

# Almanac

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Tuesday, March 3, 1992

Published by the University of Pennsylvania

Volume 38 Number 24

**To: Members of the Faculty Senate**  
**From: Louise P. Shoemaker, Chair**

### Subject: Senate Nominations 1992-93

1. In accordance with the requirements of Sec.11(b)(i) of the Senate Rules, official notice is hereby given of the Senate Nominating Committee's slate of nominees for the incoming Senate Officers. The nominees, all of whom have indicated their willingness to serve, are:

Chair-elect: Gerald J. Porter (mathematics)  
Secretary-elect: Dawn A. Bonnell (materials science & engineering)

At-large Members of the Senate Executive Committee (to serve a 3-year term beginning May, 1992):

David DeLaura (English)  
Francis E. Johnston (anthropology)  
Ellen Kennedy (political science)  
Peter J. Kuriloff (education)

Assistant Professor on the Senate Executive Committee (to serve a 2-year term beginning May, 1992):

Thomas Sugrue (history)

Senate Committee on Academic Freedom and Responsibility (to serve a 3-year term beginning May, 1992):

Michael Cohen (physics)  
Carolyn Marvin (communication)  
Jack Nagel (political science)

Senate Committee on Conduct (to serve a 2-year term beginning May, 1992):

Marilyn E. Hess (pharmacology)  
Michael B. Katz (history)  
Gary A. Tomlinson (music)

Senate Committee on the Economic Status of the Faculty (to serve a 3-year term beginning May, 1992):

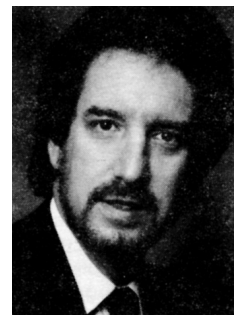
Samuel Z. Klausner (sociology)  
Matthew S. Santirocco (classical studies)

2. Again pursuant to the Senate Rules Sec. 11(b)(i) you are invited to submit "additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominees of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee." Pursuant to this provision, petitions must be received at the Faculty Senate Office, 15 College Hall/6303, by 5:00 p.m., Tuesday, March 17, 1992.

3. Under the same provision of the Senate Rules, if no additional nominations are received, the slate nominated by the Nominating Committee will be declared elected. Should additional nominations be received, an election will thereafter be held by mail ballot.



**Transition:** This week marks the arrival of Dr. William Holland (left), whose appointment as Vice President for Human Resources was announced February 11—and a new role for Barry Stupine (right), who was acting vice president. Mr. Stupine becomes Special Assistant to Executive Vice President Marna C. Whittington, handling special projects in addition to his full-time work as associate dean at the School of Veterinary Medicine.



## Lindback Lecture: A Session on Assessment

For its second all-University lecture, the Lindback Society brings to campus on March 18 Dr. Richard Light of the Harvard Graduate School of Education, who founded the Harvard Assessment Seminar to evaluate that institution's undergraduate curriculum. The program begins at 4 p.m. with Dr. Light's lecture in Alumni Hall of the Faculty Club, on "Improving Teaching and Student Learning." At 5 p.m. participants choose among small-discussion group topics such as writing, science for women, learning foreign languages, faculty advising, gender differences in learning, capitalizing on racial and sexual differences, education and careers, and other topics. At 6 p.m. they reassemble for a question-and-answer period with Dr. Light followed by a buffet dinner.

The program is free, including the buffet, and is open to all faculty, students and staff. Reservations are not required, Lindback Society President E. Ann Matter said, but attendance is limited to the first 120 to arrive.

## SENATE

The following agenda is published in accordance with the Senate Rules.

### Agenda of Senate Executive Committee Meeting Wednesday, March 4, 1992, 3-5:30 p.m.

1. Approval of the minutes of January 15 and February 5, 1992
2. Chair's Report
3. Report on activities of the Academic Planning and Budget Committee
4. Discussion of awarding honorary degrees to emeriti faculty
5. Senate/Administration joint task force to examine faculty policies and procedures
6. Nominations for various committee vacancies for 1992-93 from the Senate Committee on Committees.
7. Discussion with faculty liaisons to trustee committees
8. Continuation of discussion on Faculty Senate participation in University Council.  
For your information below is item 6 from the SEC minutes of March 6, 1991:  
SEC unanimously adopted a motion to continue its participation in University Council for the 1991-92 academic year. SEC adopted the further motion: that the Senate Executive Committee shall monitor the progress of the implementation of the revised Council Bylaws for 1991-92 and vote no earlier than March 1992 and no later than the end of the academic year 1991-92 whether to continue its participation in University Council. This motion parallels a similar action taken on April 4, 1990. The sense of the meeting was that such a motion should be considered and voted on each year.  
Discussion to include materials on proposed revision of Council Bylaws from Phillips subcommittee.
9. Recommendations from the Senate Committee on the Faculty
  - a. Composition of consultative committees for a dean
  - b. Faculty consultation on appointment of sub-deans
  - c. Academic calendar
10. Other new business
11. Adjournment by 5:30 p.m.

**Reminder:** Special SEC meeting Friday, March 27, 1992 at 1:30 p.m. for presentation by Dean William Kelley on Medical Center Plans. The meeting is currently scheduled to take place in 15 College Hall.

Questions can be directed to Carolyn Burdon, Executive Assistant to the Faculty Senate Chair, Ext. 8-6943.

## Initiatives to Foster an Efficient and Ethical Workplace

*The ideas included in this proposal represent the joint efforts of staff in the Division of Human Resources and the Office of Resource Planning and Budget. They resulted from a charge issued by the President, Provost, and Executive Vice President at a meeting held in early October. The initial draft of this document has been revised as a result of productive meetings with: the Provost Planning Group, Senior Planning, Council of Deans, Academic Planning and Budget Committee, leadership of the Faculty Senate, A-1 Assembly, Employee Roundtable, and the Senior Roundtable, which includes Associate Deans from the Schools.*

— Barry J. Stupine, Acting Vice President for Human Resources\*

### Goals:

To foster an environment which encourages ongoing communications between employees and their supervisors, recognizes the contributions of employees, and enhances staff development.

To design and adopt a competitive staff salary structure which reflects the best possible balance of marketplace demands and Penn's fiscal realities.

To provide the stimulus for a better managed University so that managers, staff supervisors, and faculty who supervise are responsible for maximizing the efficiency and accountability of their work units in order to create an environment in which cost containment can occur.

### Suggested Strategies:

1. Continue the practice of granting summer hours, but curtail the expenditure of additional funds for employees unable to take the shorter work week in the summer. At the request of the Division of Human Resources, the Office of the General Counsel has approved the extension of compensatory time (for this purpose) until February 28 of each year, and new guidelines will be published shortly in *Almanac*.

2. Implement an employee recognition program for long-term employees of the University. Recommendations will be forthcoming shortly from a committee charged with studying this subject. There is currently an active 25 Year Club in place, but that period of time is far too long to wait before recognizing long-term employees in some manner. Preliminary indications are that the proposed program will include recognition for faculty, A-1 and A-3 staffs, and unionized employees who have worked continuously at Penn for at least ten years.

3. Improve the comparative data reports provided by the Division of Human Resources. Such reports must provide to senior management accurate and timely comparative information pertaining to average salaries, numbers of employees, average raises in a year, turnover ratios, average length of time at Penn, etc. Only by measuring and reporting such data can the Administration design and initiate effective programs for change.

4. Encourage ongoing and meaningful discussions between employees and their staff and faculty supervisors. Such discussions should focus on the employee's contributions to the workplace, the elements of the position, and the expectations for the individual. Ethical concerns as well as matters of efficiency require additional efforts to encourage ongoing dialogue between all parties in the workplace. In addition, the Faust Report clearly outlines the need for improvement in this aspect of University life.

One measure of such dialogue is the completion of an annual performance evaluation which includes the employee's self evaluation. The self evaluation worksheet permits the employee to identify skills he/she would like to develop during the year, ways in which staff and faculty supervisors can help, accomplishments, etc. An annual written evaluation as part of an ongoing dialogue can be a positive force in the development of an employee's self-worth and on his/her future contributions to the workplace. The completion of performance evaluations has been encouraged for a number of years, and to support this effort, beginning in the summer of 1992 each Dean, Vice President, and Unit Head will be given a list of employees in their units whose evaluations have not been completed. The President, Provost, and Executive Vice President will receive summary reports of Units under their responsibility. Every staff member deserves to receive a fair evaluation of their contributions to the University, and it is hoped that this measure will encourage an improvement in this vital area.

5. Educate supervisors that Human Resources stands ready to assist Schools and Units in handling difficult personnel problems. Employees can be terminated for being unproductive (with documentation), creative restructuring of positions and workload can be facilitated, and, if necessary, layoffs can be administered in a fair and equitable manner. Human Resources specialists have successfully dealt with a myriad of complex situations, and it is never too early for managers to ask for assistance from Staff Relations. In many situations, employees' performance has been significantly improved through the intervention of Staff Relations specialists, but it is the responsibility of managers to request such assistance.

6. Educate supervisors as to the availability of supervisory training programs which currently exist to help them. These programs are offered through the Department of Training and Organization Development, and focus on hiring, job analysis, motivating, delegating and other supervisory skills. The successful completion of such a course can often make the working conditions and the performance of both the supervisor and his/her employees much improved. Once the completion of performance evaluations becomes routine, these courses will become even more important. In the future, one could even consider making the completion of such a course mandatory for certain levels of managers for continuation in their positions. Continuing education courses have become a way of life for many professions. At the same time a greater effort must be made to encourage A-1 and A-3 staffs to avail themselves of the many valuable courses offered through the Training and Organization Development Department. These

courses cover a wide range of subjects designed not only to enhance employees' competence at Penn but also to provide them the necessary skills for career development and potential advancement.

7. On at least an annual basis have administrative representatives from Human Resources (including the Vice President) meet with each Vice President and unit head and his/her direct reports to discuss personnel issues relating to that area, changes in policies, services offered by Human Resources, and items of general interest. Human Resources staff should present specific examples of cases which may have an application in that area. Also, at least once per year, high level representatives from Human Resources (including the Vice President) should meet with the respective deans and their direct reports, including Departmental Chairs. In those schools which utilize senior managers to supervise in place of Departmental Chairs, these individuals may be invited by the Dean in place of or along with the Chairs. The Provost should be made aware of these meetings in advance and should feel free to attend or send a representative if he so desires. This type of information sharing is essential if Departmental Chairs are going to assume their responsibility for stewardship of human resources.

8. In January of each year, increase the salary scales of both the A-1 and A-3 categories of personnel. The actual amount of the increase should depend on the marketplace and should be structured to make the University competitive in attracting competent individuals to handle our increasingly complicated work assignments. In February of 1992, the scales will be increased by four (4) percent with a total cost of less than \$60,000 for the entire University. It is expected that within three (3) years the mid-points of most salary scales will be competitive with the marketplace to which they are compared.

9. Continue to introduce appropriate new management concepts and tools throughout the University. In so doing, it is understood that such methodologies may vary considerably from School to School, Unit to Unit, and situation to situation. Many of these tools involve some form of process management and focus on improving quality and efficiency by encouraging employees to participate in the design and implementation of new and/or refined procedures for providing service. Currently in the Administration more than thirty quality teams are at work in studying and designing improved methods for delivering administrative services. The University cannot continue to do business as usual and only by utilizing management tools new to the University, while at the same time implementing measures of accountability, can we hope to meet the demands being placed upon us.

The above represents a broad spectrum of tools and strategies designed to improve employee efficiency while enhancing morale and giving an increased sense of worth to staff and supervisors alike. Each initiative can be implemented individually or together as a comprehensive package. By implementing these initiatives, the University can begin dealing with issues of productivity while enhancing its reputation as an "employer of choice." The time seems right for such a step.

\* Comment may be addressed to Mr. Stupine in his new role (see page 1), c/o Human Resources.

## Advance Information on Health Plan Changes

*To Our Colleagues and Friends*

Our first letter two weeks ago introduced this series of letters regarding benefits, put the concept of benefits within the larger concept of total compensation, and described briefly some of the work of the Personnel Benefits Committee of the University Council. Since Open Enrollment begins on March 30, 1992, our next few letters will focus on the Pennflex\* plan, the changes for 92-93 Pennflex, and the decisions we need to make during the coming PennFlex Open Enrollment period. This letter gives details about the health plans.

As we have read and heard from the popular media, health care costs in America have been increasing at a rate that exceeds increases in cost-of-living and salaries. The University is no exception to these pressures. In considering the health benefits plan for 92-93 Pennflex, the Personnel Benefits Committee has worked to balance many factors: the medical inflation rate, the balance between the increases in monthly rates (payroll deductions) and increases in out of pocket expenses such as deductibles and co-pays, the effect of increases on lower paid employees, and the goal to phase in increases in affordable ways for both individuals and the University.

Here is some advance information on health plan changes for 92-93 Pennflex:

### Dental Assistance Plan

**Dental Plan Rates:** The University pays the entire cost of the single dental plan. For 92-93 Pennflex the University contribution to the family plan is \$37.59. The payroll deduction for the family Prudential Plan remains the same; the payroll deduction for the family Penn Faculty Practice Plan has increased by \$4.67 per month.

### Medical Plans

**1. Medical Plan Rates:** For 92-93 Pennflex the University will contribute to each eligible participant \$112.72 per month for single plan or \$281.58 per month for the family plan. The participant then pays (by payroll deduction) the remaining cost of the plan of their choice.

For Pennflex 93 Penn's cost for its share of your medical insurance is expected to increase approximately 11%. If you choose Blue Cross 100 Plan your payroll deduction will also increase by 11%; with the Comprehensive Plan your payroll deduction will not increase for the single plan and will increase by less than 50 cents per month for the family plan; if you choose an HMO your payroll deduction equals the total cost of the HMO less Penn's contribution.

Overall, the cost increases to our plans is smaller than the medical inflation rate and results from a combination of the actual medical experience of our participants (you!) in our Blue Cross plans, the plan

design changes described below, and the management of our medical plans by the Benefits Office.

**2. Deductibles/Co-pays:** Blue Cross 100 Plan: The single deductible for the plan remains the same at \$200. The family deductible is increased to \$300. The family deductible is an aggregate amount which may be satisfied with covered expenses incurred by multiple family members. No one family member will be required to satisfy more than \$200.

HMO-New Jersey: Minimal co-pays of \$5 will now be required for some services, such as office visits and diagnostic testing. By doing this the rate increase on this plan was reduced from 19% to 16%.

Skilled Nursing Care in Blue Cross plans: Blue Cross will provide managed care assistance for all cases requiring more than 10 hours of skilled nursing care in a plan year. This will enable individuals to receive assistance in accessing care, particularly for conditions of long duration, and should also result in savings to the plan. The plan design limit of 240 hours per year for this feature is at a level which far exceeds average or median use of this plan feature and conforms to Blue Cross standards.

### Health Care Pre-tax Expense Account

The maximum for this account has been increased from \$2400 to \$3000. This is the first increase in this account since Pennflex was introduced. It is important to consider using this account as part of your health coverage. Remember, part of your deductibles and co-pays can be offset through this account. For example, the \$300 family deductible on Blue Cross Plan 100 can be reduced by \$84.00 if you are in the 28% tax bracket.

Your contributions to this account are pre-tax dollars, so for out of pocket expenses you can save the equivalent of your tax bracket. You should only contribute the amount that you expect to spend, as the tax laws do not permit refunds from these accounts. Your Pennflex booklet contains a tax-saving worksheet to help with this calculation.

You will receive your Open Enrollment packet at the end of March. Please read these materials carefully. You may want to change some of the decisions that you made last year in order to make best use of your financial resources and to use the options most appropriate for you.

Next time we will continue with 92-93 PennFlex topics. Again we welcome your comments and your suggestions for future letters.

— Elsa Ramsden, Chair, Personnel Benefits Committee

— Adrienne Riley, Director, Human Resources, Total Compensation

\* Pennflex is the University's flexible benefits program and includes medical, dental, and life insurance as well as the pre-tax expense accounts.

## PENNEXPERTISE: Have you Returned the Questionnaire?

PENNEXPERTISE is a comprehensive inventory of faculty research interests and expertise, as well as programs and facilities available at Penn. PENNEXPERTISE will be part of a larger database called Best North America, that includes listings of expertise available at leading North American, Canadian and European universities. Best North America now represents 109 institutions and 40 corporate members with almost \$11 billion in sponsored research expenditures. In order to compete and extend its sphere of influence both nationally and internationally, the University needs to promote its research/academic activities using state of the art technologies. PENNEXPERTISE is a positive step in achieving that goal. As always, cooperative response from faculty will be the key to success.

The package along with the questionnaire mailed last semester\* to all Penn faculty contained a great deal more of information about PENNEXPERTISE. Thanks to faculty cooperation, the Office of Research Administration, responsible for data collection, has so far received nearly one-third of the questionnaires and the PENNEXPERTISE Reminder Memo mailed January has yielded an additional 15% response. While ORA is concluding its Phase I of data collection, there is still time to complete and return the questionnaire.

The desirability of having a complete inventory of research interests available for PENNEXPERTISE by the beginning of Summer 1992, cannot be overemphasized. It will be of immense help to the University as a whole and to faculty members as individuals.

If you no longer have a copy of the questionnaire, a replacement may be obtained from ORA, phone: Ext. 8-7293, attention: Ravi Gopal Rao or Stuart Watson. Your prompt attention to the completion of the questionnaire will be appreciated.

— Barry S. Cooperman, Vice Provost for Research

\* Almanac October 15, 1991

## On Environmental Research

As a first step in developing a broader awareness of the scope and quality of environmental research at the University, we circulated last term a questionnaire soliciting from faculty colleagues, active in research directed toward the environment (*sensu lato*), brief summaries of their activities in that arena. Recipients of the questionnaire were encouraged to duplicate the form and distribute copies of it to colleagues also active in environmental research.

The initial response to this questionnaire was both informative and encouraging, but we feel we may have overlooked members of the University research community whose work was not known to us, or to others, who were on our initial list.

If you think of your research as environmentally focused and did not previously receive a questionnaire, please call one of us, or Helen McDowell, at Ext. 8-5724. If you received the questionnaire and intend to respond, please do so in the next few weeks. We are in the Geology Department, located at 251 Hayden Hall; our mail code is 6316.

— Robert Giegengack, Professor of Geology  
— Hermann Pfeifferkorn, Professor of Geology









# HONORS &...Other Things

## Honoring Scholarship

School of Nursing faculty members have received three "Best of Image" awards, given by the journal of nursing scholarship of Sigma Theta Tau. *Dr. Linda Aiken*, Trustee Professor of Nursing and Sociology, received the "Best of Image Award for Professional Advances," and was cited for her outstanding contributions to nursing and nursing research, including care of the mentally ill and AIDS care. Two associate professors of nursing, *Dr. Lois K. Evans* and *Dr. Neville Strumpf*, received the "Best of Image Award for State of the Science" for their article, "Myths About Elder Restraint," on reducing the use of restraints in nursing homes. Dr. Evans is the director of geropsychiatric nursing while Dr. Strumpf heads the gerontological nurse clinician program.

*Dr. Britton Chance*, the Eldridge Reeves Johnson University Professor Emeritus of Biophysics and Physical Biochemistry and the director of the University City Science Center, has been selected to receive the Christopher Columbus Discovery Award of the National Institutes of Health for his "outstanding contributions to biomedical research."

*Dr. Francis X. Diebold*, the Joseph M. Cohen Assistant Professor of Economics, has won a Sloan Foundation Research Fellowship; about ten are awarded nationally each year.

*Dr. Murray Murphey*, professor and chair of American Civilization, will receive the Herbert Schneider Award of the Society for the Advancement of American Philosophy at the Society's meeting this week in Cincinnati. The award is given for lifetime dedication to the advancement of philosophy.

## Elections

*Dr. Margaret Grey*, associate professor and director of nurse practitioner graduate programs, has been named president-elect of the National Association of Pediatric Nurse Associates and Practitioners.

*Dr. David William Kennedy*, professor and chairman of otorhinolaryngology—head and neck surgery—at PennMed, has been chosen as president-elect of the American Rhinologic Society.

*Dr. Noam Lior*, professor of mechanical engineering, has been elected a Fellow of the American Society of Mechanical Engineering.

*Dr. Joyce Thompson*, professor in nursing and director of the School of Nursing's graduate program in nurse-midwifery, has been elected to a second two-year term as president of the American College of Nurse-Midwifery.

## Achievement and Service

*Dr. Ira Harkavy*, director of the Penn Program for Public Service, has received the Community Partnership Award of the U.S. Department of Health and Human Services, Region 3 for "continued leadership to foster and provide comprehensive educational experiences and human services to the West Philadelphia community."

*Jennifer Higdon*, third-year graduate student in composition, received an American Society for Composers and Performers (ASCAP) award for her flute composition, "Steely Pause." Ms. Higdon also won first place in the National Association of Composers (USA) competition with her String Trio, a prize that carries with it performances in both New York and California.

*Ted Nash*, former Pennsylvania crew coach, has been appointed to a coaching position for the USA 1992 Olympic team in Barcelona.

*Dr. Ann O'Sullivan*, an associate professor of pediatric primary care nursing and chair of the division of family/community health, has been inducted into the YWCA's Academy of Women Achievers.

*Dr. Juan E. Grunwald*, associate professor of ophthalmology, has been appointed to the National Institutes of Health's Visual Sciences C Study Section, Division of Research Grants.

*President Sheldon Hackney* received an honorary degree from the Université de Technologie de Compiègne in France.

*Gloria Gay*, associate director of the Women's Center, was one of the four honorees at last week's fifth annual awards luncheon celebrating Women of Color. Three students—*Marina Barnett*, *Gabrielle Clay* and *Carmen Maldonado*—were also honored for outstanding service. An additional 22 certificates of appreciation went to *Zoila Airall*, *Carla Armbrister*, *Tanya Burke*, *Jessica Dixon*, *Ileana Garcia*, *Raquel Guzman*, *Donna Hampton*, *Bertilla Heggs*, *Betty Hutt*, *Juanita Irving*, *Martha Jones*, *Helen Jung*, *Leslie Keyes*, *You-Lee Kim*, *Risa Lavizzo-Mourey*, *Lorena Pulido*, *Aneta Robinson*, *Terrill Salmon*, *Marissa Sifontes*, *Winnie Smart-Mapp*, *Rosalyn Watts* and *Wanda Whitted*.

One of last year's honorees was saluted a second time when the University of Pennsylvania Women of Color announced the creation of the *Dr. Helen Octavia Dickens* Lifetime Achievement Award, to be given "only when an exemplary person who has made contributions for the enhancement of our community for a sustained period is identified." Both the Mayor and the Philadelphia City Council issued proclamations recognizing the day Penn's participation in it. Director of Affirmative Action *JoAnn Mitchell*, who chaired the planning committee, was called upon to accept both proclamations.



## Hands Across the Campus

As noon approached last Wednesday, February 26, hundreds of students from about two dozen groups representing diverse segments of the student body joined hands along Locust Walk to help kick off *COLORS '92*. Campus Organized Lectures on Racial Sensitivity (*COLORS*) was begun in 1988 by two Penn fraternity brothers as a forum for promoting discussion and communication among various racial and ethnic groups on campus. Last week's symbolic show of unity stretched from the Split Button in front of Van Pelt Library to the west end of Steinberg Hall-Dietrich Hall near 37th Street. The students forming the human chain were members of not only of Penn fraternities and sororities but of international student organizations as well. The activity was organized by Sean Gumbs, Wh '92 and Saad Khairi, Wh & Col '92 who credit Kevin Scheetz, Wh '92 with the idea.

Almanac photo/MFM

## Phi Beta Delta: The Honor Society of International Scholars

*Penn's Alpha Omicron Chapter gave its first Distinguished Member plaque last month at an induction ceremony for faculty and students. The award was made to Nursing's Dean Claire M. Fagin, in recognition of her efforts to internationalize her school. "This is clearly the decade of internationalization at Penn," said Penn Chapter Coordinator Margaret Gilligan as the organization added those below to the list of 125 founding members announced Almanac October 30, 1990.*

### New Members 1991-92

Distinguished Member: Claire M. Fagin  
Dean, School of Nursing

#### Spring 1991

##### Faculty and Administrators

Dudley Johnston, Professor of Surgery, Veterinary Medicine

##### Students \*

Hue-Sun Ahn, PhD Counseling Psychology  
Audrey Lynn Beeber, B.A. Soviet Studies,  
Deepinder Bhatia, M.B.A. Finance  
Jerome Castillo, B.S. Economics  
Michael Chung, B.S. Engineering  
Heather Hersh, B.A. Psychology  
Masakazu Iino, PhD Educational Linguistics  
Noel Johansen, B.A. History  
Jeremy Jonas, M.B.A. Management  
Marc Kaplan, B.A. Oriental Studies  
Maria Karapelou, B.A. Psychology  
Paul Kinahan, PhD Bioengineering  
Richard Kwait, B.A. Economics  
Alexandra Langlois, B.A. Economics  
Catherine Levene, B.A. History  
Xiaoling Li, PhD Criminology  
Daryl Joyce Mah, B.A. International Relations  
Abby Elvse Mink, B.A. Art History  
Gregory Myers, B.A. History  
Yoko Nishioka, M.A. Communications  
Susan Orman, B.A. Communications  
Ankita Rhoden, Engineering and Management  
Heather Rossman, B.A. International Relations  
Ludo Carel Peter Scheffer, PhD Human Development  
Laura Segal, B.A. Communications  
Marina Sieh, B.A. Math and Economics  
Elizabeth Soto, B.A. French and Economics  
Monika Wagenberg, B.A. Economics  
Fei-ling Wang, PhD International Relations  
Felicity Wood, B.A. Urban Studies  
Jih-hwa Wu, PhD in Regional Science

#### Fall 1991

##### Faculty and Administrators

Elizabeth Bennett, Associate Director,  
Wharton Undergraduate Division

##### Students \*

Howard Altschul, B.A. English Literature  
Stephen Anderson, B.A. Economics  
& Japanese  
Andrew Beckwith, B.A. English  
Matthew Blackman, B.A. Biology  
Nicole D. Bloom, B.A. Engineering  
& Business  
Nikolai Botev, PhD Demography  
Michelle Cannarsa, B.A. Oriental Studies &  
Multinational Management  
Austin Reed Cline, B.A. Germanic Languages  
and Literatures  
Jonathan Cohen, B.A. French &  
Political Science  
Eliahou Faskha, B.S. Engineering  
& Economics

Emily Friedman, B.A. History  
& Urban Studies  
Elizabeth Gerst, B.A. Comparative Literature  
Brian Gick, B.A. English & Linguistics  
Gregory Galusha, B.A. Urban Studies  
Deborah Gillman, B.A. Religious Studies  
Joseph Goldsmith, B.A. Russian  
Deborah Hamilton, B.A. International  
Relations  
Anessa Karney, B.A. Political Science  
Erik Koelbel, B.S. Economics  
Jordan Labkon, B.A. International Relations  
& Russian  
Josephine Lee, B.A. Finance  
Lara Leibman, B.A. History  
Kathleen Lu, B.A. Communications  
Catherine Macias, B.A. Philosophy  
& History  
Laurel Mackin, B.A. English  
Kevin Mann, B.A. Management  
Steve Martinez, B.A. Finance  
Mark J. Mascia, B.A. Spanish  
Amy McCarthy, B.A. Economics  
Melissa McFerrin, B.A. Economics  
Nicola Murray, B.A. Marketing  
Millicent O'Brien, B.A. English & French  
Beth Rachel Podol, B.A. Art History  
Catherine Ramsingh, B.A. International  
Relations  
Sabrina Raymond, B.A. English  
Kurt Reidenbach, B.A. Economics  
Andrew Sherman, B.S. Finance &  
International Relations  
Shari Silverman, B.A. Art History  
Stephanie Simborg, B.A. Finance  
Anke Van Der Sterren, B.A. Anthropology  
Gemini Waahaj, B.S. Science & Engineering  
Aaron Weisbord, B.A. History  
Emily Wolk, B.A. Communication

#### Spring 1992

##### Students \*

Reena Aluwalia, B.S. Economics  
Nancy Boudreau, B.A. International Relations  
Carol Chan, B.S. Economics and Accounting  
Jessica Lynn Davis, B.A. International  
Relations & Environmental Studies  
Allison Feder, B.S. Wharton  
Karen Flinker, B.A. French, Spanish  
& Linguistics  
Solon Kentas, B.A. International Relations  
& Economics  
Nancy Levy, B.A. Psychology & Spanish  
Jennifer Orange, B.A. Japanese Studies  
Sarah Perkins, B.A. English &  
Oriental Studies  
Lainie Reisman, B.S. Finance & Spanish  
Melissa Rogal, B.S. Economics  
Kimberly Rosenthal, B.A. Intern. Relations  
& Economics  
David Souder, B.S. Finance & Management  
Julie Steinberg, B.A. Comm., Management &  
French  
Allyson Wagner, B.A. Communications  
& History  
Aquico Tzu Wen, B.S. Finance & Accounting

## IBM/Mac Virus Alert:

From Don Montabana, manager of User Services at CRC, comes a last-ditch reminder to go to *CRC for version 8.0 of Vi-Spy*, which will eradicate the destructive Michelangelo virus set for March 6, as will the Jerusalem (Friday the 13th) virus set for March 13, and the Maltese Amoeba virus set for March 15.

There is also a new Macintosh virus, he adds. Known as MBDF A, it infects both applications and the System file. There is no specific trigger date.

To obtain a copy of version 2.6 of the Macintosh virus eliminator Disinfectant, bring a blank diskette to CRC at 38th and Locust Walk. For more information, call CRC at Ext. 8-9085.

## WordPerfect/Windows Upgrade

Those who purchased an IBM or Dell Computer and the PennPack of software during the fall '91 Truckload Sale, are entitled to copy the Wordperfect for Windows disk at the Computing Resource Center. To schedule a time, call the CRC at Ext. 8-9085; bring the Truckload Sale purchase receipt as well as six formatted high-density 3.5-inch disks.

## No Almanac March 10

Spring Break is a "budget break" for *Almanac* production. Staff are on duty throughout the week to assist authors contributing to the the March 17 and subsequent issues. Copy is due *March 10* for the March 17 issue. Events listings for the April at Penn pullout calendar must be received by *March 17*.

## — OF RECORD —

### New OSHA Standard

The Occupational Safety and Health Administration (OSHA), recognizing the unique hazards to health care workers, has promulgated a new standard entitled "Occupational Exposure to Bloodborne Pathogens." The standard which takes effect March 6, 1992, applies to all laboratories and clinical settings that use human blood, blood products, tissue specimens, or body fluids.

Staff training is conducted by the Office of Environmental Health and Safety on a monthly basis throughout the University. Detailed information concerning the standard, safe handling practices of infectious agents, personal protective equipment, and appropriate containing and disposal are covered. Annual retraining is required for anyone who has contact with human blood, blood products, body fluids, or tissue specimens.

To register for training, to schedule training for your department or school, or to review the standard, please contact Barbara Moran, Office of Environmental Health and Safety, 1408 Blockley Hall, Ext. 8-4453.

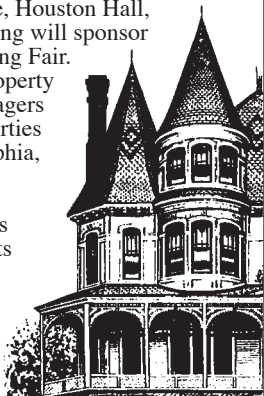
— Matthew Finucane  
Director, Office of  
Environmental Health & Safety

\* Showing degrees for which they are being prepared, and their majors or concentrations.



## Off-Campus Housing Fair

On Tuesday, March 31, 11 a.m.-2 p.m., in Bodek Lounge, Houston Hall, Off Campus Living will sponsor its Annual Housing Fair. It will feature property owners and managers with rental properties in West Philadelphia, Center City and other locations. Utility companies and tenants' rights groups will also be represented. For information call OCL at Ext. 8-8500.



# Update

MARCH AT PENN

**Correction:** The phone number for the Young Writers at Penn Conference was listed incorrectly in *March at Penn*. To register for March 21, call 898-6763.

## FITNESS/LEARNING

**7** *March into Spring*; walking tours of the Morris Arboretum; \$3 for adults, \$1.50 for senior citizens, members and children under six free. Tours are on Saturdays and Sundays at 2 p.m. Information/directions: 247-5777. *Through March 29.*

## SPECIAL EVENT

**13-15** *A Commemoration of the 1792 Belfast Harp Festival*: concerts, lectures and other events at International House. Fees: entire weekend, \$50; either day, \$30; Saturday or Sunday evening concert only, \$14; Saturday or Sunday daytime only, \$16; individual lectures, workshops, \$5. Information and registration: 387-5125, x2219 (Folklife Center).

## TALKS

**4** *Insulin Resistance vs. Beta Cell Failure in Type II Diabetes*; Donald B. Martin, medicine; 11 a.m.; 1st floor, Maloney (Medicine).

*The Ideology of Pollution and Diaspora-Process in Trinidad*; Aysa Khan, City University of NY; 11 a.m.-12:30 p.m.; Room 2, University Museum (S. Asia Regional Studies).

*Talmudic Law*; J. David Bleich; 4 p.m.; Room 213, Law School (Law/Gross Lectures).

**6** *How to Help Your Patient Stop Smoking*; Peter Greco, general internal medicine; noon; 2nd floor, Dulles (Medicine).

*Strategies for the Design of Resource-Limited Reasoners*; Marta Pollack, Pittsburgh; noon-2 p.m.; Room 400C, 3401 Walnut Street (Institute for Research in Cognitive Science).

**9** *Quality Assurance in a Medicaid HMO*; Don Balaban, medical director, HealthPASS; noon-1 p.m., 2nd floor Conference Room, Ralston-Penn Center (SGIM).

**11** *Lasers and Their Application in Pulmonary Medicine*; Michael Unger; 11 a.m.; 1st floor, Maloney (Medicine).

**13** *Disorders of the Pupil*; Steven Galetta, neurology and ophthalmology; noon, 2nd Floor Dulles, Agnew-Grice Auditorium (Medicine).

**16** *Increasing Preventive Care in a Medicaid HMO (HealthPASS); Part II: Record Audits, Feedback, and Financial Incentives*; Neil Goldfarb, Health Services research; noon-1 p.m., Ralston-Penn Center (SGIM).

*Building Social Structure: Laboratory Design and Institutional Realignment in Biotechnology*; Thomas Gieryn, Indiana University, 4-6 p.m., Smith Hall (H&SS).

**18** *Refugees, Ethnicity, and Violence; Margaret Mills, folklore & folklife*; 11 a.m.-12:30 p.m., Classroom 2, University Museum (South Asia Regional Studies).

*Molecular Physiology of Gastric Acid Secretion: Implications for Treatment of Peptic Ulcer Disease*; Tadataka Yamada, Michigan Ann Arbor; 11 a.m., Medical Alumni Hall, Maloney (Medicine).

## University of Pennsylvania Police Department

This report contains tallies of part 1 crimes, a listing of part 1 crimes against persons, and summaries of part 1 crime in the 5 busiest sectors on campus where two or more incidents were reported between **February 24, 1992 and March 1, 1992.**

**Totals:** Crimes Against Persons—0, Thefts—24, Burglaries—3, Thefts of Auto—2, Attempted Thefts of Auto—0

Date	Time	Location	Incident
<b>36th to 37th; Locust to Walnut</b>			
02/24/92	6:51 AM	Colonial Penn Center	Computer taken from room
02/24/92	9:39 PM	Phi Sigma Kappa	Known actor caught in house/held by residents
02/26/92	10:08 AM	Theta Xi	Unsecured bike taken from house
02/27/92	10:27 AM	Colonial Penn Center	Telephone taken from room
02/28/92	10:48 AM	Colonial Penn Center	VCR taken from secured room
03/01/92	2:15 PM	Phi Gamma Delta	Bike wheel taken from secured bike
<b>34th to 36th; Spruce to Locust</b>			
02/24/92	6:55 PM	Furness Building	Wallet & contents taken
02/26/92	2:33 PM	Williams Hall	Computer taken
02/28/92	3:19 AM	200 block of 36th	Auto taken
<b>32nd to 33rd; Spruce to Locust</b>			
02/27/92	6:46 PM	Franklin Building	Jeans, keys taken from unsecured auto
02/28/92	2:07 PM	Hutchinson Gym	Unattended jacket & contents taken
<b>34th to 38th; Civic Center to Hamilton</b>			
02/27/92	6:46 PM	NEB	Cash taken out of secured dish
02/28/92	12:15 PM	Johnson Pavillion	Unattended leather jacket from room
<b>38th to 40th; Baltimore to Spruce</b>			
02/27/92	11:35 PM	Veterinary School	Secured bike taken from rack
02/27/92	3:52 PM	Veterinary School	Camera & accessories taken

**Safety Tip:** Immediately report suspicious persons and automobiles to the University Police. They could be casing your home or neighborhood. Write down license numbers and descriptions.

## 18th District Crimes Against Persons

Schuylkill River to 49th Street, Market Street to Woodland Ave.

**12:01 AM February 17, 1992 to 11:59 PM February 23, 1992.**

**Totals:** Incidents—11, Arrests—2

Date	Time	Location	Offense/Weapon	Arrest
02/18/92	9:17 PM	4400 Pine	Robbery/knife	No
02/19/92	1:59 AM	3600 Locust	Robbery/gun	No
02/19/92	3:20 PM	4800 Walnut	Robbery/strong-arm	No
02/20/92	2:00 AM	206 S. 40	Robbery/strong-arm	Yes
02/21/92	8:50 AM	4200 Chestnut	Robbery/strong-arm	No
02/22/92	1:26 AM	4500 Locust	Robbery/knife	No
02/22/92	1:30 AM	200 S. Buckingham	Robbery/knife	No
02/22/92	7:35 AM	4423 Pine	Rape/knife	Yes
02/22/92	8:00 PM	4600 Pine	Purse Snatch/strong-arm	No
02/23/92	2:10 AM	200 S. 42	Robbery/strong-arm	No
02/23/92	9:15 PM	4400 Market	Robbery/strong-arm	No



*Almanac*

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

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