

UNIVERSITY of PENNSYLVANIA *Almanac*

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101 and Counting ... p. 2



Photo by Tommy Leonardi

In this Issue

- 2 On the Cover:
Another Milestone for the Relays
Four Chairs in Math—one to the
department's first tenured woman
Ivy Day: U.S. Secretary Glickman
- 3 Sloan and Merck Research Awards;
Awards for Teaching at GSFA
and The Wharton School
- 4 Naming the Stellar-Chance Labs
More on Penn/Presbyterian Merger
- 5 A Message on Vandalism and
Intimidation; the JIO's Report
on Fall 1994 (Of Record)
- 6 SEC Agenda for May 3;
Speaking Out: Dr. Engs on Dr. Baker,
and notes on the Addams Family
- ☐ The Compass features, pp. 7-14
- 15 PPSA's May 9 Speaker, Mr. Fry,
and the slate for the election
- 16 OPPORTUNITIES
- 20 A-3 Assembly Conference: How to
Market Yourself in the '90s
- 21 CrimeStats for April 17-23
- 22 Summary Report on Benefits
- 23 Orchestra, Other Offers; Update
- 24 Talk About Teaching; Dr. Rosen on
Classical Studies and Community

The **COMPASS**

View *The Compass* section of this issue
at [www.upenn.edu/pennnews/current/
features/1995/](http://www.upenn.edu/pennnews/current/features/1995/)

- 7 Provost's conference on interna-
tional education and research
Bio-engineering students build toys
for disabled children
- 9 President Rodin named to Greater
Philadelphia First board
New Wharton research center for
service & operations management
- 10 Penn partnerships with West
Philadelphia businesses
- 12 Student entrepreneur offers help
to Internet surfers
- 13 Dr. Solomon Katz helps AAAS
task force write statement on race
- 14 Penn faculty and staff bring
daughters to work

On The Cover

Another Milestone

For the hundredth anniversary of the Penn Relays—the 101st running of the world's oldest relay carnival—over 15,000 competitors of all ages came to Franklin Field last week. Male and female, local and national—and increasingly international—Penn Relay runners range from 7 to 70 and older; they may be sent by their schools (from elementary up) or just getting back on the track for auld lang syne. (About 200 community members signed in for the preliminary road race co-sponsored by the YMCA and the Office of Community Relations, and some 5000 young people from the city came at the invitation of President Judith Rodin.)

Next to the Olympics themselves, the Penn Relays are the most famous track and field events in the world, and often draw comparable crowds. Unlike many of the collegiate athletic events that lost widespread community followings to the rise of pro ball and television, the Penn Relays continue annually to fill the stands to overflowing with people from all walks of life.

At the height of the carnival Saturday, over 46,000 watched as the Pennsylvania Historical Commission made official the Relays' place in sports and history, with the presentation of a 180-lb. marker reading:

The Penn Relays

Founded 1895 on this site. Officially named The Penn Relay Carnival and hosted annually by the University of Pennsylvania. It gained recognition as the world's first and largest track and field relay meet and the nation's longest uninterrupted collegiate meet. The Relays have drawn top high school and college athletes from the U.S. and elsewhere and have been the scene of numerous American and world records.

Pennsylvania Historical and Museum Commission 1995



Dr. Harbater



Dr. DeTurck



Dr. Chung

Four Chairs in Math

Four chair appointments have been made in mathematics, one of them to an alumna who becomes the first woman tenured in the math department at Penn, SAS Dean Rosemary Stevens has announced. The four are:

Dr. Fan R.K. Chung, who joined the standing faculty this semester, taking the Class of 1965 Endowed Term Chair;

Dr. Dennis DeTurck, an innovator in teaching, who becomes the first Davidson Kennedy Professor in the College;

Dr. David Harbater, a 1995 Lindback Award winner who fills the Robert I. Williams Term Chair; and

Dr. Julius Shaneson, the former Carey term chair holder who succeeds to the endowed Class of 1939 Chair.

Dr. Fan R.K. Chung, a 1970 alumna of National Taiwan University, took her M.A. at Penn in 1972 and her Ph.D. here in 1974, joining Bell Laboratories upon graduation. While rising to head several research divisions at Bell, and becoming the first Bellcore Fellow (1990), she has also taught and published extensively. In her more than 150 papers she published fundamental work on spectral graph theory, discrete geometry, algorithm theory, and communication networks, among other subjects. In recent years, she has held visiting professorships at Harvard, 1991-1993; at Princeton, 1989; and at Penn, 1987-1988. Her research has centered on problems of

combinatorics—the analysis of computational problems of vast complexity, Dean Stevens said.

“She is highly regarded by the international mathematics community, and is recognized for her extraordinary ability in solving ‘real world’ problems,” Dean Stevens continued. “She will add great strength to the department in a very important area of mathematics, and she will play a key role in the attempts of the department to broaden the training of graduate students for possible careers in industry.”

Dr. Chung's Class of '65 Chair is one of several created in 1990 by the Class, then celebrating its 25-year reunion. Dr. Malcolm Campbell, the historian of art who is also serving as acting dean of GSFA, holds another.

Dr. Dennis M. DeTurck takes a chair that is not only new, but a “first”: the Davidson Kennedy Professorship in the College is the first specifically established to recognize “members of the faculty with a distinguished scholarly career who have made outstanding contributions to undergraduate education in the College.”

The undergraduate chairman of the math department does research in partial differential equations and differential geometry, and is active in curricular innovations such as the interdisciplinary pre-freshman course in math, physics and chemistry being developed with Dr. Larry Gladney of Physics and Dr. Tony Pietrovito of Chemistry. He has also written for the Lindback/College series, *Talk About Teaching (Almanac November 8, 1994)*.

Dr. DeTurck is a 1976 Drexel alumnus who took his M.A. and Ph.D. at Penn, and has been a Visiting Member of the Mathematical Sciences Research Institute and G.A. Miller Visiting Professor at the University of Illinois.

The Davidson Kennedy Professorship is funded by the estate of Josephine Rankin Kennedy, who asked simply that her bequest be used in support of faculty members “whose services [to Penn] had been particularly noteworthy.”

Dr. David Harbater, who joined the University 17 years ago as an assistant professor, won not only the Lindback Award this spring, but earlier in the year received the Frank Nelson Cole Prize in Algebra of the American Mathematical Society, one of the oldest and most prestigious in the world. Now he adds the Robert I. Williams Term Professorship to his honors. The Dean called him “a very original and productive scholar...known for his creativity and consistent



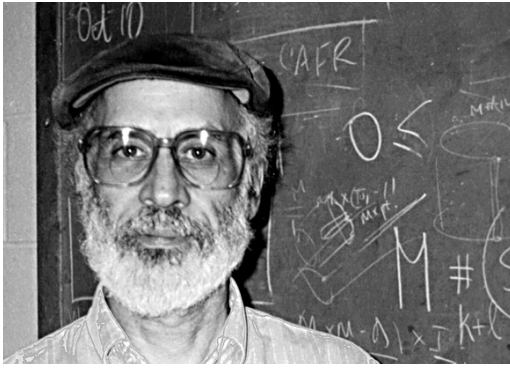
Ivy Day: U.S. Secretary Dan Glickman

Secretary of Agriculture Dan Glickman (*left*) has been chosen by the senior class as the 1995 Ivy Day speaker.

Prior to becoming Secretary of Agriculture on March 30, 1995, Mr. Glickman represented Kansas's 4th Congressional District in the House of Representatives, serving on the House Agriculture Committee for nearly two decades. In addition to his work on farm bills in 1977, 1981, 1985 and 1990, Mr. Glickman led the way in areas such as expanding trade in agriculture goods, food safety, and reinventing the USDA.

He also served on the Judicial Committee and as chairman of the House Permanent Select Committee on Intelligence.

His address on Saturday, May 20, at 4 p.m. in Irvine Auditorium, leads to the unveiling of the traditional Ivy Stone, at a location to be announced by the Class of 1995. Four male and four female seniors are traditionally honored for their “overall excellence and campus involvement” during the ceremony.



Dr. Shaneson

high quality” whose research interests focus on algebraic geometry, with connections to number theory. He has won fellowships from the American Mathematical Society, the National Science Foundation, and the Sloan Foundation, and held visiting appointments at MIT and the Mathematical Sciences Research Institute.

The Robert I. Williams Term Chair was established last year by Paul C. Williams, W '67, in honor of his father; the donor is an SAS overseer and investment broker who is vice president and manager of John Nuveen & Company, Inc., in Chicago. He has also created the Patricia M. Williams Term Professorship held by Dr. Thomas C. Lubensky in Physics, and the Paul C. Williams Term Chair held by Dr. Saul Sternberg in Psychology.

Dr. Julius Shaneson came to Penn in 1988 as the Francis J. Carey Term Professor and was reappointed to that chair last year. Now he leaves it for the endowed one given by the Class of 1939 as its 50th Reunion Gift—the first Penn reunion class to endow a chair, announcing that “Great professorships make great universities.”

Dr. Shaneson is a Columbia alumnus who took his Ph.D. at Chicago and taught earlier at Yale, Princeton and Rutgers. A contributor to “the most important developments of algebraic and differential topology,” he is a national and international figure in the field, recognized earlier by Sloan and Guggenheim awards.

Honoring Junior Faculty

A Merck Award

Dr. Nancy Bonini, assistant professor of biology, has been named a 1995 John Merck Scholar in the Biology of Developmental Disabilities in Children. The Merck Award brings with it a \$240,000 award to be used for her research.

Five Sloan Fellowships

Five assistant professors at Penn have been named Sloan Research Fellows this year, four of them from SAS and one from the Wharton School: Dr. Andrew Atkeson, economics; Dr. Janice Eberly, finance; Dr. Alan T. Johnson, Jr., physics; Dr. Bruce Kleiner, mathematics; and Dr. Michael J. Therien, chemistry.

The Alfred P. Sloan Foundation's awards give two-year support to “young faculty members who show promise to be exceptional, creative researchers.”

[Additional honors to faculty and staff have collected over time and will be published in the next two issues of Almanac.—Ed.]

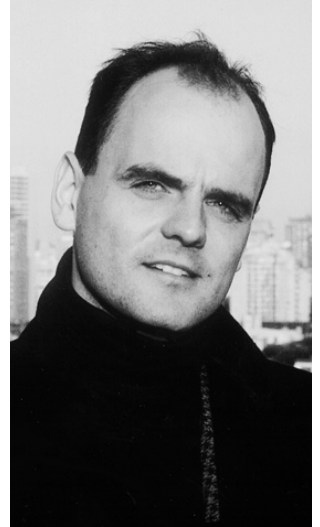
The Perkins Award:

Now a Prize for Distinguished Teaching in GSFA

James Corner, assistant professor of landscape architecture and regional planning, is the 1995 recipient of the Perkins Award for Distinguished Teaching. This new award will be given annually in recognition of distinguished teaching and innovation in the methods of instruction in classroom, seminar or studio.

It is named for the architect and planner G. Holmes Perkins, now dean emeritus, who led the Graduate School of Fine Arts from 1951 to 1971 and “shaped the destiny of the school by bringing together an internationally renowned faculty,” said Acting Dean Malcolm Campbell.

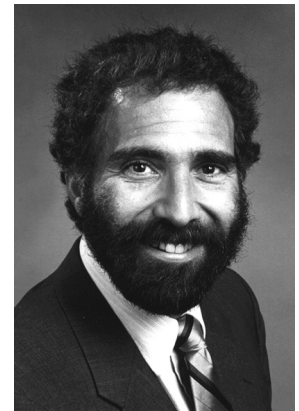
Mr. Corner, a graduate of England's Manchester Polytechnic who took a diploma in urban design and Master of Landscape Architecture degree at Penn, was a lecturer at GSFA while practicing with leading firms here and in the U.K. He became assistant professor in 1990. His teaching, research and practice focus on both theory and representation in landscape architecture and urban design. A student nominating him wrote, “Jim is constantly ‘pushing the envelope,’ challenging [us] to see the world with fresh eyes, to suspend all assumptions, and to exercise our imaginations.” A colleague added, “Often controversial, he has the capacity to constantly reflect on his own presuppositions and find refreshing ways of restructuring and critiquing the process of design.”



James Corner



Hauck Award Winners, above: Dr. Herring and Dr. Hunter
Dr. Reibstein, right, won the Helen Kardon Moss Anvil Award



Wharton's 1995 Teaching Awards

The Wharton School has announced the names of faculty members who will be recognized for teaching excellence in the undergraduate and graduate divisions during the School's commencement ceremonies May 22.

The undergraduate teaching award winners who receive the 5th Annual David W. Hauck Award for Outstanding Teaching are *Dr. Richard Herring*, professor of finance and *Dr. Larry Hunter*, Paul Yeakel Term Assistant Professor of Management. Dr. Herring also won the Undergraduate Division Excellence in Teaching Award in 1990 and 1992. Dr. Hunter also won the Undergraduate Division Excellence in Teaching Award in 1993 and 1994. This award, the most prestigious in the Undergraduate Division, is given to recipients for their ability to lead, stimulate and challenge students, knowledge of the latest research in the field and a commitment to educational leadership.

Dr. David J. Reibstein, William Stewart Woodside Professor of Marketing, is the recipient of the Helen Kardon Moss Anvil Award. Dr. Reibstein, a past recipient of the Class of 1984 Award, also won his second Core Teaching Award

this year. Helen Kardon Moss endowed the Anvil Award to recognize “exceptional teaching effort and ability, both inside and outside the classroom. Other Wharton honors:

Undergraduate ‘Excellence in Teaching’

Recognized for outstanding teaching and exceptional commitment to students based on student nominations and teaching evaluations are:

Dr. Jamshed K.S. Ghandhi, associate professor of finance; *Dr. William F. Hamilton*, Ralph Landau Professor of Management and Technology; *Dr. Robert P. Inman*, professor of finance, law, economics, public policy and management, and real estate; *Dr. Abba M. Krieger*, professor of statistics and operations research, operations and information management, and marketing; *Dr. Philip M. Nichols*, Ronald Koenig Term Assistant Professor of Legal Studies; *Dr. Georgetown Poindexter*, Citibank Term Assistant Professor of Real Estate/Legal Studies; *Dr. Diana C. Robertson*, Joseph Wharton Term Assistant Professor of Legal Studies; and *Dr. Jeremy J. Siegel*, professor of finance.

(awards continue next page)

Naming the Stellar-Chance Laboratories at PennMed

Resolution passed by the Trustees Executive Committee April 28, 1995

Intention: The University of Pennsylvania Medical Center wishes to honor two faculty members of incomparable achievement, vision, and commitment, Britton Chance and the late Eliot Stellar, by naming its Biomedical Research Building I the Stellar-Chance Laboratories. The building houses important multi-disciplinary research programs from departments including Cell and Developmental Biology, Dermatology, Genetics, Medicine, Molecular and Cellular Engineering, Ophthalmology and Radiology, as well as the Institute for Human Gene Therapy and Institute on Aging. Naming the building for both Drs. Chance and Stellar will symbolize their distinctive yet similar career paths both in the sciences and as leaders at the University.

Dr. Stellar was widely beloved at Penn as a friend, colleague, and teacher. He graduated from Harvard College and from Brown University with a Ph.D. in Psychology and in 1954 joined Penn's Institute of Neurological Sciences, where he served as director for eight years and continued his life-long research commitments to the physiological psychology of ingestive behaviors and the neurochemistry of memory, a field in which he contributed a remarkable body of scientific discovery. The author of numerous books and scores of major scientific papers, he also enriched profoundly the lives he touched with his gentle, inclusive demeanor. He served as Provost of the University from 1973-78, when he returned to teaching in the Anatomy Department and to research at the Institute of Neurological Sciences, and at age 70 he accepted Dean William N. Kelley's request that he chair the Department of Anatomy. In all he did, he set a new standard to emulate.

Dr. Chance is a monumental figure in biology and the medical sciences. He has spawned inventions and discoveries in disciplines from basic electronics and nautical navigations to biophysics and medicine over the long course of his career. He was an undergraduate and graduate student at Penn's Towne School and a Ph.D. recipient in Physical Chemistry from the College. Following a period at Cambridge University in England, where he earned another Ph.D. and, then years later, an Sc.D. degree, he returned to Penn to continue his innovative research, to teach and to serve for what became 34 years as Director of the Eldridge Reeves Johnson Foundation at the School of Medicine. He is currently the Eldridge Reeves Johnson University Professor Emeritus in Biochemistry and Biophysics and Physical Biochemistry and Radiologic Physics. An investigator of unequalled productivity and energy, Dr. Chance has advanced the frontiers of knowledge through his contributions to the development of radar. He is also a cherished mentor and master collaborator to his colleagues in the School of Medicine.

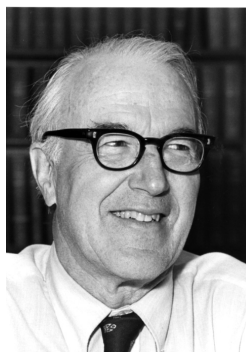
Resolved, that the Biomedical Research Building I be named the Stellar-Chance Laboratories.



Known until now as "BRB-1," the Stellar-Chance Laboratories have been named in honor of the late Dr. Stellar and the living Dr. Chance, "two faculty members of incomparable achievement, vision, and commitment." The building, on Curie Boulevard west of the Nursing Education Building, is by Bower, Lewis and Thrower.



Dr. Eliot Stellar



Dr. Britton Chance

Wharton Teaching Awards *continued*

Dr. Jeremy J. Siegel also receives the Marc and Sheri Rapaport award for excellence in a core course in the undergraduate division. *Rick Becker* of Accounting receives the Teaching Assistant Award. The Sigma Kappa Phi Honor Fraternity Outstanding Professor Award in the Evening School will be announced at Commencement.

Graduate 'Excellence in Teaching'

These are presented to the eight professors with the highest ratings from the student course evaluation forms. Each winning professor must have taught at least two semesters of courses over the last three semesters. The professor with the highest rating is also awarded the Class of 1984 Award; this year's winner is *Dr. William C. Tyson*, associate professor of legal studies, accounting, management, and real estate.

The other seven highest ranked teachers are *Dr. Jamshed K.S. Ghandhi* (above), *Dr. Howard Kaufold*, associate professor of finance;

Dr. Peter H. Knutson, associate professor of accounting;

Dr. G. Richard Shell, associate professor of legal studies and management;

Dr. Jeremy J. Siegel (above);

Dr. Robert A. Stine, associate professor of statistics; and

Dr. Michael Useem, Karen and Gary Rose Term Professor.

Excellence in MBA Core Curriculum

The Miller-Sherrerd MBA Core Curriculum Teaching Awards are presented to eight professors with the highest overall ratings as calculated from the student course evaluation forms, and who teach core courses. Each winning professor must have taught the core course in the two most recent semesters. These awards were established in 1992 and recognize the critical role that core courses play in the Wharton MBA program. This year's recipients:

Dr. Neil A. Doherty, professor of insurance and risk management;

Dr. Christopher Ittner, KPMG Peat Marwick Term Assistant Professor of Accounting;

Dr. Howard Kaufold (above);

Dr. David J. Reibstein (above);

Dr. Jeremy J. Siegel (above);

Dr. Robert A. Stine (above);

Dr. Michael Useem (above); and

Dr. Scott Ward, professor of marketing.

Penn/Presbyterian Merger

As part of the affiliation set in motion by the signing of a letter of intent reported last week, Penn and Presbyterian Medical Center Foundation will form a joint venture company to own and manage nursing homes and to increase the number of beds available in the Philadelphia region.

The merger will bring together two institutions already made up of multiple components.

The University of Pennsylvania Health System is one of the top five academic health centers in the United States with its School of Medicine, Hospital of the University of Pennsylvania (HUP), a network of more than 100 primary care physicians throughout the Delaware Valley, and several affiliated hospitals.

Presbyterian Medical Center of Philadelphia is known as a premier hospital for the immediate community and beyond. It is home to the Philadelphia Heart Institute and to the Scheie Eye Institute, which is Penn's department of ophthalmology. It is owned and operated by Presbyterian Medical Center Foundation, a major provider of long-term

care in the Philadelphia area.

Dr. William N. Kelley, CEO of the University of Pennsylvania Medical Center and Health System and Dean of the School of Medicine, said the new alliance “strengthens our ability to better serve the residents of West Philadelphia. [It] will further strengthen our teaching program, and will help us meet our need for more long-term beds for our patients.”

Studies have shown that the region has an immediate need for 7,000 long term care beds, according to a news release issued at the signing.

“Together, Penn and Presbyterian can make

Philadelphia a national model of excellence in care of the elderly,” said I. Donald Snook, Jr., president of Presbyterian Medical Center and the Foundation. “This will have a positive impact on health care and on the economy.”

Each new nursing home bed creates at least one new job, he added.

With ever-increasing pressure on hospitals to provide quality, cost-effective care, the integration of HUP and Presbyterian is expected to reduce, and eventually eliminate, many costly duplicative administration services.

The Hospital of the University of Pennsyl-

vania is the nation’s first hospital built by a medical school. In conjunction with the School of Medicine, the 7256-bed facility has a long history of pioneering new treatments, procedures, and techniques that have eventually been used worldwide.

Presbyterian was founded by the Alliance of Philadelphia Presbyterians in 1871, on two-and-one-half acres deeded by Presbyterian Minister Ephraim D.S. Saunders. Originally called The Presbyterian Hospital of Philadelphia, it has since grown to a 16.5-acre campus with 344 hospital beds.

—From a UPHS press release

A Message on Vandalism and Intimidation

To the University Community:

Over the years, a very small number of community members at Penn have engaged in such behaviors as scrawling swastikas and racial epithets in, and making bomb threats against, University buildings. Since the beginning of my tenure as Acting Vice Provost, I have made it a priority to have the Penn Police and the Philadelphia Police do full and formal investigations of these incidents as appropriate in partnership with federal, state, and local law enforcement agencies. We also provide direct support to the victims of these behaviors through offices like the Counseling Center, Student Health Services, Academic Support Services, and the Office of Victim Support and Special Services.

Each time such an event occurs, we also immediately schedule several kinds of meetings, both to remind community members about University, local, and federal racial and ethnic intimidation policies, and to ask their help in the identification of culprits. We also hold collaborative meetings with the community at large, sometimes calling on the wonderful resources of campus affiliates like PACE, the Greenfield Center, Hillel, the Philadelphia Human Relations Commission, the Urban League, the NAACP, the Penn Newman Center, and other units which can promote the dialogue which we believe is essential in the development of a community in which all citizens can thrive.

I have also sent a series of letters to all Penn students inviting their active support in exhibiting behaviors toward their fellow students which are nurturing. For example, in response to the most recent “PAN” and swastika events, I sent to students the letter below, which I share with the rest of the University.

At this time, I ask you—with enormous respect and abiding affection—to continue your strong support of all community members, and especially, through the collective and individual work of faculty, administration, and staff members, to reaffirm the University’s absolute commitment to respectful—and responsible—citizenship. Our voices, together in comfort and celebration, can make a difference.

Message Sent to All Students April 24, 1995:

Defacing of University Property and Racial/Ethnic Intimidation

I am deeply saddened by the recent defacement of University property in High Rise South and Nichols which violates all standards of civilized behavior. The Code of Student Conduct, Section IIIe (*PennBook* p.16) specifically prohibits students from damaging and defacing the property or facilities of the University or of other community members. In addition, Section IIIId “condemns hate speech, epithets, and racial, ethnic, sexual, and religious slurs.”

The Department of Residential Living, at my request, has asked the University of Pennsylvania Police and the Philadelphia Police to conduct criminal and civil investigations regarding the defacement, through racial/ethnic epithets, of University residential property each and every time such an event has occurred. I have, again, asked for this cooperation and Commissioner Kuprevich has already pledged the full resources of his department to this effect....[Deleted is an invitation to meeting 4/25.—Ed.]

Our University is a microcosm of a society that is facing a number of troubling challenges: but, this is our home, and all Penn people deserve to live in a climate in which racial, ethnic, and religious intimidation is absent. I condemn the cowardice of those few people who are perpetrating these acts, and I ask for your assistance in their identification. I urge any community members who have information relevant to this vandalism to immediately contact the Penn Police Department’s Victim Support and Special Services Office, at 898-4481. All information will be kept confidential.

—Valarie Swain-Cade McCoullum, Acting VPUL

OF RECORD

Student Dispute Resolution Center (Judicial Inquiry Office) Fall Semester 1994 Statistics

I am pleased to report to the community the following statistics on the work of the Student Dispute Resolution Center (formerly the Judicial Inquiry Office) for Fall term 1994.

—Steven G. Blum, Director and
Judicial Inquiry Officer

Respondents

Undergraduate Respondents	87
Graduate Student Respondents	2
Total Number of Respondents	89
• Respondents with Action still Pending	5
• Respondents with Signed Settlement Agreements	48
• Respondents with Incidents Resolved by Hearing	0
• Respondents Referred to Residential Living	6
• Respondents Referred to Fraternity and Sorority Affairs	5
• Respondents with Incidents Resolved by Instructor Grading Option	2
• Respondents with No Further Action beyond Investigation	23
Total	89

Charges

Charges Against Undergraduates	117
Charges Against Graduate Students	2
Total Number of Charges	119
For Violations of the Code of Academic Integrity	2
For Violations of the Code of Student Conduct	114
For Violations of the Acquaintance Rape and Sexual Violence Policy	2
For Violations of the Sexual Harassment Policy	1
Total Number of Charges	119
For Violations of the Code of Academic Integrity	2
• Cheating	2
Violations of the Code of Student Conduct	114
• Alcohol Violation	11
• Assault	17
• Attempted Theft	14
• Bike Policy Violation	1
• Bounced Checks	1
• Disorderly Conduct	21
• Disturbance/Investigation of Person	8
• Drug Violation	4
• Fire Code Violation	4
• Harassment	2
• Misappropriation of Funds	2
• Miscellaneous Security Violations	1
• Noise Violation	2
• Retail Theft/Shoplifting	1
• Sexual Assault/Rape	2
• Theft	4
• Threats	2
• Use/Possession of Airguns/Firearms	2
• Vandalism	13

SENATE

From the Senate Office

Agenda of Senate Executive Committee Meeting Wednesday, May 3, 1995, 3-4:30 p.m.

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

1. Approval of the minutes of April 5, 1995
2. Chair's Report
3. Past Chair's Report on activities of the Academic Planning and Budget Committee and on the Capital Council

Old Business

4. Presentation by President Rodin on the Perelman Quadrangle
5. Discussion: voting on proposed revised just cause procedure
6. Discussion: 1994-95 Report of the Senate Committee on the Economic Status of the Faculty (*Almanac* Supplement April 11, 1995)

7. Motion to extend the 1994-95 Senate Committee on Academic Freedom and Responsibility until May 31, 1995 to complete work begun this academic year.

New Business

8. Selection of four SEC members to serve 1995-96 on the University Council Steering Committee
9. Proposed procedure on research faculty moving to the standing faculty from the Committee on the Faculty
10. Proposed Financial Disclosure Policy (*Almanac* April 11, 1995)
11. Determine whether SEC meeting scheduled for June 7 should be held
12. Other new business
13. Adjournment by 4:30 p.m.

Speaking Out

'Come Let Us Reason Together'

As a member of the History Department which has been very well served during the Deanship of Rosemary Stevens, I have no personal experience that would support Dr. Houston Baker's criticism of her tenure as Dean. On the other hand, as an African American faculty member of twenty-four years standing, I can understand the frustrations that apparently provoked Dr. Baker's informal observations quoted by Mr. Nadel.

This University has an egregious problem of disregard for its minority faculty and students. Equally troublesome are decisions made by Dean Stevens regarding elimination of small departments without thorough consultation with the faculty of Arts and Sciences.

Most troubling of all has been the rancor addressed toward Dr. Baker and the "rallying around the flag" posture of many of my colleagues. Dean Stevens deserves her defenders. But, in this community that claims to so value open and free speech, Dr. Baker has an equal right to question the attire of the Emperor! It is astonishing that such a preponderance of faculty have written in condemnation of a critique by such a nationally renowned professor. It is especially puzzling given that some of these same accusers of Dr. Baker were so critical of Dean Stevens' choices several months ago. Could any of this have something to do with Dr. Baker's *color*?

I do not agree with Houston Baker at least half the time. But we have been friends and energetic disputants for more than twenty years. He is calling attention to very real issues of intellectual diversity, racial inclusion, and the President's and Provost's much touted vision for undergraduate education in the 21st Century. Even more, he is challenging our genuine commitment to free and open discourse, something that a school such as ours should treasure above all else. Why is it that a white student who makes thoughtless remarks towards young black women can

be exonerated? Why is it that an entire black nation can be reviled, but the author's comments defended by the President, herself? Should it not, therefore, be possible that a tenured black professor, former President of the Modern Language Association, be allowed to voice his concerns about problems he perceives much closer to our home than Haiti? Penn is not the university we claim to be when it speaks to parents of non-white students. Nor is it the place it claims to be for minority faculty who teach those students as well as the rest of the student body.

Why not embrace Dr. Baker's proposition for inclusive and open public forums? Far more is resolved that way in an academic community than in "star chamber" deliberations that best characterize some past university decisions. "Come Let Us Reason Together." That is supposed to be Penn's tradition, even if it hasn't always been our *reality*.

— Robert F. Engs
Associate Professor of History

Christening the Addams Family

My twin brother, Dr. Charles Lee, formerly editor of your paper, sent me a copy because of its front page story re Charles Addams.

I was delighted to read of the honor to be bestowed on Charles Addams through the kindness of Lady Colyton, Charles Addams' second wife. I know that his widow, Mr. Addams' third wife, was very pleased to hear of the honor, conveyed to her, I believe, by Lady Colyton.

It may be of interest to you to know the following: Charles never finished his first year at Penn—Class of 1934; I was a member of that class although I was in the Wharton School. We did not meet, though, until 1963 when I approached Charles re the possibility of developing a TV series based on his cartoon figures—who, it may interest you to know,

had been nameless for over thirty years. I had just been vice president in charge of network programs at NBC just prior to my entering independent production. Charles Addams and I hit it off very well and the net/net was the launching of the TV series, "The Addams Family," in September of 1964.

As I wrote above, Charles never graduated from Penn, but he was proud of his year there and was quite amused to learn that we were, in fact, classmates. When I pressed Charles for character names he came up with Wednesday, Pugsley, and Morticia; I came up with Fester (whose name I softened by making him Uncle Fester), Lurch (because Charles described his manner of walking to me), and Gomez (he wanted to name this character, Rapelli—short for repellent, but I dissuaded him from this because I felt one "unpleasant" name, such as Fester, was enough. A factor that led him to agree to Gomez was his own admission that he thought the husband had a bit of Spanish blood in his veins (we almost named the character Don Juan, but thought better of it since I wanted Gomez to be a better husband than the one in "Father Knows Best").

What a lovely coincidence that Charles had some connection with one of Penn's first graduates courtesy of Lord Colyton. I hope that Lady Colyton can persuade the editors of *The New Yorker* to publish all of his cartoons again because, thanks to the TV series which I created based on those cartoons, his name is far better known than it was when the cartoons were first exhibited.

— David Levy, President,
Wilshire Productions, Inc.
Hollywood CA

To Come: A letter from GSAC, continuing the exchange that began with its March 28 *Speaking Out* letter on provisions for student grievances under Title IX, is awaiting completion of the right-of-reply process.—Ed.

Speaking Out welcomes reader contributions. Short, timely letters on University issues can be accepted Thursday noon for the following Tuesday's issue, subject to right-of-reply guidelines.
Advance notice of intention to submit is appreciated.—Ed.

Penn Professional Staff Assembly Election Meeting: May 9

Presentation on Restructuring

John Fry, Penn's new Executive Vice President, will be the keynote speaker at the PPSA elections at noon on May 9. His topic will be *Building Upon Our Strengths: Restructuring Penn's Environment*. During the restructuring process, it is critical for all administrative and research personnel to have their views represented to the University. Participation in the PPSA elections is the first step to making your voice heard.

PPSA's Mission

The Penn Professional Staff Assembly (formerly the A-1 Assembly) serves the administrative and technical staff who fulfill the teaching, research and business missions of the University. PPSA accomplishes its mission by providing a forum for staff to express their opinions on issues facing the University and higher education. In addition, PPSA provides representation on major university committees. It serves as a supportive network to work toward achieving the University's goals and objectives and enhancing professional status of staff. PPSA also offers seminars and programs to broaden and expand staff's background and knowledge.

Candidates

The PPSA Executive Committee consists of the Chair, Vice Chair, Chair-elect, Vice Chair-elect, past Chair, and six Members-at-Large. Members of the Executive Committee will be elected by all A-1 employees who participate in the election. We are pleased to present the following list of candidates for your consideration. Be sure to vote for the candidates of your choice on Tuesday, May 9 in Bodek Lounge, Houston Hall at noon.

Nominees for Chair-Elect

Marie Witt: Director of Support Services, Business Services. Marie has been with Penn for 15 years. She is currently responsible for management and long-range planning for the Penn Children's Center, Penntrex, and Class of 1923 Skating Rink. She oversees divisional strategic planning, quality, process management and re-engineering initiatives. Marie received her B.A. from Penn, and has completed graduate courses in Educational Leadership and Management.

Carrie Spann: Associate Director, Wharton Undergraduate Division of the Wharton School. Carrie is responsible for advising current and prospective full-time day and part-time evening students, and also coordinates the division's scholarship and academic support programs. She holds a B.S. from Wharton and a Master's degree in Higher Education from the Graduate School of Education. Carrie currently serves on the University Council Committee on Admissions and Financial Aid, is a member of PennCap's Board of Directors, and serves as a mentor to students for several campus organizations.

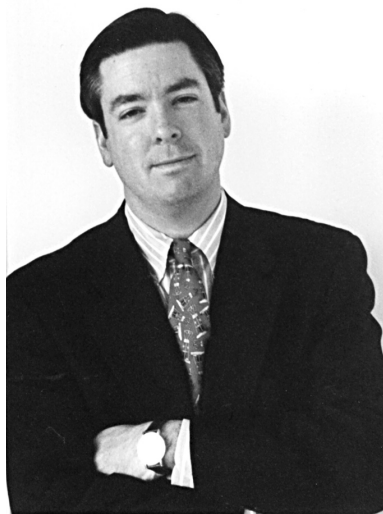


Photo by Mary Scholl

May 9 Speaker: Executive VP Fry

Nominees for Vice-Chair Elect

Janet Ansert: Assistant Registrar, VPUL. Janet has been with Penn for 25 years. She is responsible for over 20,000 student records, and also oversees the CUPID staff and collaborates with the 32 University offices in planning this annual event. Janet's customer service philosophy is shared by her staff in providing a variety of services to students and colleagues.

Adam Sherr: Marketing Coordinator, Hospitality Services. Adam has worked in the PENNcard Center as Customer Service Representative and Systems Technician. Since 1994, he has worked in Dining Services as the Marketing/Meal Contract Coordinator. Adam also participates in many Penn performing arts groups such as the Penn Band, Glee Club, and Penn Dance. Adam holds a Bachelor's degree from Penn.

Candidates for Members at Large

Sheila Armstrong: Assistant to the Director of Afro-American Studies Program. Sheila has worked for the University for 15 years, primarily in areas of financial management. She received her B.A. in Women's Studies from Temple University and is currently a degree candidate in Penn's Dynamics of Organization Program.

Cathy DiBonaventura: Staff Assistant, Data Communications and Computing Services. Cathy has been employed at the University for over four years. Before becoming an A-1 she was administrative assistant, and a member of the Executive Board of the A-3 Assembly. Cathy served as a member of the Student Life Working Group for the Commission on Strengthening the Community.

John Keane: Director, Administration & Finance, University Libraries. John has been

with Penn since 1985, when he started as a Business Administrator in the University Library. He is responsible for administering a \$30,000,000 budget, for the Human Resources administration for approximately 250 employees, and for the Facilities Management of the campus libraries. He has been a member of the Human Resources Council, the Senior Business Officers Forum and the Allocated Costs Team. John has a B.A. from the University of Virginia, an M.B.A. from Boston College, and an M.S. from Drexel University.

Gerald Leddy: Lieutenant, Police Division of Public Safety. Gerald has been working at Penn since 1981, when he began as a Police Officer for the Department of Public Safety. Since 1984 he has been promoted twice: to sergeant and lieutenant. Gerald coordinates the training program for newly hired police officers, training mandated by the Commonwealth of Pennsylvania for all commissioned Police Officers, and manages the police response to a variety of special events throughout the University Community in addition to his responsibility for shifts of officers and sergeants. He holds a B.S. from Villanova University, and an M.S. in criminology from Penn.

Jo-Ann Verrier: Assistant Dean for Career Planning at the Law School. Jo-Ann has been at the University for five years, serving as Director of the Law Alumni Office for three and currently as the Assistant Dean for Law Career Planning. As a graduate of the Law School she strives to bring student service to the forefront of the Career Planning Office. Jo-Ann has served as Secretary of the Association of Women Faculty and Administrators.

Mark West: Business Administrator, SEAS. Mark has worked as a financial manager in SAS as well as in the Comptroller's Office as an Accountant in Federal Compliance. He is a member of the Association of Business Administrators and is working toward a B.A. degree in English at CGS.

The PPSA Executive Committee Membership of the 1994-95 Executive Committee

Chair: Drita Taraila, Pharmacology

Chair-elect: Ira Winston, SEAS
(replacing Fran Kellenbenz)

Past Chair: Carol Kontos-Cohen,
University Life

Vice Chair: James Beermann,
Medical School

Members at Large:

Mai Freedman, Provost's Office
Lois MacNamara, Graduate School of
Education (continues)

Thomas McCoy, Telecommunications
(continues)

Carol Speight, Faculty/Staff Assistance
Program (continues)

Berenice Saxon, Research Administration

OPPORTUNITIES at PENN

Listed below are the job opportunities at the University of Pennsylvania. To apply please visit:

University of Pennsylvania Job Application Center
Funderburg Information Center, 3401 Walnut Street, Ground Floor
Phone: 215-898-7285

Application Hours: Monday through Friday, 9 a.m.-1 p.m.

Positions are posted on a daily basis, Monday through Friday, at the following locations:

Application Center—Funderburg Center, 3401 Walnut Street (Ground level from 9 a.m.-1 p.m.)

Blockley Hall—418 Guardian Drive (1st Floor and 2nd Floor)

Dental School—40th & Spruce St. (Basement—across from B-30)

Houston Hall—34th & Spruce St. (Basement—near the elevators)

Wharton—Steinberg Hall-Dietrich Hall (next to Room 303)

Job Opportunities and daily postings can also be accessed through PennInfo. A position must be posted for seven (7) calendar days before an offer can be made. *The Job Opportunities Hotline* is a 24-hour interactive telephone system. By dialing 898-J-O-B-S and following the instructions, you can hear descriptions for positions posted during the last three weeks. You must, however, have a push-button phone to use this line.

The University of Pennsylvania is an equal opportunity employer and does not discriminate on the basis of race, color, sex, sexual or affectional preference, age, religion, national or ethnic origin, disability or veteran status.

Mailing Address Only: 233 Blockley Hall, 418 Guardian Drive, Philadelphia, PA 19104-6021

WHERE THE QUALIFICATIONS FOR A POSITION ARE DESCRIBED IN TERMS OF FORMAL EDUCATION OR TRAINING, PRIOR EXPERIENCE IN THE SAME FIELD MAY BE SUBSTITUTED. POSITIONS WITH FULL DESCRIPTIONS ARE THOSE MOST RECENTLY POSTED.

ARTS AND SCIENCES

Specialist: Nancy Salvatore

RESEARCH SPECIALIST JR (04079NS) Assist Principal Investigator in experiments involving neurogenetics of *Drosophila*; perform experiments in genetic crosses; screen and score mutant phenotypes; perform mutant analysis by tissue sectioning and staining, molecular biological techniques and various DNA manipulations; data analysis; maintain *Drosophila* mutant stocks; prepare and store reagents; order and maintain lab supplies and equipment. **Qualifications:** BA/BS in biology or chemistry; laboratory experience with genetics, molecular biology and microscopy desirable. **Grade:** P1; **Range:** \$19,700-25,700 4-27-95 Biology

ADMINISTRATIVE ASSISTANT II (04058NS) Manage daily office procedures; compile and summarize data for financial and enrollment reports; process payroll and purchasing actions; verify and monitor budgetary action; coordinate meetings and special events; supervise work-study students; modify and implement changes in routine office procedures; maintain contact with business administrator and other administrators of departments and schools; maintain supplies. **Qualifications:** High school diploma and related post high school training or equivalent; two years experience at the AA I level or comparable background; good oral and written communication skills; experience with word processing packages and office automation equipment. **Grade:** G10; **Range:** \$18,700-23,300 4-24-95 Penn Language Center

SECRETARY MED/TECH (04081NS) Type mathematical manuscripts, correspondence, grant proposals, course work and examinations; responsible for weekly mathematical calendar; maintain database for journal editors; assist during student registration; help prepare faculty application files; oversee mail distribution, updates to conference board and photocopying. **Qualifications:** High school graduate; minimum two years secretarial experience; ability to type 55 wpm accurately; experience with word processing packages and office automation equipment; good oral and written communication skills. **Grade:** G9; **Range:** \$17,100-21,400 4-28-95 Mathematics

LANGUAGE SPECIALIST (03035NS) P2; \$21,700-28,200 3-15-95 English Language Program

RESEARCH SPECIALIST JR (02038NS) P1; \$19,700-25,700 2-13-95 Psychology

RESEARCH SPECIALIST, JR (03067NS) P1; \$19,700-25,700 3-24-95 Biology

RESEARCH SPECIALIST III (04045NS) P4; \$26,200-34,100 4-20-95 Chemistry

LIMITED SERVICE (COORDINATOR INSTRUCTIONAL LABS) (04044NS) (*Position is 10 Months September-May*) (*End Date: 6-97*) P5; \$24,000-31,320 4-21-95 Chemistry

ADMINISTRATIVE ASSISTANT I (04015NS) G9; \$17,100-21,400 4-11-95 English Language Program

LAB ASSISTANT II (04031NS) (*End Date: 12-31-95*) G8; \$15,700-19,600 4-17-95 Chemistry

SECRETARY IV (04008NS) G9; \$17,100-21,400 4-7-95 Political Science

DENTAL SCHOOL

Specialist: Clyde Peterson

RESEARCH SPECIALIST III (03089CP) (*End Date: 7-1-96*) P4; \$26,200-34,100 3-30-95 Oral Medicine

DENTAL ASSISTANT III (04025CP) G10; \$18,700-23,300 4-21-94 Oral Med.

PART-TIME (CLINICAL RECEPTIONIST) (21 HRS) (02008CP) G8; \$8,626-10,769 2-7-95 Oral Medicine

ENGINEERING/APPLIED SCIENCES

Specialist: Clyde Peterson

ASSISTANT TO CHAIR I (03061CP) P1; \$19,700-25,700 3-23-95 Chemical Engineering

SYSTEMS PROGRAMMER III (04017CP) (*Three Years Contingent on Funding*) P8; \$38,500-48,100 4-12-95 CIS

SECRETARY IV (02043CP) G9; \$17,100-21,400 2-13-95 CIS

EXECUTIVE VICE PRESIDENT

Specialist: Nancy Salvatore/Susan Curran

ACCOUNTANT I (04080NS) Perform subsidiary ledger review and reconciliations; prepare financial statements and billings; ensure compliance with all policies and procedures governing grants and contracts; train and oversee the work of junior accountants. **Qualifications:** BS in accounting or equivalent; one to two years experience; working knowledge of Lotus 1-2-3; excellent verbal and written communication skills. **Grade:** P2;

Range: \$21,700-28,200 4-28-95 Comptroller
RECORDS ASSISTANT II (04087NS) Ensure records of the Comptroller's Office are properly filmed or store; ensure transport of documents to microfilm room; supervise assistants in the microfilming and records retention process; keep log of documents filmed and stored and monitor costs; fulfill requests for copies of documents. **Qualifications:** High school graduate and post high school training; two years administrative/clerical experience; some supervisory experience; knowledge of microfilming equipment and records retention procedures; ability to lift up to 50 lbs. **Grade:** G9; **Range:** \$17,100-21,400 4-28-95 Comptroller

PART-TIME (VEHICLE OPERATOR) (25 HRS) (04069NS) Drive vehicles for University faculty, staff and students transporting passengers to locations on and off campus within a specified radius; operate a wheelchair lift/ramp and assist passengers in and out of vehicle. **Qualifications:** High school diploma or equivalent; valid PA driver's license and proven safe driving record; strong customer service skills; good organizational skills and ability to prioritize; able to lift up to 100 lbs. **Grade:** G7; **Range:** \$7.97-9.95 4-27-95 Transportation and Parking

ACCOUNTANT I (02062NS) P2; \$21,700-28,200 3-23-95 Comptroller's Office

ACCOUNTANT I (04032NS) P2; \$21,700-28,200 4-17-95 Comptroller

COMPUTER OPERATIONS MANAGER (000443NS) P6; \$31,900-40,600 1-16-95 Physical Plant

MIMS COORDINATOR (000444NS) P6; \$31,900-40,600 1-16-95 Physical Plant

GRADUATE SCHOOL/EDUCATION

Specialist: Susan Curran

DIRECTOR III (04074SC) Administer, supervise and develop program for a large educational program serving over 700 educators annually—teachers and administrators; prepare budget; administer day-to-day business; market program; direct and supervise faculty and office staff; develop corporate support base for participating school districts. **Qualifications:** Doctoral degree in education; extensive knowledge of curriculum and teaching/learning theory in the areas of children's reading, writing and math; three to five years experience teaching Penn Literacy Network seminars strongly preferred; at least three years experience marketing and managing educational outreach programs; excellent communication skills, grantsmanship experience, attention to detail. (*Ongoing Contingent on Funding*) **Grade:** P6; **Range:** \$31,900-40,600 4-27-95 Penn Literacy Network

ASSOCIATE DIRECTOR, INTERNATIONAL LITERACY INSTITUTE (02071SC) (*Ongoing Contingent on Funding*) Blank 2-23-95 National Center on Adult Literacy

COORDINATOR IV (000246SC) P4; \$26,200-34,100 4-6-95 GSE/International Programs

RESEARCH SPECIALIST III (02072SC) (02073SC) (*Ongoing Contingent on Funding*) P4; \$26,200-34,100 2-23-95 National Center on Adult Literacy

ADMINISTRATIVE ASSISTANT I (03062SC) G9; \$17,100-21,400 3-23-95 Center for School Study Councils

ADMINISTRATIVE ASSISTANT I (04004SC) G9; \$17,100-21,400 4-5-95 Psychology in Ed Div

SECRETARY IV (08075SC) G9; \$17,100-21,400 1-11-95 LED

MEDICAL SCHOOL

Specialist: Ronald Story/Janet Zinser

ASSOCIATE DIRECTOR VI (04071JZ) Administer operations related to maintenance service, building systems, utilities, renovation projects, housekeeping services, mail, package delivery and infectious

waste disposal issues ensuring optimum delivery and performance of services; serve as principal liaison for day-to-day facilities operations between the School and various departments of the University's central division of Facilities; manage and work with outside contractors; perform operational duties of Director in his absence. **Qualifications:** Bachelor's degree in engineering, preferably mechanical engineering; five years experience in facility maintenance, construction or renovation; two years management/supervisory experience; experience in a pharmaceutical, academic or health care environment preferred; thorough understanding of technical aspects of planning for and maintenance of structural, mechanical and electrical systems of large research building complex; good oral/written communication skills and ability to interact with diverse community. **Grade:** P8; **Range:** \$38,500-48,100 4-26-95 Architecture and Facilities Management

RESEARCH SPECIALIST I (04086RS) Conduct literature searches; assist in planning research protocols; prepare materials for data collection; recruit elderly subjects for studies; administer neuropsychiatric and functional assessment instruments and diagnostic interviews; record and enter data; organize and maintain records; prepare reports; track subjects. **Qualifications:** BA/BS in psychology or social science; two to three years research experience with human subjects using standardized neuropsychiatric assessment instruments; knowledge of medical and psychiatric terms; Mac & IBM proficiency in word processing and data management; familiarity with geriatric rehabilitative care and use of functional assessment instruments; outstanding interpersonal skills for relating to psychiatically and medically ill elderly patients; proficiency in computer literature searches. **Grade:** P2; **Range:** \$21,700-28,200 4-28-95 Psychiatry

RESEARCH SPECIALIST II (04075RS) Design research plan and provide assistance to the PI in the conduct of his experiments investigating the molecular basis of inherited neurologic diseases; perform molecular genetic analysis, DNA purification, cloning, PCR-based analysis, sequencing and tissue culture; write and edit procedures for experiments; record and analyze results; suggest solutions to research related problems; supervise work-study and part-time employees; maintain lab supplies, process purchase orders and handle relations with vendors. **Qualifications:** BS in biology or related field, advanced degree preferred; three to five years experience in molecular biology, preferably human gene analysis. **Grade:** P3; **Range:** \$23,900-31,000 4-26-95 Neurology

RESEARCH SPECIALIST II (04076RS) Suggest, design, plan and implement isolation purification of DNA & RNA; techniques include northern and southern blotting, RNase protection and nuclear runoff assays; in situ hybridization, histochemistry, immunocytochemistry; handle isotopes and small animals; oversee entire project and run lab; edit and present scientific papers; attend group meetings; conduct library searches; keep logs and write lab reports; maintain lab equipment; oversee routine computer programming and data entry; perform complex analysis; monitor expenses. **Qualifications:** BA/BS in biology or related field; three to five years research experience in molecular biology, tissue preparation and cytology preferred. (End Date: 6-30-95) **Grade:** P3; **Range:** \$23,900-31,000 4-28-95 Ob/Gyn

RESEARCH SPECIALIST III (04043RS) Perform independent research in the mutagenesis of human receptors involved in cell migration; prepare data for manuscripts, talks, grant applications; keep logs; write lab reports, papers, grant applications; supervise graduate and post-doc fellows in lab; supervise library searches; attend and present group meetings; evaluate orders, maintain equipment and order supplies; primary source research; determine experimental design. **Qualifications:** BA/BS in molecular biochemistry required, master's or Ph.D preferred; at least three to five years of directly related experience in molecular biology, enzyme kinetics, animal models; clinical M.D. or equivalent background highly desirable; demonstrated capability to write and deliver scientific papers desirable. (Ongoing Contingent on Grant Funding) **Grade:** P4; **Range:** \$26,200-34,100 4-20-95 Pathology and Lab Medicine

PART-TIME (PROJECT MANAGER II) (17.5 HRS) (04088RS) Identify risk factors for spontaneous abortion in inner-city women; hire/supervise project staff; coordinate activities/logistics; communicate with participants; contribute to study design; develop/maintain project

records/documentation; prepare reports/manuscripts for publication; project budgeting; perform data collection and analysis; write proposals for future epidemiological research projects. **Qualifications:** MS in epidemiology or related field; five years experience in research and project management; familiarity with research methodology; excellent oral and written communication skills; attention to detail; ability to work under pressure. **Grade:** P7; **Range:** \$17,500-21,850 4-28-95 Center for Clinical Epidemiology and Biostatistics

ADMINISTRATIVE ASSISTANT III (40 HRS) (04089JZ) Perform word processing; create graphics; make slides; arrange meetings; assist with purchasing; organize and maintain files. **Qualifications:** Completion of high school business curriculum and related post high school training or equivalent; two years experience at AA II level or comparable background; thorough knowledge of office procedures, practices and methods; experience with word processing (Microsoft Word preferred) for manuscripts and correspondence and Macintosh graphics programs (CricketGraph, Kaleidagraph, Canvas preferred); slide making experience; familiarity with scanners and grant proposal preparation preferred. **Grade:** G11; **Range:** \$22,743-28,914 4-28-95 Neuroscience

OFFICE ADMINISTRATIVE ASSISTANT II (04084JZ) Record, monitor, verify budget actions; prepare requisitions, journal vouchers; reconcile comptroller statements; maintain records and files; perform related financial office functions. **Qualifications:** High school graduate, BA/BS preferred; two years experience in accounting; knowledge of PCs and advanced Lotus required. **Grade:** G10; **Range:** \$18,700-23,300 4-28-95 Cell & Developmental Biology

PSYCHOLOGY TECHNICIAN I (40 HRS) (04073RS) Assist in all aspects of ongoing longitudinal study involving 80 healthy infants; perform growth and metabolic assessments on infant and child study subjects; maintain records; organize and analyze data from study results; participate in preparation of reports; assist with cohort retention strategies. **Qualifications:** Bachelor's degree, preferably in psychology or other human science; familiarity with research methods and statistics preferred; knowledge of computers and word processing required; familiarity with spreadsheet and database software a plus; good organizational and interpersonal skills required. **Grade:** G10; **Range:** \$21,371-26,629 4-26-95 Psychiatry

RESEARCH LAB TECHNICIAN III (04077RS) Assist in and perform radiosyntheses with ¹¹C or ¹⁸F for PET studies; assist in cold compound syntheses. **Qualifications:** BA/BS in chemistry. **Grade:** G10; **Range:** \$18,700-23,300 4-26-95 Cerebrovascular Research Center

RESEARCH LAB TECHNICIAN III (04082RS) Oversee day-to-day functioning of the lab; maintain animals in long-term behavioral studies; prepare histological analysis of relevant tissues; assist in animal surgeries; supervise work-study students; prepare solutions; order supplies; maintain experimental equipment. **Qualifications:** BA/BS; experience with animal behavioral testing, histological techniques and small animal surgeries; knowledge of mammalian neuroanatomy and circadian behavior; experience with computers, dark room and electrical wiring. **Grade:** G10; **Range:** \$18,700-23,300 4-28-95 Psychiatry

PART-TIME (SECURITY OFFICER) (24 HRS) (04072JZ) Perform facility security tours; greet and assist visitors; communicate by radio and telephone to field personnel, University Physical Plant, University Police and other office personnel; maintain log book and other records; enforce School and University policies; assist University Police and Philadelphia Fire Department in emergency situations. **Qualifications:** High school diploma or equivalent; ability to interact with individuals at all organizational levels; ability to operate, or quickly learn to operate, portable radio system and computer terminal; ability to remain alert; good oral and written communication skills; must pass police security check; able to work nights, weekends, holidays and overtime on short notice. (Sat & Sun 9 PM-9 AM) **Grade:** G8; **Range:** \$8,62-10,76 4-27-95 Architecture and Facilities Management

BUSINESS ADMINISTRATOR V (03014JZ) (End Date: 6-30-98) P6; \$31,900-40,600 4-18-95 IHGT

CLINICAL SPECIALIST (02005RS) P6; \$31,900-40,600 3-30-95 Center for Experimental Therapeutics

DIRECTOR VECTOR DESIGN AND PRODUCTION FACILITY (03087RS) (End Date: 6-30-98) Blank 3-29-95 IHGT

INFORMATION MANAGEMENT SPECIALIST I (02015JZ) P4; \$26,200-34,100 2-8-95 Biomedical Graduate Studies

INFO. SYSTEMS SPEC. II (04046JZ) P5; \$28,800-37,600 4-19-95 Psychiatry

RESEARCH COORDINATOR (03015RS) P3; \$23,900-31,000 3-7-95 Psychiatry

RESEARCH COORDINATOR, SR (04041RS) P4; \$26,200-34,100 4-18-95 Psychiatry

RESEARCH SPECIALIST, JR (04036RS) (Ongoing Contingent on Grant Funding) P1; \$19,700-25,700 4-18-95 Pathology and Lab Medicine

RESEARCH SPECIALIST, JR (04037RS) (Ongoing Contingent on Grant Funding) P1; \$19,700-25,700 4-18-95 Pathology and Lab Medicine

RESEARCH SPECIALIST, JR (04038RS) (Ongoing Contingent on Grant Funding) P1; \$19,700-25,700 4-18-95 Pathology and Lab Medicine

RESEARCH SPECIALIST I (01046RS) P2; \$21,700-28,200 1-17-95 Pathology and Lab Medicine

RESEARCH SPECIALIST I (10001RS) (Ongoing Contingent on Grant Funding) P2; \$21,700-28,200 2-28-95 Psychiatry

RESEARCH SPECIALIST I (02088RS) P2; \$21,700-28,200 3-1-95 Physiology

RESEARCH SPECIALIST I (03052RS) (End Date: 5-31-96) P2; \$21,700-28,200 3-20-95 Psychiatry

RESEARCH SPECIALIST I (03098RS) (Ongoing Contingent on Grant Funding) P2; \$21,700-28,200 4-3-95 Pathology and Lab Medicine

RESEARCH SPECIALIST I (04009RS) P2; \$21,700-28,200 4-7-95 Dermatology

RESEARCH SPECIALIST I (04018RS) (04019RS) P2; \$21,700-28,200 4-12-95 Radiology

RESEARCH SPECIALIST I (04039RS) (Ongoing Contingent on Grant Funding) P2; \$21,700-28,200 4-18-95 Gastroenterology

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Opportunities Online

The Human Resources Office now posts its Job Opportunities daily on PennInfo. To find them, the path from the main menu is from *Faculty and Staff Facilities and Services* to *Human Resources*, to *Employment Information* and thus to *Employment Opportunities*. Or, from the main menu you can search under one of four keywords (HR, Employment, Job, or Opportunity). Those who do not otherwise have access can find public terminals at these locations:

PennInfo Kiosks on Campus

Benjamin Franklin Scholars Office
The Bookstore
College of General Studies Office
The College Office
Computing Resource Center*
Data Communications &
Computing Services*
SEAS Undergraduate Education Office*
Faculty Club*
Greenfield Intercultural Center Library
Houston Hall Lobby
Office of International Programs
Office of Off-Campus Living
PennCard Center
PennTrex Office
Student Employment Office
Student Financial Information Center
Student Health Lobby

* Kiosk uses point-and-click software.

OPPORTUNITIES at PENN

RESEARCH SPECIALIST II (03075RS) P3; \$23,900-31,000 3-28-95 Pathology and Lab Medicine

RESEARCH SPECIALIST III (03086RS) (Rotating Schedule and Weekends Required) P4; \$26,200-34,100 4-18-95 IHGT

RESEARCH SPECIALIST IV (03086RS) (Rotating Schedule and Weekends Required) P6; \$31,900-40,600 3-29-95 IHGT

STAFF ASSISTANT V (02085JZ) P5; \$28,800-37,600 3-1-95 Experimental Therapeutics

PART-TIME (ASSOCIATE DIRECTOR IV) (17.5 HRS) (02089JZ) P6; \$13,100-17,050 3-1-95 CCEB

PART-TIME (DIRECTOR VI) (17.5 HRS) (04033RS) (End Date: 1-31-96) P9; \$21,148-26,449 4-17-95 CCEB

PART-TIME (NURSE II) (25 HRS) (01051RS) P4; \$18,714-24,357 3-10-95 Physiology

ADMINISTRATIVE ASSISTANT II (40 HRS) (04005JZ) G10; \$21,371-26,629 4-6-95 Otorhinolaryngology

OFFICE ADMINISTRATIVE ASSISTANT I (40 HRS) (11064JZ) (Ongoing contingent on grant funding) G9; \$19,543-24,457 4-3-95 Psychiatry

OFFICE ADMINISTRATIVE ASSISTANT III (40 HRS) (02030JZ) (Ongoing Contingent on Grant Funding) G11; \$22,743-28,914 2-9-95 Surgery/Neurosurgery

POLYSOMNOGRAPHIC TECH (40 HRS) (04016RS) G11; \$22,743-28,914 4-11-95 Center for Sleep

RECEPTIONIST CLINICAL (40 HRS) (04001JZ) G8; \$17,943-22,400 4-4-95 Ophthalmology

RESEARCH LAB TECHNICIAN I (40 HRS) (03097RS) (End Date: 3-31-97) G7; \$16,571-20,686 4-3-95 IHGT

RESEARCH LAB TECHNICIAN II (40 HRS) (03012RS) (03013RS) (Ongoing Contingent on Grant Funding) G8; \$17,943-22,400 3-6-95 Psychiatry

RESEARCH LAB TECHNICIAN III (40 HRS) (11010RS) (Ongoing Contingent on Grant Funding) G10; \$21,371-26,629 1-23-95 Surgery/Neurosurgery

RESEARCH LAB TECHNICIAN III (03032RS) (Ongoing Contingent on Grant Funding) G10; \$18,700-23,300 3-14-95 Pathology and Lab Medicine

RESEARCH LAB TECHNICIAN III (03051RS) (End Date: 5-31-97) G10; \$18,700-23,300 3-20-95 Psychiatry

RESEARCH LAB TECHNICIAN III (04040RS) G10; \$18,700-23,300 4-18-95 Cell and Developmental Biology

RESEARCH LAB TECHNICIAN III (40 HRS) (04042RS) (Ongoing Contingent on Grant Funding) G10; \$21,371-26,629 4-18-95 Pharmacology

SERVICE ASSISTANT (40 HRS) (04025JZ) G9; \$19,543-24,457 4-13-95 Architecture & Fac Man

NURSING

Specialist: Janet Zinser

FINANCIAL ADMINISTRATOR I (04066JZ) Perform daily management functions of the CARE program; assist in preparation of budgets, financial reports, monthly financial statement, annual cost report and grant applications; monitor and coordinate billing and collection; track cost of operations; interact with vendors; prepare daily cash receipts; post client accounts; reconcile cash control; maintain accounts receivable; inventory control; provide monthly budget analysis and variance reporting; provide initial and ongoing financial counseling to clients and family; work with School of Nursing business office; attend meetings; develop written materials. **Qualifications:** Bachelor's degree and training in basic accounting skills required; three years experience in a health care setting or related field; knowledge of Lotus 1-2-3, WordPerfect and billing systems; good communication skills, both written and oral; flexibility. **Grade:** P3; **Range:** \$23,900-31,000 4-24-95 Nursing

OUTREACH WORKER (40 HRS) (04053JZ) (04054JZ) (04055JZ) (04056JZ) Under direct supervision, serve as linkage between cancer control programs at the University and community; work with a team to promote community awareness and participation in cancer control programs

in Chester, Delaware, Montgomery and Philadelphia counties; travel to health care institutions, community organizations and meetings; perform case finding duties; provide information and referral for community resources for cancer patients and their families; assist project staff with data collection, marketing and program development; maintain activities logs; attend training sessions and staff meetings. **Qualifications:** High school diploma or equivalent required; excellent communication skills; team player and self-starter; demonstrated competence in helping others solve problems; common sense and ability to maintain confidentiality; strong connection to some community institution (e.g. religious institution, neighborhood group, block association) preferred; able to work occasional evenings and weekends. *(Ongoing Contingent on Funding)* **Grade:** G8; **Range:** \$17,943-22,400 4-21-95 Nursing

ADVANCED PRACTICE NURSE (NURSING SCHOOL) (01094JZ) P9; \$42,300-52,900 1-31-95 Nursing

COORDINATOR IV (03079JZ) (Ongoing Contingent on Funding) P4; \$26,200-34,100 3-28-95 Nursing

DIRECTOR VI (01037JZ) P9; \$42,300-52,900 1-12-95 Nursing

RESEARCH SPECIALIST III (04035JZ) (Ongoing Contingent on Research Funding) P4; \$26,200-34,100 4-17-95 Nursing

PART-TIME (ADVANCED PRACTICE NURSE) (NURSING SCHOOL) (20 HRS) (02056JZ) (02057JZ) P9; \$24,170-30,233 2-16-95 Nursing

PART-TIME (COORDINATOR II) (20 HRS) (03071JZ) (End Date: 8-31-96) P2; \$12,400-16,114 3-27-95 Nursing

ADMINISTRATIVE ASSISTANT II (37.5 HRS) (02077JZ) (Hours: 10:30 AM - 7:00 PM) G10; \$20,036-24,964 2-24-95 Nursing

OUTREACH WORKER (37.5 HRS) (02048JZ) (02049JZ) (Hours: 10:30 AM - 7:00 PM) G8; \$16,821-21,000 2-15-95 Nursing

PART-TIME (BUILDING SERVICES ASSISTANT) (20 HRS) (03073JZ) (Hours: M-F 7:30 A.M. - 11:30 A.M.) (Ongoing Contingent on Funding) G8; \$8,626-10,769 3-28-95 Nursing

PART-TIME (BUILDING SERVICES ASSISTANT) (20 HRS) (03074JZ) (Applicant Must Be Able to Pass a Security Clearance) (Hours: M-F 3:30 P.M. - 7:30 P.M.) (Ongoing Contingent on Funding) G8; \$8,626-10,769 3-28-95 Nursing

PRESIDENT

Specialist: Susan Curran

ALUMNI OFFICER I (04064SC) Assist director to develop, coordinate and implement various aspects of Medical Alumni Relations program; plan educational and social programs for alumni and medical students; organize student and medical alumni events; collect information for participation in department sponsored programs; communicate effectively with other departments; coordinate arrangements and secure facilities for events; research, edit and proofread materials for alumni publication; compile and write class notes section of alumni magazine; produce newsletters; staff events; supervise staff. **Qualifications:** Bachelor's degree; one to three years alumni relations, development or special event experience; excellent organizational skills and communication skills, both oral and written; ability to coordinate simultaneous projects in a timely fashion and effectively interact with others. **Grade:** P3; **Range:** \$23,900-31,000 4-24-95 Med Center Development

ASSISTANT DIRECTOR, AFFIRMATIVE ACTION (04034SC) Aid director in disseminating, monitoring and implementing the University's Affirmative Action Plan; perform data collection and analysis; counsel, investigate and resolve complaints and grievances alleging unlawful discrimination; conduct EEO/AA training sessions; supervise professional and support

staff. **Qualifications:** BA/BS, master's degree in education, human resource development or related field preferred; three to five years of experience at a college or university in equal opportunity/affirmative action/human resources or equivalent; demonstrated commitment to diversity in the workplace; knowledge of applicable federal and state regulations; knowledge of complaint investigation and resolution; ability to effectively work with varied constituencies and viewpoints through the use of excellent communication, guidance, advising and mediation skills; demonstrated skills and ability to analyze and evaluate statistical data and information, conduct training and write reports. *(Application Deadline: 5-19-95)* **Grade:** P6; **Range:** \$31,900-40,600 4-17-95 Affirmative Action

FINANCIAL ADMINISTRATOR I (04070SC) Manage budgets including authorization of financial forms; provide fiscal projections; analyze, summarize and interpret data; recommend alternatives to directors; reconcile monthly comptroller reports and provide expenditure reports for individual units; administer petty cash fund; act as liaison with Office of Finance and Planning; coordinate completion of physical plant requests; assist in training staff; negotiate contracts and services with vendors; assist in coordinating safety and security procedures; ensure effective and efficient use of resources. **Qualifications:** Bachelor's degree, preferably in business; two to four years experience in fiscal operations/ administration; knowledge of University accounting policies and procedures; working knowledge of statistical analysis techniques; proficiency in word processing and spreadsheet software programs; excellent communication, both oral and written and time management skills. **Grade:** P3; **Range:** \$23,900-31,000 4-26-95 Medical Center Development

STAFF WRITER I (04065SC) Assist in writing communications for Medical Center development office including case statements, donor reports, proposals and correspondence for senior staff; proofread materials; assist in interviews with key faculty and staff; draft acknowledgment letters for donor relations; maintain files of communications; conduct research. **Qualifications:** BA/BS; two years experience in writing and print production, preferably in development setting; outstanding communication skills, both written and oral; ability to understand, synthesize and interpret complex scientific and medical data for various audiences; demonstrated writing skills. *(Two Writing Samples Must Accompany Application)* **Grade:** P1; **Range:** \$19,700-25,700 4-24-95 Med Center Development

STAFF WRITER II (04062SC) For *The Pennsylvania Gazette*, write feature articles, news accounts, short items and profiles; attend gatherings and interview subjects; review manuscripts to assure clarity, conciseness, conformance to style, use of proper grammar and punctuation; copy edit; proofread and review copy editing of others; write alumni notes and edit obituaries; write headlines, captions and call-outs; supervise assigned staff and work flow; recruit authors and serve as liaison with contributors; advise on and implement editorial policies and procedures; review free-lance submissions. **Qualifications:** BA/BS in communications, journalism, English or related field, master's/Ph.D. preferred; five years of progressively responsible editorial experience including three years as an assistant editor or equivalent demonstrated ability to write magazine length feature pieces; proven editorial (i.e., proofreading, copy editing) and organizational skills; exceptional command of English; ability to work independently and communicate effectively with authors and publishers; proficiency in use of personal computers, preferably with WordPerfect programming. *(Two Writing Samples Must Accompany Application)* **Grade:** P3; **Range:** \$23,900-31,000 4-24-95 Development and Alumni Relations

ADMINISTRATIVE ASSISTANT I (40 HRS) (04061SC) Coordinate work flow and provide secretarial support to two Major Gift Officers, Patient Programs; provide information; word process manuscripts, grant proposals and other documents; organize and maintain confiden-

tial files; use conventional spreadsheet and database programs; prepare reports and perform data entry and basic research functions; compose and sign routine correspondence; maintain calendars, arrange meetings and travel accommodations; track expenditures; assist with mailings, special events and work of others; open and screen mail; transcribe from dictaphone. **Qualifications:** High school graduate and training in secretarial science; two years of secretarial experience required with one year in development setting preferred; knowledge of word processing; knowledge of spreadsheet and computer database programs preferred; sensitivity to confidential materials; ability to prioritize work flow, exercise judgment and communicate effectively with others. **Grade:** G9; **Range:** \$19,543-24,457 4-24-95 Med Center Development

ADMINISTRATIVE ASSISTANT I (40 HRS) (04060SC) Coordinate work flow and provide secretarial support to Director, Patient Programs; provide information; word process manuscripts, grant proposals and other documents; organize and maintain confidential files; use conventional spreadsheet and database programs; prepare reports and perform data entry and basic research functions; compose and sign routine correspondence; maintain calendars, arrange meetings and travel accommodations; track expenditures; assist with mailings and special events; open and screen mail; transcribe from dictaphone. **Qualifications:** High school graduate and training in secretarial science; two years of secretarial experience required with one year in development setting preferred; knowledge of word processing; knowledge of spreadsheet and computer database programs preferred; sensitivity to confidential materials; ability to prioritize work flow, exercise judgment and communicate effectively with others. **Grade:** G9; **Range:** \$19,543-24,457 4-24-95 Med Center Development

SECRETARY III (04063SC) Provide secretarial support to Development Gifts Administration; open mail; answer phones; track, prepare and mail matching gift forms; prepare quarterly Treasurer's office receipts; word process acknowledgments; handle post office returns, update information; research "special attention" receipts; prepare gift transmittals; copy and file related correspondence; coordinate inventory of pledge reminders. **Qualifications:** High school graduate with post high school training; at least one to two years secretarial experience; general knowledge of office practices and procedures; proficiency in the use of WordPerfect preferred. **Grade:** G8; **Range:** \$15,700-19,600 4-24-95 Development and Alumni Relations

ANNUAL GIVING OFFICER II (12022SC) P5; \$28,800-37,600 3-2-95 Medical Center

ANNUAL GIVING OFFICER II (03040SC) P5; \$28,800-37,600 3-15-95 Development and Alumni Relations

ASSISTANT DIRECTOR IV (03043SC) (*Two Writing Samples Must Accompany Applications*) P5; \$28,800-37,600 3-15-95 Development and Alumni Relations

ASSISTANT TO PROVOST, EXTERNAL AFFAIRS (01038SC) P10; \$47,400-59,200 4-17-95 Development and Alumni Relations

ASSOCIATE DIRECTOR VI (02083SC) P8; \$38,500-48,100 2-27-95 Regional Programs

ASSOCIATE DIRECTOR INDIVIDUAL GIFTS (03029SC) P7; \$35,000-43,700 3-10-95 Development and Alumni Relations

ASSOCIATE DIRECTOR INDIVIDUAL GIFTS (03088SC) P7; \$35,000-43,700 3-30-95 Development and Alumni Relations

COORDINATOR I (03002SC) (03003SC) (*Minority Candidates Are Encouraged to Apply*) (*End Date: 6-30-97*) P1; \$19,700-25,700 3-3-95 Development and Alumni Relations

DIR. REGIONAL CAMPAIGN II (03051SC) P10; \$47,400-59,200 3-31-94 Dev. & Alumni Rels.

MANAGER, UNIVERSITY RECORDS CENTER (09065SC) P7; \$35,000-43,700 1-13-95 University Archives

VICE DEAN, SCHOOL OF ARTS AND SCIENCES EXTERNAL AFFAIRS (01053SC) Blank 1-19-95 Development and Alumni Relations

ADMINISTRATIVE ASSISTANT II (40 HRS) (12023SC) G10; \$21,371-26,629 3-2-95 Medical Center Development

ADMINISTRATIVE ASSISTANT II (03042SC) (*End Date:*

6-30-96) G10; \$18,700-23,300 3-15-95 Development and Alumni Relations

ADMINISTRATIVE ASSISTANT II (03066SC) G10; \$18,700-23,300 3-23-95 Development and Alumni Relations

ADMINISTRATIVE ASSISTANT II (03041SC) G10; \$18,700-23,300 4-19-95 Development and Alumni Relations

OFFICE ADMINISTRATIVE ASSISTANT II (04010SC) G10; \$18,700-23,300 4-7-95 Development and Alumni Relations

RECORDS ASSISTANT I (11063SC) G8; \$15,700-19,600 4-14-95 Development and Alumni Relations

SECRETARY III (03065SC) G8; \$15,700-19,600 3-23-95 Development and Alumni Relations

SECRETARY IV (03064SC) G9; \$17,100-21,400 3-23-95 Development and Alumni Relations

PROVOST

Specialist: Clyde Peterson

MANAGER NETWORK ENGINEERING (04049CP) Responsible for the current architecture and future design of PennNet and related network infrastructure services; provide network product evaluation, selection, development and maintenance; responsible for organizing and combining network technology trends and customer requirements to create an optimal networking strategy for Penn; supervise staff, manage projects, coordinate activities. **Qualifications:** Bachelor's degree in computer science, electrical engineering or related areas; seven years experience engineering TCP/IP networks, in particular networks connected to the Internet; detailed knowledge of TCP/IP, UNIX and programming languages (C, shell, awk) required; at least three years management experience; working knowledge of Appletalk, Novell and DECnet protocols; familiarity with both LANs and WANs; expert knowledge of networking hardware (terminal servers, modems, routers, Ethernet equipment and wiring schemes); strong verbal, written and presentation skills. **Grade:** P10; **Range:** \$47,400-59,200 4-20-95 DCCS

PART-TIME (CLERK II) (20 HRS) (04083CP) Sort and arrange books on book trucks for shelving; shelf books; read shelves and shift stacks; collect books from various library locations; pick up and deliver mail when necessary; reshelve books in storage area. **Qualifications:** High school graduate, BA or equivalent experience preferred; previous library experience preferred; ability to work on a team. **Grade:** G5; **Range:** \$6,868-8,407 4-28-95 Lippincott Library

ASSISTANT COACH II (03095CP) P4; \$26,200-34,100 3-31-95 DRIA

ASSISTANT COACH III (03053CP) P6; \$31,900-40,600 3-20-95 DRIA

ASSISTANT COACH III (03069CP) P6; \$31,900-40,600 3-24-95 DRIA

ASSISTANT MANAGER I (03060CP) P1; \$19,700-25,700 3-22-95 Museum

ASSISTANT PROVOST (04028CP) (*Part-time Position*) UnGraded; Blank 4-14-95 Provost Office

ASSOCIATE DIRECTOR VI (02009CP) (*End Date: 6-30-97*) P8; \$38,500-48,100 2-20-95 Museum

COORDINATOR, COMMUNITY FORESTRY (03024CP) (*Position Located in Scranton, PA Area*) (*Ongoing Contingent on Funding*) P4; \$26,200-34,100 3-10-95 Morris Arboretum

COORDINATOR, URBAN FORESTRY (03023CP) (*Ongoing Contingent on Funding*) P4; \$26,200-34,100 3-10-95 Morris Arboretum

DESIGNER PUBLICATIONS, SR (03039CP) P4; \$26,200-34,100 3-15-95 DRIA

DIRECTOR UNIVERSITY PRESS (01098CP) Blank 2-2-95 University Press

LIBRARIAN III/IV (000414CP) P6/P7; \$31,900-40,600/35,000-43,700 4-5-95 University Libraries

PROGRAMMER ANALYST III (04006CP) P7; \$35,000-43,700 4-7-95 DCCS

SYSTEMS PROGRAMMER III (01041CP) P8; \$38,500-48,100 1-13-95 Data Communications and Computing Services

TECH TRAINING SPECIALIST, SR (02078CP) P7;

\$35,000-43,700 2-24-95 Technology Learning Services
VICE PROVOST UNIVERSITY LIFE (04029CP) UnGraded; Blank 4-14-95 Provost Office

ADMINISTRATIVE ASSISTANT I (04022CP) G10; \$18,700-23,300 4-18-95 DRIA

INTERN ATHLETICS (04023P) (04024CP) (*End Date: 5-31-96*) Blank; \$7,150 4-12-95 DRIA

INTERN MUSEUM PUBLIC INFORMATION (03054CP) (*Application Deadline: 5-9-95*) (*End Date: 5-31-96*) Blank; \$11,000 3-20-95 Museum

SECRETARY IV (03022CP) (*Ongoing Contingent on Funding*) G9; \$17,100-21,400 3-10-95 Morris Arboretum

TECH, ELECTRONIC III (03006CP) G11; \$19,900-25,300 3-3-95 DCCS

SCHOOL OF SOCIAL WORK

Specialist: Clyde Peterson

OFFICE MANAGER II (12049CP) Under limited supervision, supervise, train and distribute work to clerical support staff; prepare and assemble grant proposals; provide assistance to Associate Dean; act as Building Administrator. **Qualifications:** BA/BS or equivalent work experience; three to five years supervisory experience in an office setting, preferably in a university; ability to assess needs and reorganize staff to meet goals; experience in preparation of grant proposals; knowledge of WordPerfect; Lotus and/or database software desirable. **Grade:** P2; **Range:** \$21,700-28,200 4-17-95 Social Work

PART-TIME (OPERATOR, DATA ENTRY) (19 HRS) (01087CP) G8; \$8,626-10,769 1-27-95 FSAP

VETERINARY SCHOOL

Specialist: Nancy Salvatore

RESEARCH LAB TECHNICIAN III (04078NS) Run ELISA for diagnosis of allergy; call and discuss results with veterinarians; prepare vaccines; help supervise in basic immunologic research dealing with antibody purification and development of diagnostic tests. **Qualifications:** BA/BS preferred and lab experience or two years of post-secondary school training in clinical lab procedures or equivalent work experience; ASCP certification as an MLT preferred; working knowledge of immunology or its techniques; accuracy, dependability and ability to work under pressure. **Grade:** G10; **Range:** \$18,700-23,300 4-27-95 Clinical Studies

CUSTODIAL WORKER (40HRS) (03081NS) (*Hours: 4 P.M. - 12 A.M.*) (*Position Located in Kennett Sq., No Public Transit*) G5; \$14,286-17,486 3-29-95 Large Animal Hospital

(continued next page)

Classifieds

FOR SALE

House—great condition, location, income producing apartment. Qualifies for U. of P. mortgage assistance. Creative financing also available. \$118,000. (610) 664-3849.

VACATION

Pocono Chalet, 3 bedrooms, 1 bath, deck, swimming, fishing, tennis, \$350/week. (610) 356-3488.

NOTE:

Classified listings are a traditional feature of *The Compass* and they continue to be accepted and compiled there. Please call 898-8721 for rates and procedures, or search under "classified" in PennInfo for the "how to" file.

OPPORTUNITIES at PENN

RESEARCH LAB TECH III (40 HRS) (03070NS) (*Position Located in Kennett Sq., No Public Transit*) G10; \$21,371-26,629 3-24-95 Pathobiology

SECRETARY, MED/TECH (40 HRS) (03049-NS) (*Position Located in Kennett Sq., No Public Transit*) G9; \$21,371-26,629 3-20-95 Clinical Studies/NBC

SECRETARY MED/TECH SR (04052NS) G10; \$18,700-23,300 4-21-95 Animal Biology

SECRETARY III (03080NS) (*Position Located in Kennett Sq., No Public Transit*) G8; \$15,700-19,600 3-29-95 Large Animal Hospital

TECH, VET I/II (40 HRS) (02087NS) (*Position Located in Kennett Sq., No Public Transit*) G8/G10; \$17,943-22,400/\$21,371-26,629 3-1-95 Large Animal Hospital

VET ANESTH TRAINEE/TECH I (40 HRS) (02070NS) (*Position Located in Kennett Sq., No Public Transit*) G8/G11; \$17,943-22,400/\$22,743-28,914 2-22-95 Large Animal Hospital

VICE PROVOST/UNIVERSITY LIFE

Specialist: Clyde Peterson

ADMINISTRATIVE FELLOW SR (04085CP) Develop the residences as an educational resource for the University; provide operational administration of DuBois College House; coordinate activities of House staff and students; work with APR on budget management, work-study management, assignments, maintenance requests; counsel students and staff; provide academic advising for students in the College; participate in the Residential Duty System. **Qualifications:** BA/BS, master's degree preferred; strong organization, writing and verbal skills; experience in academic advising, counseling, program planning and crisis intervention; experience working with college students and faculty; experience in supervising, hiring, training, motivating and assessing staff computer skills helpful. (*Live-In Position*) **Grade:** P3; **Range:** \$23,900-31,000 4-28-95 Academic Programs in Residence

PROGRAMMER ANALYST II (01030CP) P6; \$31,900-40,600 1-12-95 Student Information and Systems

PROGRAMMER ANALYST II (01029CP) P6; \$31,900-40,600 1-12-95 Student Information and Systems

ADMINISTRATIVE ASSISTANT III (01065CP) G11; \$19,900-25,300 1-23-95 Career Planning/Placement

WHARTON SCHOOL

Specialist: Janet Zinser

ASSISTANT DIRECTOR I (04051JZ) Manage day-to-day operations of active financial research center; coordinate membership activities; plan conferences and special events; oversee production and distribution of Center's publications; assist Director in preparation of Center's budget; analyze and reconcile monthly budget reports; administer and monitor faculty research grants; supervise administrative assistant and work-study research assistants; responsible for all payroll, purchase orders, reimbursements. **Qualifications:** BA/BS or equivalent experience; three to five years experience, preferably at a university; experience with conference planning; excellent organizational, communication and interpersonal skills; ability to work independently required; demonstrated sound decision-making ability; familiarity with University's on-line systems a plus. (*Application Deadline: 4-28-95*) **Grade:** P2; **Range:** \$21,700-28,200 4-21-95 Rodney L. White Center

ASSISTANT DIRECTOR VI (04002JZ) Manage consulting staff of 15-20 MBA candidates and undergraduates; assign client engagements; control work flow; supervise consulting activities and consult directly with client companies; provide client development and community outreach; manage staff development process; recruit new consultants twice yearly; develop and execute training programs for consulting staff; provide ongoing feedback to staff. **Qualifications:** BA/BS required, advanced degree in business, economics or public policy preferred or currently enrolled in master's program; three to five years relevant business management experience; expertise in functional business skills; demonstrated interest in entrepreneurship; excellent organizational skills; public speaking ability. (*Ongoing Contingent*

on Grant Funding) **Grade:** P7; **Range:** \$35,000-43,700 4-21-95 Snider Entrepreneurial Center

BUSINESS ADMINISTRATOR IV (04048JZ) Serve as financial officer; track spending; act as departmental liaison with University officers on budget matters; serve as personnel administrator; prepare/authorize financial/personnel forms and reports; assist in proposal development; handle all contact with vendors; answer phones, greet clients, assist with office procedures and budget analysis, planning and control in SBDC; assist Director with special projects; review and authorize purchases. **Qualifications:** BA/BS required; three to four years financial and budget administration experience in related environment required; strong financial management and budgeting skills; familiarity with Wharton/University budget and administration procedures preferred; high level of proficiency with PC-based software applications, particularly spreadsheets; excellent interpersonal and written and oral communication skills; sound judgment with respect to confidential matters; self-starter, quick-learner with proven ability to handle high volume of work under pressure. **Grade:** P5; **Range:** \$28,800-37,600 4-20-95 Snider Entrepreneurial Center

INFORMATION MANAGEMENT SPECIALIST I (04050JZ) Provide assistance to computing consultant; assist faculty and staff with IBM compatible hardware, software and UNIX work stations; troubleshoot PC hardware and software problems and implement solutions; set up and configure new computer equipment; install and configure software; conduct investigations of new products; initiate purchase process and follow up with vendors. **Qualifications:** BA/BS in computer science, information systems or equivalent experience; excellent interpersonal and communication skills; ability to work and communicate with clients having a wide Range of technical expertise; ability to learn quickly and work independently; ability to lift up to 50 lbs.; extensive experience with IBM PC compatible hardware and software; UNIX and Macintosh experience a plus. **Grade:** P4; **Range:** \$26,200-34,100 4-21-95 Finance

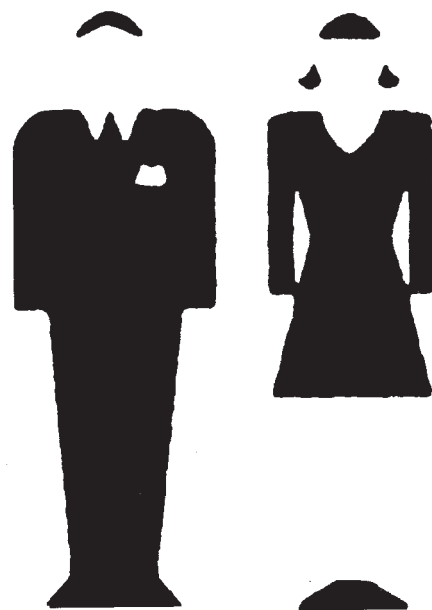
MANAGER MANUFACTURING EXTENSION PROGRAM (04057JZ) Provide management consulting

A-3 Assembly Career Conference: How to Market Yourself in the '90s

The A-3 Assembly will sponsor its second annual Career Development Conference on Monday, May 8 and again on Wednesday, May 10, from 2 to 5 p.m. in the Alumni Hall of the Faculty Club. After opening remarks by Ms. Rochelle Fuller, A-3 Chairperson, the conference will include the following segments:

<i>Skill Building</i>	An exploration of the current marketability of current skills and training versus what employers are seeking.
<i>Resume Doctor</i>	Paper Presentation: Resume Doctor will offer new and improved ideas for resumes.
<i>Have You Done Your Homework?</i>	Tips on researching potential employers before and after interviewing.
<i>Dress for Success "Custom Couture"</i>	Physical Presentation: The do's and don'ts of dressing for success as well as for interviews. Two volunteers will be dressed for success.
<i>Motivation</i>	To encourage, inspire, motivate and empower participants to be the best they can be.
<i>Reception</i>	Speakers will be available to answer questions following the conference.

Participants should register with Ms. Leslie Thomas, 898-7091 or thomaslr@pobox.upenn.edu, by May 3. Volunteers for the "Dress for Success" makeover segment should also contact Ms. Thomas.



services, particularly business and strategic planning, to defense impacted firms; develop client base for the Manufacturing Extension Program (MEP); participate in other MEP activities including staff training, outside training for clients and related programs; manage the Wharton SBDC's component of the MEP including monitoring of consulting activity by students, surveying clients and reporting. **Qualifications:** BA/BS required, master's in business, economics or public policy preferred; five years relevant experience in advanced manufacturing environment; expertise in accounting, finance, marketing and new venture initiation; international business experience desirable; public speaking ability required; ability to use PC and popular business applications programs (local area network knowledge desirable); demonstrated interest in small business and entrepreneurship. (*Ongoing Contingent on Funding*) **Grade:** P7; **Range:** \$35,000-43,700 4-24-95 Snider Entrepreneurial Center

SYSTEMS PROGRAMMER I/II (04059JZ) Provide technological support for UNIX operating systems, network products, office automation and electronic communications; install systems and updates, third-party software and hardware; manage system resources and provide network access to data and application programs; design and document procedures; investigate and evaluate software; act as liaison between client and vendors (software and hardware); assist in the consulting office. **Qualifications:** BA/BS, preferably in computer science, MIS or commensurate experience; progressively responsible experience in systems programming and management; experience maintaining UNIX work stations (HP-UX preferred); extensive experience with TCP/IP, NFS, X-Windows and familiarity with DOS and Windows preferred; self-starter with ability to work in a team with minimal supervision; excellent written and verbal communication skills. **SYSTEMS PROGRAMMER I** - two years experience. **SYSTEMS PROGRAMMER II** - three years experience. **Grade:** P6/P7; **Range:** \$31,900-40,600/35,000-43,700 4-24-95 WCIT

ADMINISTRATIVE ASSISTANT II (04067JZ) Organize and maintain office records and files; type, proofread, photocopy; handle phone/fax; make travel arrangements; coordinate functions of Ph.D. program; liaison for Registrar's office and department on student records; maintain student employment and alumni databases; compose correspondence and respond to mail; coordinate with various faculty; arrange meetings; schedule and coordinate special events and awards. **Qualifications:** High school graduate, some college preferred; four years of secretarial/administrative assistant experience including strong word processing skills (Windows application experience preferred); excellent organizational, written and oral communication skills; work well independently; demonstrated judgment and attention to detail; ability to handle multiple tasks simultaneously. **Grade:** G10; **Range:** \$18,700-23,300 4-24-95 Public Policy and Management

ASSISTANT DIRECTOR III/ASSOCIATE DIRECTOR III (03063JZ) P4/P5; \$26,200-34,100/28,500-37,600 3-23-95 Undergraduate Division

ASSISTANT DIRECTOR IV/ASSOCIATE DIRECTOR V (01100JZ) P5/P7; \$28,800-37,600/35,000-43,700 3-24-95 Career Development and Placement

INFORMATION MANAGEMENT SPECIALIST II (03045JZ) P6; \$31,900-40,600 3-17-95 WCIT

OFFICE SYSTEMS ADMINISTRATOR II (04020JZ) (*Ongoing Contingent on Funding*) P3; \$23,900-31,000 4-12-95 Snider Entrepreneurial Center

PROGRAMMER ANALYST II (04012JZ) P6; \$31,900-40,600 4-10-95 WCIT

PROGRAMMER ANALYST III (01089JZ) P7; \$35,000-43,700 1-30-95 WCIT

ADMINISTRATIVE ASSISTANT II (04013JZ) G10; \$18,700-23,300 4-10-95 Legal Studies

ADMINISTRATIVE ASSISTANT III (03091JZ) G11; \$19,900-25,300 3-30-95 Health Care Systems

RECEPTIONIST III (40HRS) (03059JZ) G8; \$17,943-22,400 3-22-95 Administration

RECEPTIONIST III (40 HRS) (04011JZ) G8; \$17,943-22,400 4-10-95 Snider Entrepreneurial Center

PART-TIME (OFFICE ADMINISTRATIVE ASSISTANT I) (27.5 HRS) (03025JZ) G9; \$9,396-11,758 3-10-95 Classroom Support Services

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 April 17, 1995 and April 23, 1995. 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, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Sexual assaults—1, Aggravated assaults—1, Simple assaults—1, Threats & harassment—2

04/20/95	9:18 PM	37th & Locust	Assault
04/20/95	10:45 PM	Bodine Dorm	Threats made
04/21/95	2:55 AM	McKean Dorm	Officer assaulted during investigation
04/21/95	10:53 AM	Vance Hall	Harassing voice mail calls received
04/23/95	6:47 PM	Speakman Dorm	Altercation

38th to 41st/Market to Baltimore: Sexual assaults—1, Simple assaults—1, Threats & harassment—1

04/21/95	4:40 PM	Harnwell House	Confidential VSSS report
04/22/95	2:13 PM	VHUP	Altercation between doctor/patient
04/22/95	9:51 PM	Harrison House	Profanity written on elevator wall

41st to 43rd/Market to Baltimore: Aggravated assaults—1

04/22/95	10:04 PM	4207 Pine St.	Complainant struck by boyfriend/ injury to head
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30th to 34th/Market to University: Threats & harassment—1

04/20/95	12:09 PM	Hayden Hall	Harassment
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Outside 30th to 43rd/Market to Baltimore: Threats & harassment—2

04/19/95	8:15 PM	416 S. 41st	Numerous unwanted calls received
04/23/95	2:59 AM	36th & Powelton	Harassment

Crimes Against Property

34th to 38th/Market to Civic Center: Burglaries (& attempts)—2, Total thefts (& attempts)—12, Thefts from autos—1, Thefts of bicycles & parts—3, Criminal mischief & vandalism—7

04/17/95	11:52 AM	Law School	Secured bicycle taken from rack
04/17/95	12:39 PM	Law School	Secured bicycle taken from rack
04/17/95	5:37 PM	Nichols House	Marker/drawing found on elevator door
04/17/95	11:27 PM	Cleeman Dorm	Feces found in shower
04/18/95	12:36 AM	3744 Spruce St.	Male took merchandise/apprehended
04/18/95	6:59 AM	3700 Blk. Spruce	Newspapers taken from vending machine
04/18/95	5:15 PM	3400 Blk. Spruce	Cab driver flim flammed by patron
04/19/95	3:03 AM	3744 Spruce St.	Retail theft/male arrested by PPD
04/19/95	9:53 AM	Franklin Bldg.	Cardboard boxes taken
04/20/95	9:03 PM	3700 Blk. Sansom	Luggage taken from auto
04/21/95	8:54 AM	3401 Walnut St.	Property taken
04/21/95	10:35 AM	200 Blk. 37th	Tree branches broken off
04/21/95	1:57 PM	Van Pelt Library	Wallet/contents taken from unattended coat
04/22/95	8:21 AM	3400 Blk. Walnut	Plexiglas on campus map broken
04/22/95	8:51 AM	Vance Hall	Vending machine pried
04/22/95	1:52 PM	Christian Ass'n.	Cash taken from safe
04/22/95	6:47 PM	McIlhenny Dorm	Fire extinguishers discharged
04/22/95	11:16 PM	3744 Spruce St.	Merchandise taken/recovered
04/23/95	4:22 PM	Hamilton Walk	Secured bike taken from rack
04/23/95	4:30 PM	Stouffer Dining	Door lock broken/cases of beverage taken
04/23/95	6:12 PM	Speakman Dorm	Bathroom window broken

38th to 41st/Market to Baltimore: Total thefts (& attempts)—7, Thefts from autos—2, Thefts of bicycles & parts—1, Criminal mischief & vandalism—5

04/18/95	9:31 AM	Evans Bldg.	Narcotics taken from secured cabinet
04/18/95	1:38 PM	Van Pelt House	Secured bicycle taken from rack
04/20/95	7:14 PM	310 S. 40th	Bag/contents taken from auto
04/21/95	3:30 PM	Lot # 23	Male broke car window
04/21/95	3:36 PM	3931 Walnut St.	Male attempted to take sweaters
04/21/95	6:57 PM	3930 Chestnut	Unattended wallet/contents taken
04/22/95	1:10 AM	3800 Blk. Sansom	Right front window of auto broken
04/22/95	1:45 AM	AEPI	Sprinkler pipe broken/set off alarm
04/22/95	2:19 AM	200 S. 41st	Property taken from auto
04/22/95	5:00 PM	3931 Walnut St.	Suspect stopped w/property/no prosecution
04/23/95	4:00 PM	100 Blk. 39th	Auto damaged

41st to 43rd/Market to Baltimore: Criminal mischief & vandalism—1

04/22/95	1:40 AM	4100 blk Locust	Antenna on auto bent
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30th to 34th/Market to University: Total thefts (& attempts)—4, Thefts from autos—2, Criminal mischief & vandalism—1

04/17/95	1:24 PM	Lot # 37	Radio taken from auto
04/18/95	3:17 PM	Lot # 5	Car phone taken
04/21/95	8:14 AM	Lot # 29	Car passenger window & windshield
04/21/95	8:28 AM	Hayden Hall	Fax machine taken from secured area
04/21/95	2:13 PM	Ringe Courts	Wallet & contents taken from unattended jacket

Outside 30th to 43rd/Market to Baltimore: Total thefts (& attempts)—1

04/22/95	10:20 PM	NBC	Unattended camera taken
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Crimes Against Society

34th to 38th/Market to Civic Center: Disorderly conduct—1

04/22/95	3:07 AM	3600 Blk. Locust	Male cited for disorderly conduct
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38th to 41st/Market to Baltimore: Disorderly conduct—3

04/21/95	12:00 AM	4000 Blk. Walnut	Male stopped for disorderly conduct
04/23/95	12:50 AM	3900 Blk. Sansom	Persons acting disorderly/fighting
04/23/95	3:04 AM	3900 Blk. Sansom	Several persons acting disorderly

Summary Annual Report: Retirement, Health and Other Benefits

*Pennsylvania Annuity Plan,
Life Insurance Program,
Long Term Disability Income Plan,
Dental Plans, Health Care Expense Account,
Faculty and Staff Scholarship Program and
Retirement Allowance Plan of the
University of Pennsylvania for the Plan Year ending June 30, 1994*

This is a summary of the annual reports for the Plans named above of the University of Pennsylvania for the plan year beginning on July 1, 1993, and ending June 30, 1994. These Plans are sponsored by the Trustees of the University of Pennsylvania whose employer identification number is 23-1352685. The annual reports have been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

It is also required under the terms of the Employee Retirement Income Security Act of 1974 that these Summary Annual Reports be furnished to plan participants. To facilitate a single printing, the reports for the plan year ending June 30, 1994, have been combined. Consequently portions of this summary may refer to plans in which you are not currently participating.

Pennsylvania Annuity Plan: Basic Financial Statement

Funds contributed to the Plan are allocated toward the purchase of individual annuity contracts issued by the Equitable Life Assurance Society of the United States. Total premiums paid for the plan year ending June 30, 1994, were \$149,814.

Life Insurance Program: Insurance Information

The Plan has a contract with the Equitable Life Assurance Society of the United States to pay all life insurance claims incurred under the terms of the Plan. The total premiums paid for the plan year ending June 30, 1994, were \$2,294,281.

Plan costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending June 30, 1994, the premiums paid under the experience-rated contract during the plan year were \$2,294,281 and the total of all benefit claims charged under the experience-rated contract during the plan year was \$1,977,495.

Long Term Total Disability Income Plan

The Trustees of the University of Pennsylvania have committed themselves to pay all long term disability claims incurred under the terms of the Plan.

Dental Plan (Prudential)

The Plan is a pre-paid program providing dental benefits. Since there is no insurance involved, no insurance premiums were paid during the plan year ending June 30, 1994.

Dental Plan (Penn Faculty Practice)

The Plan is a pre-paid program providing dental benefits. Since there is no insurance involved, no insurance premiums were paid during the plan year ending June 30, 1994.

Health Care Expense Account

The Trustees of the University of Pennsylvania maintain a program providing reimbursement of health care expenses funded through salary reduction agreements for full time faculty and staff. The University provides these benefits in accordance with the terms of the Plan.

Faculty And Staff Scholarship Plan

The Trustees of the University of Pennsylvania maintain a program providing scholarships to full-time faculty and staff and their dependents. The University provides these benefits in accordance with the terms of the Plan.

Retirement Allowance Plan: Basic Financial Statement

Benefits under this Plan are provided through a trust with CoreStates

Bank of Philadelphia, PA. Plan expenses were \$2,580,752. These expenses included \$11,501 in administrative expenses and \$2,569,251 in benefits paid to participants and beneficiaries. A total of 5,520 persons were participants in or beneficiaries of the Plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the Plan, was \$75,924,194 as of June 30, 1994, compared to \$75,188,508 as of July 1, 1993. During the plan year the Plan experienced an increase in its net assets of \$735,686. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year.

Minimum Funding Standards

An actuary's statement shows that the Plan was funded in accordance with the minimum funding standards of ERISA.

Additional Information

As described below, you have the right to receive a copy of the full annual report of the Retirement Allowance Plan, or any part thereof, on request.

The items listed below are included in that report:

1. an accountant's report;
2. assets held for investments;
3. insurance information including sales commissions paid by insurance carriers; and
4. actuarial information regarding the funding of the plan.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

Your Rights To Additional Information About These Plans

You have the right to receive a copy of the full annual reports, or any part thereof, on request. Insurance information for the Pennsylvania Annuity Plan, the Life Insurance Program and the Dental Plan (Prudential) is included in those reports.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Vice President for Human Resources, Room 538A 3401 Walnut Street, Philadelphia, Pennsylvania, 19104, (215) 898-1331. The charge for the full annual report of the Retirement Allowance Plan is \$3.50; the charge for each other full annual report is \$1.50; the charge for a single page is 25 cents.

In addition, you have the legally-protected right to examine the annual reports at the University of Pennsylvania, Benefits Office, Room 527A, 3401 Walnut Street, Philadelphia, Pennsylvania, 19104. You also have the right to examine the annual reports at the U.S. Department of Labor in Washington, D.C., or obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C., 20216.

— Office of Human Resources/Benefits

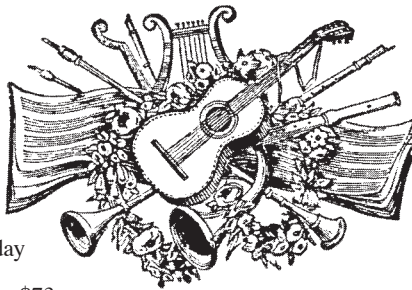
From the Philadelphia Orchestra: Discounts for Penn Faculty and Staff As First-Time Subscribers

For its 1995-96 season, the Philadelphia Orchestra is offering special discounted tickets to the University Community.

Members of the University can take advantage of a 20% discount for the nine-concert "Friday afternoon A & B" subscription series, and the "Saturday evening A & B" series, for as little as \$73.

The discount applies to all first-time Orchestra subscribers from the University community, and is subject to availability. In addition, Classical Cash, a booklet of four ticket vouchers is available to everyone. Allowing for complete flexibility, these booklets are sold for \$100 (\$25 per voucher) with each voucher redeemable for a rear balcony ticket or better to any of the 1995-96 subscription concerts, again subject to availability.

To take advantage of these offers and to receive a free copy of The Philadelphia Orchestra's colorful 1995-96 season brochure, simply provide your administrative or departmental affiliation when you call the Orchestra's Patron Services Office at (215) 893-1955.



[This notice was received by the Provost's Office and forwarded for the information of the faculty and staff. — Ed.]

Reminder: The Housing Fair at Houston Hall May 3

The Office of the Treasurer's annual Housing Fair—where bankers, realtors, movers and other vendors answer the questions of those interested in buying a home or refinancing a current mortgage—will be held at lunchtime Wednesday, May 3, in Bodek Lounge of Houston Hall.

All members of the University and the Hospital are welcome at the Fair, where among other housing information services they will find the details of Penn's newly expanded Guaranteed Mortgage Program (*Almanac* March 21).

This "100%" mortgage program recently became a 105% program for homes in University City as far west as Cobbs Creek, and a leading West Philadelphia lending institution, Berean

Federal Savings, joined the program as a second source of mortgages. (Mellon Bank continues as the other source in the 30-year-old program through which some 1300 faculty and staff have bought homes.)

In addition to prizes and refreshment, the Fair has a booth where members of the University can request their own confidential credit reports for \$1—a move the Treasurer's Office strongly recommends for anyone contemplating the purchase of a home, if only to make sure the information on file with the credit bureau is accurate and up-to-date *before* applying for a mortgage, said D-L Wormley, Associate Treasurer.

Grants Available: Breast Cancer Pilot Program

The University of Pennsylvania Cancer Center Breast Cancer Program announces the availability of seed money grants for Penn faculty who are interested in conducting breast cancer-related research projects.

Overview: Through its National Cancer Institute Breast Cancer Program Planning Grant, the University of Pennsylvania Cancer Center Breast Cancer Program will provide seed money grants up to \$35,000 to University faculty members at any faculty level for innovative cancer research projects related to breast cancer that have the potential for peer-reviewed grant funding. Projects that are translational in nature (application of basic research findings to the clinical setting) are encouraged.

Eligibility: Penn faculty at any level are eligible to apply for a pilot project grant. Investigators who have not previously conducted breast cancer research, but are proposing a breast cancer-related project, are encouraged to apply. Investigators who have already received peer-reviewed funding for their proposed project will not be eligible.

Allowable Budget Items: Covered costs include laboratory personnel costs (non-faculty salaries), laboratory supplies, animals, and small equipment. No travel or patient costs are allowed. Specifics regarding allowable costs will be provided in the application packet.

Application Deadline: The deadline for submitting a completed application for this grant is July 3, 1995.

Award Period: One year, non-renewable, effective October 1, 1995.

For applications and information: Mary Jo Marchionni, 1009 BRBI, 898-0247.

— Barbara L. Weber, Associate Professor of Medicine,
Hematology-Oncology

Update

MAY AT PENN

EXHIBIT

6 *Irish Art 1770-1995: History And Society From the Collection of the Crawford Municipal Art Gallery, Cork, Ireland*, the upcoming exhibit at the Arthur Ross Gallery in the Furness Building, will be celebrated with a month of events. The exhibit will be open through July 2.

Gallery Tour; Peter Murray, curator; Arthur Ross Gallery; 2 p.m.

MUSIC

25 *Irish Music*; Mick Moloney, musician and folklorist; discussion/performance of music in the context of Irish History and Society; music and step-dancing; Arthur Ross Gallery; 7 p.m.

TALKS

4 *Lecture*; Peter Murray, curator, Crawford Municipal Art Gallery; Room 113, Jaffe Building; 5:30 p.m.

5 *Poetry Reading*; Derek Mahon and John Montague; Room B-3, Meyerson Hall; 4 p.m.

12 *From Standing Stones to Great Houses: Travel in Ireland*; John Buckley, director of the Irish American Cultural Institute; slide lecture illustrates Ireland's history, folklore, and culture; for visitors to Ireland and all interested in Irish culture; Arthur Ross Gallery; 7 p.m.

Calendar Deadlines: Mondays

Almanac and *The Compass* are pooling information sent in by sponsors of campus events, but deadlines for inclusion are geared to the monthly At Penn calendar of *Almanac*, with its weekly Updates. To list events in *Summer at Penn* (appearing at the end of May) the deadline is May 9. Weekly Update deadlines are Mondays (of the week prior to publication). All deadlines are posted on PennInfo under *Almanac*. To request them in a flyer, see the phone, fax and e-mail addresses in the staff box, next page.

To Readers of The Compass and Almanac:

This is the third experimentally merged issue of *Almanac* and *The Compass*. If you have views on the combined product or on the merger in principle, please send them to either or both of the editors. You can reach the editor of *Almanac* at gaines@pobox.upenn.edu and the managing editor of *The Compass* at jablow@pobox.upenn.edu; or see addresses in the respective staff boxes, below and on page 14 of this issue.



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Classical Studies in the Search for Community *by Ralph M. Rosen*

NOTE: The following is a condensed version of an article originally written for Universities and Community Schools (Fall 1994), published by Penn's Center for Community Partnerships, in which I describe my experiences in designing and teaching an undergraduate course offered through our department in Spring 1994, entitled "Community, Neighborhood and Family in Ancient Athens and Modern Philadelphia." The course will be offered again in Spring 1996.

All Classicists know only too well how over the years their profession has gradually come to be perceived from outside as a bastion of antiquarianism and pedantry, completely divorced from the world around us. There are many reasons for this development, and surely classicists themselves must bear some of the responsibility, but I am still astonished whenever I am confronted with the assumption that the study of Greco-Roman antiquity is a pursuit fundamentally "irrelevant" to today's concerns and cultural practices. I keep remembering what drew me into the profession in the first place: learning, for example, about the oral poetics of Homer at the same time as I was discovering analogous poetics in jazz and blues, for example, or following my first presidential campaign as a voting adult while studying the democratic machinery of classical Athens. In short, just about everything I encountered within classical studies was enthralling precisely *because* it was profoundly implicated in some way with the contemporary world and my own life within it.

My testimonials, however, were hardly ever successful at mollifying my students' parents, who worried about what their child's interest in classical antiquity might lead to (or, more typically, *not* lead to). Time after time I found myself reciting the familiar line about the classics as the fountainhead of so many aspects of western culture, suggesting even that a person well versed in Greco-Roman antiquity might be better equipped than others to confront a complex modern world. Some parents were consoled by this line of thought, but others wanted to know more specifically how classics could serve an accountable function in the education of their sons and daughters. I slowly realized that no amount of rhetoric from me, no matter how passionate, could easily overcome popular perceptions about what a typical classics curriculum has to offer. So when Lee Benson in Penn's Center for Community Partnerships asked me whether I could conceive of a classics course that would become part of their curriculum of academically-based community service, I thought that this might be the opportunity I had been waiting for—a chance to communicate to students just how false and pernicious the polarization between the "intellectual" and the "practical" can be, especially in disciplines such as classics.

Demythologizing Athens

I chose the subject and title of my course, "Community, Neighborhood and Family in Ancient Athens and Modern Philadelphia," partly because my own scholarly work tends to focus on fifth-century BC Athens but more importantly because that period in particular has been so often mythologized in modern times. Part of what I wanted to do in this course was to move beyond the modern myths about Athens, examine closely how an Athenian polis was organized, how Athenian citizens fostered a sense of community at both the local and international level, and how they framed their questions about the goals of a society and the nature of happiness. My aim was not to dwell on whether the Greeks of that time were "good" or "bad" people by our own ethical standards, but to show that, by studying how an ancient culture quite different from our own wrestled with crucial issues of social organization and interpersonal behavior, we might learn something from them about our own formulation of and answers to similar questions.

The seminar became affiliated with the West Philadelphia Improvement Corps (WEPIC), which established contact between my students and a fifth-grade classroom at the Anderson Elementary School. My students met in pairs with small groups of these fifth-graders for tutoring once a week in a variety of special areas. I hoped that by establishing a relationship with these elementary school students, my students would be able to relate their tutoring experiences to the main themes we were addressing in the seminar. For example, when we studied gender roles in classical Greece, I encouraged my students to question their tutees informally about such matters (as well as to share with them their own experiences), in the hope that they would thereby come to see that contemporary discourse about gender and society is part of a conversation that has been evolving for millennia.

Classical Athens is practically tailor-made for a course concerned with

social organization, the relationship between public and private realms of life, and the diverse, often conflicting, ideologies that control a complex society. Within a mere century, from the end of the sixth to the end of the fifth centuries BC, Athens developed from a city ruled by autocratic, if sometimes benevolent and impressive, "tyrants" to one that prided itself aggressively on its full-blown, participatory democracy. Along the way, we encounter the same sort of controversies that arise when one tries to analyze political categories and movements of any kind. Was Cleisthenes, that legendary social reformer at the end of the sixth century, really the great "democratic" patriarch he was made out to be by the Athenians of the later fifth century, or was he really an "aristocrat" with his own agenda? How much power did the "people" actually have in Athens by the end of the fifth century? Did a powerful few in fact control Athenian politics? Is a radical democracy a desirable political ideal in the first place, for Athens or anywhere?

Cleon v. Frank Rizzo

The jump from Athens to modern Philadelphia proved to be more effortless and profound than I would ever have imagined. When we dipped into the recent history of Philadelphia, trying to see where its current system of government and neighborhood characteristics came from, we saw, along with obvious differences in details, some amazingly analogous trends. The general development in classical Athens, for example, from an early democracy controlled essentially by a tightly-knit aristocratic elite to a system that attempted, at least, to be more inclusive of the larger citizen population seems remarkably parallel to the shift in twentieth-century Philadelphia from a government controlled by an elitist Republican machine to one firmly controlled by Democrats. Indeed, the reaction of both societies to their own aristocratic tendencies even produced two leaders described in their respective times with strikingly similar rhetoric: at Athens in the 420s the "demagogue" Cleon dominated the political scene, a man said by the largely conservative commentators of the time to be violent, boorish and vulgar, yet brilliant and effective as a general and champion of the demos; in recent Philadelphia history, Frank Rizzo cut a similar figure, both in his public persona and his ability to manipulate public sentiment.

Perhaps the most fruitful avenue of comparison between Athenian and Philadelphian conceptions of "community" emerged from our examination of the elaborate organization of the Athenian polis into demes and tribes that prevailed in the fifth century. This self-conscious social experiment was the brainchild of Cleisthenes, who, after the defeat of the tyrants in 510, re-structured the social and geographical groupings of Attica in an effort to foster cultural and political coherence within a democratic system of government. By contemplating simultaneously Cleisthenic reforms and the recent history of neighborhood development in Philadelphia, the students found themselves asking themselves what "community" really means in the first place, what the real, and often subtle, differences are between community, "tribalism" and "clannishness," and how our own society (locally and nationally) might benefit from sorting out such differences for itself.

Although I had a number of related objectives in offering this course, ultimately I was concerned to see whether I could make students feel that the study of antiquity is as relevant to our contemporary world as I have always felt it to be. In the end, the best way to evaluate its success is to ask whether the students came out of the course with the sense that their study of classical Athens actually illuminated their understanding of the world in which they are now living, whether studying an ancient culture actually *informed* their ability to formulate the questions, problems, and hopefully, some solutions confronting their own society. The final papers that they wrote for me, each in its own way, uniformly demonstrated that they did. All of the seven students in the seminar chose topics that focused as much on contemporary society in Philadelphia as on Athenian society. In all cases it was clear to me that the students had discovered that the study of a distant and different culture can indeed enhance our understanding of ourselves, our community, and our interaction with one another as private and public citizens.

*This article is the eighth in a series developed by the Lindback Society and the College of Arts and Sciences.
Dr. Ralph Rosen is associate professor and chair of Classical Studies.*