IN BRIEF

Over the break just ended, two of Penn's longest searches for high offices ended with the selection of Wharton Dean and a Vice Provost for University Life (right and below). Other key posts filled:

Senate Chair-elect: The slate published March 1 has been declared elected, making Dr. Jacob Abel of SEAS chair-elect of the Faculty Senate as Dr. June Axinn of SSW takes over the Chair from Dr. Murray Gerstenhaber later this spring. These three will then form the Senate's committee on consultation for day-to-day interaction with the administration next year. Full slate will be published next week.

Security: On page two, Vice President Arthur Hirsch announces the selection of the University's Capt. John Logan.

Greek Affairs: Penn's first woman director of fraternity/sorority affairs, Rebecca Reuling of Iowa, takes office in May; see page 2.

SSW Dean Shoemaker: Trustees have reelected Dr. Louis Shoemaker as Dean of the School of Social Work. This and other stories from the March II Executive Board meeting appear next week.

... Academic Calendar: After discussion at Council, the academic calendar for the coming year was adjusted to avoid starting classes on religious holidays. (See page 8.) An additional academic calendar question on inserting a fall break—will be considered in formation of the 1984-85 schedule.

Sexual Victimization: Statements from the President, and Provost; a progress report by the Acting VPUL; and rally speeches from four individual members of the University appear on pages 4-5.

VPUL: James Bishop of Amherst

Amherst College's dean of students, Dr. James J. Bishop, will be nominated to the Trustees for Vice Provost for University Life, ending a search that started after Janis Somervelle resigned in January 1982.

Dr. Bishop is expected to take office in August, with responsibility for the policies, programs and services that integrate the academic and extracurricular life of Penn students. A native of Memphis, Dr. Bishop graduated with highest honors and distinction from LeMoyne-Owens College there in 1958, then taught at Atlanta University and served on the Urban League of Greater Boston and one as vice chair of the Boston Congress of Racial Equality. He also served on the board of Boston's Joint Center for Inner City Change, on the Amherst Citizens' Review Committee, and on the allocating group of the Massachusetts Bay United Fund.

His research has been in ferrocene derivatives, organoboron and organophosphorous compounds, and x-ray crystallography, with publications in the Journal of Organometallic Chemistry; Organic Chemistry; and others.

With 14 years' student affairs leadership at Amherst and MIT, Dr. Bishop was 'invariably described by colleagues there as a person of absolute integrity and of complete dedication to his job and to the faculty and staff with whom he worked,' said President Sheldon Hackney in announcing the choice. "He is also...

(continued next page)

Wharton School Dean: Russell Palmer of Touche Ross

Russell E. Palmer, 48, head of one of the largest accounting and consulting firms in the world, has been selected as Dean of the Wharton School. President Sheldon Hackney announced last week.

Mr. Palmer, currently chief executive officer of Touche Ross International, one of the "big eight" accounting and consulting firms, will become the tenth dean of the nation's first collegiate school of management this summer. He is only the second dean in the School's 102-year history to come from outside the Wharton faculty—and he succeeds the first one, Dr. Donald C. Carroll, who came from MIT in 1972.

Dean Carroll supervised what Dr. Hackney called the greatest period of expansion in Wharton's history, and is credited with moving Wharton into three major leadership positions: in sponsored research, in executive education for mid-career managers, and in international programs and liaisons. The sponsored research budget climbed from $1 million to $12 million annually, and the number of research centers doubled to more than 20. "Innovative education programs blossomed as well," Dr. Hackney said, "and today Wharton offers interdisciplinary degree programs in medicine, law, and..."

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Wharton Dean from page 1

engineering, nursing, international affairs, public policy and social work.

"Now, at a time when it is more important than ever to increase financial resources for higher education, Russell Palmer's challenge is to manage that growth and to encourage selective expansion in research and education while continuing and strengthening existing programs. His business experience and intimate knowledge of management education will be most important assets for Wharton," he said.

"I have often thought of entering academia on a full-time basis after completing my business career," Mr. Palmer said, "to participate in the development of future business leaders. After meeting with a number of key faculty members, I knew that the Wharton School was where I wanted to be. I was tremendously impressed with the Wharton faculty as well as the leadership of the university.

"The economic slump that has affected this country for the better part of a decade, the increasing emphasis on global markets, and the increasingly difficult position of a number of major countries in those international markets, make the successful training of our management leaders more crucial than ever before. The Wharton School can and should continue its splendid foundation for the division's future.

"I'm excited about my new role," Mr. Palmer said. "I couldn't be more excited about my new role.

"We have spent seven years in corporate financial activities. Now, I want to return to teaching and to advising the staff."

"We have spent seven years in corporate financial activities. Now, I want to return to teaching and to advising the staff."

The new VPUL candidate praised the "organization and thoughtful plans developed by Jan Somerville and George Koval. I am deeply impressed. They have established a splendid foundation for the division's future programs." Dr. Bishop said he is eager to begin meeting with students—undergraduate, graduate and professional—and with faculty and administrators, "to learn from their suggestions ways the division can help them and Penn."

Mr. Koval, who has been Acting VPUL since 1981, will return full-time to his post as executive director of student financial and administrative services.


He has been honored with humanitarian awards from the United Jewish Appeal, Federation of Jewish Philanthropies, and with distinguished service awards from the Salvation Army.

Public Safety: John Logan

Capt. John P. Logan, who joined the University in May 1982 after 28 years with the Philadelphia Police Department, has been named director of public safety, succeeding David Juston.

Arthur F. Hirsch, vice president for operational services, said the appointment of Capt. Logan, who has been serving as acting director, is effective immediately.

Capt. Logan spent 24 of his 28 years with the Philadelphia police in command and supervisory positions. Here he will direct a patrol and supervisory force of 64 that is responsible for the protection of persons and property within the University jurisdiction.

Mr. Hirsch said Capt. Logan "typifies the type of experienced, professional police officer who will be able to lead the department to provide even better service to the community.

"He has shown himself as a leader in his capacity as captain of the patrol force and as acting director. He is well respected within the department, the University community, and in the city of Philadelphia.

"That the search generated three internal candidates shows the progress we have made in developing a management staff of the highest quality within the department," Mr. Hirsch added.

Before joining the University, Capt. Logan was captain of the Civil Affairs Bureau of the Philadelphia Police Department from December 1980 to May 1982. For five years prior to that, he was a lieutenant in the traffic division and earlier a lieutenant in the patrol division.

Capt. Logan has a degree of Associate in Science (Criminal Justice) from the Philadelphia College of Textile and Science, where he was a recipient of the Outstanding Student Award. He also completed seminars at Northwestern University and Penn State University and graduated in 1955 from the Pennsylvania Institute of Criminology.

Fraternity/Sorority Affairs: Rebecca Reuling

The University's first female Director of Fraternity/Sorority Affairs will be Rebecca Reuling, now Greek Affairs Coordinator at Iowa State and former coordinator of Greek affairs at Kent State.

Ms. Reuling, whose appointment was announced yesterday by Acting Vice Provost for University Life George Koval, will take office May 1, succeeding Dr. Martin Stamm.

At Iowa, Ms. Reuling has coordinated the activities of 48 fraternity and sorority chapters with 3,100 student members. "As director of the system here," Mr. Koval said, "she will be working with our undergraduate members and alumni chapter advisors to continue the revival of fraternal leadership and strength on our campus."

"Before earning her master's degree in higher educational administration, Ms. Reuling spent some seven years in corporate financial and personnel management, he added.

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Jane Bryan for the
The University as Public Forum

Almost half a century ago, Franklin Delano Roosevelt stood in Franklin Field accepting his renomination as president, proclaiming that "this generation of Americans has a rendezvous with destiny." Those words from 1936 have become even more relevant at present, in an age when our world is kept in fear by international tension and threatened by nuclear war. We begin today a month of events that comprise the University's public forum, "Toward Preventing Nuclear War," a program that describes our current "rendezvous with destiny." I welcome all to attend these activities, to participate in the discussions, and to contribute to the consideration of this, the most vital issue of our time.

This program of events signals the University's commitment to providing an open forum for the thoughtful exploration of social issues from all aspects and perspectives and to contributing significantly to the public discussion of pressing issues. We do this both by assembling the University's resources and by acting as an intellectual magnet, attracting experts from across the nation and around the globe. We hope, through this activity, to help to focus and inform the public debate of this issue. This is the calling of higher education in democracy.

I am particularly pleased that this forum is the product of a special partnership of people and organizations within the University and Philadelphia communities. A large number of citizen and professional groups, including the World Affairs Council, the League of Women Voters, Physicians for Social Responsibility, and Lawyers Alliance for Nuclear Arms Control, have helped to organize these events. The Society of Friends has helped to publicize these activities and The Philadelphia Inquirer has been particularly generous in its assistance. With the cooperation of all these and various other groups, we have invited the citizens of Philadelphia to attend all forum events, free of charge. I am sure that everyone on campus will make all of our visitors feel at home and will welcome the opportunity to discuss the issues before us with as wide a variety of people as possible.

It is important to note that the University does not promote any particular point of view as to the best means to prevent nuclear war. As an educational institution, the University is dedicated to the ideal of a free market in ideas. This function is evident in the roster of speakers and events that will be held on campus during the next month. I think we can agree that it would not be fair for the University to presume to speak for its members on an issue of public policy not directly related to our educational purpose. I do hold the belief, however, that agreement over the best ideas arises out of a full exchange, and I certainly hope that such will be the case during the next month.

We do not pretend to teach from a position of certainty on this complex social issue; we are all here to learn from each other. Many within the University teach and do research in areas that relate to the prevention of nuclear war. By coming together for this forum, we assert that the University has a unique contribution to make to the consideration of this topic. During the preceding months of planning and the coming month of activities we have and will learn from each other's work. Only through such interaction can we develop an understanding of how our work fits together into a body of knowledge that has relevance to an immediate problem.

Our forum is a "One University" event. This has been evident in the wide variety of people involved in organizing the program—liaison groups within each School and an Advisory Committee comprised of students and faculty from throughout the institution. It is evident as well in the variety of people and groups participating in specific events—the diverse grouping of faculty "responding" to guest speakers and participating in discussion panels, as well as the array of student and campus groups hosting their own programs. This forum is the product of the efforts of many people and we hope it will benefit many more.

The most important part of these efforts is only now beginning, for education is not a passive process. I invite you to join in our effort to think about the threat of nuclear war; to go, to listen, to learn from and contribute to the activities of the next month. I hope that you will talk with friends and colleagues about the issues that are discussed and share your thoughts by submitting essays and letters to the various campus and city publications. If we do not all learn from each other in this way, then we will have missed a terrific opportunity.

Finally, I believe that I speak for many at the University and in our City in expressing gratitude to all who have and will help to make this forum a success. You are all too many to mention here, though the pride you will surely feel for your work should be a rich and well deserved reward.

Now, the stage is set. Let us come together to explore the paths to peace.

From the President

Upcoming Events in the Forum

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 Systems and its Technical and Operational Characteristics: Dr. Richard Garwin, Fellow at the J.T. Watson Research Center, and Andrew D. White Professor 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, 6 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 Honor Society, High Rise North Rooftop Lounge.

April 6, 6 p.m., Debate on Arms Control and the Nuclear Threat: Paul Warnke, former director, U.S. Arms Control and Disarmament Agency; W. Scott Thompson, associate director for programs, U.S. Information Agency; moderated by Jerome J. Shestack, for the Lawyers Alliance for Nuclear Arms Control, Harrison Auditorium, The University Museum, side entrance on 33rd Street.

April 8, 10 a.m., Symposium: Biological and Chemical Warfare—Present and Future Dangers: Professor George Wald, Harvard; Dr. Richard Novick, director, Public Health Institute; Professor Richard Goldstein, Harvard; Professor Bert Pfeiffer, University of Montana; moderated by Penn Professor Robert J. Rutman, 200 College Hall.

April 9, 8 p.m., Democracy and the United Nations: John LeBoutillier; presentation of the Penn Political Union, 200 College Hall.

April 10, 8 p.m., Democracy and the United Nations: John LeBoutillier; presentation of the Penn Political Union, 200 College Hall.

April 11, 4 p.m., American-Soviet Relations: Film George Kennan: A Critical View; discussions moderated by Professor Alfred J. Rieber, 200 College Hall.

April 13, 7:30 p.m., Nuclear Strategies: Christopher Lehman, director, Office of Strategic Nuclear Policy, U.S. Department of State; Ambassador Vladimir Shustov, deputy permanent representative of the Soviet Union to the United Nations with Penn faculty respondents, Professors James Bennett, Regional Science, William Evan, Sociology and Management, Marc Trachtenberg, History, 200 College Hall.

Events April 15-19 were in Almanac March 8.
University Policy on Sexual Harassment

It is the purpose of this statement to reiterate the University’s policy on sexual harassment and to identify the resources available to individuals who believe they have been subjected to such coercion. Provost’s Memorandum #3-80, issued on May 6, 1980, defines the University's responsibilities in matters of sexual harassment:

“An employer, the University seeks to ensure that the workplace is free from harassment. As an educational institution, the University’s commitment to eradicating sexual harassment goes beyond the Equal Employment Opportunity Commission guidelines.”

Sexual harassment in any context is reprehensible, and is a matter of particular concern to an academic community in which students, faculty, and staff are related by strong bonds of intellectual dependence and trust. Sexual harassment most frequently occurs when one person has some power and authority over another. For purposes of University policy, the term “sexual harassment” refers to any unwanted sexual attention that:

(1) involves a stated or implicit threat to the victim’s academic or employment status;
(2) has the purpose or effect of interfering with an individual’s academic or work performance; or
(3) creates an intimidating or offensive academic or work environment.

The University regards such behavior as a violation of the standards of conduct required of all persons associated with the institution. Accordingly, all individuals who are affected by it, including students, faculty, and staff, are required to report such behavior to the Office of the University Counselor. The Office of the Ombudsman may also be requested by the Office of Student Life to investigate such complaints.

Additional Resources

1) Students: In addition to the General Resources listed in Section A above, students may call upon the following resources:

a) The Director of the Office of Student Life is responsible for dealing with student grievances arising under Title IX of the Education Amendments of 1972, which prohibits sex discrimination in education. Grievances associated with student employment may also fall within the Director’s purview.

b) Student complaints of sexual harassment by faculty might be brought by the student or an advocate on behalf of the student to the department chair or dean of the faculty member. The appropriate School Committee on Academic Freedom and Responsibility may investigate the case, either on its own initiative or at the request of an academic administrator.

c) Victims of harassment may seek assistance from the University Counseling Service, Gay and Lesbian Peer Counseling, the Women’s Center, the Counseling Center, or the Office of the Ombudsman, depending on the nature of the harassment.

2) The University Staff and Faculty: In addition to the General Resources listed in Section A above, nonacademic staff may utilize the formal grievance mechanism described in Personnel Policy #801. Faculty may utilize the Faculty Grievance Procedure described in the Handbook for Faculty and Administration.

—Thomas Ehrlich, Provost

ALMANAC, March 22, 1983
Statements from a Rally

On Thursday, March 10, five campus women's organizations sponsored a rally to protest violence against women, scheduled for Blanche Levy park but moved to Bodak Lounge in Houston Hall as rain came. Some 600 students, faculty and staff—a high proportion of men, including some wearing fraternity insignia—heard a dozen speakers including four students, two women's organizations leaders, the director of the Penn Women's Center, and two students. Three of the faculty speakers and the Women's Center director submitted their texts for publication wholly or in part below. (The President and Provost issued the statements on page 4, noting that theirs are framed in general terms as the process described by George Koval [p. 4, top right] remains pending).—K.C.G.

Dr. Peter Conn, Associate Dean for Undergraduate Studies, the College:

I understand there are some people who wonder whether we should be having this meeting today. Well, I have an announcement: Yes, we should be having this. We ought to be, I think, that's what we ought to—

That seemed clear to me from the start, but when I heard the question I consulted with two people who are young but wise. My two daughters, Alison and Jennifer, want you to know that they approve this meeting—and they welcome it. Alison and Jennifer may be students on this campus someday; more important, they will have to live in the world you and I leave to them. They are becoming confused and angry about what this culture tells them. They resent the violence involved. They resent the rape-prone. In a rape-free society, such as one I have studied, a man who rapes is not a man. He is laughed at, ridiculed, and socially ostracized. In some rape-free societies the rapist is killed. When can this happen? And, first, and foremost, it must be taken public stand against rape. Men who rape must be socially ostracized and expelled from this community. We must endeavor to understand why men rape.

We must teach our students the meaning of rape. It is important that fraternities understand that gang rape involves them in a sexual display before other men. In proving their heterosexuality to each other, the brothers display a deepseated homosexuality. Their homophobia and hatred of women explains the violence involved. The violent must be held accountable for the consequences of reducing women to nothing more than flesh. We must cover issues of gender and sexuality in courses. If we are truly devoted to the humanities we ought to be teaching students something about what it is to be human.

Dr. Peggy Sandy, associate professor of anthropology:

This is an important event because it allows us to publicly and actively take a stand against rape. This is a first step in transforming this community from a rape-prone to a rape-free society. In my remarks I will first say something about what rape means from my studies of other societies. Secondly, I will talk about what proportion of men engage in rape.

Rape is a gender display, a ritual, which reflects fundamental features of the social relationship between the sexes and the social definition of masculinity. Rape tells a story: It enacts the male view of their underlying nature. This view gives substance to the idea that men are more capable of violence than women, that the violence be taken by force. This view is popular in the media and in pop notions of human evolution. The movie Quest for Fire is the most recent example of this view. There are very few anthropologists knowledgeable on the subject of sex-roles in human society who would subscribe to the view that this movie projects.

Not all societies share our view of human nature. Not all societies are rape-prone. In a rape-free society, such as one I have studied, a man who rapes is not a man. He is laughed at, ridiculed, and socially ostracized. In some rape-free societies the rapist is killed.

What Alison and Jennifer see around them has a certain logic. They are struggling to find their place in a strange environment. Their preciousness, their identity, their belonging, their uniqueness, all threatened. Alison and Jennifer may be students on this campus someday; more important, they will have to live in the world you and I leave to them. They are becoming confused and angry about what this culture tells them. They resent the violence involved. They resent the rape-prone. In a rape-free society, such as one I have studied, a man who rapes is not a man. He is laughed at, ridiculed, and socially ostracized. In some rape-free societies the rapist is killed.

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Dr. Carroll Smith-Rosenberg, associate professor of history:

Ten years ago women who tried to prosecute a rape were raped a second time—by the hospital, police system and court system. Women who were single and not virgins rarely won convictions. The victim's own sexual history was the trial. It didn't matter if she was bound and gagged or held at knife-point: she was held responsible for the sexual violence behavior of her assailant.

Ten years later things have changed dramatically—not because the male-dominated institutions acknowledged the injustice, but because women organized and demanded that institutions change. Ten years later, if a woman is bound and gagged by a stranger, the courts and society now acknowledge a rape has occurred. But if a woman knows her assailant, if what is known as an "acquaintance rape" occurs, society still holds her responsible.

The law is clear—if a woman does not consent and is forced to have sexual intercourse, it is rape; if a woman cannot consent, it is rape. Section 3121 of the Pennsylvania Criminal Law and Procedure reads:

A person commits a felony of the 1st degree when he engages in sexual intercourse with another person not his spouse.

1. by threat of compulsion
2. by threat of forcible compulsion that would prevent resistance by a person of reasonable resolution
3. who is unconscious
4. who is so mentally deranged or deficient that such person is incapable of consent.

Women again are organizing and demanding change. This time some men are with us, and it is gratifying to see so many men here today. We have seen one act of violence and hatred against another in the past few years here. Some say that this is just an expression of society at large. But society looks to higher education for social change. Perhaps it is time to do teach-ins as we did in the sixties, educating the campus about war. If we will not take a "morally activist," position on issues not directly related to Penn, we must at least take one when crises such as these emerge.

ALMANAC, March 22, 1983
Making Connections

I was once told that the mark of an uneducated person is that nothing ever reminds that person of anything else.

I like that. I like the way it sounds and what it means. It is an observation crisp and provocative in its immediate meaning, yet broad and enigmatic in layers of subtle suggestion. Education should be about making connections. In a strictly academic sense, it should be about developing those lasting skills and abilities which are fundamental to all structures of learning and encouraging those qualities of perspective, balance, adaptability and sensitivity which enables learners to recognize the ties between society and nature for the generation of creative ideas and the improvement of human life.

But just as simple interdisciplinaryism is not necessarily the great panacea for any form of curricular malaise, it is hardly the only criterion on which to judge an institution. Penn was a facilitator of connections. There is another dimension which requires our attention, one which transcends mere academic exercise, one which is intimately linked to the so-called "real" world. If education provides a context for understanding the human experience, it must also enhance our awareness of the worth and appropriateness of what one learns to what one does and how one acts.

I wonder just how well we are doing at Penn in this regard.

We have just had another "incident" on the campus—a term often used to describe those unpleasant reminders that our University community is not an insulated citadel of civility. But whether it be a rape a few days ago in a fraternity, or a suicide a few weeks ago in High Rise, or a bomb threat a few months ago in DubBois, the message should be unmistakably clear. We are neither divorced from the harsh, often brutal, realities of a larger society with deeply rooted flaws and problems nor are we especially safe from those even within our midst who seem to have developed a particular penchant of late for inflicting pain and fear and nearby it. It hurts all the more to realize that some of the recent violations of our ideal sanctuary have come, not at the hands of outside intruders, but by fellow Pennsylvanians who live, work and study among us.

I have been told recently that it is dangerous to pretend that we are a part of the "real" world. I think the real danger lies in pretending other-dimensional which transcends mere academic exercise, one which refers - do not occur in void. They are merely artificially hands such a coin to clinician educators. He is willing to match, for clinical lecturers in professional schools, the individuals’ loss in value (no guarantee of continued employment) against the University’s gain (unique services). The combined value of the coin presumably addressing what is at issue—Conrad’s mathematical persona, his analysis of the complex, and the human problems of the coin, if the coin is no good, and should be turned down (or in to the Think Bank for a new and better one).

The entire argument, of course, relies on the Universality of extending relations of quantity to areas which are not quantifiable, and where, in Poe’s words, “mathematical truths” are “often grossly false.” Such areas—including problems of values—rather demand a Poe-tic approach, defined as “analytical reason.” I am hereby appealing to the Chair as a Poet to let his analytical reason take over, and to reconsider his objections to Senior Lecturers in the light of the following considerations:

1. Insofar as individuals are concerned, they alone can determine value. They are not in the position of the Chair’s abstract “individual who must elect whether to stand for tenure or a long-term untenured appointment.” The whole point is precisely that candidates for Senior Lectureships have no such choice, cannot stand for tenure, and can only work for a fixed term and permanent employment. For them, such a position obviously represents the highest possible value; otherwise, they would not seek it. For tenure candidates, this may be a bad coin, and they ought to be protected from taking it, i.e., from exploitation and pressure; but the lecturers, especially those who have many years have been working in untenured positions, cannot have another coin. Should they be turned away without anything? Let them get after what they value, and turn to the University’s interests.

2. I believe, with the Chair, that the tenure system represents a direct value to the University. A wild proliferation of untenured long-term appointments would obviously endanger it. In fact, a mathematically devised safeguard, such as limiting the number of Senior Lecturers to a small percentage of the standing faculty in, say, each responsibility (or a program), satisfies me less than it does the Chair; it minimizes the evil, it does not exercise it. Let us have it, by all means, to appease Manichean...
Credibility In Question

The tuition benefit functions both as an inducement to prospective new faculty members and as an important fringe benefit for current faculty. In my view, the relative importance of these two functions depends upon whether priority is placed on the excellence of the faculty or on the economic status of current faculty members. The recent campus-wide vote affirming the Senate Executive Committee recommendation suggests to me that many of us did not give adequate thought to its long-term consequences in faculty recruiting. I am particularly sensitive to this issue in my role as chairman of a search committee for a new department head. Let me explain.

First, viewed strictly as an inducement, the prospect of free tuition at (presumably) one of the top research universities in the country has a far greater impact than does fractional tuition at any school one's children manage to get into. I cite a specific example: One of our candidates has 3 sons approaching college age; he is confident that they would qualify, 12 years' full tuition could tip the economic scale in our favor. Second, and far more important are the issues of consistency and credibility. Quite apart from the economic hardship now faced by those of us whose children want to attend Penn, a prospective faculty member no longer has any guarantee that whatever plan is in force at the time of his appointment will still exist when he needs it. I leave it for the lawyers to decide whether the Trustees have a binding contract with the current faculty including 100% Penn tuition; if I were considering a position at Penn today, I would be deeply concerned by the drastic

postscript reduction to $900 away from Penn. I cannot imagine a tenure-track faculty member; that his/her skills must lie in a field not specifically covered by the expertise of the standing faculty; that he/she will fulfill, on the instructional level, the same supporting function that A-I or A-3 fulfill in the administrative or maintenance functions. And the second issue is whether the language study is being conducted in a way that does not interest them will detract from their teaching activity. Our committee does not presume to represent all of the views of the A-I constituency, but we believe our combined experience and concern for the University and can be constructive in finding solutions to difficult problems. We urge the University administration, therefore, to continue to work with us to find more positive ways to participate in the decision-making process. Our committee does not presume to represent all of the views of the A-I constituency, but we believe our combined experience and concern for the University and can be constructive in finding solutions to difficult problems. We urge the University administration, therefore, to continue to work with us to find more positive ways to participate in the decision-making process.

A-3s on Benefits

The Executive Committee of the Administrative Assembly appreciates the opportunity to respond to the tuition benefits question and proposals put forward by the Faculty Senate. We have carefully followed the proceedings to date and believe we understand most of the key issues and have found common ground. This is an appropriate time to review the tuition benefits program and correct any inequities of the current policy. If we can look beyond individual or special group interests, and listen to all employee needs, there must be a better way to distribute tuition benefits more equitably. It seems to us that a policy which awards the matriculant to Pennsylvania full tuition, and the direct grant recipient a proportionately smaller sum, puts too much pressure on the admissions process and is not fair to the majority of University employees.

We were permitted the opportunity to present a best-of-alternatives, we would prefer a flexible benefits plan which would allow employees to select the benefits best suited to their needs. In this way, the single person, those married without children, married with children, younger persons, or more mature employees would be able to design a personalized benefit package within the constraints of the dollars available. Since this is not yet an option, we offer the following:

Plans A-1 and A-2 of the Faculty Senate are acceptable alternatives to the Executive Committee, but amended to include A-1 staff employees. On balance, plan A-1 is preferred as it allows for a gradual increase in the financial benefits for Pennsylvania matriculants and begins to address the reality of costs. sending young men and women to other institutions.

We suggest that a review board be established to hear special cases of hardship created by any new policy. It is always difficult to foresee the impact of changes to a long-standing policy in such a broad-based and diverse community of individuals. These cases might form the basis for consideration of candidates for any special loan funds if available.

We regret that there is not a more structured way for the A-3 administration to explain its opinion, and would like to become more formally a part of the consultative process on campus. The administrative staff makes significant contributions to the goals and objectives of the University and can be constructive in finding solutions to difficult problems. We urge the University administration, therefore, to continue to work with us to find more positive ways to participate in the decision-making process.

Our committee does not presume to represent all of the views of the A-I constituency, but we believe our combined experience and concern for the University and can be constructive in finding solutions to difficult problems. We urge the University administration, therefore, to continue to work with us to find more positive ways to participate in the decision-making process.

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A-3s on Benefits

Vice President Posner's memorandum (Almanac, March 8) with regard to tuition benefits for A-1 and A-3 staff employees was viewed with considerable interest by the Coordinating Committee of the A-3 Assembly. We are, of course, distressed that A-3 employees do not currently receive "direct grants for tuition elsewhere". But we do look forward to a decision from the administration in favor of a fixed amount of benefits for tuition, which is not the current discrimination against a class of employees who are primarily women and minorities.

Nominations for A-3 Assembly
Elections will be held at the Spring Meeting of the A-3 Assembly in April. Positions to be filled are:

Chairperson-elect (1)—will assume duties of Chairperson during the 1984-85 academic year. Duties include calling a monthly meeting of the executive committee, preparing an agenda for this meeting, presiding at this meeting, and being the Spokesperson for the Assembly.

Secretary-elect (1)—will assume duties of the Secretary during the 1984-85 academic year. Duties include taking minutes at the monthly meetings and distributing copies of these minutes to executive committee members.

Executive Committee Members (3)—Duties include attendance of monthly meeting where input is requested on various matters affecting A-3 members at the University. Nominees should represent a cross section of University A-3s and should be willing to be actively involved in the business of the Assembly. Please submit nominations to: Andrea F. Dann, business administrator, Department of Orthopaedic Surgery, Room 424, Medical Education Building/GM.

A-3 Nominations Call
Annual elections for the Coordinating Committee of the A-3 Assembly will be held on May 25 of this year. We are looking for names of candidates to be placed on the ballot and now is the opportunity for you to become a candidate for a two-year term on the Coordinating Committee. Your new ideas and suggestions will benefit all A-3s.

We are a group of individuals with a common concern and cordially invite all A-3s to attend our meetings. Come learn what the A-3 Assembly is all about. Guests are always welcome and in fact, many of our guests have subsequently become active members of the Coordinating Committee. We ask your participation. For further information please call Mickey Campanile, 227-2473.

Grants for Biomedical Research
Through an American Cancer Society Institutional Research Grant, the University's Cancer Center will provide support to full time faculty for biomedical research throughout the University. "Seed money" ($5,000-$7,500 maximum) will be awarded for the exploitation of new developments in cancer research. Applications will be judged on the basis of scientific merit and the role that research support will play in the development of new research. Priority is given to new faculty.

The Scientific Review Committee of the University of Pennsylvania Cancer Center will review applications and establish priorities. Interested faculty members are invited to obtain application forms from Ralph Czachowski, administrator, Cancer Center, 7 Silverstein/G12 (227-3910). The deadline for all applications is April 8. Awards will be for one year, not renewable, and will be effective July 1.

Blood Pressure Study
For an antihypertensive drug study, volunteers are sought by the Section of General Medicine at HUP. Patients with mild to moderately high blood pressure, between 18 and 70 years of age and not having serious heart, lung, liver, or kidney disease, are needed for an ongoing study of a new experimental medication which is taken once per day. For medical care, close observation and follow-up are offered throughout the study which may last as long as 26 weeks. Information: Dr. David Goldman, 227-3639.

Debating the Academic Calendar

The University Council spent most of its time March 9 on two Academic Calendar questions, but also:

- passed a by-laws change in the Open Expression Committee's charge to provide for initial fall assembly of the COE;
- gave the first reading to by-laws changes to (a) allow the A-3 Assembly to send alternates to committee meetings if the designated representative cannot attend, and (b) eliminate a requirement that each member of Council serve on at least one committee; and
- discussed measures for breaking down barriers to graduate students' enrollment in elective courses outside their home units.

President Sheldon Hackney turned the floor over to Provost Thomas Ehrlich for a statement to "underscore the University's deep concern on issues of sexual harassment," asking that those who have not reviewed the existing policy do so (see page 4). He also read a statement from Acting VPUL George Koval on an incident reported in a fraternity house (updated by Mr. Koval's page 4 statement). "Let there be any confusion," the Provost said, "a full review has been proceeding and we expect a report in a few days."

Steering Committee Chair Murray Gerstenhaber reported that the ad hoc Council Committee on the Codification of Presidential Search Procedures is nearing the end of its work and will be asking for comment shortly.

### Academic Calendar 1983-1984

#### 1983 Fall Term
- September 1-2: Thursday-Friday
- September 5: Monday
- September 6: Tuesday
- September 9-7: Wednesday
- September 12: Monday
- October 9-2: Saturday
- November 14: Monday
- November 23: Wednesday
- December 9: Friday
- December 12-13: Monday-Tuesday
- December 14-22: Wednesday-Thursday

#### 1984 Spring Term
- January 12-13: Thursday-Friday
- January 14: Saturday
- January 16: Monday
- January 17: Tuesday
- March 10: Saturday
- March 19: Monday
- March 26: Monday
- April 27: Friday
- April 30: Monday
- May 1-2: Tuesday-Wednesday
- May 3-11: Thursday-Friday
- May 19: Saturday
- May 21: Monday
- June 29: Saturday
- July 4: Monday
- August 10: Friday

#### Academic Calendar 1983-1984

- December 12-13: Monday-Tuesday
- December 14-22: Wednesday-Thursday
- December 22: Thursday

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Two Background Documents on Calendars

Comparison of Academic Calendars 1982-83

Only COFHE and local schools on semester schedules are included. Instruction days are calculated on the assumption of five instructional days per week. Reading days are not included unless designated as optional.

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<tr>
<th>School</th>
<th>Fall Semester</th>
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Summary of Holidays Elsewhere

Columbus Day—Brown, Harvard, M.I.T.
Veterans Day—Brown, Harvard, M.I.T.
Washington's Birthday—M.I.T.
Patron's Day—M.I.T.

The following schools have fall semester breaks during October:
- Bryn Mawr: Monday & Tuesday, mid-October
- Duke: Friday & Monday, mid-October
- Haverford: Monday & Tuesday, mid-October
- Princeton: Monday-Friday, late October
- Smith: Monday & Tuesday, mid-October; Mountain Day (spontaneous - 1 day)
- University of Rochester: Monday & Tuesday, early October
- Wesleyan: Monday & Tuesday, mid-October
- Williams: Monday & Tuesday, mid-October (called "Fall Reading Period")

The following schools have extended Thanksgiving breaks (more than Thursday and Friday):
- Duke: includes Wednesday before Thanksgiving
- Swarthmore: includes entire week of Thanksgiving
- Yale: includes entire week of Thanksgiving

The following schools have Spring vacation days over and above a 1-week Spring break:
- Smith: Rally Day (February)
- Wesleyan: 2-week Spring break
- Williams: Winter Carnival (1 day); 2-week Spring break.
- Yale: 2-week Spring break

Task Force on International Dimension

The President has appointed a task force charged with studying and reporting on the international dimension of the University. The committee's purview includes international student and faculty exchanges, international aspects of the curriculum, and scholarship and research in international areas.

Major purposes will be to determine current international resources and opportunities, to provide guidance on the likely future direction of American higher education in the international field, and to make recommendations on how Pennsylvania may keep abreast of its international needs.

The task force is chaired jointly by Humphrey Tonkin (English and International Programs) and Richard Lambert (Sociology and South Asia Studies). Also serving on the task force are Jacob Abel (Mechanical Engineering), Frank Bowman (Romance Languages), Frederic Burg (School of Medicine), Lucy Creevey (City and Regional Planning), Noyes Leech (Law), Howard Perlmutter (Management), Louise Shoemaker (Social Work), Henry Teune (Political Science), Henry Towbridge (Dental Medicine), Daniel Wagner (Education), and Jerry Wind (Marketing).

Hardee's Questionnaire

1. How often do you eat at Hardee’s in Houston Hall?
   - Never
   - 1-2 times a week
   - 3-5 times a week
   - Rarely

2. How would you rate the current menu in Hardee’s?
   - Excellent
   - Good
   - Satisfactory
   - Unsatisfactory

3. How would you rate the quality of the food now being served?
   - Excellent
   - Good
   - Satisfactory
   - Unsatisfactory

4. How would you rate the service provided?
   - Excellent
   - Good
   - Satisfactory
   - Unsatisfactory

5. Do you wish to retain Hardee’s in its present form?
   - Yes
   - No

6. Additional Comments:

Please return this completed survey to the "HARDEES SURVEY BOX" located in Houston Hall lobby, 3417 Spruce Street, by Friday, March 25 at 5 p.m. Thank You.
Academic Calendar
March 28 Pre-registration for fall term and summer sessions

Children's Activities
Film Series
March 25 Angels in the Outfield
The Saturday children's film series is free. Films are screened at 10:30 a.m., Harrison Auditorium, the University Museum.

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

Conferences
March 25, 26 New Approaches to Law in Public Interest; on such topics as Criminal Justice Practice and Public Interest Law: Race, Class & Sex; keynote address by Father Drinan, Georgetown University Law Center, 7:30 p.m., The Law School (Penn Law School students).
March 25-26 Taking Back Our Bodies. Taking Back Our Lives 8 p.m. Friday, Women's Words: Songs and Poetry; 10 a.m. Saturday, Registration; 10:30 a.m. and 2 p.m., Workshops. Benjamin Franklin Room, Houston Hall (Progressive Student Alliance).
March 25-27 Fourth Annual Ethnography in Education Research Forum, speakers, panels, working sessions and special interest group meetings, Graduate School of Education. Information and registration: Ext. 3273 or Ext. 6998 (Center for Urban Ethnography, Graduate School of Education).
March 26 Archaeology of Elna, all-day symposium led by Dr. Paolo Matthai, director of the Italian excavations in this Syrian site, 9 a.m. Rainey Auditorium, University Museum. Information: Ext. 3024 (University Museum).

Coursework and Training
College of General Studies
March 22 Fiction Writing I: A Workshop; 7:30 p.m.
March 23 Anton Chekov's The Three Stiers; 8 p.m.
March 24 Editing Workshop; 6 p.m.
Business Writing, 6:15 p.m.
March 30 Exposition, Advocacy; Argument: A Workshop in Prose Writing; 6 p.m.

Training Division of Personnel
March 24 The Interview 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 supervisor approval.
March 30 Purchasing Orientation; 2:30-3:30 p.m. call Ms. Vaccaro, Ext. 4078, to register.
March 31 New Employee Orientation; noon-1:30 p.m.
Information: registration; Training Division, 516 Franklin Building. Ext. 3400.

Workshops
March 25 Men's Workshop led by Marvin Berman, all day, Christian Association. Information: 386-1530.

Exhibits
Through March 25 Recent Studio Works, a collection of work by the students of design of the environment department of Graduate School of Fine Arts, Houston Hall Art Gallery.
Prints by Goya: Desazres de la Guerra, La Tauromaquia, Spanish Entertainment and other prints; Arthur Ross Gallery, Furness Building.
March Arborium's Photo Contest Exhibit, winning entries featuring different aspects of the Morris Arborium; Hillcrest Pavilion. Admission $1.50. children and senior citizens.
Through April 8 Paintings by Joan Wolf-Davis and Sculpture by Karen Singer, Faculty Club.
Through April 24 Conversions: Bridges/Ladders/Ramps/Staircases/Tunnels, Institute of Contemporary Art.
Through Fall 1983 The Tapestry: Weavers in their Own Land; Sharp Gallery, University Museum.
Ongoing The Egyptian Mystery: Secrets and Science and Polyneia, 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 36th and Walnut Streets. Monday-Friday 9 a.m.-5 p.m., 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 1-5 p.m.
Hillcrest Pavilion Morris Arborium, Hillcrest Avenue, between Germantown and Stenton Avenues, Chestnut Hill, phone 247-5777. Daily 10 a.m. to 4 p.m.
Houston Hall Art Gallery 3417 Spruce Street. Monday-Friday noon-6 p.m., Saturday and Sunday noon-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 3rd and Spruce Streets; phone: 222-7777. Tuesday-Saturday 10 a.m.-4 p.m., Sunday 1-5 p.m.
Van Pelt Library Monday-Friday 9 a.m.-11 p.m. except holidays.

Guided Gallery Tours
March 25 Highlights
March 27 Polynesia
April 2 Africa
April 3 Egypt
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

GSAC Film Series
March 25 Jerome Lacoste. April 1 The Gospel According to St. Matthew. 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 27 Don Giovanni. These free films are screened at 2:30 p.m., Harrison Auditorium, the University Museum.

PUC Film Alliance
March 24 Man of Marble. March 31 Chan is Missing.

Recreation Classes

Urban Studies Film Series
March 24 Bicycle Thief. March 31 Die Beutels: Films are shown at 7 p.m., Skirball Hall, B-21. Admission $1.

Music
March 25 Retrospective of George Rochberg's piano music. with pianist, Louis Lewenthal. 8 p.m., Harrison Auditorium, University Museum. Tickets: $6 ($4 for students).
March 27 Concert of Baroque Music on original baroque instruments played by Senatasse, 4 p.m., Bodek Lounge, Houston Hall (Van Pelt College House).
March 30 Penn Relay Concert. 8 p.m., Irvine Auditorium (Groove Phi Groove Social Fellowship - Year 102 Events).

Dial INFO for Events
The Houston Hall Information Desk has a new telephone number, 898-INFO, staffed Monday-Friday 9 a.m.-10 p.m., Saturday and Sunday 11 a.m.-10 p.m. The Information Desk staff can provide information and telephone numbers for the University as well as activities information. For a recording of University activities and events, call Ext. 1000. 24 hours a day.
There are also two new Information Boards in the Houston Hall mall, one at each end of the building, installed earlier this month. The large, colorful boards contain a monthly calendar advertising events on campus and a computerized listing of events and Houston Hall services, updated daily. To have an event or activity listed on the new boards contact Maureen Skolski, Ext. 5552 and fill out a form in the Office of Student Life, 1st floor, Houston Hall.

ON CAMPUS
March 22-April 3

Two Women's Works at Faculty Club: Hall Eaten, carved poplar, 1982, 4½" x 11" x 8", by sculptor Karen Singer, (below) and detail of Eben Horsky, acrylic on textured linen, 1976, 70" x 64", by painter Joan Wolf-Davis.
Eden at Annenberg Center

Eden at Annenberg Center, a dessert cafe to serve patrons in the Zellerbach lobby, is now open prior to and after theater performances at the Center. The dessert cafe, a partnership between Annenberg Center and Eden Restaurant, will offer a variety of Eden deserts, fruit salads, coffee, tea and cider. “The idea stemmed from our desire to make the theatre experience as pleasant as possible,” said Stephen Goff, managing director of the Center. He explained that he hopes the audiences will come early and stay late.

For more information call Ext. 6791.

Religion

Christian Association

March 28-31 Holy Week services, 8 p.m., Chapel of Reconciliation, Christian Association.

Hillel Foundation

March 29-April 5 Passover-Passover

Special Events

March 28 Craftshow featuring twelve members of the Pennsylvania Potters Guild and Labra, sculptors, demonstrating, and selling crafts such as jewelry, copper crane, handmade cards, macramé, pottery, patchwork quilts, scrimshaw, stained glass, and wood working. noon-6 p.m., Kings Court/English House (Kings Court/English House).

March 29 Jukebox Night, 5:30-8:00 p.m., Faculty Club.

March 25-27 EAA Alumni Reception

March 29 Family Day: Mask & Wig at the Club. Refreshments on sale before 1 p.m. curtain. Reservations and tickets (young adults $1 children under 12 free), directed by Ellis Rabb, Zellerbach Theatre, Annenberg Center. Tickets/information: Ext. 6791.

Tales

March 28 The Role of ACTH in Salt Intake and Hypertension: Rudy Bernard, physiology department, McNeil Medical Center.

Materials Science in Microelectronics: Harry J. Leamy, technical staff, Bell Laboratories. 4 p.m., Auditorium, LRC (Materials Science and Engineering, LRSK).


The French Surrealist TGV: Dagebot Schar, assistant general manager for North America, French National Railways; 4:30 p.m., Room B-6, Vance Hall (Transportation Club).

The Western Palace and the Royal Necropolis of Ecbatia during the Middle Bronze Age: Paolo Matthiae, director of the Italian Archaeological Mission at Ecbatia, Institute of Fine Arts, University Museum (University Museum). Registration/information: Ext. 4000. Lecture fee: $12.50 includes coffee and refreshments.

Towards Preventing Nuclear War: an address by United Nations Secretary General Javier Perez de Cuellar, 7 p.m., Irvine Auditorium (Office of the President).

March 29 On Nuclear Warfare: A Surrealistic Proposal: Norman Mailer, author and Pappas Fellow, joined by the University Choir, 10 a.m., Room 200, College Hall (The Office of the President).

Sociology

March 28 Reflections on the Ethnicity of Schools; Howard Becker, professor of sociology, Northwestern University; 12:30 p.m. Room 235-237, McNeil Building (Ethnography in Education Research Forum).

March 28 Challenges to the Public School District Researcher: What Can Be Learned from the Philadelphia Experience? Delil H. Hymes, dean, Graduate School of Education; Ray McDermott, professor of anthropology, Teacher's College, Columbia; 11:30 a.m. Room 222, Sitterle Hall (Ethnography in Education Research Forum).

March 28 Meanings and Uses of Ethnography: Susan Phelan, curator of anthropological collections, American Museum of Natural History; 12:30 p.m. Room B-6, Sitterle Hall (Ethnography in Education Research Forum).

March 28 The Catechism of Glycophytons—Normal and Pathological: Dr. Leonard Warren, professor of anatomy, Wistar Institute; noon, Mezzanine Room 100, Old Medical School (Department of Pharmacology).


March 29 Pleasures and Principles of Huddling; Jeff Allfather, anthropologist, University of Illinois at Urbana-Champaign; 11:30 a.m., Monell Center (Monell Chemical Senses Center).

March 29 The Profession of Authorship in America, 1900-1950: Reflections on the Profession of Authorship: James L. W. West, III, professor of English literature, Virginia Polytechnic Institute and State University; 4 p.m., Rothenstein Hall, University Museum (University Museum). Registration/information: Ext. 4000. Lecture fee: $12.50 includes coffee and refreshments.
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 title, job number and salary to indicate that the position is still available. Listings are condensed from the personnel bulletin of March 21 and therefore cannot be considered official. New listings are posted Mondays on personnel bulletin boards at:

- Anatomy-Chemistry Building: near Room 358; College of Pharmacy: ground floor.
- Franklin Building: near Personnel (Room 130).
- Johnson Pavilion: first floor, next to directory.
- Law School: Room 28, basement.
- Medical Services Building: Room 117.
- LRSF: first floor, opposite elevator.
- Richards Building: first floor, near mailroom; second floor.
- Steinberg-Hall-Dietrich Hall: ground floor.
- Towne Bray Library: Van Pelt Library: ask for copy at Reference Desk.
- Veterinary School: first floor, next to directory.

For further information call personnel relations. 898-4370.

An Anthropological Interpretation of Believing; For further information call personnel relations. 898-4370.

Director, Admission Medical School (5362). Director, Federal Relations (5466) represents the University's interests to members of Congress and officials of the Executive Branch, including the major granting agencies, and serves as the liaison to those officials; works with educational associations to further interests of higher education and the University (degree, law, five years' experience in an area's profit sector; ability to assume responsibility for federal relations in a diverse, complex and decentralized academic community).

Director of Development for ASSO (Associate Director of Development Office IV) (5459).
- Librarian II (5382) $14,500-$19,775.
- Nurse Practitioner II (50076) $16,250-$22,600.
- Nurse Practitioner III (54251) $18,775.
- Program Analyst II (C0995) $14,500-$19,775.
- Program Analyst III (C0960) $16,250-$22,600.
- Public Relations Officer I (54267) $13,750-$16,250.
- Research Specialist II (C0475) $14,500-$19,775.
- Research Specialist III (C0475) $16,250-$22,600.
- Staff Relations (Area Manager, Personnel) (5448).
- Staff Writer II (5448) $14,500-$19,775.

Support Staff

Administrative Assistant I (5232) $9,925-$12,250.
Admissions Assistant I (5471) handles mail, transfer admissions, telephone and counter inquiries, correspondence and files. Requires two years' experience in dealing with students, faculty and parents, experience in admissions, excellent typing, written and oral communication skills ($10,575-$13,100).
Clerk II (5487) enters patient records in central assignment area; locates charts and other information on the computer; signs students' forms and checks students in and out; keeps accurate inventory records; compiles registration (high school graduate, one to three years' clerical or typist experience; good oral and written communication skills; $6,775-$10,725).
Clerk Assistant (5472) types correspondence, manuscripts and grant applications; uses dictaphone; files; types; answers phones; schedules appointments; orders supplies for department; maintains attendance records; good oral and written communication skills; $7,075-$10,725.

Database Coordinator (5481) $11,250-$14,000.

Director, Administration Medical School (5362).
Director, Federal Relations (5466) represents the University's interests to members of Congress and officials of the Executive Branch, including the major granting agencies, and serves as the liaison to those officials; works with educational associations to further interests of higher education and the University (degree, law, five years' experience in an area's profit sector; ability to assume responsibility for federal relations in a diverse, complex and decentralized academic community).

Director of Development for ASSO (Associate Director of Development Office IV) (5459).
- Librarian II (5382) $14,500-$19,775.
- Nurse Practitioner II (50076) $16,250-$22,600.
- Nurse Practitioner III (54251) $18,775.
- Program Analyst II (C0995) $14,500-$19,775.
- Program Analyst III (C0960) $16,250-$22,600.
- Public Relations Officer I (54267) $13,750-$16,250.
- Research Specialist II (C0475) $14,500-$19,775.
- Research Specialist III (C0475) $16,250-$22,600.
- Staff Relations (Area Manager, Personnel) (5448).
- Staff Writer II (5448) $14,500-$19,775.

Support Staff

Administrative Assistant I (5232) $9,925-$12,250.
Admissions Assistant I (5471) handles mail, transfer admissions, telephone and counter inquiries, correspondence and files. Requires two years' experience in dealing with students, faculty and parents, experience in admissions, excellent typing, written and oral communication skills ($10,575-$13,100).
Clerk II (5487) enters patient records in central assignment area; locates charts and other information on the computer; signs students' forms and checks students in and out; keeps accurate inventory records; compiles registration (high school graduate, one to three years' clerical or typist experience; good oral and written communication skills; $6,775-$10,725).
Clerk Assistant (5472) types correspondence, manuscripts and grant applications; uses dictaphone; files; types; answers phones; schedules appointments; orders supplies for department; maintains attendance records; good oral and written communication skills; $7,075-$10,725.

Database Coordinator (5481) $11,250-$14,000.