

# Almanac

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## IN BRIEF

**A.T.O. Report:** On page 3, Professor Stephen Burbank as Judicial Administrator makes an "Extraordinary Report", as provided in the Charter of the Judicial System, concerning the resolution of charges brought against members of Alpha Tau Omega.



Ellen Goodman



Dr. Chaim Potok

**Commencement:** Ellen Goodman and Dr. Chaim Potok are among the ten honorary degree recipients at Penn's 227th Commencement Exercises, at 10 a.m. Monday, May 23, in the Civic Center. Pulitzer Prize-winning columnist Ellen Goodman will give the Commencement address. Dr. Potok, author and editor who earned a doctorate at Penn, will deliver the Baccalaureate address on living in the nuclear age, 3 p.m., Sunday, May 22, in Irvine Auditorium.

The others receiving honorary degrees are: Trustee Emeritus Henry M. Chance II; Princeton Professor of Economics Dr. Ansley J. Coale; Xavier University of Louisiana President Dr. Norman Francis; Penn Professor Emeritus Dr. Shelomo D. Goitein; Penn Nursing Overseer Dr. Jessie Scott; Professor Emeritus Dr. Isaac Starr; MIT Professor Dr. Jerome Wiesner; and the University of London's Dr. Esmond Wright.

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Dr. Brvan Marshall



Dr. Jere Behrman



Dr. Daniel Hoffman



Dr. Robert Pollak

## Four Chairs for Pennsylvania Professors

Four senior faculty members have moved up to named professorships—three to FAS chairs established during the Program for the Eighties, and the fourth to a new chair at Medicine named for a famous nineteenth-century alumnus and professor, Dr. Horatio C. Wood. The Wood chair was established by Department of Anesthesia funds to give a boost to research.

Its first incumbent is **Dr. Bryan E. Marshall**, director of the McNeil Center for Research in Anesthesia at HUP, where he guides research directions with a particular charge to help

promising young researchers develop into independent, funded and eventually senior researchers. Dr. Marshall is professor of anesthesia at the School of Medicine with a secondary appointment as a professor of comparative anesthesia in the School of Veterinary Medicine. He is an internationally known expert in pulmonary pathophysiology.

The three FAS members named to chairs: **Dr. Jere Behrman** as William P. Kenan, Jr., Professor of Economics. Dr. Behrman is director (continued on page 2)



Photos by Robert J. Salgado—Morris Arboretum

The gowns traveled through the town for Morris Arboretum's 50th Anniversary Convocation in Chestnut Hill Saturday, where President Sheldon Hackney conferred honorary degrees upon Dr. John H. Burnett, principal and vice chancellor of the University of Edinburgh, and on Arboretum Advisory Board Chairman Dr. F. Otto Haas. Statues of the late founders Lydia Morris and her brother, John—whose estate became Penn's renowned botanical showcase and research station—overlooked the ceremonies in the Azalea Meadow, which celebrated by bursting into bloom. In an address the Arboretum will publish, Dr. Burnett stressed such roles for the Arboretum as supplying rare specimens for research in molecular biology.



Left to Right: University Secretary Dr. Mary Ann Meyers; Arboretum Director Dr. William M. Klein; President Hackney; Dr. Burnett; Dr. Haas; Chaplain Stanley E. Johnson.

## Academic Freedom: The Fifties and the Eighties

The academic year 1982-83 marks thirty years since the formation of the Faculty Senate at the University of Pennsylvania. The Senate began, in part, as a response to the political climate of 1952—a period when academic freedom was under attack all over the country.

At many universities outside forces were deciding whether or not faculty tenure should be broken. Government agents—the FBI and others—were not unknown visitors to faculty offices on many campuses. Tenured and untenured alike felt their right to teach, to research, at risk. At Penn, one response was led by the distinguished philosopher, Professor Glenn R. Morrow: the formation of an independent Faculty Senate. The intent was to have both a forum for discussion of any matters the faculty felt academically significant and a mechanism for participation in the governance of the University. The Senate was to play a watchdog role for academic freedom. Almost immediately it established a Senate Committee on Academic Freedom and Responsibility and was instrumental in the development of analogous elected committees in the faculties of all the schools.

From the broad charge derived a large number of issues for the faculty to work on: the structure of the faculty, its economic status, the scope and limits of the administration, issues of educational planning and research policy. A complicated, but useful, committee format to work on these problems has evolved over the years. The Statutes of the University gave the Faculty Senate an official role in University affairs in 1953. Over the course of the last thirty years, the faculty has made that role one of responsible and at times even strong leadership.

There may be some disturbing parallels between the 1950s and 1980s. In 1953 the political climate put constraints on what some faculty members felt free to teach and research. The problem in 1983 is more subtle, because it is not a question of personal politics, but of fiscal politics. Universities are feeling the impact of budget uncertainties and restraints plus government cutbacks. One of the solutions sought is the expansion of the number of non-tenure accruing faculty whose research may be so financed that it is not free to follow purely academic goals. Financial pressure thus pushes faculties to become increasingly pragmatic, to alter traditional academic structures in favor of increased market responsiveness thereby reducing the University's economic risks. An even more complicated set of limits and constraints on academic research might develop from a second solution: broad corporate financing. In both paths there are dangers to academic freedom and to intellectual inquiry—the purposes of the University.

*Jane Axinn*

### Chairs from page 1

tor of the Center for Analysis of Developing Economics and a former department chair whose numerous books and articles include *Commodity Exports and Economic Development: The Commodity Problems and Policy in Developing Countries*; *Short-Term Macroeconomic Policy in Latin America*; and "The Impact of Minimum Wages on the Distribution of Earnings for Major Race-Sex Groups: A Dynamic Analysis." He is also a Fellow of the Econometric Society.

**Dr. Daniel G. Hoffman** as Felix E. Schelling Professor of English Literature. Dr. Hoffman is a Poet-in-Residence and director of the Writing Program. His most recent book, *Brotherly Love*, was nominated for an American Book Award and National Critics Circle Award in 1982, and received the citation for poetry of the Athenaeum of Philadelphia in 1983. Dr. Hoffman was named Honorary Poet of the Philadelphia Tricentennial, and in 1973-74 served as the Consultant in Poetry of the Library of Congress. Among his other books are *Poe Poe Poe Poe Poe Poe Poe; Form and Fable in American Fiction*; and the *Harvard Guide to Contemporary Writing*, of which he is editor as well as co-author.

**Dr. Robert A. Pollak** as Charles and William Day Professor of Economics and Social Sciences. Dr. Pollack is director of the Center for Household Behavior and a Fellow of the Econometric Society. He is also the editor of the *International Economics Review* and author of numerous publications including "Demographic Variables in Demand Analysis" and "The Treatment of 'Quality' in the Cost of Living Index."

## Commencement Honors Elsewhere for Penn Faculty

Several members of the University faculty have been tapped for honorary degrees—some this year, some last.



Philip Wennblom

**Dr. Aaron T. Beck**, professor of psychiatry, was distinguished by Brown University with an honorary Doctor of Medical Science degree last year for his achievements as teacher and psychiatric researcher, and especially for his pioneering work in the understanding and treatment of depression as a medical disorder.



**Dr. Claire M. Fagin**, dean of the School of Nursing, received an honorary Doctor of Science degree from Lycoming College, this month for lifelong concern with enhancing the state of health care through practice and education.



**Dr. Elias Burstein**, Mary Amanda Wood Professor of Physics, received an honorary Doctor of Science degree from Chalmers University, Sweden. He is largely responsible for the development of solid state science during his career at Penn.



**Dr. Philip Mechanick**, professor of psychiatry, will receive an honorary doctorate at Semmelweis University of Medicine, Sweden, for developing cooperation between the universities while strengthening communication that transcends issues of political origin.



Jordan Denner

**Dr. Joel Conarroe**, incoming dean of the School of Arts and Sciences, is the recipient this year of the honorary Doctor of Humanities degree at Southwestern of Memphis, for contributions to the humanities.



Frank Ross

**Dr. Elliot Stellar**, professor of physiological psychology in anatomy, received an honorary Doctor of Humane Letters degree from The Johns Hopkins University in February for his outstanding contribution to psychology and unstinting devotion to excellence.

## Fellow of the Royal College

**Dr. Thomas W. Langfitt**, vice president for Health Affairs at Penn and director of the division of neurosurgery in the School of Medicine, has been made an honorary Fellow of the Royal College of Surgeons in Edinburgh where he recently addressed the membership at induction ceremonies. (There are 23 living Honorary Fellows: Dr. Jonathan E. Rhoads, emeritus professor of surgery at Penn, also numbers among them.) Other awards Dr. Langfitt has received over the past year include an honorary degree in science from Salem College and the Grass Award from the Society of Neurological Surgeons for outstanding service in science.

## Almanac

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**Kindness Remembered**

A very nice lady died on May 1, 1983 as the result of an automobile accident. Hundreds, literally hundreds, of Ann Mulhern's extended family members at the University of Pennsylvania sent cards and flowers, attended services, or called me or one of my brothers to express their condolences. I wish I were able to tell you just how much your warm support helped us all. If you ever have an occasion to wonder if the people here care at all about each other, ask me. I will remember your kindness always.

—Vicki Mulhern, Assistant Director for Benefits, School of Medicine

The following was sent April 18 to Vice President for Human Resources Gary Posner, and to Almanac for publication.

**Health Care Costs Increase**

At your last visit to the Coordinating Committee of the A-3 Assembly on March 30, you mentioned that health costs for all employees at the University would increase 6.3 million dollars to an estimated 9.1 million dollars in 1983. This indicates an approximate 45 percent increase.

Inflationary increases in health care costs have been approximately 15 percent per year. Why is the University's estimated health cost for 1983 going to be three times the overall national projected figure?

We would indeed appreciate your viewpoint on these cost increases.

—Roosevelt Dicks, for the Coordinating Committee, A-3 Assembly

**Mr. Posner Responds:** Mr. Dicks is correct that I mentioned the escalating costs of health and dental care at a recent meeting but purposely avoided going into great depth about those costs due to their complexity and the available time. His letter, however, suggests that for the University community as a whole there may be some interest in the details provided elsewhere in this issue. (Ed. Note: See page 5.)

**A-3 Assembly Annual Elections**

The A-3 Assembly will hold its 11th annual elections on May 25, noon-2 p.m. Voting is open to all A-3 employees of the University.

Polling places will be at the following locations: College Hall, east end; Colonial Penn Center, basement Room 208; Chemistry, Room 125; Edgar Fahs Smith, Room 118; DRL, Room 2E-6; Dental School, main lobby; Franklin Building, main lobby; Graduate Education Building, ballots delivered; Johnson Pavilion (HUP), ground floor lobby; LRSM, Room 201; Law School, Room 101; McNeil Building, Room 160; Moore School, Room 201; Museum, first floor classroom, NBC (Veterinary), seminar room; Piersol Building, Room 203; Richards Building, first floor, outside elevator; Towne Building, inside west door; Vance Hall, first floor, inside main entrance; Veterinary School, Room 151; Steinberg Hall-Dietrich Hall, atrium, main entrance; Williams Hall, at fifth floor elevator; Book Store, office.

ALMANAC, May 17, 1983

**Extraordinary Report by the Judicial Administrator**

This is an extraordinary report to the University community by the Judicial Administrator concerning the resolution of charges brought against individual members of the Alpha Tau Omega Fraternity for violating the University's Code of Conduct. It is issued in accordance with the authorization in Paragraph VII of the Charter of the University Student Judicial System to "inform the University community about the outcome of certain exceptional cases...."

From the outset, the University administration has regarded the complaints brought against these individuals with utmost seriousness. The Judicial Inquiry Officer investigated the complaints and, in consultation with senior faculty members asked the President to advise her on this matter, determined that further proceedings were appropriate. Accordingly, the JIO filed charges as provided in the Charter of the University Student Judicial System. In order to assure the integrity of the process and protect the rights of all involved, the Secretary of the University asked me to serve as Judicial Administrator, and special counsel was appointed to advise the Judicial Inquiry Officer.

Throughout this process, the University administration was committed to seek just solution. That objective has now been attained through settlements between each of the individual parties and the JIO that further the University's primary functions of educating its students and promoting their development as mature adults.

The Judicial Inquiry Officer entered into the settlement agreements after carefully considering all circumstances, including the gravity of the allegations, the information available to her, the willingness and ability of potential witnesses to participate in the internal judicial process and, therefore, the possible outcomes of that process. In view of all of these considerations, settlement agreements were reached that satisfy the University's objectives and define appropriate conditions to be fulfilled.

The specific terms of the settlement agreements are, by their terms, confidential. Moreover, although a limited exception "to the maintenance of complete confidentiality in judicial matters" is provided for semester and extraordinary reports of the Judicial Administrator, the details of settlement arrangements or sanctions in judicial proceedings must be treated as confidential, particularly where there is a risk, as here, that disclosure would lead to the identification of individual respondents. Inevitably, there will be rumors about the specific terms of the settlements. Confidentiality has its costs—in this case disabling me and all others involved in the process from dispelling those rumors. But the community should know that the President, the Provost, the Acting Vice-Provost for Student Life, and the General Counsel have considered the matter and concur in all decisions reported here.

Some have urged that a different set of procedures is needed for cases similar to those here at issue. Some time ago, the President and Provost strongly urged the Commission on Judicial Procedures, which is currently reviewing all judicial procedures on campus, to propose revised procedures. The President and Provost have reaffirmed that request to the Chairman of the Commission in light of these particular cases. In the absence of other established procedures, however, the Judicial Inquiry Officer adopted the unanimous advice of the special advisory panel to follow the procedures in the current Charter. That was the proper course in the circumstances.

Now that these cases are resolved, members of the University community must work together to make certain that cases of this sort do not recur. The University administration remains committed to protecting all members of the University community. At the same time, members of the community bear responsibility to ensure that the rights, property, and persons of other individuals are respected in all dimensions.

In closing this report, I wish to record my special gratitude to Suzanne Reilly, Esquire, special counsel to the JIO, whose skill, patience, and perseverance are largely responsible for the satisfactory resolution, within an imperfect process, of cases that have tested our ability to govern ourselves.

—Stephen B. Burbank, Judicial Administrator  
Associate Professor of Law and Associate Dean of the Law School

**Groundbreaking for New Hillel Facility**

Faculty, staff and students are invited to join representatives of the Philadelphia Jewish community at the official groundbreaking for a new Hillel facility which is being constructed on campus. President Sheldon Hackney will attend the ceremonies and Nochem Winnet, a prominent community leader, will serve as chairman for the proceedings. The ceremonies take place May 26 at 4 p.m. at Hillel Foundation on 36th Street beside CA.

Horace Stern, chairman of the JCAB Capital Campaign which has been charged with the respon-

sibility of raising funds for an expanded Hillel facility, reported, "A substantial portion of our one million dollar goal has been reached thanks to the generosity of over 300 contributors." The Board of Trustees of the University has made the land adjacent to the existing Hillel building available for the new facility, which will include a multi-purpose auditorium, expanded dining facilities, kitchens, meeting rooms, classes, chapel and offices. The library will also contain special cabinets to permanently display the Philip Zinman antiques collection from the Middle East, which has been donated to Hillel.

# Minorities Among the Full-Time Faculty of the University (1975-82)

This is the second in a series of reports on the University's effort to increase the number of women and minorities in faculty and staff positions. The first report on the number and distribution of women in the faculty appeared in the April 26, 1983 issue of *Almanac* (Vol. 25, Number 30). This report focuses on the change in the number and distribution of minorities in the faculty. A subsequent report will detail the change in the number and distribution of minorities and women in staff positions.

The data in this report were taken from affirmative action data on file

## I. Minorities and Blacks Among the Standing Faculty 1975-82

Schools	1975	1978	1982	Change 1978-82**
SAMP (Total)	16	11	3	- 8
(Minority)	N/A	0	0	0
(Black)	0	0	0	0
Annenberg (T)	9	9	10	+ 1
(Minority)	N/A	0	0	0
(Black)	0	0	0	0
FAS (T)	500	497	497	0
(Minority)	N/A	28	27	- 1
(Black)	6	8	6	- 2
Dental (T)	92	86	80	- 6
(Minority)	N/A	3	5	+ 2
(Black)	3	3	1	- 2
Education (T)	21	20	30	+10
(Minority)	N/A	1	2	+ 1
(Black)	0	1	1	0
SEAS (T)	81	86	91	+ 5
(Minority)	N/A	8	8	0
(Black)	0	0	0	0
GSFA (T)	36	37	26	-11
(Minority)	N/A	3	1	- 2
(Black)	1	0	0	0
Law (T)	27	28	27	- 1
(Minority)	N/A	2	2	0
(Black)	1	2	2	0
Medicine <sup>1</sup> (T)	675	524	629	105
(Minority)	N/A	24	41	+17
(Black)	10	8	10	+ 2
Nursing (T)	43	28	27	-21
(Minority)	N/A	3	2	- 1
(Black)	1	2	2	0
SPUP (T)	-	7	7	0
(Minority)	N/A	0	0	0
(Black)	-	0	0	0
SSW (T)	26	22	16	- 6
(Minority)	N/A	6	5	- 1
(Black)	6	6	5	- 1
Vet Med (T)	101	101	99	- 2
(Minority)	N/A	5	8	+ 3
(Black)	0	0	0	0
Wharton (T)	132	141	152	+11
(Minority)	N/A	4	10	+ 6
(Black)	2	2	3	+ 1
Interdisc. (T)	-	11	11	0
(Minority)	N/A	0	1	+ 1
(Black)	-	0	1	+ 1
<b>Total Faculty</b>	<b>1,759</b>	<b>1,628</b>	<b>1,705</b>	<b>77</b>
<b>Total Minority</b>	<b>N/A</b>	<b>87</b>	<b>112</b>	<b>25</b>
<b>Total Black</b>	<b>30</b>	<b>31</b>	<b>31</b>	<b>0</b>

<sup>1</sup>1978 data does not include Clinician-Educator.

\*Source for 1975 data: *The Affirmative Action Plan of the University of Pennsylvania, February 1976. Figures for total minority faculty not reported.*

\*\*Due to lack of complete data for 1975, the net change is computed from 1978-82.

with the University Management Information System. These data do not include school hiring actions recorded after December 15, 1982.

Table I below shows the number and distribution of blacks and other minorities in the standing faculty from 1975 to 1978 and from 1978 to 1982. The table also shows the change in the number and distribution of blacks and other minorities from 1978 to 1982.

Several observations regarding the data in Table I can be made. One is that while the total representation of minorities in the standing faculty only increased by 1.3% from 1978 to 1982, the total number of minorities increased by 29% during this period. The small increase in the percentage representative of minorities occurred because of the 5% increase in the total standing faculty. Another favorable observation related to the growth in the standing faculty is that the 25 new minority faculty hired represent 32% of the 77 positions added to the total standing faculty.

Other observations to be made relate to the fluctuations of the number of minorities within schools. While the overall representation of minorities in the standing faculty increased by 25, the experience within the schools was both positive and negative. Gains were made in the School of Dental Medicine, where minority representation increased from 3 to 5, the School of Veterinary Medicine where minorities increased from 5 to 8 and, more significantly, in Wharton where minorities increased from 4 to 10 and in the School of Medicine where minorities increased from 24 to 41. The increase in the School of Medicine was due primarily to the inclusion of Clinician-Educators as Standing Faculty since 1980. On the other hand, FAS, GSFA, Nursing, and SSW all lost minority faculty during this period. Together, these schools experienced a net decline of five minorities.

Another observation worth noting is that the number of black faculty members has not changed. This implies that the gains made during 1978-82 have been with Hispanics and other minority groups. Regarding black faculty members, Table I shows that there was a net gain of one black faculty member between 1975 and 1982. During this period, a total of 4 black faculty left the Schools of Dental Medicine, Fine Arts, and Social Work, while a total of 4 additional black faculty were appointed in the Schools of Law, Nursing, Wharton, and the interdisciplinary faculty. On the other hand, in four schools—FAS, the School of Dental Medicine, the School of Medicine, and the School of Social Work—the actual number of black faculty declined by a total of 7.

## Five-Year Trends by Tenure Status (University-wide)

A look at minorities among the faculty by tenure status shows that slight increases occurred from 1978-82 (Table II). Tenured minority faculty increased to 56 (5.6%) in 1982 from 54 (5.5%) in 1978 while total tenured faculty remained constant. The number of minority scholars in tenure-track positions rose by four (33 to 37) over this five-year period. The category of Clinician-Educator experienced the most growth in minority appointments: eight appointments were made between 1980-82. This boosted minority representation in this faculty group from 6.6% in 1980 to 8.8% in 1982.

The number of Blacks among the University faculty by tenure status has shown some growth between 1980-82 from 13 (1.3%) to 16 (1.6%). Black faculty in tenure-track positions, however, fell from 13 (2.4%) to 11 (2.0%). Black faculty in the Clinician-Educator category also rose slightly by two from 3 (2.0%) in 1980 to 5 (2.5%) in 1982.

## Recent Minority Faculty Recruitment Efforts

During each fall semester since 1981, the Provost and the Director of Affirmative Action have held individual meetings with the Deans of each School to plan recruitment strategies for the appointment of minorities to the Standing Faculty. Particular emphasis is being placed on increasing the presence of Blacks and Hispanics, as well as women, among the

## II. Blacks and Minorities Among the Standing Faculty by Tenure Status 1978-82

TENURE STATUS	1978 <sup>1</sup>			1980			1981			1982			% CHANGE 1978-82		
	TOTAL FAC	TOTAL BLK	TOTAL MIN	TOTAL FAC	TOTAL BLK	TOTAL MIN	TOTAL FAC	TOTAL BLK	TOTAL MIN	TOTAL FAC	TOTAL BLK	TOTAL MIN	TOTAL FAC	TOTAL BLK	TOTAL MIN
TENURED	978	-	54 (5.5)	992	13 (1.3)	50 (5.0)	1,002	15 (1.5)	57 (5.7)	978	16 (1.6)	56 (5.7)	- 1.4%	+23.0%	+ 3.7%
NON-TENURED (on-track)	478	-	33 (7.0)	534	13 (2.4)	44 (8.2)	516	10 (1.9)	41 (7.9)	524	11 (2.0)	38 (7.3)	+ 9.6%	-15.4%	+15.0%
CLINICIAN- EDUCATOR	N/A	-	N/A	152	3 (2.0)	10 (6.6)	171	4 (2.3)	13 (7.6)	204	5 (2.5)	18 (8.8)	+34.0%	+66.0%	+80.0%
TOTALS	1,456	-	87 (6.0)	1,678	29 (1.7)	104 (6.2)	1,689	29 (1.7)	111 (6.6)	1,706	31 (1.8)	112 (6.5)	+17.2%	+ 6.8%	+28.7%

<sup>1</sup>1978 data for Black faculty by ranks unavailable.

tenured and tenure-track ranks. Initial search efforts during 1981-82 resulted in the potential for the appointment of 7 additional Black and Hispanic scholars to the Standing Faculty. The offers made by individual schools were as follows:

School	Offers of Appointment to Blacks and Hispanics
Faculty of Arts and Sciences (FAS)	2
Dental Medicine	1
Graduate Education (GSE)	1
Medicine	1
Engineering (SEAS)	1
Social Work (SSW)	1
<b>Total</b>	<b>7</b>

Of the 7 offers made last year, 2 Black faculty members came to the Standing Faculty in FAS and GSE and a Hispanic faculty member was appointed to the School of Dental Medicine.

These data indicate some growth for minorities over the past eight years. As in the case of women, concerted efforts must continue to aggressively recruit and appoint greater numbers of Black and Hispanic scholars to the Standing Faculty. Although recent efforts are encouraging, it is important that this momentum be maintained. Significant and measurable progress is possible in the near future through the continuing leadership of the President, the Provost and the Deans of each School.

—*David Hopkins Ramey*  
Director, Office of Affirmative Action

## Health and Dental Care Costs for Penn Faculty and Staff

Those of the University community who attended or saw on television the Wharton School's nationally-influential *Health Care at the Crossroads: Policy Directions for the 1980s* will recognize immediately that what is happening to the country is happening to all of us at Pennsylvania: Health care costs are rising, and their containment without loss of essential protections is a critical concern.

I would like to outline just how these costs are escalating for our own community, and describe some steps we are taking toward containment. (Note: Costs discussed below include expenditures for all health carriers—Blue Cross/Blue Shield and the five Health Maintenance Organizations, plus the two different dental programs available to eligible faculty and staff.)

### The Facts

- For the fiscal year ending June 30, 1982, total expenditures for health/dental premiums were \$7.792 million. Of this amount, \$6.342 million represents University contributions and \$1.450 million represents contributions from faculty and staff.

- Effective July 1, 1983, the University anticipated an 18% rise in medical/dental costs from \$7.792 million to \$10.210 million and budgeted for that increase.

- Actual claims experienced determines the premiums paid for Blue Cross/Blue Shield this fiscal year, i.e., the greater the usage by employees, the higher the costs (and ultimately premiums) to both the University and its faculty and staff.

- Costs for health care continue to exceed inflation. Based on costs incurred for the first 8 months in fiscal 1983, the overall increase in health/dental costs

is now projected to be 33.4%. This increase of 15.4% over that anticipated represents \$1.2 million of additional benefit costs.

- Total cost for health/dental care for fiscal 1984 are now anticipated and budgeted to be \$12.35 million.

### The Problem

- How to structure rates for the year (start July 1, 1983), for faculty and staff so that they are fair, competitive and fulfill the majority's health/dental care needs.

- How to contain future costs and decrease the potential for excessive increases over budgeted amounts.

### The Partial Solution

- As reported in *Almanac* (April 19, 1983, page 8) a new rating structure takes effect July 1, 1983, which eases the financial impact on faculty and staff of escalating costs by increasing the University contribution towards health/dental premiums.

- The University has entered into an insured plan arrangement with Blue Cross/Blue Shield which will hold the rates for fiscal 1984 to budgeted amounts. Should increases be required for losses incurred (if any) during this year, however, they would be in the form of premium rate adjustments for fiscal year 1985.

- Discussions have already occurred with health carriers about the necessity for cost containment, and a Health Day was sponsored by the Benefits Office last month attempting to raise the awareness of employees to the simple fact that a dollar spent in health care costs is one dollar less available for salaries, benefits or other needed expenditures.

- Increased awareness by employees of the availability of Health Maintenance Organizations offers

evidence that costs can be contained through the HMOs program of 'preventative care' rather than the more traditional 'fee for service' basis.

- Fiscal year 1984 offers opportunities for us to study new methods with appropriate carriers and the Personnel Benefits Committee of ways to minimize escalating health/dental care costs without sacrificing the financial underpinnings required by faculty and staff in the event serious illness develops. Beyond 1984, concepts of redesigned programs, better educational seminars and flexible benefits offer encouraging signs that the rapid acceleration of health care costs can be contained.

No one likes to spend money unnecessarily. The University next year will spend almost \$10 million in health and dental care costs. This translates to over \$1920 annually for each employee who has family health and dental coverage. The University shares employee concerns about increasing costs and remains committed to doing its best to hold those total costs down. Since claims ultimately determine premiums, it is incumbent on all of us to be cognizant of the high costs of health care, for the only full solution other than constantly increasing premiums is to reduce coverage or reduce claims pending a stabilization in the national trend of health care costs exceeding inflation.

The ultimate solution is for none of us to get sick this coming year. We would automatically save money, be more productive and feel good. To our good health...

—*Gary J. Posner*,  
Vice President, Human Resources

# Parking: Some Facts and Figures on Now and the Future

At Council on May 11, the presentation on parking that was briefly sketched in last week's issue gave a concise but closely integrated picture of parking now and in the future at Penn. Among other things, the coordination of Council Committees' activities to those of administrative offices was illustrated by Dr. Vukan Vuchic's policy overview (opposite page) and the reporting of Director of Business Services Steven D. Murray and Director of Facilities Development Titus D. Hewryk. Below are texts reconstructed from their talks.

## Mr. Murray: The Current Status

The parking program at the University of Pennsylvania has been mandated since the late 1960s to be run on a totally self-supporting basis. Any net revenues each year are transferred to a building fund which in turn is tapped for the construction or rehabilitation of new or existing parking facilities. As a general rule:

- Income from transient parking facilities (e.g., 36th and Walnut, 34th and Spruce) subsidizes the cost of faculty/staff/student permits.
- Surface parking lots are significantly less expensive than garages.

There has been an excess of demand over supply in Penn parking facilities since the mid-1970s. In response to this concern, the Transportation and Parking Office has taken certain steps to increase supply. This has resulted in a 25% increase in the number of spaces available since 1976. For example:

- Some existing parking facilities have been restriped for compact cars, thereby yielding 350 new spaces.
- Several tracts of land have been rented from the City of Philadelphia for use as temporary parking areas.

Additionally, several initiatives have been taken by Transportation and Parking to reduce demand by highlighting alternatives to single-passenger car commuting. For example:

- A Vanpool program has been developed and maintained. Twelve 15-passenger vans are now in operation.
- A carpool matching service based on home zip codes is circulated annually.
- A booklet emphasizing alternatives, "Getting To and From and Around Penn," is distributed to new students and new employees.
- Transpasses are now sold at cost in the University Bookstore.
- The Penn Bus route has been modified for more efficient scheduling and increased ridership by residents of University City (who can, in addition, use Drexel Bus on presentation of I.D.).

Despite the above efforts, we continue to face a serious problem with parking availability, due in large part to the sorry state of the commuter rail system. Penn's current average parking rate of \$252 per year, while now substantially less than that of Drexel, Temple, Hahnemann and most other urban institutions, would have to be dramatically increased if we built several new garages. This would be necessitated by the high cost of facilities construction (approximately \$8000 per space). On some amortization schedules, a construction rate of \$8000 per space translates to a prohibitive \$900 annual rental. Our efforts at maintaining reasonably priced permit rates—which have increased at just half the CPI rate since 1976—would therefore be compromised.

Our intermediate-term strategy will, therefore, continue to be emphasis on optimizing the use of existing parking facilities and decreasing demand wherever possible. Titus Hewryk will outline our longer-term space utilization plans in the next section.

## Mr. Hewryk: Planned Changes

Campus off-street parking needs are presently interpreted according to two standards: the City zoning requirements, and parking surveys.

The zoning requirements, which call for providing one parking space within 1,000 feet of every 4,000 gross square feet of building area built since 1964, are minimal requirements. The University meets these legal parking requirements. The total gross floor area of University buildings built within the University's Institutional Development District area since 1964 is 4.7 million square feet, for which (according to zoning requirements) 1,175 parking spaces are needed. The University now administers a total of 4,480 parking spaces—of which 2,833 are classified as permanent off-street parking spaces—housed in six parking structures and a number of small surface parking lots.

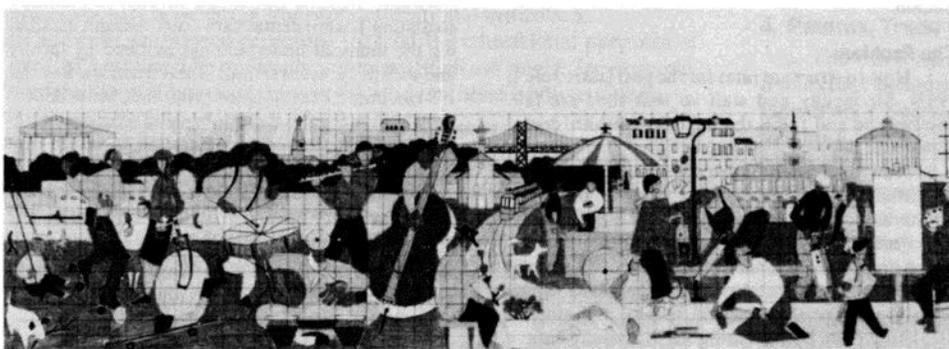
Estimated parking demand, based upon campus transportation and parking surveys performed in-house as well as by outside consultants, indicates that parking demand exceeds supply by a factor of at least two and is growing.

With the westward thrust of the campus development of the last twenty years completed, and with the renewal of the University's acquisition agreement regarding the Redevelopment Authority-owned land (3400 block, 3600 block and 3700 block of Walnut Streets), programs are being formulated for the development of these and other Penn-owned sites.

The development of the vacant campus parcels of land off Walnut Street is expected to eliminate approximately 550 off-street parking spaces. Because of the University's inability to absorb this reduction in parking facilities, it is proposed that two parking garages (on 34th & Chestnut Streets and 38th & Walnut Streets), each with a capacity of about 600 cars, be constructed to serve the existing and future need of the north campus. At the same time it is envisioned that plans for development of the 3600 block of Walnut Street will include a parking facility to service its needs.

The University Hospital and the School of Medicine presently generate the greatest demand for parking spaces. On the basis of this, we are projecting a parking facility related to HUP and the School of Medicine—one reserved for the use of hospital visitors, faculty, students and staff. One very important element of the proposed plan is rental of a piece of the PGH property for parking, on a temporary basis, during the construction of the parking garages at 34th & Chestnut and 38th & Walnut. A new HUP/SM garage would also be constructed on the to-be-acquired PGH land.

**Corrections:** Last week's issue, in addition to misstating Mr. Murray's new title (the correct one is Director of Business Services as above), scrambled some committee titles of speakers on parking. The correct line-up: Dr. John Morrison chairs the Facilities Committee, Dr. Vukan Vuchic its Transportation Subcommittee, and Dr. Peter Dodson the Community Relations Committee. *Almanac* apologizes for the confusion.—K.C.G.



## SEPTA Station Beautification

Artists discovered through a University competition will help transform ordinary transit stops into places of community pride as original murals beautify two SEPTA Subway-Surface System stations in the University area soon.

Penn and SEPTA have announced the winners whose artwork will be incorporated into the renovation of the 36th Street (also called Sansom Street Station) and 37th Street Stations. Milia Tsaoussia, a Penn landscape architecture student completing her second year, won first prize in the 36th Street competition, for her colorful panoramic mural depicting Philadelphia people, places and activities. Kimberly Garrigan, a third-year Penn painting student, won first prize in the 37th Street competition for an un-

usual design which creates the illusion of moving water by using backlit curtains of blue and green translucent material mounted on springs and cables. As trolleys pass through the station, the mural will vibrate and flash.

The station renovations are scheduled by SEPTA to begin early this summer. Until then, the large drawing-board designs are on display in the lobby of the Edison Building, 130 S. 9th Street.

During the summer of 1981, Philadelphia artists painted 16 subway murals for the 34th and Market street subway-elevated station, part of the continuing effort to upgrade the station. The University was one of 10 area organizations cooperating in the innovative project. Several of the murals depict University scenes such as the Museum, College Hall, the Covenant sculpture, LeBus and International House.

*In the following text, the chair of the Facilities Committee's Transportation Subcommittee combines some comments from his opening statement with answers to questions raised by members of Council during the May 11 debate that was curtailed by the clock.*

## Transportation and Parking in the Campus Area

The Transportation and Parking Subcommittee of the Committee on Facilities, recognizing the need to treat all transportation aspects as one function, developed in 1980 a set of transportation policies for the University. The Committee on Facilities supported and endorsed this work of its subcommittee.

The policies emphasize the need for a pedestrian-oriented environment in and around the campus, and for improvement in access to the campus as well as movements within the campus area. To achieve this, the University should encourage use of travel modes which are best suited to the campus area. These include travel by public transportation for all purposes, vanpooling and carpooling for commuting from the areas not adequately served by transit, while for all short trips to and from the campus, as well as within its area, safe and convenient pedestrian facilities should be provided to encourage walking. The least desirable mode of travel is driving one-car-per-person, since extensive vehicular traffic and parking of an excessive number of cars are neither physically and economically possible, nor environmentally desirable; heavy influx of vehicles would create a greatly dehumanized area, instead of a pleasant, green, pedestrian-oriented campus.

Among auto drivers, use of compact automobiles is preferred (because of lower space consumption); on-street parking should be allocated to short-term, rather than all-day parkers.

One of the serious deficiencies in the campus area was unavailability of convenient short-term parking. Without any regulations, the limited number of curb parking spaces were occupied from morning to evening by a small number of commuters. While some auto commuters (parking lot subscribers) paid for parking, others did not.

In some of these matters the University has a limited jurisdiction and physical abilities to provide facilities and to regulate them: they are under the jurisdiction of the City, SEPTA and other agencies. Fortunately, in recent years some major improvements have been made by these agencies.

Public transportation in the campus area has been greatly improved since 1979. Subway stations have been renovated and trains are now clean, their service fast and reliable. Most buses and all trolleys are new, air-conditioned and comfortable vehicles, and subway-surface stations will be renovated in the immediate future. The only exception has been the regional (commuter) rail system which, due to the major changes in its operation and financing, transition from Conrail to SEPTA, etc., has suffered from major fare increases, service cuts and finally, a long strike which is still under way. This has been felt in the campus areas through greatly increased demand for parking.

The City has introduced parking meters which have resulted in a much greater availability of curb parking for visitors, including students who come for lectures of up to 3 hours. The curb spaces are now used by a much greater number of University people than before, while their availability from 6 p.m. to 8 a.m. and on weekends has not changed at all.

The presently planned introduction of parking permits for the neighborhood of Spruce Hill has been considered by the Transportation and Parking Subcommittee. It is recognized that the scheme is beneficial for most residents, while it creates some inconvenience for temporary residents and visitors.

Residents of the Spruce Hill area who do not have their vehicles registered to their present addresses will find "hunting for parking

spaces" somewhat more difficult when permits are introduced (the plan is to give preferential treatment to permit holders along some of the curbs). However, the state law requires that each car be registered to the permanent address within one month. Possible exemptions of students from this rule have been explored by the Subcommittee without success: there is nothing that the University can do about that, since the law is very explicit.

The recommendation of the Facilities Committee has been that the University take a neutral stand on this proposal, since it has no direct jurisdiction over that area. Moreover, the system of permits would not, on the whole, create more hardships than benefits to most University faculty, employees and students living in the area.

There have been complaints by some students about the present parking situation. The new parking meters and increasing activities in the campus area, and particularly the aggravated situation due to the regional rail strike, have resulted in shortages and increased prices of parking. While the change from no control of parking to the control by meters from 8 a.m. to 6 p.m. has been rather abrupt, it is certainly not out of line of practices in most cities. There is no large city that provides free unlimited parking in its central area, as was the case here until a few weeks ago. The rate of 50¢/hr. is lower than it is east of the Schuylkill River (75¢/hr). Similar areas in Boston and Washington have charges of \$1/hr.

It is expected that when the regional rail strike is terminated parking pressures will be somewhat, but not greatly, relieved. Even with that, increased attention should be given by University people to travel by transit modes. Many students bring their habits from smaller towns and believe that they must have an automobile and use it also in the campus area. Actually, for any travel to Center City and to most other points in the Philadelphia region, there are either excellent or reasonably good and cheap transit services. A number of Center City residents have discovered in recent years that it is often more convenient and cheaper *not* to own an automobile, but to use transit and, for incidental trips which cannot be done by transit, use taxi or rental automobiles. Their rates, however high they may seem for individual trips, are usually considerably lower than the cost of insurance, maintenance and parking in a busy urban area such as ours. For frequent travelers in the City, Weekly Transpass (\$9) or monthly Transpass (\$35)—available in Penn's Book Store—are good bargains.

SEPTA is presently preparing a program (not yet approved for discounting Transpasses by 5% to the companies that contribute 5% toward the Transpasses for their employees. The employees would thus obtain 10% cheaper Transpasses. This practice is already widely used in Boston, Chicago and other cities.

The Facilities Committee will continue to follow current developments, analyze their impacts and initiate various actions to further improve mobility and environment of the Penn campus. In that effort the Committee will continue to welcome and utilize all responsible and constructive comments or discussions by individual members or groups of our faculty, students and administrative personnel.

—Vukan R. Vuchic,  
Professor of Civil Engineering—Transportation  
Chair, Transportation and Parking Subcommittee  
of the Committee on Facilities



## Policy Information for Potential Commercial Sponsors of Research at the University of Pennsylvania

### Prologue:

The University of Pennsylvania has a long tradition of welcoming support for research projects from commercial sponsors. Such support aids our pursuit of new knowledge and, through the cooperative interactions it spawns, often facilitates the practical applications of such knowledge to the benefit of society.

Modern research universities, such as Pennsylvania, are seen and see themselves as institutions, unique in our community, that engage in sustained inquiries into fundamental areas of the humanities, of science, and of technology without regard to immediate practical consequences, and that promote the free exchange and discussion of the results obtained. As such they are often called upon for technical help and objective advice in meeting the needs of both the public and private sectors. Our policies regarding the conduct of commercially sponsored research agreements, as summarized below, reflect this image of the University. We believe that these policies, in preserving our academic ideals while recognizing the legitimate proprietary needs of the sponsor, provide a sound basis for mutually satisfactory research relationships.

### 1. General Considerations

The University seeks support for sponsored research conforming to its Guidelines for the Conduct of Sponsored Research which include the following criteria:

a. It is of intellectual interest to the principal investigator, who will usually be a member of the standing faculty, and who will be responsible for the conduct of all or the major portion of the work.

b. It in no way compromises the University's policy of non-discrimination, nor the freedom of inquiry of faculty members, nor their abilities to disseminate their research findings and conclusions.

c. It is consistent with the University's basic objectives of creating and disseminating new knowledge and is appropriate to the purposes and objectives of a tax-exempt nonprofit educational institution.

In addition, sponsored programs that aid the educational purposes of the University will be especially welcome. Such aid might, for example, take the form of financial support for student theses or dissertations.

### 2. Negotiation and Implementation of Agreements

a. Every sponsored program must include a formal research proposal. Such a proposal requires the written approval of the cognizant deans and departmental chairpersons. In the case of a proposal having faculty from more than one school, the written approval of the cognizant deans, or Vice Provost for Research, as appropriate, is required. Proposals submitted through an institute must also have the director's approval.

b. Responsibility for negotiating any commercially sponsored research agreement rests with the Office of Research Administration under the general policy guidance of the Vice Provost for Research. A detailed outline describing the administrative structure of the program is required as part of an agreement.

c. The University undertakes research on a best efforts basis, but disclaims any guarantee of results.

d. The University expects full reimbursement of the allowable costs of research, including direct and indirect costs, the latter to be charged at no less than the rate that is applied to grants from the Federal Government. Only in unusual circumstances, and with the express approval of the cognizant dean, will deviations from this policy be permitted.

e. It is University policy not to undertake to keep proprietary information provided by the sponsor confidential, because of the negative impact such an obligation has on free communication of research results within the University and elsewhere. Exceptions to this policy will be considered in cases when the confidential information provided is periph-

eral to the main intellectual thrust of the work. For example, confidential information can sometimes be handled in coded form, so that results can be discussed without divulging proprietary information. The University reserves the right to refuse to accept proprietary information.

f. All research agreements will be carried out in a manner consistent with existing governmental regulations regarding such matters as human and animal subjects, recombinant DNA, and the use of hazardous and radioactive materials.

### 3. Publications and Publicity

a. The University accepts no limitations on its right to disseminate all findings and conclusions derived from sponsored projects except when the privacy of an individual is concerned or in the limited sense discussed in sections 2c, 3b, and 4c.

b. The University agrees to submit a copy of any proposed disclosure to the sponsor for review prior to its planned submission for publication. The sponsor may then request a delay in publication, not to exceed three months, for patent or trade secret protection (see part 4). In unusual circumstances, and with the approval of the Vice Provost for Research, a further delay may be allowed, which in no case will exceed one year from the date of initial submission to the sponsor. It is University policy to identify fully and openly the sponsor of the research program, either by acknowledgement in a publication or, if such acknowledgement is unwanted, in response to public inquiry. An exception may be made when in the judgment of the Provost such a condition is not harmful to the University nor to the integrity of the research.

c. A sponsor may not use the name of the University or of its employees or agents in any way in advertising or product-promotion activities without the prior written approval of the President of the University.

### 4. Patents, Trade Secrets and Licenses

a. The University strongly prefers patent to trade secret protection of intellectual property, because patent disclosure is consistent with the University's objective of disseminating new knowledge. Accordingly, patent protection will be sought for a research discovery with potential commercial importance unless both the sponsor and University agree that the discovery is not patentable.

b. The University prefers to retain title to inventions and other intellectual property resulting from sponsored research. This insures that the University will be able to direct vigorous efforts toward transferring the technology for the public benefit. The normal mechanism for this is through royalty-bearing licenses, preferably non-exclusive, though exclusive licensing may be more appropriate in specific instances. Other arrangements for disposition of intellectual property may be negotiated on a case by case basis, provided the University's property rights and the public benefit are protected.

c. When it is determined that trade secret protection is required, that portion of the sponsored agreement requiring such protection will be transferred out of the University as soon as possible, over a period not to exceed sixty days. Such transfer is necessary because the secrecy that trade secret protection requires is contrary to the University goal of openness in research. During the transfer period, University affiliated personnel may serve as extramural consultants to the sponsor. The University will have the right to publish the research developments that occurred prior to the date on which the University agreed that patent protection was unavailable, after a delay of not more than one year to protect the sponsor's interests.

d. In case of trade secret protection, the trade secret will be owned by

the sponsor. The legitimate property interests of the University for the work performed prior to transfer out of the University will be protected by an agreed upon formula for royalty payments resulting from commercialization.

### 5. Potential Conflicts of Interest

a. The University permits extramural consulting agreements between a principal investigator and a sponsor. In such cases the University must be deemed to have a financial interest in any commercialization resulting from the combined sponsored research and extramural consulting activities of the faculty member. To insure a lack of conflict of interest, such agreements will be reviewed by the Vice Provost for Research.

b. The University recognizes the potential problems that could result when research in the same general area is funded by competitors, especially when it occurs within the same department. These problems may include the confidentiality of proprietary information and the desire of a sponsor for exclusive rights to research developments. Such arrangements will therefore be especially carefully considered by the faculty of the department and by the University administration, in order to minimize conflicts of interest.

c. Ownership of a substantial financial interest in a commercial entity by a faculty member whose sponsored research might be supported by funds from that commercial entity raises special concerns about poten-

tial conflicts of interest. Such arrangements must therefore be specifically approved by the Provost.

### 6. Protection Against Liability

a. The University will not be held liable for loss or damage suffered by the sponsor in the course of the research contract association with the University. Furthermore, the sponsor must agree to defend and indemnify the University in the event of any form of liability or claim arising from the sponsored research, except those arising from the University's negligence or willful acts.

b. For research agreements sponsored cooperatively by a consortium of companies the sponsors will bear the burden and expense of meeting any regulatory requirements or obtaining any necessary clearances associated with antitrust issues and will further provide warranties and/or indemnification against any antitrust violations.

### 7. Additional Information

Five additional documents which are relevant for potential sponsors of research at the University of Pennsylvania are 1) the *Guidelines for the Conduct of Sponsored Research*, 2) the *Patent Policy*, and 3) the *Conflict of Interest Policy for Faculty Members*, 4) *Organization and Implementation for Research Administration*, and 5) *Sources of Research Support*. These documents are available from the Office of Research Administration.

## Final Reports of Two Consultative Committees on Searches

### For a Dean of the Wharton School

The Consultative Committee on the Search for a Dean of the Wharton School first convened on May 7, 1982. The Committee members were: Dr. Elijah Anderson, associate professor of sociology; Dr. Joseph Bordogna, dean, School of Engineering & Applied Science; Dr. Thomas Dunfee, Joseph Kolodny Professor of Social Responsibility and chairman of legal studies & public management; James Eisenstein, student representative (graduate); Dr. Francine Frankel, professor of political science; Dr. Irwin Friend, Edward J. Hopkins Professor of Finance & Economics; Dr. William Hamilton, Halcon Professor of Management & Technology; Dr. Samuel Sapienza, Peat, Marwick, Mitchell Professor of Professional Accounting and chairman of accounting; John Sculley, president of PEPSICO, Wharton alumni representative; Dr. Jerry Wind, professor of marketing (*Chair*); and Robert Zivian, student representative (undergraduate). Dr. Gillian Norris-Szanto of the President's staff served as administrative secretary.

During the summer and fall of the 1982 and the spring of 1983, the Committee held over 20 scheduled meetings. The Committee established four criteria focusing on the expected characteristics of the Dean of the Wharton School:

- Provide intellectual leadership—create conditions which draw and retain distinguished faculty and attract excellent students.
- Have the vision and managerial leadership to enhance Wharton's pre-eminent position, paying particular attention to major changes now taking place in the national and international business environment.
- Be a spokesperson of stature and an individual capable of effectively communicating and working with other parts of the University and the various domestic and international academic, business, and public constituencies associated with the School.
- Provide the leadership to strengthen the resource base of the School.

The position was advertised in *Almanac*, *The Chronicle of Higher Education*, *The New York Times*, *The Pennsylvania Gazette*, and *The Wall Street Journal* (international editions). Letters soliciting nominations were sent to individual members of the Wharton faculty, members of the administration, the University Trustees, the School's Board of Overseers and other advisory boards, presidents of alumni chapters, deans of all management schools, and the CEO's of partnership companies. Stress was placed on Pennsylvania's commitment to equal opportunity.

The Committee considered a total of 143 external and internal nominees including a number of minority and women candidates. It engaged in informal discussions with persons especially well informed and famil-

iar with the candidates as well as personal interviews with a number of finalists.

The Committee submitted a short list of candidates to the President and Provost. The name of Russell E. Palmer was among them. Mr. Palmer was subsequently offered the position and accepted.

—Jerry Wind, *Chair*

### For a Vice Provost for University Life

The Consultative Committee on the Search for a Vice Provost for University Life was first convened in March, 1982. The Committee members were: Howard Arnold, Bruce Bromberg, Elizabeth Cooper, Paul DiDonato, Lawrence Eisenberg, Carol Germain, Qaisar Khan, Peter Kuriloff, Robert Lucid, Samuel P. Martin III, Ann Matter, and Morris Mendelson.

The position was advertised in *The Chronicle of Higher Education* and in *The New York Times*, as well as through notices and articles in *Almanac* and *The Daily Pennsylvanian*. In addition, letters soliciting nominations, and particularly nominations of individuals who were female and/or members of minority groups, were sent outside to a large number of presidents, provosts, deans, faculty members and student leaders.

The Committee met regularly throughout the spring of 1982, reviewed the names and nominations of some 164 candidates, and interviewed eleven candidates (of whom four were female, and two were black). On June 1 the Committee submitted an unranked list of three names, including both internal and external candidates to the President and Provost.

When no appointment was accomplished from this submission, the Committee was asked to continue. After Bruce Bromberg, Paul DiDonato and Ann Matter proved unable to continue, Bette Kauffman, Phoebe Leboy and Laura Peracchio joined the group for its next round of deliberations. Re-written advertisements and new letters were sent out, as above. The Committee met regularly throughout the fall and winter of 1982-83, reviewed the names and nominations of some 171 candidates, and interviewed nine candidates (of whom seven were female and two were black). On February 18 the Committee submitted an unranked list of four names, all external candidates, to the President and Provost.

The person selected for the position, James Bishop of Amherst College, was among those recommended by the Committee.

—Robert F. Lucid, *Chair*

# ON CAMPUS

May 17-July

## Academic Calendar

**May 21** Alumni Day  
**May 22** Baccalaureate  
**May 23** Commencement

## Children's Activities

**July 5** *Computers* for junior and senior high school students; *mathematical puzzles*. Information: Ext. 6479 or 6493.

**July 6** *Learning Together: Computer Literacy for Parent and Child*, 6 p.m. Information: Ext. 6479 or 6493.

## Conferences

**Through May 18** *The Robert D. Dripps Memorial Conference: Perioperative Care*; Dr. McIver W. Edwards, course director (Department of Anesthesia and the Robert D. Dripps Library). Information: Barbara Feldman, HUP, 662-3744.

**July 11-15** *Summer Institute in Aging* (Center for the Study of Aging, Rehabilitation Research and Training Center in Aging, Graduate Group in Social Gerontology). Information: Ext. 3174.

**May 23-June 4** *Perinatology for Nurse Educators*, School of Nursing (School of Nursing, HUP). Information: Ext. 4522.

## Coursework and Training

**Through May 18** *Older Adults and Their Families: Positive Approaches*, School of Nursing (School of Nursing Center for Continuing Education). Information: Ext. 4522.

**Through May 19** *Business Strategies for Industries in Transition to Deregulation*, Wharton School.

**May 24-July 1** *African Folklore and Culture; Nationalism in 20th Century Africa*. Information/registration: Ext. 3526 (University Forum).

**July 5-August 12** *African Art; Contemporary African Theater; African Theater Workshop*. Information/registration: Ext. 3526 (University Forum).

**June 30-August 12** *Penn-in-Sian*, history and archaeology of ancient and early imperial China; in conjunction with four weeks of study in Sian; Penn Summer Abroad program. Information: Ext. 4000 or 5738.

## College of General Studies

**May 21** *Remnants of a Revolution: A Walking Tour Through Philadelphia's Past and Present*, 10 a.m.

**June 1** *The Craft of the Critic: An Introduction to Reviewing Films and Theater*, 6 p.m.

*What Happened to the Melody: A Historical Look at Jazz*, 6:30 p.m.

**June 2** *French for Travelers*, 9 a.m.

**June 7** *The New Zoo: Saving Wildlife or Serving Society?*, 5:30 p.m.

*You and Your Weight: Regulation and Disorders of Body Weight*, 5:45 p.m.

**June 8** *Leadership Effectiveness Training*, 9:30 a.m.

*La Belle Epoque*, 10:30 a.m.

**June 11** *Brooklyn Revisited*, 9 a.m.

*Italian for Travelers*, 9 a.m.

*Computer Career Workshop*, 9:30 a.m.

**June 13** *Understanding the World of Computers*, 5:45 p.m.

**June 14** *Effective Time Management*, 9:30 a.m.

**June 15, 22, 25** *Solar Energy*, 6:30 p.m. and 9 a.m. Saturday.

**June 21** *Computers for Home Use*, 5:45 p.m.

*Introduction to Video: Personal Documentation*, 6 p.m.

**June 25** *The World of Consulting: A One Day Introductory Workshop*, 9:30 a.m.

**June 29** *Special Events*, 9:30 a.m.

**July 6** *Introduction to Music: The European Musical Tradition*, 7:15 p.m.

**July 7** *Pattern and Structure: New Work in Fiber*, 6 p.m.

*Fundamentals of Investing*, 6:30 p.m.

These are non-credit courses sponsored by CGS. Dates shown are starting dates of courses. Information and registration: Ext. 6479 or 6493.

## Morris Arboretum

**May 22** *The Morris Arboretum: A Victorian Garden*, 1:30 p.m.

**June 4** *How Grows Your Rose?*, 11 a.m.

These courses are sponsored by the Morris Arboretum. Pre-registration is required. Information: 247-5777.



Between Man and God, an 18" high plaster sculpture by Steve Scheinberg, a third year MFA student, will be at the ICA through May 23 along with works of other graduating sculptors, painters and printmakers. See Exhibits.

## Exhibits

**May 20-September 23** *A Continuing Legacy: Paintings, Sculpture, and Graphics from the University of Pennsylvania*; Arthur Ross Gallery, Furness Building.

**May 26-June 5** *Investigations 1*: John Dowell's paintings and works, ICA Gallery. Opening reception for exhibition, May 26, 6-7 p.m. in the ICA Upper Gallery. (See On Stage of Dowell's performance *Sound Images*, May 26.)

**June 11-July 31** *Investigations 2*: Jenny Holzer, City and University sites; *Investigations 3*: Keith Haring; *Investigations 4*: Joyce Kozloff; *Investigations 5*: Rick Paul, ICA Gallery. Opening reception for the exhibitions, June 10, Upper Gallery, 5-7 p.m.

**Through May 23** *Master of Fine Arts Exhibit*, presenting works of graduating painters, sculptors, and printmakers from the Graduate School of Fine Arts; Institute of Contemporary Art.

**Through May 31** *Joseph Priestley: Enlightened Chemist*, a collection of artifacts, books, correspondence, engravings, portraits, and equipment; Rosenwald Gallery, Van Pelt Library.

**Through June 3** *Patterns of Creativity*, working papers of Donner Professor of Physics Henry Primakoff and score sheets of Pulitzer Prize-winning composer and music professor George Crumb (FAS: Physics Department, Music Department); Faculty Club.

**Through June** *One Hundred Years of University of Pennsylvania Law School Women, 1883-1983*, a display of photographs, books, and other memorabilia; Law School Building Rotunda.

**Through September 16** *Architectural Drawings for the Penn Campus*; Cret Gallery, Furness Building.

**Through Fall** *Wharton School Authors*, an exhibit consisting of copies of books and articles by Wharton faculty, teaching and research staff; lounge area of Dietrich Graduate Library Center, Van Pelt-West.

*The Lenape: Wanderers in their Own Land*; Sharp Gallery, University Museum.

**Ongoing** *The Egyptian Mummy: Secrets and Science and Polynesia*; University Museum.

*Ancient Mesopotamia: The Royal Tombs of Ur*; University Museum.

## Exhibition Hours

**Arthur Ross Gallery**, Furness Building, Tuesday-Friday 10 a.m.-5 p.m., Saturday and Sunday noon-5 p.m.

**Cret Gallery**, Furness Building, Monday-Friday 9 a.m.-5 p.m.

**Faculty Club** Monday-Friday 9 a.m.-7 p.m.

**Institute of Contemporary Art** Tuesday, Thursday, Friday 10 a.m.-5 p.m., Wednesday 10 a.m.-7 p.m., Saturday and Sunday noon-5 p.m.

**Law School** Monday-Saturday 9 a.m.-5 p.m.

**University Museum** 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.

## Films

**June 16** and six successive Thursdays, *African Film Festival*; 8 p.m., International House (University Forum: Summer Institute in African Studies). Information: 387-5125.

## Meetings

**June 16-17** *Trustees Full Board Meeting*.

## Music

**June 4** The University Museum presents the *Collegium Musicum Viola Da Gamba Concert*, 2 p.m., Lower Egyptian Gallery, University Museum.

**June 19** Concert of classical *South Indian music*, featuring Namagripet K. Krishnan, Nagaswaram (South Indian shawm) accompanied by a second Nagaswaram and two Tavil players; 2 p.m., International House. \$9 for non-members, \$5 students. (International House, Magazine India Fine Art Forum).

## On Stage

**Through May 21** Philadelphia Festival Theatre for New Plays: *Day Six* by Martin Halpern, Harold Prince Theatre, Annenberg Center. Tickets/information: Ext. 6791.

**May 20** The Penn Glee Club's last performance of their 1983 production, *Saddle-Up!*, back from its successful tour of Denmark; 8 p.m., Zellerbach Theatre, Annenberg Center. Tickets: \$5 at the Box Office.

**May 24-June 4** Philadelphia Festival Theatre for New Plays: *Goodbye Moscow* by Mark Stein, a stirring, sensitive drama of an immigrant family's search for a home in modern America; Harold Prince Theatre, Annenberg Center. Tickets/information: Ext. 6791.

**May 26** *Sound Images*, an original multi-media performance by painter, printmaker, composer, jazz musician John Dowell and the Visual Music Ensemble co-sponsored by the ICA and the Annenberg Center; 7:30 p.m., Zellerbach Theatre, Annenberg Center. Admission is free; tickets are available at the Box Office. (See Exhibits for concurrent ICA display of Dowell's paintings and works, May 26-June 5.)

**June 7-18** Philadelphia Festival Theatre for New Plays: *The Medicine Show*, an original musical by Allen Cohen freely adapted from Molière's play *The Doctor in Spite of Himself*; Harold Prince Theatre, Annenberg Center. Tickets/information: Ext. 6791.

## Religion

**May 22** 9:30 a.m. *Mass*, 11 a.m. *brunch* for graduates, alumni, and friends, Newman Center. Phone Ext. 7575 if you plan to attend.

## Special Events

**May 20-21** *Alumni Reunion Weekend* on campus.

**May 20** *Class of '58 Reception*, 3-5 p.m., Christian Association Building.

*Black Alumni Society's Splash Party and Reception*: 8-11 p.m., Gimbel Gym. Tickets: \$6, information: Ext. 7811.

**May 21** *University Alumni Day*:

*Black Alumni Society's Second Annual Meeting*, 10 a.m., Room 100, Law School. Information: Ext. 7811.

*Fifth Annual Alumni Run*, all members of the University community are eligible to compete in the 5,000 meter (3.1 mile) race around and through campus; 10-11 a.m. registration in Superblock; noon, run begins and ends at Covenant in Superblock. Entry fee \$6.

*Parade of Classes and Presidential Review*; 2:30 p.m., down Locust Walk from 39th Street with concluding ceremonies, 3:30 p.m. in front of Van Pelt Library.

*Philomathean Society Alumni Get Together*, junior members and recent graduates will talk informally about Philo's present interests; after parade, 4th floor College Hall. Information: Ext. 8907.

*Open House Reception for Alumni*, 3-5 p.m., Christian Association Building.

**May 23** *Commencement Day Breakfast Service*, 7:30-9 a.m.; *Luncheon Service*, noon-3 p.m.

*EAA Awards Presentation* to GSE Students, Alumni.

*Naval ROTC Commissioning Ceremony*, with guest speaker Rear Admiral C.A.E. Johnson, Jr., USNR, Commander Naval Base Philadelphia; 13 midshipmen from the Unit will be commissioned; 5 p.m., U.S.S. Olympia at Penn's Landing. Information: Ext. 7436.

**June 15** *Seafood Buffet*, 5-8 p.m., Faculty Club.

**June 19 Rose Sunday** in celebration of the peak of color and fragrance in the Morris Arboretum's Rose Garden, 1-4 p.m., Rose Society members will answer questions and musicians will perform classical music. Free admission to all fathers with a child. Admission: \$2 adults, \$1 senior citizens, children and students.

## Sports

**May 21, 22 Women's Lacrosse** NCAA Finals, noon, Franklin Field. Information: Ext. 6151. Tickets: Franklin Field Ticket Office.

**June 1-August 31 Special Summer Tennis Clinics**, 3-6 people per group, Levy Tennis Pavilion. Call Warren at Ext. 4741.

**June 13-August 5 Faculty/Staff Tennis League**, all skill levels, men and women, handicaps given; Levy Tennis Pavilion. *Deadline for entries: June 7; call Warren at Ext. 4741.*

## Talks

**May 17 Effects of Muscle Afferent Input on the Respiratory Center Complex**; Dr. Pritam Gill Kumar, Walter Reade Hospital; 12:30 p.m., Physiology Library, Richards Building (Respiratory Physiology Seminars).

**Cell Adhesion Molecules**; Dr. Gerald Edelman, Nobel Laureate, Rockefeller University; 4 p.m., Auditorium, Veter-

inary Hospital (Center for the Study of Aging, Comparative Cell Biology Group).

**May 19 High Technology Goes Public**; Wharton advanced technology unit in conjunction with Arthur Andersen & Company; Howard and Company; and Pepper, Hamilton & Schetz; noon, Steinberg Hall-Dietrich Hall (Wharton Entrepreneurial Center).

**Modulating Action of Adenosine in the CNS**; Kevin Lee, department of neuromorphology, Max Planck Institute for Psychiatry, Munich, West Germany; noon, Mezzanine Room 100, Old Medical School Building (Department of Pharmacology).

**Incorporation of Calcium Channels from Paramecium into Lipid Bilayers**; Dr. Barbara Ehrlich, department of physiology & biophysics, Albert Einstein College of Medicine, Bronx, New York; 4 p.m., Physiology Library, Richards Building (Department of Physiology).

**May 20 Gossip and the Morality of Everyday Life**; Dr. John Sabini, associate professor of psychology; noon, Class of 1920 Commons; Alumni Weekend opening reception and luncheon. Tickets: \$10, reservations: Ext. 7811 (General Alumni Society).

**Abydos and the Origins of Egyptian Civilization**; Dr. David O'Connor, curator of Egyptology; 3 p.m., Rainey Auditorium, University Museum (General Alumni Society).

**May 21 1982 Football Season** with film of highlights from last year's games; Jerry Berndt, football coach; 10:30 a.m., Room B-11, Vance Hall (General Alumni Society).

**May 24 Choline and Lung Phospholipid Metabolism**; Dr. Robert Yost, department of physiology; 12:30 p.m., Physiology Library, Richards Building (Respiratory Physiology Seminars).

**May 26 Photoactivated Intracellular Messengers: Protons, Cyclic Nucleotides and Calcium**; Jeanne Narbonne, senior research fellow, California Institute of Technology; 12:30 p.m., Mezzanine Room 100, Old Medical School Building (Department of Pharmacology).

**May 31 Alterations in Respiratory Timing and Phrenic Nerve Activity During Maintained Changes in Lung Volume**; Dr. Michael Grippi, department of medicine, HUP; 12:30 p.m., Physiology Library, Richards Building (Respiratory Physiology Seminars).

**Subclasses of Muscarinic Acetylcholine Receptors**; Nigel Birdsall, National Institute for Medical Research, Mill Hill, London; 1 p.m., Mezzanine Room 100, Old Medical School Building (Department of Pharmacology).

**June 3 Pharmacology and Environmental Extremes, Eighth Annual Carl F. Schmidt Honorary Lecture**; Christian J.

(continued)

## Summer Hours for University Services

**Annenberg Box Office** Closed June 19-September 1 (no performances).

**Christian Association** Monday through Friday, 8:30 a.m.-5 p.m.

**Faculty Club** Starting May 27, Cafeteria—luncheon only—Monday through Friday, 11:30 a.m.-2 p.m. Hour Glass lunch service, Monday through Friday. Catering service is available throughout the summer.

**Flower and Cook Observatory** (Campus Station) Monday and Thursday, 9-10:30 p.m., as of May 26.

**Gimbel Gym** Open Monday through Friday, noon-7 p.m.; 12:30-7 p.m., June 27-July 29. Closed May 30 and July 4. Closed for maintenance August 1-14.

**Hillel Foundation** Monday through Friday, 10 a.m.-4 p.m. all summer. No services or social activities until September.

**Houston Hall** building open May 24-27, Tuesday through Friday, 7:30 a.m.-5:30 p.m.; May 31-August 31, Monday through Friday, 7:30 a.m.-4:30 p.m. Closed May 30 and July 4. *Shops open now through July 29, Monday through Friday:*

**Candy Shop** 8:30 a.m.-4 p.m.; **Card Shop** 10:30 a.m.-2 p.m.; **Check Cashing** 10:30 a.m.-3:30 p.m.; **Copy Center** 9 a.m.-4 p.m.; **Fruity Rudy** 8:30 a.m.-4 p.m.; **Game Room** 9 a.m.-4 p.m.; **Hardie's** 10:30 a.m.-2:30 p.m. (closed May 13 at 6 p.m., closed May 14, 15, 21, 22. Open May 23, 10:30 a.m.-4:30 p.m.); **News, Etc.** 8:30 a.m.-4 p.m.; **Post Office** 9:30 a.m.-1 p.m., 2 p.m.-3:45 p.m.; **Mansour's Bazaar** noon-4 p.m.; **Conversation Café** Monday through Friday, 10 a.m.-5 p.m. through May, 10 a.m.-4 p.m. through July; **Roses Flowers** 10 a.m.-4 p.m. *Other shops open now through July:*

**Hair House** Tuesday through Friday, 11 a.m.-3 p.m.; **Henry's II** Tuesday, Wednesday, Thursday, 10 a.m.-4 p.m. *Shops open now through August, Monday through Friday:*

**Kirk Typing** 10 a.m.-1 p.m., 2-4 p.m. (subject to revision, please phone); **Penn Computers** 10 a.m.-4:30 p.m.; **Records** 10 a.m.-4 p.m.; **Travel Service** 9 a.m.-4:45 p.m.; **Clog & Jog** 11 a.m.-4 p.m. and noon-4 p.m. on Saturday (closed half of August).

**Hutchinson Gym** Open Monday through Friday, noon-7 p.m.; 12:30-7 p.m. June 27-July 29. Closed May 30 and July 4. Closed for maintenance August 15-September 5.

**Institute of Contemporary Art** Tuesday through Sunday, noon-5 p.m., effective May 26.

**Levy Tennis Pavilion** May 31 through June, Monday through Friday, 9 a.m.-9 p.m.; Saturday, 8 a.m.-7 p.m.; July and August, Monday and Friday, 9 a.m.-8 p.m.; Tuesday, Wednesday, Thursday, 9 a.m.-9 p.m.; \$5/hr. for students, \$7/hr. faculty and staff, \$8/hr. alumni, and \$9/hr. public.

**Morris Arboretum** 10 a.m.-5 p.m. daily; Thursday 10 a.m.-8 p.m. during June, July, August. Public tours Saturday and Sunday, 2 p.m. \$2 for adults, \$1

for students and senior citizens, free for children 6 years and under.

**Newman Center** May 23-June 26, 11 a.m. Mass only (resuming September 4). No weekday masses until September 6.

**Potlatch Restaurant** (at the University Museum) Monday through Friday, 8 a.m.-4 p.m., effective June 1.

**Transportation** courtesy bus runs Monday through Friday. Passengers are required to show University or HUP identification cards upon boarding the bus, which departs from Houston hall at the following times:

4:30 p.m.	7:30 p.m.	10:45 p.m.
5:10 p.m.	8:05 p.m.	11:15 p.m.
5:55 p.m.	8:50 p.m.	11:50 p.m.
6:40 p.m.	10:10 p.m.	12:30 p.m.

The bus makes regular stops along the following route:

33rd & Walnut	43rd & Baltimore
30th St. Station	46th & Springfield
36th & Walnut	48th & Springfield
38th & Walnut	47th & Baltimore
39th & Spruce	47th & Pine
40th & Baltimore	44th & Pine
42nd & Baltimore	44th & Spruce
42nd & Chester	42nd & Spruce

Starting with the 5:55 p.m. run, the campus bus will deviate slightly from its established off-campus route to take persons to their place of residence upon request. Therefore, persons wishing to return to campus from the residential area to the west after 5:55 p.m. should dial 898-7297 to make an appointment for pickup.

**University Bookstore** May 21 (Alumni Day), open 10 a.m.-5 p.m. and serving refreshments. May 31-Labor Day weekend, Monday through Friday, 9:30 a.m.-4:30 p.m.

**University Museum** June 28 through September 10, Tuesday through Saturday, 10 a.m.-4:30 p.m.

**Museum Shop** Tuesday through Saturday, 10 a.m.-4 p.m. **Pyramid Shop** closes the third week in June and reopens the second week in September.

**Van Pelt and Lippincott Libraries** May 24-August 12, Monday through Thursday, 8:45 a.m.-9 p.m.; Friday 8:45 a.m.-5 p.m., Saturday 10 a.m.-6 p.m.; **Rosengarten Reserve** will maintain the same schedule except for a 9 p.m. closing on Fridays and Sunday hours, 2-10 p.m.

**Wistar Museum** Monday through Friday, 10 a.m.-4 p.m.

## Sweeten Center For Summer Events

The E. Craig Sweeten Alumni Center at 3533 Locust Walk will be open and available for functions during the summer months. Weekend events are dependent upon available staff coverage. Please call Marion Pond (Ext. 6811/7811) if you are interested in holding receptions, dinners, retirement parties, showers, or meetings at the Alumni Center.



Will Brown

Edouard Manet's *Still Life with Flowers* (20' x 18") on exhibition as part of the University's 200-year-old art collection in *A Continuing Legacy at the Arthur Ross Gallery*. 37 of the most outstanding pieces acquired over two centuries (primarily through gifts and bequests) has a range of European and American artists from Albrecht Durer to Robert Indiana.

## Made in Philadelphia

The Institute of Contemporary Art will consider works in all media for *Made in Philadelphia 6*, the spring 1984 exhibit focusing on Delaware Artists. Marcia Tucker, director, The New Museum, New York, will be guest curator.

Submit only ten slides, clearly labeled with the following information: artist's name, date and title of work, medium, size. Current address, phone number and an up-to-date biography must be included. There is no entry fee, and ICA is responsible for shipping and insurance. All slides will be retained for ICA's registry of Philadelphia artists. Students are not eligible, nor are artists included in *Made in Philadelphia 1 through 5*. *Deadline: June 15, 1983*. Mail to: ICA, 115 Fine Arts Building/CJ.

Lambertsen, director, Institute for Environmental Medicine; 5 p.m., Medical Alumni Hall, HUP (Department of Pharmacology).

**June 6** *Modification of Oxygen Tolerance in Rats by Conditions Associated with Pulmonary Insufficiency*; Dr. James M. Clark, professor of environmental medicine in pharmacology; noon, Mezzanine Room 100, Old Medical School Building (Department of Pharmacology).

**June 7** *Films and Filmmaking in Contemporary Africa*; Charles Gshlechter, Chico State University; 5:30 p.m., Rainey Auditorium, University Museum (University Forum: Summer Institute in African Studies).

**June 13** *Demonstration of a Neurotrophic Factor for the Maintenance of AChE and BuChE in the Preganglionically Denervated Superior Cervical Ganglion of the Cat*; Dr. George B. Koelle, Distinguished Professor and Elmer Holmes Bobst Professor of Pharmacology; noon, Mezzanine Room 100, Old Medical School Building (Department of Pharmacology).

*Na Channels and Ca Channels in Cardiac Cell Membranes*; Harald Reuter, Pharmakologisches Institut, Universität Bern, Switzerland; 4 p.m., Physiology Library, Richards

Building (Department of Physiology).

**June 14** *Conflict and Intervention in Africa: Four Crises Areas*; Bereket Habte Selassie, Howard University; 5:30 p.m., Rainey Auditorium; University Museum (University Forum: Summer Institute in African Studies).

**June 20** *Studies of Muscarinic Cholinergic Receptor/Effector Mechanisms*; Dr. Barry B. Wolfe, professor of pharmacology; noon, Mezzanine Room 100, Old Medical School Building (Department of Pharmacology).

**June 21** *The African Epic: Literary and Cultural Perspectives*; Isidore Okpewho, University of Ibadan; 5:30 p.m., Rainey Auditorium, University Museum (University Forum: Summer Institute in African Studies).

**June 27** *Variability in Drug Oxidation in the Human Population*; Dr. Clare Kahn, professor of pathology and laboratory medicine; noon, Mezzanine Room 100, Old Medical School Building (Department of Pharmacology).

**June 28** *Poetry as Politics in Somalia: Some Recent Examples*; Said S. Samatar, Rutgers/Newark; 5:30 p.m., Rainey Auditorium, University Museum (University Forum: Summer Institute in African Studies).

**July 12** *African and Afro-Americans in the 1980s*; Martin

Kilson, Harvard University; 5:30 p.m., Rainey Auditorium, University Museum (University Forum: Summer Institute in African Studies).

**July 19** *Cultural Nationalism and the African Theater*; Joel Adedeji, Ibadan; 5:30 p.m., Rainey Auditorium, University Museum (University Forum: Summer Institute in African Studies).

**July 26** *Famine in Africa: Causes and Remedies*; Asmaron Legesse, Swarthmore College; 5:30 p.m., Rainey Auditorium, University Museum (University Forum: Summer Institute in African Studies).

**August 2** *The Future of African Languages*; David Laitin, University of California/San Diego; 5:30 p.m., Rainey Auditorium, University Museum (University Forum: Summer Institute in African Studies).

## To list an event

Information for the weekly *Almanac* calendar must reach our office at 3601 Locust Walk/C8 the Tuesday prior to the Tuesday of publication. This is the last issue of the semester. There will be a midsummer issue in July.

# 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 of May 16 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 Pavilion:** first floor, next to directory;

**Law School:** Room 28, basement;

**Logan Hall:** first floor, near Room 117;

**LRSB:** first floor, opposite elevator;

**Richards Building:** first floor, near mailroom;

**Rittenhouse Lab:** east staircase, second floor;

**Social Work/Caster Building:** first floor;

**Steinberg Hall-Dietrich Hall:** ground floor;

**Towne Building:** mezzanine lobby;

**Van Pelt Library:** ask for copy at Reference Desk;

**Washington School:** first floor, next to directory.

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

## Administrative/Professional Staff

**Admissions Officer II** (5420) \$19,800-\$27,375.

**Application Programmer Analyst II** (5154) (5495) \$19,800-\$27,375.

**Assistant to the Vice President** (5546) \$19,800-\$27,375.

**Assistant Director, Annual Giving** (5578) plans and administers annual fundraising program of the School (degree, one-three years' experience in direct sales, sales support or fund raising in an academic environment) \$15,950-\$21,650.

**Assistant Director I** (5568) (5557) \$14,400-\$19,500.

**Assistant Director V** (D0135) \$23,575-\$31,100.

**Athletic Trainer** (5579) evaluates, prevents, treats and rehabilitates student athletic injuries and related illness; receives general managerial direction (two years' experience as student athletic trainer with at least one year as a trainer in a college/university; effective communication skills; degree in physical therapy; licensed or eligible for licensing in Penna.) \$14,400-\$19,500.

**Benefits Analyst/Accountant** (5574) reviews and authorizes premium payments for benefit plans; analyzes benefit claims experience and utilization; estimates costs/savings; recommends accounting, auditing, reporting and control procedures; responsible for ERISA reporting and disclosure (accounting degree; experience; knowledge of fund accounting; familiarity with tax rules; good communication skills; benefits knowledge).

**Benefits Counselor** (5572) provides benefits information; assists faculty and staff in making informed choices about benefits; calculates pension payments; assists in the devel-

opment of policy statements, brochures and related material; maintains confidentiality (degree, experience; ability to communicate clearly and effectively; counseling experience) \$15,950-\$21,650.

**Coordinator IV** (5492) \$18,000-\$24,350.

**Department Head III** (5474) \$19,800-\$27,375.

**Director of Computer Support Services** (5555) \$27,150-\$35,400.

**Executive Assistant to VP Health** (5566).

**Industrial Hygienist** (5561) \$18,000-\$24,350.

**Librarian I-Catalog Maintenance Librarian** (5429) \$14,400-\$19,500.

**Lieutenant** (5522) \$23,575-\$31,100.

**Manager, Administrative Services** (D0168) handles budget management and financial reports; submits other monthly reports and forms; plans and executes promotional materials and projects for student recruitment and specific events; acts as liaison between internship candidates and potential employers; supervises support staff; manages seminars, conferences and special events (degree, five years' experience in administration; public relations experience and writing experience; knowledge of print production; familiarity with Washington).

**Nurse Practitioner II** (D0078) \$18,000-\$24,350.

**Placement Counselor II** (5511) \$15,950-\$21,650.

**Programmer Analyst II** (C0164) writes computer programs, performs analysis and program design in medical image processing; performs system and maintenance programming, testing and debugging (degree, two years' experience in programming techniques and applications; knowledge of Fortran programming) \$18,000-\$24,350.

**Research Coordinator** (D0132) \$15,950-\$21,650.

**Research Specialist Junior** (8 positions) \$13,200-\$17,250.

**Research Specialist I** (6 positions) \$14,400-\$19,500.

**Research Specialist II** (C0847) (D0117) \$15,950-\$21,650.

**Research Specialist III** (5508) \$18,000-\$24,350.

**Research Specialist IV** (D0099) \$23,575-\$31,100.

**Technical Services Specialist** (5577) provides programming support for U.M.S. systems and software and technical support for hardware (hi-speed) remotes, optical scanning, COM, low-speed terminals, mini computer and Uni-Coll; provides technical support for operations to include production systems; develops specialized software to reduce computing costs and take advantage of advanced computing technology (thorough knowledge of PL/I or Cobol, 370 BAL, JCL, MVS, JES, TSO; access methods to control block level, OS dumps and the interleaving of production systems and job streams; five years' experience or master's degree in computer science; data communications and Micro experience) \$23,575-\$31,100.

## Support Staff

**Administrative Assistant I** (4 positions) \$11,200-\$13,350.

**Administrative Secretary I** (5514) \$12,350-\$15,350.

**Administrative Secretary II** (D0166) (position located in Washington, D.C.) schedules appointments for director and deputy director; formats and produces complex reports and documents; responds to general inquiries; transcribes and takes dictation; maintains central filing system; handles confidential materials; meets with vendors and recommends office supply purchases; serves as recording secretary; maintains masterschedule of all public spaces; screens incoming calls; types reports and correspondence; makes travel arrangements; assists incoming interns with living arrangements (60 wpm typing, experience in transcription, shorthand, strong interpersonal skills, eight-ten years' responsible experience, ability to interface easily with high-level public figures) \$13,200-\$17,250.

**Admissions Assistant** (5559) (5563) \$11,200-\$13,350.

**Admissions Assistant, Sr.** (5576) responsible to the director for Alumni Council on Admissions; interviews alumni applicants; arranges itineraries for visitors; schedules meetings and travel arrangements; prepares and types reports; supervises student workers; performs high level secretarial duties; runs office in absence of director (some college experience preferred with four-five years' secretarial experience, articulate, ability to work under pressure, willingness to work occasional evenings and weekends) \$11,650-\$14,250.

**Audio-Visual Technician** (5517) \$13,200-\$17,250.

**Coordinating Assistant I** (5565) \$11,650-\$14,250.

**Coordinating Assistant II** (5583) coordinates advisor assignment for SEAS undergraduates; interprets operating procedures; insures fulfillment of SEAS requirements; certifies completion of requirements for continuing enrollment and for bachelor's degree; maintains accurate list of undergraduate enrollment; compiles statistical information for reports; arranges and coordinates recruitment functions with high school outreach program; interacts with University admissions office, office of international programs, exchange programs; types and processes confidential material, reports; prepares agenda; distributes pertinent material; develops and maintains filing system for Dean's office (excellent secretarial skills, shorthand, 55 wpm accurate typing, good organizational ability, three years' experience in a university environment) \$13,200-\$17,250.

**Coordinating Assistant II** (D0098) (D0118) \$13,200-\$17,250.

**Dental Assistant II** (5533) \$11,200-\$13,350.

**Electronics Technician II** (D0083) \$12,350-\$15,250.

**Equipment Technician** (D0134) \$9,650-\$11,700.

**Groom** (5476) Hourly wages.

**Histology Technician II** (4914) \$12,350-\$15,250.

**Insignia Buyer, Mail Order Coordinator** (5544) \$12,350-\$15,250.

**Junior Mechanician** (5523) \$10,400-\$12,457.

**Personnel Data Coordinator** (5499) \$14,114-\$17,428.

**Psychology Technician I** (D0106) \$12,350-\$15,250.

**Psychology Technician II** (D0131) \$13,200-\$17,250.

**Receptionist II** (5550) (5550) \$9,650-\$11,700.

**Receptionist III** (D0167) (position located in Washington, D.C.) answers incoming calls and makes decisions as to who should take specific calls; greets all visitors and escorts guests to the proper office; maintains a phone log of all incoming calls with special attention to inquiries; types correspondence, reports, and forms; transcribes dictation; maintains expense ledgers for administrative services manager (types 45 wpm, transcription experience, basic bookkeeping, two-four years' office experience, college level training desirable, good interpersonal skills, must be articulate, ability to interface easily with high-level public figures, must work well under pressure) \$11,200-\$13,350.

**Research Laboratory Technician I** (5551) \$10,325-\$12,500.

**Research Laboratory Technician II** (6 positions) \$11,200-\$13,350.

**Research Laboratory Technician III** (7 positions) \$12,350-\$15,250.

**Research Machinist II** (5345) \$14,575-\$18,700.

**Scientific Glassblower II** (D0094) hourly wages.

**Secretary II** (4 positions) \$9,650-\$11,700.

**Secretary III** (12 positions) \$10,325-\$12,500.

**Secretary IV** (5435) \$11,650-\$14,250.

**Secretary, Medical/Technical** (6 positions) \$11,200-\$13,350.

**Secretary, Medical/Technical** (D0123) \$12,800-\$15,256.

**Secretary, Technical/Word Processor** (D0165) (D0148) \$11,200-\$13,350.

**Section Leader I** (5539) \$10,325-\$12,500.