Response on Benefits: On page 2 of this issue, Provost Thomas Ehrlich responds to the Senate's mail-ballot preference for restructured tuition benefits, and Vice President Gary Posner tells the impact of the faculty change on A-1 and A-3 staffs tuition benefits for children.

CGS Director: Incoming FAS Dean Joel Conarroe has confirmed the fifth associate deanship for the School of Arts and Sciences, with the announcement that Dr. David Burnett will continue as Associate Dean for Continuing Education and Director of the College of General Studies. Calling the continuing education program in SAS one of the most imaginative and best administered in the country, he said, "I am pleased that David Burnett will stay on, and look forward to working with him for many years to come."

Nobelists on Energy: In addition to having three Nobel laureates in the ceremonies opening the Center for History of Chemistry at Penn this week (right), the University will hear from four other Prize laureates this month. On March 22, in a free public forum on "Energy: Our Most Pressing Issue," Benjamin Franklin Professor Lawrence R. Klein (economics) moderates a discussion with Dr. Hans Albrecht Bethe of Cornell (physics), Dr. Rosalyn S. Yalow of Veterans Administration Hospital in the Bronx (medicine and physiology), and Dr. Eugene P. Wigner of Princeton (physics) as guests. The forum is in Harrison Auditorium at the University Museum, 7 to 10 p.m., sponsored by SEAS, the Energy Educational Advisory Council of Philadelphia Electric, and Scientists and Engineers for Secure Energy, Inc., a national educational organization of professional and research scientists and engineers.

Academic Calendar: Under discussion at Council tomorrow will be a proposal to change the academic calendar, inserting a full day of Drop/Add before classes begin each semester, and tentatively inserting a long weekend (Thursday-Sunday) in mid-October in response to a request from Dr. Samuel Fager, director of Student Health, to mitigate increasing symptoms of student stress. With the proposal, Acting VPUL George Koval presents a table showing holidays and breaks at other institutions, where "it is clear that many schools have already initiated some version of this proposal," Mr. Koval said.

Change in Pre-registration: Due to a conflict with religious holidays, the dates for pre-registration for fall 1983 have been changed. Registrar John J. Smolen has announced. The correct dates for pre-registration are now April 6, 7, 8, 11, and 12.

For Distinguished Teaching: Ira Abrams Awards

Dr. Vicki Mahaffey, assistant professor of English, and Dr. Frank Warner, professor of mathematics, are the first recipients of the Ira Abrams Memorial Awards for Distinguished Teaching. Established through a gift from Ira Abrams, a '31 graduate of the College, the awards were established last spring to honor faculty in the arts and sciences for their contributions to teaching. In addition to being cited for intellectually challenging teaching, leading to an informed understanding of a discipline, recipients of the award are expected to embody high standards of integrity and fairness, to have a strong commitment to learning, and to be open to new ideas.

Each year two members of the standing or associated faculty in the School of Arts and Sciences will be honored with an award of $1000 and a certificate. The names of the winners will be inscribed on a plaque near the Dean's Office in College Hall.

Dr. Mahaffey, on a scholarly leave this academic year at King's College, London, England, has been working on a study of James Joyce, the Trieste Years, scheduled for completion this summer. She has published frequently on Joyce and T.S. Eliot. Dr. Mahaffey served as the assistant chair of the English Department last year and spent two years as the resident faculty fellow in Hill College House.

Dr. Warner is the undergraduate chair in the department of mathematics, a post he also held from 1973-1976. He has published frequently on curvature functions and forms. He has spent two summers as a visiting professor, at Río de Janeiro in 1972 and at the University of Paris in 1975.

Inauguration: Center for History of Chemistry

The University community is invited to join the celebration of the inauguration of the Center for History of Chemistry March 11. The Center's inauguration coincides with the celebration of the 250th anniversary of the birth of Joseph Priestley (1733-1804), the English chemist who discovered nine gases including ammonia, sulfur dioxide and oxygen. The Center—the first of its kind in the world—is co-sponsored by the University of Pennsylvania and the American Chemical Society (ACS). The Center plans to discover and disseminate information about historical resources, and encourage scholarship and research in the history of chemistry and chemical engineering.

Three Nobel Laureates in chemistry, Dr. Glenn T. Seaborg, Sir George Porter and Dr. Christian Anfinsen, will attend an Honorary Degree Convocation, part of the inaugural program. President Sheldon Hackney and Fred Basolo, president of the American Chemical Society, will preside over the ceremony. Dr. Anfinsen, Johns Hopkins University, will speak at the convocation on The Internationalism of Chemistry. Dr. Anfinsen (the 1972 recipient of the Nobel Prize) received his MA degree at Penn in 1939 and an honorary degree here in 1973. Dr. Seaborg, (the recipient of the 1951 Nobel Prize in chemistry for his discovery of plutonium), Sir Porter (the 1967 Nobel Prize winner in chemistry) and Dr. Charles Price (emeritus professor and former chairman of chemistry at Penn) will receive honorary doctor of science degrees. The Convocation will be at 4:45 p.m. in the Rosenwald Gallery, 6th floor, Van Pelt Library.
On Tuition Benefits for Faculty Children

As reported in Almanac, the faculty decisively expressed a preference for a restructuring of tuition benefits. The administration previously stated its judgment that a restructuring to distribute tuition benefits more equitably among the faculty is desirable and that either of the proposed new plans with constant costs is preferable to the current plan. By a 3:2 margin, the faculty indicated that they favor the plan adopted at the Faculty Senate meeting on November 17, 1982, calling for gradual movement over the next five years to remission of 75% tuition for faculty children at Penn and a direct grant of up to 40% of Penn's tuition for faculty children attending other schools.

The administration accepts this recommendation and will move to implement the plan adopted at the Senate meeting and endorsed by the mail ballot. This plan provides, for undergraduate students away from Penn, up to $1,000 in 1983-84, $1,500 in 1984-85, $2,400 in 1985-86, $3,400 in 1986-87, and 40% of Penn's tuition in 1987-88 and thereafter. Undergraduate tuition remission at Penn for students matriculating after 1983 will be $7,320 in 1984-85 and 75% of Penn's tuition thereafter. Faculty children enrolled at Penn as of fall 1983, however, will continue to receive the full tuition benefit. Comparable changes will be made with regard to faculty children enrolled in professional schools.

Professors Gerstenhaber and Preston, chairs respectively of the Faculty Senate and the Senate Committee on the Economic Status of the Faculty, have urged that the administration consider helping with regard to those faculty members who may need loans to alleviate the financial pressures occasioned by the shift from the current to the new plan. The administration is working on this matter in an effort to ensure that the University is as helpful as possible.

Finally, a special word of thanks in appreciation to all those who helped in developing the set of recommendations that have now been approved, and most particularly to Professors Gerstenhaber and Preston. I am most grateful.

On Tuition Benefits for A-1 and A-3 Staff Children

The restructuring of tuition benefits over the next five years potentially affects the A-1 and A-3 staffs. Currently, A-1 staff participate in the same plan as faculty, while A-3 staff receive full tuition for their children at Penn but no direct grants for tuition elsewhere.

We have met with the leadership of both the Administrative and A-3 Assemblies. We believe the restructuring of the program for A-1 staff with constant costs is preferable to the current plan. We also recognize that achieving, perhaps over a phase-in period, direct grants for A-3 staff children is a desirable objective subject to further study and cost implications.

We expect to have a decision in the near future on the impact of the restructuring of the tuition benefit plan for the A-1 and A-3 staff in time for implementation for the 1983-84 fiscal year.

---Gary J. Posner
Vice President, Human Resources

Nominations for Riklis Professorship

A Search Committee for the Riklis Professorship in Creative Management invites nominations. The proposed chair is a five-year term appointment for individuals on the non-standing faculty who have demonstrated entrepreneurial and innovative skill in teaching and business.

Nominations should be forwarded on or before March 25, 1983, to Dr. Howard E. Mitchell, chairman, Search Committee on Riklis Professorship, Suite 3100 Steinberg Hall-Dietrich Hall/CC.

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History of Chemistry (continued from page 1)

The celebration begins with the opening of an exhibition Joseph Priestley: Enlightened Chemist, a collection of artifacts, books, correspondence, engravings, portraits and equipment, 2 p.m. at the Rosenwald Gallery. Dr. Seaborg will preside and Edward G. Jefferson, chairman of DuPont, will speak on Priestley's Contribution to Chemistry and Culture. The exhibit will remain on view through May 27; hours Monday through Friday 9 a.m.-5 p.m.

Symposia and lectures will be given throughout the afternoon and evening of March 11:

- Priestley's Philadelphia: Whitfield J. Bell, Jr., the American Philosophical Society, 2:45 p.m., Rosenwald Gallery, 6th floor, Van Pelt Library.
- Lasers in Chemical and Biochemical Research: Robin M. Hochstrasser, department of chemistry, 2:45-3:30 p.m., Main Lecture Theatre, Chemistry Building.
- The Introspection of Chemistry: Honorary Degree Convocation speaker Christian B. Anfinsen, Nobel Prize Laureate, department of chemistry Johns Hopkins University, 4:45-5:45 p.m., Rosenwald Gallery, 6th floor, Van Pelt Library.

There will be an all day pilgrimage to Joseph Priestley's home and grave in Northumberland, Pennsylvania, Saturday, March 12. Priestley came to the United States in 1794 in the wake of religious controversy in England. Originally intending to enter the ministry, Priestley met Benjamin Franklin, who encouraged his scientific career. At one point in that career, Priestley was offered a professorship in chemistry at Penn, but he chose instead to join his son in a pioneering Utopian settlement on the banks of the Susquehanna. There in Northumberland, he built an extensive house with its own laboratory where he lived until his death. For additional information about the tour call the Center at Ext. 4896.

Next Almanac: March 22 There will be no issue of Almanac next week, March 15, due to spring recess (March 12-March 21). The next issue will be Tuesday March 22; the deadline for submitting copy is noon, Tuesday, March 15.

ALMANAC, March 8, 1983
Highlights: The Forum 'Toward Preventing Nuclear War'

At least 18 events are scheduled between March 23 and April 19 for the all-University forum, "Toward Preventing Nuclear War," coordinated by the Office of the President and open to all members of the University. A preliminary calendar, below, will be updated in later editions of Almanac, The Daily Pennsylvania and The Philadelphia Inquirer.

March 23, 4 p.m., The Economic Costs of War and Peace: Professors Kenneth Boulding, Swarthmore; Edward S. Herman, Penn; Walter Isard, Cornell; and Lawrence Klein, Penn; moderated by the League of Women Voters, 200 College Hall.

March 24, 7 p.m., Preventing Nuclear War: His Excellency Javier Perez de Cuellar, Secretary General of the United Nations, Irvine Auditorium.

March 25, 10 a.m., Art and War: Norman Mailer, first Pappas Fellow, Penn selections by the University Choir, 200 College Hall.

March 28, 7:30 p.m., The Mx System and its Technical and Operational Characteristics: Dr. Richard Garwin, Fellow at the T.J. Watson Research Center, and Andrew D. White Professor at Large at Cornell, 200 College Hall.

March 30, 8 p.m., Debate on the Nuclear Freeze: Senator John Warner and former Senator George McGovern, Irvine Auditorium.

March 31, 7:30 p.m., Superpower Conflict and the Vast Majority: Third World Perspectives: George McRobie, chairman, Intermediate Technology Development Group, London, and Eqbal Ahmad, Institute for Policy Studies; presentation of the Social Systems Sciences and City and Regional Planning Departments, 200 College Hall.

April 4, 8 p.m., Debate on President Reagan's Foreign Policy; Congressman Bob Edgar and former Congressman John LeBoutillier; presentation of the Penn Political Union, 200 College Hall.

April 5, 7:45 p.m., Medical Consequences of Nuclear War: Professor Stanley Baum, Penn, with a film, "The Last Epidemic; a presentation of Ware College House and the Pre-Med Honors Society, High Rise North Rooftop Lounge.

April 6, 8 p.m., Debate on Arms Control and the Nuclear Threat: Geof Wanke, former director of U.S. Arms Control and Disarmament Agency; W. Scott Thompson, associate director for programs, U.S. Information Agency; moderated by Jerome J. Shestak for the Lawyers Alliance for Nuclear Arms Control.

April 8, 7:30 p.m., The Day After Trinity (1981) and Hiroshima-Nagasaki, August 1945 (1970); film presentations of the Graduate Council—The Annenberg School of Communications, Studio Theatre, Annenberg Center.

April 9, (TBA), Education in a Nuclear Age: Tony Wagner, national director, Educators for Social Responsibility, with films and workshops; presentation of the Graduate School of Education. Call Ext. 7371 to register.

April 11, 7 p.m., Psychology of the Nuclear Threat: Alternatives to Despair: Professor Robert Garfield, Hahnemann University; Dr. Diane K. Perlman, HUP; Professor John Sabini, Penn; moderated by Professor Ingrid Waldron, Penn, Van Pelt College House Piano Lounge.

April 13, 7:30 p.m., Nuclear Strategies: Christopher Lehman, director, Office of Strategic Nuclear Policy, U.S. Department of State, with Penn faculty respondents, Professors James Bennet, Regional Science, William Evan, Sociology and Management, and Marc Trachtenberg, History, 200 College Hall.

April 14, 7:30 p.m., Peace Fair: Father Robert Drinan, Georgetown University; Arthur Waskow, Menorah Journal; and Carolyn M. Craft, Longwood College, Virginia; To be followed on April 15th and 16th by Workshops (call 387-3268 for information); a Community Peace Fair (call 386-1530 for information); a presentation of the Religious Foundations at Penn, Christian Association.

April 15, 7:30 p.m., The War Game (1966) and Eight Minutes to Midnight (1980); film presentations of the Graduate Council—The Annenberg School of Communications, Studio Theatre, Annenberg Center.

April 17, 3 p.m., Nuclear War in Evolutionary Perspective: Jonas Salk, M.D., director, The Salk Institute for Biological Studies, Dunlop A, Medical Education Building.

8:30 p.m., Concert for Humanity: The Philadelphia Orchestra, Riccardo Muti, conducting; Andrea Watts, piano; Wilhelmenia Fernandez, soprano; the Academy of Music, Broad and Locust Streets. (Tickets Available at Box Office).

April 19, 7:30 p.m., Address by the U.S. Secretary of the Navy, John Lehman; a presentation of the Penn Political Union, 200 College Hall.

Changes in Personnel, Benefits, Payroll and Related Operations

Comptroller Alfred Beers and Human Resources Vice President Gary Posner have announced a series of staff changes, including the transfer of Personnel Benefits from the Comptroller's area to Personnel.

With the resignation of William Drye in December, benefits came under Acting Benefits Manager James J. Keller. He and Manager of Records Effie Thompson will now report to George Budd, director of labor and staff relations under Mr. Posner. Other changes:

Comptroller's Office: Mr. Beers announces that Kenneth B. Campbell, former assistant comptroller general, has been promoted to Associate Comptroller where he will be Mr. Beers' principal aide and will function on his behalf in his absence. Mr. Campbell's responsibilities will include the development and implementation of accounting policies and procedures, management of the accounting system and related financial subsystems, and direction of the accounting and sponsored program staff. Harold F. Coverdale, former director of payroll, has been promoted to Assistant Comptroller—Payroll. In charge of payroll, student payroll and payroll accounting, Mr. Coverdale assumes all of the payroll responsibilities formerly held by Martin Alexander, who has been reassigned as Assistant Comptroller—General Accounting. Mr. Alexander, reporting to Mr. Campbell, will manage general accounting, accounts payable, and s analysis and review. Also reassigned is Daniel Kelley, former director of research accounting, who becomes Director of Payroll under Mr. Coverdale.

Personnel: The changes announced by the Vice President for Human Resources, like those in Mr. Beers' area, created no net increase in positions but made some realignments of existing staff—i.e., as noted, filled vacancies. Irene McMenamin, who has been assistant director of labor relations under Mr. Budd since 1975, has been named Manager of Labor Relations. She is to handle all aspects of labor relations activity, serving as the University's chief negotiator and taking responsibility for the promotion of fair, reasonable and stable labor relations with union-represented staff, Mr. Posner said.

Judit Zamost, who has been assistant director of training, becomes Manager of Training and Staff Development, with the assignment to "continue expanding and professionalizing" such programs.

A new Manager of Compensation, Adrienne Nagel, who comes over from Medicine; and a new Manager of Staff Relations, Leslie Achuff, her replacement in SAS; and a new Manager of Compensation, Adrienne Nagel, who has joined the United Lutheran Church Council.

Gerry Walker, former area personnel assistant director at the Dental School, moves to the Franklin Building as Manager of Employment. She replaces Susan Kosloff, who has joined George Washington University.

A new post, Manager of Staff Relations, brings Barbara Johnson from the School of Arts and Sciences to "foster a positive staff relations climate, handle the nonacademic grievance procedure, and create 'one stop' assistance for schools and colleges as well as for employees with general questions," Mr. Posner said. "Barbara Johnson and four staff members—Leslie Achuff, her replacement in SAS; Meryl Johnston of Wharton; Jeanne Hitman, who comes over from Medicine; and a new person to be selected at Medicine—will constitute the Staff Relations Group," Mr. Posner added. Two members of the Group will be on-site at SAS and Medicine, due to the size and complexity of those Schools.

Research Standards: Drugs & People

Back-to-back conferences for researchers, grant applicants and those who monitor research are scheduled March 30 through April 1 at the Hilton Hotel, the Coordinator of Penn's Committee on Studies Involving Human Beings, Ruth Clark, has announced.

Members of the University may attend a one-day session on "Making Your IRB Work" on March 30 to learn how Internal Review Boards function in reviewing projects and monitoring the progress of biomedical research involving human subjects.

The next two days are spent on "Current Challenges and Practical Problems in Drug and Device Research," March 31 and April 1. The approval process, the standards used, and their impact on study design are part of the program.

Both the IRB and Drug & Device conferences are sponsored by Public Responsibility in Medicine and Research (PRIMER), a nonprofit organization in Boston. For information on programs and fees, Ruth Clark at the Office of Research Administration, Ext. 7293.
Conflict of Interest Policy for Faculty Members

The following policy, adopted by the Faculty Senate on November 17, 1982, and approved by the Provost on March 1, 1983, replaces the Policy on Extramural Consultative and Business Activities of Faculty Members which appears on pp. 41-47 of the 1979 Handbook for Faculty and Administrators.

I. Introduction

This policy applies in full to all Standing Faculty, Standing Faculty-Clinician Educators, and all full-time members of both the Associated Faculty and Academic Support Staff, hereinafter simply designated faculty members. Parts of it also apply to those with part-time faculty appointments; these cases are noted in the appropriate sections. The details of this policy derive from the following general obligations:

1. All employees are required to conform to the mores and ethical standards of the University and the rules promulgated to enforce them.
2. Employment as a faculty member presumes a primary commitment of time and intellectual resources to the academic mission of the University and its functioning as a community.

The following sections cite specific types of activity that have commonly been found to conflict with these obligations, and the procedures and regulations that have been devised to identify and resolve such conflicts. They are intended to serve as examples and not as a comprehensive compilation. Situations not covered by them will be judged in the light of the above general obligations.

Examples of actions that run counter to the first general obligation include nepotism, discrimination on the basis of irrelevant characteristics, inappropriate use of the University's name, and exploitation of any aspect of association with the University for unacceptable purposes or private gain. They are proscribed at all times for all faculty members, extending to those in part-time employment as noted in the relevant sections of this document. Excessive commitment of time or mental effort to extramural engagements or other non-University activities during the academic year constitutes a violation of the second general obligation. As used in this policy, the academic year is defined for each faculty member as that portion of the year during which they receive a salary from the University for services.

II. Conflict of Interest in the Allocation of Time and Effort to Extramural Activities

The University recognizes that its faculty members are not employees in the usual sense, and that a precise allocation of academic time and effort is inappropriate. Their pursuit of knowledge in their areas of competence is presumed to be a lifelong commitment. A limited association of faculty members with government, professional agencies, and public or private organizations is appropriate, especially when it may enhance their competence as scholars.

Policy on Extent of Extramural Activities. Forms of extramural activity include part-time engagement for a fee as a technical or professional consultant or practitioner and formation or association with business enterprises or non-profit organizations. In principle, both such associations are approved under the following conditions:

1. Faculty members should not engage in such extramural associations to an extent that detracts significantly from their availability for normal academic duties. These commitments in aggregate should not exceed one day per seven-day week during the academic year. Exceptions to this will be permitted only in unusual circumstances and require the specific approval of the president or provost, the appropriate department chair, and the appropriate academic dean or director.
2. Faculty members shall make known to their department chairs and academic deans or directors the prospect of each continuing engagement, including, at least, all engagements expected to extend for a substantial portion of an academic term. Faculty members should decide to enter a relationship only if, after discussion with their department chairs and academic deans or directors, there is concurrence that the proposed engagement will not conflict with the faculty members' professional obligations to the University, or with the University's outstanding or prospective commitments for teaching and research.
3. In addition to the prospective disclosure cited above, all faculty members must report on the extent of their extramural activities of all types as detailed in Section VII below.

III. Conflict of Financial Interest between the University and Extramural Organizations

Members of the faculty or of their immediate families (including parents, children, siblings, spouse) may have significant investments or interests or hold official positions in extramural business organizations, whether or not they have undertaken to perform continuing work or services for them. Such economic or official relationships are of concern if:

1. The organizations are engaged in activities that parallel activities in which the University is currently or prospectively engaged, and in which faculty members play (or might appropriately play) a role in their academic capacities;
or
2. The organizations have a present or prospective relationship with the University, e.g., as suppliers of goods or services or as parties to research contracts, and the conduct of those relationships may involve faculty members in their academic capacities;
or
3. The engagements undertaken by faculty members under the aegis of extramural business organizations might be suitable and appropriate activities for execution within the University.

A. Policy on Disclosure of Relationships with Organizations that are Suppliers or Potential Competitors of the University. In either of these situations, faculty members shall be required to report the facts and circumstances to their department chairs and academic deans or directors so that appropriate steps may be taken to avoid conflicts of interest, especially ones in which faculty members may benefit from a knowledge of confidential information.

In the foregoing it is assumed that those with part-time faculty appointments will not normally participate in University decisions that could engender such conflicts of interest for them. Whenever this condition does not obtain, the policy stated above extends to them. Furthermore, in any circumstances in which part-time faculty members are engaged in externally sponsored research projects contracted with the University, or in which they stand to benefit from a knowledge of confidential information, full disclosure of their relationships with relevant extramural organizations and of the facts pertaining to any potential conflict is required.

B. Policy on Acceptance of Engagements through Extramural Organizations. Faculty members with positions or connections in extramural organizations who wish to undertake engagements through those organ-
IV. Disclosure of University Affiliation in Publications of Extramural Organizations

Faculty members who form or associate with extramural business enterprises or non-profit organizations should exercise particular care that their University affiliation is appropriately cited in publications of such organizations. Problems that can arise from failure to observe this injunction include:

1. Such an organization, by reason of the participation of faculty members, might be considered to have some formal or informal relationship to the University.
2. Faculty members by reason of their positions in such organizations, might be expected to discharge duties and responsibilities for those organizations that would be inconsistent with their primary duty to the University.

A. Disclaiming University Relationships. A business enterprise or not-for-profit organization, with which a faculty member has a connection, may release to the public from time to time publications concerning itself and its activities. In all such publications it may be desirable and, in many cases, required by law that a faculty member’s affiliation with the University be disclosed.

The C. Smith has no connection, directly or indirectly, with the University of Pennsylvania.

in prominent type, should be included in all publications released by such organization. The provost shall have the power to require such a statement to be included in all organizational publications that refer to faculty members, when it is in his/her judgment necessary.

The foregoing rules extend to part-time faculty members, when their association with the University is mentioned in an organizational publication.

B. Affirmation of Obligations to the University. A faculty member may have a position of responsibility (continuing or temporary) with an extramural business organization. In such cases it should be made clear in any publications of the organization that the obligations, in terms of both time and responsibility, of the faculty member to the extramural organization are limited by and subject to the policy of the University of Pennsylvania. This alerts both the public and the faculty member’s business associates that duties to the extramural organization are thus limited. This is especially necessary in the case of corporate officers who are normally regarded as owning a comprehensive fiduciary duty to the corporation and its shareholders. The suggested format for such a disclosure is:

J. Smith, a vice president of this corporation, is a member of the faculty of the University of Pennsylvania and as such is subject to limitations by the University on the time that may be devoted to the affairs of this corporation. In any instance where the interest of this corporation may conflict with the interest of the University of Pennsylvania, J. Smith will resolve such conflict in favor of the University of Pennsylvania.

The provost shall have the power to require such a disclosure in any instance where he/she adjudges it necessary.

V. Conflict of Interest in Externally Sponsored Research

Detailed information and regulations concerning sponsored research may be found in the 1977 Research Investigator’s Handbook, modified by the “Guidelines for the Conduct of Sponsored Research,” published in Almanac 4/7/81. Copies of both are available from the Office of Research Administration.

All faculty members, including those in part-time employment, participating in externally sponsored research projects contracted with the University should refrain from any use of their employment that is motivated by, or gives the appearance of being motivated by, the desire for private gain for themselves or other persons, including particularly those with whom they have family, business, or financial ties. The potential for private gain is present when any private agencies or enterprises in which they have significant financial interests or consulting, managerial, or other employment relationships stand to benefit. Examples of situations from which conflicts of interest may arise include, but are not limited to, the following:

1. Undertaking or orientation of sponsored research to serve the needs of a private agency or enterprise in which a responsible staff member has an interest.
2. Purchase of major equipment, instruments, materials or other items for externally sponsored research from any agency or enterprise in which a responsible staff member has an interest.
3. Acceptance of any limitations on the free publication of and access to the results of any sponsored research. Exception may be granted by the provost for privileged information, but only in the form of a delay in the release of such information. The delay will only on rare occasions exceed three months. Those wishing to engage in research with whose results cannot be so disseminated may only do so as an extramural consulting activity under the conditions described in Section II.
4. Transmission to any private agency or enterprise, use for personal gain, or other unauthorized use of the work product, results, materials, records, or information gathered from sponsored research that is not made generally available through publication or other free access.
5. Acceptance of gratuities or special favors from a private agency or enterprise with which the University conducts business in connection with a sponsored research project.

A. Disclosure to Responsible University Officials. Before participating in any sponsored research project, all faculty members must give written notice of their extramural consulting relationships or other sponsored research projects that may relate in any way to the project to the appropriate department chairs and through them to the deans and vice provost for research. Any significant financial or managerial interests that may relate in any way to the project must be disclosed in writing to the vice provost. Any faculty members engaged in sponsored research projects must disclose in the same manner any change in their outside activities or interests. In the light of such disclosures, the University will take appropriate steps to neutralize or eliminate potential conflicts of interest.

B. Distribution of Effort. The sponsoring agency supporting research must not be misled as to the amount of intellectual effort that faculty members are actually devoting to these research projects. A system of precise accounting is incompatible with the inherent character of the work of faculty members, because the various functions that they perform are closely interrelated and do not conform to any meaningful division of a standard work week. However, if externally sponsored research agreements provide that faculty members will devote a definite fraction of their effort to the projects, or if it is agreed that they will assume specified responsibilities in relation to such research, demonstrable rela-
tionships between the stated efforts or responsibilities and the actual extent of their involvement are to be expected. Each faculty member, in such circumstances, shall confirm the fraction of effort devoted to the projects in the effort reports required of all faculty members who are so engaged.

C. Advice and Guidance. Any questions concerning potential conflicts of interest, appropriate distribution of effort, or other problems associated with externally sponsored research, should be addressed to the office of the Vice Provost for Research.

VI. Employment of More than One Family Member

University policy permits the employment of more than one member of a family (including parents, children, siblings, spouse), whether or not the persons concerned are in the same academic or administrative department. The University’s sole concern in such appointments as in all others, is that faculty or staff members are the best candidates with respect to the requisite academic or administrative qualifications for employment. However, the University recognizes that the appointment of two or more family members, especially within the same department, can lead to abuses and generate pressures and prejudice among colleagues. To guard against such conflicts, the following rules must be observed:

1. No faculty member shall participate in any way whatsoever in the decision to employ, promote, reappoint, or terminate a member of his or her family on the Standing Faculty or Associated Faculty.
2. No faculty member shall participate in any other vital decision, including salary determination, affecting a member of his or her family on the Standing Faculty or Associated Faculty.

Furthermore, faculty members should take care to avoid conflicts of interest or the appearance of such conflicts in the employment of a family member in a non-faculty position. All decisions regarding such employment should be conducted in strict conformance with the relevant regulations, contained in the University of Pennsylvania Personnel Policy Manual, available from the Office of Personnel Relations.

The above requirements extend to those with part-time faculty appointments whenever they may exercise decision power over the employment of a family member.

VII. Requirements for Reporting Extramural Activities and Obligations

At the end of each academic year, each faculty member shall submit to his or her department chair and dean a report of his or her extramural activities during that year, containing the following information:

1. Number of days (or hours, if preferred) of extramural activities for fee (include consulting, professional practice, outside teaching commitments, lectures for honoraria, etc.);
2. Names of organizations (government agencies, private firms, partnerships, etc.) for which the extramural activities conducted represented a continuing engagement;
3. Number of days (or hours, if preferred) of extramural activities on behalf of business enterprises in which they have financial interests or official positions;
4. Names of business organizations in which the faculty member is a significant owner, partner, officer, director, or staff member, etc.

The last item shall also be reported by all part-time faculty members for whom any of the following conditions obtain:

The organization is a supplier of the University and the part-time faculty member participates in the decision to engage its services.

The organization supplies goods or services to the University to be used in the performance of externally sponsored research projects in which the part-time faculty member participates.

The part-time faculty member is privy to confidential University information that could be used to the business advantage of the organization.

The affiliation of the part-time faculty member with the University may be mentioned in any publication of the organization.

Forms for the reporting of extramural activity are available from the Office of the Provost.

All faculty members must also report on a continuing and timely basis to the appropriate administrators the relevant circumstances, as noted in the sections cited, whenever any of the following conditions are met:

1. They have or wish to initiate a relationship with an extramural business organization that is or may become a supplier or competitor of the University (Section III.A.)
2. They wish to undertake an engagement (grant, contract, client, etc.) through an extramural organization (Section III.B.)
3. They intend to participate in a sponsored research project that may be related to their other sponsored research projects, or any of their extramural consulting relationships, or to any organization in which they have significant managerial or financial interests (Section V.A.).

On Campus

March 8-27

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 The Mixed Up Files of Mrs. Basil E. Frankweiler
March 19 Diggs, The Biggest Dog in the World

Recreation Classes
March 26 Classes in swimming, fencing and gymnastics, six sessions. Registration: Gumbel Gymnasium, noon-4 p.m. Information: Helene Hamlin, Ext. 6102.

Workshop
March 10 The How and Why of Mummies, a hands-on workshop for children ages 9-12, 1-2:30 p.m., University Museum. $15 for one adult and one child, $5 for each additional family member (CGS).

Conferences
March 18 Day-long seminar on Housing Demand Assessment: Methods and Models for Developing Countries, Fine Arts School (Department of City and Regional Planning)

Morris Arboretum

March 9 Of Angelwing and Maidenhair: Living with Bignonia and Ferrugania, 10:30 a.m.-noon, $12, $9 for Arboretum members (for an additional $17 class charge members can join the horticultural/speaker Joy Legee Martin for a box lunch after class).

March 14 Propagation for the Home Gardener, three sessions, 10 a.m.
March 15 Botany for Gardeners, six sessions, 6:30 p.m., $65.
March 16 Mapping and Site Analysis, two sessions, 7 p.m., $52, $45 for Arboretum members.
March 17 Preparing to be Interviewed, noon-1 p.m.

March 18 The Art of Delegation. 9 a.m.-noon, $30 fee per participant, charged to the participant’s department, following supervisory approval.
March 23 Spring Orientation, 2-3:30 p.m., call Ms. Vaccaro, Ext. 4078 to register.
March 24 The Art of Interviewing, noon-1 p.m.
March 25 The Art of Negotiation, 9-11 a.m., $10 fee per participant, charged to the participant’s department, following supervisory approval.
March 26 The Practice of Management: Process: From Start to Finish for staff with hiring responsibilities, 1-4 p.m., $10 fee per participant, charged to the participant’s department, following supervisory approval.

Information/registration: Education Department, 247-5777.

Training Division of Personnel

March 10 Resume Development, noon-1 p.m.
March 12 Technical Writing Workshop, 1:15-2:30 p.m.

March 13-14 Preparing to be Interviewed, noon-1 p.m.
March 15 The Art of Delegation, 9 a.m.-noon, $30 fee per participant, charged to the participant’s department, following supervisory approval.

March 17 Preparing to be Interviewed, noon-1 p.m.
March 18 The Art of Negotiation, 9 a.m.-noon, $10 fee per participant, charged to the participant’s department, following supervisory approval.

March 19 The Practice of Management: Process: From Start to Finish for staff with hiring responsibilities, 1-4 p.m., $10 fee per participant, charged to the participant’s department, following supervisory approval.

Information/registration: Training Division, 516 Franklin Building, 16, Ext. 3400.

Health and Wellness Project

March 15-April 19 Yoga: A Way to Wholeness, noon-1:15 p.m., Chapel, Christian Association Building.

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Workshops
March 12 Hmong Pa Niao Workshop Series. demonstration and sale of Southeast Asian appliqué and embroidery, 11:30 a.m.-2 p.m., International House. Registration fee and information: 387-5735, Ext. 219.
March 20 Men's Workshop led by Marvin Berman, all day, Christian Association. Information: 386-1530.

Exhibits
Through March 8 Black Women: Achievement Against the Odds. Houston Hall (Penn Women's Center—Year 102 Events).
Through March 9 Black Contributions to American History. Business, King Court/English House (North Campus Residence—Year 102 Events).
Through March 11 Sculpture by Anita Riley and Paintings by Betty Campbell, Faculty Club.
Through March 18 Recent Additions to the Special Collections of the Van Pelt Library. Klein Corridor, 1st floor, Van Pelt Library.

Morris Arboretum. Photo Contest Exhibit, showing entries featuring different aspects of the Morris Arboretum: Hilkerst. Pavilion Admission $1, $0.50 children and senior citizens.
March 16-24 The Four Seasons. Paintings by J. Wolf-Davis and Sculpture by Karen Singer, Faculty Club.
March 21-24 Connections: Bridges/Ladders/Ramps/Staircases/Tunnels, Institute of Contemporary Art. Opening March 20, 5-7 p.m.

Through Fall 1983 The Lenape: Wanderers in Their Own Land. Sharp Gallery, University Museum.

Exhibition Hours
Arthur Ross Gallery Furness Building. 220 South 34th Street. Tuesday-Friday 10 a.m.-5 p.m., Saturday and Sunday noon-5 p.m.
Faculty Club 35th and Walnut Streets. Monday-Friday 9 a.m.-9 p.m.
Fine Arts Library Furness Building. 220 South 34th Street. Monday-Thursday 9 a.m.-11 p.m., Friday 9 a.m.-10 p.m., Saturday 10 a.m.-5 p.m., Sunday 1-11 p.m.
Hilkerst Pavilion Morris Arboretum, Hilkerst Avenue, between Gorter Avenue and Stenton Avenue, 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 12 Classical and Roman World
March 13 African Roots of American Jazz
March 19 Egypt
March 20 Buddhism
March 20 Highlights
March 21 Prints Building

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
March 9 Mujer de Milargos. Tidikawa and Friends.

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

GSAC Film Series
March 25 Labor Day

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

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On Stage
March 16-27 Annenberg Center Theatre Series. "Whee Albert!" social and political satire that uses comedy to oppose Apartheid, the play originated in South Africa as a collaboration between actors Percy Miwa and Mbongeni Ntshango and director Barry Simon; Zeilacher Theatre, Annenberg Center. Tickets: Information: Ext. 6791.
March 23, 24, 25. April 6 Antonio Chekov's "Three Sisters," three-part program featuring the play and two classroom sessions, 3-10 p.m., Annenberg Center (CGS) $3, $2 for Annenberg Center subscribers.
March 24 All Nighters. Bloomers, 7 and 9:30 p.m., Houston Hall Auditorium. Tickets: $2.50 on Locust Walk.

Special Events
Through March 11 Department of Architecture's Annual Design Week. With guest architect: H. Arthur Zuccher. 11:30 a.m. and 8:30 p.m., Room 310, Fine Arts Building. Admission: $3. Students $2.
March 16 Men's Basketball. NCAA first round doubleheader, 7 and 9 p.m., Palestra. Ticket information: Ext. 6153.
March 18 Family: "Penny" Crew on the School Yard River, starting at 2:00 p.m., Campus Center Library at 4:00 p.m., and finishing under the Columbia Bridge; awards, demonstrations, and refreshments, 11:30 a.m. at the Pennsylvania Boat House. Free, but reservations encouraged. Alumni Relations, Ext. 7811.
March 20 Jamaican Night. 5:30-8:00 p.m., Faculty Club.
March 25 EAA Alumni Reception.
March 30 Family Day. Mask & Wig at the Club. Refreshments and on sale before 1 p.m. curtain. Reservations and tickets ($4 adults, $2 children). Alumni Relations, Ext. 7811.

Through March 11 Campus Museum, Van Pelt Library. Museum features selected Egyptian, Pre-Columbian and Chinese jewelry at 50 percent off regular prices. Information: Ext. 4060.

Sports (Home Schedules)
March 16 Men's Lacrosse vs. Loyola (Balt), 7 p.m.
March 18 Men's Tennis vs. Concordia, 3 p.m.
March 19 Men's Lacrosse vs. Delaware, 7 p.m.
March 23 Baseball vs. Haverford, 3 p.m.
March 23 Men's Tennis vs. Lafayette, 3 p.m.
March 25 Baseball vs. F&M, 3 p.m.
March 26 Men's Tennis vs. Boston U., 3 p.m.
March 28 Men's Tennis vs. Yale, 2 p.m.
March 29 Men's Track vs. St. Joe's La Salle, 1 p.m.
March 30 Men's Tennis vs. Temple, 2 p.m.


Talks
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 Atherosclerosis?: Dr. Edward Minnaugh, National Cancer Institute, N.I.H., Bethesda, Maryland. 11:30 a.m., Physiology Library, 4th floor. Richards Buildings (Respiratory Group of the Department of Physiology, Department of Anesthesiology). Lectures on Nonlinear Problems: Louis Nirenberg, NYU-Courant. 3 p.m., Room A-8, 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.


Mechanisms of Cancer Metastasis: Dr. George Poste, professor of pathology, 4 p.m., Room 151-152, School of Veterinary Medicine (Comparative Cell Biology).

March 9 Symposium: Formation of Tissue Culture: Lee L. Rubin, assistant professor and Andre and Bella Meyer Fellows, Rockefeller University, noon, Mechanize Room 100, Old Medical School Building (Department of Pharmacology).

Jewish Lithuanian Chant in the Hungarian Tradition: An Ethnomusicological Approach: Judit Lakó. 12:15 p.m. Graduate Lounge, 233 Houston Hall (GSAC Lunchbag Seminar).

(continued on page 8)
Acid Induced Airway Responses in the Cat; Dr. John Boyle, 12th floor, Room 116, Richards Building (Research Group of the Department of Physiology, Department of Anesthesiology).

March 11 Applications of Regrammers to Inorganic Synthesis; Dr. Snell, professor, Chemistry, 4:30 p.m., Alumni Hall, Towne Building (Department of Chemical Engineering).

March 12 A Film Documentation in Rural China; Richard Gordon, film maker, photographer; 4 p.m., Colloquium Room, Annenberg School of Communications (Communications Colloquium).

Russian Darwinism 1860-1890; Ideology, Science and Social Change; Daniel Todes, University of California, San Francisco; 4 p.m.; University of National History & Sociology of Science; Perspectives on Darwinism.

Lecture Series, Robert Marvin, landscape architect from Wellesley, North Carolina; 5 p.m., Alumni Hall, Towne Building (Department of Landscape Architecture). Bookreading and Child Rearing: A Diary Study; Dr. Sandra Josephs Hyman, Graduate School of Education; 7 p.m., Room A-11, Towne Building (Center for Research in Literary Communication).

Fresh Fish Poetry and Storytelling Series: a poetry reading by Michael J. 7:30 p.m., Christian Association Building (CA).

March 22 The Role of ACTH in Salt Intake and Hypertension; Rudy Bernard, physiology department, Michigan State University; 1:30 p.m., Mossell Center (Mossell Chemical Science Center).

In Vivo Differentiation of Human Monocytes; Dr. Steffen Doeven, academic, medical director, 4th floor, Richards Building (Research Group of the Department of Physiology, Department of Anesthesiology).

March 23 Special Lecture with Dr. Harry J. Leamy, technical staff, Bell Laboratories; 4 p.m., Auditorium, LRSM (Materials Science and Engineering, Engineering, LRSM).

The Profession of Authorship in America; 1900-1950: Is There a Profession of Authorship in America?; James L. W. West III, professor of English literature, Virginia Polytechnic Institute and State University; 4 p.m.; Rosenwald Gallery, 6th floor, Van Pelt Library (A. S. W. Rosenwald Lectures in Bibliography).

March 24 Talk on Illumination for White Computers: David Bradley, novelist, 7:30 p.m., Multi-Purpose Room, DuBois College House (DuBois College House—Year 102 Events).

OPPORTUNITIES

Job descriptions and qualifications are listed only for those positions which have not previously appeared in Almanac. Positions which have appeared in a previous issue are listed by job title, job number and salary to indicate that the position is still available. Listings are condensed from the personnel bulletin. Listings on March 7 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; Franklin Building: near Personnel (Room 130); Johnson Publishing Company: director of personnel; Law School: Room 28, basement; Logan Hall: first floor, near Room 117; LRSB: first floor, near Room 100; 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: mezzanine lobby; Van Pelt Library: for copy at Reference Desk; Veterinary School: first floor, next to director.

For further information call personnel relations, 894-7898.

Administrative/Professional Staff

Assistant Director III Annual Giving/Director of Medical Alumni Affairs (5400).
Assistant Director Annual Giving I (5399) $14,500-$19,775.
Assistant General Counsel (2 positions) (5327) (5328).
Associate Director I (5319) $16,300-$22,600.
Associate Director V (5452) oversees overall functions of special programs, manages facilities and events; directs phases of programs related to management of programs in collaboration with other associate director (degree, five to seven years' experience in development, management and coordination of athletic program activities, coaching experience helpful, ability to plan and schedule, knowledge of university procedures).

Library Department Head I (5390) $14,500-$19,775.
Assistant Progress Buyer (5417) $14,500-$19,775.
Director, Administration Medical School (5362).
Director, Employment Development for FAS (Associate Development Officer IV) (5445).

Library Department Head I (5390) $14,500-$19,775.
Librarian I or II (3 positions) Librarian I $13,000-$18,500; Librarian II $14,500-$20,000.

Nutritionist Practitioner II (5078) $16,350-$22,600.
Nutritionist, Staff (5077) $12,000-$16,100.

Pharmaceutical Analyst II (5071) $12,000-$16,100.
Pharmaceutical Analyst I (5070) $11,225-$15,750.

Research Specialist II (5079) $15,750-$21,750.
Research Specialist I (5078) $14,500-$20,000.

Senior Research Coordinator II (5077) $21,750-$27,250.
Senior Research Coordinator I (5076) $19,775-$25,250.

Assistant Research Specialist II (5079) $15,750-$21,750.
Assistant Research Specialist I (5078) $14,500-$20,000.

Support Staff

Classified Staff

Administrative Assistant I (5 positions) $9,925-$12,250.
Administrative Assistant II (5 positions) $11,225-$14,050.
Administrative Secretary I (3365) $11,225-$14,050.

Cooperative Research Records (5454) checks the processing of student transcripts and prepares data for the computer; calculates cumulative average for undergraduate transcripts (five years' responsible clerical work, familiarity with data processing as a user, high school graduate) $10,575-$13,100.

Support Staff

Dental Assistant (5428) $10,450-$12,675.
Dental Assistant I (5453) assists chairside using four-handed techniques; assists with preparation of patient records, dispensing mixing materials and treatment areas; maintains equipment; exposes, develops, and mounts x-rays (community, five years' experience in dental assisting, at least one year's endodontics experience, certification preferred) $10,900-$13,275.

Estimatoing Inspector (5455) hourly wages.

Histology Technician II (5491) $12,225-$15,750.

Information Systems Technician II (5004) $12,225-$15,750.

Physical Laboratory Technician II (5009) $10,175-$12,400.

Project Budget Assistant (5491) $9,925-$12,250.

Psychology Technician I (5007) $12,830-$15,750.

Research Laboratory Technician II (2 positions) $10,175-$12,400.

Research Laboratory Technician III (2 positions) $11,225-$15,750.

Research Laboratory Technician III (5455) performs hematology and clinical chemistry tests using automated equipment and computer technology in a clinical pathology laboratory; performs quality assurance programs and routine urinalyses (degree and ASCP certification from a medical technology program, familiarity with automated equipment, 1 year's experience preferred) $12,450-$15,750.

Research Machinist II (5335) $14,575-$18,700.

Secretary II (2 positions) $8,775-$10,725.

Secretary I (2 positions) $7,775-$10,250.

Secretary, Medical/Technical (2 positions) $9,925-$12,250.

Secretary, Medical/Technical/Word Processing (5007) $9,925-$12,250.

Secretary, Temporary (5446) $8,250-$10,500.

Secretary IV (5446) $10,575-$13,100.

Temporary Extra Person (Labor Technician) (5009).

Part-Time Positions

Administrative/Professional Staff

Coordinator, Clinical Education (5004) $13,650-$16,750 (proposed to 60% of full-time).

Support Staff

Permanent Employee (8 positions) hourly wages.

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