.m. and 12:30 p.m., Irvine Auditorium (Year 102 Events).

Recreation Classes
January 22 Classes in swimming and fencing begin and continue for six weeks (Department of Recreation). Information: Helene Hamila, Gimbel Gym, Ext. 6402.

Conferences
January 29 Your Veterinarian and Your Dogs, Thirteenth Annual Symposium of the Veterinary Hospital of the School of Veterinary Medicine. Information: Ext. 8862.

Coursework and Training Workshops
January 20 Stereotyping: Prejudice, and Racism, presented by Dr. Omeice Leslie, School of Social Work; Morris Lounge, Upper Quad (The Quad—Year 102 Events).

Exhibits

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


Through February 18 Letters, diaries, books, manuscripts of Horace Howard Furness and his son, marking the fifteenth anniversary of the Furness Shakespeare Library. Rosenwald Gallery, 6th floor, Van Pelt Library.

Through Fall 1983: The Japanese: Wanderers in their Own Land; Sharp Gallery, University Museum.

Ongoing The Egyptian Museum: Secrets and Science, Poly题主, University Museum.

January 19—February 11 Paintings and Sculpture by Dina Wind. Faculty Club. Opening reception, 4-6 p.m., January 19 in the lounge.

Gallery Hours
Faculty Club 36th and Walnut Streets. Monday-Friday 9 a.m.—9 p.m.
Fine Arts Library 6th floor, Van Pelt Library.
Iowa Gallery 34th and Walnut Streets. Tuesday—Thursday, Friday 10 a.m.—3 p.m., Wednesday 10 a.m.—5 p.m., Tuesday 6 p.m.—8 p.m.
Van Pelt Library Monday-Friday 9 a.m.—6 p.m. except holidays. Rosenwald Gallery, Monday-Friday 9 a.m.—5 p.m.

Guided Gallery Tours
January 22 Meenaghiana
January 23 Africa
January 28, 30 Ban Chang
These Saturday and Sunday tours are free and begin at 1 p.m. at the main entrance of the University Museum. Information and to arrange for group tours: Ext. 4015.

Films
Exploratory Cinema
January 28 Groupies Films begin at 7:15 and 9:30 p.m., Studio Theatre, Annenberg Center, Admissions: $3, students $2.

GSAC Film Series
January 21 Phantom of Liberty
January 28 Three Penny Opera

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

PUC Film Alliance
January 20 Diner
January 27 Quadrupled.
Unless otherwise indicated, all films are screened at 10 a.m., Irvine Auditorium. Admission: $2.

Penn Union Council Movies
January 22 Star Trek II: 7:30, 9:45, 12
January 28 You Only Live Twice: 7:30, 12 p.m.; Live and Let Die: 9:45 p.m.

January 29 Wanda Whips Wall Street (Os, 8, 10, 12 p.m. Subject to change) All shows in Irvine Auditorium. Admission: $1.50. Information: Ext. 4444.

Year 102 Films
January 21 Roots: The African (episode 1) 8 p.m., North Campus Common Room, Nichols House (North Campus Residence).
January 28 Roots: The Slave (episode 2) 8 p.m., North Campus Common Room, Nichols House (North Campus Residence).

Meetings
Trustees
January 20-21 Full Board Meeting, 2 p.m., Bodek Lounge, Houston Hall.

Music
January 22 The University Museum presents the Collegium Musicum Concert with liutist Karen Meyers, 2 p.m., Lower Egyptian Gallery, University Museum.

On Stage
Through January 23 The Philadelphia Drama Guild’s Talley’s Folly, comedy and love story by Lanford Wilson, wins the Pulitzer Prize and New York Drama Critics Circle Award; Zellerbach Theatre, Annenberg Center. Tickets: Information: Ext. 6791.
January 21 A Night at the Light Opera. Penn Singers, 8 p.m., Harrison Auditorium, University Museum. University Museum admission is $4.50, $3.50 for members, $2.50 for students and senior citizens. Information: Ext. 4000.

Special Events
Through January 30 Egyptian Crafts at Museum Shop, including pewter-washed copper, gold, vermeil and silver jewelry, papyrus paintings, hand-woven wool hangings, cotton appliqué work, ceramic figures, and chocolate shawati figures.

January 21 Special Commemorative Ecumenical Eucharist in honor of Martin Luther King, Jr.; 12:10 p.m., Chapel of Recollection, 2nd floor. Christian Association Building (The Christian Association).

January 22 EAA Founder’s Day Program & the University Founders Day, 11 a.m., University Museum. Founder’s Day, noon reception in the Chinese Rooms; 12:45 p.m. lunch and Award of Merit presentations in the Upper Egyptian Gallery, University Museum. $20 for luncheon. Alumni Relations: Ext. 7811.

Weighman Society Family Day, University Founder’s Day. pre-game sports clinic, buffet supper, free throw contest for children of alumni; Penn—Illinois basketball.

January 24 Martin Luther King Commemorative Celebration, speaker Julian Bond, Georgia State Senator; 8 p.m., Harrison Auditorium, University Museum.

January 25 Alumni Hall—Orchestral Lunch, a la carte, 11:30 a.m.—1:30 p.m., Faculty Club.

Centennial Community Volunteer Fair sponsored by the Student Volunteer Center, 11 a.m.—4 p.m., West Lounge, Houston Hall.

January 26 French Dinner, a la carte, 5:30—8 p.m., Faculty Club.

January 29-February 4 Tu B’Shvat Celebration, the “New Year of Trees,” 10 a.m.—4 p.m. at the Morris Arboretum: exhibits of Israel’s trees, guided tours, a film, and a seed planting activity for interested groups. Reservations: 242-3399.

Sports (Home Schedules)
January 18 Women’s Basketball vs. La Salle, 7:30 p.m.
January 19 Men’s and Women’s Swimming vs. Cornell, 3 p.m.

January 20 Men’s Squash vs. Stonebruky, 3 p.m.
Women’s Basketball vs. Lafayette, 7:30 p.m.

January 21 Men’s Swimming vs. Villanova, 1 p.m.
Women’s Squash vs. Trinity, 2 p.m.
Men’s Basketball vs. Illinois (Chicago Cir.), 5 p.m.

January 22 Men’s Basketball vs. St. Joseph’s, 7:30 p.m.

Men’s Squash vs. Navy, 1 p.m.

January 24 Men’s Varsity Wrestling vs. Princeton, 7:30 p.m.

Locations: Gimbel Gym Men’s and Women’s Swimming: Palestra; Men’s and Women’s Basketball: Ringe Courts; Men’s and Women’s Squash: Weighman Hall; Men’s and Women’s Fencing:

Information: Ext. 6128.

Gifted Students Program
The language programs offered by CGS for gifted youth grades 7-10 to supplement their regular school programs will begin the first weekend in February. The English Language: Roots and Meanings and Intensive German: Introduction to the German Language will be offered on Saturdays while Latin: Key to Language Proficiency will be taught on Sundays. For more information and to register call Bruce Robinson at Ext. 3526.
**Talks**

January 10: Empathy and the Empathic Response; Dr. David M. Sachs, training and supervising analyst, Institute of the Philadelphia Association for Psychoanalysis; 10:45 a.m., Conference Room 1152, Gates Pavilion, HUP (Student Health Service, Psychiatry Section Guest Lecture Series).

Attention Deficit Disorder in a Young Adult: the Spectrum of ADD/Hyperactivity; Marshall Schottenstein, professor of psychiatry, 11:30 a.m., Medical Alumni Hall, HUP (Department of Psychiatry).

Computer Applications for Describing New Fragrances and Flavor Compounds; William Brugger, International Flavors and Fragrances, Union Beach, New Jersey; 11:30 a.m., Morrell Center (Morrell Chemical Sensors Center).

Physiological Changes During the Sleep-Wake Cycle: Dr. Joan Hendricks, Veterinary School; 12:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Seminar).


January 19: Lane Kendig, planner and co-organizer of Performance Zones; 6:30 p.m. (Department of Architecture).

Art Forgery: Scientific Defense; Stuart Fleming, scientific director, MASCA; 8 p.m., Rainey Auditorium, University Museum (Archaeological Institute of America).

Image Scavengers: Painting and Photography, a lecture/discussion led by photographer Barbara Kruger, 8 p.m., Fine Arts Auditorium (ICA).

January 20: A Walk and Lecture for Birdwatchers: Victoria Island and China: Oskar von Hauzer, University of Freiburg; 11 a.m., Room 2, University Museum (South Asia Regional Studies Seminar).

Europe's Changing Approaches to Health Care of the Elderly; Bernard S. Bloom, associate professor, School of Dental Medicine; 3:30 p.m., Room III, Nursing Education Building (Center for the Study of Aging Faculty Seminar Series on Aging).

Oscillatory Construction and Cross-Bridge Cycles in Insect Flight Muscles: David White, department of biology, University of York, England; 4 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology).


January 23: Darwinism: Theory and Practice; William Montgomery, American Philosophical Society; 4 p.m., Room 107 Smith Hall (History and Sociology of Science).

Classicism and Innovation; Bob Maxwell, dean, School of Architecture and Urban Planning, Princeton University; 6:30 p.m. (Department of Architecture).

January 25: Bronchopulmonary Effects of Propaqolinium, Thromboxanes and Leukotrienes; Dr. Martin Weissman, department of pharmacology, Smith, Kline & French Laboratories; 12:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Physiology Seminar).

A Sense of Place; Lee G. Copeland, dean, Graduate School of Fine Arts and Paley Professor; 1:30 p.m., Faculty Club (Faculty Tea Club).

Industrial Research and Development Management: Facts of Life; Albert R. C. Westwood, director, Marzetti Marietta Laboratories; 4 p.m., Auditorium, LRSM (Materials Science and Engineering, Engineering, LRSM).

January 30: The Temples of Angkor Wat: Gillian Sanders, professor of political science; 4:30 p.m., Room 305, Philadelphia Museum (Philadelphia Student Struggle for Soviet Jewry).

On Art and Architecture of the Ancient World; Dr. Stuart Kaufman, associate professor, department of biochemistry; 3:30 p.m. (Center for the Study of Aging Faculty Seminar Series on Aging).

John Collins, landscape architect; 6:30 p.m. (Department of Architecture).

**Winter Wonderland Walk**

While winter landscapes may initially seem empty, the University's Morris Arboretum has a program to show what's there. On Saturday, January 22, at 2 p.m., education intern Peter Daly will lead a guided tour to help visitors uncover the beauty and interest of the Arboretum affords in winter. This one-hour walk will focus on shapes, branching patterns, twig textures and bark colorations, emphasizing the ways they can be used to provide winter interest in residential gardens.

A free hot drink will be served after the tour, which is also free with Arboretum admission. $10 adults, $5 seniors and children. The tour group will meet at the Visitors' Pavilion on Hillcrest Avenue, between Germantown and Stanton Avenues, in the Chestnut Hill section of Philadelphia. For more information: 247-5777.

**Image Scavengers: Painting and Photography, a lecture/discussion led by photographer Barbara Kruger, 8 p.m., Fine Arts Auditorium (ICA).**

January 27: Buddhism in North Thailand; Donald Swearengin, professor of religion, Swarthmore College; 11 a.m., Room 2, University Museum (South Asia Regional Studies Seminar).

Phosphorous Nuclear Magnetic Resonance (P NMR) in melanoma; Britton Chance, director, Johnson Research Foundation School of Medicine; 11 a.m., Alumni Hall, 1st floor, Towne Building (Department of Bioengineering, School of Engineering and Applied Science).

The Black Bourgeoisie Revisited; Martin Kikon, professor of government, Harvard University; 4 p.m., 6th floor, Van Pelt Library (Afro-American Studies Program).

Co-transport of Na+, K+ and Cl- in Mammalian Red Cells; Philip Dunham, department of biology, Syracuse University; 4 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology).

Readings and Recitations: Nikki Giovanni, poet, recording artist, lecturer; 8 p.m., Harold Prince Theatre, Annenberg Center (Connaissance, Grove Phi Grove Social Club).

January 19: The Empathy Project: Albert M. Bandura, professor of government, Harvard University; 11:15 a.m., University Museum (South Asia Regional Studies Seminar).

Human Rights after Brezhnev; Alvin Rubenstein, professor of political science; 4:30 p.m., Room 305, Philadelphia Museum (Philadelphia Student Struggle for Soviet Jewry).
Job descriptions and qualifications are listed only for those positions which have not previously appeared in *Almanac*. Positions which have appeared in a previous issue are listed by job title, job number and salary to indicate that the position is still available. Listings are condensed from the personnel bulletin of January 17 and therefore cannot be considered official. New listings are posted Mondays on personnel bulletin boards:

- Anatomy-Choodmy Building near Room 358; Support Staff
- Franklin Building; near Personal Room (130)
- Johnson Pavilion: first floor, next to directory; Law School
- Logan Hall: first floor, near Room 117;
- LBST: first floor, opposite elevator; Richards Building: first floor, near mailroom;

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

Administrative/Professional Staff

Applications Programmer/Analyst II (5276) $18,350-$22,600.
Applications Programmer (C0802).
Archivist (C0911)$16,350-$22,600.
Assistant Director Librarian II (5260)$18,725-$25,000.
Assistant Director III (C0893)$18,350-$22,600.
Assistant Director III (5373) responsible for the daily operations of the Executive Office program including administration of budget, personnel and payroll for faculty, staff and T.A.'s, recruiting students, services publicity, admissions and annual giving; cost analysis for various executive education programs (master's degree, preferably MBA, five years' experience, maturity and ability to work well with executive level students, faculty and staff; management experience) $16,350-$22,600.
Assistant Director IV (5298).
Assistant General Counsel (2 positions) (5328).
Assistant Treasurer (5210). Associate Director (5191)$16,350-$22,600.
Building Administrator (5367) responsible for the maintenance, security, safety, and physical plant operation of the combined facilities of the College of General Studies, including a large three building complex, complex field station, botanical gardens, temporary housing and storage locations (degree with special training in the life sciences, three years' experience with maintenance procedures of structural, mechanical and electrical systems) $14,500-$19,775.
Chief Electrician (5384) $14,500-$19,775.
Coordinator I (5372) confers with principal investigators in conducting research; constructs models; analyzes and determines significance of surveys, questionnaires or data (knowledge of landscape architecture, city planning, two-four years' experience in library research, designing and analyzing questionnaires and producing final reports for principal investigators) $12,160-$16,400.
Coordinator III (5338) $14,500-$19,775.
Director, Admission Medical School (5362).
Director of Fraternity/Sorority Affairs (5297) $16,350-$22,600.
Director, University of Pennsylvania Press (50007).

Librarian I or II (2 positions) (5215) (4060) Librarian I $12,160-$17,600, Librarian II $14,500-$19,775.
Librarian I (5215) (4060) Librarian I (degree with general reference functions including information and bibliographic service; participates in library orientation and instruction programs; conducts automated retrieval searches (MSL from an ALA-approved program, strong background in social sciences or humanities with advanced degree, second language; Librarian II requires minimum two-three years' experience in academic reference work) Librarian I $13,100-$17,900, Librarian II $14,500-$19,775.
Manager II (5074) $14,500-$19,775.
Manager of Bequests (5353).
Manager, Employment Office (5352).
Manager, Museum Sales Shop (5300) $13,100-$17,900.
Manager, Program Analyst I (5295).
Manager, Program Analyst II (C0806) $16,350-$22,600.
Manager, Project Coordinator (5092) $16,350-$22,600.
Research Coordinator (C0908) $14,500-$19,775.
Research Coordinator: (50007) (two positions) serves various departments (degree, knowledge of questionnaire design) $14,500-$19,775.
Research Coordinator II (50008) $14,500-$19,775.
Research Coordinator I (20007) assists in drug company study, prepares tables and edits work for reports, maintains data management systems, codes questionnaire diseases and oversees administrative details of project (degree, knowledge of questionnaire design) $14,500-$19,775.
Research Specialist I (50018) $13,100-$17,900.
Research Specialist I (20007) designs and drafts protocols, prepares documents, maintains files, devises of radioactive materials (one-three years' experience, graduate work, master's degree preferred) $13,100-$17,900.
Research Specialist II (C0847) $14,500-$19,775.
Research Specialist III (1 position) $16,350-$22,600.
Research Specialist IV (5285).
Senior Research Coordinator (C0756) $16,350-$22,600.
Staff Assistant Director (5179) $12,160-$16,400.
Staff Writer/Researcher (5378) researches, writes and oversees production of press releases, responsible for updating all standard press kit materials, responds to press calls for information, maintains photo files, assists in preparation of internally distributed information (degree with a major in journalism or English, experience on newspaper or publications, ability to perform news and feature writing, proficiency in journalism, publication make-up, editing and story production) $12,000-$16,100.
Staff Writer, Research (5293) responsible for assisting the editor of an alumni magazine in all functions; researches and writes all regular departments of magazine plus feature stories as assigned, liaison with publications office and the alumni association office as well as the alumni office, copy edit, maintain and update circulation file, writes in-house newsletter (degree, two years' experience in production scheduling, writing, editing, and editing in academic setting ability to work accurately under deadline pressure) $14,500-$19,775.

Support Staff

Accounting Clerk (5376) maintains files, enters data through CRT, answers questions and inquiries regarding personal, student and/or other accounts; reconciles vanpog bank and types memos and letters (high school graduate, familiarity with University budget system) $8,725-$10,725.
Administrative Assistant I (5307) $9,150-$12,250.
Administrative Assistant II (2 positions) (5355) $10,575-$13,100.
Clerk, Store (5370) packs and ships returns to vendors; price goods, keeps records of returns and assists in housekeeping operations necessary to keep stockroom and/or nearby areas orderly; responsible for communication of stock level information to appropriate buyer and for pricing and stocking of merchandise (high school graduate, one year's experience in retail sales, knowledge of customs and practices in the field) $7,725-$9,300.
Collection Assistant (5484) $9,925-$12,250.
Coordinating Assistant I (5377) mails and distributes bills to students, assists bills according to financial aid, school and university rules and procedures; work; master's degree preferred) $13,100-$17,800.
Secretary I (1 position) $8,775-$10,725.
Secretary III (6 positions) $9,375-$11,500.
Secretary IV (5365) serves as secretary to department of Print Shop, types, deals with public, University personnel and student customers; secretarial training, five years' experience, basic computer training in word processing, attendance at department meetings (degree, five years' experience, typing speed of 75 words per minute, excellent command of the English language) $10,350-$13,400.
Secretary, Technical Process Processing (50025) learns elementary programming during working hours, files and prepares listings of incoming manuscripts; assists in preparation of distribution of research reports and trip and travel updates; updates computer files and computer mail, uses computer terminal for word processing (at least six months' word processing experience, ability to create grammatically correct letters from verbal directions; ability to work for several users on any type of task) $9,925-$12,250.
Secretary, Administrative (5350) $12,775-$16,050.
Secretary, Administrative (50007) $9,925-$12,250.
Secretary, Union Wages (50025) $9,375-$11,500.
Technician, Materials Control (50090) $11,250-$14,975.
Technician, Radiology (5252) $12,775-$16,050.
Technician, Veterinary Anesthesia (5355) $11,250-$14,975.
Temporary Secretary (2 positions) (5351) $11,250-$13,775.

Part-Time Positions

Administrative/Professional Staff

(12 positions) hourly wages.

Support Staff

Permanent Employee (12 positions) hourly wages.

DEATHS

Mary Jane Love, a former secretary, died January 21 at the age of 75. She was born in 1916 in Philadelphia, Pennsylvania, and was employed as a secretary in the University's Office of the Secretary of the University. She is survived by her husband, Dr. Ansel P. Swain.

Kathryn Swart, a retired food service worker, died January 5 at the age of 75. She worked as a receptionist in the Medical Library and was employed for many years in various positions at the University. She is survived by her husband, Richard Swart.

To Report a Death

Almanac receives most of its obituary notices through the Office of the Chaplain, which is the central office for reporting deaths in the University family. The Chaplain's Office can assist families in a number of ways including various notifications to personnel benefits staff. For advice or assistance, contact Mrs. Una Deutsch, Houston Hall/CM, Ext. 8456.
Volunteers Needed for Committee Service

To the University Community:

Once again the Committee on Committees begins its work with an invitation to the faculty and administrative staff to nominate themselves and their colleagues for service on University committees.

We will be spending most of the spring term assembling lists of prospective members who are most interested in and most qualified for service on the 17 key committees listed here. They are the advisory bodies which will help shape academic/administrative policy, administer certain all-University projects, such as faculty awards and honorary degrees, and assist operations, such as the bookstore and libraries, to be of greater service to the campus.

To make our committees effective we need to consider the largest possible pool of candidates with the broadest range of experience and viewpoints. Before submitting your own name or that of a colleague, you may wish to have a better understanding of the work being done by a particular committee. One way to obtain such information is by reviewing the committee reports which have been published in Almanac (see October 19 issue).

Except where noted, all of the committees listed here are open to both faculty and staff. We plan to submit our recommended committee membership lists to the Steering Committee in late April. In order that we may meet this deadline, we ask you to make your nominations by February 1.

The 1983 Committee on Committees
June Axinn, ex officio
Jonathon David
Roselyn Eisenberg
Peter J. Freyd
Judah Goldin
Joan I. Gotwals
Robert Inman
Catherine Marshall
Russell Muth
Constantine Papademetriou
David P. Pope, Chair

Committees and Their Work

Bookstore considers the purposes of a university bookstore and advises the director on policies, development, and operations.

Committee on Committees, organized on a calendar-year basis with most of its business conducted during the spring term, fills vacancies on the committees under its purview, oversees and evaluates their work, and presents lists of potential committee members to the Steering Committee of the University Council for its consideration.

Communications has cognizance over the University's communications and public relations activities.

Community Relations advises on the relationship of the University to the surrounding community.

*Disability Board continually evaluates the disability plan, monitors its operation, and oversees the processing of applications for benefits and the review of existing disability cases.

Facilities keeps under review the planning and operation of the University's physical plant and all associated services.

*Faculty Grants and Awards recommends policy on University research grants to faculty members, reviews applications for these grants, and recommends those which should be funded.

*Honorary Degrees does most of its work during the fall term; solicits recommendations for honorary degrees from faculty and students and submits nominations to the Trustees.

*International Programs is advisory to the coordinator of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs, and cooperative undertakings with foreign universities.

Library is advisory to the director of libraries on policies, development and operations.

Personnel Benefits deals with the benefits programs for all University personnel. Special expertise in personnel, insurance, taxes or law is often helpful.

Recreation and Intercollegiate Athletics has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics; advises the athletic director on operations and recommends changes in policy when appropriate.

*Research is cognizant of research policy and the research environment, including the distribution of indirect costs and the assignment of research funds.

Safety and Security considers and assesses the means to improve safety and security on the campus.

Student Affairs has cognizance of the conditions and rules of undergraduate and graduate student life on campus.

Student Fulbright Awards, active early in the fall, evaluates applications from graduating seniors and graduate students and makes recommendations to the Institute of International Education, which awards Fulbright grants on behalf of the State Department.

Undergraduate Admissions and Financial Aid has cognizance over undergraduate recruiting, admissions, and financial aid matters that concern the University as a whole but are not the specific responsibility of individual faculties.

*Open to faculty only. One or more administrators serve as liaison to most of these committees.

Mail to: Committee on Committees, Office of the Secretary, 121 CH/CO

Committee ____________________________
Candidate ____________________________
Title or Position _______________________
Campus Address _______________________

Committee ____________________________
Candidate ____________________________
Title or Position _______________________
Campus Address _______________________

Committee ____________________________
Candidate ____________________________
Title or Position _______________________
Campus Address _______________________

ALMANAC, January 18, 1983