

UNIVERSITY of PENNSYLVANIA *Almanac*

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In Remembrance of Nurses Past ... page 16

In this Issue

- 2 The Class of '42's New Term Chair to Dr. Vanderlick
- 3 Deaths: Drs. Taubman, Scouten
- 4 SEC Actions, Council
- 5 Trustees on Early Retirement Award of Facilities Funds
- 6 Of Record: Faculty Early Retirement Allowances
- 7 Speaking Out: GSAC on Title IX, Dr. Clark revisiting the Haiti affair
- 8 Safety & Security: A Council Report on six topics in campus safety
- ☐ The Compass Features
- 18 Opportunities
- 22 Of Record: Dean's Search
- 23 'Who Steals My Trash' and other crime reports
- 24 Benchmarks: The President & Provost on Their First Year at Penn

The COMPASS

View *The Compass* section of this issue at www.upenn.edu/pennews/current/features/1995/

- 9 Professor Childers' new WWII book began with a cache of old family letters
- 11 New employees discover the University as a city
- 12 In the wake of the Oklahoma bombing, Penn authorities discuss its effect on children and the protected speech of talk radio
- 14 Irish Art, 1770-1995, at the Arthur Ross Gallery
- 16 A student entrepreneur patents the un-foothbrush



1995 photo, above, by Candace diCarlo. Historic photograph (top of page) courtesy of the Center for the Study of History of Nursing

IN BRIEF

APS, AAAS, Other Honors

President Judith Rodin has been elected to the American Philosophical Society, founded by Benjamin Franklin and friends some 250 years ago and thus the oldest learned society in the United States. Also elected this year was an alumnus, Dr. Bert Vogelstein, professor of oncology at the Johns Hopkins University.

Three members of the University family have been elected Fellows of the American Academy of Arts and Sciences.

Two are faculty members—Dr. Clyde Barker, professor and chair of surgery in the School of Medicine, and Dr. Douglas Massey, Professor of Sociology—and the third is the Honorable Walter Annenberg, the alumnus and longtime trustee.

The present chair of the Trustees, Dr. Roy Vagelos, also won signal honors recently: On April 24 he received the National Academy of Sciences “Chemistry in Service to Society” award in Washington, D.C., and earlier he was inducted into the *Fortune* “Business Hall of Fame” at a ceremony in Minneapolis.

Health Annex in Kingessing

The City and the School of Nursing will open a health center in the Kingessing neighborhood of West Philadelphia Wednesday, May 10, with Mayor Ed Rendell leading the ceremony at 2 p.m.

The Health Annex, at the site of the Myers Recreation Center at 58th and Kingessing Ave., is directed by Dr. Margaret M. Cotroneo, associate professor of nursing in Psychiatric Mental Health Nursing. It will be staffed by nurse practitioners, community outreach workers, mental-health nurse specialists, a nurse midwife and a nutritionist—and will have, as teen counselors, young volunteers who are interested in nursing careers.

‘Call to Action’ May 25

A regional “Call to Action Conference” is being convened at the Pennsylvania Convention Center on May 25 at 1 p.m., organized in part by Penn’s Center for Greater Philadelphia, directed by Dr. Theodore Hershberg. The conference builds upon scholars’ and planners’ growing regional conceptions of Philadelphia’s future, including those summed up in the *Pierce Report: Reinventing the Region* (*Philadelphia Inquirer* March 26) and the Greater Philadelphia Investment Portfolio, which will be given out at the conference. Governor Tom Ridge will be the keynote speaker.

“Call to Action” is open to the public at \$25, with registration by May 19 c/o “Events Department,” GPCC, 1234 Market Street, Suite 1800, Philadelphia 19103. Registrants are asked to indicate which of nine sessions they wish to attend: *arts and culture; children and family; economic development; education and labor force; health care; land use and growth management; technology; tourism; and transportation.*

Class of 1942 Term Chair: Dr. Vanderlick

Dr. T. Kyle Vanderlick, an assistant professor of chemical engineering who has won a series of the most prestigious awards young scholars in the U.S. can win, has been chosen for the Class of 1942 Endowed Term Chair, Provost Stanley Chodorow has announced.

Established three years ago to mark the 50th reunion of the class, the chair honors outstanding teachers of undergraduates throughout the University. It rotates every five years among the four undergraduate schools, and is assigned at the discretion of the Provost.

The first holder of the Class of 1942 chair is a Lindback Award winner, a Presidential Young Investigator and a Packard Fellow whose work focuses on the molecular engineering of structured surfaces and coatings, including the development of artificial chemical membranes that have applications in the separation of chemicals and gases.

A 1981 graduate of Rensselaer Polytechnic Institute, *magna cum laude*, Dr. Vanderlick took her M.S. at Rensselaer in 1983. She received her Ph.D. from the University of Minnesota in 1988, and spent the next year at Mainz, in Germany, on a NATO Postdoctoral Fellowship in Science and Engineering before joining Penn. The NATO Fellowship was one of a long list of honors (among them IBM, Procter and Gamble, and AAUW awards) she had gathered as a graduate student and doctoral candidate.

Just after she arrived at Penn in the fall of 1989 it was announced that she would receive a Presidential Young Investigator Award, the National Science Foundation’s highly competitive, \$100-a-year research prize (now called the National Young Investigator Award). Two years later she won the equally competitive \$500,000 David and Lucile Packard Fellowship, which supports research of the recipient’s choice for five years.

While publishing some 20 papers and making over 30 presentations nationwide, she has taught at both the undergraduate and graduate levels since joining Penn, and she works with several undergraduates each year on independent study research projects. She is a member of the American Institute of Chemical Engineers,



Dr. Vanderlick, Chemical Engineering

American Chemical Society and American Physical Society, and was among the initial group whose research was included in the planning of the Institute for Advanced Science and Technology at Penn.

When she won the Lindback Award for Distinguished Teaching in 1993, not only faculty and students but staff nominated her, one saying “...if every faculty member at Penn had her style we would have more satisfied students and employees. Kyle takes the time to teach and makes sure the students understand.” Students praised her as “approachable, as someone who gives a great deal of individual attention while maintaining a demanding work load.” And her department chair’s message to the Lindback committee was: “She is the best I’ve ever seen... the excitement about Kyle is not coming just from her students, but from her colleagues as well. We are all fortunate to have her here.”

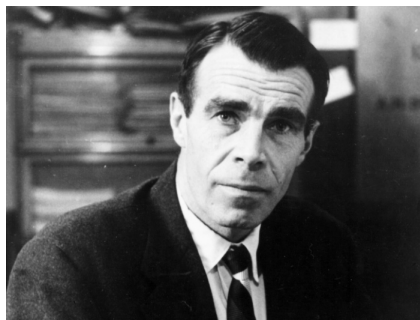
PennVIPs ‘Newborn Needs’ Drive: Now through May 19

This week and next, Penn VIPS (Volunteers in Public Service) is collecting layette items and needed supplies for infants and children (newborn to 6 months), including:

Diapers/Washcloths/Baby wipes	Crib Sheets/Playpens/Strollers/High chairs
Bottles/Formula/Bibs/Toys/Books	Undershirts/Receivingblankets/Sleepers

The donations go to two local outlets—the West Philadelphia Community Maternity Project, which works to improve the quality of life and increase access to health care services for pregnant women and infants in the community, and St. Mary’s Family Respite Center, which provides free child care services to parents, caregivers and children infected with or affected by HIV/AIDS. The drive runs through May 19. PennVIPS is at 898-2020, and drop-off points are:

Business Services 3401 Walnut St., 440A; Banoo Karanjia, 8-9155
African-American Resource Center 3537 Walnut St., 2nd floor; Afi Roberson, 8-0104
Blockley Hall Room 1214; Carolyn Jones, 8-1353
Book Store 3729 Locust Walk; Velda Bentley, 8-5920
Franklin Building Room 003; Pat Coleman, 8-4212
Houston Hall Room 200; Marcine Davis, 8-4831
Police Mini-Station 3927 Walnut Street; Lt. Sue Holmes, 8-4481
Van Pelt Library Original Catalogues; Rachelle Nelson, 8-5938
Veterinary School 111 Vet; Trish Dipietrae, 8-8812
3401 Walnut Street, Room 233-A; Rocco Casciato, 8-5571



Dr. Taubman, left, in the photograph that hangs in the Faculty Senate Office. Above, Dr. Scouten, c. 1950

Dr. Taubman of Economics... Dr. Scouten of English

Dr. Paul J. Taubman, professor and undergraduate chair of economics and former chair of the Faculty Senate, died on May 4 at the age of 55, of lymphoma.

A 1961 Penn alumnus, Dr. Taubman earned his Ph.D. here in 1964 and joined Harvard as assistant professor the same year.

He returned to Penn as an associate professor in 1966 and was named a full professor in 1972.

"Paul Taubman's life revolved around Penn," said Dr. Andrew Postlewaite, chair of the economics department. "Through his teaching and service he made tremendous contributions to the department, to the school and to the University."

Dr. Taubman wrote or co-authored eight books and more than 100 articles, book reviews and papers presented at conferences including the World Econometric Meetings, the Human Behavior Conference, and the World Conference on Health Economics. His work began with research on savings and taxation but moved in the seventies into exploration of socioeconomic issues and particularly those involving education, income and family. Still later he investigated issues in health and mortality, including studies that related to tobacco and drug use.

Among his books are two volumes with Terence J. Wales for the National Bureau of Economic Research and Carnegie Commission on Higher Education, the 1972 *Mental Ability and Higher Educational Attainment in the Twentieth Century*, and the 1975 *Education as an Investment and as a Screening Device*. He published *Public Economic Theory and Policy* with G. Fromm (Macmillan, 1973) and then *Sources of Inequality of Earnings and Kinometrics: The Determinants of Socioeconomic Success Within and Between Families* with North-Holland (1975 and 1977, respectively); *Income Distribution and Redistribution* (Addison-Wesley, 1978), and *Socioeconomic Success with Special Reference to Genetic, Family and Other Environments*, with Jere R. Behrman, Wales, and Z. Hrubec (North-Holland).

On campus, Dr. Taubman was chair of the Faculty Senate in 1973-74; director of the Wharton Econometric Forecasting Associates,

1979-80; and chair of the economics department from 1979 to 1982.

Nationally, he served on the Council of Economic Advisors under President Lyndon Johnson; on the Board of Human Resources of the National Academy of Sciences and as chair of the National Academy's Panel on the Benefits of Higher Education, 1971-74; and as director of the Economics of Drugs Program of the National Bureau of Economic Research, Inc., 1989-91.

His honors included election as a Fellow of the Econometric Society, the International Society for Twin Studies and the American Association for the Advancement of Science, Section K.

Dr. Taubman is survived by his wife, Joan Greenburg Taubman; a daughter, Rena; a son, Geoffrey; his mother, Sylvia Taubman; and a brother.

Services were held Friday but a campus memorial service is being planned by the department, probably for fall. His family has asked that donations be made in his name to set up a fund in the Economics Department.

Kathleen Sullivan, an alumna who continued in the University City area as a volunteer in community service, died on April 13, two days after being struck by a car driven by an intoxicated driver who was later apprehended. She was riding her bicycle at the corner of 48th Street and Larchwood Avenue when she was injured.

Six people are believed to have benefited from the transplant of her organs.

As an undergraduate Ms. Sullivan, C'93, was Community Projects Director of Kite and Key; founder of Alternate Spring Break; chairperson of the Penn Volunteer network; and a participant in Empty the Shelters. She graduated with honors as an International Relations major, and devoted her time to community service, including Empty the Shelter, the Kensington Welfare Rights Union, the Union of the Homeless, the Annie Smart Leadership Development Institute, and the Up and Out of Poverty Now Coalition.

A native of Del Mar, California, she is survived by her parents, Francis and Romaine Sullivan.

Dr. Arthur H. ("Joe") Scouten, Professor Emeritus of English, died in St. Germain-en-Laye, outside of Paris, on April 30. He was 85 years old.

Born in Kenya of missionary parents, Dr. Scouten grew up in New York and in Louisiana, where he worked as chauffeur and general assistant to Governor Huey Long, who gave him the nickname "Joe." He earned a B.A. in 1935 and a Ph.D. in 1942 at LSU, where he studied with Cleanth Brooks and Robert Penn Warren.

He is best known as initiator and editor of *The London Stage: A Calendar of Plays, Entertainments, and Afterpieces* (1961, 1965), a multi-volume reference work essential for students of Restoration and eighteenth-century British drama. In addition to his work on theater history, Dr. Scouten was known for his contributions to the fields of American Literature, Shakespeare studies, and eighteenth-century British satire, in particular, the works of Jonathan Swift.

Instrumental in acquiring for the Penn library a massive collection of rare Swiftiana from war-torn Holland, the Herman Teerink Collection, Dr. Scouten helped make the University of Pennsylvania a leading center of British eighteenth-century studies. Before coming to Penn in 1947, Dr. Scouten taught at the University of Texas at Austin and at Alabama Polytechnic Institute in Auburn. He was well known for his compelling lecture style and his encouraging spirit, a popular teacher and especially effective as a mentor of scores of graduate students," according to Dr. John Richetti, chair of the English department. A member of the American Association of University Professors in 1943, he helped to organize chapters of the organization on several university campuses and eventually served as president of Penn's chapter. He retired from Penn in 1980 and moved to Paris with his wife and infant daughter.

Dr. Scouten is survived by his wife, the former Annick Rouet of St. Germain-en-Laye; their daughter, Clemence, received her B.A. in English here in December; and three children from his first marriage, Margaret, Lee, and Ellen; and a sister, Olive S. Walker of Marengo, Ohio.

Memorial gifts may be made to the University of Pennsylvania Library, 3420 Walnut Street, Philadelphia 19104-6206.

Dr. Paul F. Schrode, former director of Student Health Services at Penn, died on April 25 at the age of 79.

Dr. Schrode received his bachelor's degree in chemical engineering from the University of Scranton and his M.D. from PennMed. After private practice in Berwyn from 1951 to 1954, he returned to the University to serve as director of Student Health until he retired in 1978.

He is survived by his daughter, Angela Moger; four sons, Schuyler, Christopher, Jonathan and Eric; a brother and five grandchildren.

Jared C. Whitaker, a senior from Capon Bridge, West Virginia, died suddenly on April 14. Mr. Whitaker, a candidate for the B.A. in Economics, is survived by his parents, Lawrence Whitaker and Jean Kenny, and a sister and brother, Jody and Chadwick Whitaker.

From the Senate Office

The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion between the constituencies and their representatives. Please communicate your comments to Senate Chair William L. Kissick or Executive Assistant Carolyn Burdon, 15 College Hall/ 6303, 898-6943 or burdon@pobox.upenn.edu.

Actions Taken by the Senate Executive Committee

Wednesday, May 3, 1995

Old Business

1. Academic Planning and Budget Committee and Capital Council. Past Senate Chair Gerald J. Porter stated that the past year has been a year of transition for both the Academic Planning and Budget Committee and the Capital Council. It is anticipated that both of these committees will assume a greater role in University planning next year.

2. Perelman Quadrangle. President Rodin made a brief presentation noting that the administration is working on strategic capital and master planning of the entire campus from a broad perspective. The Perelman project houses all the original programs that were planned for the Revlon Center. Concern was expressed that this was a student center rather a social and intellectual campus center for faculty, students and staff as recommended in the mid-1980s. President Rodin pointed out that the current project incorporates academic buildings and programs into a center for the community and expects the earlier recommendations and expressed needs will be met.

3. Voting on Proposed Just Cause Procedure. The discussion was on the voting procedure rather than on the content of the proposal. A motion was made and seconded that a two-thirds majority vote be required for adoption of the proposed procedure in the upcoming mail ballot. The motion failed by an overwhelming majority. A motion was made and seconded that a simple majority vote be required. The motion was adopted by an overwhelming majority.

4. Economic Status Committee Report. The 1994-95 report (*Almanac* April 11, 1995) was discussed. It was suggested that the committee develop guidelines on the criteria the committee should use. It was urged that the committee begin its work early and complete it by December. Coherent University planning is needed with salary as a high priority, and the administration should rethink the costs and benefits of responsibility center budgeting.

5. Extension of SCAFR term. A motion was moved and adopted that the 1994-95 Senate Committee on Academic Freedom and Responsibility be extended until May 31, 1995 to complete the work begun this academic year.

New Business

At this time, the new chair of the Faculty Senate, William L. Kissick, and the newly elected members of the Executive Committee took office.

6. Selection of Four SEC Members for the Council Steering Committee. Seven SEC members were nominated for 4 positions on the 1995-96 Council Steering Committee. Voting was accomplished by paper ballot.

7. Modification of Procedure on Research Faculty Moving to the Standing Faculty. Committee on the Faculty Chair Peter Hand proposed a clarification of existing policy. SEC adopted the proposal. Section II.B.3 on page 23 of the *Handbook for Faculty and Academic Administrators* shall be revised deleting the second full paragraph and inserting the following in its place:

Members of the Research Faculty do not normally move to positions on the Standing Faculty and, they may do so only in conjunction with a national search. If a Research Assistant Professor moves to an untenured position on the Standing Faculty the beginning of the tenure-probationary period in the Standing Faculty will be set at the date at which the probationary period for promotion to Research Associate Professor had previously begun. If the move occurs within a school the tenure-probationary period may not be extended. If the move involves a change of schools, a maximum of two additional years in the tenure-probationary period may be granted with the Provost's approval. Under no circumstances may appointment to the Associated Faculty be used to extend the tenure-probationary period.

8. Proposed Financial Disclosure Policy (*Almanac* April 11, 1995). Vice Provost for Research Barry Cooperman stated that implementation of the policy has been delayed by NIH and NSF until October and that in October there will be no phase-in period. He said that the advice SEC gives now will have bearing on how the University will implement the policy. SEC members raised the concerns that (1) the threshold of financial interest to the principal investigator of \$10,000 is too low and that (2) the policy does not go far enough to protect the privacy of the faculty.

9. June Meeting. A motion was moved and adopted that the SEC meeting scheduled for June 7 be cancelled.

10. New Business. Faculty Senate Chair William L. Kissick thanked his mentors Past Chair Barbara Lowery and Outgoing Past Chair Gerald Porter.

April 26: Straw Vote on UTV, Discussion of Safety Issues and Some Questions on Undergraduate Education

At Council on April 26, the chief scheduled agenda items were the Report of the Committee on Safety and Security (see page 8) and a request by UTV, the University's student-operated, closed-circuit television station, for permission to videotape Council meetings and use excerpts on the air.

There was discussion and a straw vote on the UTV proposal, which would allow a stationery camera set-up (along the lines of those in courtrooms) for continuous taping. The station would not undertake to broadcast meetings in their entirety, however, but using "long form journalism" would use individual speakers' excerpts of 25 seconds or longer (as opposed to "sound bites" which may be as short as seven seconds). Any speaker who considered the selected quotation to lead to distortion would be offered extended air time (15 minutes or more) on a scheduled news program to clarify, according to the proposal by Heather Dorf of UTV.

Ms. Dorf based the request on a distinction between the present system—in which members may be interviewed outside the Council meeting afterward, which she said made for secondary-source coverage—with "primary source" coverage during the meeting itself.

Dr. Larry Gross, a professor of communications and Council member who opposed the admission of commercial stations' cameras to Council meetings several years ago, said he had reversed himself to support the UTV proposal because today's technology is "not as intrusive" as before. Dr. Anthony Tomazinis and others questioned the effect of the camera's presence, and the knowledge of being recorded, on Council's deliberations per se.

In the absence of a quorum a straw vote was held, with a modest show of hands for the affirmative, and none for the negative. The question goes back to the Steering Committee, which sets the rules for meetings.

Finances and Police: Dr. Rodin

In the portion of the Council meeting devoted to reports, President Judith Rodin summed up some of the year's activities (see a longer report made to the Faculty Senate earlier, page 24 of this issue), and elaborated on a handful of points:

— The Middle States Association's April visit, focused on undergraduate education at Penn at the President and Provost's request, yielded comments that "stressed the importance of intertwining academic and student life aspects of the undergraduate experience, increasing faculty-student interaction, and preserving the best features of the existing academic experience, while working to reduce bureaucratic barriers between schools and improving academic advising."

— From her Harrisburg visits, where Dr. Rodin and other presidents supporting their requests for state aid were questioned sharply by legislators last month, the President said she sensed "no dire message behind the government's intense scrutiny." She said she stressed the

University's importance to Pennsylvania and the return on investment from faculty research and educational programs. Penn has asked \$50 million in the Commonwealth budget process due to conclude at the end of June.

— Of her sense of Washington, D.C., Dr. Rodin remarked that "it is in the nation's interest to support higher education, yet many of the proposals currently under consideration in Congress would impact Penn's ability to provide student financial aid and the facilities and infrastructure necessary to support our leading role in faculty research and graduate education."

Dr. Rodin was questioned by the incoming UA Chair, Lance Rogers, on the issuance of disorderly conduct citations to several students during Spring Fling and asking who—the University administration, or the police themselves—had decided to break up a party at 2 a.m. To Mr. Rogers' questions and to another question by Daniel Shorr of UA—whether students were considered part of the problem or otherwise in the developing master plan for safety—Dr. Rodin said students were supposed to be part of the solution. She verified that a small number of students received citations for disorderly conduct at a Saturday night, 3,000-student party at 39th and Sansom Streets, but she said there had been a structured set of agreements between Public Safety and students who are residents of the block that the party would conclude at 2 a.m.; when the party showed no signs of concluding, Public Safety "peacefully broke up the party and dispersed students back to campus." Dr. Rodin urged the University community to recognize that the accusations of public safety misconduct are currently allegations, and no formal complaints have been filed. "The University will be insistent on investigating the allegations and proceeding further should any formal complaints be filed," she said. She reiterated that the University takes student safety and employee performance seriously and that students, faculty, and employees must behave responsibly as members of the community.

Personnel Changes: Dr. Chodorow

In the Provost's report, Dr. Chodorow said that when Dr. Michael Wachter takes office July 1 as Deputy Provost, his role will be that of "principal academic planner for the University," and that a new part-time position of assistant provost will be established to manage the academic personnel process at the Provost's level.

A posting has been made for the position of Vice Provost for University Life, which has been "on hold" during the past year and has been held on an acting basis by Dr. Valerie Swain-Cade McCoullum. "This is to be an internal search," the Provost said at Council.

He also said the search for a new director for the University Press is under way, headed by Dr. Stuart Curran of the English Department.

The Provost updated Council on ROTC by noting that the proposal for a regional consortium is in the hands of the Pentagon.

Dr. Chodorow's brief update on the 21st Century Project and PCUE (Provost's Committee on Undergraduate Education) led to questions from the outgoing UA chair, Daniel Debicella, who expressed concern that with summer approach-

ing, students would have little input toward implementation of the PCUE report (scheduled for completion at the end of May). The Provost said he is "aware of the timing problem" but that only a series of experiments is to be put into effect for next year, and public discussion of the report will occur in the fall.

Earlier in the meeting the new UA chair, Mr. Rogers, questioned the failure of three popular professors to be awarded tenure [naming two who did not achieve tenure, and one who has tenure but was not promoted to full professor], and requested increased student input on the faculty tenure process. — K.C.G.

TRUSTEES

On page 6 of this issue, published Of Record, is a document from the Provost's Office which details the implementation of the following Trustees action:

Resolution on the Faculty Early Retirement Income Allowance Program

Intention: Federal legislation prohibited mandatory retirement of faculty members at age 70 after December 31, 1993. With the elimination of mandatory retirement, the University of Pennsylvania, like other universities, has been considering various programs for facilitating the retirement of tenured faculty members at their traditional retirement age. The 1994 Task Force on Faculty Retirement's report on a proposed faculty early retirement income allowance program was published in *Almanac* in February, 1995, and has been approved by the President, in consultation with the Provost. The President hereby requests that the Trustees approve the program.

Resolved, that the faculty early retirement income allowance program proposed by the 1994 Task Force on Faculty Retirement is hereby approved and that the Vice President for Human Resources and other appropriate University officers are hereby authorized to adopt administrative mechanisms for implementing the program and to take such other action as may in their judgment be necessary or desirable to accomplish the purposes of this resolution.

(Passed by the Trustees Executive Committee April 27, 1995)

Research Facilities Development Fund Awards, 1996-98

The Research Facilities Development Fund supports the improvement, renovation, and construction of research facilities at the University, as well as the acquisition of major items of equipment.

For fiscal years 1996-1998, Provost Stanley Chodorow and Vice Provost for Research Barry Cooperman announce the following awards:

School/Center	FY'96	FY'97	FY'98
<i>Arts and Sciences:</i>			
Renovation of Department of Biology Laboratory Space to Attract New Faculty in Neurobiology	\$ 70,000		
Renovation of Facilities in the David Rittenhouse Laboratory for Elementary Particle Physics and Astrophysics	\$397,500	\$300,000	
<i>Dental:</i>			
Dental Infectious Disease Center	\$ 61,101		
<i>Fine Arts:</i>			
Lighting Visualization Laboratory in the Department of Architecture	\$ 37,000		
IAST: IAST Phase 1	\$150,000	\$ 50,000	
<i>LRSN:</i>			
High Performance Computer Facility for Materials Modeling	\$200,000		
<i>Law:</i>			
Imaging and Free Text Search Hardware and Software for American Law Institute Records	\$ 20,000		
<i>Medicine:</i>			
ULAR/Institute for Human Gene Therapy Animal Models Core	\$700,000		
Nursing: Research Offices	\$125,000		
<i>Veterinary:</i>			
Laboratory Renovation for Animal Biology	\$165,000	\$165,000	\$165,000
<i>Wharton:</i>			
Technology Upgrade of Behavioral Laboratory	\$ 75,000		

Faculty Early Retirement Income Allowance Program

The Office of the Provost issues the following pursuant to the Trustees action of April 27, 1995, which appears on page 5.

I. Introduction

The Faculty Early Retirement Income Allowance Program provides a mechanism for senior faculty members to retire from active service at the University in some instances before becoming eligible for full social security benefits. This program will be available for senior faculty members who retire after June 30, 1996. A transition program, for faculty members who wish to retire before July 1, 1996, is described in Section V.

II. Eligibility for Participation in the Program

Tenured members of the Standing Faculty and senior members (Associate Professor or Professor) of the Standing Faculty—Clinician-Educator who will be at least age sixty-two but not yet age sixty-nine and will have served a total of at least fifteen years in full-time service at the University at the time of their retirement are eligible for enrollment in the program. Eligible faculty members over age sixty-eight with at least fifteen years in full-time service will have a one-time option to participate in the program as described in Section V below. In addition, tenured faculty members and senior clinician-educators who will not have completed fifteen years of full-time service at the University until *after* reaching the age of sixty-nine may retire under the terms of the program at the time they complete fifteen years of service.

III. Benefits of the Program

A. The Retirement Income Allowance

A faculty member who chooses to retire under the provisions of this program will receive an income allowance equal to 165% of the average academic base salary¹ for professors in his or her school during the year immediately preceding retirement. This retirement income allowance will be paid in twenty-four equal monthly installments beginning in the first month after retirement. In the event of a faculty member's death during the twenty-four month period, the total of any residual payments will be made in a lump sum to his or her estate.

B. Tax Liabilities on the Retirement Income Allowance

The retirement income allowance is considered a severance payment. As such it is currently subject to federal, state, and local income taxes and to taxes for Social Security and Medicare. However, the Social Security Administration should not count the income allowance as earnings that would reduce Social Security retirement income payments.

C. Continuation of University Benefits²

— *Group term life insurance* will be continued at University expense during the two years that faculty members receive the retirement income allowance. This insurance will no longer be covered with Pennflex, but will be converted to the age-graded schedule. Insurance coverage may not be increased, but the faculty member may reduce it to \$50,000. At the end of the two years the coverage provided by the University will be reduced to \$2000, the level afforded to all current retirees.

— *Dental insurance* will be continued during the two years that faculty members receive the retirement income allowance. No dental insurance will be provided thereafter.

— Although faculty members may continue to make contributions to their *tax-deferred annuity accounts*, University contributions cannot continue after payments from the retirement income allowance program begin.

— *Medical insurance* will be provided through the University programs with the same cost-sharing arrangement as for active faculty members until the retired faculty members reach Medicare eligibility age. After that time supplementary coverage to Medicare is provided. The cost of this coverage will be shared by the University and the retired faculty member on the same basis as the cost of medical insurance for active employees.

— *Dependent tuition* benefits are continued during retirement.

D. Social Security Benefits

A faculty member contemplating retirement should contact his or her local office of the Social Security Administration for a calculation of the Social Security benefit that he or she can expect to receive. These offices are listed in local telephone directories.

E. Other Benefits

The faculty members who retire under the terms of this program will be granted emeritus status and be given those privileges outlined for retired faculty in the *Handbook for Faculty and Academic Administrators*.

IV. Enrollment in the Program:

Faculty members who wish to retire from the University under the terms of this program must provide their school with notice one year prior to the date of their intended retirements. Normally such retirements will occur at the end of a fiscal year or at the end of an academic semester. Retirements under this program will be permitted at other times of the year only when approved by the department chair and dean. Faculty members who have enrolled in the program will be asked to sign a formal retirement agreement, including a release of all claims against the University, six months prior to their intended retirement date. Faculty members may rescind their notice of retirement at any time prior to signing the formal agreement by notifying their department chair or dean. Faculty members who do rescind their retirements may enroll in the program in subsequent years provided they still meet the requirements of the program.

V. Transition Program

A transition program will be available during the period from June 30, 1995 to July 1, 1996. This program will be available to (a) faculty members who will have fifteen years of service and will be sixty-nine years old or older on July 1, 1996 and (b) faculty members who meet the requirements of the basic program and wish to retire prior to July 1, 1996.

A. Benefits During the Transition Program

Benefits to faculty members who retire during the transition period will be the same as those received by faculty members who retire after June 30, 1996 *except* for medical benefits. Although faculty members who retire after June 30, 1996 will be required to pay part of the costs of post-retirement health insurance, the University will pay all of the post-retirement health insurance costs for faculty members who retire prior to July 1, 1996².

B. Enrollment in the Transition Program

A faculty member who wishes to retire from the University during the transition period must provide his or her school with notice six months³ prior to the date of intended retirement. Normally such retirements will occur at the end of a fiscal year or at the end of an academic semester. Retirements under this program will be permitted at other times of the year only when approved by the department chair and dean. A faculty member who has enrolled in the transition program will be asked to sign a formal retirement agreement, including a release of claims against the University, three months prior to his or her intended retirement date. A faculty member may rescind his or her notice of retirement by notifying the department chair or dean at any time prior to signing the formal retirement agreement. Subsequent enrollment in the Retirement Income Allowance program, for retirement after June 30, 1996, will be permitted provided the faculty member meets the requirements of the program at the time of that enrollment.

C. Coupling of the Transition Program and the FVER Program

Faculty members who have enrolled in the FVER program and meet the criteria of the new retirement program may cancel their enrollment in the FVER program and enroll in the new program. Since the two retirement programs differ in many ways, such faculty members may choose *either* the FVER program or the new program. Faculty members who have planned to retire under the provisions of the FVER program and wish to consider enrollment in the new program should contact their dean, department chair, or the benefits office before June 15, 1995.

¹ For retirements effective July 1 this salary would be the average for the fiscal year immediately past. For retirements effective January 1 the salary would be half-way between the average salary for the current fiscal year and the average salary for the past fiscal year. For retirements at other dates the salary would be determined from an appropriate combination of the average salaries from the current fiscal year and the previous fiscal year.

² Although the University does not now anticipate significant changes in the benefits provided for retired employees, these benefits are not guaranteed indefinitely. However, any future changes would only be considered in conjunction with a review of the benefits program for all retired employees. Any changes that are implemented in the future would apply to all retired employees, not just to those who had elected early retirement from the faculty.

³ Faculty members who have *already* indicated their intention to retire prior to July 1, 1996 are not required to give six months notice to enroll in the transition program. However, they should contact their department chair or dean to make arrangements for participating in the program and for signing the formal retirement agreement.

To the Readers of *The Compass* and *Almanac*

This is the fourth experimentally merged issue of *Almanac* and *The Compass*.

There will be a fifth combined issue on Tuesday, May 16, followed by an oversized combined issue at midweek between Commencement Monday and Memorial Day. Publication will then become "as-needed" during the summer, except for *Opportunities*, which will continue to be issued weekly. "As needed" normally includes at least one midsummer issue of *Almanac*, distributed in July as the first issue in Volume 42.

If you have views on the combined product or on the merger in principle, please send them to either or both of the editors, or to the chair of the Almanac Advisory Board, Dr. Martin Pring. Dr. Pring's e-mail address is pring@mscf.med.upenn.edu. The editor of *Almanac* is gaines@pobox.upenn.edu and the managing editor of *The Compass* is jablow@pobox.upenn.edu; or see campus mail addresses in the respective staff boxes, on page 16 and page 23 of this issue.

—K.C.G. and M.J.

Calendar Deadlines

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 on or about May 25) 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 be on the mailing list for next year's flyer on deadlines and procedures, see the addresses in the staff box, page 23.

Speaking Out

The following was sent to the University General Counsel and to Almanac for publication:

GSAC: More on Grievance

Members of the Graduate Student Activities Council, in consensus, wrote a letter to the President of the University in response to the 1994 report of the Working Group on Sexual Harassment. This report had solicited responses from the University community in general, and graduate students in particular. Dr. Rodin's response in *Almanac* [March 28] referred GSAC to you if we had further questions or concerns.

Dr. Rodin's letter states that GSAC misinterpreted the Working Group's report. GSAC believes that its letter both paraphrased and quoted directly from the Working Group's report, which report included such statements as "The Working Group was unable to locate any individual who claimed responsibility for overseeing this grievance procedure," and "This grievance procedure does not currently exist in practice." These statements were signed by representatives of the General Counsel, the Law School, the Ombudsman's Office, Staff and Development of HUP, Labor Relations, the President's Office, Human Relations, the Women's Center, and the Deputy Provost. GSAC was thus not aware that it was advancing any new interpretation or information to the University, but, rather, thought that it was reiterating issues already raised by the University community, and emphasizing those issues of particular concern to graduate students.

GSAC's original concerns were the same as those of the Working Group: no University official was responsible for operating and overseeing the formal discrimination grievance procedure, and, not surprisingly given this lack of oversight, no coherent grievance procedure existed in practice. The President's response stated that the President "believed the Working Group's concern arose primarily from the difficulty in accessing this information," and that the information was "incorrectly indexed and labeled in Penn's previous policy handbook." While poor handbook labelling might indeed

prevent a new student at Penn from locating the University's Title IX officer, GSAC doubts that such mislabelling was responsible for the Working Group's inability to find "any individual who claimed responsibility for overseeing this grievance procedure." We equally doubt that the "decentralized system of resources encourages the reporting and resolution of complaints of sexual harassment," as *Procedures Handbook '94-'95* claims. According to both the Working Group's report and the statements made by affected students to GSAC, this decentralized system, by allowing every office and individual to defer responsibility to some other office or individual, merely serves to obstruct the effective resolution of grievances, and to confuse and demoralize the complainant.

For these reasons, in support of the Working Group's recommendations, GSAC feels it necessary to urge the University once again to correct these oversights. Our original suggestions — that the University establish a coherent, unified and well publicized grievance procedure immediately, and that the University name a Title IX officer to oversee that procedure as soon as possible — echoed the Working Group's concerns. If an official in charge of this grievance procedure exists, GSAC would like to be apprised of his or her name and position so that it can pass the information on to its constituents. GSAC also asks the President's Office to keep us advised of the University's progress on this important issue.

— Bronwyn Beistle, GSAC president

Response

While there may be room for improvement in the grievance procedures, the University has appropriate mechanisms that meet legal requirements for handling student complaints of discrimination. The Director of the Office of Affirmative Action is the University employee responsible for coordinating compliance with Title IX and other nondiscrimination laws. We welcome suggestions on how to increase the effectiveness of the grievance procedures and would be happy to meet with you to discuss the procedures in greater detail.

— Shelley Z. Green,
General Counsel

Hate Speech Revisited

Hate speech, and the appropriate response to it, are "in the news."

This column (Speaking Out) has published, in recent months, discussion and debate about the proper response of the University and its President to a hate article vilifying Haiti and Haitians published in the University-recognized publication *The Red and Blue*.

Among the responses asked of President Rodin by the Dessalines Haitian Student Association was a request that she allot funds to sponsor an educational Forum on Haiti. The President did graciously provide funds for this event from her office and agreed to act as co-sponsor. In a gesture that eventually proved to be even more supportive, Ms. Linda Gilvear (the Director of the President's Office) assumed personal responsibility for assisting the Haitian students with the administrative and logistical aspects of planning the Forum on Haiti. Ms. Gilvear's actions were characterized by sincerity, skill, and above all a sensitive respect for students' efforts and feelings.

The Forum on Haiti was held on April 20 before an audience of approximately 60 members of the University and of the Philadelphia community. Haitian and non-Haitian speakers with genuine credentials represented the Republic of Haiti, the U.S. Agency for International Development, the Center for Constitutional Rights, and the Peasant Association of Papay, Haiti. They were uniform in their respect for Haiti and Haitians. They disagreed with spirit as to what constitutes appropriate U.S. policy toward Haiti. The audience, many already knowledgeable, were educated. The spirit of civil discourse and of respect for all members of the human community was advanced.

President Rodin and Ms. Gilvear deserve rich thanks for supporting this program. They, with the Haitian students, have provided one positive answer to the daunting question: "How does one respond to hate?"

Others might learn from this example.

— H. Fred Clark, Research Professor of
Pediatrics and Faculty Advisor,
Dessalines Haitian Student Association

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.

Safety and Security Committee

Year End Report, September 1994 - May 1995

Committee Charge: The Safety and Security Committee considers issues and recommends means to improve safety and security within the University community.

Focus: Work with the Penn police commissioner on the master plan for campus safety and security currently being prepared by the administration, assess implementation of the ban on day-time bicycle riding on Locust Walkways. Advise regarding other safety issues, e.g., security services, safety education efforts, campus police headquarters, building security, etc.

Committee Members:

Co-Chair: George Palladino (Chemistry)

Co-Chair: Marilyn Hess (Pharmacology)

Ex-Officio: Barbara Cassel (Assistant Vice Provost for University Life)

Elena DiLapi (Director, Women's Center)

Robert Furniss (Director, Transportation & Parking)

John Kuprevich (Commissioner of Public Safety)

Eleni Litt (Director, Off-campus Living)

James Miller (Director, Fire & Occupational Safety)

Patricia Phaup (Director Fraternity/Sorority affairs)

Isabel Sampson-Mapp (Acting Director, African American Resource Center)

Angela Simeone (Director, Residential Living)

Maureen Rush (Director, Victim Support and Special Services)

Faculty: Ann Burgess (Nursing)

Thomas Dunfee (Resigned 11/94)

Peter Freyd (Mathematics)

Howard Goldfine (Microbiology/Med)

Christine Grant (Resigned 2/95)

Chip Hunter (Wharton)

Sean Kennedy (Anesthesia)

Administration: David Dager (Public Safety)

Bonnie Lee Crossfield (Museum)

A-3: Mary Adams (Law School)

Cassandra Green (Van Pelt)

Students: Dwight Arakaki (Col '96)

Jeffrey Brandon (Wharton '95)

Merideth Hertz (Col '95)

Kuta Szasz (Col '96)

Desiree Thomas (Vet '95)

Scott Webster (Law '96)

Meetings: The committee met 15 times during the 1994-95 academic year. One of the meetings (January 18, 1995) was a joint meeting with the Committee on Community Relations.

Issues and Actions: Committee members considered a wide range of issues pertaining to the safety and security of members of the University community. A summary of the major issues and committee actions follows:

I. Transportation

Bus and Escort Services: Concerns discussed included: adequacy of areas covered by Escort routes, pick up and drop off sites and policies, driver training and ongoing driver evaluation, escort services, and the possibility of developing cooperative arrangements with Drexel University's transportation services in order to serve the area north of Powelton Village.

Actions and responses to transportation concerns: the committee responded by letter to specific requests from community members for changes in Penn Escort limits. Ongoing discussion and review of pickup and drop-off sites and fine tuning of Escort policies and procedures continues. Concerns about driver training and ongoing driver evaluation have been alleviated because Penn Escort has incorporated into its standard operating procedures and practices a well-developed and proven training program which includes mandatory training sessions for all drivers on an annual basis and random evaluation of drivers on a weekly basis. Discussions about cooperative service with Drexel University have begun. The goal is to improve escort service in the Powelton Village area. Finally actions were taken this year that resolved issues placed before the Committee in AY 93-94.

(1) The improvement of Escort Service vehicle identification by installing lighted signs on the roofs of each Escort van. The signs identify what route each van is serving as it approaches waiting customers.

(2) All new Escort vans (three this year) have been ordered with power door locks and power windows to increase and enhance the safety of each vehicle and its passengers.

II. Public Safety

Concerns discussed included: pedestrian safety on campus, University police operations in West Philadelphia, crime information and data available from the division of Public Safety, Penn Town Watch, and firearms. The committee held a fairly extensive review of safety at athletic events in light of the destruction of the goal posts following the Penn-Harvard game.

Committee actions included: Two nighttime walking tours of the campus were conducted and recommendations were made regarding areas in need of increased illumination.

The Commissioner of Public Safety was asked to consult with the City regarding ways to increase safety in crosswalk areas. This effort has resulted in the promise of the City Traffic Office to conduct a review of the pedestrian patterns along with identifying what additional steps they might be able to take or recommend to increase safety at the crosswalks. The Committee also requested that University police make an enforcement issue about delivery trucks which are parked in areas that obscure pedestrian crosswalks.

The Committee corresponded with the University's Executive Vice President identifying the need for improved data processing systems in the Division of Public Safety. The committee emphasized the need to conduct victimization studies.

The committee wrote the Provost concerning safety and security operations at athletic events and recommended that the Division of Public Safety be responsible for such operations. In addition the committee recommended that a student committee be formed to recommend alternative end of game activities for football games. The Committee met with Mr. Chris Algard, Director of Security, to discuss issues related to building security and security forces employed at Penn.

III. Bicycle Issues

The committee reviewed the bicycle ban, its enforcement and some of the safety issues that arose from the ban. The committee received reports on enforcement and reviewed complaints from pedestrians using Spruce Street and Walnut Street concerning bicycles on sidewalks.

Committee Action: Committee members met with Chief George Clisby and made firsthand observations of the situation. The committee met with representatives from the University's facilities office and a city traffic engineer in order to define potential solutions. The Vice President for Facilities Management agreed to fund a schematic design for bicycle paths using city streets on campus. Finally the committee wrote to the Provost and reaffirmed the bicycle ban. Sites for bicycle paths and other actions to insure bicycle and pedestrian safety on campus were outlined.

IV. Personal Safety Issues

The committee evaluated the circumstances surrounding the death of Mr. Moez Alimohamed. The committee reviewed safety training currently available to University personnel and listened to plans for future training/orientation aids. Plans to present safety orientation to students, faculty and staff and adequate time available for safety orientation were also discussed with appropriate University officials. Finally, the committee also reviewed safety at SEPTA subway stops on campus and in doing so met with two SEPTA officials on two separate occasions.

Committee actions included: A letter was sent to all Deans emphasizing the importance of safety orientation and asking their support in this effort and a letter was sent to the Executive Vice President asking that SEPTA subway stops be included in the University Master plan for Safety and Security.

V. Neighborhood Issues

The committee met jointly with the Committee on Community Relations and heard from the Commissioner of Public Safety, the Director of the Center for Community Partnerships, and the Director of the Office of Community Relations.

Action taken to date was to form a joint subcommittee with the Committee on Community Relations.

VI. University Master Plan

Unfortunately, the committee did not have an opportunity to review the master plan from safety and security as the plan was not made available for review.

— Delivered at Council by Dr. Hess, April 26, 1995



Easter, 1900: Starched and caped, nurses walked past PGH on their way to the Woodlands with flowers for the graves of nursing's founders.
Historic photograph courtesy of the Center for the Study of History of Nursing

Almost a hundred years after the photograph above was taken, PGH is no more, and neither is the long white dress with the distinctive cap that identified the wearer's school. Some of today's nurses who revived the dress as well as the custom, shown below strewing carnations on the graves of the Deaconesses, are Kelly Smith, Ann Marie Rafferty, Sandra Greene and Val Rie Stuart.

1995 photos by Candace diCarlo

Among the graves at the Woodlands Friday, Patricia diAntonio gave the memorial address, "Remembering the Deaconesses."



At the graves of Alice Fisher and Lillian Clayton, below: William Watson pipes the ceremony as Adrian Menapace, Marilyn Harris, Bonnie Bachman and Irene Sherry scatter carnations on the graves of Alice Fisher and Lillian Clayton, two remembered founders of the profession.



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

PART-TIME (ASSISTANT DEAN ACADEMIC ADVISING II) (21 HRS) (05018NS) Oversee and participate in the auditing of student records for graduation and clearing students for graduation; work with Secretary, Registrar and other University offices on matters relating to graduation; advise students on degree requirements; resolve problems and issues confronting seniors; develop procedures for graduation processing; supervise clerical support staff; provide general academic advising to College students. **Qualifications:** Advanced degree required; strong background in and commitment to liberal arts education; at least three years experience in higher education administration working with traditional undergraduates; strong communication and interpersonal skills; familiarity with College procedures and degree requirements preferred. **Grade:** P6; **Range:** \$19,140-24,360 5-5-95 College

ADMINISTRATIVE ASSISTANT II (05014NS) Type letters, proposals and other materials; arrange meetings and events; make travel arrangements; maintain databases; assist with site visits to local WEPIC schools; handle general office needs. **Qualifications:** High school diploma or equivalent; two years experience at AA I level or equivalent secretarial/administrative experience; 45 wpm typing; word processing using Mac Word; good proofreading skills; use of Excel, Filemaker Pro, Pagemaker a plus. (End Date: 11-30-97) **Grade:** G10; **Range:** \$18,700-23,300 5-5-95 Penn Program for Public Service

DIRECTOR II (000380NS) (Evenings and Weekends as Needed). (Start Date: 7-1-95). P5; \$28,800-37,600 10-13-94 Music

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 JR (04079NS) P1; \$19,700-25,700 4-27-95 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

ADMINISTRATIVE ASSISTANT II (04058NS) G10; \$18,700-23,300 4-24-95 Penn Language Center

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

SECRETARY MED/TECH (04081NS) G9; \$17,100-21,400 4-28-95 Mathematics

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 II (11034CP) G8; \$15,700-19,600 11-17-94 Orthodontics

RESEARCH LAB TECHNICIAN III (11021CP) G10; \$18,700-23,300 11-10-94 Microbiology

EXECUTIVE VICE PRESIDENT

Specialist: Nancy Salvatore/Susan Curran

INFORMATION MANAGEMENT SPECIALIST I (05015NS) Implement all phases of Bookstore computer system; establish goals for future program implementation; serve as chief liaison with software company; counsel vendor programmer in modifying new systems; responsible for maintenance/operation of mini-mainframe running under the PICK operating system and for POS cashier register system; member of senior management team; assist in overall operation of the store. **Qualifications:** BA/BS; three to five years experience in office systems planning; retail experience highly desirable; knowledge of mainframe computer systems (maintenance and operation); ability to interact with diverse population inside and outside the University; excellent communication skills; ability to prioritize work and follow through to completion. **Grade:** P4; **Range:** \$26,200-34,100 5-5-95 Bookstore

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

ACCOUNTANT I (04080NS) P2; \$21,700-28,200 4-28-95 Comptroller

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

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

VICE PRESIDENT, HUMAN RESOURCES (09090SC) Blank 10-6-94 Exec. Vice President

RECORDS ASSISTANT II (04087NS) G9; \$17,100-21,400 4-28-95 Comptroller

PART-TIME (VEHICLE OPERATOR) (25 HRS) (04069NS) G7; \$7,97-9.95 4-27-95 Transportation and Parking

GRADUATE SCHOOL / EDUCATION

Specialist: Susan Curran

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

COORDINATOR III (09081SC) (Ongoing Contingent on Funding). P3; \$23,900-31,000 10-6-94 GSE/NCOFF

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

DIRECTOR III (04074SC) (Ongoing Contingent on Funding) P6; \$31,900-40,600 4-27-95 Penn Literacy Network

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

LAW SCHOOL

Specialist: Clyde Peterson

ADMINISTRATIVE ASSISTANT III (05004CP) Under limited supervision, maintain database, generate reports, monitor student compliance with program, oversee office; assist in matching students with their desired placement; assist in program planning and operation and developing forms and procedural manuals; draft routine correspondence; coordinate meetings and correspondence for three advisory boards, Annual Public Service Fair and other engagements; organize large mailings to field supervisors and students; counsel students regarding program requirements; supervise one to two work-study students and one part-time administrative assistant. **Qualifications:** High school diploma, some college preferred; five years secretarial or administrative experience; experience in law firm or higher educational institution preferred; ability to work well independently and under pressure; proficiency with IBM compatible computer (WordPerfect, FoxPro database); strong written and oral communication skills; a high level of typing and proofreading ability; excellent organizational and time-management skills. **Grade:** G11; **Range:** \$19,900-25,300 5-3-95 Public Service

PART-TIME (ADMINISTRATIVE ASSISTANT II) (28 HRS) (05003CP) Support director and program director of an interdisciplinary research center; type and proofread varied correspondence; coordinate and disseminate bulk mailings; co-supervise work-study students; develop and maintain filing systems; answer phones; schedule appointments; handle inquiries and mailings pertaining to joint degree program for the Institute; maintain office supplies; help organize and attend Institute seminars and round tables. **Qualifications:** High school graduate, two years of college preferred; three years office experience; expertise with word processing especially WP 5.1 and WP Notebook; excellent interpersonal and organizational skills; ability to handle confidential matters and work independently. (Ongoing Contingent on

MEDICAL SCHOOL

Specialist: Ronald Story/Janet Zinser

ASSISTANT DIRECTOR VI (04093JZ) Overall management of the Security Unit of the School of Medicine including planning, development, implementation and performance of departmental safety and security policies and general operations; assure University policies and procedures are followed; oversee work assignments, quality control, overtime staffing; exercise discipline. **Qualifications:** High school diploma, bachelor's degree preferred; seven years experience in security/police work or equivalent; three years in a supervisory capacity; ability to plan and organize the deployment and operations of the unit's human resources; demonstrated knowledge of security and personnel safety protocols and security and access control technology; excellent management and interpersonal communication skills; word processing, spreadsheet and database experience; aptitude to compile and analyze data on computer and prepare reports; able to lift 45 lbs and climb ladders and stairs; ability to respond to emergency situations. *(Applicants Must Pass Police Security Check)* *(Periodic Shift Work and Overtime)* **Grade:** P7; **Range:** \$35,000-43,700 5-2-95 Architecture and Fac Man

CLINICAL SPECIALIST (04090RS) Visit sites to assess study feasibility; monitor patient recruitment; review case report forms; verify compliance with study protocol and accuracy of data; check source documentation; record retention and drug storage. **Qualifications:** RN licensure in Pennsylvania; three to five years experience in clinical trials; prior experience in the pharmaceutical industry preferred; basic laboratory experience (i.e., blood spinning and plasma separation); word processing skills desired. *(Ongoing Contingent on Funding)* **Grade:** P6; **Range:** \$31,900-40,600 5-1-95 Experimental Therapeutics

RESEARCH SPECIALIST JR (04097RS) Assist principal investigator in planning and conducting neuropathologic investigations of psychiatric and neurodegenerative disorders; perform routine histologic procedures, tissue processing, staining, immunohistochemistry, in situ hybridization, microscopy, computer-assisted image analysis, photographic processing; draft protocols and experimental designs; data entry and assist in data analysis; computer and database management; library searches. **Qualifications:** BA/BS in biological sciences or related field; one to three years college laboratory experience in pathology, histology, molecular biology. *(Ongoing Contingent on Grant Funding)* **Grade:** P1; **Range:** \$19,700-25,700 5-2-95 Psychiatry

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 psychiatrically and medically ill elderly patients; proficiency in computer literature searches. **Grade:** P2; **Range:** \$21,700-28,200 4-28-95 Psychiatry

RESEARCH SPECIALIST I (05008RS) Assist principal investigator with magnetic resonance imaging (MRI); collect imaging data; perform image processing; perform data entry and data analysis; maintain and operate complex equipment; maintain inventory. **Qualifications:** BS in computer science or electrical engineering; one year research and database experience; experience with software designs and programming in several languages preferred. *(Ongoing Contingent on Grant Funding)* **Grade:** P2; **Range:** \$21,700-28,200 5-4-95 Psychiatry

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

PART-TIME (RESEARCH SPECIALIST I) (20 HRS) (04098RS) Perform experiments in genetics and molecular biology; extract DNA from blood samples; carry out PCR amplifications and gel electrophoresis; DNA sequencing; screen DNA clones. **Qualifications:** BS in scientific field; one to three years research experience in molecular biology; exposure to independent lab work. **Grade:** P2; **Range:** \$12,400-16,114 5-2-95 Hematology

ADMINISTRATIVE ASSISTANT I (40 HRS) (04096JZ) Responsible for all aspects of seminar program including visitors' itinerary; publicize events; update mailing list; organize informal receptions; maintain AV equipment; staff faculty search committees; maintain departmental library; monitor and order supplies; answer phones; process mail. **Qualifications:** High school graduate, preferably graduate of business school or some college; two years of secretarial/clerical experience; word processing experience, preferably Microsoft Word on Mac; able to work independently and prioritize; ability to handle multiple tasks; familiarity with medical terminology; strong spelling skills desired. **Grade:** G9; **Range:** \$19,543-24,457 5-2-95 Pharmacology

RESEARCH LAB TECHNICIAN III (04094RS) Assist principal investigator in conducting neuropathologic investigations of psychiatric and neurodegenerative disorders; perform routine histologic procedures, tissue processing, staining, immunohistochemistry, in situ hybridization, microscopy, computer-assisted image analysis; data entry and assist with data analysis; maintain logs, lab equipment and supplies. **Qualifications:** BA/BS in biological sciences or related field; laboratory experience. *(Ongoing Contingent on Grant Funding)* **Grade:** G10; **Range:** \$18,700-23,300 5-2-95 Psychiatry

RESEARCH LAB TECHNICIAN III (04095RS) Under limited supervision, perform funded research of T cell lymphocytes in kidney disease using standard molecular biology, cell culture, immunology procedures (DNA/RNA isolation, gene cloning, PCR, ELISA, FACS, lymphocyte culture); handle small animals; maintain lab records and equipment; order supplies; perform library bibliographic searches; plan/test new procedures. **Qualifications:** BA/BS in science or related field; previous laboratory experience. **Grade:** G10; **Range:** \$18,700-23,300 5-2-95 Renal/Electrolyte

ASSISTANT DIRECTOR V (11027JZ) P6; \$31,900-40,600 11-10-94 Anesthesia

ASSOCIATE DIRECTOR VI (04071JZ) P8; \$38,500-48,100 4-26-95 Architecture and Facilities Management

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

DIRECTOR IV (10063JZ) P7; \$35,000-43,700 10-27-94 Geriatric Division

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 (09044JZ) P5; \$28,800-37,600 9-29-94 Radiology

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

INFO. SYSTEMS SPEC. IV (09071JZ) (Work Schedule: M - F 8:30 - 5:00). P8; \$38,500-48,100 10-6-94 Radiology

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/RESEARCH SPECIALIST I (12024RS) P1/P2; \$19,700-25,700/21,700-28,200 12-15-94 Genetics

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

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

RESEARCH SPECIALIST II (04075RS) P3; \$23,900-31,000 4-26-95 Neurology

RESEARCH SPECIALIST III (11012RS) P4; \$26,200-34,100 11-10-94 Pharmacology

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

RESEARCH SPECIALIST III (04043RS) *(Ongoing Contingent on Grant Funding)* P4; \$26,200-34,100 4-20-95 Pathology and Lab Medicine

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

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

PART-TIME (PROJECT MANAGER II) (17.5 HRS) (04088RS) P7; \$17,500-21,850 4-28-95 Center for Clinical Epidemiology and Biostatistics

ADMINISTRATIVE ASSISTANT III (40 HRS) (04089JZ) G11; \$22,743-28,914 4-28-95 Neuroscience

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

OFFICE ADMINISTRATIVE ASSISTANT II (04084JZ) G10; \$18,700-23,300 4-28-95 Cell & Developmental Biology

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

OPHTHALMIC ASSISTANT CERT/TECH OPHTHALMIC (40 HRS) (12028RS) G10/11; \$21,371-26,629/22,743-28,914 12-22-94 Scheie Eye Institute

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

PSYCHOLOGY TECHNICIAN I (40 HRS) (04073RS) G10; \$21,371-26,629 4-26-95 Psychiatry

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) (11073RS) (Ongoing Contingent on Grant Funding) G8; \$17,943-22,400 12-01-94 Psychiatry

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 (12030RS) G10; \$18,700-23,300 12-22-94 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 (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

RESEARCH LAB TECHNICIAN III (04077RS) G10; \$18,700-23,300 4-26-95 Cerebrovascular Research Center

RESEARCH LAB TECHNICIAN III (04082RS) G10; \$18,700-23,300 4-28-95 Psychiatry

PART-TIME (SECURITY OFFICER) (24 HRS) (04072JZ) (Sat & Sun 9 PM-9 AM) G8; \$8,62-10.76 4-27-95 Architecture and Facilities Management

NURSING

Specialist: Janet Zinser

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

FINANCIAL ADMINISTRATOR I (04066JZ) P3; \$23,900-31,000 4-24-95 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

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

OUTREACH WORKER (40 HRS) (04053JZ) (04054JZ) (04055JZ) (04056JZ) (Ongoing Contingent on Funding) G8; \$17,943-22,400 4-21-95 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

PROGRAMMER ANALYST I (05003SC) Write reports from Ingress database using SQL and "C" language; create parameterized report programs for use of staff using in-house report management software, SQL, "C" language and Ingres report writer; analyze reporting needs; design, code, document, test and debug programs; write programs to extract data from mainframe; interact with staff to determine department's needs; write one-time ad hoc reports and programs as needed.

Qualifications: BA/BS, preferably in computer science or management information systems; one to two years experience using relational database management systems (Ingres); two to three years experience in coding software programs; experience in using SQL required, "C" language helpful; strong analytical skills; UNIX experience preferred; familiarity with desktop computing; experience in fundraising information systems desirable; demonstrated ability to design and execute programs with minimal technical supervision under deadlines; good interpersonal and communication skills. **Grade:** P4; **Range:** \$26,200-34,100 5-2-95 Development and Alumni Relations

STAFF WRITER II (05013SC) Serve as assistant periodicals editor; assist with production of key internal communications; assist in editing as assigned including copy editing, rewriting, production and distribution; plan, prepare and write feature stories and news articles for weekly publication. **Qualifications:** BA/BS, preferably in English, journalism or communications; two years professional journalistic writing experience or equivalent; demonstrated ability to research and write news and features; knowledge of publication production and distribution; excellent communications skills; knowledge of Penn or similar institutions; familiarity with Macintosh and desktop publishing is desirable. (Two Writing Samples Must Accompany Application) **Grade:** P3; **Range:** \$23,900-31,000 5-4-95 Compass

ADMINISTRATIVE ASSISTANT I (05002SC) Perform administrative/clerical duties for Development Reports; sort, log and file completed reports; separate and distribute standardized reports; handle report policy and procedures inquiries in person and via telephone including status of requests; notify individuals of completed jobs; maintain computerized log of requests and run pre-designed reports from database; error check output against request forms. **Qualifications:** Completion of high school business curriculum and related post high school training or equivalent; at least two years administrative/clerical experience or equivalent; general knowledge of office procedures; excellent communications skills; ability to handle high volume under tight timelines; familiarity with Mac equipment and FileMaker Pro essential; experience with large databases helpful. **Grade:** G9; **Range:** \$17,100-21,400 5-2-95 Development and Alumni Relations

PART-TIME (ADMINISTRATIVE ASSISTANT II) (25 HRS) (04091SC) Order and distribute all University diplomas for three yearly graduations; maintain graduation lists and assist in preparation of publications related to gradu-

ation; research and prepare special diplomas, certificates and documents; handle high volume of telephone contact with University staff, students and alumni. **Qualifications:** High school graduate or equivalent, BA/BS desirable; three years experience; knowledge of the University and/or experience in an academic setting is helpful; ability to work independently and handle multiple projects simultaneously with strict deadlines; excellent communication skills; strong organizational skills and attention to detail. **Grade:** G10; **Range:** \$10,275-12,802 5-1-95 Office of the Secretary

ALUMNI OFFICER I (04064SC) P3; \$23,900-31,000 4-24-95 Med Center Development

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 DIRECTOR, AFFIRMATIVE ACTION (04034SC) (Application Deadline: 5-19-95) P6; \$31,900-40,600 4-17-95 Affirmative Action

ASSISTANT DIRECTOR, CITY & COMMONWEALTH RELATIONS (12011SC) P5; \$28,800-37,600 12-15-94 Commonwealth 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

DEVELOPMENT OFFICER II (08136SC) P10; \$47,400-59,200 9-8-94 Dev. & Alumni Rels.

FINANCIAL ADMINISTRATOR I (04070SC) P3; \$23,900-31,000 4-26-95 Medical Center Development

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

STAFF WRITER I (04065SC) (Two Writing Samples Must Accompany Application) P1; \$19,700-25,700 4-24-95 Med Center Development

STAFF WRITER II (04062SC) (Two Writing Samples Must Accompany Application) P3; \$23,900-31,000 4-24-95 Development and Alumni Relations

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

ADMINISTRATIVE ASSISTANT I (40 HRS) (04061SC) G9; \$19,543-24,457 4-24-95 Med Center Development

ADMINISTRATIVE ASSISTANT I (40 HRS) (04060SC) G9; \$19,543-24,457 4-24-95 Med Center Development

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 III (04063SC) G8; \$15,700-19,600 4-24-95 Development and Alumni Relations

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

PROVOST

Specialist: Clyde Peterson

BUSINESS ADMINISTRATOR III (05007CP) Coordinate financial and administrative activities of museum; oversee processing of all payables; prepare yearly long-range budgets; produce monthly performance reports; prepare deposits; transmit gifts and monitor fund accounts; prepare budgets and final reports for grants; produce sales tax reports; reconcile credit sales; administer payroll and personnel activities; administer petty cash account; act as building administrator/office manager and liaison with physical plant on building upkeep/problems; oversee stock and maintain supplies and equipment; troubleshoot on computer problems. **Qualifications:** BA/BS in accounting or business or equivalent combination of education and experience; three years accounting or business experience; thorough knowledge of University accounting, A/R, A/P, purchasing, payroll and budget systems preferred; familiarity with UMIS preferred; solid working knowledge of spreadsheet, database and word processing as well as some DOS experience; background in the arts preferred. **Grade:** P4; **Range:** \$26,200-34,100 5-4-95 ICA

COORDINATOR IV (05001CP) Primary liaison between clients and Director; write wiring specifications; analyze bids and award contracts; conduct site surveys; coordinate wiring projects and develop wiring strategy and pathway routes; prepare reports and document wiring proposals; field check proposal data; read and interpret blueprints; coordinate contractors' schedules. **Qualifications:** BA/BS; four years experience in project/construction management field; ability to read blueprints; working knowledge of computer using spreadsheet and graphics software; strong analytical and creative problem solving skills; superior interpersonal, communications and organizational skills; experience in academic environment helpful. **Grade:** P4; **Range:** \$26,200-34,100 5-2-95 DCCS

SYSTEMS PROGRAMMER IV (01040CP) Develop software programs in support of University network; define, design, code, test, analyze and evaluate network products; perform system integration and testing of network hardware and software; prepare definition and design specifications; resolve complex problems related to system software; plan and oversee the installation and operation of system software; develop standards and incorporate into system. **Qualifications:** Bachelor's degree in computer science or engineering; five years experience in design and implementation of software programs; working knowledge of UNIX, TCP/IP, LAN software for IBM PCs and Macintosh computers; demonstrated ability to communicate effectively (written and oral) to management, staff and vendors. **Grade:** P9; **Range:** \$42,300-52,900 5-1-95 DCCS

PART-TIME (CLERK II) (20 HRS) (04083CP) Sort and arrange books on book trucks for shelving; shelve 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

INFORMATION SYSTEMS SPECIALIST IV (000411CP) P8; \$38,500-48,100 12-08-94 Van Pelt Library

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 (000409CP) P8; \$38,500-48,100 12-08-94 Van Pelt Library

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) Un-Graded; 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) P2; \$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 INVESTIGATOR SR (05006NS) Diagnostic service work; develop research programs; provide research pathology services; participate in educational programs; supervise the histopathology lab; participate in aquatic laboratory animal care. **Qualifications:** DVM or VMD with completed residency in comparative pathology with specialty training in marine pathology; experience in diagnostic pathology; demonstrated ability to examine and interpret the histopathology of Atlantic marine species; five years related experience. (Position Located in Woods Hole, MA) **Grade:** Blank; **Range:** Blank

CUSTODIAL WORKER (40 HRS) (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

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

RESEARCH LAB TECHNICIAN III (04078NS) G10; \$18,700-23,300 4-27-95 Clinical Studies

SECRETARY, MED/TECH (40 HRS) (03049NS) (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 VII (40 HRS) (02087NS) (Position Located in Kennett Sq., No Public Transit) G8/10; \$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 Du Bois 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

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

House—Good deal for Penn employees. Near Penn, excellent condition with income producing apt. Qualifies for Penn mortgage assistance. Upgraded systems throughout. Owned by Penn employees. \$83,000.00 (215) 898-2101.

Sharon Hill—Exceptional mint condition twin! 3 bedroom, 1 1/2 bath, c/l, finished basement. Convenient location. Easy to see. Please call (610) 449-6488.

Highland Park—Two affordable homes in good condition. One a large twin with nice yard and golf course view. One a lovely maintenance-free brick townhome. Both conveniently located and easy to see. Please call (610) 449-6488.

VACATION

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

CLUB

Patsy Cline Fan Club. \$10/year. Call Bob Arnosky 898-5589.

SERVICE

Desk top publishing by-the-hour. Brochures, newsletters, briefs, handouts, instruments. Call for free brochure. Butterfly Press (215) 698-0500.

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

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

ADVISOR INTERNATIONAL PROGRAMS (05011CP) Advise Penn undergraduates interested in studying abroad; administer various Penn-approved study abroad programs; act as campus recruitment liaison; organize and publicize student recruitment events; coordinate and staff faculty selection committees; supervise admissions processing; provide predeparture orientation and reentry support; evaluate and collect data; assist faculty to develop new programs. **Qualifications:** BA/BS or equivalent, master's preferred; two to three years related experience; high level of counseling, communication, both written and oral, and organizational skills; overseas study or work experience and language skills highly desirable; excellent judgment and ability to deal with difficult situations; ability to work effectively and under pressure with faculty, students, University and government officials from different cultural backgrounds; interest in professional development through active involvement in professional organizations; word processing proficiency essential; familiarity with computer applications for a study abroad office desirable; some supervisory skills. **Grade:** P3; **Range:** \$23,900-31,000 5-4-95 International Programs

STAFF PHYSICIAN (05012CP) Provide on-site medical care to students; recommend hospitalization and serve as attending physician for hospitalized students; refer to specialists; conduct clinical research studies; prepare research data for publication; perform teaching responsibilities appropriate to academic rank; serve as member of professional organizations and present papers at national meetings; act as medical consultant to other Student Health physicians; assist in development of clinical programs; conduct seminars on selected topics and research projects. **Qualifications:** Board certified in internal medicine or pediatrics; current Pennsylvania physician's license; prior experience

with young adults preferred; knowledge of statistics and computer programming essential; must possess dual qualifications to become eligible for academic appointment in Department of Medicine and appointment to the staff of HUP. **Grade:** Ungraded; **Range:** Blank 5-4-95 Student Health

PROGRAMMER ANALYST II (09011CP) P6; \$31,900-40,600 9-15-94 Student Info. & Sys.

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

COORDINATOR II (05005JZ) Provide administrative support and report to Director of Program Development; organize and streamline information required by the Director; support other team members in the organizational logistic coordination of Executive Education programs.

Qualifications: BA/BS; two years re-lated experience in administrative support area/program coordination; excellent oral and written skills; PC experience, WordPerfect, Freelance and Lotus for Windows preferred; excellent organization skills, attention to detail and strong customer service orientation. **Grade:** P2; **Range:** \$21,700-28,200 5-3-95 Executive Education

INFORMATION MANAGEMENT SPECIALIST I (0405-0JZ) 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; one to three years relevant 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

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

ASSISTANT DIRECTOR VI (04002JZ) (*Ongoing Contingent on Grant Funding*) P7; \$35,000-43,700 4-21-95 Snider Entrepreneurial Center

BUSINESSADMINISTRATORIV (04048JZ) P5; \$28,800-37,600 4-20-95 Snider Entrepreneurial Center

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

MANAGER MANUFACTURING EXTENSION PROGRAM (04057JZ) (*Ongoing Contingent on Funding*) P7; \$35,000-43,700 4-24-95 Snider Entrepreneurial Center

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

SYSTEMS PROGRAMMER I/II (04059JZ) P6/P7; \$31,900-40,600/35,000-43,700 4-24-95 WCIT

SYSTEMS PROGRAMMER III (11068JZ) P8; \$38,500-48,100 11-23-94 WCIT

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

ADMINISTRATIVE ASSISTANT II (04067JZ) G10; \$18,700-23,300 4-24-95 Public Policy and Management

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

OF RECORD

Final Report of the Consultative Committee On the Selection of a Dean of the Graduate School of Education

The committee was convened by Interim President Claire Fagin on February 8, 1994. Members of the committee were: Benjamin Ashcom (overseer and alumnus); Morton Botel (William T. Carter Professor of Education and Psychology); James Citron (GSE '95); Charles Dwyer (associate professor and chair, Educational Leadership Division); Anne Keane (associate professor of nursing); Meredith Kelsey (GSE '97); Rebecca Maynard (Trustee Professor of Education and Policy), chair; Ira Schwartz (dean, School of Social Work); Margaret Beale Spencer (Board of Overseers Professor, Psychology in Education Division); Howard Stevenson, Jr. (assistant professor and director of Ph.D. training, Psychology in Education Division); and Wayne Worrell (professor of materials science and engineering, School of Engineering and Applied Science). Sherrill Rosoff of the Office of the Secretary served as secretary of the committee.

The committee solicited nominations from faculty, students, staff, overseers, alumni, deans of other graduate schools of education, foundations, and educational associations. The position was advertised in *The Chronicle of Higher Education*, *Black Issues in Higher Education*, *The Philadelphia Inquirer*, and *The New York Times*. In addition, the executive search firm of A. T. Kearney was engaged to assist the committee in the identification of candidates.

In order to establish clear criteria for the position, the committee consulted

widely within the School and the University and explored broad issues affecting education in this country and their implications for the role of GSE within the University, the city, and the country. The committee sought a dean who could provide the vision and leadership to guide the School in maintaining and strengthening its outstanding record for excellence in teaching, research, and community service. It was also agreed that the new dean should possess a record of distinguished scholarship, demonstrated potential for academic leadership and administration, the ability to represent the School to its various University and external constituencies, and the capacity to be an effective fundraiser.

The committee reviewed the credentials of 149 prospective candidates, of whom 48 were women, 19 were identifiable minorities, and four were current faculty members at the School. Eight individuals were interviewed for the position. The committee subsequently submitted its recommendations to President Judith Rodin and Provost Stanley Chodorow, who in turn invited two candidates to campus to meet with GSE faculty, staff, and students. President Rodin subsequently announced the appointment of Dr. Susan H. Fuhrman, professor of education policy and director of the Consortium for Policy Research at Rutgers University, as the School's next dean, effective July 1, 1995. The appointment was approved by the Trustees of the University on March 17, 1995.

Who Steals My Trash...

When Penn's recycling program began five years ago this month it would have been hard to imagine just how much the reclamation of trash would catch on in the coming years. The University has gone from hauling away modest truckloads of white paper to moving virtual mountains of mixed paper and cardboard. At first it was a labor of love for the environment, with at best some cost-avoidance to mitigate expense, according to Al Pallanti, superintendent of recycling. But a nationwide effort to stimulate buyer demand for recycled products—while also learning to reprocess more varied papers to expand supply—worked so well that Penn can now actually generate revenue to offset recycling costs.

In fact, recycling has become such success that the dumpsters now attract those who want to empty them for us—and fill their pockets with hundreds of dollars they can get for Penn's trash—especially the highly desirable clean cardboard.

So the new challenge that now faces the recycling project is not how to persuade Penn people to put paper into the receptacles but how to keep others from driving big trucks in from the suburbs and taking it out. Early morning patrols have been on the alert since what Mr. Pallanti called "significant amounts" have been lost to "super scavengers" in a number of recent inci-



dents. Mr. Pallanti said that the thefts have been reported to Public Safety, who hope to apprehend the haulers and prosecute them if they return to campus again. Mr. Pallanti urges members of the campus community to notify Public Safety if they see any non-University vehicles removing recyclable materials from campus locations. Not only is it trespassing but it is theft.

On a happier front: To make it easier for the campus community to keep the College Green as green and unlittered as possible, there will be a new receptacle for glass, plastic and cans, in front of the Van Pelt-Dietrich Library by the beginning of the fall semester as Penn starts its sixth academic year as a recycler in earnest. The results to date, which Mr. Pallanti faithfully keeps tabs on: In 1994, the University recycled 153 tons of glass, plastic and cans. The total in 1993 for these items was 78 tons, and 52 tons were recycled in 1992. The amount of mixed paper recycled also has continued to rise over the years:

1994	2604 tons
1993	2391 tons
1992	2060 tons

By removing some 30% of its material from the waste stream, Penn continues to exceed the national average (20%) and the regional average (26%) as well as the Commonwealth's mandate of 25%. — M.F.M.

Graduation Art Show: May 13

On Saturday, May 13, the Department of Fine Arts opens its annual Master of Fine Arts Graduation Exhibit in the Lower Gallery of Meyerson Hall, curated by ICA Director Patrick Murphy and presented in conjunction with MFA graduation ceremonies.

It features works of Chang G. Chea, Eunsook K. Lee, Susan Loucks, Rory L. Kerber, Mary Beth Moore, Bridget O'Rourke, Ketti Schoenfeld, Edward Simpson, Kim Thomas, Lorraine Walsh, and Linda White, and can be viewed Monday through Friday, 9 a.m. to 5 p.m. through May 27.

University of Pennsylvania Division of Public Safety

Crime Alert—May 1, 1995

The University of Pennsylvania Police Department has received information regarding a suspicious vehicle in the area of the 100 and 200 blocks of South 34th Street, seen at approximately 5:30 a.m. on at least one occasion persistently following a woman who was walking in the area. The driver and car have been described as follows:

African American male, late 40s/early 50s

Two door, American make, late model (1985-1990) Color: chocolate brown.

If you have any information concerning this vehicle, please contact the University of Pennsylvania Police Department or the Victim Support and Special Services office (3927 Walnut Street).

Penn Police 898-7297
Penn Detectives 898-4485
Victim Support 898-4481/6600

Safety Tips:

- When walking on the street, always stay in well-lighted areas.
- Avoid shortcuts through parks, vacant lots and other deserted areas.
- Do not stop and give directions or any other information to strangers.
- If you are followed by someone in a vehicle, turn around and walk in the opposite direction. If the person persists, record the license number and contact the police immediately.
- On and near campus, always use the Blue Light Emergency telephones for immediate contact with the Penn Police Department whenever there is a problem.

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 24, 1995 and April 30, 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: Aggravated assaults-1

04/29/95 9:47 PM 38th & Spruce Bottles thrown/complainant struck in face

38th to 41st/Market to Baltimore: Robberies (& attempts)-3, Aggravated assaults-1, Simple assaults-2

04/24/95 1:45 PM Low Rise North Actor hit complainant

04/26/95 7:00 PM 4000 Blk. Irving Robbery of cash at gunpoint

04/26/95 11:23 PM 200 S. 40th St. Store robbed by males with gun/cash taken/no injuries

04/28/95 12:36 AM 208 S. 40th St. Complainant struck in face

04/29/95 8:45 PM 200 Blk. Fels Walk Actor struck officer in chest

04/30/95 11:53 AM 4000 Blk. Chancellor Unknown male took gold bracelet/fled area

30th to 34th/Market to University: Simple assaults-1, Threats & harassment-1

04/24/95 1:21 AM Hill House Numerous unwanted calls received

04/29/95 1:30 PM Franklin Field Complainant assaulted

Crimes Against Society

34th to 38th/Market to Civic Center: Disorderly conduct-2

04/25/95 6:49 PM 38th & Walnut Car column broken/not stolen/male cited

04/28/95 7:14 PM Phi Sigma Kappa Bottle thrown at police/citation issued

38th to 41st/Market to Baltimore: Disorderly conduct-3

04/25/95 6:58 PM 200 Blk. 40th Male interfering w/ arrest/cited

04/26/95 12:32 PM 200 Blk. Preston Juvenile w/B.B. guns/cited

04/29/95 9:06 PM 200 Blk. Fels Walk Actor jumping on car hood/cited

* As furnished by the Department of Public Safety and as posted to PennInfo on receipt, this report also included *Crimes Against Property* during the period: Burglaries and attempts (6), Thefts and attempts (33), Thefts from autos (7), Thefts of bicycles and parts (3), Forgery and fraud (1) and Criminal mischief and vandalism (6). — Ed.



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Appearing before the Faculty Senate in its first plenary session since they took office July 1, President Judith Rodin and Provost Stanley Chodorow summed up their activities and impressions as the year moves toward its end. The address of Dr. Barbara Lowery, referred to below, appeared in Almanac April 25.

The President and the Provost: Summing Up the First Year

Dr. Rodin: I'd like to begin by thanking the three chairs. It's been a great pleasure working with you and I've learned a lot from our regular consultations—and I've been kept away from some mistakes and steered towards some important progress. I also want to thank the Senate for its important work. You give us significant governance structure for faculty involvement and I look forward to continuing to learn from you, and to work with you, both in your active deliberations and in your committee processes.

Though I have worked with many of you now for almost a year, I do not yet know everyone in this room, and so it is a special privilege for me to formally address Penn's Faculty Senate for the first time.

As faculty, you are the core of the University. I am delighted to be a new member of this distinguished Faculty, having served more than two decades as an active researcher and teacher at Yale.

As President, I believe an important part of my role is to focus attention—both within and outside the University—on the important academic and educational issues that we confront and away from the peripheral and the trivial. In large measure, that means focusing attention on faculty research, on the faculty's commitment to our students, and on the academic programs that are the heart of our institution.

This year I have spent time visiting academic departments, touring research facilities, and meeting with students and faculty in a number of academic programs and schools. That is, of course, a continuing process in a place as large and complex as Penn, but it is one that is central to all of my other roles as President.

In Washington and in Harrisburg, I have tried to be a forceful and persuasive voice for the crucial partnership between government and universities. I have tried to give those who support us and those who criticize us a more concrete sense of what we do and why it is so important to our nation.

I have explained how current research on genetic engineering and transplantation in Penn's Vet School may one day impact human health care in ways as profound as the discovery of penicillin.

I have tried to convey the excitement that I have seen in my meetings with students in the University Scholars program or International Studies.

I have described how the integrative study of complex societies, in which our Anthropology Department is a leader, and the fruitful intersections of law, politics, philosophy and economics are producing great insights. Indeed, I believe these insights will be comparable to those that have already made Penn a leader in interdisciplinary cognitive studies and computer science, in important social and political roles of the media, and in materials science.

Part of my role is to help convey what you do, to celebrate proudly what you accomplish and what you contribute.

In an increasingly competitive and difficult external environment, part of my job is also to make certain we reinforce and communicate the centrality of our most important activities.

These activities have included several major initiatives this year: administrative restructuring, the 21st Century Project for the undergraduate experience, our program of investments and long-range planning in safety and security, the systematic review of capital projects, and our efforts to focus both campus and public attention on Penn's distinctive commitment to theory and to practice.

Those initiatives will continue into the year ahead and beyond. They will be joined by increasing emphasis on the role of the University in addressing such urgent—and such diverse—national concerns as the impact of technology and our increasingly uncivil—and unproductive—style of public discourse.

These are both issues that confront us on campus as well as in the larger society, and I believe we must demonstrate the ability of the higher education community to bring new faculty insights and research to bear on such pressing local and national issues.

Finally, let me say thank you for the wonderful spirit of support and enthusiasm you have extended to me this year. I look forward to reciprocating that spirit in the kinds of activities and priorities I have just reviewed. I hope it will be the hallmark of our work together.

— Judith Rodin, President

Dr. Chodorow: I'm delighted to be at this first of my annual meetings with the Senate as a whole, or at least a representative sample of the Senate as a whole. Quorum or no, we will take it as representative. I want to tell you that coming to Penn from far off San Diego, where days like this were not so uncommon, has really turned out for me to be a wonderful thing. I have enjoyed every day, at Penn, and to a very large extent getting up in the mornings with the desire to get to the office as fast as I can has been the result of my work with a lot of you and with the Senate committees with which I have dealt throughout the year. I am a faculty member and we have to work together' and my feeling is that this year we have done so very, very well.

It was noted by Barbara that there was a period of orientation of the new leadership of the University; I think it's still going on, actually, and I really want to thank Barbara and Jerry and Bill for helping to orient me to Penn. Also, I want to thank them for often telling me that I was about to step in something I didn't want to step in, to go down a path I didn't want to go in, and encouraging me when I just happened to stumble off in the right direction. That has been very important. We have had very frank and useful discussions about an enormous range of things, and I have come to rely on them as I will when Peter joins them and Jerry goes off to enjoy himself and catch up as we expect he will next year.

I've worked with the Senate in a variety of ways this year. The discussion of interim suspension, when I met with SCAFR; the whole business about administrative restructuring, and working with Ann Matter and the committee on administration; obviously the frequent meetings with the consultation committee; discussions back and forth about the piece on closing departments and on removing a dean—things that were mentioned earlier already by Barbara—have been things that involve me directly, and I want to say that the conversations around these issues have been extremely positive. They also strike me as an amazing agenda for a single year. I have thoroughly enjoyed the discussions even when I disagreed with people or they disagreed with me, because at least within this context civility and constructive analysis of the issues have reigned, and I think we've come to good solutions in most cases and in any case have had very productive and good discussions.

We've been involved, as all of you know, in two great projects: one that we've started on the undergraduate programs and the undergraduate experience, which is beginning to come to the end of its first phase—and many of the members of the Senate have played a role in that, both directly as members of the Provost's Council on Undergraduate Education and as members of various subcommittees and focus groups that we've dealt with in the last month or so. As we start now to pull everything together, a lot of the ideas and the issues rely on the wisdom of you and your colleagues and also on the many reports that came out of Senate committees of the last several years. They have had a tremendous effect, as you will see in the final report on what we do and say. And next year we'll continue this work by setting up a mechanism for beginning to try out new ideas, to set some things in motion, to implement what you and we have been talking about this year.

We have also spent a great deal of our time on the beginning of the restructuring of Penn's administrative operations. And I think that this will, in the long run, play an enormous role in the future of the University. It will make our work as faculty and the work of our academic units very very much more effective, efficient, better served, and generally speaking, will give us as faculty an opportunity to do our work better with our students.

As I look back, I'll close with this. It seems to me that a good deal of what we've talked about this year has had to do with the expectations of what faculty should be doing at the University and the responsibilities of the faculty to their students, to their colleagues, and to the University. Many of the policies that we dealt with circled around those central issues and I think they're going to remain central issues for us in the next years. The world outside, the world that the President has to deal with on a daily basis, that I only occasionally have to deal with, is de-manding that we proclaim what our responsibilities are, what they can expect from us; we have to sort out what we expect from one another and from ourselves before we answer them. I think that we have started that process this year and that we should continue it actively next year. Thank you for giving me a wonderful first year. I've appreciated it.

— Stanley Chodorow, Provost

