

Almanac

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SAS Term Chairs: Dr. Dibble and Dr. Opella

Dean Rosemary Stevens has announced the selection of new chairholders for two term chairs in SAS,—those formerly held by Dr. Arjun Appadurai, now at Chicago, and Dr. Alfred E. Mann of physics, now emeritus professor.

Dr. Harold L. Dibble succeeds Dr. Appadurai in the Sande and Harris Hollin Term Chair in Archaeology and Anthropology; and Dr. Stanley J. Opella of chemistry takes the title of Bernard L. and Ida E. Grossman Term Professor held earlier by Dr. Mann.

Dr. Dibble is a noted scholar of the origins and evolution of human culture, Dean Stevens said, and a pioneer in new technologies for the archaeological scholar known especially for his expertise in excavation techniques, field analysis and statistical and microcomputer methods. He is "one of the very few young scholars to make a name for himself in two geographical areas of the world—the Near East and Western Europe," according to the dean, who also called him "a major force in our teaching program."

Dr. Dibble took his B.A. in anthropology from the University of Arizona in 1974, his M.A. in archaeology there in 1976 and Ph.D. there in 1981. He was a systems analyst at UA's Arizona State Museum before joining Penn as a lecturer in 1982. He became assistant professor in 1985 and associate professor in 1991, when he also became associate curator of the European Section of the University Museum.



Dr. Opella



Dr. Dibble

Dr. Opella, a major contributor to the NMR technology, has been a member of the chemistry department since 1976 and full professor since 1983. A 1969 alumnus of the University of Kentucky with a Ph.D. from Stanford, he was a postdoctoral fellow at MIT before joining Penn. He was named a Sloan Research Fellow in 1980-82 and became an adjunct professor at the Wistar Institute in 1992. He has also served as a visiting associate at CalTech, and is on several advisory and review boards including the NIH Biophysical Chemistry Study Section.

Dr. Opella is nationally and internationally recognized in his field, and a prolific author (some 125 papers to date) whose "work has brought distinction to himself and the University," Dean

Endowing PennMed Tuition: Anonymous \$10 Million

The formation of The Twenty-First Century Endowed Scholars Fund—and an anonymous \$10 million gift to launch it—was announced at a press conference last week by Dean William Kelley of the School of Medicine. The eventual goal is to "eliminate the burden of tuition for medical students and to increase their freedom to choose from a full range of medical career options," Dr. Kelley said. Many private medical school students carry a burden of educational debt equal to that of a home mortgage by the time they graduate, he added. The anonymous donors are "a visionary alumnus of the Medical School and his wife, who have launched a revolutionary idea to help reverse this trend."

With PennMed tuition and fees at \$21,720/year, the gift will provide for 25 selected scholars. The first six of the scholars entered this past fall and more will be selected annually until there is a total of 25 by 1995 and continuously thereafter from this fund. "This initiative may ultimately establish Penn as the nation's first private medical school to provide full tuition for all of its medical students," said Dr. Kelley.

Dr. Arthur Asbury, chair of the Twenty-First Century Endowed Scholars Fund, said he hopes the program becomes a prototype to be followed by other medical centers, leading to the "decom-

mercializing of medicine." He said the expectations are the same for these scholars as for all of the medical students.

There is no requirement to choose primary health care but students are encouraged to consider entering general medicine or research or to serve patients in geographically remote or otherwise under-served patient populations, Dean Kelley explained. Dr. Frederic Burg, vice dean of education, added that many are helping in the West Philadelphia community in a variety of capacities. "We have some of the most altruistic students in the country."

Each year PennMed has 150 students in the entering class, chosen from 7000 applicants. The School is seeking to increase the Endowed Scholars Fund to cover all of them, the dean said, noting that each additional \$400,000 will provide tuition for one student per year in perpetuity.

Some 88 percent of medical students and medical residents surveyed at Penn agreed with the statement that high educational debt plays a role in students' decisions about their careers, he noted. In 1992, the actual average debt for graduating Penn medical students was \$57,372. About 37 percent of these students graduated with debt above \$70,000, where studies show debt seems to become more of an influence on career choice.

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Pullout: Year-End Reports of Council

Stevens said. "His expertise in the design and construction of NMR spectrometers is widely recognized, and has attracted the interest of instrument manufacturers and a number of scientists from academic and industry."

[More chair appointments next week.—Ed.]

Sexual Assault Seminar

An all-day seminar on Campus Sexual Assault will be given for University administrators, faculty, students and criminal justice practitioners on Thursday at the Penn Tower Hotel.

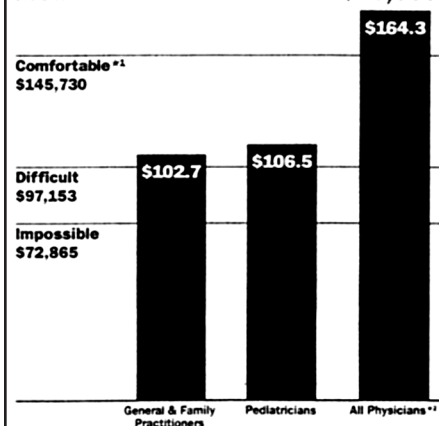
Co-sponsored by the Pennsylvania Commission on Crime and Delinquency and the University's Division of Public Safety, the seminar will feature workshops on:

- Liability, Legislation and Policy Development
- Victim Rights, Confidentiality and Resources
- Educational Programs for Students
- Training/Protocols for University/College Staff
- Legal Systems, Sanctions, Disciplinary Actions
- First Response Procedures

President Sheldon Hackney, VPUL Kim Morrison and Penn Police Commissioner John Kuprevich will be participants along with members of the Philadelphia District Attorney's Office, STAAR (Students Together Against Acquaintance Rape) and CARE (Campus Alcohol Resources and Education).

The seminar is free, but an optional luncheon is \$8. Attendance is limited to 200, who must preregister. For forms and details: Ruth Wells, Ext. 8-1377 or Ext. 8-4481.

Annual Income Needed to Pay Medical Education Debt of \$75,000



1990 Average Physician Income (in thousands of dollars)

*1 For example, an annual income of \$145,730 is needed to repay education debt of \$75,000 comfortably.

*2 Average income for all generalist and specialist physicians.

Sources: Physician income survey, American Medical Association Center for Health Policy Research; Debt repayment information, University of Penn School of Medicine.

SENATE

From the Senate Office

The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion between the constituencies and their representatives. We would be pleased to hear suggestions from members of the Faculty Senate. Please communicate your comments to Senate Chair David K. Hildebrand or Executive Assistant to the Faculty Senate Chair Carolyn Burdon, 15 College Hall/6303, 898-6943.

Actions Taken by the Senate Executive Committee Wednesday, January 13, 1993

- 1. SCAFR Vacancy.** Filled one vacancy for the remainder of the Spring term.
- 2. Senate Committee on Committees.** Named seven SEC members to serve this calendar year.
- 3. Proposals for Retiree Medical Plan Modification and FAS 106.** The provost and representatives from human resources continued last Fall's discussions on the requirements of Financial Accounting Standard 106 and alternative retiree medical plans. The Provost said decisions

need to be made by late February. Among the issues raised by SEC were: the need to clarify when it is possible to add a spouse to retiree medical benefits; the possible inequitable cost to clinical faculty; the source of money—for example, taxing the schools or from existing capital—to cover the escrow fund required by FAS 106; the desire for a legal commitment from the University to provide medical benefits; and the adverse effects of an increased employee

benefit rate on faculty with research grants. The consensus was that changes in eligibility and cost-sharing were necessary. SEC also agreed that complying with FAS 106 by having a third party administered escrow fund was better for the faculty and the University than creating a fund internally. The Provost said that using a third party has the benefit of showing moral intent and that the Federal government will contribute towards costs of research grants. (next page)

Report of the Joint Faculty-Administration Committee on Cost Containment within the University

January 13, 1993

On December 17, 1991, Michael Aiken, Provost, and Louise Shoemaker, Chair, the Faculty Senate, appointed a Joint Faculty Senate - Administration Committee on Cost Containment within the University. The Committee reviewed the growth of the central administration in detail and the growth of administration at the school levels but in less detail. We realized that the University of Pennsylvania is a large and complex organization and there is always some ambiguity in attributing costs to different functions. We sought therefore to focus on identifying trends rather than to debate exact numbers. Although we analyzed a large volume of budgetary data, we found that a particularly simple measure—number of employees—led to the same overall conclusions. Once these past trends became clear, we turned our attention to present policies for containing administrative expenses and to the future, which we thought to be more important than the past. In this regard, the Committee reviewed present efforts by the University administration to curtail and reduce the current level of administrative costs at both central and school levels. This report summarizes these studies and recommends a mechanism for monitoring the future growth and composition of administrative costs.

The Committee assembled a large amount of data comparing administrative costs between 1981 and 1991. Tables 1 [right] and 2 [on page 3] provide a summary of the growth in the central administration and the school administrations. A detailed analysis of the growth of the central administration from fiscal year 1981 through fiscal year 1991 was prepared by the Executive Office of Resource Planning & Budget at the request of the Committee. The full report is available at the office of the Faculty Senate, the Executive Office of Resource Planning & Budget, and the office of the Dean at each school. The overall conclusion is that from fiscal year 1981 through fiscal year 1991, the size of the central administration and of the administrations in the schools grew at a significantly faster rate than the standing faculty. Excluding the Hospital of the University of Pennsylvania (HUP) and the Clinical Practices of the University of Pennsylvania (CPUP), total administrative personnel at the University increased by 35 percent from fiscal year 1981 through fiscal year 1991, while the increase for the standing faculty was 15 percent. The increase of personnel in the central administration was somewhat greater than the increase of administrative personnel at the school levels: 40 percent and 32 percent respectively. The report prepared by the Executive Office of Resource Planning & Budget indicates that campus security, environmental health and safety, expanded student services, government regulations, and the capital campaign were major contributors to the growth within the central administration. On the basis of the information studied, the Committee concluded that much of the growth in the administration over the past decade was in response to external factors.

In response to these trends, the central administration has taken steps to curtail the rate of growth of its budget beginning with fiscal year 1990. The growth rate of this budget is now somewhat less than the growth rate of total University expenditures, excluding health services. Additionally,

the University has initiated a number of efforts to reduce administrative costs through reengineering its administrative systems including a number of Total Quality Management projects as well as Project Cornerstone. These projects have the goal of reducing administrative costs not only in the central administration, but in the schools as well.

The members of the Task Force unanimously agreed that these initiatives should be continued and expanded. We also agreed that the proportion of the University resources devoted to administration at both the central level and school levels should be reduced as much as possible and that the freed resources be used to support the teaching and research functions of the University. To provide an operational device to put these agreements into force, we recommend that President Sheldon Hackney appoint an Oversight Committee to monitor the University of Pennsylvania's extensive and ongoing effort to reduce administrative costs. We further recommend that there be twelve members of this Oversight Committee: four from the central administration, four deans, and four faculty members to be appointed by the Senate Executive Committee. This Committee should be appointed for a fixed term of two years, at which time the need for the continuation of the Committee can be reexamined.

Michael Aiken, Provost

Marshall E. Blume, Howard Butcher Professor of Finance

John Wells Gould, Acting Executive Vice President

Lee D. Peachey, Professor of Biology

Table 1: Total University Headcounts (1)

	FY1981	FY1991	Change	%Change
Total Standing Academic	1,621	1,865	244	15.1%
Total Associated Faculty/ Academic Support (2)	4,319	6,474	2,155	49.9%
Total Administration				
Central Administration (3)	1,739	2,440	701	40.3%
School Administration	2,381	3,314	753	31.6%
Grand Total	10,060	13,913	3,853	38.3%

Notes

(1) Excluding HUP and CPUP

(2) Associated Faculty/Academic Support include lecturers, instructors, teaching and research assistants, postdoctoral fellows, etc.

(3) Excluding Residences and Auxilliary Enterprises

Administration headcounts include all full-time and part-time staff (A1, A2, A3 and A4 categories)

Source: University Fall Census Report/Resource Planning and Budget Office

SENATE *continued*

No solution was reached on how to fund the obligation to past retiree medical benefits required by FAS 106. It was noted that the FAS 106 obligation arises in part from the University not recognizing the benefit cost of past income which has allowed some over-estimation of University assets.

4. Draft of Proposed Revision from the Task Force on Just Cause Procedure and Other Personnel Procedures. The Senate Chair explained the major changes. The Task Force Chair highlighted questions requiring input from SEC.

5. February SEC Agenda. Items will include retention of a faculty voluntary early retirement plan, nominations to the administrative cost oversight committee, and further discussion of the revised just cause procedure and other personnel procedures.

Speaking Out: Another View on FAS 106

Under the new accounting rule FAS 106, the University must recognize its liability for future retiree medical benefits on its balance sheet this year, but may fund that liability gradually over the next 20 years. The University has the option either to retain control over the funds as they are built up or to turn them over to an outside Trustee.

I wish to support the second option for two reasons. First, if the money is placed with an outside Trustee, it becomes difficult or impossible for a future University Administration to reduce retiree medical benefits below the level that has been funded. Second, there is a possible benefit in terms of total University grant revenues since use of the second option would permit an increase in the overhead cost recovery rate. Any particular grant may or may not be raised to compensate for such an increase, but there is some chance of augmented grant revenues under this option and none at all under the alternative.

The increase in the University's operating expense is the same under either option. Even if grantors are unwilling to pick up some or all of the higher overhead recovery rate, the cost of funding future benefits for faculty members who are paid out of a current grant must be borne either by the restricted or the unrestricted budget. It does not seem inequitable to charge the restricted budget for the full cost of faculty members' input.

—Jean A. Crockett, Professor Emeritus of Finance

Table 2: Summary of Administrative Headcounts by Function at Penn

	1981	1991	Change	% Change	Notes
Administration					
Central Administrative Services (1)	125	156	31	24.80%	Out of the 213 positions added to central administration, 73 positions (34%) were in regulatory compliance; 54 positions (25%) were in ORA, Investment Office, and the Comptroller's Office; 47 (22%) were in Business Services, Telecommunications, Escort Services, and Mail Services operations, and the remaining 39 (18%) were in Human Resources, University Counsel, and the Administrative Offices.
Regulatory Compliance (2)	9	82	73	811.11%	
Legal Affairs	4	9	5	125.00%	
Finance	100	154	54	54.00%	
Business Services	40	87	47	117.50%	
Human Resources	67	70	3	4.48%	
Subtotal Administration	345	558	213	61.74%	
Security & Facilities					
Facilities Mgt. & Physical Plant	619	735	116	16.74%	Out of the 162 positions added to Security and Facilities Management, 114 positions (71%) were in Physical Plant due to space expansion on campus; 46 positions (28%) were in University Police and 2 positions (1%) in Facilities Management.
Public Safety	59	105	46	77.97%	
Subtotal Security & Facilities	678	840	162	23.89%	
Libraries and Computing					
Libraries	234	257	23	9.83%	Out of 73 positions added, 50 positions (69%) were in UMIS (Univ. Mgt. Info. Services), DCCS (Data Communications and Computing Services), DAIRP (Data Admin. & Info. Resource Planning), & the Office of the Vice Provost for Computing; the remaining 23 positions (31%) were in the Library system.
Computing	66	116	50	75.76%	
Subtotal Libraries/Computing	300	373	73	24.33%	
Student Services					
Student Services Area	122	203	81	66.39%	Out of the 135 positions added to Student Services Area, 81 positions (60%) were attributable to programs and services requested by students, 43 positions (32%) were added to enhance Student Financial Aid, Registrar, Penn Plan Agency, and 11 positions (8%) were in the Admissions Office.
Student Financial Services	47	90	43	91.49%	
Admissions	38	49	11	28.95%	
Subtotal Student Services	207	342	135	65.22%	
Development & Alumni Relations	137	218	81	59.12%	Out of the 81 positions added to Development, 31 staff (38%) were hired for the Campaign, 32 (40%) were hired for school and center development, and 18 (22%) were for Operations.
Athletics (3)	72	109	37	51.39%	Athletics staff increase is associated with Title IX—the addition of intercollegiate sports for women.
Subtotal Central Administration	1,739	2,440	701	40.31%	
School Administration					
School of Medicine	887	1,184	297	33.48%	
All Other Schools	1,494	1,950	456	30.52%	
Subtotal School Administration	2,381	3,134	753	31.63%	
TOTAL	4,120	5,574	1,454	35.29%	
Notes: Headcount data excludes Health Services, Auxilliary Enterprises, and Resource Centers (such as Annenberg Center, Museum....). (1) Central Administration includes the President's Office, Provost's Office, Secretary's Office, and Executive VP's Office. (2) Regulatory Compliance consists of Environmental Health & Safety, Radiation Safety, ULAR (University Laboratory Animal Resources), and University Veterinary Compliance. (3) Athletics headcount is included for comparison purpose only. It is not funded as part of the central administrative budgets at Penn. Source: University Fall Census Report/Resource Planning and Budget Office					

Penn's Way Report: By School and Center as of January 12*

Unit	Coordinator	Number Solicited	Number Participated	Total \$ Pledged	Unit \$ Goal	% of Unit Participating	% of Goal
Annenberg Center	Stephen Goff	29	11	\$918	\$1,800	38%	51%
Annenberg School	Pam Robinson	37	24	\$5,066	\$4,800	65%	106%
Arts & Sciences	Mary Cartier	992	260	\$43,678	\$47,000	26%	93%
Athletics	Debra Newman	101	22	\$1,215	\$2,500	22%	49%
Business Services	Dana Brooks	188	186	\$9,033	\$10,600	99%	85%
Dental Medicine	Norton Taichman	386	123	\$6,455	\$10,100	32%	64%
Dev/University Relations	Janice McGrath	217	141	\$13,804	\$16,100	65%	86%
Engineering	Ave Zamichieli	229	90	\$15,221	\$19,200	39%	79%
Executive VP's Office	John Kehoe	27	26	\$3,028	\$3,500	96%	87%
Grad School of Fine Arts	Mati Rosenstein	90	30	\$3,683	\$4,100	33%	90%
Grad School of Education	Karen Hamilton	135	37	\$2,689	\$5,500	27%	49%
Hospitality Services	Dennis Deegan	198	67	\$2,834	\$4,000	34%	71%
Human Resources	Fina Maniaci	80	69	\$6,929	\$5,700	86%	122%
InfoSystems & Computer	Thomas Fry	146	101	\$7,307	\$8,500	69%	86%
Law School	Rae DiBlasi	108	22	\$12,651	\$14,000	20%	90%
Library	Edna Dominguez	253	90	\$8,433	\$8,600	36%	98%
Medicine	D. Van Dusen	2239	303	\$84,859	\$109,500	14%	77%
Morris Arboretum	Lorraine McNair	33	23	\$1,864	\$3,100	70%	60%
Museum	Rebecca Buck	101	76	\$5,440	\$5,400	75%	101%
Nursing	Jane Barnsteiner	146	63	\$6,970	\$6,900	43%	101%
President	Janet Dwyer	103	66	\$12,410	\$11,700	64%	106%
Provost	Manuel Doxer	210	174	\$11,110	\$19,000	83%	58%
Public Safety	J. Wojciechowski	103	85	\$2,776	\$3,800	83%	73%
Social Work	Rosemary Klumpp	32	20	\$3,011	\$5,400	63%	56%
Veterinary Medicine	Chrisann Sorgentoni & Richard McFeely	540	148	\$6,591	\$30,600	27%	54%
VP Facilities	Virginia Scherfel	735	170	\$6,098	\$8,300	23%	73%
VP Finance	Theresa Scott	258	190	\$13,412	\$16,100	74%	83%
VPUL	Eleni Zatz & Gail Glicksman	301	259	\$15,877	\$16,100	86%	99%
Wharton	Frances Rhoades	576	164	\$26,890	\$37,000	28%	73%
Wistar	Mary Hoffman			\$531			
Emeritus Professors	- - -			\$82			
Totals		8593	3040	\$350,865	\$425,000	35%	83%

* The campaign has been extended to the end of January

Faculty Seminars in the Humanities: Proposals by May 3, 1993

Each year the Humanities Coordinating Committee of the School of Arts and Sciences dispenses funds to make possible Faculty Seminars in the Humanities. Funding requests for 1993-1994 are now invited. Preference will be given to University of Pennsylvania based faculty seminars and groups that do not have access to other sources of funding. These funds are not meant to replace or supplement normal budgets for departmental colloquia.

To qualify, each application should include: 1) a description of the seminar's purpose and how it is both interdisciplinary and humanistic; 2) a list of faculty participants; 3) an outline of the proposed program for 1993-94; 4) a statement on any other funding sources (and amounts) available to the seminar; 5) a detailed outline of the seminar budget.

Please note: a detailed budget proposal is required. The available funds will be divided evenly among those seminars that are approved. Judging from past years, allocations are anticipated to fall in the range of \$800 to \$900 per seminar. Funds are normally for payment of honoraria and travel expenses for outside speakers, refreshments following lectures, and related publicity costs.

Proposals should be received in 16 College Hall/6378 (Graduate Division of Arts and Sciences) by *Monday, May 3, 1993*. Please call Dr. Debra Israel at Ext. 8-4940, if you have any questions.

Where to Get Federal and State Income Tax Forms

Income tax forms for federal and state taxes are available at several nearby locations. You can pick up forms at the following locations:

Federal forms:

Free Library—3920 Walnut Street
823-7671 (*some forms only*)
U.S. Post Office
30th Street at Market—895-8000
Internal Revenue Service
600 Arch Street

Federal and Pennsylvania Forms:

U.S. Post Office
30th Street at Market—895-8000

Pennsylvania Forms:

State Office Building
1400 Spring Garden Street

You can also request forms by mail:

For Federal Tax Forms:

Internal Revenue Service
call: 1-800-829-3676
or write: Internal Revenue Service
Eastern Area Distribution Center
Box 85074
Richmond, VA 23261-5074

For State Tax Forms:

Pennsylvania
call: 1-800-362-2050 (*will take 7-10 days*)
or 560-2056 (*will mail only 2*)
or visit: the State Office Building,
1400 Spring Garden Street

New Jersey
call: 609-292-7371

— Office of the Comptroller

COUNCIL

Text of Open Expression Motion

Following is the final text of the motion passed by University Council, December 9, 1992:

Guidelines on Open Expression

University Council urges that the enforcement portion of the Guidelines on Open Expression be modified as follows:

1. In the event that any persons are deemed by an Open Expression monitor, in consultation with available members of the Committee on Open Expression, to have violated the Guidelines, and such persons refuse to show University or other identification, the monitor shall inquire of other individuals present as to the identity of the claimed violators. Identification by two other individuals shall suffice to establish identity.

2. Should it not be possible to establish identity in this way, a monitor may direct that photographs be taken of participants in the claimed violation. It is preferred that a member of the Committee on Open Expression take any photographs; if no such person is able or willing to do so, another member of the University community may be requested to do so. As soon as safely practicable, all photographs shall be turned over to the monitor.

3. Any photographs taken (including videotapes and negatives) shall be used solely by the Judicial Inquiry Office for the purpose of investigation and possible identification of alleged violations of the Guidelines. If no violation is determined to have occurred, the Vice Provost or delegate shall destroy all photographs. If a violation is found, identification is made, and the case has been adjudicated, the Vice Provost or delegate shall destroy the photographs. None of the photographs shall be published.

4. After each incident at which photographs are taken, the Committee on Open Expression shall report on the incident to University Council, via the chair of the Steering Committee, as to what happened at the incident, which individuals saw the photographs, and the disposition of photographs taken under the provisions of part 2.

Supplement to the 1992-93 Faculty/Staff Telephone Directory

bold face = information that has changed since the publication of the directory * = new addition ** = name change

Corrections to White Pages

**ADAMS, ANDREW M ASST DIR CAREET DEV & PLACEMENT 50 MCNEIL/6209[<i>email: adamsa@WHARTON</i>] (LAURA) 327 CLEARBROOK AVE, LANSDOWNE, PA 19050 (215) 626-3216	8-4383	HARTMAN, ANDREA H ADM ASST REAL ESTATE 749 RB/6205[<i>email: hartmana@A1.RELAY</i>]	8-7292
ARDIS, BRUCE ASSOC VICE PRES MANAGED CARE PROG MED CTR 11 PENN TOWER/4283	[227]-7584	*HURVICH, LEO M, DR PROF EMER PSYCHOLOGY D1 3720 WALNUT/6196[<i>email: leo@CATTELL.PSYCH</i>]	8-7313
AXEL, LEON, DR PROFESSOR RADIOLOGY 308 STEMMER/6086[<i>email: axel@SPAMM2.SPAMM</i>] 2214 DELANCEY PL, PHILA, PA 19103	[227]-6225	JAGGARD, DWIGHT L, DR PROF ELECTRICAL ENGR; ASSOC DEAN GRAD EDUC & RES SEAS 308 MB/6314[<i>email: jaggard@PENDER.EE</i>] (VANGIE) 829 MALIN RD, NEWTOWN SQ, PA 19073 (215) 353-4104	8-8241
*BALL, MARLITA ADM ASST WH FIN & ADM 1040 SH-DH/6373[<i>email: ball@WHARTON</i>]	8-5064	*JAMESON, DOROTHEA UNIV PROF EMER PSYCH & VISUAL SCIENCE D3 3720 WALNUT/6196[<i>email: jameson@CATTELL.PSYCH</i>]	8-7315
**BERNBACH, ALAN L, DR CLIN ASSOC PROF PERIODONTICS DENT/6003 10600 KENILWORTH AVE, BETHESDA, MD 20814 (301) 564-9081	8-8961	*KENT, VERONICA M BUS ADM ANTHRO 324 MUSEUM/6398 2049 SNYDER AVE, PHILA, PA 19145 (215) 389-7563	8-7443
BLUMBERG, BARUCH S, DR UNIV PROF MED & ANTHRO FOX CHASE CANCER CTR, 7701 BURHOLME AVE, PHILA, PA 19111	728-3164	KNUTSON, PETER H, DR ASSOC PROF ACCOUNTING 2413 SH-DH/6365[<i>email: knutsonp@WHARTON</i>]	8-7789
BRAILER, DAVID J INSTRUCTOR HEALTH CARE SYST 3214 SH-DH/6302	8-0118	*KRICHMAN, CAROLYN ASSOC DIR ALUMNI RELS & ANNUAL GIVING DENT F23 EVANS/6003[<i>email: clk@BEN.DEV</i>]	8-8951
BRENNEN, KELLY A MGR CLIN REFERRAL OFC 11 PENN TOWER/4283	[227]-7575	LIND, GINA ASST DIR DEV & ALUMNI RELS GSE 3700 WALNUT ST, B-18/6216	8-9794
BROWN, STEPHEN FOLJAMBE ASST DEAN EXTERNAL PARTNERSHIPS SEAS 123 TB/6314[<i>email: stbrown@ENIAC.SEAS</i>] (MAJORIE) 110 PINEHURST LANE, MOORESTOWN, NJ 08057 (609) 234-1967	8-6564	*LOH, ANNA ASST DIR PERSONNEL WH 1050 SH-DH/6364[<i>email: loha@WHARTON</i>]	8-8917
DAVIDSON, IAN H PROGRAMMER/ANALYST PSYCHOL D-38 3720 WALNUT/6196[<i>email: davidson@CATTELL</i>] 2809 MIDVALE AVE, PHILA, PA 19129 (215) 848-2864	8-0427	O'BRIEN, ELIZABETH S ADM COORD MMETS BASEMENT DRL/6317 16 RUNNMEDE AVE, LANSDOWNE, PA 19050 (215) 662-0771	8-4947
DAVIES, CHRISTINE ADM ASST STUDENT LIFE PROG 2ND FL 3537 LOC WK/6225 [<i>email: daviesc@A1.RELAY</i>] 5714 WARRINGTON AVE, PHILA, PA 19143	8-2494	REED, LAURIE ASST DIR STUDENT LIFE PROG 3537 LOC WK/6225[<i>email: reedl@A1.RELAY</i>]	8-4276
*DOUGLASS, SCOTT ASSOC DEAN WH FIN & ADM 1040 SH-DH/6373[<i>email: douglass@WHARTON</i>]	8-2741	RHOADS, JONATHAN E, DR PROF SURGERY 4 SILVER/4283 3300 DARBY RD, HAVERFORD, PA 19041 (215) 642-3131	[227]-2008
*DUNN, ELLEN ASST DIR MGMT & TECH PROG 3611 LOC WK/6222	8-4146	SCHOENBERG, ROBERT, DR ASST DIR STUDENT LIFE PROG RM 302 3537 LOC WK/6225 [<i>email: schoenberg@A1.RELAY</i>]	8-5044
*ENGELMAN, KARL, DR ASSOC PROF MED AND PHARMACOLOGY 3 SILVER/4283	[227]-2432	*SHARP, KIM 3-3506 ASST PROF BIOCHEM & BIOPHYSICS 417 ANAT-CHEM/6059[<i>email: sharp@CRYSTAL.MED</i>]	8-5044
FREEMAN, FLONNIA FACILITY/CONFERENCE COORD PHYSICAL PLANT P-221 FBA/6289	8-5917	STEELE, PATRICIA ASSOC DIR ADVANCED EDUC LDI 407 CPC/6218[<i>email: steelep@WHARTON</i>]	8-4748
GISCH, JACQUELINE R COORD CLIN REFERRAL OFC 11 PENN TOWER/4283	[227]-7575	TANAKA, JACQUELINE C, DR RES ASST PROF BIOCHEM AND BIOPHYSICS 601A RICH/6089 (DR. LARRY GLADNEY) 505 S 48TH ST, PHILA, PA 19043 (215) 724-2264	8-1156
GLESSNER, ALFRED ASSOC DIR TECH TRANSFER CTR 3700 MARKET SUITE 300/6147 [<i>email: glessner@A1.RELAY</i>] 16 HAWTHORNE LANE, GLEN MILLS, PA 19342 (215) 459-3151	8-9585	TIPPERMAN, SUSAN P COORD CLIN REFERRAL OFC 11 PENN TOWER/4283	[227]-7575
GOLDSTEIN, AVERY M, DR ASSOC PROF POLITICAL SCIENCE 227 SH/6215[<i>email: agoldstn@MAIL.SAS</i>]	8-7647	WROBLEWSKI, KRZYSZTOF, DR RES ASST PROF BIOCHEM & BIOPHYSICS 96 JOHN MORGAN/6089[<i>email: chris@HIGHRESNMR.BIOPHYS</i>]	8-6396
*HARTLEY, ROBIN STAFF ASST WH DEAN'S OFC 1000 SH-DH/6364[<i>email: hartleyr@WHARTON</i>]	8-4158	ZUCKER, WILLIAM, DR 8-7722 MESHULAM RIKLIS PROF EMER CRTV MGMT 2000 SH-DH/6222 (KATHLYN) CATHEDRAL VILLAGE L-105, 600 E CATHEDRAL RD, PHILA, PA 19128 (215) 984-8400	

(corrections to green/yellow pages are on page 6)

A-3 Assembly Meeting: Choice of January 27-28

The A-3 Assembly will meet on two consecutive days and at different lunch hours—January 27 from noon-1 p.m. and January 28 from 1-2 p.m.—so that A-3 staff may attend either meeting. Both sessions will be held in the Smith-Penniman Room, Houston Hall. To RSVP, please call Joan Bauer at Ext 8-7224, Clyde Peterson at Ext. 8-1322, or Afi Roberson at Ext. 8-0104.

—A-3 Re-Assembly Committee

Supplement to Telephone Directory *continued*

Correction to Green Pages

Page 39: The address for Program for Student/Community Involvement has been changed to 3601 Loc Wk/6224. The rest of the listing remains unchanged.

Corrections to Yellow pages

Arts and Sciences, School of, Computing Facilities and Services

Multimedia Educational Technology Services (MMETS)
Adm. Coord.: Elizabeth O'Brien, (new title) 8-4947

Biochemistry and Biophysics (Med. and Grad.)

Magnetic Resonance Centers:
Dir.: Dr. Krzysztof Wroblewski, (new director) 8-6396

Career Planning and Placement Service, University

On-Campus Recruiting Service Suite 90 McNeil/6209 FAX: 8-2395
Mgr.: Natale A. Butto 8-5396
MBA Recruiting Coord.: Sara Cohen 8-3217
Asst. MBA Recruiting Coord.: Linda Pompeo
Recept.: 8-3220

Curtis Organ Restoration Society 201 Irvine 8-2848

Dir.: Kevin D. Chun Mailing: 110 HH/6306
Concerts and Noonday Recitals
Adm.: Joseph Hlinski 8-2848
(new administrator)
Job Training, W. Phila. Improvement Corp (WEPIC)
Adms.: Michael Connolly 222-8680
Paul Verner 222-8680
(new administrator)
Jane Austin Dupont Memorial Organ
Adm.: George Magee 526-9559
(new administrator and telephone number)

Management & Technology Program 3611 Loc Wk/6 222 8-4145
Asst. Dir.: Ellen Dunn 8-4146
(addition)

Wharton

Office of the Dean
Asst. Dir.: Diane Scipio 1204 SH-DH/6364 8-6550
(new telephone number)

Wharton Graduate Division

Career Development & Placement 50 McNeil/6209 FAX: 8-4449
Dir.: James J. Beirne 8-4383

Asst. Dir., Adm. Svcs.: Michelle Bowser
Adm. Asst./Recept.: Renee Robinson
Sec. Asst.: Katrina Johnson
Counseling Staff:
First & Second Year Students:
Assoc. Dir.: Andrew M. Adams
Asst. Dir.: Edith C. Needleman
Asst. Dir.: Alysa Polkes
Adm. Asst.: Chuck Brutsche
Adm. Asst./Presentations Coord.: Deatrice Lingham
International Students & Alumni Services:

Assoc. Dir.: Ursula Maul
Asst. Dir.: Mary Cichocki
Asst. Dir.: Walter Sarkees
Adm. Asst.: James Sumner
Adm. Asst./Resources Coord.:
Pam Carpenter

On-Campus Recruiting Services 90 McNeil/6209 FAX: 8-2395
Mgr.: Natale Butto 8-5396
MBA Recruiting Coord.: Sara Cohen 8-3217
Asst. MBA Recruiting Coord.: Linda Pompeo
Recept.: 8-3220

On the A-3 Re-Assembly Committee Survey

I. Introduction. Our survey was sent via intramural mail to 2,315 A-3* personnel. One hundred and fifteen survey forms were returned; 93 included campus addresses and phone numbers. The goals listed on the survey form:

1. Have an A-3 based support mechanism to help A-3s with day-to-day problems...and provide appropriate resources to assist.
2. Offer programs to enhance A-3 skills and knowledge; develop ways to obtain support for attending Training and Development courses.
3. Develop a peer network for A-3s seeking career advancement.
4. Provide speakers from the University community to provide information to address the needs and concerns of A-3s.

II. Major Issues. What emerged over and over, expressed in many different ways, is the need for an active A-3 Assembly as a mechanism for connection to each other, and a visible A-3 presence in the University community through representation on University Council and its committees as well as through A-3 Assembly service. A-3s spoke of a lack of respect and recognition for our contributions in the workplace; an invisibility many of us experience; isolation from each other; and A-3 turnover as key realities which create an unsupportive work environment and lead us to believe that we are not valued members of the University community.

III. Goal 1: A-3 Support Mechanism. There was good support for this goal. Especially mentioned were workplace problems such as conflicts with supervisors; need for available information on University policies on vacation, sick, personal leave, addressing grievances, performance evaluation process, etc.; and need for support sources less formal than Staff Relations and Faculty/Staff Assistance and less identified with hierarchical structure. Penn's Women's Center was suggested as an appropriate alternative if adequately expanded.

IV. Goal 2: Training and Development. Overwhelming response that there is a major problem of A-3s' being refused permission to attend Training and Development courses or computer courses because they take place during work hours or due to cost—and to a lack of such courses in the summer when more supervisors might give permission. A-3s want training that would help career development/advancement, such as supervisory training, business administrator training, and Total Quality Management participation. Other training requests included time management, stress control, orientation to physical facilities (New Bolton), and cultural diversity.

V. Goal 3: Career Advancement. Some 40 responses include requests for support/training to make transition to A-1 positions; for information on job reclassification process; for internal transfer process that lets them tell "real" openings from already-filled ones; for ways of networking to help each other find jobs more conducive to professional growth and intellectually satisfying, financially rewarding jobs whether A-3 or A-1.

VI. Goal 4: Providing Speakers. Very low on list of A-3 needs; only 6 said "yes." Past speakers are seen mostly as one-way forums for University administrators to present information and as an administrative monologue rather than real dialogue in which officials listen.

VII. Benefits/Compensation. Over 40 commented. In benefits, two major areas of concern are retirement benefits and the lack of a prescription plan. A-3s want matching contributions in retirement benefits similar to those of A-1s so when an A-3 initiates a supplemental retirement benefit plan, the University matches the contribution. A-3s also want more easily available information about retirement benefit options; some think there are no options for supplemental retirement. There are also concerns about retaining all present benefits: tuition to other educational institutions, domestic partner benefits, eye-exam coverage and adoptive maternity leave were mentioned. Others expressed concerns about minimal salary increases when the number of people we work for and the volume of work we do increases as the university moves to "do more with less."

Under both IV and VII, A-3s expressed a need for a written form of personnel policies including leave benefits to be given out at orientation, or an employee handbook containing such policies and benefits.

— Rochelle Fuller and Joan Bauer
Co-Chairs, A-3 Re-Assembly Committee

*A-3 is a Penn payroll designation that includes full-time, weekly-paid secretarial and technical support personnel in academic and non-academic units throughout the university. (A-1 and A-2 designations apply to professional administrative staff and faculty, respectively.)

Wanted: A New Name

The Child Care Resource Network (CCRN) is expanding, and invites members of the University and Hospital communities to suggest a new name that will reflect our diverse offerings. These include:

- individual consultation on parenting and childcare
- referral information on childcare, schools, and parent/child services
- eldercare and dependent care consultation and referrals
- workshops on parenting and caregiving issues
- support groups
- lending library on work and family concerns.

The author of the name adopted by CCRN will receive a gift certificate from the Book Store. Please send suggestions by *February 15* to the Child Care Resource Network, 1227 Blockley Hall/6021.

—Leslie Trimble, Coordinator, CCRN

The University of Pennsylvania Police Department Community Crime Report

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of January 4, 1993 and January 10, 1993. The University Police actively patrol from Market street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on Public Safety Concerns or suggestions regarding this report, please call the Division of Public Safety at Ext. 8-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Threats & Harassment—1

01/07/93 1:28 PM Franklin Bldg. Annex Unwanted harassing calls received

38th to 41st/Market to Baltimore: Robberies (& attempts)—3

01/04/93 6:28 AM 40th & Sansom Male robbed by two unknown males

01/09/93 4:58 AM 3901 Chestnut St Cash removed from store/no injuries

01/10/93 4:01 PM 4111 Locust St Unwanted phone calls received

01/10/93 9:36 PM 3900 Block Walnut Juveniles attempted rob complainant

41st to 43rd/Market to Baltimore: Robberies (& attempts)—3

01/05/93 11:56 PM 300 Block 43rd Suspect w/simulated weap. took wallet

01/07/93 9:05 PM 200 Block 42nd Compl. robbed by male with stick

01/10/93 1:51 AM 4231 Walnut St 2 compl.'s robbed by 2 males with gun

Crimes Against Property

34th to 38th/Market to Civic Center: Burglaries (& attempts)—2, Total Thefts (& attempts)—11, Thefts of Auto (& attempts)—2, Thefts from Autos—1

01/04/93 12:30 PM 3744 Spruce St 2 Incidents/merchandise taken

01/04/93 12:56 PM Stemmler Hall Camera taken from room

01/04/93 4:54 PM Colonial Penn Center Speakers taken from room

01/05/93 12:48 PM Medical School Laser printer taken from office

01/05/93 5:52 PM University Hospital Unattended purse taken from lobby

01/06/93 9:37 AM Van Pelt Library Visa card taken from purse

01/08/93 3:11 PM Newman Center Vehicle entered/currency removed

01/08/93 3:37 PM Class of 28 Dorm Room entered/items removed

01/08/93 5:03 PM 100 Block 36th Vehicle taken from location

01/10/93 9:07 AM Anat-Chem Wing Room entered/property taken

01/10/93 3:56 PM Steinberg/Dietrich Suit removed from room

01/10/93 6:32 PM Civic Center Juvenile attempting to steal auto/arrest

38th to 41st/Market to Baltimore: Burglaries (& attempts)—16, Total Thefts (& attempts)—9, Thefts of Auto (& attempts)—1, Thefts from Autos—7,

Criminal Mischief & Vandalism—3

01/04/93 7:50 AM Harrison House Rooms entered/items removed

01/04/93 6:51 PM Lot # 16 Window vehicle damaged/items taken

01/05/93 12:10 PM Alpha Tau Omega Vehicle window broken/items removed

01/06/93 1:20 PM High Rise North Property removed from secure room

01/05/93 9:43 PM 4000 Blk. Chancellor Auto window broken/items removed

01/06/93 10:03 AM 200 Block 41st Vehicle found broken into

01/06/93 2:33 PM 239 S. 41st Apartment entered/items removed

01/06/93 6:42 PM 4042 Walnut Window forced open/items removed

01/06/93 8:51 PM Lot # 4 Vent window broken/items removed

01/06/93 9:11 PM 3932 Spruce St Basement window broken/items taken

01/07/93 6:38 PM 3939 Pine St Items removed from apartment

01/08/93 3:37 PM 4035 Walnut St Pry marks on door/no entry gained

01/08/93 3:44 PM 3800 Baltimore Vehicle taken from location

01/08/93 9:20 PM 208 S. 41st St Items removed from residence

01/09/93 3:03 PM 233 S. 41st St Residence entered/items taken

01/09/93 3:46 PM 4000 Block Spruce Vehicle entered/items removed

01/09/93 4:05 PM 216 S. 40th St Boots taken from retail store

01/09/93 8:55 PM 4020 Walnut St Window broken on vehicle

01/10/93 11:39 AM 3900 Block Pine Coffee maker removed from vehicle

01/10/93 3:31 PM 4000 Block Irving Window broken to vehicle

01/10/93 8:05 PM 3900 Block Sansom Items removed from vehicle

41st to 43rd/Market to Baltimore: Total Thefts (& attempts)—1, Thefts of Auto (& attempts)—1

01/09/93 9:50 PM 200 Block 43rd Vehicle taken from location

continued next page

Update

JANUARY AT PENN

EXHIBITS

21 *The Parthenon: Glory on the Acropolis*; architectural drawings, historic depictions, ancient artifacts. Opening 5:30-7:30 p.m.; Arthur Ross Gallery. *Through April 6.*

FITNESS/LEARNING

20 *Loving Limits Support Group*; noon-1 p.m.; Room 301, Houston Hall (CCRN).

21 *Talking with Your Hands: The Fun of American Sign Language*; Karen Pollack, Alcohol and Drug Education; noon-1 p.m.; 2nd Floor, Houston Hall (F/SAP).

26 *The "Difficult" Child: Myth or Monster*; Leslie Trimble, MSS; noon; Ben Franklin Room, Houston Hall (CCRN).

Pennsylvania Humanities Council's Overview of Its Grant Application; 7-9 p.m.; International House (Neighborhood Film/Video Project).

SPECIAL EVENT

27 *Undergraduate Study Abroad Fair*; 11:30 a.m.-1:30 p.m.; Bodek Lounge, Houston Hall (International Programs, Penn Summer Abroad).

TALKS

20 *Cytochrome P-450 Xenobiotic Metabolism in the Human Olfactory Mucosa*; Thomas Getchell, Chandler Medical Center, Kentucky; 4 p.m.; Surgical Seminar Room, White Building, HUP (Otorhinolaryngology).

Talking, Fighting, Flirting: Daily Indiscipline and the Limits of Paternalism in Medellín's Textile Mills, 1920-1950; Ann Farnsworth Alvear, history, Duke University; 4:30 p.m.; History Lounge, second floor, College Hall (History and Latin American Cultures Program).

21 *Preparing an NIH Grant: The Art and the Science*; Carl M. Leventhal, NINDS, NIH; 1-4 p.m.; Dunlop Auditorium, Stemmler Building (Office of the Vice Dean for Research).

Theory and Applications of Hyper-Redundant Robotic Manipulators; Gregory Chirikjian, mechanical engineering, Johns Hopkins; 2-3 p.m.; 337 Towne Building (Mechanical Engineering and Applied Mechanics).

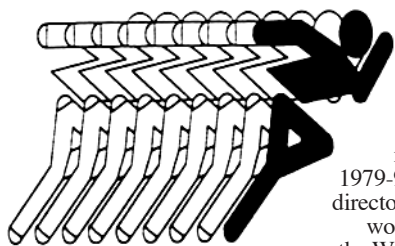
Cellular and Molecular Basis for Individual Differences in Hypothalamic Pituitary Adrenal Responses to Stress; Michael J. Meaney, Douglas Hospital Research Center, Montreal; 4 p.m.; Pharmacology Seminar Room, John Morgan Building (Pharmacology).

Tao and Logos: The Philosophy of Nature in Ancient Greece and China; Nathan Sivin, history and sociology of science; 4:30 p.m.; Fourth Floor Lounge, Williams Hall (East Asian Colloquium).

22 *SP-A Genes and Growth Factor Effects in the Murine Lung*; Thomas R. Korfhagen, pediatrics, Children's Hospital Medical Center; 12:15 p.m.; 4th Floor, Richards Building (Respiratory Physiology).

25 *Learning to Talk About Objects and Places: Some Problems and Some Solutions*; Barbara Landau, University of California-Irvine; 4 p.m.; Room B-26, Stiteler Hall (Psychology).

Neurotrophil Endothelial Adhesive Interactions in Ischemic Reperfusion States; Allan Lefer, physiology, Thomas Jefferson University; noon; Pharmacology Seminar Room, John Morgan Building (Pharmacology).



Title IX and Gender Equity in Sports: February 2

As part of the *Women Making a Difference at Penn* celebration, top women in sports revisit Title IX, the federal legislation that promised women equal opportunity in sports 20 years ago, in a session at the Annenberg School Theatre Tuesday, February 2, at 7 p.m. Speakers are Anita DeFrantz, (L '77), Olympic medalist and president of the Amateur Athletic Foundation; 1979-91 tennis star Kathy Jordan; and Donna Lopiano, executive director of the Women's Sports Foundation and former director of women's athletics at Texas. The program is free, sponsored by the Women's Athletic Board of the University. For a pre-program reception, Meet-the-Speakers at the Palladium (\$50, proceeds to women's athletics charities), reserve at Ext. 8-6121 *before January 26*.

continued from previous page

30th to 34th/Market to University: Burglaries (& attempts)—1, Total Thefts (& attempts)—5, Thefts from Autos—2, Thefts of Bicycles & Parts—1, Criminal Mischief & Vandalism—7

01/04/93	12:19 AM	3300 Block Chestnut	Vehicle door locks damaged
01/04/93	9:24 AM	Lot # 5	Locks damaged to vehicle
01/04/93	11:12 AM	Music Bldg	Amplifier taken from room
01/4/93	4:09 PM	Univ. Museum	Secured bike taken
01/4/93	4:40 PM	Lot # 29	Front door lock to vehicle damaged
01/5/93	8:40 AM	Lot # 22	Vehicle vent window broken/radio taken
01/5/93	1:12 PM	Rittenhouse Lab	Unattended purse and computer taken
01/7/93	5:04 PM	Franklin Field	Wallet and duffel bag taken/arrest
01/11/93	11:35 AM	33rd & Chestnut	Window broken on building
01/9/93	5:49 PM	Ice Rink	Vehicle windows broken/items removed
01/10/93	12:04 AM	Lot # 7	Vehicle door lock damaged

Outside 40th to 43rd/Market - Baltimore: Burglaries (& attempts)—2, Total Thefts (& attempts)—1, Thefts of Bicycles & Parts—1, Criminal Mischief & Vandalism—1

01/04/93	11:00 AM	Meyerson House	Secured bike taken
01/04/93	12:28 PM	4109 Walnut St	Numerous items taken from apartment
01/05/93	1:09 PM	4019 Locust St	East side basement window broken
01/10/93	1:20 PM	4035 Chestnut	Apartment door forced/VCR taken

18th District Crimes Against Persons

12/14/92 to 1/10/93

Schuylkill River to 49th Street, Market Street to Woodland Avenue

Total: 37 Incidents, 8 Arrests

Date	Time	Location	Offense	Arrest
12/15/92	3:01 AM	3740 Spruce St.	Robbery	No
12/15/92	1:50 PM	4700 Walnut St	Aggravated Assault	Yes
12/15/92	8:15 PM	3900 Chestnut	Aggravated Assault	Yes
12/18/92	12:25 AM	700 S. 48th St	Aggravated Assault	No
12/19/92	6:30 PM	4800 Spruce St	Aggravated Assault	No
12/19/92	11:01 PM	4040 Irving St	Robbery	No
12/21/92	11:24 PM	4000 Spruce	Robbery	No
12/22/92	6:53 AM	4723 Walnut	Robbery	No
12/22/92	8:26 AM	4200 Pine	Robbery	No
12/22/92	1:19 PM	4800 Spruce	Robbery	No
12/22/92	9:33 PM	4000 Pine	Robbery	No
12/23/92	1:05 AM	4600 Spruce	Robbery	No
12/24/92	7:45 PM	200 S. 30th	Robbery	No
12/24/92	9:10 PM	4100 Locust	Robbery	No
12/24/92	11:59 PM	3800 Locust	Robbery	Yes
12/25/92	4:45 PM	4200 Walnut	Robbery	No
12/26/92	12:00 AM	4900 Chestnut	Robbery	No
12/28/92	6:16 PM	300 S. 42nd	Robbery	No
12/29/92	12:34 AM	4200 Chestnut	Robbery	No
12/29/92	8:10 PM	1301 S. 49th	Aggravated Assault	No
12/29/92	10:40 PM	4000 Chester	Purse Snatch	No
12/30/92	11:40 AM	42 S. 40th St	Robbery	No
12/30/92	8:12 PM	4600 Walnut	Robbery	No
12/30/92	8:55 PM	503 S. 48th	Purse Snatch	Yes
01/01/93	3:22 AM	4800 Market	Aggravated Assault	Yes
01/01/93	7:48 AM	317 S. 60	Aggravated Assault	Yes
01/01/93	8:05 AM	4110 Sansom	Aggravated Assault	No
01/01/93	11:51 PM	4711 Hazel	Aggravated Assault	No
01/04/93	3:07 AM	4700 Chestnut	Robbery	No
01/04/93	6:30 AM	4000 Sansom	Robbery	No
01/04/93	1:40 PM	4800 Chester	Robbery	No
01/05/93	9:29 PM	317 S. 43rd	Robbery	No
01/07/93	2:17 AM	4600 Walnut	Robbery	Yes
01/07/93	10:00 PM	4200 Walnut	Robbery	No
01/08/93	9:46 AM	3932 Market	Aggravated Assault	Yes
01/09/93	4:57 AM	3901 Chestnut	Robbery	No
01/09/93	8:30 PM	4400 Block Osage	Purse Snatch	No

Update continued from page 7

26 *Mother's Little Helpers Revisited*; Susan Speaker, history and sociology of science; 1 p.m.; Faculty Club (Women's Club).

O₂ Dependent Quenching of Phosphorescence as a Tool in Biological Research; David F. Wilson; biochemistry and biophysics; 1:15 p.m.; 4th Floor, Richards Bldg.(Respiratory Physiology).

27 *The Effects of Childhood Sexual Abuse on the Family System*; David Fink, Institute of Pennsylvania Hospital; 1-2 p.m.; Marriage Council (Marriage Council).

Blood Drives in January

Since July, 1,411 people have donated a pint each at Penn. Following is a list of locations and times for blood drives in January:

26 High Rise East, Roof Top Lounge, 2-7 p.m. Faculty Club, 9:30 a.m.-2:30 p.m.

Vance Hall, Hoover Lounge, 8:30 a.m.-6 p.m.

27 SH-DH, Student Lounge, 8:30 a.m. -6 p.m. Hill House, Upper East Lounge, 2-7 p.m.

Also, blood can be donated at Children's Hospital Donor Center, 2nd floor Terrace, 34th & Civic Center Blvd. (free validated parking). Hours are Sunday 10 a.m. to 3 p.m. and Monday through Friday, 9 a.m. to 4 p.m.

Call 299-3700 to confirm dates/times of the blood drives.

OSHA-Mandated Training

The Occupational Safety and Health Administration (OSHA), requires mandatory training for all University employees who work with human blood, blood products, body fluids, and human tissue specimens. The Office of Environmental Health & Safety (OEHS), will be offering Blood Borne Pathogens Training, for all workers on Monday January 25, Tuesday, January 26, and Thursday January 28, at Class of 62. A session will also be offered on Friday, January 29, in Lecture Hall B. All sessions run from 10:30 am-11:30 am.

This training will review OSHA's regulation "Occupational Exposure to Bloodborne Pathogens" as well as PENN's biosafety program. Information about free Hepatitis B Vaccination for all at risk employees will also be provided.

Contact Barbara Moran at Ext. 8-4453 with any questions.

— Office of Environmental Health and Safety



Almanac

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