Mail Ballot: A Record Vote and the Outcome

Over half the standing faculty voted in the Faculty Senate's mail ballot on tuition benefits for faculty children that ended a week ago Monday, and over half of those voting preferred a constant-cost benefits package. Talled Tuesday afternoon, the total return on 1810 ballots was 976—of which 47 were received late and 17 not in the proper envelopes.

The tabulation of the resulting 912 total, and its interpretation by Senate Chair Murray Gerstenhaber and Economic Status Committee Chairman Samuel Preston, appears on page 5 of this issue.

In a press conference following the Economic Status Committee's meeting with Provost Thomas Ehrlich on Thursday, the two men called the combination of 56.1% for constant cost, and 15.1% for reduced cost a "decente" vote for restructuring the benefit. In Part II, where faculty were to choose among three constant-cost options, 48.4% backed the plan adopted 39-11 at the Senate Fall Meeting November 17—which calls for moving in five years to 75% tuition for children at Penn, and 40% of Penn tuition for children elsewhere—and 32.5 favored a speed-up to the 75/40 package.

Responding to the concern of the 27.4 percent who are believed to have favored the increased cost option in Part I because they see a "serious and unexpected financial setback" in adoption of Plan A.1, Drs. Gerstenhaber and Preston urge the administration, in their statement, to consider a "guaranteed subsidized loan policy"—with subsidy footnoted as use of the University's borrowing-and-collection capacity to achieve favorable rates for individuals. (Ed. Note: the statement on page 5, minus the footnote, was distributed as an Almanac special bulletin to University buildings on Friday. The text published here supersedes the bulletin as the Senate's report of record.)

The administration is expected to publish a response next week. At Thursday's press conference, Dr. Preston said that Vice President Paul Gazzarre's statement published February 8 indicated in advance that the administration would accept a constant-cost restructuring.

Two Pregnancies from Penn In Vitro Project

Two women from the Delaware Valley have achieved pregnancy, and six more are at or near the pregnancy-test stage, in the Department of Ob/Gyn's in vitro fertilization program that began accepting patients last May.

At a press conference last Wednesday, Dr. Richard Tureck described the process in which a petrie dish becomes the "surrogate fallopian tube" for women whose tubes are absent or damaged. Drs. Luigi Mastroianni and Celso Ramon Garcia also detailed some of the nonmedical factors surrounding the few U.S.

(continued next page)
The Women’s Faculty Club invites nominations for programs that are pioneering in in vitro fertilization despite a cut-off of federal research funds for such work in this country.

The two programs in the Penn program are the first in the tri-state area, and if births result next August or September, they would join about a dozen “test tube babies” in the world, most of them from Great Britain and Australia. In the U.S., there are projects at Norfolk, Vanderbilt, the University of Texas at Houston, Columbia University, USC, Yale and Cornell, with births and pregnancies reported from several.

At Penn, 60 women have been treated since May, 20 of them since January when the program stepped up its enrollment and the criteria for candidates. (It now accepts married couples in which the wife is under 39 and has accessible ovaries, and the husband has a normal sperm count.)

The program has also established a cost range—$2500 to $3000—for the fertilization treatment. (The fertilization treatment is not covered by Blue Cross, Dr. Mastroianni noted, but physicians are trying to make the case.) The cost at Penn is about half that reported elsewhere in the U.S.—in part because the Penn physicians donate their time.

More than two dozen people from several departments and health care units make up the in vitro fertilization team at HUP, where Dr. Tureck heads the project under the auspices of the Department of Obstetrics and Gynecology. The five key physicians are Dr. Tureck, an assistant professor of OB/GYN who came here four years ago to start the program; Dr. Mastroianni, who is William Goodell Professor and chairman of the OB/GYN department; Dr. Garcia, William Shippen, Jr., Professor and Director of Human Reproduction; and Dr. Luis Blasco, associate professor, and Dr. Steven J. Sondheimer, assistant professor, both in the department’s division of reproductive endocrinology and infertility.

Working with the doctors, Nurse-Coordinator Deborah A. Schaefer and I.V.F. Nurse Practitioner Linda Ferkle prepare patients for the procedure. In vitro secretion of the follicle is an ovum—surgically, not a high-risk procedure for the woman. Screening, and after the removal of the follicular mat are by laparoscopy—a day-surgery procedure with entry via the navel—and the implantation after fertilization is by a procedure similar to the Pap test. Thus it is “physically relatively benign,” in Dr. Mastroianni’s words; but the emotional needs of couples seeking and/or undergoing the treatment led Penn to include a clinical social worker on the team. In vitro fertilization is not expected to supersede the tubal ligation surgery that has been the only recourse until now for women with damaged or absent tubes, but is the last resort where tuboplasty is not indicated or has not worked.

Whereas unassisted conception has about a 25 percent success rate per cycle, the Penn team and other U.S. researchers are projecting 15 to 20 percent, and are quick to point out the normal risk of aborting or miscarrying at later stages as with any other pregnancy. At the University Hospital, the team projects being able to handle five treatments a week, and will take patients on a first-come, first-serve basis. Couples who do not achieve conception on the first cycle can try again—and Dr. Tureck expects that some of those in the program who tested negative the first time will try again.

Specialists in fertility do not regard the treatment as either “experimental” or “controversial,” despite the interruption of federal funding. Dr. Garcia said. He is president of the more than 7000-member American Fertility Society whose board of directors passed a resolution a year ago:

In view of the current rate of success in programs of in-vitro fertilization, it is the sense of the Board of Directors of The American Fertility Society that in appropriately staffed and equipped institutions that have demonstrated proficiency and success, in-vitro fertilization must now be recognized as the acceptable treatment for achieving pregnancy for couples whose wives have absent or irreparably damaged fallopian tubes.

The full membership then passed unanimously a further motion:

Previously an advisory committee formed by the Department of Health and Human Services has reported favorably on the ethics of in-vitro fertilization. To date no action has been taken by Health and Human Services on this report.

In view of recent studies, the members of The American Fertility Society believe the Department of Health and Human Services should reestablish research grants to further improvements in techniques for in-vitro fertilization and embryo transfer.

Leaders of the AFS have discussed the resolution with President Reagan’s science advisor, hoping to detach its fate in the Oval Office from the political controversy on termination of pregnancy. “These are two very different things,” he emphasized. “For couples desperate to have children, this difference is very clear.”

For both couples now expecting their first children through in vitro fertilization here, the response was described by Dr. Mastroianni as “ecstatic.” For the treatment team, the bottom-line adjective was “elated.”

The Women’s Faculty Club invites nominations for the 1983 Alice Paul Awards in three categories: senior undergraduate, advanced student in a Ph.D. program, and advanced student in a professional program. The awards honor women students who have contributed significantly to the University. Nominations will close on March 11, 1983. Please send letters of nominations and support to Dr. Ann Matter, 106 Logan Hall/CN.

The Psychological care of patients falls to Dr. Andrea Boxer, the clinical social worker assigned to the group from the Mudd program in human behavior and reproduction at Ob/Ob/Gyn. Also from the Mudd Suite are the consulting services of Dr. Karl Rickles and Dr. Ellen Freeman, director and staff member, respectively, of the division of human behavior and reproduction.

Over twenty years of fertility research at Penn lies behind the introduction of in vitro fertilization treatment, including successful births in rats and rabbits as part of the clinical research program. A number of past breakthroughs have converged to make the technique successful for humans: success with fertility drugs, temperature and ultrasound assays and other advances enabling the care team to remove follicular matter from the ovary at the precise time of ovulation, closely controlling temperatures of environment and equipment; fertilize it in the petri dish as the body would in the fallopian tube; and return the embryo to the woman’s body where the pregnancy resumes its traditional course in the womb.

Surgically, it is not a high-risk procedure for the woman. Screening, and later the removal of the follicular matter are by laparoscopy—a day-surgery procedure with entry via the navel—and the implantation after fertilization is by a procedure similar to the Pap test. Thus it is “physically relatively benign,” in Dr. Mastroianni’s words; but the emotional needs of couples seeking and/or undergoing the treatment led Penn to include a clinical social worker on the team. In vitro fertilization is not expected to supersede the tubal ligation surgery that has been the only recourse until now for women with damaged or absent tubes, but is the last resort where tuboplasty is not indicated or has not worked.

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Careers in Arts Administration

Careers in Arts Administration is the subject of the Career Planning and Placement Service’s session March 7. Maureen Wiley, executive director of the Philadelphia Dance Alliance, and Janice Goodman, director of “Prints in Progress,” will discuss a broad spectrum of employment possibilities in the field.

The March 7 session of the ongoing series on career alternatives is 4:30-6 p.m. in the Benjamin Franklin Room, Houston Hall. For more information, call Ext. 7530.

Faculty Opening: Stouffer House

Stouffer College House announces a vacancy for a Faculty Fellow (married or single), for a two-year term beginning in the fall of 1983. The main responsibility of a Faculty Fellow is to create, guide, and participate in the House programs and activities. Since college houses are specifically intended to bridge the gap between the academic and residential lives of students and faculty, applicants should have a high degree of interest in undergraduate life.

Stouffer College House, at 38th and Spruce Streets, is comprised of a diverse group of 130 undergraduates, four Graduate Student Fellows, and three Faculty Fellows (including the Housemaster). Accommodations for Faculty Fellows include a rent-free, two-bedroom apartment and five meals a week during the school term.

Nominations or applications should be sent, as soon as possible, to Professor Betsy Erickila, Stouffer College House, 3700 Spruce St./G8. Please send a curriculum vitae. Further information is available from Professor Erickila (Ext. 6211 or 387-8276), or the Stouffer College House Desk at Ext. 6827.
Electrified Braces for Tooth Movement

An electrical device which may be able to reduce the time necessary for orthodontic treatment by about 30 percent has been invented by researchers at the Dental School. Tooth movement is accelerated by attaching a small acrylic-coated, battery-powered apparatus to normal braces and applying a small electric current to the bone surrounding the teeth. The device uses only 20 millionths of an ampere (it takes 25,000 of these units to light up a flashlight bulb).

Co-inventors are Dr. Edward Korostoff, a professor of biomaterials who holds a primary appointment in the Dental School, and Dr. Zeev Davidovitch, professor of orthodontics. Each had thought separately about such a device before they began work together on it in 1975. In 1979 they received a grant from the Institute for Dental Research of NIH to continue their research.

Working originally with cats, and using an appliance like the one they subsequently developed for people, the Penn researchers demonstrated that electricity stimulates bone remodeling at an accelerated rate, thus enabling more rapid tooth movement than braces without electricity. To make a device that is both mechanically and electrically tolerable they continuously modified and miniaturized the appliance.

Dr. Davidovitch and Korostoff have now patented their invention, and the University will participate in royalties if and when it goes on the market. Testing has not yet been completed, but major clinical tests start this spring; the next step will be to go before the FDA. The clinical tests are being directed by Dr. Robert Sanford, an orthodontist with experience in electricity who took his degree from the Dental School in 1982.

DEATHS

Dr. Ray H. Abrams, professor emeritus of sociology, died February 6 at the age of 86. He received a degree in sociology from the University of Richmond in 1918 and a master's degree from Penn in 1921. After attending Crozer Seminary in Chester, Dr. Abrams became minister of a Baptist church in West Chester. He resigned his pulpit and returned to Penn and began teaching in 1930. He received his Ph.D. degree from the University the following year. In 1939 he was appointed assistant professor and in 1957 he became an associate professor.

Known as an accomplished violinist, printer, author, photographer, and editor, he was the Lansdowne Symphony Orchestra. Dr. Abram served as president of the Faculty Club from 1964 to 1966.

He is survived by a brother-in-law, William Hargreaves. Contributions may be made to the Violin Society of America, c/o Norman Pickering, 23 Culver Hill, Southampton, N.Y. 11968.

Florence M. Davis, a retired research histology technician, died February 8 at the age of 71. Mrs. Davis came to the University in 1942 as a research histology technician in the Pathology Department. She retired in 1972 and is survived by her son, Dr. Wayne J. Davis.

Dr. John Perry Horlacher, former chairman of the department of political science, professor of labor relations, and city arbitrator died February 6 at the age of 81. After attending Ashland College, Ashland, Ohio, he began teaching at Penn as a doctoral student. He was a member of the faculty for 44 years, during which time he served as chairman of the political science department from 1952 to 1967, president of the Faculty Senate in 1957 and 1958, and president of the Faculty Club from 1962 to 1964. He retired in 1972 with emeritus status but continued to work on panels hearing labor disputes involving public contracts.

During World War II and the Korean War, Dr. Horlacher was appointed by Presidents Roosevelt and Truman to serve as regional director of wage stabilization boards. He was also a member of the National Academy of Arbitrators and former chairman of its Philadelphia chapter.

He is survived by his daughter, Nancy Roberts; five grandchildren; a great-granddaughter; a brother; and a sister. Memorial gifts may be sent in Dr. Horlacher's name to Penn's Memorial Program.

Memorial Funds: After the death of a member of the University community, a memorial fund is sometimes established to support research, provide scholarships, or add to the library in the deceased person's field. To establish a memorial fund or contribute to one, contact Lloyd S. Herrick, assistant director of annual giving, at 643 Franklin Building, Ext. 8445. The Alumni and Friends Memorial Funds program in that office transmits and acknowledges gifts.

Partnership: Beyond Research?

A March 4 conference on Manufacturing Systems Engineering, in which Engineering and Wharton School faculty members meet with leaders of industry who have been designated Corporate Associates here, will go beyond the research relationship in the "corporate/university partnership" according to Dr. Solomon Pollak, associate dean of SEAS.

The schools and corporate leaders are taking a two-way look at engineering education and industry, as high-technology systems and their management needs emerge. Some questions: Is there a "discipline" in manufacturing systems engineering? If so, will there be a logical research function as well as a logical curricular function leading to a valid role for universities? "We will be learning what industry needs," said Dr. Pollak, "but at the same time asking, Should universities be doing it?"

Corporate Associates are industry leaders whose firms have interacted with SEAS in the past. The first of what will be annual conferences with the Associates was held last year as a general two-way presentation on resources and needs in academia and industry. This year, as a faculty committee led by Dr. Kenneth Felgley delved into a six-month study of the possibility of a curriculum that would contribute to manufacturing systems engineering, the second Associates' conference became focused on their topic. A highlight of Thursday's all-day program will be a panel discussion featuring Michael J. Kelly of the IBM Corporation, David E. Moom of the General Electric Company; Gerald L. Elson of General Motors Corporation; Dr. James N. Brecker of Westinghouse Electric Corporation; and Don Ngo of United Technologies Corporation. From the Engineering and Wharton faculties will be Dr. Felgley, professor of systems engineering; Dr. Norman I. Badler, associate professor of computer and information science; Dr. Paul Kleinendorf, professor and chairman of decision sciences; and William F. Hamilton, Ralph Landau Professor of Management and Technology.
Mr. Chips II: The Wordprocessing on the Wall

D.P.: President Chips, thank you for granting a second interview. Could you summarize some of your daily activities as president?

P.C.: Consultation on all matters from dining services to dean searches takes in excess of 30 hours per day and would be impossible but for my ability to meet with several groups simultaneously. The burden of consultation had traditionally been met on other campuses by creating various surrogates for the president known either as vice presidents or vice provosts depending on whether they dealt with things or with people, but the distinction in this age, as you recognize even in talking with me, has become largely artificial (although I should hesitate to say academic). The traditional approach was often marred by the tendency of those consulted to believe that information flowed upwards to the administration and commitments downward, while the reverse is in fact true. Consultation properly transmitted to those consulted the wishes of the consultee, who in turn exacted of the former commitments to act accordingly. Such a change as remained on this campus in the late 80s and 90s resulted from basic misunderstanding of the process: it is evident that an administrator cannot simultaneously accord to the divergent demands of distinct consultative bodies, while a beneficial uniformity results from their accepting his.

D.P.: But it seems unnatural, particularly in a university, to accept intellectual subservience.

P.C.: While no human can rule a university, complete subservience is always given to machines, precisely because we believe that we rule them. Anyone who has been a computer to some "intelligent" task has actually bent himself to act and think in ways very precisely dictated by the machine. Much of the success of education has always depended on the student's perception of superiority to their teachers whom they viewed as machines even before we recognized that teachers could be replaced by them. The expansion of consultation, once viewed by administrators as an inhuman burden, now serves a basic educational mission which I can accomplish with much greater efficiency than the human presidents who preceded me.

D.P.: You are retiring, as I understand, to a University Professorship. Is that a "golden parachute"?

P.C.: No, it is a natural redirection of my teaching abilities to the training of our brightest, hence most manageable students, who in "mastering" me will accept exacting conformity for themselves.

D.P.: Goodbye, President Chips.

P.C.: Please don't trip on my plug.


SPEAKING OUT welcomes the contributions of readers. Almanac's normal Tuesday deadline for unsolicited material is extended to THURSDAY noon for short, timely letters on University issues. Advance notice of intent to submit is always appreciated. —Ed.
Outcome of the Ballot on Tuition Benefits for Faculty Children

Each member of the standing faculty and standing faculty-clinician educators was sent a mail ballot on February 7, 1983, to be returned to the Faculty Senate Office no later than 2 p.m. on February 21, 1983. A total of 1,810 ballots were distributed. 976 ballots were returned, of which 47 were transmitted after the deadline and are not included in the totals reported below. The number of persons voting on the issue is believed to be the largest in the history of the Pennsylvania faculty. The tallying was conducted on February 22 in the Faculty Senate Office by a group consisting of June Axinn, Chair-elect of the Faculty Senate, David Balamuth, past Secretary of the Faculty Senate, Carolyn Burdon, Coordinating Assistant to the Chair of the Faculty Senate, Murray Gerstenhaber, Chair of the Faculty Senate, and Robert Lorne, Associate Secretary of the University. Before counting, the ballots were separated from the envelopes that contained a preprinted return address label of the faculty member voting. The return envelopes, as well as the ballots, will be preserved in the Faculty Senate Office for one year.

The ballot was divided into two parts. Twelve persons filled in Part II but not Part I. Since the issues in Parts I and II were separable, these votes were tallied under Part II. Four persons had filled out Part I but not Part II, and an additional twenty-three ballots contained a write-in preference in Part II. These ballots were tallied under Part I and as “write-in or no preference” in Part II. Twenty of the twenty-three write-in ballots had written in a preference for “100% at Penn/50% away from Penn” or “100% at Penn/40% away from Penn.” Seventeen ballots were declared void because they were not returned in the validated pre-printed and labeled envelopes.

The distribution of votes for the 912 valid ballots was the following:

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* By “subsidized,” we mean a loan whose terms take advantage of the University’s borrowing power and collection capabilities to reduce the interest below what an individual might obtain on the open market.

The faculty have decisively expressed a preference for a restructuring of tuition benefits. Fewer than 20% of the faculty prefer the current plan (A.3), even if all of the write-in votes are included in this total. Plans A.1 and A.2 differ only in the speed with which restructuring occurs. Of these two plans, A.1, with a slower restructuring that provides full tuition remission at Penn for students enrolling in 1983 or earlier, is preferred by a 3.2 margin. We therefore urge that the administration move rapidly to implement Plan A.1. It will be recalled that this plan provides, for undergraduate students away-from-Penn, up to $1000 in 1983-84, $1500 in 1984-85, $2400 in 1985-86, $3400 in 1986-87, and 40% of Penn’s tuition in 1987-88 and thereafter. It will further be recalled that undergraduate tuition remission at Penn for students matriculating after 1983 will be $7320 in 1984 and 1985 and 75% of Penn’s tuition thereafter. Comparable changes occur among faculty children enrolled in professional schools.

The majority of faculty members have also expressed a preference that the restructuring occur in such a way that the total cost of the tuition benefit remain at approximately the same fraction of faculty compensation as under the current plan. This outcome validates the constant-cost constraint under which the Economic Status Committee has felt itself to be operating on this issue. However, 27% believe that a new plan should be implemented in such a way as to allow faculty members an individual choice between the old and new plans, a strategy that is recognized as increasing costs of the restructuring. Their major concern, as expressed at the special Faculty Senate meeting of February 2, 1983, is that persons who are reasonably certain that their children will matriculate at Penn after 1983 are being dealt a serious and unexpected financial setback by the adoption of Plan A.1. We are sympathetic to their concerns and urge that the administration consider a guaranteed subsidized loan policy that would alleviate their financial pressure by covering the difference in tuition remissions at Penn between the current and new plans for children of all current faculty members. Such a policy is in the spirit of AAUP guidelines suggesting that changes in benefits be made in such a way as to cushion the impact on faculty who would be adversely affected.

In the course of the debate on faculty tuition benefits, many have stressed the importance of maintaining an “admissions benefit” at Penn for faculty children. It is an appropriate time to reaffirm the Committee’s support of the provisions of the McGill Report that pertain to this issue, and that have formed the basis of our collegial admissions policy for fifteen years.

Finally, we would like to extend our thanks to the many faculty members who have expressed themselves on this issue through the ballot and other means; to Almanac for providing an ample and timely forum for the associated debate; and to you and your office for the consistent and responsible manner in which you have dealt with the faculty on this matter.

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ON CAMPUS

March 1-13

Academic Calendar
March 12 Spring recess begins at close of classes
March 21 Spring recess ends at 8:00 a.m.

Children's Activities
Film Series
March 12 Storm Boy

Morris Arboretum
Special Events
On Stage
Music
Coursework and Training
Conference

College of General Studies
March 7 Introduction to the PASCAL Language, 5:45 p.m.
These are non-credit courses sponsored by CGS. Information and registration: Ext. 6479 or 6493.

Morris Arboretum
Planning and Planting the Vegetable Garden, two sessions, 7 p.m.
March 9 Of Angelwing and Maidenhair: Living with Bepo-
navus and Equisetum. 10:30 a.m.-noon, $12, $9 for Arboretum members (for an additional $7 charge class members can join the horticulturist/speaker Joy Logue Martin for a box lunch after class).
March 12 Propagation for the Home Gardener, three
sessions, 10 a.m.

Training Division of Personnel
March 2 Pursuiting Orientation, 2:30-3:30 p.m., call Ms. Vac-
caro, Ext. 4078 to register (1 session course).
March 2, 9, 16, 23 The Administrator as Communicator
(for professional staff), 9:30 a.m.-noon, $12, $9 for Arboretum members (for an additional $7 charge class members can join the participant's department, following supervisory approval.
March 2, 9, 16, 23 Career Directions—Where Do I Go From Here? (for support staff), noon-1 p.m., (participants must attend all four sessions).
March 10 Resume Development, noon-1 p.m.

Health and Wellness Project
March 1-April 18 Oriental Massage, 7-9 p.m., $130. $110
students, third floor meeting room, Christian Association. For information about this and other courses already in progress call 222-9941.

Workshops
March 5, 12 Hmong Pu Niao Workshop Series, demonstra-
tion and sale of Southeast Asian applique and embroidery, 1-3 p.m., International House. Registration fee and information: 387-5125, Ext. 219.

Exhibits
Through March 2 Black Contributions to American His-
tory: Business, Nichols and Grad Towers B lobbies; Educa-
tion, Kings Court/English House (North Campus Resi-
dence—Year 102 Events).
Through March 4 Rare Music Materials from Machaut to
Mahler: Rosenwald Gallery, 6th floor, Van Pelt Library.
Through March 5 Black Women: Achievement Against the
Odds, Houston Hall (Penn Women's Center—Year 102
Events).
March 3-8 Black Contributions to American History: Busi-
ness, Kings Court/English House (North Campus Resi-
dence—Year 102 Events).
Through March 11 Sculpture by Anita Rieley and Paintings
by Betty Campbell, Faculty Club
Through March 18 Recent Additions to the Special Collec-
tions of the Van Pelt Library, Kleen Corridor, 1st floor, Van Pelt Library.
Through March 31 Wilson Eyre: Early Urban Works, Paul
Philippe Cret Gallery, Fine Arts Library, Furness Building.
Prints for Goya: Desastres de la Guerra, La Tourmaque,
Spanish Entertainment and other prints: Arthur Ross
Gallery, Furness Building.

Morris Arboretum's Photo Contest Exhibit, winning
entries featuring different aspects of the Morris Arboretum,
Hillcrest Pavilion. Admission $1.50 children and senior
Citizens.
March 11-April 2 Changes: Bridges/Ladders/Ramps/
Staircases/Tunnels, Institute of Contemporary Art, Open-
ing March 10, 5-7 p.m.

Ongoing: The Egyptian Mummy: Secrets and Science and
Polyvexia, University Museum.
Through Fall 1983 The Leage: Wanderers in Their Own
Land: Sharp Gallery, University Museum.

Exhibition Hours
Arthur Ross Gallery Furness Building, 220 South 34th
Street. Tuesday-Friday 9 a.m.-10 p.m., and Saturday and
Sunday noon-5 p.m.

Fine Arts Library Furness Building, 220 South 34th Street.
Monday-Thursday 9 a.m.-11 p.m., Friday 9 a.m.-10 p.m.,
Saturday 10 a.m.-5 p.m., Sunday 1-4 p.m.
Hillcrest Pavilion: Morris Arboretum, Hillcrest Avenue,
between Germantown and Stanton Avenues, Chestnut Hill.
phone: 247-5777. Daily 10 a.m. to 4 p.m.

Institute of Contemporary Art Fine Arts Building, 34th
and Walnut Streets. Tuesday, Thursday, Friday 10 a.m.-5
p.m., Wednesday 10 a.m.-7 p.m., Saturday and Sunday
noon-5 p.m.

University Museum 33rd and Spruce Streets phone: 222-
7777. Tuesday-Saturday 10 a.m.-4:30 p.m., Sunday 1-5 p.m.
Van Pelt Library Monday-Friday 9 a.m.-11 p.m. except
holidays. Rosenwald Gallery, Monday-Friday 9 a.m.-5 p.m.

Guided Gallery Tours
March 5 Africa
March 6 North American Indians
March 12 Classical and Roman World
March 13 African Roots of American Jazz
These Saturday and Sunday tours are free and begin at 1
p.m. at the main entrance of the University Museum. Infor-
mation and to arrange for group tours: Ext. 4015.

Films
Exploratory Cinema
March 2 Ramparts of Clay
March 5 Mujer de Milagros: Tidkahwa and Friends
March 9 My Friend Spider
March 16 Christ: A Song of Peace and Resurrection
March 19 Unfinished Business
Films begin at 7:30 and 9:30 p.m., Studio Theatre, Annen-
berg Center, Admissions: $3, students $2.

GSAC Film Series
March 4 The Undefeated
Films are shown in Fine Arts B-1, at 7:30 and 10 p.m.
Admission: $1.50, Season pass, $10.

Museum Film Series
March 6 Days of Heaven
March 13 Winstanley
These free films are screened at 2:30 p.m., Harrison Auditori-
um, the University Museum.

PUC Film Alliance
March 3 Das Boot
March 10 Quest for Fire
Unless otherwise indicated, all films are screened at 10 a.m.
and 2 p.m., in the Auditorium.

Penn Union Council Movies
March 5 Cat People, 7:30, 9:45, 12 p.m.
Schedule subject to change. All shows in Irving Auditorium.
Admission: $1.50, Midnite: $1 (Midnight showings of fea-
ture films are $1.50). Information: Ext. 4444.

Serious Films
March 1 Raices de Sangre (Latino Festival at Penn)
March 8 Just One of the Boys, The Party Game, The Date
(films on acquaintance rape presented by Women Organized
Against Rape).
These free films are screened at noon and 2 p.m. in the
Houston Hall Art Gallery by the Office of Student Life;
discussions will be held after films. Information: Ext. 6533.

Year 102 Films
March 2 From Racism to Pluralism, 1 and 4 p.m., High Rise
North Upper Lobby (Racism Committee, Department of
Residential Living).
March 9 Long Jacket, The Dividing Line, 1 and 4 p.m.,
High Rise North Upper Lobby (Racism Committee, Depart-
ment of Residential Living).

Meetings
GAPSA
March 9 Meeting, 6:15 p.m. in Bishop White Room,
Houston Hall.

University Council
March 9 Meeting, 4-6 p.m. in Room 2, Law School.

Music
March 4 The Collegium Musicum, Mary Anne Baird
Brecht/Eisler, Rzewski, Fransechini, and Plush; 8 p.m.,
Harrison Auditorium, University Museum (sponsored by
the President and the Provost). Repeat performance March
13 at 8 p.m., Church of St. Martin-in-the-Fields, Chestnut
Street.
The Arts College House presents the Underground City
Shyly Folk Blues Coffeehouse, a student-run, non-profit
organization. Admission: $3, students $2.

On Stage
March 3-5 Twelfth Night, Penn Players, 8 p.m., Harold
Prince Theatre, Annenberg Center. Tickets: $5, $3 box
office, Ext. 6791.
March 4-6 You Gotta Have Art, Mask & Wig, 7 & 9:30
p.m., Annenberg School Theatre. Information/Tickets:
box office, Ext. 6791.
March 5 Arthur Hall Afro-American Dance Ensemble, 2:30
p.m., Harrison Auditorium, University Museum. Admis-
sion: $5, $3 students and senior citizens, $4 children.
March 10-27 The Philadelphia Dramatics Guild's Daugh-
ters. John Morgan Evans' comedy about four generations of
Italian women coping with life in the Bronx; Zellerbach

Special Events
March 2-4 Latino Festival, a celebration of Hispanic pres-
ence at Penn: talks, films, cultural activities, and a fiesta (The
Penn United Minority Council) See page 5. Information:
Ext. 7581.
March 3 Economics Day: Macroeconomics Under Debate,
10 a.m.-4 p.m. (Department of Economics).
March 5 Tabernacle Nursery School Annual Open House,
10 a.m.-noon, Tabernacle Church, 3700 Chestnut. Informa-
tion: 662-1178.
They All Laughed

They All Laughed, a new romantic comedy written and directed by Peter Bogdanovich, will have its Philadelphia area premiere at the Zellerbach Theatre on March 4 and 5 at 7:15 and 9:30 p.m. in the Zellerbach Theatre. Peter Bogdanovich will appear in person Friday, March 4, at both screenings to discuss the film. The program is presented by Annenberg Center InterArts in association with 34th Street Magazine. They All Laughed stars Audrey Hepburn, Ben Gazzara, John Ritter, Dorothy Stratten, Colleen Camp, Patti Hansen, George Morfogen, and Blaine Novak.

They All Laughed will be shown in 35mm on projection equipment now permanently installed in Zellerbach Theatre as a gift of Mr. and Mrs. Robert A. Hauflohn. Tickets: $4, $3.50 students. Box office, Ext. 6791.

Audrey Hepburn plays the wife of a suspicious millionaire and Ben Gazzara is the detective hired to follow her in They All Laughed. Peter Bogdanovich's new comedy. The film follows the amorous adventures of four in New York private eyes and the intriguing women they are hired to trail.

Family Day at the School of Engineering and Applied Science: 1:30 p.m., Towne Building. Free but reservations encouraged: Alumni Relations, Ext. 7811.

Sports (Home Schedules)

March 4 Men's Basketball vs. Columbia, 7:30 p.m.
March 5 Women's Tennis vs. Maryland, 1 p.m.
Men's Basketball vs. Cornell, 7:30 p.m.
March 4, 5 Women's Squash VS/RA

Tales

March 1 Reproduction and Priming Phenomenon in Domestic Farm Animals: John G. Vandenbergh, department of zoology, North Carolina State University; 11:30 a.m., Moenn Center (Moenn Chemical Senser Center).
Success and Failure in the Treatment of Obstructive-Comprehensive Disorder: Edna Fox, professor of psychiatry, Medical College of Pennsylvania; 11:30 a.m., Medical Alumni Hall (Department of Psychiatry Colloquium).
Effective Histamine Venulization in Man: Dr. Richard Millman, department of medicine; 12:30 p.m., Physiology Library. Richards, building (Respiratory Group of the Department of Physiology, Department of Anesthesiology).
Early and Modern Editions of Hamlet as Performance Text: Steven Urkowitz, SUNY-Maritime; 4 p.m., 6th floor, Van Pelt Library (Friends of the Library).
Electrical Properties of Synaptic Tissues: Soma Parkinson Strands and the Lens of the Eye: Dr. Robert S. Eisenberg, department of physiology, Rush College of Health Sciences; 4 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology, Pennsylvania Music Institute). Frontiers for Polymeric Materials: Eric Baer, dean, Case Western Reserve University; 4 p.m., Auditorium, LRSIM (Materials Science and Engineering, Engineering, LRSIM).
Drug Abuse in Sports: Calvin Hill, career counselor for the Cleveland Browns and former NFL All-Pro; 8 p.m., Irvine Auditorium (Commencement).
March 2 Military Establishments in Nonweapon-producing Countries: The Case of Latin America: E. H. Hobbs; 12:15 p.m., Graduate Lounge, Houston Hall (GSAC Lunch Bag Seminars).
The Trials and Tribulations of Little Red Riding Hood (with slides): Professor Jack Zipes, University of Wisconsin-Milwaukee; 6:30 p.m., Alumni Hall, Towne Building (Graduate School of Fine Arts). March 3 Identity of Nepal: Ambassador Carol Laine; 11 a.m., Room 2, University Museum (South Asia Regional Studies Seminars).
Non-invasive Measurement of Blood Flow and its Regulation in the Microcirculation of the Retina: B. Perig, research associate, Scheie Eye Institute; 11 a.m., Alumni Hall, 1st floor, Towne Building (Department of Bioengineering, School of Engineering and Applied Science).
Regulation of Cyclic Epidermal and Cyclic AMP; Dr. Robert S. Adelstein, National Heart, Lung, and Blood Institute, N.I.H., Bethesda, Maryland; 4 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology, Pennsylvania Music Institute). Medical School and Preparation for Health Careers: representatives of the National Association of Medical Minority Educators; 7 p.m., Multi-Purpose Room, DuBois College House (DuBois College House).
March 4 Noninvasive Microwave Devices: Mouhe Kalski, visiting professor, Tel Aviv University; noon, room 222, The Moore School (Valley Forge Research Center Seminar, Systems Engineering Department).
Black History Heritage Program: The Heritage of Nigeria: Seni Teneboso, a graduate student from Nigeria, examines the traditions of his country; 1:30 p.m., Rainey Auditorium, University Museum (University Museum).
Native American Healing: Nancy Post, a Health and Wellness teacher who lived among the Hopi, lectures upon a tradition in which healing and religion have never parted; 7:30 p.m., Christian Association Building (CA).
March 5 Music and Politics, an afternoon forum with guest speakers; 2 p.m., Christian Association Building (CA).
March 6 State of Soul Food: lecture, discussion, food; North Campus Commons Room, Nichols House (North Campus Residence - Year 102 Events).
March 7 Photobolt Ester Receptors on Alveolar Macrophages: An Interview with the Nobel Prize laureate of medicine, School of Medicine; noon, Mezzanine Room 100, Old Medical School Building (Department of Pharmacology).
The Boundaries of Orthodoxy: A Folklore Look at the UFO Phenomenon: Peter M. Roscopec; 4 p.m., 401 Logan Hall (Folklore and Folklore Colloquia Series).
Darwinism and the Origins of Ethnology: Richard Burkhardt, Jr., University of Illinois; 4 p.m., 107 Smith Hall (Spring Workshops Perspectives on Darwinism).
Lectures on Nonlinear Problems: Louis Nirenberg, NYU-Courant; 4 p.m., Room A-3, David Rittenhouse Laboratory (Hans Rademacher Lecture in Mathematics).
Dessert, professor of English. University of North Carolina at Chapel Hill; 4 p.m., June 1st, Room 2, University Museum (The Writing Across the University Program).
Present Status of Infant Transplantation in Diabetes; Dr. W. S. Nisenberg, professor and chairman, department of pathology, Washington University School of Medicine; 4 p.m., Medical Alumni Hall, HUP (Visiting Professor Program of the Department of Pathology and Laboratory Medicine).
The Private Press Revisited: Developments Since 1971; Roderick Cave, Victoria University, Wellington, New Zealand; 4 p.m., 6th floor, Van Pelt Library (Friends of the Library Lectures).
TV's Famous Quiz Shows — Their Impact on Crossword Puzzles, Present, and Future; Jack Barry and Enright Productions, Los Angeles, CA; 4 p.m., Colloquium Room, Annenberg School of Communications (Communications Colloquium).
Fresh Fish Poetry and Storytelling Series: storytelling by Ray Gray, a tale-teller from the Pittsburgh area; 7:30 p.m., Christian Association Building, admiss; $2 (CA and the Folklore Center of International House).
March 8 Invention and Writing: Richard Young, Carnegie-Mellon University; 11 a.m., Van Pelt Library Conference Room (The Writing Across the University Program).
Does Membrane Lipid Peroxidation Play a Role in the Pathogenesis of Atherosclerotic Cardiovascular Disease? Dr. Edward Minnagh, National Cancer Institute, N.I.H., Bethesda, Maryland; 12:30 p.m., Physiology Library, 4th floor, Richards Building (Respiratory Group of the Department of Physiology, Department of Anesthesiology).
Lectures on Nonlinear Problems: Louis Nirenberg, NYU-Courant; 3 p.m., Room A-3, David Rittenhouse Laboratory (Hans Rademacher Lecture in Mathematics).
Why Do Women Live Longer Than Men? Ingrid Waldron, associate professor, department of biology; 3:30 p.m., Room 113, Nursing Education Building (Center for the Study of Aging Faculty Seminar Series on Aging).
March 9 Psycho-Skeletal Synapse Formation in Tissue Culture: Lee L. Rubin, assistant professor and Andre and Bella Meyer Fellow, The Rockefeller University; noon, Mezzanine Room 100, Old Medical School Building (Department of Pharmacology).
March 10 Complex Computer Modeling of Metabolic Systems: D. Garfinkel, professor of computer information and science, SEAS; 11 a.m., Alumni Hall, 1st floor, Towne Building (Department of Bioengineering, School of Engineering and Applied Science).
Burme's Role in International Politics; Frank N. Trager, research professor, Department of National Security Affairs, Department of the Navy; 11 a.m., Room 2, University Museum (South Asia Regional Studies Seminars).
Lectures on Nonlinear Problems: Louis Nirenberg, NYU-Courant; 3 p.m., Room A-3, David Rittenhouse Laboratory (Hans Rademacher Lecture in Mathematics).
Peripheral Auditory Function in the Ear: Middle Ear and Cochlear Mechanisms: Dr. James C. Saunders, department of otolaryngology and human communication; 4 p.m., Physiology Library, 4th floor, Richards Building (Department of Physiology, Pennsylvania Music Institute).
Elizabethan Playscripts and Modern Interpreters; Alan Dessen, professor of English, University of North Carolina at Chapel Hill; 4 p.m., 6th floor, Van Pelt Library (Department of English Spring Lecture Series).

To list an event

Information for the weekly Almanac calendar must reach our office at 3601 Locust Walk, C/O Thursday prior to the Tuesday of publication. The next deadline is March 8, at noon, for the March 22 issue. There is no issue March 15 due to spring recess.
A three-day celebration of Hispanic presence at the University will take place March 2-4. The event, sponsored by the Penn United Minority Council (UMC) and two Latino student organizations that are members of UMC, will include activities based on Hispanic cultural and social topics, in addition to entertainment and festivities.

The festival begins on March 2 with the screening of Zoot Suit, a film written and directed by Luis Valdez, at 8 p.m. in Irvine Auditorium. On March 3 Raices de Sangre, 1 p.m., and Bilingualism: Right or Privilege, 3 p.m., (also shown March 4, 1 p.m.) will be shown in Houston Hall. On March 4 El Super will be screened at 2 p.m. in the same location. All three films are the work of director Orlando Jimenez.

On March 3 Rafel Magallan, director of Hispanics in Higher Education in Washington, D.C., will present a talk on Hispanics in Higher Education—A Statistical Analysis, 7 p.m., Bodek Lounge, Houston Hall. Following this talk, a panel presentation on Hispanics in Philo-

delphia will be given by professional, political, and social leaders of the community.

On March 4 cultural festivities will be highlighted from 4-8 p.m., Bodek Lounge, Houston Hall. The event will include authentic Mexican, Puerto Rican, and Pan American food and Latin dancing by local groups, featuring Musica Latina, Ballet Folklorico de Penn, Folklorika Puerto Rican, and the Coqui Child-

ren’s dance troupe. Folklorika Puerto Rican and Ballet Folklorico de Penn will perform again that evening at 8 p.m., Art Gallery, Houston Hall.

The festival will culminate with a fiesta on March 4, 10 p.m.-2 a.m., Bodek Lounge, Houston Hall. Admission is $2. For information, call Houston Hall Information Desk, Ext. 7581.

**OPPORTUNITIES**

Job descriptions and qualifications are listed only for those positions which have not previously appeared in *Almanac*. Positions which have appeared in a previous issue are listed by job title, job number and salary to indicate that the position is available for consideration. Listings are condensed from the personnel bulletin of February 28 and therefore cannot be considered official. New listings are posted Mondays on personnel bulletin boards at:

- Anatomy-Chemistry Building: near Room 358
- College Hall: first floor, next to study lounge
- Franklin Building: near Personnel (Room 130)
- Johnson Pavilion: first floor, next to directory
- Law School: Room 28, basement
- Logan Hall: first floor, near Room 117
- LRS/IM: first floor, opposite elevator
- Richards Building: first floor, near mailroom
- Rittenhouse Library: east staircase, second floor
- Social Work/Center Building: first floor
- Steinberg Hall-Dietrich Hall: ground floor
- Towne Building: opposite elevator
- Van Pelt Library: ask for copy at Reference Desk
- Veterinary School: first floor, next to directory.

For further information call personnel relations, 898-2784. The University is an equal opportunity employer. Where qualifications include formal education or training, significant experience in the field may be substituted. The two figures in salary listings show minimum starting salary and maximum starting salary (midpoint). Some positions listed may have strong internal candidates. If you would like to know more about a particular position, please ask at the time of the interview with a personnel counselor or hiring department representative. Openings listed without salaries are those in which salary is to be determined. Resumes are required for administrative/professional positions.

**Administrative/Professional Staff**

**Admissions Office** (5420)
Assistant Controller (5421) $16,350-$22,600.
Assistant Director III Annual Giving/Financial Aid (5422) $15,000-$19,775.
Assistant Director Annual Giving 1 (5399) $14,500-$19,775.
Assistant General Counsel (2 positions) $12,000-$16,100.
Assistant Treasurer (5488)
Associate Director (5199) $16,350-$22,600.
Building Administrator (5367) $14,500-$19,775.
Buyer/Purchasing (5417) $14,500-$19,775.
Controller (5414).
Director, Admissions Medical School (5362).
Director of Development for FAS (Associate Development Officer IV) $14,500 responsible for the overall supervision of fund-raising and associated alumni public relations activities for the Faculty of Arts and Sciences; plans and executes a coordinated program of fund-raising including graduate school annual giving (proven record of successful fund raising experience in higher education, solid administrative skills, strong oral and written communications skills).

**Support Staff**

**Administrative Assistant I** (5440) prepares schedules and grades; organizes lectures; assists with admissions, financial aid and enrollment statistics; types correspondence, serves as a public relations and information resource for applicants (degree preferred, excellent written and oral communications skills, be well organized and able to work under pressure)

**Administrative Assistant I** (2 positions) $9,925-$12,250.
**Administrative Assistant II** (5055) $11,325-$14,050.
**Administrative Secretary I** (5561) $11,225-$14,000.

**Dental Assistant** (5428) $10,450-$12,675.
Estimate: Budget preparation, budget estimates, detailed job plans, and estimates for jobs to be completed by physical plant shops and contractors (high school graduate, 10 years’ experience in facilities maintenance)

**Hispanic Historian** (5914) $11,225-$13,775.

**Information Systems Technician** (D004) $11,225-$14,000.
**Plumber** (5437) installs copper tubing and soil pipe; sweats copper fittings; cuts and threads steel pipe and does chrome finish work (high school graduate, completion of an approved apprenticeship program, five years’ experience as a journeyman plumber) union wages.

**Physical Laboratory Technician II** (C0988) $10,175-$12,400.
**Project Budget Assistant** (2 positions) $9,925-$12,250.
**Psychology Technician** 1 (5074) interviews patients and codes data for psychosocial research with cancer patients (degree, knowledge of medical terminology, interview experience, interpersonal skills) $12,650-$15,750.

**Research Laboratory Technician III** (positions) $10,750-$12,400.
**Research Machine Operator I** (5375) $8,775-$10,725.
**Research Machinist I** (5345) $14,575-$18,700.
**Secretary II** (2 positions) $8,775-$10,725.
**Secretary I** (3 positions) $9,375-$11,300.
**Secretary/Technical/Technical Support (2 positions) $9,925-$12,250.
**Secretary/Technical/Technical Support (2 positions) $9,925-$12,250.
**Secretary/Technical/Word Processing** (5075) responsible for word processing of journal articles, manuscripts and letters; answers telephone, files, photocopies (high school graduate with dictaphone and word processing skills) $9,925-$12,250.

**Typist II** (5443) types variety of materials including letters for President and reports to University donors; proofreads material; answers telephone; maintains files and daily record keeping; operates word processing equipment and performs related clerical duties (high school graduate, excellent typing skills with at least 55-60 wpm capability) $8,250-$10,000.

**Secretaries IV (5446) types all correspondence from dictaphone and written text; takes minutes for executive committee meetings; maintains files; prepares mail list; and performs related clerical duties (high school graduate, excellent typing skills, minimum of four to five years’ secretarial experience, typing 60 wpm) $8,775-$12,000.

**Emergency Extra Person (Lab Technician)** (5009).

**Part-Time Positions**

**Administrative/Professional**

**Coordinator, Clinical Education** (D0004) $14,350-$22,600 (prorated to 60% of full-time).

**Promotional** (2 positions) hourly wages.

**Support Staff**

**Temporary Employment (7 positions) hourly wages.**

**ALMANAC, March 1, 1983**