

Almanac

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Trustees

Sullivan Principles Reaffirmed

At the open stated session, Friday afternoon, January 19, the full board of trustees heard Judge A. Leon Higginbotham, chairman of the Committee on University Responsibility, reaffirm the Sullivan principles in regard to University investments in South Africa.

"The committee reaffirms its very strong opposition to the present policies of the government of South Africa, which it considers to be repugnant and unwise for the future well being of all South Africans," the committee's report read.

"The committee also reaffirms its belief that the principled activity of American companies in South Africa can provide more leadership for a peaceful transition to meaningful participation in the government and economy of South Africa by non-whites than can withdrawal of those companies. Therefore, the committee renews its commitment to the Sullivan Principles as the best means of promoting the type of principled business activity it deems essential. Amplifications to the Sullivan Principles published this past July by Rev. Leon Sullivan clarify that the principles are intended to endorse the rights of black South Africans to bargain collectively with their employers and to receive a wage well above that necessary to provide the local minimum standard of living. Furthermore, the principles now call for regular reporting by signatory companies designed to ensure adequate implementation. It continues to be the committee's view that all companies in which the University holds stock should adopt the Sullivan Principles or their substantial equivalents and implement them vigorously. We will continue to study the efficacy of the Sullivan Principles and to

listen to the comments of persons concerned about these," the report continued.

The committee also discussed the subject of U.S. banks that lend money to the South African government and state-owned corporations and has directed "that a broad inquiry be conducted in this area and that a report be submitted at its next meeting."

"Although the committee feels that at present it has insufficient knowledge of the practices of banks in connection with such loans, the committee feels that such loans may give support to the South African government's ability to enforce apartheid without giving commensurate benefits to non-white South Africans and, as a result, look with favor on the policy adopted at some other institutions of not holding stock in banks which continue to make loans to the South African government or to state-owned corporations," the report stated.

Higginbotham commented that the University could, "by reason of its educational expertise, change the situation dramatically by expanding education opportunities" for non-white South Africans rather than by making "a dramatic statement in the newspapers."

President Martin Meyerson said that he and Provost Vartan Gregorian were in the early stages of exploring action on the investment issue. Gregorian stated that the University was in the preliminary stages of discussing ties to a black university in South Africa.

Chairman Paul F. Miller, Jr., discussed the possibility of student and faculty liaisons to trustee committees. A selection committee composed of Miller, Faculty Senate Chairman Irving B. Kravis and President Meyerson would accept nominations from Council.

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Council

CURIA Report Adopted

The University Council voted to adopt the report of the Ad Hoc Committee on University Relations with Intelligence Agencies (CURIA) at a meeting, Wednesday, January 17.

In presenting the report to Council, General Counsel Stephen B. Burbank summarized revisions made over the last year to answer questions raised by members of the University community. Previous drafts of the report appeared in *Almanac* on February 21 and November 7, 1978. Council had recommitted the report to Steering Committee at a meeting last May.

Herbert Callen, chairman of the Senate Committee on the Faculty, called upon Council "to accept the report and consign it to the archives." Calling the report "unseemly and inappropriate," he urged that the University not set up separate procedures for dealing with intelligence agencies as opposed to other groups. He cited, as an example of the protection of privacy, the University's refusal to release to the *Philadelphia Inquirer* the names of recipients of student Senatorial scholarships (See *Almanac*, April 11, 1978). In a similar situation, the University should act in the same manner toward an intelligence agency, Callen said. He further stated that he believed the policies unenforceable.

Burbank responded that the report's policies had attempted to treat intelligence agencies like other agencies as much as possible, but that problems peculiar to intelligence agencies made certain specific recommendations necessary. As to the University's ability to enforce the policies, he hoped that the community would pay attention to them.

After further discussion, Council voted to adopt the report.

In his report to Council, Provost Vartan Gregorian announced that Manuel Doxer, director of administrative affairs for the Faculty of Arts and Sciences, would head a transition team for the new provost. James E. Davis and Edwin (Bud) Ledwell of the provost's office and George Budd, director of personnel and labor relations, will assist. Gregorian stated that searches had begun for a new vice-provost for University life, vice-provost for research and associate provost, and that he hoped to fill the positions by the end of February, with a full staff "reflecting my administration" by July.

Phoebe Leboy introduced the subject of investments in South Africa in preparation for a resolution on divestiture to be brought before the Council at its February meeting. Kenneth McNeil, an undergraduate in FAS, said that he would ask for adoption of a resolution to divest because he believes that the Sullivan Principles are insufficient.

President Martin Meyerson announced that he had directed that the words "sexual or affectional preference" be added as one of the grounds upon which the University does not discriminate, an action spurred by a Council resolution stating the same. The broad University policy statement will now read:

"The University of Pennsylvania does not discriminate on the basis of race, color, sex, sexual or affectional preference, age, religion, national or ethnic origin or physical handicap. The University's policy applies to faculty and other employees, applicants for faculty positions and other employment, students and applicants to educational programs and activities."

In other business, Meyerson broached the possibility of a day-long session of Council in February. Gregorian invited the members of Council to an informal half-a-day retreat at the Wharton-Sinkler Conference Center.

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Because of the newly instituted committee structure, effective with this meeting committee chairmen will give fuller reports, and full board meetings will take longer than in the past. Meyerson therefore decided to summarize rather than give his complete state of the University address, which is usually presented at this time each year. (The full text will appear in a future issue of Almanac.)

The trustees elected four new term trustees and reappointed one term trustee. Newly elected trustees include: Irving S. Shapiro, chairman and chief executive officer of E.I. du Pont de Nemours and Company; J. Paul Lyet, chairman and chief executive officer of the Sperry Rand Corporation; Walter G. Arader, Jr., commissioner of the Pennsylvania Securities Commission; and Robert Montgomery Scott, a partner in the Philadelphia law firm of Montgomery, McCracken, Walker and Rhoads. Reappointed was Charles S. Wolf, president and chief executive officer of the York Container Corporation.

Carl Kaysen, chairman of the Committee on Academic Policy, reiterated the importance of providing money for first year Ph.D. students in order to attract high caliber candidates to the programs. According to Kaysen, the University's conventional accounting system does not give credit to Ph.D. programs (mostly conducted by the Faculty of Arts and Sciences) for up to \$1.5 million a year for teaching and research.

Following a brief summary of the University's petition to the Federal Communications Commission to reconsider its decision to deny WXPN-FM (the campus radio station) its broadcasting license, the trustees passed a resolution authorizing the president, in consultation with the general counsel and the chairman of the Subcommittee on Electronic Communications, to take any necessary actions prior to the next meeting of the executive board. Pending the FCC's decision, the station will continue operating. (See *Almanac*, November 14, 1978.)

Committee on Student Life Chairman Robert L. Trescher reported that the search for a new director of student health had revealed the need for a reorganization of the student health services. He discussed the possibility of an outside company being hired to provide a dining facility in Houston Hall and the need for further renovations on the Quad.

Following this report, Gregorian emphasized that the University had set only a fiscal policy for athletics for the next academic year. Contrary to press reports, the University was not embarking on any unilateral policy that was contrary to Ivy Group policy, he said. (See *Almanac*, January 16, 1979.)

Reginald Jones, chairman of the Committee on Resources, reported that as of January 15, 1979, the University had received a total of \$172,010,932, or 67 percent of the \$255 million Program for the Eighties campaign goal. The figures will now include all annual giving funds received from the start of the year. The campaign is currently \$8 million short of its straight line projection, Jones said. "It's time for us to realize we all have a hard task before us." The June meeting of the full board of trustees will focus on the Program for the Eighties.

In other business, the trustees passed resolutions authorizing the sale of the Paley House and of a condominium in Washington, D.C. and approving the joint acquisition with the American Law Institute of 4025 Chestnut Street. H. Samuel Greenawalt, Jr., and William J. Zellerbach were elected members of the Investment Board, and I.W. Burnham was elected a trustee emeritus, effective February 1, 1979.

Bulletins

Cancer Research Proposals Invited

The University has received an American Cancer Society institutional research grant to provide support for new developments in cancer research. Investigators are invited to submit proposals by March 1 for one year, non-renewable awards to be effective July 1, 1979. The University's cancer center will give first

priority to new investigators and second priority to established investigators embarking on a new direction. Send applications to: Ralph Czachowski, Administrator, University of Pennsylvania Cancer Center, 7 Silverstein/G12.

Alien Address Report Forms Available

The Office of International Programs reminds the University community that, according to Immigration and Naturalization Service regulations, anyone with immigrant status (permanent resident) or non-immigrant status (student, exchange visitor, tourist) must submit an alien address report during January. Copies of the alien address report form (I-53) are available from the Office of International Programs, 133 Bennett Hall, and U.S. post offices.

University Scholars Deadline Set for February 19

Nominations are now being accepted from faculty for the election of students to the University Scholars Program, according to Dr. Henry O. Trowbridge, program chairman. Applications may be obtained from and questions answered by Cornelia S. Wilson, 3533 Locust Walk, Ext. 6060, between the hours of 10 a.m. and 2 p.m., Monday through Friday. Nominations and supporting materials should be sent to the University Scholars office, 3533 Locust Walk/CQ by February 19.

HUP Offers Free Blood Pressure Screenings

The Hospital of the University of Pennsylvania will offer free screening tests for high blood pressure, Wednesday and Thursday, January 24 and 25 from 10 a.m. to 6 p.m. in the Silverstein Pavilion. The hospital offers programs investigating the causes and treatment of high blood pressure; people accepted into these programs receive free medical care. For information call Elizabeth Davis of the cardiovascular section at 662-2885.

Look for the Campus Calendar

Communications Services is now producing a weekly campus calendar, to be distributed throughout the campus every Friday. To have your event listed, call Ext. 4444.



Camille (Charles Ludlam) flirts with Armand (Bill Vehr) in the *Ridiculous Theatrical Company* production of *Camille*, to be presented in the Theater of the Annenberg School, January 24-February 4 (preview January 23), as part of the Annenberg Center's Off-Broadway's Best Series.

Affirmative Action Program for Disabled Veterans and Veterans of the Vietnam Era

To the University Community:

We are happy to present to you the written document that incorporates a number of separate policies and procedures comprising the University's affirmative action plan for disabled veterans and veterans of the Vietnam era.

The University has much to be proud of in its efforts on behalf of the handicapped and disabled, and many of the policies and procedures contained in this plan replicate those in the University's affirmative action plan for the handicapped. However, because all veterans of the Vietnam era, not only those who are disabled, are entitled to benefit under this program, we have thought it best to keep the plans separate.

We strongly support the policies and procedures contained in this plan, and we hope and expect that all members of the University community will take the necessary action to aid the University in meeting its commitment.

—*Martin Meyerson, President*
Vartan Gregorian, Provost

I. Introduction

The University of Pennsylvania, as a government contractor, is required by Section 402 of the Vietnam Era Veteran Readjustment Assistance Act of 1974 (the "Act") to take affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam era.* This affirmative action program has been adopted pursuant to 41 C.F.R. Section 60-250.6 and will be kept separate from the University's other affirmative action programs.

Annual Review and Update

This affirmative action program will be reviewed and updated annually. Insofar as the annual review results in significant changes in procedures, rights or benefits, such changes will be communicated to employees and applicants for employment by memoranda posted on the personnel relations bulletin boards throughout the campus.

Availability for Inspection

a) This program is available for inspection to any employee or applicant for employment upon request. Employees may inspect the full program between 10 a.m. and 4 p.m. at the Personnel Benefits Office, Room 116 Franklin Building, 3541 Walnut Street, Philadelphia, Pennsylvania, 19104, or, by appointment, at the

Office of Equal Opportunity, 3537 Locust Walk, Philadelphia, Pennsylvania, 19104. Applicants for employment may inspect the full program between 10 a.m. and 4 p.m. at the Personnel Relations Employment Office, Room 130 Franklin Building, 3541 Walnut Street, Philadelphia, Pennsylvania, 19104.

b) A notice of availability of this program is posted on the personnel relations bulletin boards throughout the campus.

Self-Identification

The University of Pennsylvania invites all disabled veterans and veterans of the Vietnam era who wish to benefit under this program to identify themselves. This invitation is contained in a memorandum from the executive director of personnel relations, which is annually made available through publication in *Almanac* and other means of employee communication. Applicants for employment are invited to identify themselves as disabled veterans or veterans of the Vietnam era on the University's application form and are provided with the text of the executive director's memorandum in the information and instruction sheet.

II. Affirmative Action Policy, Practices and Procedures

The University of Pennsylvania recognizes its obligations under the Act and will take affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam era at all levels of employment. Such action will apply to all employment practices, including but not limited to hiring, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training.

Toward this end, the following policies and procedures are in effect:

a) In order to ensure careful, thorough and systematic consideration of the job qualifications of known disabled veteran applicants and Vietnam era veteran applicants for job vacancies filled either by hiring or promotion and for all training opportunities, commencing on February 1, 1979, the following procedures will be used by the personnel office:

1) The application or personnel form of each known covered veteran will be annotated to identify each vacancy for which he or she was considered, and the form will be quickly retrievable for review by the Department of Labor and the University personnel official for use in investigations and internal compliance activities.

2) The personnel or application records of each known covered veteran will include (i) the identification of each promotion for which he or she was considered, and (ii) the identification of each training program for which he or she was considered.

3) In each case where a covered veteran is rejected for employment, promotion or training, a statement of the reasons will be appended to the personnel file or application form.

4) Where applicants or employees are selected for hire, promotion or training and the University undertakes any accommodation which makes it possible for it to place a covered veteran on the job, the application form or personnel record will

*The regulation implementing Section 402 of the Act defines a "disabled veteran" as "a person entitled to disability compensation under laws administered by the Veterans Administration for disability rated at 30 per centum or more, or a person whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty." It defines a "veteran of the Vietnam era" as "a person (1) who (i) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released therefrom with other than a dishonorable discharge, or (ii) was discharged or released from active duty for a service connected disability if any part of such active duty was performed between August 5, 1964 and May 7, 1975, and (2) who was so discharged or released within 48 months preceding the alleged violation of the act, the affirmative action clause, and/or the regulations issued pursuant to the act."

contain a description of that accommodation.

b) Job qualification requirements are reviewed on an ongoing basis by the office of the executive director of personnel relations to ensure that physical or mental job qualification requirements are job related and are consistent with business necessity and the safe performance of the job.

c) The University will continue to make reasonable accommodation to the physical and mental limitations of disabled veterans unless it can be demonstrated that such accommodation would impose undue hardship on the conduct of the University's business.

d) The University does not, in offering employment or promotions, reduce the amount of compensation offered because of any disability income, pension or other benefit the applicant or employee receives from another source.

e) University programs provide the required affirmative action for employment and advancement of qualified disabled veterans and veterans of the Vietnam era. In addition:

1) The University communicates internally its obligation to engage in affirmative action efforts to employ qualified disabled veterans and veterans of the Vietnam era so as to foster understanding and support among University executive, management and supervisory personnel as well as other employees, and to encourage such people to take the necessary action to aid the University in meeting its obligation.

2) The University periodically informs all employees and prospective employees of its commitment under this plan.

3) The University will enlist the assistance and support of recruiting sources including the local veteran's employment representative in the state employment service, the nearest Veterans Administration regional office, the nearest offices of the National Alliance of Businessmen, Vet-Reps. and VCIPS, the service officers of national veterans groups active in Philadelphia and local veterans groups. Further, meaningful contacts will be established with appropriate veterans' service organizations for such purposes as advice, technical assistance and referral of potential employees.

4) The office of personnel relations will review the employment records of employees who self-identify in order to determine the availability of promotable and transferrable qualified known disabled veterans and veterans of the Vietnam era employed at present and will determine whether their present skills are being fully utilized or developed.

5) Commencing February 1, 1979, the University will notify, in writing, vendors and suppliers as to these policies and will require appropriate action on their part.

III. Internal Dissemination of Policy

The policy contained in this plan is internally disseminated as follows:

a) It is included in the University of Pennsylvania Personnel Policy Manual.

b) It is publicized annually in the *Almanac*.

c) Meetings will be held with executive, management and supervisory personnel to explain the policy, its intent and individual responsibility for effective implementation, making clear the attitude of the president.

d) Special meetings will be scheduled, open to all employees, in order to discuss the policy and explain individual employee responsibility.

e) Orientation sessions and management training programs will include thorough discussions of the policy.

f) Union officials are informed of the University's policy and their cooperation is requested.

g) Non-discrimination clauses are included in all union agreements, and all contractual provisions are reviewed to insure that none is discriminatory.

h) OFCCP-1420 is posted on personnel bulletin boards, as is a statement that employees and applicants are protected from

coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under the Act.

IV. Responsibility for Implementation

The administrator, Office of Equal Opportunity, James H. Robinson, is the director of this affirmative action plan. His name appears on all internal and external memoranda regarding the plan.

The director's responsibilities and activities include:

a) Development of policy statements, affirmative action programs and communications techniques and advising supervisors that:

1) Their work performance is being evaluated on the basis of, among other criteria, their affirmative action efforts and results;

2) The University is obligated to prevent harassment of employees placed under the plan.

b) Identification of problem areas in conjunction with management and known disabled veterans, particularly with respect to accommodations requirements.

c) Design and implementation of audit and reporting systems that will:

1) Measure effectiveness of the University's programs;

2) Indicate need for remedial action;

3) Determine degree to which the University's objectives have been attained;

4) Determine whether the University's educational, training, recreation and social programs have been open to all;

5) Determine that all parts of the University are in compliance.

d) Serving as liaison between the University and enforcement agencies.

e) Serving as liaison between the University and organizations of and for disabled veterans and veterans of the Vietnam era and arranging for the active involvement of University people in their community service programs.

f) Keeping management informed of the latest developments in the entire affirmative action area; and,

g) Arranging for career counseling for known disabled veterans and veterans of the Vietnam era.

V. Development and Execution of the Affirmative Action Programs

a) Job qualification requirements are made available to all members of the University management involved in recruitment, screening, selection and promoting of applicants for employment or employees at all levels and to select committee members when appropriate.

b) The University does not stereotype disabled veterans and veterans of the Vietnam era in any manner which limits their access to all jobs for which they are qualified.

c) The University will continue carefully to select and train all personnel involved in recruitment, screening, selection and related processes to insure their commitment to this plan and affirmative action programs pursuant thereto.

d) Formal briefing sessions will be held at the University for representatives of recruiting agencies and sources. Further, formal arrangements will be made for referral of applicants, follow-up with agencies and sources and feedback on disposition of applicants, as well as active participation in job fairs for veterans.

e) A special effort will be undertaken to include on the personnel relations staff qualified disabled veterans and veterans of the Vietnam era.

f) Efforts will be made to participate in work-study programs with the Veterans' Administration rehabilitation facilities which specialize in training or educating disabled veterans.

g) The University will endeavor to continue federally-assisted apprenticeship and on-the-job training programs under 38 United States Code Section 1787.

An Ombudsman's Potpourri

by Jacob Abel

Jacob Abel was University ombudsman from July 1, 1976 through June 30, 1978. John Keene was appointed ombudsman at the start of the 1978-79 academic year. In the charts that follow the report, the statistics for 1975-76 were provided by James O. Freedman, dean of the Law School, who was ombudsman from 1973 to 1976.

On Being Asked

I hope Bruno Bettelheim doesn't make too much of this, but there was a special satisfaction in being asked to serve as ombudsman for a person whose favorite childhood story was *Billygoats Gruff*. For those who have forgotten, *Gruff* is a tale of three brother goats who wish to graze in a pasture which can be reached only by crossing a bridge guarded by, of course, an ogre. Beginning with the smallest, each of the first two induces the ogre to wait for the next, larger and presumably tastier brother. When the largest does arrive, happily he is too powerful for the ogre—exit ogre. I suppose that the appeal to a four-year old lay in the implication that the weak and small could be protected from ogres by using their wits and by applying to other benevolent and powerful figures for their protection.

Handicapped Individuals, Disabled Veterans and Vietnam Veterans

Of Record



The University of Pennsylvania is a government contractor subject to Section 503 of the Rehabilitation Act of 1972 and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, which require government contractors to take affirmative action to employ and advance in employment qualified handicapped individuals, disabled veterans and veterans of the Vietnam era. If you have a handicap or are a disabled veteran and would like to be considered under the affirmative action program, please tell us by writing to the executive director of personnel relations, attention: EEO. The executive director will coordinate efforts with the administrator of equal opportunity, James H. Robinson.

This information is voluntary, and refusal to provide it will not subject you to discharge or disciplinary treatment. Information obtained concerning individuals shall be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of handicapped individuals or disabled veterans and regarding necessary accommodations; and (ii) first aid personnel may be informed when, and to the extent appropriate, if the condition might require emergency treatment; and (iii) government officials investigating compliance with the acts shall be informed.

In order to assure proper placement of all employees, we do request that you provide the following information: If you have a handicap or disability which might affect your performance or create a hazard to yourself or others in connection with a job for which you are applying or for which you wish to be considered, please state the following:

(1) Any special methods, skills and procedures which qualify you for positions you might not otherwise be able to fill because of your handicap or disability, so that you will be considered for any position of that kind, and

(2) The accommodations we could make which would enable you to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job or other accommodations.

—Gerald L. Robinson,
Executive Director of Personnel Relations

There is much in the experience of an ombudsman which does parallel the theme of *Gruff*, but inevitably the complexities of real people in the real world force the recognition that the ideal of the story is to be striven toward but seldom attained. Several factors mitigate against the reenactment of the fairy tale when a member of our community appeals to the ombudsman's office for help. Most fundamental is the fact that rarely, if ever, are characters in the real situation so categorically innocent or malevolent. It is even more rare to encounter a situation in which all the facts are known and are not in dispute. And finally, the characters in the tale do not have to live or work with each other after justice has been done. It is in dealing with these deviations from the ideal that an ombudsman finds his challenge, and it is perhaps the burden of accumulated discontent with imperfect solutions which weighs so heavily at the expiration of one's term in this unusual office.

What the Data Do Not Tell

After two years as ombudsman one should have two kinds of reports to make to the community he serves. The first is a statistical summary of the business of the office which records the number and nature of complaints and classifies the complainants. The tables accompanying this text present these data for the last three years (including Professor James O. Freedman's last year of service). The data, like all attempts to quantify what is quintessentially a human matter, fail to tell the most important things about what it is they purport to describe. They are the desiccated residua of human experiences which were frequently characterized by strong feelings of fear, anger, frustration and hope. The details of these experiences speak more than do the data to the important questions: Does the University function as a humane institution? Does the Office of the Ombudsman help it to achieve this purpose? How can the institution close with this elusive ideal?

These questions become almost absurd if one attempts to answer them in the context of a relatively minor specific case, e.g. getting a roof leak repaired (residential), arranging for a two dollar refund (bookstore), inducing a roommate to pay his share of a telephone bill (personal). On the other hand, multiplied by several hundred, even these matters assume significance in relation to the questions raised above. Add to these cases a few dozen in which grave interests are at issue—employment, academic freedom, personal reputation—and it becomes apparent that there is a basis for attempting to answer the questions posed above. In what follows, the second report, I try to distill some things from my experiences, which I hope will provide partial answers and, what is more, will stimulate thought on those questions.

What Is Meant by Due Process

Due process: it sounds so good when we hear it uttered that we fail to examine the phrase for its meaning, and mistakenly assume perhaps that we all share a common understanding. Yet failure to observe due process in the context of our institutional codes is probably the largest single cause for complaint, and upon intervening in such matters what is found is that a shared understanding of what constitutes (simply stated) fair play does not exist. In sorting out these kinds of disagreements we came to rely on a brief catechism as an aid to making progress towards a resolution: Is there a rule which covers this situation, and if so what is it? Do both of the parties to the dispute know it? Has the rule been applied and without discrimination? Often this inquiry would reveal what was at the heart of a dispute and would point to an obvious path toward resolution. Those answered, one important question always remained: Is it a good rule? This last brought us sometimes to that most difficult of philosophical issues when what is "right" (in accordance with the rules) is not "good" (beneficial to the

individual or society). The likelihood of falling upon this dilemma has led to the expectation that the ombudsman would recommend changes when he concluded that an existing procedure did not serve the interests of the community, and this has been done from time to time with good result.

There is a risk that the impression will be conveyed that we have a rule for every occasion—obviously this is not true. In fact, the most difficult situations were those in which one had to rely on historic practice or commonly accepted standards for guidance. Ironically, and perhaps wisely, some of the relationships which are most central to the idea of the University are governed by just such unwritten codes. I mention the relationship between professor and student as just one example. Articulating a version of common practice which was acceptable to both parties in a dispute where no written code existed was often a difficult undertaking, and one which always left us with some concern over how well we had succeeded in preserving the essence and intent of custom. One comes away from these encounters with the feeling that there are so many authority relationships within the University in which those in authority can have a profound influence on the lives of those subordinate to them that what is needed is for each of us to conduct an inventory of those relationships and to examine ourselves periodically as to whether in exercising our sometimes subtly concealed powers we do observe due process.

The Paranoia Stops Here

Yes, Virginia, there is such a thing as persecution. The first time I became angry in the conduct of the office, my anger was not really directed at the complainant, although I did so direct it in mock fashion. Rather, my felt anger was with the psychiatric profession or the shallow popularizers of their science.

She was the third woman in as many hours who after exchange of greetings felt obliged to preface her complaint with a statement which began with "I know you'll probably think I am paranoid, but—" After having heard her two predecessors begin with much the same apology, I interjected with a statement to the effect that we did not use that word, did not know its meaning, and that as an office devoted to the hearing of complaints we were in the business of investigating complaints, not intimidating complainants with labels drawn from the psychiatric lexicon. We of course did reserve the right to find that more of the merits in a particular case might lie with those complained against. If the facts did lead us to that conclusion, we would have so to inform the complainant. However, psychiatric diagnosis was not to be expected as part of our advice. The idea occurred to me of obtaining one of those little desk signs bearing the legend, "The paranoia stops here." That episode was only one of many which impressed me with the extent to which our society has intimidated the potential complainer largely through the use of labels such as "troublemaker" and its more potent post-Freudian descendent "paranoid." It is regrettably true that instances and patterns of persecution have existed and will undoubtedly continue to arise in the life of our institution, and it was unacceptable to me that people who thought themselves to be persecuted in some degree felt compelled to be defensive when expressing this belief.

The Most Vulnerable Species

The class of people on this campus which is most vulnerable to abuse of authority is the graduate student. This circumstance derives from several factors. The dependence of the graduate student upon one or a very few faculty members for his guidance, approbation and ultimate professional career leads to an enormous potential for exploitation, which is often realized in practice. The graduate student does not have the protections afforded the undergraduate by the University structure, nor the inherent protection afforded by our predisposition to tolerate youthful transgression. Rather, the responsibility for the conduct of graduate education is invested in highly fractionated fiefdoms, the organization of which logically follows lines of intellectual

discipline, while the individual units are not sufficiently regulated with respect to matters of procedure to ensure that the students receive fair treatment. Moreover, the graduate student who seeks redress of a grievance against his research advisor faces the very real risk of winning a Pyrrhic victory. (My use of this allusion in conversation with a Greek student facing such a problem caused him much wry amusement, but the meaning was not lost.) It seems that the latitude which graduate group committees require in respect to the diversity of their intellectual pursuits would not prevent the imposition of procedural safeguards which are uniform at some level of abstraction. As it is, the familiar colloquialism, "He is my student" (which should be an alternative to "He studies with me") is too often allowed to connote true possession of the student in some impermissible sense.

On Academic Freedom

It had always been an article of faith to me that the most egregious abridgements of academic freedom were inflicted upon the untenured faculty by the tenured faculty. To my astonishment, I learned that this was not necessarily true and that, indeed, tenure did not always function as an immediate unchallengeable guarantee of academic freedom. In a number of instances, tenured faculty members found themselves the victim of improper or discriminatory administrative action and sought advice. Ultimately, the organs of governance, particularly the school academic freedom committees, and the office of the provost were successful in securing the individual's rights. What was also remarkable about these cases was the stereotypical unworldliness displayed sometimes by renowned scholars when it came to the definition and assertion of their rights. Generally, the crisis served as a crash course in governance for the previously sheltered scholar.

On Grades and Grading

Our tables do reveal that disputes over grades were the most frequent source of complaint. However, rarely was the basic appraisal of academic merit at issue. Rather, most disagreements over grades stem from questions of procedure. The fact that procedure rather than academic merit was so often the question made it possible for the ombudsman's office to mediate, and the faculty members involved always welcomed the appearance of a third party. The typical grade dispute recalled for me the example the dictionaries provide for the word "oxymoron." Sometimes the term is illustrated with "cruel-kindness," and it was usually well intentioned kindness that led to a professor's embroilment in a controversy over a grade—to his puzzlement and consternation. The etiology of these disputes begins with an appeal from a student for some dispensation in meeting the requirements of a course. The professor improvises some arrangement for the student which to their eventual mutual regret is not recorded or otherwise made unambiguous. Ultimately, their differing versions of what was agreed to forms the nexus of their dispute. The lesson of these experiences is that selective deviations from prescribed grading procedures are dangerous, inherently unfair to the other students, and if undertaken at all should be thoroughly discussed and recorded. Otherwise, what begins as an act of compassion is likely to become a cause for regret.

Epilogue

- Q: What happens to second-hand ombudsmen?
A: They are asked to become chairman of a somewhat fractious (Is there any other kind?) department.
Q: How do you like it?
A: It is a constant battle to avoid acquiring a taste for goat meat.

Wanted: Work-Study Student

Almanac has an opening for one work-study student, to start immediately. Interested, or know someone who is? Call Ext. 5274.

1975-76 Grievances

I. Frequency of Complaints

Academic.....	78	Benefits.....	15
Job problems.....	53	Health.....	10
Residence.....	35	Personal differences.....	8
Promotion/tenure/salary.....	33	Academic integrity.....	7
Miscellaneous.....	30	Library.....	6
Fees.....	27	Cars/parking.....	6
Procedures.....	26	Safety/Security.....	4
Financial aid.....	26	Registration.....	4
Communications		Smoking.....	3
(misunderstanding).....	24	Recreation.....	3
Dining service.....	18		

II. Complainants

<i>189 Undergraduates</i>		Veterinary.....	1
FAS.....	138	<i>51 A-3 Personnel</i>	
Wharton.....	22	<i>41 A-2 Personnel</i>	
CGS.....	8	FAS.....	15
SAMP.....	6	Medicine.....	15
Nursing.....	6	Wharton.....	3
CEAS.....	4	GSFA.....	2
Wharton Evening.....	4	CEAS, Dental, GSE, Law, Nurs- ing, SSW.....	1 each
Oral Hygiene.....	1		
<i>77 Graduate students</i>		<i>29 A-1 Personnel</i>	
GSAS.....	26	<i>12 Alumni/ae</i>	
Wharton.....	18	<i>6 Former employees</i>	
GSFA.....	13	<i>3A-4 Personnel</i>	
CEAS, Dental, GSE, SSW.....	4 each	<i>8 Others</i>	
Law.....	3		

III. Total cases handled for the academic year 1975-76: 416

1976-77 Grievances

I. Frequency of Complaints

Academic (a majority grade change problems).....	70	Health (Student Health, Dental Clinic, etc.).....	11
Job problems (including salary, promotion, dismissal; faculty not included in this category).....	50	Procedural matters (administrative errors or delays).....	10
Residence.....	32	Benefits.....	9
Tuition, fees, fines (including re- funds of same).....	15	Dining service.....	8
Financial aid (including all work- study matters).....	14	Seeking information or making suggestions.....	6
Personal differences.....	14	Academic integrity.....	5
Miscellaneous (defy categoriza- tion).....	14	Parking.....	5
Safety/Security/Judiciary.....	13	Bookstore.....	3
Faculty (all matters, including promotion, salary, status).....	12	Library.....	3
		Registration.....	3
		Recreation.....	1

II. Complainants

<i>139 Undergraduates</i>		Dental School.....	1
FAS.....	88	<i>34 A-3 Personnel</i>	
Wharton.....	26	<i>22 A-1 Personnel</i>	
CGS.....	13	<i>22 A-2 Personnel</i>	
CEAS.....	6	FAS.....	6
Nursing.....	3	Medical.....	6
SAMP.....	3	Wharton.....	5
<i>67 Graduate students</i>		Veterinary.....	3
FAS.....	19	GSFA.....	1
Wharton.....	13	Recreation.....	1
GSFA.....	8	<i>6 A-4 Personnel</i>	
CEAS.....	5	<i>6 Alumni/ae</i>	
GSE.....	5	<i>6 Others (former students or employees)</i>	
Law, CGS, SSW.....	4 each		
Annenberg, Medicine.....	2 each		

III. Total cases handled for the academic year 1976-77: 302

1977-78 Grievances

I. Frequency of Complaints

Academic.....	98	Faculty status: promotion, salary, tenure.....	9
Residence (incl. fraternities).....	38	Seeking information/offering sug- gestions.....	9
Job (incl. promotion, salary, dis- missal, pay, conditions).....	31	Problems with people outside the University.....	8
Procedures (administrative errors, delays, misunderstandings).....	24	Dining service.....	7
Financial aid (incl. work/study)/ Financial services.....	20	Recreation/Intercollegiate Athletics.....	6
Miscellaneous.....	20	Safety/Security/Judiciary.....	6
Personal (roommate, colleague, etc.).....	16	AP/Transfer credit.....	5
Academic integrity.....	10	Benefits.....	4
Fees, fines, refunds, tuition.....	9	Library.....	4
Health (Student Health, Dental Clinic, etc.).....	9	Registration/Registrar.....	3
		Bookstore.....	3
		Parking.....	1

II. Complainants

<i>209 Undergraduates</i>		<i>23 A-2 Personnel</i>	
FAS.....	140	Medical.....	9
Wharton.....	49	FAS.....	5
CEAS.....	7	GSE, SSW, Wharton.....	2 each
CGS.....	6	Annenberg, CEAS, Wistar.....	1 each
Nursing.....	5	<i>15 A-1 Personnel</i>	
SAMP.....	2	<i>14 Others (former students or employees, non-University)</i>	
<i>60 Graduate Students</i>		<i>11 A-3 Personnel</i>	
FAS.....	22	<i>8 Alumni/ae</i>	
GSFA.....	11		
Wharton.....	11		
CEAS.....	4		
SSW.....	3		
Dental, Medical, Vet.....	2 each		
CGS, Law, SPUP.....	1 each		

III. Total cases handled for the academic year 1977-78: 340

Books Briefly Noted

Robert J. Sharer: *The Prehistory of Chalchuapa, El Salvador. Volume I*, 194 pages. *Volume II*, 212 pages. *Volume III*, 225 pages. University of Pennsylvania Press. Three volumes, \$45.

When it entered modern history in the 16th century, Chalchuapa—the earliest known settlement in the southeastern Maya highlands—had already been a center of human life for nearly three millennia. In this three-volume report, the cultural materials excavated from the site's 50 mounds are described and interpreted.

Sharer is associate professor of anthropology and associate curator of the American section of the University Museum.

William H. Simon, Editor: *The Human Joint in Health and Disease*. 182 pages. University of Pennsylvania Press. \$25.

Based on a series of lectures sponsored by the University's School of Medicine and Department of Orthopaedic Surgery in May, 1977, this illustrated collection of papers examines the construction, operation and degeneration of the human joint. Simon is assistant clinical professor of orthopaedic surgery at the medical school.

Sidney Weintraub: *Keynes, Keynesians and Monetarists*. 351 pages. University of Pennsylvania Press. \$8.95.

These essays question the ability of orthodox economic thought to provide solutions to problems of inflation and unemployment and reflect the author's belief that new disorders require new solutions. Weintraub is professor of economics at Penn.

Leila Zenderland, Editor: *Recycling the Past. Popular Uses of American History*. 131 pages. University of Pennsylvania Press. \$15 clothbound, \$4.95 paperback.

These essays explore the use that Americans have made of their history for commercial, cultural and ideological purposes, and focus on the "recycling" of historical incidents and artifacts by businessmen, politicians, cultural critics, artists and novelists. Zenderland is managing editor of *American Quarterly*.

University Archivist James Francis Dallett has compiled a list of all material relevant to the University, 1740-1820. These detailed entries of the holdings of the University Archives describe the basic manuscript collection; typewritten, photocopied and filmed documents; printed materials; iconography; architectural items and memorabilia. A concise description of several archival and historical collections found elsewhere at the University is included: the rare book collection, the Edgar Fahs Smith collection and the dissertation collection, all in the University library; and the Law School library, the Wistar Institute, Houston Hall and the University portrait collection. Published by the University of Pennsylvania Archives, the 213 page offset *Guide to the Archives of the University of Pennsylvania from 1740 to 1820* is available from the University of Pennsylvania Archives for \$3.95.

The Historical Society of Pennsylvania, in association with the University of Pennsylvania, Bryn Mawr College and Haverford College, is sponsoring a new edition of *The Papers of William Penn* in five volumes. The project is managed by co-principal investigators Mary Maples Dunn, professor of history at Bryn Mawr, and Richard S. Dunn, professor of history at the University. Edwin B. Bronner, librarian of Haverford College, will edit an annotated bibliography of Penn's 139 books and pamphlets. *The Papers of William Penn* will be the first of a series of research projects associated with the Philadelphia Center for Early American Studies, headed by Richard S. Dunn. The editors hope to publish the edition in time to commemorate the tercentenary of Penn's founding of the University of Pennsylvania in 1682.

Provost Vartan Gregorian shares former Provost Eliot Stellar's interest in the faculty's work and plans to continue the Faculty Bookshelf kept in the office of the provost.

If you have published a book during the past year, or know of someone from the University community who has, please notify Almanac. Include title, author, the author's position within the University, number of pages, price, publisher and a précis of the book's content. We regret we are unable to publish notices of monographs, lectures or articles due to lack of space. Send information to Almanac, 513 Franklin Building/16.

Bulletin Boards for Job Openings

Information on job openings can be obtained from postings on 14 campus bulletin boards. The list normally changes every Thursday. Bulletin board locations are:

Franklin Building, outside the personnel office, room 130
College Hall, first floor outside room 116
Towne Building, mezzanine lobby
Veterinary School, first floor next to directory
Leidy Labs, first floor outside room 102
Anatomy-Chemistry Building, near room 358
Rittenhouse Labs, east staircase, second floor
LRSM, first floor opposite elevator
Johnson Pavilion, first floor next to directory
Logan Hall, first floor near room 117
Social Work, first floor
Richards Building, first floor near mailroom
Law School, room 28 basement
Dietrich Hall, first floor outside room E-108

Deaths

Dr. Maurice Johnson (November 13 at 65), professor of English. A specialist in 18th century literature, he was regarded as one of the country's leading experts on Jonathan Swift. He was the author of *The Sin of Wit, Walt Whitman as a Critic of Literature* and *Fielding's Art of Fiction*. For the last year and a half Dr. Johnson had served as book critic for *The Pennsylvania Gazette*. The Faculty of Arts and Sciences has established an annual lecture in the humanities in his honor.

John L. Kine (December 18 at 51), an electrician in the physical plant department from 1969 until he was placed on long-term disability in 1975.

Dominick J. Lippre (January 1 at 60), a plumber chargehand from 1970 until he was placed on long-term disability in 1976.

Dr. Francis D.W. Lukens (December 4 at 79), professor of medicine, director of the George S. Cox Medical Research Institute and chief of the diabetes section of the Hospital of the University of Pennsylvania from 1936 until 1966. Working with the late C.N.H. Long at the Cox Institute, Dr. Lukens first demonstrated the role of the adrenal cortex in cases of diabetes. He graduated from the University's School of Medicine in 1925.

Michael Nazarok (December 9 at 65), equipment manager in the Department of Intercollegiate Athletics since 1957. He died of a sudden heart attack while on duty at the Palestra.

Frances Riley (December 22 at 62), a research laboratory technician in the Department of Pathobiology of the School of Veterinary Medicine from 1965 until July 1978 when she was given extended sick leave.

Acie T. Slade (December 17 at 46), research laboratory technician in the School of Medicine until he was placed on extended sick leave last September.

Appointments

Following are **Appointments** approved by the trustees between March 2, 1978 and September 13, 1978. They are based on actions taken by the Provost's Staff Conference. A bullet (•) before a standing faculty name indicates that the faculty member achieved tenure. Under the listings for secondary appointments, the primary appointment appears within parentheses. For a description of the structure of the academic staff and definitions of standing and associated faculty, refer to Almanac supplement, April 19, 1977, pp. IV-V ("Draft Revision of Basic Documents on Academic Governance at the University of Pennsylvania").

Chairs

Dr. Marshall Blume, Howard Butcher Chair of Finance.

Dr. Irwin Friend, Edward J. Hopkinson Professor of Finance and Economics.

Noyes E. Leech, Ferdinand Wakeman Hubbell Professor of Law.

Dr. William Hamilton, Halcon Professor of Management and Technology.

Dr. John A. Quinn, Robert D. Bent Professor of Chemical and Biochemical Engineering.

Emeritus Professors

Dr. Neva Abelson, emeritus adjunct professor of pathology.

Dr. Chan-Nao Liu, emeritus professor of anatomy.

Covey T. Oliver, emeritus Ferdinand Wakeman Hubbell Professor of Law.

Dr. Otto Pollak, emeritus professor of sociology.

Dr. James B. Pritchard, emeritus professor of religious studies.

Dr. Alexander Rush, emeritus clinical associate professor of medicine.

Dr. Saul Sack, emeritus professor of education.

Dr. Craig Thompson, emeritus Felix E. Schelling Professor of English Literature.

Dr. Eric Trist, emeritus professor of organizational behavior and ecology.

Annenberg School of Communications

Standing Faculty

Dr. Robert C. Hornik, associate professor of communications.

Dr. Paul Messaris, assistant professor of communications.

College of Engineering and Applied Science

Standing Faculty

Dr. Edward F. Glynn, assistant professor of civil and urban engineering.

• **Dr. Vaclav Vitek**, professor of metallurgy and materials science.

School of Dental Medicine

Standing Faculty

- Dr. Paul J. Berson*, assistant professor of form and function of the masticatory system.
Dr. E. Eugene Best, assistant professor of form and function of the masticatory system.
Dr. Lars Cleemann, assistant professor of physiology.
Dr. Edward T. Lally, assistant professor of pathology.
Penny Miller, assistant professor of dental hygiene.
Dr. Mark B. Snyder, assistant professor of oral medicine and a secondary appointment in periodontics.

Associated Faculty

- Dr. Ulrich H. Behling*, research assistant professor of periodontics.
Dr. Stuart Heydt, adjunct assistant professor of oral surgery.
Dr. Chern-Usiung Lai, research assistant professor of periodontics.

Secondary Appointments

- Dr. G. Clayton Kyle* (assistant professor of medicine) in periodontics.
Dr. Norman H. Stoller (assistant professor of periodontics) assistant professor of periodontology, Department of Clinical Studies, School of Veterinary Medicine.

Other Changes

- Dr. John R. Amsterdam* from assistant professor to clinical assistant professor of community dentistry in the associated faculty.

Faculty of Arts and Sciences

Standing Faculty

- Dr. Sylvia G. Brown*, assistant professor of classical studies.
Dr. Jacques Cremer, assistant professor of economics.
Dr. Stephen Dunning, assistant professor of religious studies.
Dr. Andreas Eshete, assistant professor of philosophy.
Dr. Richard Galik, assistant professor of physics.
Dr. Ellen Golub, assistant professor of English.
Dr. David Harbater, assistant professor of mathematics.
Dr. Marjorie Levinson, assistant professor of English.
Dr. Lucinda M. Lewis, assistant professor of economics.
Dr. Eitan Muller, assistant professor of economics.
Dr. Jonathan Rosenberg, assistant professor of mathematics.
Dr. Djavad Salehi-Isfahani, assistant professor of economics.
Dr. David A. Sparrow, assistant professor of physics.
Dr. Elizabeth S. Spelke, assistant professor of psychology.
Dr. Peter Steiner, assistant professor of Slavic languages and literature.
Dr. Charles Weibel, assistant professor of mathematics.

Associated Faculty

- Dr. Fraser Harbutt*, visiting assistant professor of history.
Dr. Daniel Kevles, visiting professor of history and sociology of science.
Dr. Mary Elizabeth King, adjunct professor of anthropology.
Dr. Yoji Kondo, adjunct professor of astronomy.
Dr. Barry W. Robinson, research assistant professor of physics.
Dr. Abbasas Rushdi, visiting research professor of biology and genetics.
Dr. Alexander Vucinich, visiting professor of history and sociology of science.
Dr. Patricia K. Woolf, adjunct assistant professor of history and sociology of science.

Secondary Appointments

- Britton Harris* (1907 Professor of Transportation Planning) in regional science.
Dr. Michael B. Katz (professor of education) in history.
Dr. Lester B. Luborsky (professor of psychology in psychiatry, School of Medicine) in psychology.

Graduate School of Education

Standing Faculty

- *Dr. Michael B. Katz*, professor of education.
Dr. Nessa Wolfson, assistant professor of education.

School of Medicine

Standing Faculty

- Dr. Ronald Arenson*, assistant professor of radiology.
Dr. Alexander J. Brucker, assistant professor of ophthalmology.
Dr. William J. Cromie, assistant professor of urology, Department of Surgery.
Dr. Omar D. Crothers, III, assistant professor of orthopaedic surgery.
Dr. Richard A. Polin, assistant professor of pediatrics.
Dr. Mark A. Ritter, assistant professor of radiation biology in radiation therapy.

- Dr. Kondangudi B. Ramanathan*, assistant professor of medicine.
Dr. Stuart E. Starr, assistant professor of pediatrics.
Dr. John M. Templeton, Jr., assistant professor of pediatric surgery, Department of Surgery.
• *Dr. Robert H. Whitlock*, associate professor of medicine, Department of Clinical Studies.

Associated Faculty

- Dr. Vijay K. Gohel*, associate professor of radiology at the Hospital of the University of Pennsylvania.
Dr. John R. Gregg, clinical assistant professor of orthopaedic surgery.
Dr. J. B. Hoek, research assistant professor of biochemistry and biophysics.
Dr. Masuyuki Katsumata, research assistant professor of pediatrics.
Dr. Igor Laufer, associate professor of radiology at the Hospital of the University of Pennsylvania.
Dr. Roy T. Lefkoe, clinical assistant professor of orthopaedic surgery.
Dr. Mark M. Mishkin, clinical professor of radiology.
Dr. Howard M. Pollack, professor of radiology at the Hospital of the University of Pennsylvania.
Dr. Emanuel Rubin, adjunct professor of biochemistry and biophysics.
Dr. Saul Surrey, research assistant professor of pediatrics.
Dr. Henry R. Wagner, professor of pediatrics at Children's Hospital.
Dr. Lloyd B. Tepper, adjunct professor of environmental medicine in pharmacology.
Dr. Elaine Zeighami, research assistant professor of research medicine.

Secondary Appointments

- Dr. Darryl Biery* (associate professor of radiology, Department of Clinical Studies, School of Veterinary Medicine) associate professor of radiological sciences, Department of Radiology.
Dr. David Y. Cooper, III (professor of surgical research, Department of Surgery) professor of surgical research in pharmacology.
Dr. Ralph T. Geer (assistant professor of anesthesia at the Hospital of the University of Pennsylvania) assistant professor of anesthesia in medicine.
Dr. Alfred Gilbert (assistant professor of human genetics and assistant professor of human genetics in pediatrics) assistant professor of human genetics in medicine.
Dr. Neil R. Krieger (assistant professor of pharmacology) assistant professor of pharmacology in psychiatry.
Dr. Alan M. Laties (professor of ophthalmology and the Irene Heinz Given John LaPorte Given Research Professor of Ophthalmology) professor of ophthalmology in neurology.
Dr. Martin E. P. Seligman (professor of psychology) professor of psychology in psychiatry.
Dr. Bernard H. Shapiro (assistant professor of biochemistry, Department of Animal Biology, School of Veterinary Medicine) assistant professor of biochemistry in pediatrics.

Other Changes

- Dr. Elias Abrutyn* from assistant professor of medicine to assistant professor of medicine at the Veterans' Administration Hospital in the associated faculty.
Dr. Jane B. Alavi from assistant professor to assistant professor of medicine at the Hospital of the University of Pennsylvania in the associated faculty.
Dr. Sidney I. Altman from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.
Dr. Peter H. Bloch from associate professor of radiation physics in radiology to associate professor of radiation physics in radiation therapy in the associated faculty.
Dr. Jay S. Bonovitz from assistant professor to assistant professor of psychiatry at Misericordia in the associated faculty.
Dr. James T. Brennan from professor of radiology to professor of radiobiology in radiation therapy in the standing faculty (tenured) and a secondary appointment as professor of radiobiology in radiology.
Dr. William D. Chamblin, Jr. from assistant clinical professor to clinical assistant professor of obstetrics and gynecology in the associated faculty.
Dr. Kenneth D. Cohen from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.
Dr. Leon B. Cohen from assistant professor to clinical assistant professor of psychology in psychiatry in the associated faculty.
Dr. Lee Combrinck-Graham from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.
Dr. James F. Connaughton, Jr. from assistant professor of obstetrics and gynecology to clinical assistant professor of obstetrics and gynecology in the associated faculty.
Dr. Stephen L. Corson from assistant clinical professor of obstetrics and gynecology to clinical assistant professor of obstetrics and gynecology in the associated faculty.

Victor Crown from assistant professor to adjunct assistant professor of research medicine and psychiatry in the associated faculty.

Dr. Giulio J. D'Angio from professor of radiology to professor of radiation therapy in the standing faculty (tenured).

Dr. Theodore L. Donmoyer from assistant clinical professor to clinical assistant professor in medicine in the associated faculty.

Dr. John R. Durocher from clinical assistant professor to assistant professor of medicine in the standing faculty.

Dr. Frederick J. Evans from associate clinical professor to clinical associate professor of psychology in psychiatry in the associated faculty.

Dr. William W. Fox from assistant professor to assistant professor of pediatrics at Children's Hospital in the associated faculty.

Dr. Alan Frazier from associate professor to adjunct associate professor of pharmacology in psychiatry and adjunct associate professor of pharmacology in the associated faculty.

Dr. Palmer H. Fucher from associate clinical professor to clinical associate professor of medicine in the associated faculty.

Dr. Joel B. Glass from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. Robert M. Glazer from assistant professor to clinical assistant professor of orthopaedic surgery and physical medicine and rehabilitation in the associated faculty.

Dr. Jerome A. Gold from adjunct associate clinical professor of medicine to adjunct associate professor of medicine in the associated faculty.

Dr. James R. Harris from associate clinical professor to clinical associate professor of psychiatry in the associated faculty.

Dr. William Harvey from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. David H. Hausman from assistant professor to clinical assistant professor of pathology in the associated faculty.

Dr. F. Thomas Hopkins from assistant clinical professor to clinical assistant professor of medicine in the associated faculty.

Dr. David A. Hungerford from professor to adjunct professor of pathology and human genetics in the associated faculty.

Dr. Louis A. Karp from assistant professor of ophthalmology at Presbyterian-University of Pennsylvania Medical Center in the associated faculty to clinical assistant professor of ophthalmology in the associated faculty.

Dr. David M. Kozart from assistant clinical professor to assistant professor of ophthalmology in the standing faculty.

Dr. Alan S. Katz from assistant professor to assistant professor of medicine at the Hospital of the University of Pennsylvania in the associated faculty.

• *Dr. Sukhamay Lahiri* from associate professor of environmental physiology, Department of Physiology, associated faculty, to associate professor of physiology in the standing faculty.

Dr. Terry Langer from assistant professor to assistant professor of medicine at the Hospital of the University of Pennsylvania in the associated faculty.

Dr. Edith A. Leopold from assistant research professor to clinical assistant professor of pediatrics in the associated faculty.

Dr. Roger E. Linnemann from associate clinical professor to clinical associate professor of radiology in the associated faculty.

Dr. Richard G. Lonsdorf from associate clinical professor to clinical associate professor of psychiatry in the associated faculty.

• *Dr. Franz Matschinsky* from visiting research professor of biochemistry and biophysics to professor of biochemistry and biophysics in the standing faculty, and a secondary appointment as professor of biochemistry and biophysics in medicine.

Dr. Robert F. McAlack from assistant research professor to research assistant professor of pediatrics in the associated faculty.

Dr. George G. McDonald from assistant professor to research assistant professor of biochemistry and biophysics in the associated faculty.

Dr. Barry Miller from assistant professor of psychology in psychiatry to clinical assistant professor of psychology in psychiatry in the associated faculty.

Dr. William T. Moore from associate clinical professor to clinical associate professor of psychiatry in the associated faculty.

Dr. Robert D. Mulberger from associate clinical professor of ophthalmology to clinical associate professor of ophthalmology in the associated faculty.

Dr. Libbourn Leo Parrott from assistant clinical professor to clinical assistant professor of obstetrics and gynecology in the associated faculty.

Dr. Richard T. Prehn from professor to adjunct professor of pathology in the associated faculty.

Dr. Michael J. Reichgott from assistant professor to assistant professor of medicine at the Hospital of the University of Pennsylvania in the associated faculty.

Dr. Bernice L. Rosman from assistant clinical professor to clinical assistant professor of psychology in psychiatry in the associated faculty.

Dr. Karl F. Rugart from assistant clinical professor to clinical assistant professor of obstetrics and gynecology in the associated faculty.

Dr. Arnold Sadwin from assistant clinical professor to clinical assistant professor of psychiatry and neurology in the associated faculty.

Dr. Nathan P. Salner from assistant clinical professor to clinical assistant professor of radiology in the associated faculty.

Dr. Barry M. Schimmer from assistant professor to assistant professor of medicine at Pennsylvania Hospital in the associated faculty.

Dr. Edith S. Sheppard from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. Thorne Sparkman, Jr. from assistant professor to assistant professor of medicine at the Hospital of the University of Pennsylvania in the associated faculty.

Dr. M. Duncan Stanton from assistant professor to assistant professor of psychology in psychiatry at the Child Guidance Clinic of Children's Hospital in the associated faculty.

Dr. J. Edward Taylor from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. T. Ramsey Thorp from assistant clinical professor to clinical assistant professor of ophthalmology in the associated faculty.

Dr. Pascal J. Viola from assistant professor to clinical assistant professor of pathology in the associated faculty.

Dr. Zarko M. Vucicevic from assistant clinical professor to clinical assistant professor of ophthalmology in the associated faculty.

Dr. Jordan B. Weiss from assistant professor to clinical assistant professor of medicine in the associated faculty.

Dr. George E. Woody from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

Dr. Samuel Wright from assistant clinical professor to clinical assistant professor of psychiatry in the associated faculty.

School of Nursing

Standing Faculty

Dr. Jacqueline Fawcett, assistant professor of nursing.

Secondary Appointments

Dr. Renee C. Fox (Annenberg Professor of Social Sciences, Faculty of Arts and Sciences).

Dr. Erving Goffman (Benjamin Franklin Professor of Anthropology and Sociology, Faculty of Arts and Sciences).

Dr. Solomon R. Pollack (professor of bioengineering, Faculty of Arts and Sciences).

Other Changes

Nancy DeBasio from instructor to associate in the standing faculty.

Margaret Griffiths from instructor to associate in the standing faculty.

Laura Hayman from instructor to associate in the standing faculty.

School of Public and Urban Policy

Secondary Appointments

Dr. Lawrence Eisenberg (professor of systems engineering, College of Engineering and Applied Science).

Dr. Stephen Gale (associate professor of regional science, Faculty of Arts and Sciences).

Dr. Michael B. Katz (professor of education, Graduate School of Education).

Dr. James A. Spady (assistant professor of political science, Faculty of Arts and Sciences).

Other Changes

Dr. Theodore Hershberg to associate professor of history and public policy in the standing faculty (tenured) and a secondary appointment in history.

School of Social Work

Standing Faculty

Dr. Sylvia M. Cowan, assistant professor of social work.

School of Veterinary Medicine

Standing Faculty

Dr. Roselyn Eisenberg, assistant professor of microbiology, Department of Pathobiology.

Dr. Cirilo D. Cabradilla, Jr., assistant professor of viral oncology, Department of Clinical Studies.

Dr. Arthur W. Fetter, associate professor of pathology, Department of Pathobiology.

Dr. Phalguni Gupta, assistant professor of viral oncology, Department of Clinical Studies.

• *Dr. Robert H. Whitlock*, associate professor of medicine, Department of Clinical Studies.

Associated Faculty

Dr. William M. Moulton, adjunct professor of microbiology, Department of Pathobiology.

Dr. Hamid Rezai, visiting professor of parasitology, Department of Pathobiology.

Wharton School

Standing Faculty

Dr. Mark Flannery, assistant professor of finance.

•*Dr. William Pierskalla*, professor of decision sciences, and a secondary appointment in the Health Care Systems Unit.

Dr. Richard Startz, assistant professor of finance.

Secondary Appointments

Dr. W. Bruce Allen (associate professor of regional science) in the Public Management Unit.

Dr. Donald C. Carroll (professor of management) in decision sciences.

Dr. C. Gene Cayten (assistant professor of surgery, School of Medicine) in the Health Care Systems Unit.

Dr. Claude S. Colantoni (professor of accounting) in the Public Management Unit.

Dr. Jean Crockett (professor of finance) in the Public Management Unit.
Thomas Dunfee (associate professor of legal studies) in the Public Management Unit.

Dr. Robert Edelstein (associate professor of finance) in the Public Management Unit.

Dr. Aaron J. Gellman (adjunct professor of regional science) in the Public Management Unit.

Dr. William F. Hamilton (Halcon Professor of Management and Technology) in the Public Management Unit.

Britton Harris (1907 Professor of Transportation Planning) in the Public Management Unit.

Dr. Robert Inman (associate professor of finance) in the Public Management Unit.

Dr. John Jackson (associate professor of political science) in the Public Management Unit.

Dr. John F. Lubin (professor of management) in the Public Management Unit and in decision sciences.

Dr. Adrian M. McDonough (professor of management) in decision sciences.

Dr. George M. Parks (associate professor of management) in decision sciences.

Dr. Charles R. Perry (associate professor of management and industrial relations) in the Public Management Unit.

Dr. Almarin Phillips (professor of economics, law and public policy) in the Public Management Unit.

Dr. Thomas L. Saaty (professor of social systems sciences) in decision sciences.

Dr. Bernard Samoff (adjunct professor of management) in the Public Management Unit.

Openings

The following listings are condensed from the personnel office's bulletin of January 18, 1979. Dates in parentheses refer to the Almanac issue in which a complete job description appeared. Bulletin boards at 14 campus locations list full descriptions. Those interested should call personnel services, Ext. 7285. The University of Pennsylvania is an equal opportunity employer. Where qualifications include formal education or training, significant experience in the field may be substituted. The two figures in salary listings show minimum starting salary and maximum starting salary (midpoint). An asterisk () before a job title indicates that the department is considering promoting from within.*

Administrative/Professional

Accountant III (1-16-79).

Administrative Assistant to the Provost serves as administrator for the Provost's Staff Conference, keeps official records, prepares trustee minutes. Ten years' secretarial experience, preferably at a university. \$10,050-\$14,325.

Application Programmer Analyst I (12-12-78).

Assistant Coordinator assists in formulating program policies, drafts research reports and grant proposals. B.A. preferred, some experience in publishing. Salary to be determined.

Assistant Program Director (11-14-78).

Assistant to Dean (1-16-79).

Assistant to the Director/Administrative Services has responsibility for tenure review and termination notice for academic personnel, processes dean's recommendations for appointments, promotions, leaves. College graduate, accounting background. \$11,525-\$16,125.

Benefits Counselor (11-14-78).

Business Manager schedules personnel, monitors cash flow and deposits, reviews billings. M.B.A. or equivalent experience, knowledge of accounting methods and finance. Salary to be determined.

Curriculum Coordinator (11-21-78).

Director of Admissions (School) (1-16-79).

Director of Computer Center (12-12-78).

Director of Recreation and Interscholastic Athletics (11-14-78).

Engineer, Pressure Chamber Operator (9-19-78).

Head of Laser Operation (11-21-78).

Junior Research Specialist (three positions) (a) (10-31-78); (b) (11-14-78); (c) (12-12-78).

Manager, Personnel Benefits Counseling (12-19-78).

Management Research Analyst (1-16-79).

Nurse Practitioner (three positions) (a) (12-19-78); (b) (two positions) makes recommendations regarding home care needs and Medicare or other third-party coverage for care, reviews referrals from hospitals and makes recommendations to area office (bachelor's or master's degree in nursing, preferably in the field of community health, community-based work experience). \$11,525-\$16,125.

Production Control Technician (12-19-78).

Program Analyst I (12-5-78).

Program Analyst II (1-16-79).

Program Director develops five year plan for nursing training, keeps survey of the number of emergency department nurses working by hospital and county. R.N., B.S.N., master's degree in education; experience in emergency department nursing and emergency in-service education programming, planning and implementation. \$13,250-\$18,575.

Programmer/Technical Support (1-16-79).

Research Administrator (1-16-79).

Research Dietician (12-12-78).

Research Investigator conducts research on the properties of chemically sensitive semiconductor devices, studies the electrochemical properties of organic and inorganic layers. Ph.D. in electronic engineering with background in chemical process. Salary to be determined.

Research Specialist I (three positions) (a) (11-7-78); (b) (12-19-78); (c) (1-16-79).

Research Specialist II (three positions) (a) (1-16-79); (b) coordinates a program on archaeometallurgy linking the services of the University's materials sciences sector with the anthropological and archaeological sectors (experience in the operation of technical equipment for analysis of metals); (c) involves equipment design and development for thermoluminescence dating of ancient ceramics, maintains geophysical prospecting equipment (experience in vacuum pump technology, knowledge of electronics and radiation physics). \$11,525-\$16,125.

Research Specialist III (11-21-78).

Senior Administrative Fellow (12-12-78).

Senior Systems Analyst (two positions—9-19-78).

Support Staff

Administrative Assistant I (five positions) (a) (12-12-78); (b) (two positions—1-16-79); (c) supervises departmental work flow, prepares and types correspondence and reports, light bookkeeping (excellent typing, shorthand, dictation, several years' experience); (d) assists chairman, processes applications, compiles data, maintains records (high school graduate, five years' experience, typing). \$7,150-\$9,150.

Administrative Assistant II (three positions) (a) (12-12-78); (b) (1-16-79); (c) serves as budget administrator, maintains financial records, handles correspondence and requests, assists faculty in grant proposal preparation (college graduate, familiarity with word processing equipment, three years' experience). \$7,700-\$9,850.

Admissions Assistant (1-16-79).

Assistant Supervisor (12-12-78).

Billing Assistant (1-16-79).

Cashier (9-12-78).

Clerk II (1-16-79).

***Clerk IV** (1-16-79).

Communications Analyst (1-16-79).

Custodian (four positions—1-16-79).

Data Control Clerk (1-16-79).

Duplicating Machine Operator II (11-7-78).

Electron Microscopy Technician II (1-16-79).

Electrician (10-24-78).

Gardener performs general gardening on campus. Experience or training in landscaping. Union wages.

Junior Accountant (9-26-78).

Laboratory Technician I (1-16-79).

Mechanician (1-16-79).

Nurse Assistant maintains supplies, transports patients, does light housekeeping, assists physicians and nursing staff. Must be neat, willing to learn and exhibit a professional manner. \$5,300-\$6,775.

Office Automation Operator (1-16-79).

Programmer I (10-3-78).

Research Laboratory Technician II (*nine positions*) (a) (12-19-78); (b) (*five positions*)—1-16-79; (c) performs statistical analysis of experimental data (B.S. in biology, experience, two to three years' commitment); (d) performs analytical work and general laboratory duties (B.S. in chemistry or biology); (e) does routine chemical analysis, keeps records, orders supplies, types reports (science education, typing). \$7,600-\$9,800.

Research Laboratory Technician III (*six positions*) (a) (11-14-78); (b) (*four positions*)—1-16-79; (c) performs varied laboratory analyses, uses atomic absorption spectrophotometer and auto analyzer (bachelor's degree in science, major in medical technology or chemistry preferred). \$8,625-\$11,050.

Residence Hall Clerk (12-19-78).

Secretary I (*two positions*). \$5,800-\$7,400.

Secretary II (*six positions*). \$6,225-\$7,975.

Secretary III (*eight positions*). \$6,700-\$8,575.

Secretary IV types confidential material; arranges appointments, conferences, meetings; edits manuscripts; acts as liaison. Some college or business school, University experience, typing. \$7,700-\$9,850.

Secretary Medical/Technical (*nine positions*). \$7,150-\$9,150.

Sergeant (11-7-78).

Student Records Assistant (12-19-78).

Typist I (1-16-79).

Typist II (*two positions*) (a) (1-16-79); (b) types course outlines, exams and letters, sorts mail, does photo-copying (high school graduate, two years' clerical experience, typing). \$5,800-\$7,400.

Veterinary Anesthesia Technician I (1-16-79).

Part-Time

One administrative professional and eight support staff positions are listed on campus bulletin boards.

Things to Do

Send listings for *Things to Do* to Almanac, 515 Franklin Building/16. Deadline for inclusion is the Tuesday before the Tuesday of the issue in which the listing will appear. Announcements that are typed double-spaced are particularly welcome.

Lectures

To commemorate the 400th anniversary of the signing of the Treaty of Utrecht, which gave Holland its independence, Dr. James Tanis of Bryn Mawr College speaks on **The Union of Utrecht, Prototype for American Independence**, January 23, 8:15 p.m., Faculty Club. Anniversary events include a reception following the lecture and a photography exhibit, *1579—Union of Utrecht—1979*, in the Faculty Club. § Peter C. Bunnell, McAlpin Professor of the History of Photography and Modern Art at Princeton University and curator of photography at Princeton's Art Museum, reviews **Aspects of Contemporary Photography**, January 24, 8:30 p.m., Fine Arts Auditorium. The Institute of Contemporary Art galleries housing the *Some Twenty Odd Visions* exhibit are open until 8 p.m. that evening. § Robert N. Kearney of Syracuse University discusses **Populist Politics in Sri Lanka: How Does It Affect Political and/or Economic Development?** in a South Asia seminar, January 25, 11 a.m., University Museum. § The Department of History and Sociology studies **Electric Light and Power** with its chairman, Dr. Thomas P. Hughes, January 29, 4 p.m., Room 107, Edgar Fahs Smith Hall (coffee, 3:30 p.m.). § Dr. N. Kefalides of the Department of Biochemistry and Biophysics explains the **Persistence of Basement Membrane Collagen Phenotype in Hybrids of Human Endothelium and Rodent Fibroblast** at a respiratory physiology seminar, January 30, 12:30 p.m., physiology library, fourth floor, Richards Building. § Senator Julian Bond (Ga., D.) discusses **What Next?** January 30, 8 p.m., Irvine Auditorium (sponsored by *Connaissance*). § The Department of Insurance and the Department of Engineering and Applied Mechanics present a seminar on **Staying Alive in a Dangerous World—A Comparison of Risks to Life and Limb** with Dr. Richard Wilson, Physics Department, Harvard University, January 31, 3 p.m., Alumni Hall, first floor, Towne Building.

Films

International Cinema features Luis Bunuel's **That Obscure Object of Desire** (January 25, 7:30 p.m.; January 26, 4 and 9:30 p.m.) and Vera Chytilova's **Daisies** (January 25, 9:30 p.m.; January 26, 7:30 p.m.), International House

(matinee, \$1; evening, \$1.50). § On January 25 Penn Union Council presents three episodes of **Star Trek** (*Space Seed*, *Trouble with Tribbles* and *City on the Edge of Forever*) (8 p.m.); on January 26 **The Spy Who Loved Me** (7 and 9:30 p.m.) and the Marx Brothers **Animal Crackers** (midnight); on January 27 **Rocky** (7:30 and 10 p.m.) and **Arsenic and Old Lace** (midnight); all in Irvine Auditorium (\$1; midnight 75¢). § The University Museum's children's film selection is **Digby, the Biggest Dog in the World**, January 27, 10:30 a.m.; the adult selection is **Geisha**, January 28, 2:30 p.m.; both in Harrison Auditorium. § The Annenberg School's Exploratory Cinema series shows Martin Scorsese's **Italian-American**, Richard Rogers's **Elephants**, Sandy Wilson's **Growing Up at Paradise**, Kathy Rose's **Pencil Bookings**, George Griffin's **Head**, January 31, 7 and 9:30 p.m., Annenberg Center Studio Theater (students with I.D., \$1; general admission, \$2).

Music/Theater

The Annenberg Center's Off-Broadway's Best series presents the Ridiculous Theatrical Company production of **Camille**, a freely adapted version of Alexandre Dumas's *La Dame aux Camilias*, January 24 through February 4 (preview January 23), Annenberg School theater. Information: Ext. 6791. § This year's Mask and Wig Club production is **You Bet Your Assets**, a parody of big business, January 25, the Mask and Wig Clubhouse, 310 S. Quince St. Performances take place Thursdays through Saturdays until March 31, with a three-night stand at the Annenberg School theater, March 1, 2 and 3. For cabaret reservations, call WA3-4229; for information about the March 1, 2 and 3 Annenberg performances, call Ext. 6791. § Jazz great **Dizzy Gillespie** performs at Annenberg Center's Zellerbach Theater, January 26, 8 p.m. Call the Annenberg box office, Ext. 6791, for tickets (\$6, \$7, \$8). § Penn Union Council's *A Little Night's Music* offers two concerts: jazz musician **Jan Hammer** on January 26, 8 and 11 p.m., Houston Hall (\$4); and on January 27 **The All-Stars**, a Washington, D.C. rhythm and blues band, Houston Hall, 8 and 11 p.m. (\$3.50). Tickets are available at the Houston Hall ticket office, Ext. 5610.

Sports

Men's Fencing: Penn competes against Clemson and North Carolina at Weightman Hall, January 24, 7 p.m.; Penn State and Buffalo State at Penn State January 27, 1 p.m.; and Navy at Weightman Hall, January 31, 7 p.m. § **Women's Fencing:** the team meets Clemson and North Carolina at Weightman Hall, January 24, 7 p.m.; Penn State at Penn State, January 27, 1 p.m.; and Navy at Weightman Hall, January 31, 7 p.m. § **Men's Swimming:** Penn swims against LaSalle at LaSalle, January 24, 4 p.m. and Villanova at Villanova, January 27, 2 p.m. § **Wrestling:** the team meets Rutgers at Rutgers, January 24, 7:30 p.m., and Franklin and Marshall at the Palestra, January 27, 2:30 p.m. § **Women's Badminton:** Penn plays Temple at Weightman Hall, January 25, 4 p.m.; George Washington at Weightman Hall, January 26, 7 p.m.; Rosemont at Weightman Hall, January 30, 4 p.m.; and Chestnut Hill at Chestnut Hill, January 31, 4 p.m. § **Men's Squash:** the team plays Dartmouth at Dartmouth, January 26, 3 p.m.; Yale at Yale, January 27, 3 p.m.; and Army at Army, January 31, 4 p.m. § **Women's Basketball:** Penn plays Rochester at the Palestra, January 27, 5:30 p.m. and Swarthmore at the Palestra, January 30, 8 p.m. § **Men's Junior Varsity Basketball:** Penn plays Army at Army, January 27, 4 p.m., and Drexel at Drexel, January 31, 6 p.m. § **Women's Swimming:** Penn meets Rochester and Bryn Mawr at Sheerr Pool, January 27, 2 p.m. § **Men's Indoor Track:** competitions against Yale and Brown are at Yale, January 28, 1 p.m. § *For more information, call Ext. 6128.*

Mixed Bag

The University's Football Club sponsors its **Annual Football Dinner** to honor members of the 1978 team, January 23, 6 p.m., University Hilton Hotel. Call Ext. 4773 for reservations. § The **University Museum** offers lunch-time guided tours of the Africa gallery, January 24, and Islam gallery, January 31, 1 p.m. (non-members, \$1; members, free). § International House features Spanish cuisine, flamenco music and dance for **An Evening in Spain**, January 24 (dinner, Cafe of the Five Continents, 5 to 8 p.m.; music and dance, Hopkinson Hall, 8 p.m.). § Donate blood, January 25, High Rise South, 1 to 7 p.m. or January 30, McClelland Hall, 1 to 7 p.m. (sponsored by the **Blood Donor Program**).

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