**IN BRIEF**

**Trustee Elections:** At the June stated meeting, Paul F. Miller, Jr. was reelected for another year's term as Chairman of the University. Margaret R. Mainwaring was named to a vice-chairmanship alongside John W. Eckman, and the Board elected Constance B. Clayton, F. Eugene Dixson, Jr., and Saul Steinberg term trustees.

**FY 1985 Budget:** The Trustees approved a total University budget of $748.4 million for fiscal year 1985, up 8.6 percent from 1984's $689.1 million. FY 1984 ended in the black, with a surplus assigned to undergraduate education.

**Sick Leave Policy:** Starting August 1, Penn has a revised sick leave policy, given in full on page 3. Direct mail copies of the policy will be sent to all affected staff, accompanied by a question-and-answer section spelling out further details.

**A Record Year in Commonwealth Support**

House Bill 2056 gives Penn the highest state aid appropriation in its history, and the $26,355 awarded for FY 1985 comes closer to what Penn asked than ever before. Commonwealth Relations Director James E. Shada said. (See table below.) The three items designated for Veterinary School units helped tip the scales—totally they are 18% above last year's Veterinary aggregate. The appropriation as a whole also shows a breakthrough in Harrisburg: state-aided Penn and the state-related sister institutions (Pitt, Temple, Lincoln and Penn State) now have parity with the state-owned colleges.

A combination of factors was at work, Mr. Shada said. For Penn it reflects the culmination of a concerted five-year effort to educate the state about higher education. Dean Robert Marshall and members of the Vet School have worked with agricultural leaders and small producers, sometimes moving into veterinary emergencies to identify disease and treatment; and on the medical side Dean Edward Steimler also led an effort to relate Penn strengths to state needs. For the University as a whole, he cited the work of the 170-member alumni council led by Trustee Charles S. Wolf plus the impact of testimony at education hearings. "Presidents used to give long speeches; now they make a one-minute introduction and then it's questions and answers based on prior reports the legislators have had a chance to study. Sheldon was on top of every question. I think what came across especially was that Penn knows where it's going, and is waging an assertive campaign on costs, enrollment, fundraising, and the rest—rather than some kind of holding action." Penn graduates in the legislature and in private capacities throughout the state are unusually responsive to Penn, he added. "Alumni in some institutions don't always believe in Alma Mater afterward, but ours do."

**Organizational Changes in Franklin Building**

Mr. Arthur "Bud" Hirsch (at left) is leaving the post of Vice President for Operations Services August 31. Finance Vice President Mr. Paul Gazzarro, Jr. (near right) becomes the new Vice President for Financial Planning and Analysis. Human Resources Vice President Mr. Gary J. Posner (far right) is the new Vice President for Administration.

With the resignation of Operations Services Vice President Arthur "Bud" Hirsch, Senior Vice President Helen O'Bannon has announced a restructuring in which Finance Vice President Paul Gazzarro, Jr., becomes Vice President for Financial Planning and Analysis, and Human Resources Vice President Gary J. Posner adds some of the responsibilities formerly held in Operations Services under the title of Vice President for Administration. Mr. Gazzarro will handle special projects, oversee University City Associates, and conduct detailed financial analyses for the University. He will oversee internal audit and management studies.

A new vice president for facilities management—one of the key areas in the former operational services' aegis—as well as a new vice president for finance will be sought. In the meantime, Mr. Gazzarro will continue to oversee the Offices of Comptroller, Treasurer and Investments. A new assistant vice president for finance and treasurer has been appointed as well: Frank Claus, who joined Penn in March as director of the Penn Plan, will continue to oversee the Plan but will add cash management, collections, insurance and risk management, trust reporting and asset management.

Now coming under Mr. Posner will be, in addition to human resources, dining services, public safety and business services such as parking, bookstore, mail, telephone, purchasing and ice rink.

Concluding a lengthy search for director of physical plant, Mrs. O'Bannon has announced the appointment of Arthur Gravina, currently a manager for U.S. Steel. He will join the University staff August 1.

**1984-85 State Appropriation Data**

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<th>Appropriation</th>
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<th>Request Gov. Rec.</th>
<th>Increase</th>
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<td>53</td>
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<td>26,355</td>
<td>2,651</td>
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</tbody>
</table>

*The Governor has recommended that the Instruction and Financial Aid lines be merged into one Instruction line for 1984-85. This applies to all institutions having a Student Aid line item.*
Admissions: Reporting to Provost

Undergraduate Admissions is a special area of priority attention for the entire University. It is essential that Penn maintain its status as an institution of choice in the face of the sharp decline in the overall potential applicant pool that will continue into the 1990s. To do so, Penn will have to reach out across the country—and indeed around the world—for a geographically and racially diverse undergraduate body. Penn also, of course, must ensure that the quality and range of its academic programs will enable us to compete successfully for the best students. No set of tasks is more significant for the University and its future.

After careful review and consultation, we have decided that effective July 1, 1984, the Office of Admissions will be responsible directly to the Provost. This change will enable the Provost to focus increased attention on admissions, to relate admissions and undergraduate curricular issues, and to use the resources of his office to promote greater faculty involvement in the admissions process. In the past, many faculty members have been most helpful in speaking—both on campus and in other areas—to prospective students about Penn and the extraordinary educational advantages of a Penn education. We intend to expand this undertaking with groups of interested faculty members.

———

Leaves With Pay: Marriage

Effective July 1, 1984, regular, full-time faculty and staff and limited service (9 and 10 month) employees are eligible for University-paid dental benefits upon appointment. Coverage begins on the first day of the month following the month in which the first premium is paid by the University.

Regular, full-time faculty and staff and limited service employees appointed on or after July 1, 1983, will be notified at campus address of their eligibility to enroll in dental benefits effective July 1, 1984, with coverage effective August 1, 1984.

This change in eligibility rules for dental benefits was reviewed and recommended by the Personnel Benefits Committee.

———

Dental Plan Eligibility

Leaves With Pay: Marriag e

The policy of granting monthly and weekly paid staff an extra week off with pay for getting married is being discontinued effective July 1, 1984, for all staff appointed on or after that date and effective July 1, 1986, for those hired prior to June 30, 1984. The paragraph headed “Marriage” in University Personnel Policy 508 is adjusted accordingly effective July 1, 1984.

—James J. Keller, Manager, Human Resources/ Benefits

———

Almanac

The University of Pennsylvania's journal of record and opinion is published Tuesdays during the academic year and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

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ASSISTANT EDITOR
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———

From SAS to Medicine

Biomedical Graduate Education

For some time, faculty members and students have been concerned that the division of administrative responsibility for academic programs and fiscal management has impeded the quality of Biomedical Graduate Education. After appropriate consultations, the chairpersons of the Biomedical Graduate Groups unanimously agreed last February that responsibilities for those Graduate Groups should be unified within the Dean's office of the School of Medicine and that the Dean of the School of Medicine should assign administrative responsibility to a Director of Biomedical Graduate Affairs who has extensive knowledge of Biomedical Graduate Education. This proposal was subsequently approved by both the Provost and the Board of Deans for Biomedical Graduate Education, and it became effective July 1, 1984.

The Director of Biomedical Graduate Affairs, in cooperation with graduate faculty, will be responsible for the development and maintenance of strong curricular programs in graduate education in the biomedical sciences. He or she will be responsible for the enhancement of the quality of accepted applicants and for the establishment of a visible locus to coordinate admissions, recruitment, student records, and student curriculum and career counseling. The Director will seek to promote a sense of common purpose and identity among the participating faculty and will have primary responsibility for fund raising efforts directed at improving the level of graduate student support.

A Search Committee composed of faculty from the Schools of Medicine, Dental Medicine, Veterinary Medicine, and the Department of Biology in the School of Arts and Sciences has been appointed to identify the Director for Biomedical Graduate Affairs. Nominations have been solicited from all faculty in the Biomedical Graduate Groups, and it is hoped that the Director will be appointed by the beginning of the next academic session.

My thanks to all who have been involved in facilitating the new arrangement, which I am confident will strengthen Biomedical Graduate Education. The continued enhancement of that education is essential, and I hope all involved will work to ensure the success of the new arrangement.

—Marion Oliver, Associate Provost
Sick Leave and Short Term Disability Policy

Following is the University's revised policy regarding sick leave and short term disability effective August 1, 1984. All full- or part-time support staff and professional/administrative staff through grade PA6 will receive an individual copy of this policy at their campus address within the next few days. This individual brochure will also outline the conversion process from the old to this revised policy and attempt to answer questions regarding this new program.

— Human Resources/Benefits

Personnel Policy

Policy No.: 504.2
Policy Title: Sick Leave and Short-Term Disability
Effective Date: August 1, 1984

Purposes

The Sick Leave and Short-Term Disability policy is designed to provide financial and job security to the employee in the event of illness and to promote sick leave conservation for extended protection.

Policies

The accumulation of Sick Leave and Short-Term Disability allows continuation of full base pay when an eligible employee is required to be absent from work because of illness or medical conditions.

Procedure

Sick Leave

Eligibility: Regular full- and part-time support staff and professional/administrative staff through grade PA6 are eligible.

Accrual: An eligible employee accrues sick leave at the rate of one (1) day per completed month of service up to twelve (12) days in each fiscal year (July 1-June 30). The maximum sick leave accumulation is ninety (90) working days. Sick leave may not be advanced if not accrued.

Notification: An employee should notify his/her supervisor as soon as it is obvious he/she will be unable to work, but no later than the starting time of the employee's work day. An employee must notify his/her supervisor on each day of absence unless other arrangements have been made.

Usage: Sick leave, paid on the basis of the employee's regularly scheduled hours of work, may be utilized for illness of the employee, for illness of a member of the employee's household (up to three (3) days per fiscal year) and for doctor/dentist appointments when it is not possible to schedule them during non-working hours.

Sick leave is provided for the reasons stated in this policy and may not be used for other purposes.

Physician's Statement: An employee who uses sick leave may be required by his/her supervisor to present a physician's statement certifying the medical necessity for the absence and expected date of return to work. A physician's statement must be presented to the supervisor when a single consecutive illness lasts for five (5) or more working days.

A physician's statement certifying the employee's fitness to work may also be required before the employee returns. The University reserves the right to require the employee to submit to and cooperate with such independent examination as may be needed for continuation of payments under this policy.

Short-Term Disability

Eligibility: Regular full- and part-time support staff and professional/administrative staff through grade PA6 are eligible.

Accrual: On July 1, for every two (2) unused sick days accrued during the prior twelve (12) months, the University will add one (1) day to the employee's short-term disability balance, up to six (6) days. An initial short-term disability reserve of twenty-two (22) days is established for monthly-paid employees hired under this policy. The maximum short-term disability accumulation is forty-two (42) working days.

Application: When it appears likely that sick leave, vacation and personal days (available to weekly paid employees only) will be exhausted and short-term disability may be needed, the department head supplies the employee with a Physician Certification form and forwards it to the Manager, Benefits, for review and approval.

The University reserves the right to require the employee to submit to and cooperate with such independent examination as may be needed for continuation of payments under this policy.

Usage: Accumulated short-term disability, paid on the basis of the employee's regularly scheduled hours of work, may be utilized provided the duration of the illness has been ten (10) or more working days. Sick leave has been exhausted and vacation and personal days have been automatically applied. The maximum number of days in pay status for any one illness will not exceed six (6) months or one hundred thirty-two (132) consecutive working days including sick leave, vacation, personal days and short-term disability, in that order.

An employee is not eligible for holidays or special vacation periods which may occur while he/she is receiving short-term disability payments. Additional sick leave, vacation and personal days are not accrued during periods of short-term disability.

Job Security: Upon recovery, an employee receiving payments under the provisions of this policy is entitled to return to his/her position without reduction in salary or loss of service credit. A physician's statement certifying the employee's fitness to work may be required before the employee returns.

In case of illness which is expected to continue beyond the short-term disability period, see the policy entitled Long Term Disability. Policy #505.

For Employees Hired Prior to August 1, 1984:

Current Employees' Conversion to the New Sick Leave and Short-Term Disability Policy

Employees hired prior to August 1, 1984, will not lose any sick leave or extended sick leave days in the conversion from the old to the revised policy.

Sick Leave

Regular full- and part-time support staff and professional/administrative staff through grade PA6 (hired before August 1, 1984) will enter the new sick leave program with all sick leave that they have accumulated under the old policy.

Weekly-paid employees will enter with their current unused accumulation plus a pro-rated amount from the anniversary date to the conversion date, up to a maximum of fifty-four (54) days.

Monthly-paid employees will enter with ninety (90) working days of sick leave credit.

Short-Term Disability

Policy No.:

504.2

Policy Title:

Sick Leave and Short-Term Disability

Effective Date:

August 1, 1984

Supersedes Policy No.:


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* For full- and part-time support staff and professional/administrative staff through grade PA6. Policies 504.2 and 504.3 remain in effect for faculty, ungraded positions, and professional/administrative staff grades PA7 through PA10.

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ALMANAC. July 24, 1984
Meeting the Special Challenges of Penn's Future

After extensive review by various groups throughout the campus, in 1982 I issued the University's strategic plan Choosing Penn's Future. It emphasized that in this decade we face three special challenges: student financial assistance, research excellence, and undergraduate education. As I stated in the plan, our success in meeting those challenges will, in large measure, determine our ability to maintain and enhance the University as an institution of choice.

Last fall we announced the Penn Plan as a primary means to maintain access of high-quality students to the undergraduate and professional programs. The Plan has received an enthusiastic response in the public press and, most important, from prospective students and their families. Penn is now widely recognized as a leader in this field. At the same time we introduced the Penn Plan, we also substantially increased funds available for graduate fellowships to Ph.D. students. In subsequent years we must continue to augment those funds, for graduate education is literally the lifeblood of a great research university.

We also allocated substantial funds at the end of last year to meet the special challenge: research excellence. The endowment of the Research Foundation was increased by $800,000 to expand the Foundation's ability to provide small amounts of seed money to faculty for research assistants, computing time, travel, and other needs relating particularly to research projects for which external funds are limited. Further, we allocated some $600,000 for renovation of research laboratories and purchase of research equipment. This year we are allocating $900,000 for similar research purposes. Those funds will be distributed through the Office of the Vice Provost for Research Barry Cooperman, with the advice of a faculty review group. Vice Provost Cooperman will publish guidelines for allocations and review of proposals. This is another key step toward strengthening our research base.

Finally and of particular importance, I am pleased to announce that we have established an Undergraduate Education Fund to help meet the remaining special challenge: undergraduate education. The new Fund is financed by allocations from administrative expenditure savings in Fiscal Year 1984, a special gift to the University, and operating budget funds from the Fiscal Year 1985 budget. The Fund totals $1.4 million.

The Fund in its first year will have two basic components. Earnings from one component, involving funds functioning as endowment, will be used to provide faculty members with relatively small, one-time allocations for undergraduate course and curriculum development. These funds will be administered by the Provost's Office, with the advice of the Faculty Council on Undergraduate Education. The priority for use of these funds will be development of courses that attract a broad range of students. In Choosing Penn's Future, I set two mandates for the Faculty Council on Undergraduate Education—to increase the involvement in undergraduate education of faculty members from all Schools and to enhance the common academic experiences available for undergraduates. This Fund will help promote both of those aims.

The second part of the Fund will support a small number of major projects that have the potential to achieve significant change in undergraduate education broadly defined. One project to be funded will strengthen the College Advising Office by computerizing its information systems. The project should achieve major improvements for students by using the Advising Office—a step toward creating a "one-stop service center," where students can receive information and support on a range of problems. Other proposals will be reviewed in terms of their overall impact on undergraduate education.

Through this two-part strategy, the Undergraduate Education Fund should help to involve more faculty in undergraduate education, to shrink the psychological size of the University, and to improve the quality and range of our undergraduate programs. It will promote curricular developments and also recognize that undergraduate education takes place outside as well as inside the classroom.

Funding is only one part of the overall effort needed to meet the three special challenges stated in "Choosing Penn's Future." In several reports over the past two years, the Provost, the Vice President for Development and University Relations, and I have discussed other steps. The process is a continuing one, and we seek the help of all within the Penn community to achieve our common goals.

Sheldon Hackney

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The University's budget outline for FY 1985 totals $748.4 million. This can be divided into three major components. Budget Director Glen Stine said, with the University portion of the unrestricted budget totalling $301.5 million, the Health Service component $300.0 million, and projected restricted expenditures $146.9 million. To achieve the balanced budget the Trustee's approved June 22. budget officers took key goals (such as real growth in salaries; affordability and aid for students both undergraduate and graduate and from various backgrounds; deferred maintenance; and Library collection maintenance) as priorities—and then limited to 2% any increase in controllable administrative expenditures except in development. A more complete picture of the budget and its development will be published in the fall.

Selected Budget Highlights, Fiscal Year 1985

(in thousands of dollars)

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<th>FY 1985</th>
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Restricted Expenditures

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<th>% Change</th>
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<tr>
<td>Total University Expenditures</td>
<td>689,102</td>
<td>748,431</td>
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1984: A Banner Year in Athletics

The 1983-84 school year began with Pennsylvania's winning a second straight Ivy League football championship, a first in school history. It ended with the men's lightweight crew earning a trip to Henley, England, for its first appearance in 15 years at the world's most famous regatta.

In between these historic moments in Pennsylvania athletics, the women's teams led the school to a record-breaking production of eight Ivy championships in a single season. And as many people swam, ran, fences, jumped, and hit a ball with a racquet as at any time since the University's recreation department started keeping statistics.

Women's volleyball and field hockey joined football as autumn Ivy championship winners; field hockey had both the Ivy Player of the Year and Rookie of the Year. Women's fencing and both men's and women's track and field won indoor titles during the winter season. Squash claimed both the number one and two ranked college teams in the women's field. Pennsylvania easily went by the old record of six Ivy titles by capturing both the women's track and field and men's lacrosse titles in the spring. The latter team was coached for the second straight year by the NCAA Coach of the Year, a feat unmatched in University history.

Pennsylvania again was a mecca for important Eastern and national championship events. At the same time Pennsylvania was playing Dartmouth football for the Ivy title before ABC network cameras, the University was also hosting the NCAA Field Hockey championship. The NCAA basketball tournament began with a tripleheader at the Palestra. Tournaments on the league level were held, including the one that crowned Pennsylvania volleyball champion.

The Board of Advisors met four times during this exceptional year, and helped lay the groundwork for more future success. I feel that it is not a coincidence that improved on-field performance has come in the three years of the Board of Advisors' existence.

The Board has directly aided the formation of a recruiting network, become involved in capital improvements for athletics, and served as a platform for alumni and community concerns. It fulfilled its mission as an advisory board by scrutinizing and advising the athletic department on a wide range of concerns. The relationship between Board and athletic department has been productive, and in the course of fulfilling its role, the Board has produced a forum for many of its brightest alumni to speak out on athletics.

Our on-field excellence, a commitment from the campus administration, a new development thrust, and input from the campus community and the Board of Advisors has led to yet another outstanding year in Pennsylvania athletics. To intimate that athletic concerns are over would be wrong; our problems are ongoing and the anxiety is increased by the financially hard times of the 1980s. Thanks to the University, Franklin Field is being renovated, but what of the rest of the extensive athletic plant? As pleasing as it is to point to our storied history, it is also displeasing to contemplate all of the maintenance that is due on those historic facilities. And the Ivy League is a competitive league; to win a football championship only becomes harder, not easier.

For these reasons, my report is at once positive, and cautionary. Without the same commitment to athletics, positive reports in the future will unfortunately be sometime things.

Penn's Summer Olympians in L.A.

Nine athletes who graduated from Penn, representing the U.S., Canada, and Thailand, will be competing in the 1984 Summer Olympics. Five other alumni will be serving the Olympics in administrative or coaching positions. Two current staff members will also be involved, one as a trainer and the other as a press officer. Penn's Olympic tradition is strong, ranking second with Yale in having had an Olympian in all games since 1900. Only Harvard has had an athlete in each Olympics since the start of the modern Games in 1896. Penn ranks fifth among colleges in producing Olympians with 113. Only Southern California has had more track and field Olympians than Penn. This year's Penn contingent in Los Angeles July 28 through August 12:

**Athletes**
- Hope Barnes, College '80, U.S. Crew (four without coxswain)
- Barbara Kirsch, CGS '83, U.S. Crew (two without coxswain)
- Joan PhengLaOr, College '84, Thailand Track and Field (400 meter run)
- Lisa Rohrle, SAMP '79, U.S. Crew (quad sculls)

**Coaches and Administrators**
- Dr. Julie Suver, College '74, Veterinary Med. '82, U.S. Hockey (co-captain)
- Phil Stekl, College '78, U.S. Crew (four without coxswain)
- Michael Storm, College '82, U.S. Modern Pentathlon
- John B. Kelly, College '50, Chief of Mission, U.S. Olympian Team
- Samuel Merrick, Wharton '37, Law '40, U.S. Yachting Manager
- Tony Seaman, College '80, U.S. Crew (Sculling) Coach
- Jack Tihavek, CEAS '78, U.S. Fencing (alternate foil)
- Tina Bonci, Sports Medicine Center, Trainer, U.S. Women's Basketball
- Harry Parker, College '57, U.S. Crew (Sculling) Coach
- C. Robert Paul, Wharton '39, U.S. Olympic Committee, Special Assistant to Director
- Hope Barnes, College '80, U.S. Crew (four without coxswain)
- Barbara Kirsch, CGS '83, U.S. Crew (two without coxswain)
- Jack Tihavek, CEAS '78, U.S. Fencing (alternate foil)
- Tina Bonci, Sports Medicine Center, Trainer, U.S. Women's Basketball
- Herb Hartnett, Sports Information Director, U.S. Olympic Committee Press Officer
From the extensive lists of Trustee actions on appointments, reappointments, secondary appointments, leaves, and terminations, Almanac with the advice of the Faculty Senate gathers only those actions reflecting movement into or within the Standing Faculty. This includes new appointments and promotions, and chair designations with or without promotion, in all schools. In the health schools, where reappointment sometimes includes movement from the associated faculty (not in standing faculty) to the clinician-educator track (standing faculty but not tenure-accruing), those actions are published. Note that clinician-educator titles are recognizable by the form of title, "Professor of _______ at affiliated institution." The following list shows actions from Trustees’ minutes of January 1984 through May 1984, representing actions approved at Provost’s Staff Conferences leading up to those meetings. Actions marked (*) involve additions to the tenured ranks through appointment, promotion, or conversion. The list showing Trustees’ minutes of July 1983 through December 1983 was published in Almanac on February 21, 1984.

**Appointments and Promotions in the Standing Faculty, 1984**

**Arts and Sciences**

**Appointments**
- Dr. Michael T. Aiken as Professor of Sociology.
- Dr. John R. Anderson as Assistant Professor of English.
- Dr. Rebecca W. Bushnell as Assistant Professor of English.
- Dr. Ivy Ann Coris as Assistant Professor of Romance Languages.
- Dr. Alan J. Fridlund as Assistant Professor of Psychology.
- Dr. Richard K. Larson as Assistant Professor of Linguistics.
- Dr. Nigel Lockyer as Assistant Professor of Physics.
- Dr. Ewa Morawwska as Assistant Professor of Sociology.
- Dr. S. Philip Morgan as Assistant Professor of Sociology.
- Dr. Stephen P. Phipps as Assistant Professor of Geology.
- Dr. William P. Reinhardt as Professor of Chemistry.
- Dr. David M. Stern as Assistant Professor of Oriental Studies.
- Dr. Chirayu Ugg as Assistant Professor of Music.

**Promotions**
- Dr. Peter J. Conn to Professor of English.
- Dr. Lancelot K. Donlon-Evans to Professor of Romance Languages.
- Dr. Stephen N. Dunning to Associate Professor of Religious Studies.
- Dr. Drew Gilpin Faust to Professor of American Civilization.
- Dr. Germain Gullon to Professor of Romance Languages.
- Dr. Vaughan F. R. Jones to Associate Professor of Mathematics.
- Dr. Victor H. Mair to Associate Professor of Oriental Studies.
- Dr. Robert J. Sharer to Professor of Anthropology.
- Dr. Gary A. Tomkins to Associate Professor of Music.
- Dr. Ronald W. Vroon to Professor of Slavic Languages and Literatures.
- Dr. Michael W. Zuckerman to Professor of History.

**Engineering and Applied Science**

**Appointments**
- Dr. Martin Lesser as Professor of Mechanical Engineering and Applied Mechanics.

**Promotions**
- Dr. Ruzena Bajcsy to Professor of Computer and Information Science.
- Dr. Gregory C. Farrington to Professor of Materials Science and Engineering.
- Dr. Terry L. Friesz to Associate Professor of Civil Engineering.
- Dr. Jean H. Gallier to Associate Professor of Computer and Information Science.
- Dr. Douglas A. Lauffenburger to Associate Professor of Chemical Engineering.
- Dr. Warren D. Seidner to Professor of Chemical Engineering.
- Dr. Lawrence E. Thibault to Associate Professor of Bioengineering.

**Education**

**Tenure Conversion**
- Dr. Michael L. Tierney, Associate Professor of Education, is converted to tenure.

**Law**

**Appointments**
- Morris S. Arnold as Professor of Law.
- Elizabeth S. Kelly as Associate Professor of Law.

**Medicine**

**Appointments**
- Dr. Frederick C. Balduini as Assistant Professor of Orthopaedic Surgery.
- Dr. George S. Cembrzowski as Assistant Professor of Pathology and Laboratory Medicine at HUP.
- Dr. Linda Chen as Assistant Professor of Anesthesia.
- Dr. Warren B. Geiter as Associate Professor of Radiology at HUP.
- Dr. Robert A. Hendrix as Assistant Professor of Otorhinolaryngology and Human Communication.
- Dr. John R. Hoyer as Professor of Pediatrics.
- Dr. Joseph P. Klevacland as Assistant Professor of Medicine at HUP.
- Dr. Adrian E. Long as Assistant Professor of Medicine at HUP.
- Dr. Norman G. Rosenbaum as Assistant Professor of Obstetrics and Gynecology.
- Dr. Anthony P. Salerno as Assistant Professor of Obstetrics and Gynecology at HUP.
- Dr. Neil H. Stansfield as Assistant Professor of Medicine at HUP.
- Dr. Clinton R. Turner as Assistant Professor of Obstetrics and Gynecology at HUP.
- Dr. Peter C. Whybrow as Professor of Psychiatry.

**Reappointments**
- Dr. James C. Alwine as Assistant Professor of Microbiology.

**Promotions**
- Dr. Jean B. Belasco to Assistant Professor of Pediatrics at CHOP.
- Dr. James B. Burns as Assistant Professor of Neurology.
- Dr. Robert R. Clancy as Assistant Professor of Neurology.
- Dr. Craig A. Dye as Assistant Professor of Pathology and Laboratory Medicine.
- Dr. Ralph C. Eagle, Jr., to Assistant Professor of Ophthalmology at Presbyterian-U. of P. Medical Center.
- Dr. Ronald D. Ellis as Assistant Professor of Orthopaedic Surgery at CHOP.
- Dr. Bruce Frenkel as Assistant Professor of Medicine.
- Dr. William M. Gild as Assistant Professor of Anesthesia at Presbyterian-U. of P. Medical Center.
- Dr. John R. Gregg as Assistant Professor of Orthopaedic Surgery at HUP.
- Dr. Jeffrey B. Gross as Assistant Professor of Anesthesia at V. A. Medical Center.
- Dr. Charles A. Hardy as Assistant Professor of Anesthesia at HUP.
- Dr. Haewon C. Kim to Assistant Professor of Pediatrics at CHOP.
- Dr. Gyula B. Kovachich as Assistant Professor of Pharmacology.
- Dr. Ronald Larsen as Assistant Professor of Radiation Physics in Radiation Therapy at HUP.
- Dr. Robert Leven as Assistant Professor of Radiology at V. A. Medical Center.
- Dr. Marie C. McCormick as Assistant Professor of Pediatrics.
- Dr. Roger Packer as Assistant Professor of Neurology.
- Dr. Gilberto R. Pereira as Assistant Professor of Pediatrics at CHOP.
- Dr. Richard M. Rukey as Assistant Professor of Pediatrics at CHOP.
- Dr. J. Sanford Schwartz as Assistant Professor of Medicine.
- Dr. Stanley S. Schwartz as Assistant Professor of Medicine at HUP.
- Dr. Janet N. Siler as Assistant Professor of Anesthesia at Pennsylvania Hospital.
- Dr. Elliott Jay Sussman as Assistant Professor of Medicine.
- Dr. Victoria L. Vetter as Assistant Professor of Pediatrics at CHOP.
- Dr. Susan Weiss as Assistant Professor of Microbiology.
- Dr. Donald Younkin as Assistant Professor of Neurology.

**Chair Designation**
- Dr. Richard S. Dunn, Professor of History, as the Roy F. and Jeannette P. Nichols Professor of American History.

**Tenure Conversion**
- Dr. Thomas Naff, Associate Professor of Oriental Studies, is converted to tenure.

**Dental Medicine**

**Promotions**
- Dr. Ellis E. Golub to Associate Professor of Biochemistry.
- Dr. Edward T. Lally to Associate Professor of Pathology.

**Appointments**
- Dr. Alan R. Cohen as Assistant Professor of Pediatrics at HUP.
- Dr. Robert J. Sharer as Professor of Anthropology.
- Dr. James B. Burns as Assistant Professor of Neurology.
- Dr. Robert R. Clancy as Assistant Professor of Neurology.
- Dr. Craig A. Dye as Assistant Professor of Pathology and Laboratory Medicine.
- Dr. Ralph C. Eagle, Jr., to Assistant Professor of Ophthalmology at Presbyterian-U. of P. Medical Center.
- Dr. Ronald D. Ellis as Assistant Professor of Orthopaedic Surgery at CHOP.
- Dr. Bruce Frenkel as Assistant Professor of Medicine.
- Dr. William M. Gild as Assistant Professor of Anesthesia at Presbyterian-U. of P. Medical Center.
- Dr. John R. Gregg as Assistant Professor of Orthopaedic Surgery at HUP.
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- Dr. Charles A. Hardy as Assistant Professor of Anesthesia at HUP.
- Dr. Haewon C. Kim to Assistant Professor of Pediatrics at CHOP.
- Dr. Gyula B. Kovachich as Assistant Professor of Pharmacology.
- Dr. Ronald Larsen as Assistant Professor of Radiation Physics in Radiation Therapy at HUP.
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- Dr. Marie C. McCormick as Assistant Professor of Pediatrics.
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- Dr. Stanley S. Schwartz as Assistant Professor of Medicine at HUP.
- Dr. Janet N. Siler as Assistant Professor of Anesthesia at Pennsylvania Hospital.
- Dr. Elliott Jay Sussman as Assistant Professor of Medicine.
- Dr. Victoria L. Vetter as Assistant Professor of Pediatrics at CHOP.
- Dr. Susan Weiss as Assistant Professor of Microbiology.
- Dr. Donald Younkin as Assistant Professor of Neurology.

**Promotions**
- Dr. Peter J. Conn to Professor of English.
- Dr. Lancelot K. Donaldson-Evans to Professor of Romance Languages.
- Dr. Stephen N. Dunning to Associate Professor of Religious Studies.
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- Dr. Ronald W. Vroon to Associate Professor of Slavic Languages and Literatures.
- Dr. Michael W. Zuckerman to Professor of History.

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- Dr. Richard S. Dunn, Professor of History, as the Roy F. and Jeannette P. Nichols Professor of American History.

**Tenure Conversion**
- Dr. Thomas Naff, Associate Professor of Oriental Studies, is converted to tenure.

**Dental Medicine**

**Promotions**
- Dr. Ellis E. Golub to Associate Professor of Biochemistry.
- Dr. Edward T. Lally to Associate Professor of Pathology.
Chair Designation

Dr. Dorothy E. Baethke, formerly the chair of ALCAC translations. Dr. Albrecht was fluent in seven languages and a doctorate in French literature in 1931. He retired from the University in 1960 and was also a trustee of the Committee for Economic Development.

The Trustees observed a moment of silence at the June meeting for their "good friend and respected colleague," sending a memorial resolution to the Lyet family.

A 1941 graduate of the Wharton Evening School, Mr. Lyet began his formal academic service in 1975 when he became a founder of the Board of Overseers of the School of Engineering and Applied Science and an associate trustee. A trustee since 1979, he served on the Resources Committee and the Development Committee, becoming chairman of the latter group in 1982. He also joined the Executive Committee that year.

Mr. Lyet was appointed president of Sperry Rand in 1970 and chairman and chief executive officer in 1972. He retired in 1982. He is survived by his wife, Dorothy, three sons and two daughters. His son, Jean Paul Lyet II, is a 1979 graduate of the School of Business and a trustee of the University.

Dr. Otto E. Albrecht, emeritus professor of music and curator of the music library, died July 6 at the age of 84, just two days away from his eighty-fifth birthday. His career at the University included teaching French for 39 years and music for 32 years.

Dr. Albrecht started at Penn as an undergraduate in 1917, received his degree in 1921, and after an interlude in Copenhagen, returned in 1923 to teach French, earning a master's degree in French in 1925 and a doctorate in French literature in 1931. A self-taught musicologist, he became curator of the Penn music library in 1937 and a lecturer in the music department in 1938. Over the years he devoted himself to building the library's collections of recordings, books, and musical scores and raising money in its behalf. The system he devised for cataloguing manuscripts of European composers is still used by the Library of Congress. When he retired from teaching in 1970, the University renamed the library for him; he continued as its curator until he died.

Author of the reference work A Census of Autographic Music Manuscripts of European Composers in American Libraries (1953), scholarly articles, and translations, Dr. Albrecht was fluent in seven languages, read Latin and Greek, played the piano and organ, and enjoyed memberships in a variety of professional organizations representing both music and library groups here and abroad.

Tenure Conversion

- Dr. Stanley Goldfarb, Associate Professor of Medicine, is converted to tenure.

Veterinary Medicine

Appointment

Dr. Carl E. Kirkpatrick as Assistant Professor of Parasitology in the Department of Pathobiology.

Promotions

- Dr. Jay P. Farrell as Associate Professor of Parasitology in Pathobiology.
- Dr. Michael H. Goldschmidt to Associate Professor of Pathobiology.
- Dr. Mark Haslam to Associate Professor of Pathobiology in Pathobiology.

Wharton Appointments

- Dr. Wayne S. DeSarbo as Associate Professor of Marketing.
- Dr. Gerald R. Faulhaber as Associate Professor of Public Policy and Management.

DEATHS

Trustees' Vice Chairman Lyet

Jean Paul Lyet II, vice chairman of the University Trustees and former CEO of Sperry Rand Corporation, died June 7 at the age of 67. Mr. Lyet, who recently chaired President Reagan's Export Council, was also a trustee of the Committee for Economic Development.

Dr. Morton M. Kilgerman, Professor of Radiation Therapy at HUP, as the Henry K. Pancoast Professor of Research Oncology at HUP.

Changes

Dr. Jerome E. Strauss, III, to Associate Professor of Obstetrics and Gynecology.

Dr. David E. Elder to Associate Professor of Pathology and Laboratory Medicine at HUP.

Dr. Gary R. Fleisher to Associate Professor of Pediatrics at CHOP.

Dr. Mark E. Josephson to Professor of Medicine.

Dr. Beverly J. Lange to Associate Professor of Pediatrics at CHOP.

- Dr. Neal A. Rubinstein to Associate Professor of Anatomy.
- Dr. Stanley Goldfarb, Associate Professor of Medicine, is converted to tenure.

Chair Designation

Dr. Morton M. Kilgerman, Professor of Radiation Therapy at HUP, as the Henry K. Pancoast Professor of Research Oncology at HUP.

Chair Designations

- Dr. Robert D. Elters to Associate Professor of Health Management and Economics.
- Dr. Anthony M. Santomero, Professor of Finance, as the Richard K. Mellon Professor in Finance.

Changes

Dr. Russell L. Ackoff to the Anheuser-Busch Professor of Management Science.

Tenure Conversion

- Dr. Barton A. Weitz, Associate Professor of Marketing, is converted to tenure.

Promotions

- Dr. Janice R. Bellace to Associate Professor of Legal Studies.
- Dr. Lakhbir S. Hayre to Associate Professor of Statistics.
- Dr. Peter D. Linneman to Associate Professor of Finance.
- Dr. James Pickands III to Professor of Statistics and Operations Research.

Dr. Mark V. Paul, Professor of Health Care Systems, as the Robert D. Elters Professor of Health Management and Economics.

Dr. Andrew Winokur to Associate Professor of Psychiatry.

Dr. Jerome E. Strauss, III, to Associate Professor of Obstetrics and Gynecology.

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EXHIBITS

Now Barbara Machler / Vivian Bergenfield: Ms. Machler is exhibiting recent mixed media work. Ms. Bergenfield is exhibiting hand painted etchings, recent works entitled Design for Japanese Mapmakers. Monday through Friday, 9 a.m.-5 p.m., at the University City Science Center Gallery, 3624 Market Street. Through July 31.

Now Chinese Curiosities: an archival exhibit of souvenirs and early photographs brought back from China by sailors and other travelers, chosen from the Museum's archives to complement the Philadelphia Museum of Art exhibition, Philosophians and the China Trade, 1784-1840, in the Archives Corridor, University Museum. Through September 30.

FILM FESTIVALS

Screenings are at 8 p.m., International House $3 general admission, $2.50 members, students, senior citizens, unemployed, $1.50 children under 12.

Journey Across Three Continents
July 28 Black Girl: Tragic story of Diouanne, a Senegalese maid, who is taken by her French employers to the Riviera and becomes a non-person, a "black girl." Preceded by Illusion: an encounter between two women in wartime Hollywood and subsequent conflicts.

August 2 Blacks Britannica: Exposure of the racial and economic oppression of Britain's black population. Preceded by Two Films by Ousmane Sembene- Borom Sarret (encounters of a driver hired to illegally take his horseshoe into Dakar) and Taane (taa: the experienced dockworker to illustrate the exploitation of unskilled labor in emerging nations).

Decade of Cuban Documentary Film
July 25-28 Hermannos (55 Brothers and Sisters).

WORKSHOPS

July 28 Why Are You Single?, a one-day workshop, 10 a.m.-4 p.m., to help participants recognize the right partner, change self-defeating patterns, and develop intimate relationships. Led by psychologists Dr. Shelley Milestone and Dr. Jeffrey Young; International House. Fee $45. Pre-registration $54.55 by July 20.

September 8 Workshop to make your own miniature tipi, 10:30 a.m.-1:30 p.m., University Museum. Fee $12. Museum members $10.

The deadline for the first fall semester pullout calendar is August 15. All September events should be sent to Almanac, 3601 Locust Walk/C8 (second floor of the CA).

Faculty Seminar Proposals

The Humanities Coordinating Committee invites new and renewal funding requests for 1984-85 Faculty Seminars. Any faculty seminar group in the humanities with open membership is eligible to apply.

Appropriate items for requests include honoraria and travel expenses for visiting speakers, advertising for the various activities of the seminar group, and limited provisions for area rentals and/or refreshments. Clerical and administrative costs will not be entertained. Funding requests should include a brief description of past activities sponsored by the group, a schedule of activities planned for 1984-85, and a budget itemizing anticipated expenses.


Please submit requests by Friday, September 14, 1984, to John McCarthy, chairman, Humanities Coordinating Committee, 16 College Hall/CO. Proposals may be accepted and funded on a provisional basis before September 14; on September 14 they must be considered for funding. Allocation will be announced by September 30.

Parking Rates for 1984-85

At its final meeting for the 1983-84 academic year, the Facilities Committee implemented a new parking rate structure for 1984-85. Surface lot rates are to be increased by $2 per month during the school year and will remain unchanged in the summer. This 6 0/2% increase results in a new annual rate of $294 for full-sized cars and $282 for compact cars, including the 10% Philadelphia parking tax.

Recognizing the substantial incremental costs to the University caused by the operation of parking garages, the Facilities Committee pegged the annual rate for garage permits at $336. The main exception is garage #26, at 32nd and Walnut which, because of its location on the periphery of campus, will be charged at the surface lot rate. Hilton garage rates will continue to increase at the same rate that the University is being charged by the ownership of Universal Properties.

The establishment of this new rate structure is in response to the University's continuing mandate that the parking program be run on a totally self-supporting basis. Recognizing that development plans will eliminate a number of surface parking lots in the years ahead, Transportation & Parking is actively pursuing the possible construction of a new garage at 34th and Chestnut to maintain our parking capacity at its current level.

Since the costs to fund and maintain parking garages are significantly higher than our parking rates, the Facilities Committee implemented rates that will fully cover anticipated increases in expenses during fiscal year 1984-85.

-Steven D. Murray, Director of Business Services

Benefit-for-Lunch Bunch

Staff can ask questions and get answers on employee benefits programs and trends (including page 3's new Sick Leave Policy, and health/ pension/annuity plans and their options) at a six-week lunchtime series starting July 25. Any Wednesday at 1 p.m., interested staff should bring food and meet benefits counselors at these locations:

July 25: 287 McNeil Building
August 1: Wood Conference Room, Old Med
August 8: Woody Room, Van Pelt Library
August 15: 216 Moore School
August 22: 287 McNeil Building
August 29: 234 Levy Building

Looking for Child Care?

The Penn Children's Center, a day care facility administered by the University's School of Social Work, is accepting applications for the full-year session that begins September 1.

The center offers a planned pre-school curriculum for children ages two through five, taught by teachers trained in early childhood education. Children participate in regularly scheduled field trips and weekly outings during the summer months. The center provides two nutritious snacks daily, but lunch and transportation to the center are not provided.

Weekly fees are as follows: five days per week, $66 (two siblings, $126); four days per week, $50 (two siblings, $100); three days per week, $42 (two siblings, $84). Space is limited. The center is open from 7:30 a.m. to 5:45 p.m., Monday through Friday. Call Pam Johnson, Ext. 5269, for further information.

Recruitment Resource Manual

A new tool designed by the Office of Affirmative Action to accelerate Penn's affirmative action efforts is the Recruitment Resource Manual just issued. Through it, academic and nonacademic hiring officials can find some 500 leads to recruiting minority, female, and handicapped candidates. Sources include professional associations and organizations, black colleges and universities, women's colleges, black fraternities and sororities, and organizations serving handicapped persons.

Copies have been distributed to each school and major unit affirmative action compliance officer. Additional copies are available from the Office of Affirmative Action to encourage its widespread use by hiring officials and search committees. For a copy of the manual or for assistance, call Ext. 6993.

Third World Prize: August 30

August 30 is the deadline for nominating candidates for the 1984 Third World Prize, given by the Third World Foundation for social and economic studies. At Penn, nominations from deans and department chairs should be sent along with supporting documentation to Dr. Barry Cooperman, Vice Provost, Office of the Vice Provost for Research, 106 College Hall/CO by August 30 for the Foundation's selection to be made in November.

The prize, given annually since 1980, is conferred on individuals or institutions for outstanding contribution to Third World development, particularly in the economic, social, political, and scientific fields. The principal qualities which the Prize aims to honor are originality, inspiration, enterprise, creativity, innovation and service to the general good of the peoples of the Third World. The $100,000 Prize may be jointly conferred when recipients have worked together or are otherwise considered equally deserving.