SENATE

Changes in Leadership

Over the summer, three new members were elected by the Senate Advisory Committee to replace Dr. Vartan Gregorian, who resigned on being appointed dean of the Faculty of Arts and Sciences; Dr. Edward Effros, who is on leave this year; and the late Dr. Robert F. Evans, who died in May.

In addition, on the Committee on Academic Freedom and Responsibility, Dr. Bernard Cataldo has been chosen to serve until December, when the elected representative, Dr. Donald Silberberg, returns from visiting professorships at Pahlavi University and the Kyoto Prefectural School of Medicine.

The complete membership of the Senate Advisory Committee and Senate Committee on Academic Freedom and Responsibility follows:

**Senate Advisory Committee**

- Phillip H. DeLacy, professor of classical studies, chairman
- Maria Z. Brooks, associate professor of Slavic languages, secretary
- Ralph D. Amado, professor of physics, chairman-elect
- Steven C. Batterman, associate professor of applied mechanics, secretary-elect
- Lucienne Frappier-Mazur, associate professor of Romance languages
- Jamshed K.S. Ghandhi, associate professor of finance
- William G. Grigsby, professor of city planning
- Benjamin F. Hammond, chairman and professor of microbiology/Dent.
- Dell H. Hymes, professor of folklore and linguistics
- Richard Kadison, professor of mathematics
- Fred Karush, professor of microbiology/Med.
- Robert Maddin, University Professor of Metallurgy and Materials Science
- John A. Quinn, professor of chemical and biochemical engineering
- Stephen A. Ross, associate professor of economics and past secretary of Senate
- David T. Rowlands Jr., chairman and professor, pathology/Med.
- Robert L. Shayon, professor of communications
- Carroll Smith-Rosenberg, associate professor of history and psychiatry
- Paul Taubman, professor of economics and past chairman of Senate

**Senate Committee on Academic Freedom and Responsibility**

- Henry Hiz, professor of linguistics, chairman
- Paul Bender, professor of law
- Lawrence R. Klein, Benjamin Franklin Professor of Economics
- Phoebe S. Leboy, associate professor of biochemistry/Dent.
- Donald H. Silberberg, professor of neurology and ophthalmology, (after December)
- Iraj Zandi, professor of civil engineering
- Ralph D. Amado, ex officio

*Alternates:* Jacob M. Abel, associate professor of applied mechanics
Madeleine M. Joullie, associate professor of chemistry
John M. Stockton, professor of business law

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President's Lectures: October 3

The Office of the President will sponsor a campus lecture series in which distinguished faculty from all parts of the University present their work before the University community and invite audience discussion of it.

Starting with an October 3 lecture by Dr. Daniel Hoffman, the widely published poet-critic who has been professor of English here since 1966, the series will single out two faculty members each semester for lectures open to the University at large, but particularly aimed at faculty colleagues.

"My hope is that such a series will not only help us to keep abreast of current scholarship in fields we know," said President Meyerson, "but will serve to introduce some of us to the work of colleagues pursuing academic adventures beyond the borders of our own particular competence or immediate interest."

Dr. Hoffman, whose recent books of poetry are *Striking the Stones* and *Broken Laws* and whose critical volume *Poe Poe Poe Poe Poe Poe Poe Poe Poe* was nominated for the 1974 National Book Award, has spent the last year as poetry consultant to the Library of Congress—a post awarded earlier to Robert Frost, Robert Penn Warren, Robert Lowell and Penn alumnus William Carlos Williams, among others.

His talk on October 3, at 4 p.m. in the auditorium of the Annenberg School, will be entitled "Others: Shock Troops of Stylistic Change." The theme, he explains, is the relationship between cultural conditions and stability or innovation in the arts.

*Vive la Cinematheque and all such Things to Do... page 3*
THE WHARTON ECONOMETRIC FORECAST moved its quarterly press conference to the National Press Club in Washington, D.C., last week to announce short-term projections for continuing recession and inflation the rest of the year, in an economy "on an almost flat course that needs a large-scale stimulus in order to initiate real growth." "The trajectory for total production in the coming months is so close to zero-growth that the final results could show either a slight positive or negative figure given the range of error that we know to accompany economic projection," forecasters Lawrence Klein, F. Gerard Adams and David M. Rowe said. "Neither a cumulative downward spiral nor a sustained recovery seems likely at this time."

The three economics professors did, however, show that moderate growth could occur in late 1975 when a combination of public service jobs and tax reform was fed into their computerized model of the U.S. economy—enough to make the combined election/bicentennial year of 1976 one of improving economic conditions.

The full forecast will appear in the Summer-Fall issue of the Wharton Quarterly. Some highlights:

- **Inflation persisting:** The inflation rate will slow in 1975, but prices will still be rising by 7 to 9 percent.
- **Both consumer and capital spending down:** While consumer spending was already down last year, "fixed capital formation was generally robust and a source of strength for the economy. Now, unfortunately, we may have seen the end of strength in the real investment sector."
- **Residential construction depressed,** with "very little relief in prospect unless there is a policy turnaround by monetary authorities, and that seems to be unlikely."
- **Declining individual purchase power:** Though wages and farm prices will rise, and interest income hold, "one of the most significant statistics in the entire Wharton Forecast, this time around, is the declining trend in real, per capita, disposable income. After many diverse influences are taken into account—taxes, transfer payments, population growth, inflation, wages, interest, and dividends—the end result is a declining amount of real purchasing power per person."
- **Small comfort from components that might normally be expected to help (i.e., inventory investment, net exports and government spending).** Inventory accumulation has been large already; exports are softening in a few lines, and government officials are trying desperately to hold the line in spending.
- **Unemployment rising:** Low productivity suggests that some form of labor hoarding or lag in adjustment of industrial work forces has slowed the rise in unemployment so far in this recession, but "lay-offs should soon be increasing and unemployment should rise by larger quarterly increments."

In the Wharton Forecast, profits do not fall precipitously but do sag. The farm income that fell when prices did in the past few months is expected to recover as prices rise again.

All told, the forecast indicates, "This is not a rosy outlook for the American economy. It is mainly one of slow movement with much hesitation in learning to live with a new political administration. The whole industrial world is slowing down in economic growth, but it does not shape up to the dimensions of a world depression. There are recessionary movements in a few countries, as in the United States, but general prospects are for recovery in 1975-76."

Two variables could dampen optimism, however: "If there is liquidation of inventories in the fall, and a coal strike in the winter (after a 60-day injunction period), the country can expect three more quarters of substantial decrease in real output."
University Square: A Progress Report

The last three merchants remaining in the 3400 block of Walnut Street east of the Franklin Building were moved out late last week by the Redevelopment Authority, after they had resisted moving Monday (September 9) when the Court of Common Pleas' stay of the RDA writs of possession expired at 5:01 p.m. Sheriff's officers padlocked the properties at dawn on Wednesday, and moving began Friday.

The land on which the 19 Walnut Street properties stand is scheduled for purchase by the University of Pennsylvania after the Redevelopment Authority clears it. In the meantime, a HUD Environmental Impact Survey has been instituted at the request of the Sansom Street Committee, whose alternate proposals for development of the site would retain the 19 structures.

A HUD finding that the Walnut row be left standing would not alter the University's status as developer of record, but only add a restriction the University could choose either to meet or challenge, according to Arthur R. Freedman, director of planning, design and project management at the University.

The current University plan is for restoration of the mansard-roofed houses along Sansom Street east of Franklin Building as shops with apartments above, and new construction on Walnut and 34th Streets: a complex of shops, offices and parking facilities ranging up to the height of the seven-story Franklin Building. The movie theatre shown above at the westernmost end of the site on Walnut was to keep two stories to provide light and air to the restaurant site on Sansom. Both the restored and new buildings would be connected by translucent-covered walkways.

The complex would be called University Square. To develop it, the University has had since 1971 an agreement with Richard J. Fox and Ramon L. Posel, commercial developers, in which Penn would lease the land to Fox and Posel for 50 years, with two 20-year renewal options. The agreement gives the University first refusal on purchase of structures Fox and Posel will build or restore, and on rental of commercial and office space; but the Fox-Posel/University agreement also honors Penn’s earlier pact with the Walnut Plaza Merchants Association which gives its members priority in the commercial space. The Walnut Plaza group was formed in the mid-sixties, prior to condemnation, and negotiated a “musical chairs” arrangement in which many moved to the 38th & Walnut Street stores built by the University, with provisions for return to their original block on completion of University Square.

Technically, the 1971 agreement with Fox and Posel has expired, entitling either party to withdraw. But Vice President for Facilities Management John C. Hetherston said the firm has indicated it does not intend to exercise the option to withdraw.

The present plan is one of many devised over the past 14 years. The earliest ones called for the University to carry the full investment in all-new construction of classrooms, offices and residential space reaching through to Sansom Street. Late in 1971, President Emeritus Gaylord Harnwell’s student-faculty task force approved the present one combining restoration (heavy shading at left) with new construction (light shading).

THINGS TO DO

The "Things to Do" column announces, as space permits, events on campus open to University faculty and staff or sponsored by schools, departments, or campus organizations. Basic information should be received a week before the Tuesday of issue, but having it in on time is not a guarantee of publication if the columns are filled. Since Almanac's chief function is not the listing of campus events, we alert our readers/contributors that there are two other publications where they can list activities. The Houston Hall Calendar (published September, October, November-December. February, March and April-May) accepts listings until the 20th of the month before the month of issue. Items for The Daily Pennsylvanian's events column on Page Two should be submitted by 3 p.m. two days before the date of publication; a form is available at the DP, Sergeant Hall.

FILM, THEATRE

Tickets go on sale September 23 for the Annenberg Cinematheque, back this semester with six different series of rarely-screened films. Series themes: "Styles of Radical Cinema," "Profiles," "The Hollywood Cartoon," "The New Morality," "Early Rene Clair" and "Documentary Film Series." As they were last year, films from each series are presented concurrently, with different programs daily. The first program is Varieties of the Documentary Genre. September 25 at 4 and 7 p.m. On October 2, Early Films and Newsreels runs at 4 and 7 p.m.; beginning October 9, Films will be shown Wednesdays through Sundays until December 4. All films are at the Studio Theatre, Annenberg Center; admission, $2 each. More ticket information and a complete schedule will be found in the green-and-black brochure at the Center box office or around campus. Amos Vogel is film director of the Cinematheque. Phoebe Shinn is film coordinator.

MeeT and Phil, a comedy by Anne Burr about marriage, middle age and, apparently, everything else, is the season's first production of the New York Shakespeare Festival. Joseph Papp directs. Estelle Parsons stars. Zellerbach Theatre, previews September 27, 28, 8 p.m.; September 29, 2 p.m. Opening night, October 1, 7 p.m. Performances through October 3. All films at the Studio Theatre, Annenberg Center box office. Monday-Friday, 10 a.m.-6 p.m.; performance days (Wednesday-Saturday), 10 a.m.-9:45; Sunday, 6 p.m.-9:45 p.m. Ext. 6791.

MEET THE GALAXY

Starting this week the campus observatory is open to visitors Mondays and Thursdays from 8 to 9:30 p.m. through early October, provided the sky is mostly cloudless. The observatory is on the roof of Rittenhouse Labs (33rd and Walnut); stairs are on the fourth floor near room 4C23. The astronomy department is also holding a semester-long film festival Tuesdays at 11 a.m., A-1 DRL. Films are of general rather than academic interest.

MISCELLANY

Robert B. Choute, a civil engineer turned consumer advocate, addresses the meeting of the Faculty Tea Club on Business Practices and Government. B-1 Vance Hall, September 24, 1:30 p.m.

Good Earth. Exhibit of ceramics by Mel Rubin and Jugo de Vegetales (who is really John M. Thompson). Houston Hall Gallery, September 29. Sponsored by PUC.
An Ombudsman’s Angle of Vision

by James O. Freedman

From 1966 to 1971, approximately 70 American universities and colleges established the position of university ombudsman. The University of Pennsylvania, acting upon a recommendation made the year before by the Task Force on University Governance, created the Office of the Ombudsman in 1971.

The sudden and dramatic interest in the concept of a university ombudsman during the late 1960’s and early 1970’s is undoubtedly to be explained in part by the favorable publicity that Scandinavian ombudsmen were then receiving in the popular press. This was also the period in which Walter Gellhorn published two scholarly works, Ombudsmen and Others (1966) and When Americans Complain (1966), which magisterially surveyed the performance of the most prominent European ombudsmen and suggested that the concept could be adapted to some aspects of American institutional life.

But factors beyond the popular and scholarly currency of the concept were also at play. The decisions to appoint ombudsmen that so many universities reached during this period coincided with the appearance of serious problems on the nation’s campuses and with increasing criticism of the role and functioning of institutions of higher learning.

Among the specific problems that, in varying degrees of intensity, preoccupied the academic community at the time were these:

1. Persistent, deeply-felt student complaints that the education they were receiving was not “relevant,” in the word of art of the period, to their interests and needs.
2. The growth of an institutional bureaucracy—as a result of the rapid expansion of universities during the prior decade—that was perceived as indifferent to personal concerns and bound by red tape.
3. Allegations of institutional racism and controversy over the creation of black studies programs and separate living and social centers that followed the decision to admit increasing numbers of minority students.
4. Discrimination in the hiring and promotion of women in faculty and administrative positions, which those associated with the women’s liberation movement often documented with disconcertingly small difficulty.
5. The impact of the military draft and the war in Vietnam on the conditions of learning, particularly as they suggested the futility of achieving political and social change through the established constitutional processes.

The establishment of ombudsmen on so many campuses was one of the academic community’s responses to the disaffection and divisions that these problems generated and evidenced.

Although it would have been foolish for any university to believe that it could eliminate these problems merely by establishing an ombudsman, the widespread decisions to create ombudsmen nonetheless suggested a promising attempt to humanize the administration of American universities. The decisions also were consistent with the conclusion of the Cox Commission, reporting on the 1968 disruptions at Columbia University, that a scholarly community must be organized “in ways that produce both loyalty and the relief of grievances.”

During the past year, members of the university community have brought complaints to the Office of the Ombudsman that fall into each of the first four problem areas mentioned above. (We have not had complaints relating to the impact of the draft and the war in Vietnam, although questions were raised concerning the University’s policy on granting leaves of absence to students who wished to enlist on one side or the other of the Yom Kippur War.).

My assistants and I have listened to more than 200 students, faculty, administrative employees, and staff members state grievances that, upon investigation, often have indicated that these four problem areas continue to require sustained and sensitive efforts at correction.

Nevertheless, the two most troubling classes of cases that have been presented during the past year—one of them insistently have consumed the time and preoccupied the attention of my assistants and me—do not fall into any of the four problem areas that may have led to the establishment of the Office of the Ombudsman. Rather, they point to the emergence of new problems that, from the angle of vision that an ombudsman is afforded, seem more substantial and pervasive than the episodic experience of individual members of the university community may have suggested.

The first class of cases involves allegations of unfairness in the denial of tenure. The fact that the Office of the Ombudsman was consulted this year by a substantial number of persons who had been denied tenure (or were the subject of department deliberations that, as they feared, ultimately resulted in the denial of tenure) is hardly surprising. As a result of financial constraints similar to those faced by many universities, many departments have been forced to apply more exacting standards and to draw finer distinctions between individuals than they have in the past. And the increase in the number of persons denied tenure comes at a time when the pain that such an adverse judgment would inflict
on the healthiest of egos is intensified by the difficulty in securing a new appointment elsewhere.

It is not within the province of an ombudsman to pass judgment upon the merits of specific denials of tenure. The question of whether an individual should be granted tenure on the basis of his scholarly contributions and professional promise is properly reserved to qualified scholars in his field. But when a plausible complaint is lodged, an ombudsman must inquire into the procedures by which particular decisions to deny tenure were reached.

My experience in making such inquiries during the past year has not always been reassuring. On more occasions than I would have expected, faculty colleagues of the individual who was denied tenure have supported his claim of procedural unfairness, if not arbitrariness. They have testified, variously, to the selective solicitation of outside evaluations, the introduction of antipathies of a purely personal nature, the failure of voting members of the faculty to familiarize themselves with the individual's file, and attempts by deans and department chairmen to use their authority in a coercive manner.

Taken together, these three factors—the increase in the number of tenure denials; the difficulty that persons denied tenure have in finding new appointments elsewhere; and the belief of many persons, tenured as well as untenured, that some denials of tenure have not been reached fairly—can create a residue of bitterness that poisons the collegial atmosphere of a university.

The duration of the first two factors may not be wholly within the University's control. But if the integrity and the legitimacy of the tenure system is to be preserved, it is essential that individual departments and schools comply strictly with the highest standards of procedural fairness in making tenure decisions.

The second class of cases that has been particularly disturbing during the past year involves undergraduate anxiety and tension over grades. Far more students than I ever would have anticipated complained that their instructors had graded them unfairly.

Some students asserted that the instructor's grading formula did not give proper weight to the respective assignments in the course; others, that the instructor erred in computing the final grade from among its constituent parts; still others, that the instructor discriminated against them because he disagreed with their interpretation of controversial course material.

There is little that an ombudsman can do in such cases except to ask the instructor to explain fully to the student why he gave him the grade he did. Although some instructors grumbled at the prospect of having to spend time on such an enterprise, all of those of whom I made the request did in the end meet with the students involved.

Almost all of the complaints about grades came from superior students who believed that a B-plus should have been an A. Only rarely did they come from average students who believed that a C should have been a B. Many of the students apologized because they feared their concerns would be seen as petty. But they insisted that small distinctions in grade point averages were matters of crucial importance in gaining admission to graduate and professional schools, particularly in law and medicine.

The intensity of the pressure, the heightened sense of urgency, that these students felt about the necessity to achieve the highest possible grades was too real to be denied. Distasteful as complaining about grades was to most of these students, it was preferable to permitting a grade to stand unchallenged that, in their view, might close off a significant life option.

It is obvious that preoccupation with admission to graduate and professional schools can warp an undergraduate's experience and destroy the sense of wonder and the unequalled pleasure in learning for its own sake that are part of the justification for a college education. The deleterious consequences of such pervasive feelings have been noted, of course, in much of the recent literature, perhaps most sympathetically in Robert Paul Wolff's book, The Ideal of the University (1969).

The question of whether undergraduate preoccupation with grades has become so intense that it is denying many students a healthy educational experience during their college years seems to me of sufficient importance to merit the serious concern of the faculty.

After a year's experience as ombudsman, I am more persuaded than ever of the central importance to the University of observing fair administrative procedures. Justice Felix Frankfurter, in a famous passage, once wrote the "the history of American freedom is, in no small measure, the history of procedure." I think that the maintenance of a sense of loyalty and respect among members of a university community, when it occurs, is also likely to be the result, in no small measure, of a steadfast adherence to established procedural norms of fairness.

I hope that the Office of the Ombudsman has played some part during the past year in insuring that such norms are respected, and that it has given those who feel aggrieved by administrative decisions a sense that there is a place within the University where they will receive a sympathetic hearing and a personalized response.

The table below presents a statistical analysis of the year. Those who have had occasion to consult the Office of the Ombudsman know the degree to which its successes are attributable to the wisdom and devotion of Linda Koons and Val Gossmann, who have served with extraordinary distinction as assistant ombudsmen. I record my gratitude to them both for making my service as ombudsman so satisfying and so pleasant.

**1973-74 GRIEVANCES**

<table>
<thead>
<tr>
<th>Subject</th>
<th>Number of Incidents</th>
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<tbody>
<tr>
<td>academic</td>
<td>72</td>
</tr>
<tr>
<td>academic integrity</td>
<td>6</td>
</tr>
<tr>
<td>job problems</td>
<td>5</td>
</tr>
<tr>
<td>residential</td>
<td>19</td>
</tr>
<tr>
<td>promotion/tenure/salary</td>
<td>18</td>
</tr>
<tr>
<td>benefits</td>
<td>18</td>
</tr>
<tr>
<td>communications</td>
<td>16</td>
</tr>
<tr>
<td>fees</td>
<td>15</td>
</tr>
<tr>
<td>personal differences</td>
<td>10</td>
</tr>
<tr>
<td>recreation</td>
<td>1</td>
</tr>
</tbody>
</table>

Of the 107 individual undergraduate grievances, 38 were seniors, 20 juniors, 28 sophomores, and 9 freshmen (12 were CGS students):

**CGS**

<table>
<thead>
<tr>
<th>College</th>
<th>Number of Incidents</th>
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</thead>
<tbody>
<tr>
<td>College</td>
<td>22</td>
</tr>
<tr>
<td>Wharton</td>
<td>16</td>
</tr>
<tr>
<td>CGS</td>
<td>12</td>
</tr>
</tbody>
</table>

**SAMP**

<table>
<thead>
<tr>
<th>SAMP</th>
<th>Number of Incidents</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td></td>
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</tbody>
</table>

**The distribution of graduate and professional students was:**

| GSAS   | 17                |
| Social Work | 8     |
| GSE     | 7                 |
| Wharton | 7                 |
| Law     | 5                 |

**The numbers for faculty and staff were as follows:**

| A-1 | 13 | A-3 | 21 |
| A-2 | 30 | A-4 | 2  |
| Former employees | 4 |

**The faculty breakdown by school:**

| GSAS | 10 |
| Social Work | 2    |
| Medicine | 7  |
| GSE | 6  |
| Engineering | 2  |
| Wharton | 1  |

**The duration of the first two factors may not be wholly within the University's control.**

<table>
<thead>
<tr>
<th>Factors</th>
<th>Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenure</td>
<td>2</td>
</tr>
<tr>
<td>Grades</td>
<td></td>
</tr>
</tbody>
</table>

**Before making such inquiries during the past year has not always been reassuring.**

<table>
<thead>
<tr>
<th>Inquiries</th>
<th>Occasions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acquaintance</td>
<td>100</td>
</tr>
<tr>
<td>Grades</td>
<td></td>
</tr>
</tbody>
</table>
LEAVES

The following list of faculty on leave 1974-75 (or parts of the year where so noted) is taken from the Trustees minutes up to and including the June, 1974, session. For appointments and promotions acted upon by the Trustees through June, see Almanac’s July 1974 issue.

COLLEGE OF ARTS AND SCIENCES

Dr. Norman T. Adler. Psychology, to do research on the sexual behavior of invertebrate species at Edinburgh University (spring).
Dr. Morton Benson. Slavic Languages, to work on the compilation of an English-Serbo-Croatian dictionary (spring, 1976).
Dr. Lawrence F. Bernstein. Music, to continue research on the sixteenth century French polyphonic chanson (spring).
Dr. Frank P. Bowman. Romance Languages, to be visiting professor of French literature at the University of Paris.
Dr. Maria Z. Brooks. Slavic Languages, to do library research and audit courses in transformational grammar; to finish second volume of Polish Reference Grammar (fall, 1975).
Dr. Stuart A. Curran. English, to do research on the reciprocal literary influence of Shelley and Byron (fall).
Dr. Jerry Donahue. Chemistry, to pursue scholarly research and prepare two books (spring).
Dr. Richard S. Dunn. History, to write a book comparing plantation life in British sugar islands and southern mainland tobacco and rice colonies.
Dr. Edward G. Effros. Mathematics, to be visiting professor at the University of California at Berkeley.
Dr. Robert Engh. History, to complete his book on the development of southern black communities after the Civil War (fall).
Dr. Sherman Frankel. Physics, to do research on the intersecting storage ring, at CERN (spring).
Dr. Werner L. Gemdersheimer. History, to do research in Florence on the Italian renaissance as a Guggenheim Fellow and Senior Fellow of the Harvard Center for Italian Renaissance Studies.
Dr. Edward B. Irving Jr. English, to write a book on Old English Christian poetry (fall).
Dr. Jerry L. Kasdan. Mathematics, to continue research in differential geometry, at Berkeley.
Dr. Igor Kopytoff. Anthropology, to write a monograph on the results of field research in Cameroon.
Dr. Alan E. Mann. Anthropology, to work at the excavation of an hominid site in South Africa (spring).
Dr. Elliott Mossman. Russian, to do research in Russia on manuscripts and unpublished letters of B. L. Pasternak (spring, 1976).
Dr. Martin Ostwald. Classical Studies, to continue research on Greek political thought at the Princeton Institute for Advanced Studies.
Dr. Lee D. Peachey. Biology, to do research at the University of Colorado and to attend the International Physiological Congress and Muscle Symposium in India (fall).
Dr. Jack E. Reese. History, to continue studies of French and Sicilian politics on a fellowship from the American Council of Learned Societies.
Dr. Robert C. Regan. English, to prepare an edition of the shorter travel writings of Mark Twain (spring).
Dr. Robert E. Ricklefs. Biology, to complete work on the reproductive strategies of birds and to continue research on the nature of adaptation, at Stanford.
Dr. Lawrence Schofer. History, to do research in Berlin on Jewish communities there and in Warsaw.
Dr. Martin E. P. Seligman. Psychology (spring).
Dr. Eric Siggia. Physics, to continue as a junior fellow of the Society of Fellows at Harvard.
Dr. Brian J. Spooner. Anthropology, to continue research on the Iranian Plateau.
Dr. William E. Stephens. Physics, to pursue research using the new accelerator at the National University, Canberra (Australia); to continue research and writing at Princeton.
Dr. Cecil L. Striker. Art History, to complete work at the Kalenderhane Archaeological Project in Istanbul.
Dr. Margaret A. Traupin. Russian Literature.
Dr. Robert Y. Turner. English, to write a book on Shakespeare’s late plays and Jacobean tragicomedy.
Dr. David T. Van Zanten. Art History, to complete a study of the Beaux-Arts Academy.

Dr. Andrew Wallace. Mathematics, to research the singularities of varieties at Pahlavi University.
Dr. Guy R. Welbon. Religious Thought, to conduct a study of Indian literature, history and ritual performances in India and Holland.
Dr. David White. Chemistry, to prepare a book and do research using special facilities available at other institutions (spring).

COLLEGE OF ENGINEERING AND APPLIED SCIENCES

Dr. Geoffrey R. Belton. Metallurgy and Materials Science, to work on interfacial kinetics and molten silicates at the University of Strathclyde.
Dr. A. Norman Hixson. Chemical and Biochemical Engineering, to be visiting professor at the University of Sydney (spring, 1975).
Dr. Arthur E. Humphrey. Engineering, to be a Fulbright Lecturer in biochemical engineering at the University of Massey, Palmerston North (New Zealand) (summer, 1975).

GRADUATE SCHOOL OF ARTS AND SCIENCES

Dr. Eric Leichty. Oriental Studies, to complete a book on the status of metallurgy in Babylonia.
Dr. Murray Murphy, American Civilization (fall, 1974).
Dr. Thomas Naft. Oriental Studies, to complete a book on reform and diplomacy during the reign of Selim III (fall).
Dr. Barbara Ruch. Oriental Studies, to complete a two-volume work on medieval Japanese fiction.

GRADUATE SCHOOL OF EDUCATION

Dr. Andrew R. Baggaley, to teach and do research as a Fulbright-Hays Fellow at the University of Utrecht (spring).
Dr. Morton Botel, to complete a textbook and to observe current practices in reading and language arts at schools here and abroad (spring, 1976).
Dr. Charles E. Dwyer, to complete several articles and a book on values and education.
Dr. Neal Gross, to pursue research at Oxford (fall).
Dr. J. Wesley Schneyer, to investigate the relationship between linguistic and cognitive capabilities and reading achievement; to use recent research on the lateral specialization of the brain (spring).

GRADUATE SCHOOL OF FINE ARTS

Dr. Bruce MacDougall. Landscape Architecture and Regional Planning, to prepare material on land use for publication (spring).

LAW SCHOOL

Mirjan Dunsmuk, to serve as a visiting professor at Yale, (1975-76)
Dr. George L. Haskins, to work on a volume of Supreme Court history (spring).
John O. Horn mold Jr., to complete work at the United Nations (until December, 1974).
Dr. A. Leo Levin, to be executive director of the Commission on Revision of the Federal Appellate System (until June, 1975).
Dr. William E. Nelson, to accept a fellowship from the Social Science, Fellows, Harvard.
Ralph R. Smith, to be visiting assistant professor at Boston College Law School.
Ralph S. Spritzer, to study current energy-oriented research being done in other disciplines, (1975-76)
Dr. Bernard Wolman, to research and write a article proposing a draft revision of the Internal Revenue Code as a Fellow of the Center for Advanced Study in the Behavioral Sciences, at Palo Alto (1975-76)

SCHOOL OF MEDICINE

Dr. Alfred M. Bongiovanni, Pediatrics, to establish a new medical school in Ethiopia (December, 1974-November, 1975).
Dr. Richard Cooper, Medicine, to pursue research in membrane chemistry at the Weizmann Institute of Science (fall).
Dr. James H. Ewing. Psychiatry, to serve as medical director of the community mental health program, Crozer-Chester Medical Center.
Dr. Pierluigi Gambetti, Pathology and Neurology, to work with Dr. Bernard Droz; CEN, in Saclay, France.
Dr. Lee W. Henderson, Medicine, to learn immunologic methodology relating to renal disease under Dr. Frank Dixon at the Scripps Institute, La Jolla.

Dr. William L. Kissick, Community Medicine and Health Care Systems, to study planning, public accountability, regulation and control in health care.

Dr. Arnost Kleinzeller, Physiology, to work at Oxford with Sir Hans Krebs on problems of solute transport in isolated liver cells.

Dr. David A. Paskewitz, Psychology in Psychiatry, to pursue research at the University of Maryland Medical School.

Dr. Arnold S. Relman, Medicine, to work with Professor E.A. Netherwood of the biochemistry department, Oxford.

Dr. Donald H. Silberberg, Neurology and Ophthalmology, to serve as visiting professor at Pahlavi University and at Kyoto Prefectural University of Medicine.

SCHOOL OF SOCIAL WORK

Edgar Perretz, to teach and to continue research in the interaction of health and social services at hospitals and welfare departments in Ann Arbor and Cambridge (England).

SCHOOL OF VETERINARY MEDICINE

Dr. David S. McDermott, Animal Biology, to continue collaborative research and to learn new cell and tissue culture techniques.

Dr. Edward T. Siegel, Biochemistry in Medicine, to do scholarly writing (spring).

Dr. E.J. Lawson Soulsby, Parasitology, to conduct research in immune response in filariasis while serving as visiting guest professor at Justus Liebig University, Giessen (Germany).

WHARTON SCHOOL

Dr. Michael G. Allingham, Economics, to teach at the London School of Economics.

Dr. J. Scott Armstrong, Marketing, to teach and do research at the Stockholm School of Economics (fall).


Dr. Arthur I. Bloomfield, Economics, to do research.

Dr. Edward W. Brennan, to work with a public accounting firm as a tax and financial planner.

Dr. Edwin Burmeister, Economics, to work at the Australian National University.

Dr. Clement Cottam, Political Science, to serve as a consultant to the Ford Foundation in Nairobi; to complete a manuscript.

Dr. Diana Crane, Sociology, to use a Guggenheim Fellowship for study in the sociology of culture (fall).

Dr. Marion Estey, Management, to begin a book on retail labor relations; to study the wage-price control program in New Zealand as a guest of the University of Otago.

Dr. Morris Humbug, Statistics and Operations Research, to be visiting professor at Harvard’s Graduate School of Business Administration.

Dr. Sidney W. Hess, Statistics and Operations Research, to accept a position as director of planning and development of the pharmaceutical group of ICA America, Inc., in Wilmington.

Dr. Wayne E. Howard, Management, to explore the feasibility of a course in labor arbitration; to begin research on employee rights in industrial due-process (fall).

Dr. Giorgio Inzerilli, Management, to do research and lecturing at Insead (France) (fall).

Dr. William R. Kintner, Political Science, to accept appointment as American ambassador to Thailand.

Dr. Julius Margolis, Public Policy Analysis, to renew “a much neglected program of research.”

Dr. George S. Mastick, Sociology (Population Studies Center), to complete research on the social and biological factors affecting fertility in modernizing populations (spring).

Dr. Ann R. Miller, Sociology, to complete research with Professor John Durand on comparative international labor forces under an NSF grant; to continue studies for the Department of Labor on occupational mobility and urban migration.

Dr. John Moffett, Sociology, to research and write two books on the history and implications of power centralization and planning in Western industrial nation-states (fall).

Dr. R. Richardson Pettit, Finance, to be visiting associate professor at the University of Washington.

Dr. Almarin Phillips, Economics, to complete research on the history of thought in industrial organization and on regulation of energy industries.

Dr. Alvin Z. Rubinstein, Political Science, to complete his study, “Inter-Nation Influence and Foreign Policy: The Soviet-Egyptian Influence Relationship since the June War.”

Dr. Donald F. Smith, Political Science, to study political change in Sri Lanka under a grant from ACLS/SSRC.

Dr. Charles A. Thrull, Sociology, to continue research in the matching of people and their jobs with special reference to low-status occupations (fall).

Dr. Michael Wachter, Economics, to study labor market adjustments, at Princeton (fall).

Dr. Sidney Weintraub, Economics, to prepare a manuscript on economic thought (1945-65) for publication (spring).

Anne D. Williams, Economics, to complete her doctoral dissertation (fall).

Dr. Rufus Wixon, Accounting, to revise text material in financial accounting (fall).

OPENINGS

The following listings are taken from the Personnel Office’s weekly bulletin and appear in ALMANAC several days after they are first made available via bulletin boards and interoffice mail. Those interested should contact Personnel Services, Ext. 7285, for an interview appointment. Inquiries by present employees concerning job openings are treated confidentially.

The University of Pennsylvania is an equal opportunity employer. Qualified candidates who have completed at least six months of service in their current positions will be given consideration for promotion to open positions.

Where qualifications for a position are described in terms of formal education or training, significant prior experience in the same field may be substituted.

ADMINISTRATIVE/PROFESSIONAL (A-1)

ASSISTANT DEAN Allied Medical Professions, (9/3/74).

CO-CHAIRMAN, Health Professions (part-time 20 hrs/week) (9/3/74).

JUNIOR RESEARCH SPECIALIST (9/3/74).

JUNIOR RESEARCH SPECIALIST, medical school (9/3/74).

PROJECT ENGINEER (9/3/74).

RESEARCH SPECIALIST II, Museum (9/3/74).

SECURITY SPECIALIST (9/3/74).

STAFF NURSES (2). To perform duties of staff nurse and simultaneously to be trained as nurse practitioners with the expectation they will eventually provide medical services independently. Qualifications: R.N. Desire and ability to become nurse practitioners. $8,075-$10,950-$12,000.

SUPPORT STAFF (A-3)

ABSTRACTOR, campus business office. Qualifications: To read, clip, file and distribute all news items on University of Pennsylvania from local and national newspapers and magazines. Has receptionist duties, uses call director. Good typing skills essential; experience in a business office and ability to deal with people essential. $5,300-$6,225-$7,150.

ACCOUNTING CLERK. Qualifications: Extensive accounting experience needed. Some typing and telephone. College would be helpful but working experience is essential. $5,500-$6,225-$7,150.


ADMINISTRATIVE ASSISTANT II (9/3/74).

ADMINISTRATIVE ASSISTANT II, Math Department (9/3/74).

OPENINGS CONTINUE NEXT PAGE
MOBILE GUIDES FOR THE MUSEUM

The University Museum's Mobile Guides—volunteers who take archaeological artifacts into the public schools and use them in talks about other cultures—needs new volunteers to meet the demand for schools which have requests for visits as far ahead as three years from now.

The Guides' program on Woodland Indians of Pennsylvania reached some 3500 elementary school children last year, taking them artifacts to touch and teaching them to make face paint, dance, grind corn and dramatize scenes from Indian life.

This year the Guides, sponsored by the Museum Women's Committee, will be training more guides in the Indian program, plus developing a new unit on ancient Egyptian cultures.

Mobile Guides serve one two-hour period each week, either from 10 a.m. to noon or 1 to 3 p.m., Monday through Friday. New guides are trained by experienced ones, who are looking now for volunteers with some college background and an interest in teaching, archaeology or anthropology. Joyce (Mrs. Francis A.) Lewis and Ruth (Mrs. Earl) Scott are currently interviewing prospective guides. They can be reached at the Museum by phone (215-746-4000) or by letter to Mobile Guides, University Museum, University of Pennsylvania, 33rd and Spruce (19174).

OPENINGS CONTINUED FROM PAGE 7

ART LAYOUT DESIGN ASSISTANT (9/3/74).

ASSISTANT PUBLICATIONS PROCUREMENT COORDINATOR. Training-level position involving planning and procurement of printed materials. Qualifications: College degree preferred. Experience in purchasing and production preferable. Ability to work well with people and to organize the work flow effectively. $8,000-$10,000-$12,175.

ASSISTANT STOCKKEEPER. Qualifications: Assists in unpacking and stocking of supplies. Sets up and clears lab before and after student use. Washes, sterilizes and maintains glassware stocks. Performs related duties as assigned. $4,625-$5,300-$5,975.

DRAFTSMAN. Involves creation of detailed drawings for alterations and renovations on all types of University buildings. Qualifications: High school graduation and completion of acceptable training program in drafting. Five years' direct experience encompassing electrical and mechanical as well as architectural drafting. $8,925-$10,800-$12,650.

ELECTRON MICROSCOPE TECHNICIAN II, dental medicine (9/10/74).

INSTRUMENTATION SPECIALIST (9/3/74).

MT/SC OPERATOR, Publications Office. Qualifications: Operation of publications/composing service keyboard equipment and processing unit to produce type for University publications. Keyboard is similar to operation of MT/ST composer system. Speed and accuracy in typing essential. Experience essential. Work shift: 3 p.m.-10:30 p.m. with half-hour lunch. $6,125-$7,325-$8,525.

PROJECT BUDGET ASSISTANT (9/3/74).

PSYCHOLOGY TECHNICIAN II, psychiatry (9/5/74).

RESEARCH LABORATORY TECHNICIAN II, veterinary medicine (9/3/74).

RESEARCH LABORATORY TECHNICIAN II. To do clinical lab work in arthritis clinic. Should be able to perform CBC's, sed rates, LE prep's, blood drawing, synovial fluid analyses, urinalyses. Remainder of time spent in arthritis research lab. Should know sectioning and tissue preparation for electron microscope. Qualifications: Experience in listed techniques and medical lab technician training. $7,000-$8,300-$9,575.

RESEARCH LABORATORY TECHNICIAN II, New Bolton Center. To do tissue cultures, enzyme assays, cytology, virology and tumor transplantaion in rodents. Qualifications: Experience in sterile techniques, tissue culture and biochemistry. $7,000-$8,300-$9,575.

RESEARCH LABORATORY TECHNICIAN III. To do biological preparations (including mammalian enzymes); perform laboratory analyses; study and test new procedures; prepare reagents and other media as required; use modern instrumentation; prepare and maintain reports. Qualifications: B.S.: ability to operate microtome, spectrophotometer, weighing balance and pH meter. $7,000-$9,450-$11,000.

RESEARCH LABORATORY TECHNICIAN III (9/3/74 and 9/10/74) in eight departments and projects including tissue culture, allergy and immunology, enzyme studies, virology, bacteriology, histology and others.

RESIDENCE HALL CLERK. 8 a.m.-4 p.m. Involves the reception of students, parents, faculty, University personnel and the public; answering phones; providing information and/or accepting and distributing student and staff messages. Qualifications: High school graduation. Some college work preferred. Previous job experience in related public contact fields. Ability to work and deal effectively with all types of individuals in a friendly and efficient manner. $6,125-$7,325-$8,525.

SECRETARY I (2) (9/3/74).

SECRETARY II (6) (9/3/74).

SECRETARY III (3) (9/3/74).

SENIOR MAINTENANCE ENGINEER. To schedule, plan and supervise maintenance and repairs on building heating, ventilating and air conditioning systems. Orders parts, inspects buildings. Qualifications: Apprenticeship or other training leading to journeyman status in the electrical or air conditioning and refrigeration mechanic trade; ten years' journeyman-level experience; ability to read blueprints. $9,250-$10,975-$12,675.

SECURITY MECHANICIAN. To monitor the installation and functioning of security and safety technical equipment, supervise contractors and locksmiths. Qualifications: Technical school graduate, five years' technical or engineering experience in law enforcement desired. $8,375-$10,025-$11,650.

HOURLY RATE (A-4)

Where pay is not specified, hourly rate is negotiable on basis of qualifications.

CLERK. 20 hrs/week (9/10/74).

LABORATORY ASSISTANT, dental medicine. 15 hrs/week (9/10/74).

RESEARCH BIBLIOGRAPHER. 4 hrs/day. 5 days/week (9/10/74).

SECRETARY II, full time for four months. To type reports and manuscripts, handle correspondence, prepare tables, tabulate and file data. Qualifications: Good typing and clerical skills. Graduation from high school and two years' office experience.

SECRETARY. I p.m.-5:30 p.m., Mon-Fri. Heavy typing and dictaphone work and general secretarial duties. Qualifications: Excellent typing and office experience.

SECRETARY. two days/week (9/10/74).

SECRETARY, three full days/week (Tues., Wed., Thurs.). Typing, answering phones, greeting people. Qualifications: Good typing and receptionist skills. Two years' secretarial experience.

TECHNICAL TYPIST, medical. 4 hrs/day (9/3/74).

TYPIST, medical/veterinary terminology. 20 hrs/week (9/3/74).

WEUP: SEPTEMBER 19

Because of a religious holiday, the first general meeting of Women for Equal Opportunity at the University of Pennsylvania will be on September 19 at 1 p.m. and not on September 26 as previously announced, in the Women's Center, 110 Logan Hall. Women faculty, staff and students are invited to attend.

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Editor .......................... Karen C. Gaines
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