

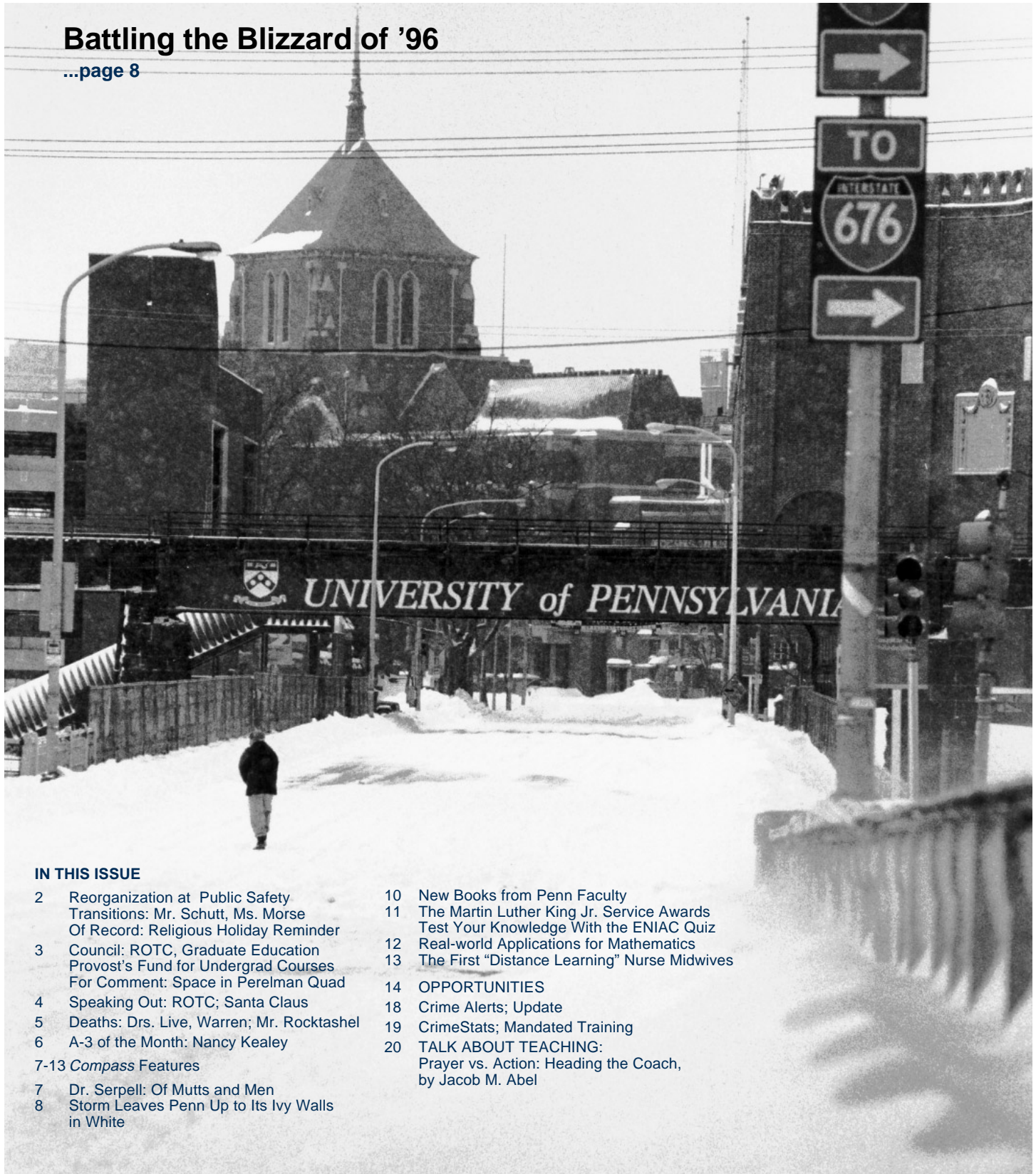
UNIVERSITY of PENNSYLVANIA

# Almanac

Tuesday,  
January 23, 1996  
Volume 42 Number 17

## Battling the Blizzard of '96

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## Transitions

### Vice President...

At Friday's stated meeting of the Trustees, the President's Chief of Staff Stephen D. Schutt was promoted to Vice President and Chief of Staff. Mr. Schutt, a Penn Law alumnus, was chief of staff for former U.S. Senator Harris Wofford before joining Dr. Rodin's staff in 1994-95.



Steve Schutt

### ...Ms. Morse to New Post...

Jean Avnet Morse of the President's staff has been named Executive Director of Middle States Association of Higher Education. An attorney and longtime academic administrator in The College, Ms. Morse succeeds Dr. Howard Simmons as head of the region's key accrediting body for colleges and universities, heading a 16-member staff located at the Science Center. "The Commission has selected the ideal executive director to respond to the interesting issues confronting accreditation," said Dr. Rodin. "As my deputy Jean has been creative and dedicated, a trusted and valued colleague."

### ...and Ms. Baldino as Staff Writer

Jennifer Baldino, a member of the PennMed Public Affairs Office for the past four years, has replaced Jeffrey Hartman as staff writer/assistant to the President. She is a 1991 graduate of Temple, in journalism, and former member of the staff of Philadelphia's weekly *Welcomat*.

### Friends of Moez: The Trials

Proceedings against the five teenagers arraigned in the death of graduate student Moez Alimohamed are being reported daily on the Penn Web by Professor Wolfgang Ziller of mathematics.

According to Dr. Ziller's dispatches one defendant, Khaalish Edmondson, has been tried in juvenile court and convicted of murder in the second degree plus seven other charges; those convicted in juvenile court are normally freed at 21.

A second defendant, Gregory Pennington, has petitioned to be decertified (tried as a juvenile) but the state is proceeding with procedures for trial as an adult while a decision is pending.

The state began by asking the death penalty for three of the five—Antoine Saunders, Ollie Taylor, and Antony Archer. Both Saunders and Taylor have since pleaded guilty to charges including murder in the first degree (which automatically carries a sentence of life imprisonment without parole, but obviates the death penalty). Pending any withdrawal of the plea agreement on either side, they are scheduled for formal sentencing in March.

At presstime it was expected that a trial would begin this week for Archer and Pennington—or potentially two trials if Pennington is decertified. Dr. Ziller has urged that members of the University attend the trial. He has details of transportation available, as well as significantly more detail about the proceedings to date, at <http://www.math.upenn.edu/~wziller/moez.html>.

—K.C.G.

## Reorganizing Top Posts in Public Safety

Managing Director of Public Safety Thomas Seamon has reorganized the top command in his department "to more effectively manage both daily patrol operations and systems development, which includes training and professional development, information systems management, and communications technologies," he said.

The changes are effective February 1.

Two new positions have been created, reporting directly to Mr. Seamon—Director of Operations, and Director of Administration—and the position of Chief of Police has been phased out.

Maureen Rush, now director of victim support and special services, becomes Director of Operations. In that role, she will oversee all day-to-day operations of Penn's police force, which includes both the patrol and investigative operations.

George Clisby, currently chief of police, becomes Director of Administration. "His experience at the operational level, coupled with his administrative abilities, make him the perfect choice to assist me in making needed strategic changes," Mr. Seamon said.

Mr. Clisby will oversee all administrative and communication personnel, which includes corporals and civilian dispatchers. He will also oversee all training and professional development programs; major systems changes, such as development of a new computerized information and record system; and the Division's initiative to receive national accreditation through the Commission on Accreditation for Law Enforcement Agencies.

"This is a fairly standard structure for police



Maureen Rush



George Clisby

departments," said Mr. Seamon, who came to Penn four months ago after more than 25 years in the Philadelphia Police Department. "After close examination, I realized it was impossible for one person to effectively command administrative and strategic projects, as well as supervise the daily operations."

"We are particularly fortunate to have two such talented people as George and Maureen to step into these positions. They have both done excellent jobs and will continue to be an integral part of my management team. This will give us depth of coverage as each is superbly qualified to command the department in the absence of the other."

Mr. Seamon said that a search will be launched for a new Director of Special Services. In the interim, Lt. Susan Holmes will assume daily control of that division, reporting to Ms. Rush.

—From a News & Public Affairs release by Phyllis Holtzman

## Reminder: Policy on Secular and Religious Holidays

Effective January 1, 1991

1. No secular or religious holidays are formally recognized by the University's academic calendar. However, in setting the academic calendar for each year, the University does try to avoid obvious conflicts with any holidays that involve most University students, faculty, and staff, such as July 4, Thanksgiving, Labor Day, Christmas and New Year's.

2. Other holidays affecting large numbers of University community members include Martin Luther King Day, Rosh Hashanah, Yom Kippur, the first two days of Passover, and Good Friday. In consideration of their significance for many students, *no examinations may be given and no assigned work may be required on these days*. Students who observe these holidays will be given an opportunity to make up missed work in both laboratories and lecture courses. If an examination is given on the first class day after one of these holidays, it must not cover material introduced in class on that holiday.

Faculty should recognize that Jewish holidays begin at sundown on the evening before the published date of the holiday. Late afternoon exams should be avoided on these days. Also, no examinations may be held on Saturday or Sunday in the undergraduate schools unless they are also available on other days. The same rule applies to seminars and other regular classes.

3. The University recognizes that there are other holidays, both religious and secular, which are of importance to some individuals and groups on campus. Such occasions include, but are not limited to, Memorial Day, Sukkot, the last two days of Passover, Shavuot, Shemini Atzerat, and Simchat Torah, as well as the Muslim New Year, Ra's al-sana, and the Islamic holidays Eid al-Fitr and Eid al-adha. Students who wish to observe such holidays must inform their instructors within the first two weeks of each semester of their intent to observe the holiday, even when the exact date of the holiday will not be known until later, so that alternative arrangements convenient to both students and faculty can be made at the earliest opportunity. Students who make such arrangements will not be required to attend classes or take examinations on the designated days, and faculty must provide reasonable opportunities for such students to make up missed work and examinations. For this reason it is desirable that faculty inform students of all examination dates at the start of each semester.

—Stanley Chodorow, Provost



# Council: Perelman, ROTC, Grad Education

The University Council's January meeting was a discussion-only session, primarily on three topics led by Provost Stanley Chodorow.

**Perelman Quad:** In his opening remarks Dr. Chodorow gave an update on plans for Perelman Quad, projecting a "wallbreaking" by March to begin work on the Logan Hall building's infrastructure. With VPUL Valarie Swain-Cade McCoullum he also invited comment on new space allocation proposals (below). He also saluted the 100th Anniversary of Houston Hall in connection with the Quad project, calling the nation's first student union a place "with a past and a future."

**ROTC:** Also in his opening report, Dr. Chodorow commented on the ROTC discussion held November 29 in his absence. He confirmed Col. Forte's report that the Naval ROTC was against an arm's-length arrangement, but said

negotiations with the Army and Air Force ROTC leadership are continuing. He described some of the complexities stemming from turnover at the Pentagon. In the Q and A period afterward, Dr. Larry Gross reminded the Provost of Council's consistent position, over time, in advising that Department of Defense/ROTC policies contravene University policy on nondiscrimination. (The full exchange on ROTC is being transcribed for more complete publication next week; see also *Speaking Out* this week, p. 4.)

**Graduate Education:** Penn and other leading institutions are facing not only shrinkage but significant redesign of advanced degree programs in the graduate areas (as distinct from professional school programs), the Provost reported. This report will also be presented more fully next week after the proceedings are transcribed.

*The following has been sent by the Council of Undergraduate Deans to all faculty.*

## Funding for New Undergraduate Courses Across School Lines

One goal of the 21st Century initiative is the development of new interdisciplinary undergraduate programs. We are especially eager to encourage programs that open opportunities for undergraduates that cross school boundaries. The intention is to use more fully Penn's resources in the service of undergraduate programs.

For that reason, we invite proposals for new courses that bring together faculty from multiple disciplines and multiple schools. We are particularly interested in courses that might eventually serve as a focus for an organized set of offerings constituting a minor program.

Proposals should include, in addition to a course description and brief syllabus, a discussion of its relation to existing courses, a view of how it might help generate a minor program, and an indication of the demand for the course. It should also identify those faculty who are willing to participate in the construction and teaching of the course, as well as a larger list of faculty who have expressed interest in a broader program.

Funding will be provided to help with the initial construction of these courses. Requests may be made for release time for course development, graduate assistance in course construction and for teaching assistance the first term the course is offered, some equipment and supplies. The goal of funding is to support course development, not to provide money for the ongoing routine expenses of instruction. The maximum amount awarded will be \$15,000.

Courses that prove to be successful, will be eligible for additional funding to assist in their expansion into a broader program.

Proposals will be evaluated on the basis of their intellectual coherence, the degree to which they enrich the undergraduate curriculum in ways that draw on multiple disciplines, and their promise for growth into a minor program.

Proposals should be submitted by *March 1* to the attention of the Council of Undergraduate Deans, Office of the Provost, 110 College Hall/6303.

— Stanley Chodorow, Provost

## FOR COMMENT

*Following is the allocation proposal for student facilities in the Perelman Quadrangle core and related buildings, approved by the Perelman Committee on December 11, 1995. It was distributed at the University Council on January 17 by Vice Provost Valarie Swain-Cade McCoullum, who asks that comment be sent to her immediately at the Office of the VPUL, 3611 Locust Walk/6222; or by fax to 898-0843; or by email to cade@pobox.*

## Proposed Space Allocation Policy for Perelman Quad

### Principles

1) Only the Trustee statutory University-wide student governments (GAPSA and UA) and their constituent bodies will be assigned office space on the second floor of Houston Hall.

2) All student organizations registered with the Office of Student Life Activities and Facilities will have mail folders in a centralized location in Houston Hall and full access through sign-up to the third floor meeting rooms and production facilities designated for student organizations.

3) Any registered student organization may request annual assignment to an office area and/or locker in one of the suites designated for student activities in Houston Hall, Williams Hall or Irvine Auditorium. These spaces will be assigned in accordance with the procedures outlined below which are based on the process currently used by the Houston Hall Board to allocate space in Houston Hall and Irvine:

a) A Perelman Quad Space Allocation Board will review requests and assign office areas and/or lockers to interested organizations. The Board will be composed of representatives from all student government and umbrella groups, including but not limited to the Class Boards, GSAC, GAPSA, NEC, PAC, PVN, SPEC, SAC, UA and UMC, as well as at-large representatives appointed from the student body by NEC and GAPSA.

b) Each spring, the Allocation Board will publicize the process and timetable for space allocation for the following year. All groups with space in the current year must reapply for the following year if they wish to retain the space. All groups, new and continuing, will be allocated the appropriate type of space (locker, cubicle, semi-private area, etc.) based on such criteria as:

- volume of documented activities or programs which warrants work space (e.g., public contact, intra-group communication, file storage, equipment, etc.).
- suitability of organizational functions to available space (e.g., privacy requirements, access to office, hours of operation, storage needs, etc.)
- proximity to other groups with similar goals and activities (where such proximity is desired).
- record of compliance with Allocations Board and Student Life Activities and Facilities guidelines for the use of office space.

c) If the Allocations Board is unable to decide on a particular space request or if the requesting organization believes a procedural error has resulted in an unfair decision, the Director of Student Life Activities and Facilities may be asked to hear an appeal. Otherwise, the Allocations Board has full authority to make student activity office space assignments in the Perelman Quad.

d) The Allocations Board will also establish guidelines for the use and maintenance of office space, and will mediate disputes between or among organizations as necessary in consultation with Student Life staff.

e) The Allocations Board, in consultation with Student Life staff, will conduct a periodic, comprehensive review of this process at least once every three years to better ensure that appropriate, and timely, modifications of this policy might be made to meet evidenced student activities needs.

## Survey: Campus Amenities

A Restaurant/Retail Survey is being conducted by University City Associates, managers of the commercial centers on and around campus. We want to know what you think about the current stores and restaurants, and what changes you would like to see. Here is the chance to express your opinion! All respondents will be eligible for gift certificate prizes, to be drawn on Valentine's Day, February 14. The electronic address is:

[www.upenn.edu/real\\_estate/survey/](http://www.upenn.edu/real_estate/survey/)

If you are not connected to the Internet, please call 898-7311 for a paper copy. Everyone is encouraged to participate. The survey will run from Jan. 22 to Feb. 9, 1996.

—Helen Walker, Project Manager,  
Penn Real Estate

# Speaking Out

## ROTC: Action Now

As a member of the University of Pennsylvania's lesbian, gay, and bisexual community, I am very concerned with the lack of action taken by Provost Chodorow to fulfill his promise to the University Council and implement its recommendations on the issue of ROTC on this campus.

It is in the best interests of the University as a whole that University Council recommend that the Provost set a deadline of February 1, 1996, for completion of his negotiations with the Department of Defense, and that the Provost begin immediately negotiating with other area colleges to implement the arm's length fallback recommendation of Council, in case negotiations with the Pentagon are unsuccessful. Because this is a matter that University Council has already considered and acted upon, it should be considered old business at the next Council meeting. No further study is necessary.

It is clear that the Provost is dragging his feet in this matter, and I feel that is unwise. President Clinton is sympathetic to the issue of gays in the military. However, we are approaching an election year, in which politics will make it difficult for his administration to act on this matter. Therefore, it is imperative that the Provost complete his negotiations immediately, because now is the time that the University can best avoid any possible repercussions, and can negotiate an arrangement that both permits the University to end its participation in a discriminatory activity while avoiding retaliation by those who would punish this school for its courage.

I would also like to express my concern with Dr. Harris's handling of and comments on this issue at the open University Council meeting on November 29. The rules were quite clear—only members of the University community who were on the agenda would be allowed to address the University Council, and if there was time, at the end of the meeting, non-scheduled community members would be allowed to speak. Dr. Harris ignored those rules, and made a special exception in order to allow a representative of an organization that openly and egregiously discriminates in violation of University policy to address the Council. I was at the meeting also, and would have been quite happy to address some of the misstatements of facts made by a member of the UC in addressing the ROTC issue (and again, Dr. Harris permitted these personal and out-of-order comments to be made without interruption). However, as a member of the University community who respects the rules of Council (even if the President of the Undergraduate Assembly and the representative of ROTC do not), I held my tongue, hoping to get a chance to speak at the end of the meeting.

Dr. Harris owes the lesbian and gay community an apology for his mishandling of this issue.

I also feel that it is important to correct Dr. Harris's erroneous description of the Council's action on ROTC at that meeting (which was reiterated in *Almanac*). Dr. Harris stated that should neither option C nor D of the University Council ROTC Committee be possible to implement that the *status quo* would remain. This totally misrepresents the will of Council, in that Council voted to accept the recommendation of the ROTC Committee which considered and specifically rejected Options "A" (the *status quo*) and "B" (changes in the University anti-discrimination policy). The only change that Council made to the ROTC Committee recommendations was to reject option "E." Thus the Council endorsed the Committee's strong preference for the "arm's-length" approach (Option "C"), and endorsed the "cross town" approach (Option "D") as the *only* fallback option. In his role as moderator, Dr. Harris should make clear that this is the University Council's position, and should take steps to ensure that the Provost understands and implements it as soon as possible.

— Paul Lukasiak, Center for the Study of Youth Policy

## Responses

**Ed. Note:** *Provost Chodorow, who was not at the November 29 meeting, gave a detailed update on ROTC negotiations at the January 17 meeting (see preliminary coverage on page 3 of this issue). The Moderator's response on procedural issues is below.—K.C.G.*

## From the Moderator

Paul Lukasiak's misunderstandings about the procedures of the Open Forum meeting on November 29 provide a good opportunity to clarify the nature and purpose of University Council. The reason for the annual open meeting is to provide Council with information about what citizens of the community believe should put be on the agenda of future meetings. The purpose is not to provide a series of closed speeches where Council members are a captive audience.

The format for the forum published in *Almanac* (November 14, 1995) specifically indicated that members of Council might engage the speakers in follow-up questions and remarks, and it stated that the Moderator might recognize members of Council to respond to speakers' statements. Even in the absence of such announced procedures, it would always be appropriate for the Moderator to allow a member to speak at a Council meeting. And, although it is evident to most observers that I conduct Council meetings in a highly structured manner, I have always been willing to extend the rules as far as I could to provide for open discussion of important issues. I have tried to allow persons not on Council to speak during regular meetings when time allows, and I would not be

inclined to apologize for that.

Concerning Mr. Lukasiak's proposed relationship between Council Moderator and University Provost, I don't think this is quite the way things work. Both the President and the Provost are full members of Council, and as such they usually do not need to be informed independently of Council positions. More importantly, although we would hope that Council's decisions reflect both a representative view of the community and the deliberative wisdom of its members, any action it might take does not set University policy. Council advises the chief administrative officers of the University. We might well hope that these officers would take our recommendations very seriously—and even expect them to explain why they might decide to act at variance with our advice. But the President and Provost are not bound by Council.

— William F. Harris, II,  
Professor of Political Science and  
Moderator of the University Council

## Santa's Thanks: 'One Day of Joy'

*An Open Letter to the Penn Community:*

We found out and experienced first-hand why the University of Pennsylvania is such a wonderful place to work, study and live. The Penn community responded once again. We cannot even begin to name names or groups because we would surely leave someone out. Our thanks is to all who helped.

On December 21, a small group of Penn administrators put together Operation Santa Claus. This was the eighth annual Christmas Party for children from St. Vincent's orphanage and senior citizens from three local nursing homes.

Our guests were treated to a wonderful hot lunch prepared by the very thoughtful people at the Faculty Club, they were entertained by a fabulous DJ and they received beautiful gifts distributed by Santa Claus, of course. The entire event was a complete success and we have all of you to thank.

We can't say enough about how we feel about the generosity and love you expressed for the children and elderly. Your gifts were so needed and so appreciated by all. Many of you were able to stop by and visit for a while and that was a welcome surprise.

Each year, Operation Santa Claus is successful in bringing at least one day of joy and love to the children and elderly and we wish we had a better way of expressing our feelings. We would like to extend our gratitude on behalf of the guests to all of you who helped out in any way. We certainly could not have done it without you.

Have a wonderfully happy and safe New Year.

— John DeLong and Yvonne Oronzio,  
Student Financial Services,  
and George Reale, Physical Plant

*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.*

## Professors Live and Warren...Mr. Rocktashel

**Dr. Israel Live**, an internationally known veterinary microbiologist who was active in the School of Veterinary Medicine for over 50 years, died on December 23 at the age of 88.

Born in Austria, Dr. Live studied at the University of Vienna before coming to America to take a V.M.D. at Penn in 1934, then an M.A. in 1936 and a Ph.D. in 1940. He joined the faculty as assistant professor in 1943, initially in veterinary pathology although his chief interest at the time was in bacteriology. After three years' supervision of the clinical pathology laboratory he moved to the Department of Bacteriology and Immunology. By 1953 he was professor of microbiology in the Vet School, with similar appointments in the Graduate School of Medicine and the Graduate School of Arts and Sciences.

A former president of the American Association of Veterinary Bacteriologists, Dr. Live concentrated for many years on investigations in brucellosis, becoming a member of the World Health Organization's Expert Panel on Brucellosis in 1950, and chairing the National Brucellosis Conference in 1976.

Later he turned to studies on *Staphylococci*, particularly the characterization of human and canine *Staphylococcus aureus*, working both here and abroad, in the Pasteur Institute in Paris, the Statens Serum Institut of Copenhagen, and the University of Bergen in Norway.

He is remembered by colleagues as quiet but approachable, "an exacting teacher who stresses fundamental aspects of microbiology," and a dedicated investigator who continued to do research on a voluntary basis after becoming emeritus professor in 1981.

He is survived by his wife, Dr. Anna Harris Live, who was the longtime director of English Study Programs at Penn, and by two sons.

### Chaplain's Council of Advice

As recommended in the report of the Working Group that reviewed the position of University Chaplain following the retirement of Rev. Stanley Johnson, a Council of Advice to the University Chaplain has been formed.

The report specified that the Chaplain would, in consultation with the Provost, "develop an advisory board consisting of University faculty, students, a representative from the Interfaith Council, a representative from the West Philadelphia Community, and a representative from the Board of Trustees."

The Rev. Frederic Guyott, III, who is serving as Interim Chaplain, announced the membership of the Council, in which members represent the constituencies indicated in parentheses:

Rabbi Howard Alpert (Interfaith Council)  
Mr. Brian Brooks (Graduate Students)  
Ms. Barbara Cassel (Administration)  
Mr. Sameer Chandan (Undergraduates)  
Ms. Rebecca Kobrin (Graduate Students)  
Mr. David Lamb (Local Religious Ministries)  
Dr. Janice Madden (Faculty)  
Mrs. Vivian Weyerhauser Piasecki (Trustees)  
Mr. Lance Rogers (Undergraduates)  
Mr. Blane Stoddart, W'87 (West Philadelphia Community)

**Dr. S. Reid Warren, Jr.**, a well-remembered emeritus professor of electrical engineering for whom SEAS's teaching award is named, died on January 13, at the age of 87.

As student, faculty member and emeritus professor he had been a member of the University community for over 70 years.

Dr. Warren came to Penn as a freshman after his graduation from Lansdowne High School in 1924. Taking his three degrees in electrical engineering from Penn's Moore School of Electrical Engineering—in 1928, 1929 and 1937—he began his career as a research associate in 1929, and became an instructor in 1933.

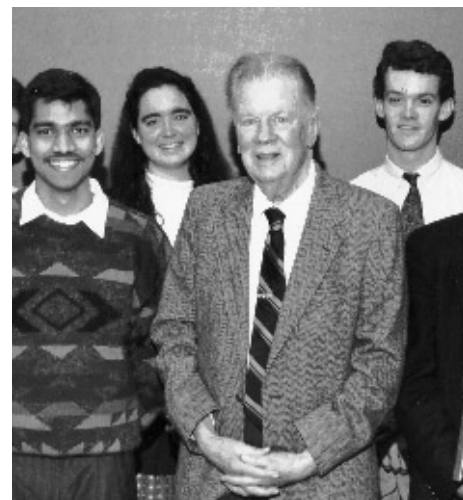
While rising through the ranks as assistant professor (1939), associate professor (1944) and full professor (1949) in the Moore School, Dr. Warren held parallel posts in the Graduate School of Medicine, carrying out his pioneering work in roentgenography. In one 15-year period he visited nearly 200 tuberculosis sanatoria throughout the U.S. to review x-ray techniques and improve the quality of radiology in those institutions. He also served as a radiology consultant to HUP, Jefferson, the Veterans Administration, U.S. Public Health Service and many hospitals and physicians in the eastern U.S. He was author or co-author of four books and some 40 chapters and papers in his field. In his later years he was particularly sought out for papers and presentations on engineering education, and he became known as an advocate of linkages between the humanities and engineering.

Dr. Warren was a technical advisor to the International Electrotechnical Commission and chaired local arrangements for its 50th anniversary meeting in Philadelphia in 1954. He also served as secretary of working groups which developed international definitions in the field of radiology and radiological physics.

On campus, under various titles (vice-dean, assistant vice-president and associate dean), he headed undergraduate affairs in engineering from 1951 through 1973, continuing as special advisor for two more years as he prepared for his retirement in 1976. He was a founding member of the University's Radiation Safety Committee in 1947, later chairing that and many other University-wide committees such as those on educational policy, undergraduate affairs, and honorary degrees.

He was also a mainstay of The Faculty Club—a board member in the Club's beginning years, 1956-60, and later vice president in 1975-77 and president in 1977-79.

Named a Fellow of the American Association for the Advancement of Science in 1938 and Fellow in Physics of the American College of Radiology in 1948, Dr. Warren was elected to numerous other honor societies during his long career. The American Institute for Electrical Engineers (a component of what is now the IEEE) cited him in 1953 "for outstanding leadership in the application of electrical engineering principles in the medical field, and for leadership in the promotion of appreciation of such work among both engineers and physicians." In 1970 the IEEE's Philadelphia Section gave him a special award for his many outstanding contributions to engineering education and electrical engineering. Students and alumni of SEAS established an annual award in his name in 1973,



*Dr. Warren and friends at one of the annual ceremonies where the S. Reid Warren Award was presented.*

and in 1976 he was given the Engineering Alumni Society's D. Robert Yarnall Award for "outstanding contributions in the field of engineering to society." Still later, in 1984, the honor society Eta Kappa Nu conferred the title "Eminent Member," a designation given to "top engineers who are also considered benefactors of mankind."

Dr. Warren is survived by his wife of 65 years, the former Miriam Stradling; two sons, Alan and S. Reid III; two grandchildren and three great-grandchildren.

### Mr. Rocktashel, Accounts Payable

**Frederick (Fred) P. Rocktashel**, manager of Accounts Payable for nearly ten years, died on December 31 from complications due to AIDS. He was 49.

Known as "Rocky" by many of his friends, Mr. Rocktashel was a graduate of Reading Central Catholic High School in Reading and of St. Charles Borromeo Seminary in Overbrook, where he received a bachelor's degree in philosophy.

He enlisted in the U.S. Air Force, attained the rank of captain and as a pilot participated in the evacuation of Saigon during the last days of the Vietnam War.

After the war he was hired by the Catholic Relief Services as assistant director of a food program in the African country of Lesotho; from 1977 to 1979. He then directed a similar food program in the African country of Benin from 1979 to 1981. While there, he was credited with saving the life of a young boy who was in danger of drowning at a local beach.

Upon his return to the U.S., he was employed in accounts payable at General Public Utilities in Reading, Pennsylvania, for several years before joining Penn in 1986. He served in that post until the summer of 1995, when he went on disability leave.

Mr. Rocktashel is survived by his companion, Paul Nutaitis; two brothers, George J. and James J. and two sisters, Rita M. Curtin and Mary Ann Stoltfus. In his will, he stipulated that in lieu of flowers, donations may be made in his memory to "any organization actively involved in servicing victims of AIDS or those who cared for them."



## A-3 of the Month: Nancy Kealey, Van Pelt College House

The A-3 Assembly's A-3 of the Month for November 1995 is Nancy Kealey, who received a veritable houseful of nominations, forwarded by Van Pelt College House's Faculty Master Alan Filreis, who is also professor of English and undergraduate chair of the department.

For Ms. Kealey, who was on the eve of retirement when the nomination was made, the award capped a 24-year career in which she was a receptionist first in High Rise North, then in Van Pelt College House where she has served for the past six years.

Members of Van Pelt House also celebrated her retirement with a farewell party in December.

Some comments from the nomination Dr. Filreis sent to the A-3 Assembly's selection committee:

"Nancy ('Nan') Kealey has served as the main daytime Desk Worker at Van Pelt College House for many years. She has been the mainstay—the point of administrative and personal consistency—through the terms of three Faculty Masters. She routinely—daily—goes out of her way to help the student and faculty residents of this House with various matters directly and often not-so-directly related to her responsibilities. In the chaos (engendered by mail delivery, maintenance, and security problems) Nan finds a way, instantly upon her arrival in the morning, of creating order, calm. She creates a sense of home for Van Pelt. She has helped define it. She embodies the ideal, too rare at Penn, of day-to-day, in-the-details-of-living cooperation between staff and students. As you see from the student testimony quoted and paraphrased below, Nancy is an utterly central and important part of the social life and spirit of this 180-person Academic Program in Residence.

"And now Nan is retiring. She has had minor but persistent heart trouble, we understand; and in any case her physician has suggested that she leave the job that she has loved—at the end of this term.

"The entire House—students, staff, colleagues on the Housekeeping and Security staff, former residents, six former Faculty in Residence, and others—will be honoring Nan Kealey at a reception/get-together on December 14.

"Asked to recall some of the ways in which Nancy Kealey has helped them, students wrote of her extraordinary—often modest but effective—efforts to help them and to make Van Pelt a better place. (Below I quote and refer to just a few of the several dozens of statements I have received.) They all speak of the 'extra work' she does. A senior, in the House for four years, wrote:

"Nan is a great person. I have worked with her when I was a residential living employee, and the amount of "extra" work she does for the house is incredible. She makes sure that the packages are sorted correctly, and she keeps after physical plant to fix problems in the house since she knows them very well by now. Overall, she has contributed to the well being of the house and its residents immensely."

"And they write about how Nan greets them in the morning—not the best time of day for students:

"I'm always one of the first few people to leave Van Pelt in the mornings. While I'm walking out half-asleep, she always greets me with a warm hello. It's a nice way to start out the day."

"And this:

"I have been a resident of Van Pelt Manor House for three years now. This is my fourth year at Van Pelt and the one constant which has remained all this time is Nan Kealey, the receptionist that works at the front desk. Each day as I make my way to outside, Nan is there with a smile. It is nice to know that someone is there who genuinely cares about the well-being of those around her. I recommend that Nan receive the Employee Recognition Award. It would be nice to see her smile for something she truly deserves."

"Crucially, the students tell dozens of stories about ways in which Nan knows—and acts upon—what the students need emotionally at any moment. In the story partly quoted below, you see that Nan understood just what this Engineering junior needed:

"Last week my mother express mailed my passport to me. When it got here and they removed the receipt, my name was completely illegible. Nan could have ignored it, but she instead spent the morning calling various post offices, and found me before noon to pick up the package."

"Another comment by a student resident should serve as a model for other staff members at Penn—it doesn't take much to help someone and make an impact:

"One time, I tried to use the vending machine, but it ate my money and didn't spit anything out. Good ol' Nan said, "Come here, hon, and I'll write your name down. You'll get your money back." I was so touched by the kindness and sincerity of her words."

"Nan knows that she is, in some sense, a parental or grand-parental stand-in. She doesn't push this point, but many of the students appreciate her in this way—some, such as the student whose comment is quoted just below, feel very strongly about this:

"She has been a mother figure. A beacon of discipline and a source of filial warmth. I've been at Van Pelt, now, for two years, and since arriving here, Nan has become a fixture in my life. She is compassionate, yet understands the need for swift and diligent adherence to procedure when it is necessary. Certainly, Van Pelt life would not be the same without her, yet she gives to it without any expectation of reward or of accolade. It is specifically for this reason that she should be awarded this honor. It is the ones

### Nominating A-3 Staff

The A-3 Assembly is on the lookout for A-3 employees who fit the following description: *dependable...results-oriented...team player...excellent worker...and high achiever*. If you know someone who fits the description, please contact the A-3 Assembly Employee Recognition Committee for a nomination form:

Betty Thomas,  
A-3 Employee Recognition  
Committee Chair  
212 Franklin Building/6270.  
Ext. 8-7233.

Nominations can also be sent via the A-3 Web site (<http://www.sas.upenn.edu/~haldeman/rec4m.html>)



Photo by Dwight Luckey

who work, nay, care without being asked to that are really deserving. Of course I expect many have the qualifications to win this award. However, none, I believe, have become as integral and as indispensable a part of his/her community as Nan has."

"Another student wrote similarly:

"In some ways she inspires me to be more optimistic. During mornings when everything just does not work, or when there are mid-terms, her smile alleviates my pressure. It is difficult for me to express, even I myself do not know how to explain. Her smile possesses some magic that brings me support and hope for the day. She makes me feel a lot like being at home."

"Another student wrote:

"Even on the dreariest, cold, and wettest days I've experienced so far at Penn, as long as I see that sweet smile and get a warm "good morning" from Nan, I know my day won't be all that bad. She just has a way of making everyone feel special. I kind of think of her as my grandma and I feel of all the people I've encountered on campus this year, Nan is the most deserving of this award."

"Nan has also, for some, encouraged them to do better academic work. One alumnus of the University wrote:

"She is an amazing woman! She encouraged me to hit the books and not others."

"All the students speak of how masterfully Nan handles administrative procedures. They are perhaps more grateful for this than for anything else. One student wrote:

"Nan's the best. I came here freshman year, with my mom and a car full of stuff, two weeks before move-in. I was playing for the soccer team and the coach told me, move in, no problem. I got here and Nan's like, what are you talking about? I told her the story and without her I probably would still be in limbo since she straightened everything out by telling me where to go and what to do."

"Another student wrote simply: 'Nan is one of the people at Penn who has a heart of gold.'"

"And another student expresses succinctly what we—the student, staff, faculty residents of Van Pelt College House—want to convey by way of this nomination:

"I know she deserves this award if at least as a small token for all her years of loyalty to the House."

# A Realistic Look at the Sublime Canine

By Esaúl Sánchez

People talk to dogs, give them personal names, let them sit at the dinner table, and give them knitted coats for the winter. In France, dogs are allowed in restaurants and can play freely in their own dog parks. Understandably, dogs form strong bonds

assisting people in the performance of an innumerable number of different tasks and in terms of its companionship role. Within about 10,000 years we managed to turn wolves into this extraordinary variety of creatures, which vary in size from a St. Bernard to a Chihuahua. And yet we know

so little about them, even when compared with, say, the wolf or the coyote.”

Dr. Serpell speculated, “Maybe we know so little in scientific terms about dogs because they are so amenable and so common that we take them for granted.”

While information about dogs may be limited, it is far from nonexistent. Dr.

Serpell has spent the

last two years editing “The Domestic Dog: Its Evolution, Behaviour and Interactions with People,” to be published Jan. 26 by Cambridge University Press.

“We have large gaps in our knowledge about dogs’ behavioral development,” he said. “For example, we have a very serious problem with dog aggression [in that we don’t understand its roots]. Most dogs are OK but have something that the owner finds inconvenient or difficult—jumping up on people, a house-training problem, barking every time somebody passes in the street, begging for food at the table, chewing on shoes. Most experienced dog owners cope with it.

“But every so often these problems become much more severe. A dog that believes it should be the highest-ranked individual in the household is a potentially dangerous animal. And it will start biting members of the family, become very assertive, object if someone walks between it and its food bowl. It will insist on having attention when maybe the owners don’t want to give it attention.”

Most researchers have assumed that these behaviors stem from a dog’s breed and genetic makeup, but Dr. Serpell suspects that the early rearing of puppies also has an equally important impact on later behavioral problems. In a study he conducted at Cam-

bridge University, Dr. Serpell found evidence suggesting that things people think are of no consequence in the early development of puppies may be correlated with adult behavioral problems.

For example, taking puppies away from their litter mates at six to eight weeks of age may have long-term bad effects on the behavior of these animals. Sickness in the first six to seven weeks of life may also have effects on later behavior. “We are also looking at the possibility that these animals are particularly sensitive to certain things that happen to them much later,” Dr. Serpell said. “We’ve got some evidence that around their fifth to sixth months of age these animals go through another set of changes.”

Dr. Serpell did more than edit “The Domestic Dog”; he wrote a chapter. “From Paragon to Pariah: Some Reflections on Human Attitudes to Dogs” explores ambivalent feelings humans have towards dogs.

“In other cultures, such as certain Arab countries, dogs are utterly despised because of the other things they do,” he said. “A dog engages in activities, which, if they were done by a person, would be considered disgusting. So, yes, it eats feces. Yes, it copulates in public. People wouldn’t be worried about it if it was simply an animal. It’s because of the dog’s ambiguous quasi-human status that it’s regarded with horror and despised.

“We allow dogs to have human status, but only as long as they refrain from behaving like beasts,” Dr. Serpell continued. “We have all this baggage of expectations about how they ought to be, and we reinforce those expectations by preventing the dog from indulging in some of the things that it would like to do, but we would consider disgusting. It’s tough on dogs.”

Tough on owners, too. Dogs gallop inside the house, snack on kitchen towels, destroy sofas. “Dogs tend to be more juvenile in behavior than wolves,” he noted. “They don’t quite grow up. They remain puppies even though they are sexually mature.”

Dr. Serpell spent his childhood surrounded by family pets, including dogs. He now recognizes, however, that dogs are high-maintenance animals. He lives with his family in West Philadelphia with three goldfish and a lovely cat.



*Dr. James Serpell and friend* Photograph by Addison Geary

with humans, perhaps believing that they are human themselves.

“In a symbolic sense,” said James Serpell, associate professor of humane ethics and animal welfare at Penn’s vet school, “dogs exist somewhere between humans and animals. A dog is no longer just an animal, and it isn’t quite a person. This position is very precarious because it is a very narrow zone, and you can easily fall on either side of it. In this Western urban society, the dog has fallen onto the human side.

“Dogs are well socialized, friendly animals,” Dr. Serpell noted, and strongly committed to their owners. Often, the relationships between dog and human can be quite healthy. Literally. “All the evidence suggests that relationships with pets can have a measurable health benefit for people,” he added, “in some cases greater than that achieved with things like exercise or diet programs.”

Yet, no government agency has funded a study on the impact of pet therapy. “The money has always come from pet-food companies or organizations with a vested interest in finding good results,” he said.

The fact that so little is known about dogs is unusual, given their role in human history. “This animal has been a key feature of human society for the best part of 12,000 years,” he said. “It’s impossible even to assess the impact that it has had in terms of





# Blizzard of 1996 Buries the University

By Jerry Janda

Saturday, Jan. 7th. Gray clouds gathered. A bitter breeze swept through the city. Shortly after midnight, the first flakes fell. Whirling winds were soon whipping sheets of snow, covering the ground with blankets of white.

The Blizzard of '96 had begun. And Penn's Physical Plant was ready.

"We have a campus snow and ice control plan, which we update every year," said James Wargo, executive

director of Physical Plant. "When there is one inch of snow or significant ice that would impede pedestrian traffic or create a dangerous situation, our people are called in."

For the purpose of snow removal, Physical Plant divides the University into four zones. Members of the snow-removal crew are assigned to a zone, then given specific duties.

Physical Plant prioritizes buildings on campus. Student housing, the medical school and research facilities are dug out first. "If anyone's coming in," Mr. Wargo noted, "researchers are coming in."

Under normal circumstances, Penn's snow-removal system works just fine. But these circumstances were hardly normal. By the time the blizzard ended, the University was dealing with 30 inches of snow. Penn was up to its ivy walls in white.

Although Physical Plant started to fight the storm on Sunday, it couldn't keep up with Mother Nature. Snow was falling at a rate of three to four inches per hour. Driving winds complicated matters. Uncovered areas were quickly covered again.



"We were losing the battle," Mr. Wargo said. In the end, the University decided to close. Updates were recorded for 898-MELT and posted on Penn's web page.

At last Wednesday's University Council meeting, Provost Stanley Chodorow, on behalf of President Judith Rodin, acknowledged those who "kept essential health and safety services open and functioning. ... I know I speak for the entire Penn community when I say that I am very proud of and grateful to all those who were involved. Thank you."

Sixty Physical Plant workers, plus a dozen supervisors, struggled

against the furious blizzard. Around 6 p.m. Monday, they finally had things under control. But their work was far from over.

"We felt that even with all of our forces, we would not have the campus where we wanted it by nine the next morning,"

Mr. Wargo explained. "We needed to keep the University closed to give Physical Plant extra time on Tuesday to get the campus back in shape. A lot of people on campus would impede that."

The majority of Penn's personnel may have had a brief vacation, but they didn't necessarily spend their free time drinking hot cocoa and watching Oprah. Some employees worked at home.

Personnel with computers and modems accessed Penn's network from their buried houses.

"It's my presumption that an awful lot of work got finished at home," said Dan Updegrove, associate vice provost for Information Systems and Computing (ISC) and executive director of Data Communications and Computing Services (DCCS).

Not all Penn employees, however, had the luxury of working from home. Essential personnel were expected to report for duty. Campus police, for example, didn't get any time off.

Throughout the storm, the police deployed foot patrols. Their cars, equipped with chains, were placed in strategic locations around campus.

Since most students were home for the break and the storm had emptied the streets, the police weren't as busy as usual. Still, when someone sounded the alarm, they responded. "All in all, we were here, and we were able to provide a quality public safety service," said George Clisby, chief of campus police.

The storm did have its effects, however. Essential or not, people had trouble traveling during the blizzard. Some police couldn't get to campus; yet, the police who were already here were willing to



## And for the next storm...

Should another major snow or ice storm cancel local schools, Penn faculty and staff are reminded of a new on-campus "snowcare" program for children ages three months to 12 years. The new Quality of Worklife Program, called Snow Day Child Care, was announced in the [January 9/16 issue of \*Almanac\*, page 14](#). Pre-enrollment is required. For more information, e-mail Marilyn Kraut, the Quality of Worklife Program Coordinator in the Division of Human Resources, at [kraut@a1.benhur.upenn.edu](mailto:kraut@a1.benhur.upenn.edu).

The Penn community is also reminded that the special phone number, 898-MELT (6358), indicates the University's operating status, as does the Penn Home Page on the World Wide Web (<http://www.upenn.edu/>). Emergency closings are also announced on KYW News Radio (1060 AM); number "102" is the code for closing of day classes and schools/centers, while "2102" is the code for evening classes.



stay on campus.

"It's very commendable that some people volunteered to remain throughout the bulk of the storm," Mr. Clisby said. "We were able to put them up in dormitories."

Physical Plant employees also stayed on campus to deal with the storm and its aftermath. The University rented hotel rooms for some workers, and allowed others to stay at Grad Towers. Besides giving the workers a place to stay, the University nourished them. Unfortunately, local restaurants and hotels were running out of food, and the storm kept vendors

off campus.

"The Steinberg Conference Center pitched in," Mr. Wargo said. "Once or twice, they sent our people breakfast and lunch. On Tuesday, dining services came in and set up at King's Court to feed our people."

With their bellies full, the workers took to the snow with shovels, brushes and snowblowers. Their pickup trucks were armed with plows and salt spreaders.

It wasn't enough.

"It was the heaviest snowfall in the last 120 years," Mr. Wargo said. "We needed more people."

In extreme emergencies, Penn turns to contractors. And the Blizzard of '96 certainly qualified as an extreme emergency. "We rented from two contractors," Mr. Wargo said. "At the storm's peak, we had seven front-end loaders and three unloaders—the small, Bobcat types with small buckets that can turn on a dime and get into small places.

"We also had seven triaxial dump trucks, so we could load the snow in the triaxials with the front-end loaders, and dump the snow at Murphy Field. It had gotten to the point where there was just no place else to put it."

The contractors may have played an important part in clearing Penn, but Mr. Wargo saves his highest praise for Physical Plant. "Our people did a hell of a job," he said. "Some people stayed for three days, some people stayed for four days. And they put in 12 to 14 hours a day."



*The Blizzard of '96 didn't make anyone feel like singing. By the time the storm ended, more than 30 inches of snow covered everything. Road conditions made travel nearly impossible, and shoveling was a common, backbreaking chore.*



Photographs by Tommy Leonardi

## On the Shelf...

*As Penn faculty publish books, an occasional column appears on these pages to inform the University community of new releases.*

### A FRESH LOOK AT THE HEALTH-CARE DEBATE

William L. Kissick's involvement with health-care financing began in the 1960s when he participated in the drafting of Medicare legislation. Today he examines the complex issues of health-care costs from a unique vantage point as professor of public health and preventive medicine at Penn's Medical School, professor of health-care systems at Wharton, professor of health policy at the Nursing School, and chairman of the governing board of the Leonard Davis Institute of Health Economics.

In a new book, "Medicine's Dilemmas: Infinite Needs Versus Finite Resources," published by Yale University Press, Dr. Kissick addresses the question of whether the United States can provide a comprehensive health-care program that offers the highest levels of care and, at the same time, pay for it.

Dr. Kissick concludes that no country has enough resources to provide all the health services its population may ultimately require. He examines America's current health-care funding crisis, the now-defunct health-care reform plan put forth by the Clinton administration, and various other proposals. While there are no perfect solutions, Dr. Kissick maintains, there are numerous regional, state and local programs that can serve as models for reorganization, delivery and financing of health services. He proposes that the role of the federal government should be to legislate a health-care policy, but that policy should be implemented collaboratively with state and local initiatives that take into consideration regional requirements and differences.

### YES, BUT IS IT ART?

Wendy Steiner believes that, instead of closing their eyes to controversial art, fundamentalist critics should open their eyes a little wider.

In "The Scandal of Pleasure: Art in the Age of Fundamentalism" (The University of Chicago Press), Dr. Steiner, chair of

Penn's English department, notes that those who label certain artistic expressions as obscene are looking at things too literally. Art is not reality; rather, it is purposely ambiguous, leaving itself open to individual interpretation. Those who dismiss art as pornographic, therefore, fail to see all of its possibilities. They lack the imagination to appreciate exercises of imagination.

To the critics who argue that art adversely influences viewers, Dr. Steiner points out that we are responsible for our own decisions. Art may coerce us, but it hardly commands us. Our actions are based upon our own judgment. We do not blindly imitate what we see and read.

Often, condemners mistake art—particularly visual art—for advertising, according to Dr. Steiner. They must realize that art does not promote what it depicts.

"It is no wonder that Senators Helms and D'Amato have trouble distinguishing representation of sadomasochistic sex from the advocacy of sadomasochistic sex when the normal function of photography 'in the real world' is to promote products," Dr. Steiner writes.

Those who view art with a closed mind defeat its purpose. Art does not confine us; it frees us. "Experiencing the variety of meanings available in a work of art helps make us tolerant and mentally lithe," Dr. Steiner writes. "Art is a realm of thought experiments that quicken, sharpen and sweeten our being in the world."

### DANCING IN THE STREETS

When Dick Clark broadcast "American Bandstand" in the 1950s, the show originated in a West Philadelphia neighborhood that was more than 50 percent African American. Yet black teenagers were not, at first, allowed on the program. Instead, they danced on the "Mitch Thomas Show," where they showcased the steps and styles of their neighborhoods: the hucklebuck, the Philly dog, the snake hip, the slop, and even the Chester bop—distinctly different than the North Philly bop or the more conservative West Philly bop. ("They did it a little smoother [in



West Philly] ... what they call cool.")

Social dance in the African-American community is the subject of a new book that evolved from a collaboration between a community organization and a Penn professor, John W. Roberts, head of the Afro-American studies department and associate professor of folklore and folklife. Titled "Odunde Presents From Huckleberry to Hip-Hop," the book is published by Odunde Inc. of Philadelphia, organizers of the annual Odunde Festival in South Philadelphia.

"Very little work has been done on African-American dance, despite the obvious importance of dance to African Americans historically," Dr. Roberts notes. Ethnographers, who were graduate students in the Department of Folklore and Folklife, were examining urban dances as important expressive tradition in African-American community. As their work progressed, it became clear that their work was significant enough to make available to the public. "Since no one else stepped forward, I agreed to write up the findings of the team of ethnographers," Dr. Roberts explains.

### THE PRICE OF PROFIT

"The rule of the market is a serious threat to human welfare," believes Edward S. Herman. A very serious threat, indeed. In his latest book, "Triumph of the Market" (South End Press), Dr. Herman, Wharton professor emeritus of finance, examines how private industry has juggernauted ordinary citizens. The book—a collection of essays, most of which were originally published in Z Magazine—shows how market players have amassed national and global power.

Through privatization, companies free themselves from government supervision. Since democracy seeks to protect the needs of the many, it threatens business with its environmental and employment policies. Therefore, large organizations find ways to manipulate the system, or they turn their attention to Third World countries, where labor is inexpensive and safety laws are lax or nonexistent. Meanwhile, unions decline, and unemployment



risers. And as increasing importance is placed upon acquisition and profit, generosity and similar values are pushed to the wayside. Yes, the market is triumphing, notes Dr. Herman, but only at the cost of the working class, who are reaching the boiling point. "The ground is being laid for upheavals and 'crises of democracy' that will make the 1960s pale into insignificance," Dr. Herman writes.

## ADVICE FOR UNIVERSITY ADMINISTRATORS

Thomas Ehrlich is certainly familiar with university leadership. From 1987 to 1994, he was president of Indiana University. Prior to that, he spent six years as Penn's provost. He is now an adjunct professor at Stanford Law School.

In "The Courage to Inquire: Ideals and Realities in Higher Education," Mr. Ehrlich takes a behind-the-scenes look at higher education and examines controversial issues—everything from bigotry to political correctness. The book, published by Indiana University Press, was written with Juliet Frey.

Policy makers, "consumers" of higher education and administrators may gain enlightenment. Mr. Ehrlich describes five qualities a university president needs to succeed: a willingness to help others, an ability to ask the right questions, an openness to new perspectives, the determination to choose key priorities and stick to them, and the aspiration to dream big dreams and make them a reality.

He contends that university presidents must avoid diversions—particularly

athletics, a subject he knows all too well from confrontations with Bobby Knight, Indiana's basketball coach.

"When Knight and I restored diplomatic relations, we would joke about the matter," Mr. Ehrlich recalls. "But at the time I learned how totally diverting intercollegiate athletics could be."



*President Judith Rodin presented four volunteers with the first annual Martin Luther King Jr. Service Awards on Jan. 15. Honorees, selected by a nine-person panel for outstanding community involvement, were (front)*



*Frances Walker, of Parents Against Drugs and coordinator of the West Philadelphia Empowerment Zone, and Elsie Wise of the West Powelton Coalition; (rear, next to Dr. Rodin) Brigitte Rouson, an Annenberg doctoral student, and Bonnie Ragsdale, head of PennVIPS.*

*Frances Walker, of Parents Against Drugs and coordinator of the West Philadelphia Empowerment Zone, and Elsie Wise of the West Powelton Coalition; (rear, next to Dr. Rodin) Brigitte Rouson, an Annenberg doctoral student, and Bonnie Ragsdale, head of PennVIPS.*

## ENIAC Trivia Quiz

*Amaze your friends, impress your neighbors.*

*Next month, the Penn campus and the City of Philadelphia will be celebrating ENIAC's 50th Anniversary in a big way. Here's your chance to test your ENIAC knowledge before the birthday bash.*

**Q:** Where did the first high-speed digital computer, the ENIAC, make its debut?

**A:** The University of Pennsylvania.

**Q:** What does ENIAC stand for?

**A:** ENIAC stands for "Electronic Numerical Integrator and Computer."

**Q:** How old was the oldest person working on the ENIAC project at Penn?

**A:** 39-years-old.

**Q:** What was the largest number ENIAC could handle?

**A:** ENIAC could handle numbers 10-digits long.

**Q:** How many kilowatts of power did it take to run ENIAC?

**A:** It took 174 kilowatts to run ENIAC. Fortunately, the Moore School at Penn had its own power supply.

**Q:** Which computer is faster, the TRS-80 personal computer (introduced by Radio Shack in 1977) or the ENIAC?

**A:** The TRS-80.

**Q:** During World War II, ENIAC was built for what purpose: calculating ballistic tables, decoding secret messages or designing radar?

**A:** Calculating ballistics tables.

**Q:** Fifty years ago, the ENIAC computer was given a complicated ballistics problem to solve. How many IBM cards were needed to input the initial conditions? 10,000, 100,000 or 1,000,000?

**A:** 1,000,000.

**Q:** Did Ella Fitzgerald sing at Steve Jobs' 30th birthday, NCC Pioneer's Day or ENIAC's 40th birthday?

**A:** Steve Jobs' birthday.

**Q:** Which branch of the U.S. government funded the development of the ENIAC?

**A:** The Army.

**Q:** The ENIAC was patented in 1964; in what year was the patent invalidated: 1967, 1970 or 1973?

**A:** 1973.

A few other facts. ENIAC used:

- 17,468 vacuum tubes (of 16 different types),
- 1,500 relays,
- 70,000 resistors,
- 10,000 capacitors,
- 6,000 switches,
- It took up 1,800 square feet, was 100 feet long, 10 feet high and 3 feet deep, and weighed 30 tons.
- ENIAC could perform a multiplication in 2.8 milliseconds, divide in 24 milliseconds, add in 0.2 milliseconds, and it could calculate a ballistic trajectory in 30 seconds.

*\*Some of these facts are from "The Official Computer Bowl Trivia Book" by Christopher Morgan. Foreword by Bill Gates. Copyright 1995 by The Computer Museum. To be published in March 1996 by Crown Trade Paperbacks.*

# Math Mixes It Up With Other Disciplines

By Jerry Janda

The National Science Foundation recently went searching for a university that could develop real-world mathematics projects suitable for a wide range of disciplines.

It found Penn.

Dennis DeTurck, the undergraduate chair of mathematics, wrote the proposal that brought the NSF to the University. With the NSF grant, Dr. DeTurck launched the Middle Atlantic Consortium for Mathematics and Its Applications, an organization of schools committed to blending math with different studies.

"The idea is to integrate mathematics with other things," he explained. "So we bring engineering, science, economics and business into mathematics courses and, at the same time, push mathematics into other disciplines."

Dr. DeTurck, the consortium's director, believes that Penn is the perfect place for the program. After all, the University has made great strides with NSF funding in the past. In 1993, for example, the NSF gave the University \$100,000 for a program designed to reform undergraduate calculus. This program was highly successful, according to Dr. DeTurck. And he should know. He managed it.

For two years, Dr. DeTurck revised calculus for freshmen and sophomores. He added modern applications to Penn's curriculum. Other universities followed. "They started to use things we had developed for our own calculus courses," he said.

The schools that had demonstrated interest in Penn's calculus reform were among the first invited to participate in the consortium. Faculty from these schools work together to design interdisciplinary projects: modules, courses and labs that synthesize mathematics with various subjects.

"Part of what is important in terms of the consortium's work is simply having people from different disciplines talk to

each other about their disciplines and how to teach them," said Associate Physics Professor Lawrence Gladney, a co-principal investigator in the consortium.

Thus far, Villanova University, Polytechnic University, Community College of Philadelphia, the Society for Industrial and Applied Mathematics (SIAM) and two Philadelphia high schools have joined Penn in the program. "We're also trying to go outside of the consortium," said Dr. DeTurck. "We're going to George Mason University and University of Colorado at

"When I got back to campus, Dennis and I started discussing the impact of the changes of mathematics on engineering. So it was quite natural when NSF came out with the opportunity for the program that he got in touch with me, particularly because it was being sponsored by the division I had been affiliated with. I knew the business, and I knew the people. In fact, I had something to do with originating the program."

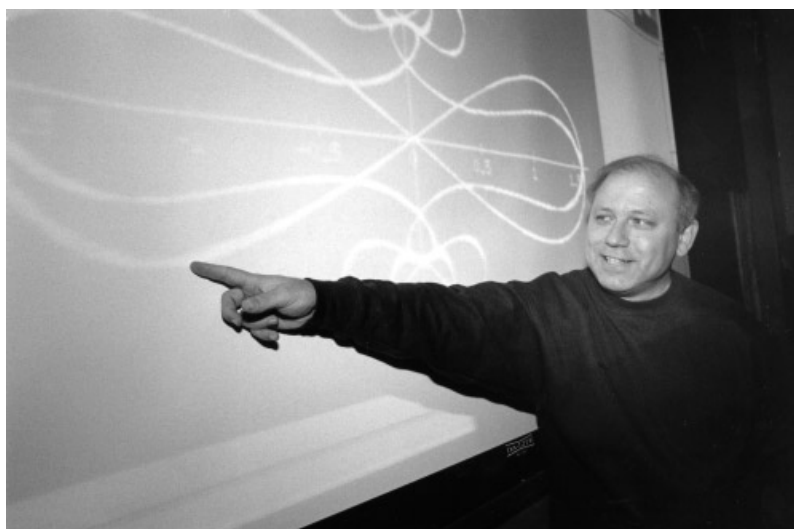
Now that he's connected with the program, Dr. Abel encourages other people to chip in. "Our major job is to stir up interest and get people thinking about this process of getting applications into the math courses and getting the mathematics integrated into the actual department offerings—economics, engineering, biology, it doesn't matter," he said. "And we are in the fortunate position of being able to say,

'If you have ideas, we have money.'"

These ideas are expected to give birth to projects with broad appeal. Different students have different motivations, and the projects must reflect this. "The population of some calculus courses is mainly pre-meds and Wharton students," Dr. DeTurck offered. "In other calculus courses, you have a variety of engineering and science students. So you look at the students and ask, 'What sort of things would interest them?'"

Students are generally interested in projects rooted in the real world. If students perceive that a project has no useful applications—that it will not further their career goals—they may simply shrug it off. That's why SIAM is such a valuable member of the consortium.

"They have contact with a lot of industry mathematicians and other kinds of scientists," Dr. DeTurck said. "They are really aware of what's going on out there."



Photograph by Jenny Friesenhahn

***Dr. DeTurck points to Lissajous figures generated by undergrads in a project-sponsored course combining chemistry, math and physics.***

Boulder."

The consortium's success depends, in part, upon the diversity of its projects. The more schools that take part, the better. "We don't want projects that are at one institution," said Jacob Abel, another co-principal investigator. "We have to make sure that our projects reach out to our cooperating schools and other schools nationally, because the NSF wants to effect a national transformation."

Dr. Abel, professor of mechanical engineering and applied mathematics, is no stranger to the NSF. He's no stranger to Dr. DeTurck, either.

"I was down at NSF for a year and a half as a program officer in the division of undergraduate education on the engineering side," Dr. Abel said. "This was when DeTurck was writing the proposal for the previous grant in calculus reform. He called me for some advice, and we got acquainted.





The consortium received its NSF funding in October, and the group has already put the finishing touches on projects. At Penn, Dr. DeTurck and Chemistry Professor Ponzy Lu developed a multimedia module, DNA Reassociation Kinetics. This video demonstrates DNA replication and illustrates differential equations.

"DNA reassociation is used in forensics and biology," Dr. DeTurck said. "This is something that hopefully will capture the imaginations of the pre-meds." Mathematics and chemistry students also may find the video useful.

In addition to multimedia modules, the consortium plans on piloting new, interdisciplinary classes. Dr. DeTurck and Dr. Gladney are creating a physics/chemistry/math course, which is based upon the class that they developed with Tony Pietrovito, coordinator of general chemistry, for the Pre-Freshman/PENNCAP Program. Villanova is working on a course combining calculus and economics, another class that is part of the Pre-Freshman/PENNCAP Program.

Mixing mathematics with other disciplines is only natural, according to Dr. Abel. But students seem to think otherwise. "Even though it's just 100 feet to cross 33rd Street from the math building to the engineering building, students tend to leave their mathematics behind, thinking that you do math in one place, not the other," Dr. Abel said.

Once mathematics is united with other disciplines, Dr. Gladney believes that students and faculty alike will see an improvement in all studies. "A large part

of what we want to get across in the individual fields that we teach is that mathematics is really a language," he explained. "It's used to describe things in order to make predictions, and that has a general utility in how you think about other things. So we really want to get across in a number of fields that mathematics is useful in terms of how you think, as opposed to something that you just apply."

Dr. Abel agrees that math can benefit more than mathematicians. He hopes that the consortium will completely transform "the way mathematics is viewed, in terms of seeing the mathematics brought into the courses and seeing applications of mathematics from other disciplines—any that you could name, from French to finance—so that people who study mathematics could see the relevance of mathematics and how it advances our ability to do work in other fields.

"One of things I like to talk about, because I teach mechanics, is that Newton invented calculus to solve problems in mechanics," Dr. Abel added. "He didn't see a separate calculus and a separate mechanics. He wanted to know how long a planet took to go around the sun, and he needed some calculus to do it. In the mind of Newton, calculus and mechanics was one subject. It took universities to divide them."

It may seem logical for universities to bring mathematics together with subjects like mechanics, but what about other disciplines? Is math suited for other humanities? Dr. DeTurck answers affirmatively.

"It's surprising, I think, how pervasive mathematics can be, certainly in things like sociology and anthropology," he said. "People have to deal with data. There's a lot of mathematical thinking—maybe not calculus, but statistics or geometry.

"There are certainly places where mathematics doesn't reach," he continued. "You won't bring mathematics into a Shakespeare class, but you could imagine math in art history. Certainly what the Greeks and Renaissance artists were trying to do was very mathematical."

The consortium should last for four years. The NSF has already provided a grant for two, and Dr. DeTurck is confident that more money will come. "We have every expectation that we will be renewed for two more years," he said.

The consortium, then, will come to a close near the end of the decade, around the same time the 21st Century Undergraduate Project is expected to be implemented completely. Since the consortium fits in with the 21st Century Project's goals, it should advance Penn's undergraduate objectives.

"It's a terrific shot in the arm for the University, because we're trying to improve things in undergraduate education," Dr. Abel said. "This is very much in the spirit of integrating things, of giving students a sense of where the education takes them right from the outset, rather than having them study stuff on faith: 'Some day this will be useful, so you'd better learn it now.' That mode of presentation just cannot work anymore with today's students."

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*The School of Nursing graduated its first "distance learning" nurse midwives at Winter Commencement, Dec. 20, 1995. The innovative program—designed to bring primary care to underserved areas of Pennsylvania—permitted three students to earn masters' degrees by traveling to two-way teleconferencing sites in Pittsburgh and Harrisburg. For 16 months, three graduate students "attended" classes at Penn, studied independently at home, used sophisticated videotapes and personal computers to transmit papers, assignments and messages, and learned at the side of nurse midwives and nurse practitioners in their own communities. The Nurse Midwifery Distance Learning Program was funded by grants from the Pennsylvania Department of Health, Bureau of Maternal and Child Health.*



*Pictured, left to right, are graduates Pam Kozick of Dillsburg, Pa., and Lila Brooks Fritz of York, Pa.; Sister Teresita Hinnegan, distance learning program director; and Dr. Joyce Thompson, professor and director of nurse midwifery at the School of Nursing. The third graduate (not pictured) was Carol Manspeaker of Pittsburgh.*

Photograph by I. George Bilyk

# 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 St. (Ground level) 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 the Human Resources Home Page (<http://www.upenn.edu/hr/>). 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.

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*

**SECRETARY V** (0112NS) Under direction of office manager, provide secretary & administrative support for Associate Dean & Executive Assistant; arrange meetings; process correspondence; screen mail; coordinate special events; take & transcribe minutes; proof-read; compose correspondence; maintain office filing system; maintain computer calendar; assist with office project; coordinate committee meetings and perform other general office responsibilities. **Qualifications:** High school grad; at least four yrs. exp. in a responsible secretarial position; excellent computing skills and phone manners; discretion with confidential material; ability to prioritize; excellent interpersonal, oral and written communication skills. **Grade:** G10; **Range:** \$18,700-23,300 1-15-96 Office of the Dean **BUSINESS ADMIN. III/IV** (10513NS) P4/P5; \$26,200-34,100/\$28,800-37,600 1-5-96 Chemistry **COORDINATOR I** (12668NS) (*Ongoing contingent upon funding*) P1; \$19,700-25,700 1-8-96 English Language Program.

**COORDINATOR III (MEDIA COORD.)** (0109NS) P3; \$23,900-31,000 1-11-96 SAS Computing **RESEARCH SPECIALIST, JR** (12688NS) P1; \$19,700-25,700 1-3-96 Biology

**RESEARCH SPECIALIST, JR** (12686NS) P1; \$19,700-25,700 1-3-96 Biology

**ADMINISTRATIVE ASSISTANT II** (12672 NS) G10; \$18,700-23,300 12-22-95 History

**ADMINISTRATIVE ASSISTANT II/III** (0110NS) G10/G11; \$18,700-23,300/\$19,900-25,300 1-12-96 Music **LAB ASSISTANT II** (10514NS) G8; \$15,700-19,600 10-31-95 Chemistry

**OFFICE ADMIN. ASSISTANT II** (12687NS) G10; \$18,700-23,300 1-3-96 SAS Computing

## DENTAL SCHOOL

*Specialist: Clyde Peterson*

**CLINICAL RECEPTIONIST** (40 HRS) (0123CP) Receive & register patients; make appointments; receive & record patient payments; maintain patient records; answer telephone; light typing and general office duties. **Qualifications:** High school graduate with two-four yrs. experience in clinical or practice setting; experience with billing systems. (*Work schedule: 8:30 a.m.-5:30 p.m., possible Saturdays*) **Grade:** G8; **Range:** \$17,943-22,400 1-17-96 Dental Care Center

**CLERK V (PRIMARY CARE UNIT GROUP)** (12643CP) (*Work schedule: M-F, 9 a.m.-5:30 p.m., variable*) G8; \$15,700-19,600 12-13-95 Clinic Mgmt. **RECEPTIONIST II** (12629CP) G6; \$13,600-16,700 12-6-95 Coleman Center

## ENGINEERING/APPLIED SCIENCE

*Specialist: Clyde Peterson*

**ADMINISTRATIVE ASSISTANT III** (11579CP) G11; \$19,900-25,300 12-22-95 Bioengineering

## EXECUTIVE VICE PRESIDENT

*Specialist: Nancy Salvatore/Susan Curran*

**COORDINATOR III** (0134NS) Assist the Director of Security Services with Project Management; provide leadership and direction during security installation projects so that the university establishes consistency with security deployment and maximizes the latest technology in equipment and best practices; completes projects within the defined time and with allocated resources. **Qualifications:** Assoc. degree; BA/BS pref. or equivalent exp.; three to five yrs. progressively responsible experience in a related field; knowledge of and the application of security equipment; written and oral communication skills; skills in leadership; knowledge of Quality Assurance Practices; knowledge and skills of project management. **Grade:** P3; **Range:** \$23,900 - 31,000 1-16-96 Public Safety **ADMIN. ASSISTANT III** (37.5 HRS) (0132NS) Provide administrative support to the Vice President for Business Services & other staff members; coordinate production of University faculty & staff phone directory; process routine financial forms, payroll & union reports; assist with routine human resource functions. **Qualifications:** High school graduate and related post h. s. training or equivalent; Bachelor's degree preferred; at least two yrs. experience at the AAI level or comparable experience; thorough knowledge of office procedures; ability to operate Macintosh and other office equipment; strong customer service and interpersonal communication skills. **Grade:** G11; **Range:** \$21,321-27,107 1-15-96 Business Services **TEACHER, CHILDREN'S CENTER** (0133NS) Teach & supervise children ages twelve weeks to five yrs. old; develop, plan & carry out daily activities; arrange, maintain & utilize educational materials & equipment. **Qualifications:** Bachelor's degree in Early Childhood Education or equivalent with one-two yrs.

experience in a child care or teaching facility. (*Work schedule: variable, 7:30 a.m.-6 p.m. Center hours*) **Grade:** G11; **Range:** \$19,900-25,300 1-15-96 Penn's Children Center

**ASSOC. DIR., INFORMATION SYSTEM (11603NS)** P11; \$54,500-68,200 11-29-95 Internal Audit

**AUDITOR, SR. INFO. SYSTEMS** (12632NS) P8; \$38,500-48,100 12-7-95 Internal Audit

**AUDITOR, SR. INFO. SYS.** (12644NS) (12645NS) P8; \$38,500-48,100 12-11-95 Internal Audit

**AUDIT SPECIALIST** (10502NS) P9; \$42,300-52,900 10-27-95 Internal Audit

**DIR., FINANCE & INFO. SYSTEMS** (11614NS) P8; \$38,500-48,100 11-30-95 Business Services

**DIR., INTELLECTUAL PROPERTY** (12673NS) P11; \$54,500-68,200 1-5-96 Ctr. for Technology Transfer

**DIR., START-UP BUSINESS DEV.** (12674NS) P10; \$47,400-59,200 1-5-96 Ctr. for Technology Transfer

**MGR. ACCOUNTING OPERATION II** (11609NS) P8; \$38,500-48,100 11-29-95 Comptroller's Office

**PROGRAMMER ANALYST II** (11561SC) P6; \$31,900-40,600 11-15-95 HRIM

**SR. COMPENSATION SPECIALIST (09323SC) P6;** \$31,900-40,600 9-11-95 Human Resource Services

**ADMIN. ASSISTANT III** (40 HRS) (09341NS) G11; \$22,743-28,914 12-4-95 Executive Vice President

**FINANCIAL SERVICES ASSISTANT II** (11615NS) G10; \$18,700-23,300 12-1-95 Student Financial Svcs.

**OFFICE MANAGER I** (0111NS) P1; \$19,700-25,700 1-11-96 Publications

**SUPERVISOR II (PENNWALK SUPER.)** (11608NS) G11; \$19,900-25,300 12-4-95 Public Safety

## GRAD SCHOOL OF EDUCATION

*Specialist: Clyde Peterson*

**ADMINISTRATIVE COORDINATOR** (12683CP) P4; \$26,200 - 34,100 1-4-96 CUE/C-FCBRE

**INFO. MGMT. SPECIALIST I** (10490CP) P4; \$26,200-34,100 10-20-95 GSE/Computing Resources

**PROJECT COORDINATOR** (08266CP) (*On-going contingent upon grant funding*) P4; \$26,200-34,100 10-2-95 Center on Adult Literacy

**ADMIN. ASST. I/II** (12681CP) G9/G10; \$17,100-21,400/18,700-23,300 1-3-96 Phila. Writing Project

**SECRETARY IV** (12682CP) G9; \$17,100 - 21,400 1-3-96 CFCBRE

## GRAD SCHOOL OF FINE ARTS

*Specialist: Clyde Peterson*

**PART-TIME (ADMINISTRATIVE ASSISTANT III)** (28 HRS) (12637CP) G11; \$10,934-13,901 12-8-95 Landscape Architecture

**PART-TIME (OFFICE ADMINISTRATIVE ASSISTANT I)** (24 HRS) (12631CP) (*End date: 6-30-96*) G9; \$9,396-11,758 12-7-95 Architecture

## LAW SCHOOL

*Specialist: Clyde Peterson*

**FINANCIAL ADMINISTRATOR II** (0124CP) Directly responsible for financial management of Law developmental/Alumni Relations; oversee budgets & ensure the integrity of financial transaction processed within the budgetary unit; accountable for telemarketing fundraising effort to meet a goal of \$185,000; manages internal support areas including Human Resources, financial management & policies & procedures; responsible for smooth & effective administration of internal operations. **Qualifications:** College degree preferably in accounting or business or equivalent; three-five yrs. experience in finance or business administration; demonstrated management & interpersonal skills; skilled use of Lotus 1-2-3 & WordPerfect. **Grade:** P4; **Range:** \$26,200-34,100 1-19-96 Dev./Alumni Relations

**ANNUAL GIVING OFFICER II** (11582CP) P5; \$28,800-37,600 11-22-95 Law Development



# OPPORTUNITIES at PENN

## MEDICAL SCHOOL

*Specialist: Ronald Story/Janet Zinser*

**PROGRAMMER ANALYST III** (0120JZ) Design and develop X Window based (Motif, Tcl/Tk), Graphical User Interface (GUI), for image analysis and processing; implement image processing algorithms to assist in the development of ongoing research projects and maintain network hardware and software for SUN, SGI and IBM/MAC workstations. **Qualifications:** BA/BS in computer science, related field or equivalent; MS pref.; four yrs. programming and systems exp.; proficiency in C/C++ programming and exp. in X Window based GUI design and implementation required; demonstrated ability to communicate effectively and work with researchers having diverse technical background; experience and knowledge of medical imaging and image processing preferred. **Grade:** P7; **Range:** \$35,000-43,700 1-15-96 Psychiatry

**RESEARCH SPECIALIST JR./I** (0118RS) Make cDNA constructs; run Northern & Southern blots; perform in situ hybridization; perform RT-PCR; run sequencing gels and make retroviral constructs; draft protocols; keep logs & write lab reports; oversee routine computer programming and data entry; demonstrate techniques to lower grade techs & students; attend group meetings; supervise student workers; monitor expenses and evaluate and maintain equipment; order supplies. **Qualifications:** RES. SPEC. JR: BA/BS in scientific or related field; exposure to lab work. RES SPEC. I: BA/BS in scientific or related field; one to three yrs. experience. (*On-going contingent upon grant funding*) **Grade:** P1/P2; **Range:** \$19,700-25,700/21,700-28,200 1-12-96 Pathology & Lab Medicine

**RESEARCH SPECIALIST I** (0131RS) Develop a protocol for a small study of exercise in humans; carry out MR protocols and experiments; analyze data; help troubleshoot experimental problems; assist in preparation of manuscripts; assist in plan for protocol; research experimental design. **Qualifications:** BA/BS with science background; one to three yrs. exp. in a research lab. (*Work schedule: includes some week-ends*) **Grade:** P2; **Range:** \$19,700-25,700 1-15-96 Radiology

**RESEARCH SPECIALIST II** (0130RS) Perform experiments in effect of genes on lipid metabolism and atherosclerosis using variety of techniques including somatic gene transfer, molecular & cell biology, nucleic acid purification, construction of recombinant vectors, tissue culture of mammalian cells, breeding, handling and dissection of rodent for harvesting and preparation of tissues, quantitative histologic analysis and photography of tissue specimen, various blotting techniques and hybridization; perform experiments and research using specific experimental design; implement and establish new protocols; analyze lab data; generate figures; write lab reports and papers; work closely with principal investigator; supervise and train other laboratory personnel. **Qualifications:** BA/BS in scientific field required; MS in scientific field preferred; three-five yrs. laboratory experience in working with recombinant DNA techniques, protein biochemistry, tissue culture and histologic techniques required; knowledge of molecular and cell biology and immunohistochemical and in situ hybridization techniques required; ability to work independently, excellent organizational and interpersonal skills; knowledge of computers required. (*Work schedule: M-F, 8 a.m.-5 p.m.*) (*End date: 1/31/98*) **Grade:** P3; **Range:** \$23,900-31,000 1-15-96 IHGT

**RESEARCH SPECIALIST III** (1267ORS) Perform fusions and hybridoma cloning; produce, purify and conjugate antibodies; perform immune assays; develop procedures for new service; provide advice to users of Cell Center. **Qualifications:** BA/BS or MS in scientific field; three-five yrs experience in similar project. **Grade:** P4; **Range:** \$26,200-34,100 1-15-96 Genetics

**RESEARCH SPECIALIST IV** (0104RS) Provide overall management for School of Nursing, Medicine and

Social Work Project in interdisciplinary team training in geriatrics, involving program curricular development for an innovative education model; participate in developing project, writing reports and preparing reports for additional funding; primary responsibility for conducting focused group interviews; prepare qualitative aspects through background research, design and focus group segments and oversee marketing research group. **Qualifications:** PhD required; experience in curricular development and implementation of clinically based projects; knowledge of informatics and computer based learning technologies helpful; excellent interpersonal and writing skills. (*End date: 12/31/96*) **Grade:** P6; **Range:** \$31,900-40,600 1-8-96 Institute on Aging

**PART-TIME (RESEARCH COORDINATOR)** (0119RS) Assist in identification of protocol subjects; screen & obtain informed consent; enroll & interview subjects; educate patients about protocol; compile case forms; make twice weekly follow-up home phone calls to enrolled subjects; oversee completion of related components of study; physical exam, blood specimen. **Qualifications:** RN required; previous experience preferred; interviewing experience a plus. (*End date: One yr. offhire-2/1/97*) **Grade:** P3; **Range:** \$13,655-17,711 1-12-96 CCEB

**OFFICE ADMIN. ASSISTANT I** (0145JZ) Compile and summarize data for financial reports; respond to standard inquiries; organize/maintain file system; type/proofread materials & compose standard correspondence; maintain financial records/budgets; prepare & process purchase requisitions, C-forms, journal vouchers & budget reallocations; breakdown student financial accounts; assist in preparation of grant and fellowship applications, renewal, budgets, appointments and terminations; act as receptionist. **Qualifications:** High school graduate or equivalent; some college desired; at least two yrs. administrative/clerical experience or equivalent required; data processing/bookkeeping/clerical experience desired; IBM PC and spreadsheet familiarity; strong organizational skills; able to focus in busy environment with frequent interruptions; excellent oral and written skills; able to meet deadlines under conflicting demands. **Grade:** G9; **Range:** \$17,100-21,400 1-18-96 Biomed. Graduate Studies

**OFFICE ADMINISTRATIVE ASST III** (0128JZ) Assist the business administrator with daily operations of the Center for Psychotherapy Research; purchase supplies, handle routine fiscal paperwork, and monitoring comptroller sheets for consistency and accuracy of records; serve as administrative coordinator of clinical practice and outpatient therapy. **Qualifications:** Completion of high school business curriculum and related post h.s. training or equiv.; two years exp. at the Office Admin. Asst. II level or comparable background; basic knowledge of accounting practices; thorough knowledge of clerical accounting and office procedures; computer literate, esp. Windows based software; Excel, Word for Windows and exp. with IDX/scheduling preferred. (*End date: 6/30/96*) **Grade:** G11; **Range:** \$19,900-25,300 1-16-96 Psychiatry

**OPERATOR, DATA ENTRY** (0127JZ) Perform data entry; review new data packets for identifying information; maintain flow of data entry system; file data; organize and maintain filing system; answer telephone and provide administrative support to the Coordinator; maintain organization of the Data Management Unit's office. **Qualifications:** High school graduate or GED equivalent required and post h.s. training in data entry or equivalent required; proficiency in computer use, especially in data entry type programs; certificate in data entry preferred; good organizational and communication skills. (*End date: 6/30/96*) **Grade:** G7; **Range:** \$14,500-18,100 1-15-96 Psychiatry

**RESEARCH LAB TECHNICIAN II** (40 HRS) (0117RS) Under general supervision, perform relatively standardized lab procedural analysis and maintain lab supplies and equipment. **Qualifications:** High school graduate with some college course in related field; exposure to lab work. **Grade:** G7; **Range:** \$16,571-20,686 1-12-96 Genetics

**RESEARCH LAB TECH. III** (0147RS) Under general supervision perform experiments using vaccinia virus; maintain cells in tissue culture, clone & sequence DNA & isolate protein for analyses; train in construction of recombinant vaccinia viruses using molecular biology techniques; demonstrated organizational & writing skills for data collection & document procedures and experimental results; conduct library searches. **Qualifications:** BA/BS with background in science; previous exp. in tissue culture techniques in research lab; demonstrated ability to understand research protocols & documentation of results; must have intact immune system to be vaccinated; smallpox vaccination required. **Grade:** G10; **Range:** \$18,700-23,300 1-18-96 Infectious Disease

**SCIENTIFIC EQUIPMENT STERILIZATION ATTENDANT (40 HRS)** (0146RS) Operate autoclave to sterilize glassware; operate high temperature automatic washing machines; prepare glassware/equipment for washing; maintain materials supply; pick-up & deliver glassware. **Qualifications:** High school graduate or equivalent; some lab experience preferred; ability to lift 25lbs.; ability to follow detailed oral and written instructions. **Grade:** G5; **Range:** \$14,286-17,486 1-18-96 Center for Experimental Therapeutics

**TECH, PSYCHI** (11595RS) Collect, code and analyze data; coordinate and implement research studies; provide general assistance to professional, research and clinical staff. **Qualifications:** Bachelor's degree in psychology or related field or equiv. in experience; office & research experience in psychology. **Grade:** G10; **Range:** \$18,700-23,300 11-30-95 Psychiatry

**TECH, PSYCH I** (0105RS) Recruit patients; screen for eligibility; review patient charts; collect, enter and analyze project data; assist PI in problem-solving and trouble-shooting; assist PI in maintaining/administering records and preparing progress reports. **Qualifications:** BA/BS in scientific field; at least one year exp. with research projects; familiarity with psychiatry or related field; able to enter data and write technical reports. **Grade:** G10; **Range:** \$18,700-23,300 1-8-96 Psychiatry

**COORDINATOR III** (12646JZ) P3; \$23,900-31,000 12-14-95 Biomedicine Graduate Studies

**FISCAL COORDINATOR II** (11620JZ) (*End date: 12/31/97*) P2; \$21,700-28,200 12-1-95 IHGT

**MANAGER VI** (11619RS) (*End date: 12/31/97*) P7; \$35,000-43,700 12-1-95 IHGT

**PROGRAMMER ANALYST I** (11581JZ) P4; \$26,200-34,100 11-22-95 Psychiatry

**PROGRAMMER ANALYST III** (10447JZ) P7; \$35,000-43,700 10-25-95 General Medicine

**PROJECT MANAGER II** (10445RS) P7; \$35,000-43,700 10-10-95 Cancer Center

**REIMBURSEMENT ANALYST I** (05104JZ) P6; \$31,900-40,600 9-8-95 Medicine/Billing

**RESEARCH COORDINATOR** (10442RS) P3; \$23,900-31,000 10-10-95 Cancer Center

**RESEARCH COORDINATOR** (11543RS) P3; \$23,900-31,000 11-7-95 Pathology & Lab Medicine

**RESEARCH COORDINATOR, SR.** (06006RS) P4; \$26,200-34,100 11-6-95 Radiation Oncology

**RESEARCH INVESTIGATOR, SR.** (11627RS) Blank 12-11-95 Pathology & Lab Medicine

**RESEARCH SPECIALIST, JR.** (10428RS) (*End date: 10/31/97*) P1; \$19,700-25,700 10-6-95 IHGT

## Classifieds

### VACATION

Pocono Chalet, 3 bedrooms, one bath. Near Jack Frost/BB. Firewood incl. \$350/weekend. (215)573-9048.

Note: Classifieds are accepted and compiled at the offices of *The Compass*. Please call 898-8721 for rates and procedures.

# OPPORTUNITIES at PENN

**RESEARCH SPECIALIST I** (08206RS) P2; \$21,700-28,200 9-26-95 Medicine/Renal  
**RESEARCH SPECIALIST I** (12649RS) P2; \$21,700-28,200 12-12-95 Dermatology  
**RESEARCH SPECIALIST II** (10500RS) (*Ongoing contingent upon funding*) P3; \$23,900-31,000 10-26-95 Pathology & Lab Medicine  
**RESEARCH SPECIALIST III** (08240RS) P4; \$26,200-34,100 9-7-95 Radiology  
**RESEARCH SPECIALIST III** (11621RS) P4; \$26,200-34,100 12-11-95 Cancer Center  
**RESEARCH SPECIALIST IV** (10496RS) P6; \$31,900-40,600 10-25-95 Microbiology  
**RESEARCH SPECIALIST IV** (10509RS) (*End date: 6/30/98*) P6; \$31,900-40,600 10-30-95 IHGT  
**ADMIN. ASSISTANT VII** (11567JZ) G9/G10; \$17,100-21,400/\$18,700-23,300 11-30-95 Surgery/HDSR  
**ADMINISTRATIVE ASSISTANT II** (40 HRS) (11594JZ) G10; \$21,371-26,629 11-30-95 Psychiatry  
**ADMIN. ASST. III** (37.5 HRS) (11596JZ) G11; \$21,321-27,107 11-30-95 Continuing Med. Educ.  
**CLINICAL RECEPTIONIST** (40 HRS) (11540JZ) G8; \$17,943-22,400 12-8-95 Ophthalmology  
**OPERATOR, COMP COMP II** (09353JZ) G10; \$18,700-23,300 9-19-95 CCEB  
**RESEARCH LAB TECHNICIAN III** (40 HRS) (08174RS) G10; \$21,371-26,629 8-8-95 Anesthesia  
**RESEARCH LAB TECHNICIAN III** (09311RS) G10; \$18,700-23,300 9-11-95 Psychiatry  
**RESEARCH LAB TECHNICIAN III** (09310RS) (*Ongoing contingent upon grant funding*) G10; \$18,700-23,300 9-11-95 Pathology & Lab Medicine  
**RESEARCH LAB TECHNICIAN III** (10475RS) (*Ongoing contingent upon grant funding*) G10; \$18,700-23,300 10-16-95 Pathology & Lab Medicine  
**RESEARCH LAB TECHNICIAN III** (11618RS) (*Ongoing pending funding*) G10; \$18,700-23,300 12-1-95 Center for Sleep  
**SECRETARY, SR.** (05083JZ) G11; \$19,900-25,300 10-26-95 Vice Dean for Education  
**PART-TIME (COLLECTION ASST.)** (08276JZ) G10; \$10,275-12,802 8-31-95 Ophthalmology  
**PART-TIME (RESEARCH LAB TECHNICIAN III)** (20-25 HRS) (10443RS) G10; \$10,274-12,802 10-10-95 Clinical Research Center  
**PART-TIME (SCIENTIFIC EQUIPMENT STERILIZATION ATTENDANT)** (20 HRS) (11622RS) G5; \$6,868-8,407 12-1-95 Cancer Center  
**P-T (SUPERVISOR SOM SECURITY UNIT)** (22 HRS) (11597JZ) (*Applicants pass a Police background security check; position considered essential personnel*) (*Work schedule: Sun.-Sat., 8 p.m.-8 a.m.*) G10; \$10,275-12,802 12-1-95 Arch. & Facilities Mgmt.

## NURSING

*Specialist: Ronald Story*

**PROJECT MANAGER** (0108RS) Supervise research and community-based staff to ensure fidelity of research implementation and coordinate multifaceted research activities; manage and supervise participants recruitment, retention, tracking procedures; develops and implement a protocol for managing intervention sessions and data collection; exercise resource stewardship; ensure compliance with related University policies and procedures. **Qualifications:** Master's in nursing, psychology, public health, social work, business administration or related field, with five or more yrs. of professional exp. working in African American communities; driver's license, access to car, ability to work on Saturday's and proficiency with Macintosh computers req. **Grade:** P7; **Range:** \$35,000-43,700 1-12-96 Nursing  
**RESEARCH SPECIALIST IV** (0107RS) Develop intervention curriculum to reduce the risk of HIV infection, unintended pregnancy, heart disease and cancer; design training manuals, train and supervise facilitators. **Qualifications:** Master's Degree in Education, Psychology, Public Health, Nursing, or related field and four or more yrs. professional experience working

in African American Communities; valid drivers license, access to car; proficiency with Macintosh computers; *must be able to work some Saturdays.* **Grade:** P6; **Range:** \$31,900-40,600 1-16-96 Nursing School  
**ADMIN. ASSISTANT II** (12685RS) Organizes the administrative aspects of the HIV Prevention Mothers and Sons research project incl. coding, entering and verifying data, assisting with data collection, preparing, editing and administering questionnaires and materials using Macintosh computer; develops, organizes and maintains research data filing systems both hard copy and electronic; interprets standard policies and procedures in response to questions; coordinates office workflow to ensure optimal admin. functioning of the research office and its interface with other departments in the school and university and with the community; disseminates national HIV curriculum materials, conducts appropriate follow-up and maintains contact with various national committees for Principal Investigator; schedules meetings, types correspondence, answers telephones, conducts literature searches, maintains supplies and equipment. **Qualifications:** Completion of h. s. business curriculum and related post h. s. training or equiv.; BA/BS in health related field pref.; at least two years work experience at the AAI level or comparable background with two or more years general work exp. with African American communities; thorough knowledge of office procedures, practices, computers and office equip.; excellent organizational skills with the ability to maintain a high standard of accuracy and attention to detail in processing and verifying research data; strong interpersonal skills in developing and maintaining relationships with research team and participants; self-starter with demonstrated initiative and responsibility; driver's license and/or access to car, proficient skill with Macintosh computers pref.; understanding of African-American culture and exp. with culturally diverse populations desired; *both male and female minority candidates are encouraged to apply; ability to work some Saturdays (End date: 9/30/2000)* **Grade:** G10; **Range:** \$18,700-23,300 1-4-96 Nursing  
**SECRETARY IV** (12684RS) Provides secretarial support for the HIV Prevention Mothers and Sons research project including compiling, coding, entering and verifying data using the Macintosh computer. Assists with data collection including preparing, assembling and administering questionnaires and materials for the project intervention sessions; organizes and maintains research data filing systems both hard copy and electronic; responds to standard inquiries regarding policies and procedures; types and proofreads correspondence and materials for mass mailings, answers telephones, conducts literature searches, copies and faxes materials as needed. **Qualifications:** Completion of high school business curriculum and related post high school training or equivalent; BA/BS in health related field preferred; at least two years work experience at the Secretary III level or comparable background with one or more years general work experience with African American communities; knowledge of office procedures, practices, computers and office equipment; strong organizational skills; ability to maintain a high standard of accuracy and attention to detail in processing and verifying research data; strong interpersonal skills in developing and maintaining relationships with research team and participants; driver's license and/or access to car, proficient skill with Macintosh computers pref.; understanding of African-American culture and exp. with culturally diverse populations desired; *both male and female minority candidates are encouraged to apply; ability to work on Saturdays (End date: 9/30/2000)* **Grade:** G9; **Range:** \$17,100-21,400 1-4-96 Nursing  
**P-T (SECRETARY IV)** (21 HRS) (0140RS) Answer and screen calls; handle wide variety of routine requests and inquiries from students, parents, staff and external contacts and follow-up; type/proofread standard and complex/confidential materials such as correspondence, grants, reports, manuscripts; agendas and minutes; maintain Assistant Dean's calendar;

arrange appointments, conference, meetings and other special events; make travel and lodging arrangements; develop and maintain electronic and hard copy filing systems. **Qualifications:** High school grad. and related post h.s. secretarial training; two yrs. secretarial exp.; excellent wordprocessing and communication skills needed; ability to type at least 55 wpm; experience with both IBM & MAC wordprocessing software. **Grade:** G9; **Range:** \$9,396-11,758 Nursing  
**INFORMATION MANAGEMENT SPECIALIST II** (11580RS) P6; \$31,900-40,600 12-1-95 Nursing

## PRESIDENT

*Specialist: Susan Curran/Janet Zinser*  
**ASSISTANT DIRECTOR IV/ASSOCIATE DIRECTOR V** (12653JZ) P5/P7; \$28,800-37,600/\$35,000-43,700 12-14-95 Dev. & Alumni Relations  
**ASSOC. DIR., INDIVIDUAL GIFTS** (09366JZ) P7; \$35,000-43,700 9-21-95 Dev. & Alumni Relations  
**DIRECTOR ALUMNI RELATIONS (09309JZ) P11;** \$54,500-68,200 9-7-95 Dev. & Alumni Relations  
**DIR., DEVELOPMENT RESEARCH** (11585JZ) P8; \$38,500-48,100 11-22-95 Dev. & Alumni Relations  
**DIRECTOR, UNIVERSITY COMMUNICATIONS (10473SC) Blank** 10-18-95 University Relations  
**EDITOR, ALUMNI MAGAZINE** (11572JZ) P9; \$42,300-52,900 11-16-95 Dev. & Alumni Relations  
**EXEC. DIR. RESOURCE, PLAN. & BUDGET** (09344SC) Ungraded; Blank 9-14-95 President's Office  
**PROGRAMMER ANALYST I** (08194JZ) P4; \$26,200-34,100 8-11-95 Dev. & Alumni Relations  
**SENIOR WRITER** (11584JZ) P7; \$35,000-43,700 11-22-95 Dev. & Alumni Relations  
**STAFF WRITER II** (04062JZ) (*Two Writing Samples Must Accompany Application*) P3; \$23,900-31,000 4-24-95 Dev. & Alumni Relations  
**ADMIN. ASSISTANT III** (40 HRS) (11624SC) G11; \$22,743-28,914 12-4-95 President's Office  
**ADMIN. ASSISTANT III** (40 HRS) (11623SC) G11; \$22,743-28,914 12-4-95 President's Office

## PROVOST

*Specialist: Clyde Peterson*

**COORDINATOR IV** (0122CP) Responsible for managing ULAR's Animal Procurement Operations; oversee work of one clerical employee; manage & track expenses & income for \$1,450,000 budget; monitor accounts payable and purchase orders throughout the fiscal year. **Qualifications:** BA/BS or equivalent experience in Business Administration and/or accounting preferred; strong orientation toward quality customer service; computer background should include use of PC's & related software (DOS, Windows & Lotus); familiarity with laboratory animals preferred. **Grade:** P4; **Range:** \$26,200-34,100 ULAR  
**CLERK V** (0115CP) Supervise mailroom & see to distribution of incoming & outgoing mail; act as receptionist for business office; screen & redirect incoming phone calls; order, dispense & bill for office supplies; maintain records of same; see to daily maintenance of fax and copier. **Qualifications:** H. S. grad.; some college pref.; one-two yrs. office exp. equiv.; computer exp.; demonstrated ability to work in a busy office and deal with a variety of people. **Grade:** G8; **Range:** \$15,700-19,600 1-15-96 Museum  
**OFFICE ADMIN. ASSISTANT II** (0113CP) Enter/update personnel information into payroll system; process paperwork for new employees; collect and prepare weekly time report forms for Museum; maintain records of all time for full-time personnel; prepare monthly additional pay forms; process and keep records of Museum purchasing; verify invoices; correct and make changes if necessary. **Qualifications:** H.S. grad.; some college pref.; one-two yrs. office exp.; ability to type with speed and accuracy; knowledge of word processing; good communication skills. **Grade:** G10; **Range:** \$18,700-23,300 1-18-96 Museum  
**ASSISTANT COACH I** (07132CP) P3; \$23,900-31,000 7-28-95 DRIA



# OPPORTUNITIES at PENN

**CHAPLAIN** (08247CP) Ungraded 8-23-95 Provost's Office

**INFORMATION SYSTEMS SPECIALIST I** (12659CP) (May involve some evenings or weekends hours) P3; \$23,900-31,000 12-19-95 CRC

**JUDICIAL INQUIRY OFFICER** (12665CP) P8; \$38,500-48,100 12-21-95 Provost's Office

**PROGRAMMER ANALYST II** (09365CP) P6; \$31,900-40,600 9-21-95 IRHE

**RESEARCH SPECIALIST III** (12667CP) P4; \$26,200-34,100 12-21-95 Museum

**RESEARCH SPECIALIST IV** (08303CP) P6; \$31,900-40,600 9-7-95 LRSM

**SYSTEMS ANALYST II** (11558CP) P7; \$35,000-43,700 11-10-95 UMIS

**SYSTEMS PROGRAMMER IV** (12633CP) P9; \$42,300-52,900 12-7-95 DCCS

**TECH. TRAINING SPECIALIST (06085CP)** P5; \$28,800-37,600 6-21-95 Tech. Learning Services

**VICE PROVOST FOR RESEARCH** (08248CP) Ungraded 8-25-95 Provost's Office

**ADMIN. ASSISTANT III** (11611CP) G11; \$19,900-25,300 11-29-95 University Libraries/Reference

**ADMINISTRATIVE ASSISTANT III** (12675CP) G11; \$19,900-25,300 1-3-96 Undergraduate Admissions

**ADMINISTRATIVE ASSISTANT III** (12676CP) G11; \$19,900-25,300 1-3-96 Undergraduate Admissions

**SEC'Y. IV** (11606CP) G9; \$17,100-21,400 12-6-95 Student Dispute Resolution Ctr./Judicial Inq. Office

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

**TECH. VET II** (40HRS) (12658CP) (Work schedule: 7:30-4:30 p.m., may include weekends, holidays & overtime) **Grade:** G10; **Range:** \$21,371-26,629 12-21-95 ULAR

**PART-TIME (ADMINISTRATIVE ASSISTANT I)** (20 HRS) (10507CP) G9; \$9,396-11,758 10-27-95 Special Collections-University Libraries

**PART-TIME (PHOTOGRAPHER I)** (20 HRS) (11605CP) G7; \$7,967-9,945 11-29-95 University Libraries -Fine Arts/Slide Collections

## VETERINARY SCHOOL

*Specialist: Nancy Salvatore*

**SECRETARY IV** (40 HRS) (0144NS) Answer multiple phone lines; process Physical Plant service, maintenance, departmental & housekeeping request; type & proofread memos/reports; schedule & coordinate Director's calendar; process purchasing & accounts payable request; maintain copier supplies for Vet School and Vet Hospital; maintain key control for two buildings and for all animal colonies. **Qualifications:** High school graduate; at least two yrs. secretarial exp.; good computer skills; excellent verbal communication skills and ability to work with all levels of personnel. (Work schedule: M-F, 8:30 a.m. - 5 p.m.) **Grade:** G9; **Range:** \$19,543-24,457 1-18-96 Facilities Mgmt.

**TECHNICIAN, HISTOLOGY I** (0121NS) Conduct postmortem examination of lab animals; collect tissues; trim and process preserved tissues; embed, section, stain and file tissue blocks and perform other related duties. **Qualifications:** High school graduate; one yr. college/tech school or experience in either histopathology or necropsy pathology; ability to work productively in a group composed of technician, residents and staff pathologists. (Work schedule: 8-4 ) **Grade:** G7; **Range:** \$14,500-18,100 1-15-96 Pathobiology

**TECH. VET I/II** (40 HRS) (0142NS) (0143NS) Position of responsibility dealing with the care of hospitalized large animal patients; perform general nursing care of large animal patients including daily duties of hospital & patient care coordinator, emergency service & coordination, emergency services & technical maintenance of facilities & equip.; perform in teaching capacity. **Qualification:** Certified Animal Health Tech required (will considered applicants with certifications pending); ability to react to stressful situations involving patient care; experience handling large

animals; may require rotating shifts, on-call schedules and overtime. **TECH. VET I:** Graduate of accredited Animal Health Technology program or degree in Animal Science or three yrs. Tech. Vet exp. **TECH. VET II:** Two yrs. exp. as a Tech, Vet I or equiv. req. (Position in Kennett Square, PA; no public transportation) **Grade:** G8/G10; **Range:** \$17,943-22,400/

\$21,371-26,629 1-18-96 Large Animal Hospital

**RESEARCH SPEC. JR/I** (12671NS) P1/P2; \$19,700-25,700/ 21,700 -28,200 1-3-96 Clinical Studies

**RESEARCH SPECIALIST I** (12680NS) P2; \$21,700-28,200 1-3-96 Pathobiology

**RESEARCH SPECIALIST I** (08190NS) P2; \$21,700-28,200 8-11-95 Pathobiology

**STAFF VETERINARIAN** (07101NS) (Position in Kennett Square, PA; no public transportation) Blank 7-25-95 Clinical Studies-NBC

**LAB ASSISTANT II** (09327NS) G8; \$17,943-22,400 9-13-95 VHUP-CLM

**RES. LAB TECH. III** (40 HRS) (06040NS) (Position in Kennett Square, PA; no public transportation) G10; \$21,371-26,629 6-12-95 Clinical Studies/NBC

**RES. LAB TECH. III** (40 HRS) (07100NS) (Position in Kennett Square, PA; no public transportation) G10; \$21,371-26,629 7-25-95 Clinical Studies-NBC

**SECRETARY V** (11532NS) G10; \$18,700-23,300 11-7-95 Small Animal Hospital

## VICE PROVOST/UNIVERSITY LIFE

*Specialist: Clyde Peterson*

**LARGE ANIMAL ATTENDANT I** (40 HRS) (0148NS) Provide daily maintenance of stall facilities; perform general housekeeping & groundskeeping task; assist in moving large animal patients to & from surgery area and/or pool recovery room; feed animals & monitor general health condition; may report unusual behavior or appearance; position patients in operating room; assist with removal of down or dead animals; operate variety of motorize equip. **Qualifications:** H. S. grad or equiv.; one-three yrs. exp. working with large animals; mechanical aptitude; flexibility in hours, as overtime may be required; valid driver's license req.; ability to lift over 80 lbs. (Position in Kennett Square, PA; no public transportation) **Grade:** G5; **Range:** \$14,286-17,486 1-19-96 Large Animal Hospital

**OFFICE ADMIN. ASS'T. III** (0137CP) Assist Business Admin. in preparing, utilizing and monitoring budgets; process financial and personnel/payroll transactions; generate standard financial reports and projections; develop and implement standard office procedures; maintain financial and administrative files; manage maintenance and security of office equipment; assist with computer support issues within office, including troubleshooting; maintain inventory and ordering system for office supplies; assist in supervising work study students; act in place of Business Admin. when latter is absent. **Qualifications:** H.S. grad, college pref.; two years exp. at OAA II level or equiv.; basic knowledge of accounting practices and office procedures, and inventory procedures; type 45 wpm; knowledge and exp. with spreadsheets, databases and word processing; familiarity with University fiscal operations pref.; organized, communication skills; ability to work with a diverse group; commitment to student service; international work or study experience an asset. **Grade:** G11; **Range:** \$19,900-25,300 1-16-96 International Programs

**ASSISTANT DIRECTOR RESIDENTIAL MAINTENANCE (07043CP)** (End date: 6/30/97) P6; \$31,900-40,600 7-13-95 Residential Maintenance

**ASSISTANT MANAGER RADIO STATION (0101CP)** (End Date: 12/31/96) P6; \$31,900-40,600 1-3-96 WXPNT

**DIR., FRATERNITY & SORORITY AFFAIRS** (12651CP) P8; \$38,500-48,100 12-13-95 VPUL

**UPWARD BOUND COUNSELOR** (12650CP) (Work schedule: Tuesday-Saturday) (End date: Grant supported, ongoing continuation contingent on funding) P3; \$23,900-31,000 12-13-95 Academic Support

## WHARTON SCHOOL

*Specialist: Janet Zinser*

**SYSTEMS PROGRAMMER I/III** (0126JZ) Participate in systems support and maintenance of Unix systems and related software including compilers such as C, mail servers and clients, operating system utilities, WWW and application software; support TCP/IP, SNMP, PDDI and other network/LAN software and namespace management; implement system environment to support project lifecycle stages including development testing, training and production. **Qualifications:** Bachelor's degree, preferably in Computer Science, MIS or equivalent experience; HP-UX knowledge preferred; TCP/IP knowledge required; strong working knowledge of C, Perl and other programming languages; demonstrated ability to work in a team, be a self-starter and manage multiple priorities; excellent written & verbal communication skills. **SYS. PROG. I:** One-two yrs. progressively responsible experience in systems management in a UNIX environment. **SYS. PROG. III:** Four yrs. of progressively responsible experience in system management in a Unix environment and two yrs. experience as a systems programmer. **Grade:** P6/P8; **Range:** \$31,900-40,600/ \$38,500-48,100 1-15-96 WCIT

**EXECUTIVE SECRETARY (N/E)** (37.5 HRS) (0125JZ) Provide administrative support to Vice Dean and Director of Executive Education, at the senior executive level; coordinate and be responsible for designated education programs and special events; work with Wharton and external faculty, senior executives from client companies; University staff and outside vendors. **Qualifications:** High school graduate; BA/BS strongly pref.; seven yrs. highly responsible secretarial exp.; self-starter & self motivated, independent problem solver; excellent oral & written communication skills; experience with PC's & various software packages, dictaphone and ability to manage several projects simultaneously; excellent organizational & analytical skills. **Grade:** G12; **Range:** \$23,786-30,643 1-15-96 Steinberg Conference Ctr.

**DIR. VII** (11535JZ) P10; \$47,400-59,200 11-8-95

**INFORMATION MANAGEMENT SPECIALIST II** (12678JZ) P6; \$31,900 - 40,600 1-3-96 WCIT

**INFORMATION SYSTEMS SPECIALIST I** (12638JZ) P3; \$23,900-31,000 12-11-95 WCIT

**MAJOR GIFT OFFICER I/II** (11549JZ) (11550JZ) P7/P8; \$35,000-43,700/ \$38,500-48,100 11-10-95 External Affairs

**PROGRAMMER ANALYST I/II** (09354JZ) P4/P6; \$26,200-34,100/ \$31,900-40,600 9-19-95 WCIT

**PROGRAMMER ANALYST II** (09387JZ) P6; \$31,900-40,600 9-28-95 Statistics

**PROGRAMMER ANALYST II/III** (10528JZ) P6/P7; \$31,900-40,600/ \$35,000-43,700 11-8-95 WCIT

**RECEPTIONIST III** (40 HRS) (12679JZ) G8; \$17,943-22,400 1-3-96 Development Services

**TECHNICAL WRITER** (09417JZ) (Final candidates may be asked to submit a writing sample) P6; \$31,900-40,600 10-4-95 External Affairs

**TECH. WRITER/EDITOR** (09419JZ) (Final candidates may be asked to submit writing sample) P8; \$38,500-48,100 10-4-95 Deputy Dean

**ADMINISTRATIVE ASSISTANT II** (12630JZ) G10; \$18,700-23,300 12-5-95 Finance

**EXEC. SECRETARY (N/E)** (40 HRS) (12628JZ) G12; \$25,371-32,686 12-5-95 Dean's Office

**OPERATOR, DUPLICATING MACHINE IV** (10529JZ) (No vacation will be approved during August, September, December and January) (Overtime is a requirement of this position) (Work schedule: 5 p.m.-1 a.m.) G10; \$18,700-23,300 11-3-95 Wharton Reprographics

**LIMITED SERVICE (AUDIO VISUAL TECH I/II)** (07105JZ) G10/G11; \$18,083-22,532/ \$18,945-24,085 12-8-95 Classroom Support Services

**PART-TIME (ADMINISTRATIVE ASSISTANT I)** (25 HRS) (11616JZ) G9; \$9,396-11,758 12-1-95 Wharton Communications



## Crime Alert: Thefts of Computers

Recently, this department has received information regarding a group of schools and small businesses in the Greater Philadelphia area who have been the victims of computer thefts. In each case, it is believed that the institutions had taken from them a large number of computers, and that the computers were removed from the crime scenes in a truck. During one of these incidents, it is believed that the suspects threw older equipment out of the truck to secure space for more valuable equipment.

You can aid the Penn Police in this investigation by:

- Reporting any suspicious activity involving the loading of computers into a truck, especially during non-business hours. It would be helpful to record the make and model of the vehicle, and any descriptions of suspects involved.
- Reporting any activities involving a suspicious sale of computers, especially those being sold out of a truck or other vehicle.
- Reporting any information regarding the previous incidents to the Penn Police at (215) 898-7297.

### Computer Safety Tips

- Secure desktop computers to stationary objects with a University approved cable.
- Never leave a laptop computer in an unsecured, unwatched location. It only takes a second to remove an unsecured laptop.
- Register computers with the Penn Police. For further information, call Victim Support/Crime Prevention Unit at 898-4481.
- Verify computers being removed with appropriate personnel. An invoice and uniform do not necessarily mean that the removal of a computer is legitimate.
- Avoid purchasing computers from questionable sources. A deal too good to be true usually is.
- If someone tries to sell you a computer that is marked as the property of another, notify the Penn Police. (See numbers in box at right.)

Prepared by: Officer Paul Misner, #133

## Crime Alert: Thefts from Auto

Recently, there have been numerous thefts from auto reported to the Penn Police Department. In particular, the vast majority of these thefts have occurred east of 38th Street. Entry to said vehicles was gained by breaking a window. The most common items taken from these vehicles include: car or cellular phones, audio cassettes and electronic equipment.

If you have any information concerning these incidents, please contact one of the below-listed telephone numbers.

### Safety Tips

Help the Penn Police Department and the Department of Transportation help you by taking the following safety precautions:

- Do not leave any valuables in plain view. If you do not take your valuables with you, be sure to secure them inside your trunk prior to arriving at your destination.
- Report anyone who behaves suspiciously to the Penn Police Department. Try to remember details about the person's appearance and the area where the person was last seen. Relay all information to the Dispatcher.
- Avoid leaving your vehicle for prolonged periods of time, especially at night or on unattended lots.
- As always, when there is a problem, use PENN's Blue Light Emergency phones for immediate contact with the Penn Police Department. Open the box and lift the receiver or push the button to speak with a dispatcher.

### Important Telephone Numbers:

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

Prepared by: Lt. Susan M. Holmes #12

# Update

JANUARY AT PENN

## CHILDREN'S ACTIVITY

**27** *The Artistry of Toy Animals and Dolls*; create one-of-a-kind toy animals and dolls from beads, buttons, and fabric scraps; 1-3 p.m.; International House; preregistration required: 387-5125; \$12, adults; \$6, children 12 & under (Folklife Center).

## EXHIBIT

**Now:** *Lyn Haber*; photographs of ancient bristlecone pines and other trees and plants that grow high in the mountains of the American west by the photographer-naturalist from UC-Santa Cruz; 10 a.m.-4 p.m., Monday-Sunday; Widener Gallery, Morris Arboretum; free with admission to the public garden: \$4, adults; \$3, seniors; \$2, students; free, children under 6, members and PennCard holders *Through June 30 (Hours change in March)*

## ON STAGE

**26A** *Way Out of No Way*; Crystal Emery-Kerr directs her drama of gospel song, poetry and drama showing the accomplishments of women in America; 7:30 p.m.; Annenberg School Theatre; \$25, \$20/students; tickets/information: 898-8611/6791 or 731-0818 (Penn Women's Center). *Repeated January 27, 3 and 7:30 p.m.*

## TALKS

**24** *Passages in Time: Intergenerational Life Texts and Legacies*; Vivian Gadsden, education; noon-1:30 p.m.; Rm. B27, GSE (GSE).

*Tradition, Continuity, and Innovation in the Prophecies of Second Isaiah*; Shalom Paul, Hebrew University; noon; Center for Judaic Studies, 420 Walnut St.; seating limited, reservations: 238-1290 (Center for Judaic Studies).

*Reactive Oxygen Species & Free Radical Scavengers in the Male Reproductive Tract*; Peter N. Schlegel, New York Hospital, Cornell Medical Center; noon; Hirst Auditorium, Dulles Bldg. (Division of Reproductive Biology).

*Church Reform in Late Medieval Munster: Gender and Power*; Erica Gelsner, religious studies; 3-5 p.m.; Rm. 117, Duhring Wing (Rel. Studies).

*Making Neurons Out of Ectoderm with NeuroD, a bHLH Transcription Factor*; Jacqueline Lee, University of Colorado; 4 p.m.; Grossman Auditorium, Wistar (Wistar; Hassel Foundation).

*Reflections and Refractions: Film, Performance, and Filmed Performance*; organizers: Regina Bendix, folklore & folklife; Deborah Wong, music; 5 p.m.; Rm. 23, Moore Bldg.; RSVP: [jfinegar@sas.upenn.edu](mailto:jfinegar@sas.upenn.edu); with screening and discussion, *Farewell My Concubine* (Center for Cultural Studies; Program in Comparative Literature).

**25** *The Myosin Superfamily of Molecular Motors: Tails of Seizures, Blindness and Deafness*; Mark Mooseker, Yale; 12:15-1:30 p.m.; Wood Room, John Morgan Bldg. (Cell & Molecular Bio.).

**26** *Couple's Communication: Getting Your Message Across*; Heather Voelkel and Alan Bell, F/SAP Counselors; noon; Bishop White Rm., Houston Hall (F/SAP).

*Environmental Problems in a Developing Country: Mongolia*; Clyde Goulden, Academy of Natural Science; 12:15-1:45 p.m.; Rm. 213, SH-DH (Institute for Environmental Studies).

**29** *Between Preservation and Tourism: Folk Performing Arts in Contemporary Japan*; Hiroyuki Hashimoto, National Museum of Japanese History; *Reinventing Folk Toys in Modern Japan*; Akie Kawagoe, Kanagawa University; noon-1 p.m.; Rm. 371, 3440 Market St. (Folklore & Folklife).

*New Approaches to Recognition of Transport Processes in Microporous Solids*; Martin Bulow, BOC Group Technical Center; 3:30 p.m.; Rm. 337, Towne Bldg. (Chemical Engineering).

*How Did Americans Turn Modernization into a Global System?*; Olivier Zunz, UVA; 4 p.m.; Seminar Rm. 502, 3440 Market St. (H & SS; History).

**30** *Gaseous Second Messengers in Neuronal Systems*; Gabriele Ronnet, Johns Hopkins; 1:15 p.m.; Physiology Conference Rm., Richards Bldg. (Respiratory Training Grant).

*The French King's Jews: Jews and Christian Authorities in the Central Middle Ages*; Stanley Chodorow, provost; 5 p.m.; Woody Rm., Van Pelt-Dietrich Library (Jewish Studies).

*Is Mercury Vapor Inhalation a Cause of Alzheimer Disease?*; Fritz L. Lorscheider, U. of Calgary; 5:30 p.m.; Rm. S1, Dental School, 40th & Spruce Sts. (Institute for Environmental Studies; School of Medicine).

**31** *From Commentary to Code and Back Again: Patterns of Transmission in Medieval Halakhic Literature*; Ephraim Kanarfogel, Yeshiva University; noon; Center for Judaic Studies, 420 Walnut St.; seating limited, reservations: 238-1290 (Center for Judaic Studies).

*Structure/Function and Gene Regulation of a-Hydroxysteroid Dehydrogenase*; Trevor Penning, pharmacology; noon; Hirst Auditorium, Dulles Bldg. (Reproductive Biology).

*Star Trek: The Cosmology*; Ross Kraemer, religious studies; 3-5 p.m.; Room 117, Duhring Wing (Religious Studies).

## Required OSHA/OEHS Training for Employees

The following training programs are required by the Occupational Safety & Health Administration (OSHA) for all employees who work with hazardous substances including: chemicals, human blood, blood products, fluids, and human tissue specimens. These programs are presented by the Office of Environmental Health & Safety (OEHS). Attendance is required at one or more session, depending upon the employee's potential exposures.

**Chemical Hygiene Training:** Provides a comprehensive introduction to laboratory safety practices and procedures at Penn and familiarizes the laboratory employee with the Chemical Hygiene Plan. This course is designed for employees who have not previously attended Chemical Hygiene training at the University. Required for all University employees who work in laboratories. *February 27, 1:30-2:30 p.m., John Morgan, Class of 1962.*

**Occupational Exposure to Bloodborne Pathogens:** This course provides significant information for employees who have a potential exposure to human bloodborne pathogens. Topics include a discussion of the Exposure Control Plan, free Hepatitis B vaccination, recommended work practices, engineering controls and emergency response. This course is designed for employees who have not previously attended Bloodborne Pathogens training at the University. Required for all University employees potentially exposed to human blood or blood products, human body fluids, and/or human tissue. *February 29, 10:30-11:30 a.m., John Morgan, Class of 1962.*

Attendees are required to bring their PENN ID cards to facilitate course sign in. Additional programs will be offered on a monthly basis during the spring. Check OEHS web site (<http://www.oehs.upenn.edu>) for dates and time. For questions, please call Bob Leonzio at 898-4453.

## The University of Pennsylvania Police Department Community Crime Report

**About the Crime Report:** Below are all Crimes Against Persons and Society in the campus report for **January 1, 1996 and January 14, 1996**. Also reported were **Crimes Against Property, including 33 thefts (4 burglaries, 3 of autos, 14 from autos, 16 other), 4 incidents of criminal mischief and vandalism, 1 incident of trespassing and loitering**. Full reports are in this issue of *Almanac* on the Web (<http://www.upenn.edu/almanac/v42/n17/crimes.html>).—Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **January 1, 1996 and January 14, 1996**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

### Crimes Against Persons

**34th to 38th/Market to Civic Center:** Sexual assaults—2, Robberies (& attempts)—1, Simple assaults—1, Threats & harassment—4

01/02/96	8:28 AM	McNeil Bldg.	Harassing message received via email
01/03/96	9:20 AM	37th St. Subway	Complainant touched on buttocks
01/03/96	12:34 PM	3400 Blk. Walnut	Complainant punched in face by driver of auto
01/03/96	3:04 PM	3421 Walnut St.	Complainant followed by unknown male
01/04/96	1:38 PM	37th St. subway	Complainant assaulted by unknown on SEPTA platform
01/05/96	8:16 PM	3700 Blk. Walnut	Unknown took complainant's purse/fled
01/12/96	4:26 PM	Grad B Tower	Constant beeping tones received on complainants phone
01/13/96	7:36 PM	Nichols House	Complainant struck by snowballs/comments made

**38th to 41st/Market to Baltimore:** Robberies (& attempts)—2, Aggravated assaults—1, Purse snatches—1, Threats & harassment—2

01/06/96	8:53 PM	3901 Chestnut St.	Robbery at gunpoint
01/09/96	4:29 PM	3934 Pine St.	Threats on answering machine
01/10/96	10:49 AM	Harnwell House	Harassing calls received
01/11/96	2:08 AM	4000 Spruce St.	Assault by male with gun/arrest
01/13/96	8:50 PM	4000 Blk. Locust	Male w/gun took purse/fled
01/14/96	12:05 AM	40th & Sansom	Male took cash/fled

**41st to 43rd/Market to Baltimore:** Robberies (& attempts)—3, Threats & harassment—1

01/01/96	7:42 PM	200 Blk. 43rd	Attempted robbery
01/05/96	11:05 AM	43rd & Walnut	Threat by male
01/11/96	9:41 PM	4200 Blk. Pine	Robbery by suspects w/simulated weapon
01/13/96	11:48 PM	42nd & Locust	Robbery

**30th to 34th/Market to University:** Simple assaults—1

01/13/96	7:20 PM	Convention Ave.	Cab driver forced complainant out of vehicle
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**Outside 30th to 43rd/Market to Baltimore:** Threats & harassment—1

01/03/96	1:52 PM	2227 Spruce St.	Harassment by mail/phone/in person
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## Morris Arboretum:

### Admission Free Saturday Mornings

Starting this month, admission for all Morris Arboretum visitors from 10 a.m. to noon on Saturdays is free. In addition, a new, gently graded path makes the heart of the garden accessible to all, including those in wheelchairs and strollers.

This new policy for free Saturday morning admission goes into effect the same time as an increase in general admission, the first in many years. The new fees are: \$4/adults, \$3/seniors, \$2/students, and free for children under six and PennCard holders.

"We really needed to keep pace with inflation," said Arboretum director, Paul Meyer, "but we also wanted to make it possible for everybody to come and visit one of Philadelphia's premiere gardens."

The Morris Arboretum is located at 100 Northwestern Avenue, between Stenton and Germantown Avenues in the Chestnut Hill area of Philadelphia. The 92-acre public garden, in the Victorian landscape style, is open to the public year-round from 10 a.m.-4 p.m. all week, and until 5 p.m. on Saturdays and Sundays, March through October. For more information, call 247-5777.

## Almanac

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## Prayer vs Action: Heeding the Coach

by Jacob M. Abel

Our university is in the process of redefining itself and, to its credit, rededicating itself to the improvement of undergraduate teaching and learning. The statement of institutional goals, *Agenda for Excellence*<sup>1</sup>, and the preliminary report of the 21st Century Project<sup>2</sup> tell us of the aspirations of the administration and of a familiar and wonderful group of faculty, whom I have come to think of as the "usual suspects." You know who they are: Peter and Ingrid and Bob L. and Bob G. and Ann and others. They are the self-exploited committed, who are and have been the constant, indefatigable core of every effort to improve undergraduate education that has been mounted for nearly 25 years.

The new documents contain passages that have the warm familiar ring of a standard prayer found in any liturgy. They ask for all of the unarguable goods: heal the sick, feed the hungry, clothe the poor and it can be offered idealistically without wondering whether the deity being addressed is really listening. Much of what has been enunciated of late is indistinguishable from the "prayers" that followed the 1971 Conference on Undergraduate Education<sup>3</sup> or the 1985 *Investing in Penn's Future*<sup>4</sup> and many similar reports of committees and councils, boards and conferences, workshops and retreats that shared the same objective. What we must ask ourselves now is: "Why, if we have proclaimed the same noble goal for more than a quarter of a century, are we still aspiring to accomplish some of the same, seemingly feasible objectives, from essentially the same starting points?"

I learned the answer from an excellent teacher and I'll let you in on it.

When I was young and in my prime, I used to frequent the Ringe squash courts where I played clumsily and lost gracefully to an interdisciplinary array of opponents from all over the academic map. I was always impressed by a prominent list of commandments that Coach Al Molloy had posted there, a lesson in block letters. One commandment was: "Never change a winning strategy" and another was "Always change a losing strategy." Simple but so wise! The coach's advice answers the question posed above. We have been pursuing a losing strategy, evidence our continuing failure to attain our goals. And unless we change it, this year's prayers will go unanswered as did their predecessors.

In this space I can suggest two elements of the failed strategy that must be changed.

### Continuity Pays

Every report on our subject calls for changing the reward system so that excellent contributions to undergraduate learning are rewarded and recognized in the way that research accomplishment is. The failed strategy has been sporadic and inconstant efforts by Provosts to implement such a policy. In a good year, some professors received salary increments that reflected their excellent teaching—and in a bad year, that well dried up first. Cynicism has been the fruit of this feeble commitment. The second element of the failed strategy has been the well-intentioned but misguided proliferation of awards for teaching that are conferred annually. This effort at providing an incentive fails on two levels. First, it is a one-shot, ne'er-to-be-

repeated recognition: a certificate, a check, and your name on the wall of a room that has no plumbing. And, this device fails because it underscores the subordination of teaching to research and in plain economic terms, over time, its value is trivial. If teaching is to be rewarded, I like the reward that keeps on rewarding—a salary increment. The much-publicized one-shotters allow department chairs and deans to think that they have done the job of recognition while ignoring the contribution of the teacher when raises are set.

The changed strategy must embed, irrevocably, a policy of rewarding teaching excellence with salary increments. The raise pool, every year, must contain a portion designated for this purpose. Moreover, there is good reason to suggest that this part of the reward system be administered centrally or that, at least, the deans be held strictly accountable for the implementation of the policy.

### What Are You Here For?

The second component of the failed strategy that I would change is the weak presence of the faculty in the admissions process. It is interesting to note that the 21st Century Project report is silent on the subject of admissions while the Dean of Admissions in his portion of the State of the University report to Council<sup>5</sup> gingerly invited more participation of the faculty in the admissions process. Admissions has become a vastly technical, professionalized, perhaps commercialized undertaking during the period of our failed attempts to improve undergraduate education. Is this merely coincidence or did we lose something valuable and unquantifiable while the admissions numbers were climbing so astonishingly well? If faculty think that it is *infra dig* to become involved with the admissions process, let me suggest that it is no great honor to be confronted by growing evidence that one's students are not here for the reasons we hope had inspired them to come. Not even the youngest professor attended a school that was like the Penn of today, even if that school was Penn. Teaching occurs in a cultural context. What students are like, what shaped them intellectually, morally, influences how they learn and must influence how we teach. When these societal forces change rapidly, it is intensely difficult for the faculty to respond in ways that preserve the integrity and quality of their teaching. It becomes more important, now, at such a time of rapid change, that the students who choose Penn have the most accurate image of what they will encounter in the classroom.

The new design will not work unless there is a congruence of values and expectations between the faculty and its students. Whether a student comes to Penn for certification or an education depends on how well those values and expectations are communicated during the admissions process. The voice of the faculty needs to be heard in that discussion.

<sup>1</sup> *Almanac* November 21/28, 1995

<sup>2</sup> *Almanac* May 25, 1995

<sup>3</sup> *Almanac* April 11, 1972

<sup>4</sup> *Almanac* January 17, 1985

<sup>5</sup> *Almanac* November 14, 1995

*The Talk About Teaching series was developed by the Lindback Society and the College of Arts and Sciences.*

*Dr. Abel is a professor of mechanical engineering and applied mechanics who won the Lindback Award for Distinguished Teaching in 1975.*