

City into Country:
The Exhibit and the Symposium

City into Country: Nineteenth-Century French Paintings is more than an exhibition of Impressionist work on loan from the Philadelphia Museum of Art’s Charlotte Dorrance Wright Bequest and other collections. The 44 paintings on view through March 31 at the Arthur Ross Gallery were selected, and the show curated, to examine the rise of urbanism—and the consequent reshaping of the country—through the works of Edouard Manet, Auguste Renoir, Claude Monet, Vincent Van Gogh, Paul Gauguin, Henri Fantin-Latour, Camille Corot, Camille Pissaro, Mary Cassatt, and Charles Daubigny.

Philadelphia Museum of Art Associate Curator Christopher Riopelle prepared the material for the exhibition along with six graduate students: Rachael Arauz, Jude Dolkart and Heather Grossman from Penn and Libby Karlinger, Marta Munoz and Joanne Payson from Bryn Mawr College, whose roles are described more fully in a *Compass* feature on page 8.

In conjunction with the exhibition, there will be a three-day symposium, *City Into Country: Making French Landscapes*, to be held March 3-5 at the Penn Tower Hotel in cooperation with the French Institute for Culture and Technology. Penn faculty from the departments of art history, literature, and landscape architecture will be joined by speakers from both French and American universities. They will focus on the changing definitions of city and country as the 19th century gave way to the 20th—as represented in painting, landscape architecture and gardening, and literature. With support from Leonard A. Lauder, the Compagnie financière de CIC et de l’Union européenne, and CertainTeed Corporation, the symposium is open to the public free. All sessions are in English.

Sunday: CityScape/LandScape

Session 1: *Landscape Architecture before the Revolution.*

1-2 p.m. *Public and Private Space in 18th Century Parisian Gardens*, Susan Taylor-Leduc

2-3 p.m. *The Philosopher in The Garden*, Catherine Lafarge, Bryn Mawr College

Session 2

3:30 p.m.-4:30 p.m. *Public Privateness at Ermenonville*, Elizabeth MacArthur, University of California, Santa Barbara

4:30-5:30 p.m., *The Rise of Public Woman: Culture and Urban Experiences in Flora Tristan*, Catherine Nesci, University of California, Santa Barbara

Monday: LandScape/CityScape

Session 1

9-10 a.m. *Virtual Realities and Real Virtues: French Landscape Architecture During the 19th Century*, John Dixon Hunt, Penn Landscape Architecture and Regional Planning

10-11 a.m. *Toward the Non-Place: Dis-localization and Dislocation of the Urban Space from Hugo to Apollinaire*, Françoise Chenet Faugeras, U. Stendhal-Grenoble 3.

11:20 a.m.-12:20 p.m. *Impressionism and Mythologies of the Seine*, Richard Robson Bretell, independent scholar

Session 2

2-3 p.m. *Renoir in the City*, Christopher Riopelle, Philadelphia Museum of Art

3-4 p.m. *From Country to City: Materiality and Temporality*, Richard Terdiman, University of California, Santa Cruz

Keynote Lecture, *under the patronage of M. François Bujon de l’Estang, Ambassador of France in the United States (reservations: 573-3550)*

5:30-6:30 p.m. *A Landscape of Ruins: “Paris demoli” from Mecier to Mitterrand*, Anthony Vidler, University of California, Los Angeles

6:30-8:30 p.m. Reception

Tuesday: Invention of the CountrySide

9-10 a.m. *The invention of the “Flowery Village,”* Michel Conan, Ecole d’architecture de Paris-Val de Marne.

10-11 a.m. *Green Suburb: Dream and Reality*, Françoise Dubost, Centre de Sociologie des Arts, Paris.

11:20 a.m.-12:20 p.m. *Le charme dolent des banlieues: Vincent Van Gogh’s Images of the City’s Edge*, Petra tan Doesschat Chur, Seton Hall University

On the Cover: From the exhibition *City Into Country: Nineteenth Century French Paintings*, “The Ancestral Property of Gabrielle d’Estrées (*Le Lapin Agile*),” by Maurice Utrillo, oil on panel, 1913, at the Arthur Ross Gallery.

On loan from The Philadelphia Museum of Art, Bequest of Charlotte Dorrance Wright.

UNIVERSITY of PENNSYLVANIA

Almanac

Tuesday,
February 27, 1996
Volume 42 Number 22

IN THIS ISSUE

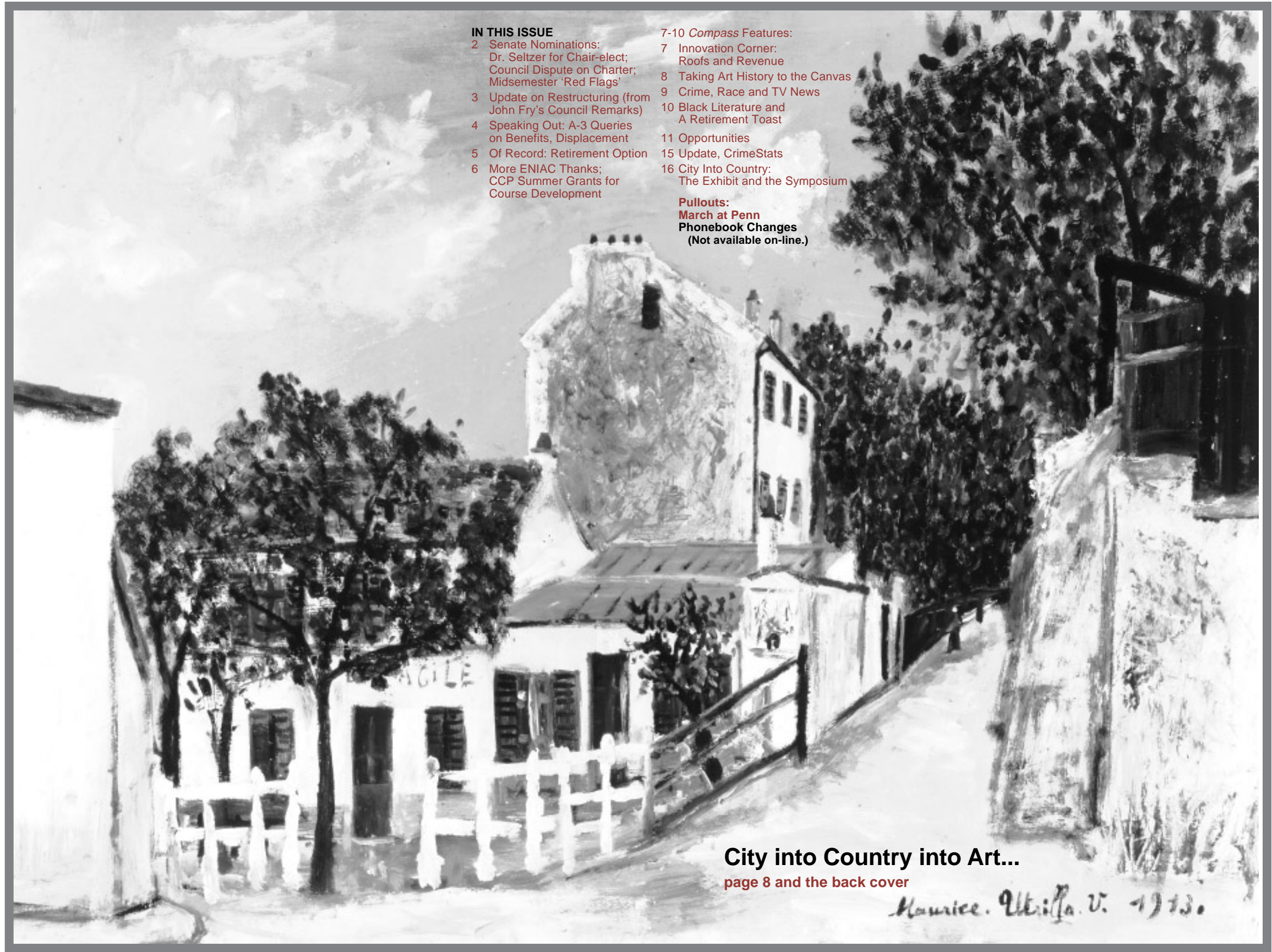
- 2 Senate Nominations:
Dr. Seltzer for Chair-elect;
Council Dispute on Charter;
Midsemester ‘Red Flags’
- 3 Update on Restructuring (from
John Fry’s Council Remarks)
- 4 Speaking Out: A-3 Queries
on Benefits, Displacement
- 5 Of Record: Retirement Option
- 6 More ENIAC Thanks:
CCP Summer Grants for
Course Development

7-10 *Compass* Features:

- 7 Innovation Corner:
Roofs and Revenue
- 8 Taking Art History to the Canvas
- 9 Crime, Race and TV News
- 10 Black Literature and
A Retirement Toast
- 11 Opportunities
- 15 Update, CrimeStats
- 16 City Into Country:
The Exhibit and the Symposium

Pullouts:

March at Penn
Phonebook Changes
(Not available on-line.)



City into Country into Art...

page 8 and the back cover

Maurice. Utrillo. P. V. 1913.

SENATE From the Senate Office

Under the Faculty Senate Rules, formal notification to members may be accomplished by publication in Almanac. The following is published under that rule.

TO: Members of the Faculty Senate
FROM: William L. Kissick, Chair
SUBJECT: Senate Nominations 1996-97

1. In accordance with the Faculty Senate Rules, official notice is given of the Senate Nominating Committee's slate of nominees for the incoming Senate Officers. The nominees, all of whom have indicated their willingness to serve, are:

Chair-elect: Vivian Seltzer (prof social work)
Secretary-elect: Jack Nagel (prof political sci)

At-large Members of the Senate Executive Committee (to serve a 3-year term beginning May, 1996):

Laura L. Hayman (assoc prof nursing)
Robin L. Leidner (assoc prof sociology)
Harvey Rubin (assoc prof medicine)
Jorge Santiago-Aviles (assoc prof electrical engineering)

One Assistant Professor Member of the Senate Executive Committee (to serve a 2-year term beginning May, 1996):

Wanda Mohr (asst prof nursing)

Senate Committee on Academic Freedom and Responsibility (to serve a 3-year term beginning May, 1996):

Rubin C. Gur (prof psychiatry)
Samuel H. Preston (prof sociology)
Susan Sturm (prof law)

Senate Committee on Conduct (to serve a 2-year term beginning May, 1996):

John A. Lepore (prof civil systems)
Barbara Woodhouse (prof law)
Sally H. Zigmund (prof biology)

Senate Committee on the Economic Status of the Faculty (to serve a 3-year term beginning May, 1996):

Joseph Gyourko (assoc prof real estate)
Bruce J. Shenker (prof pathol/dental)

2. Again in accord with the Senate Rules you are invited to submit "additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominees of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee." Pursuant to this provision, petitions must be received by mail at the Faculty Senate, Box 12 College Hall/6303, or by hand at the Faculty Senate Office, 210 Houston Hall by 5 p.m., *Tuesday, March 19, 1996.*

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

Commencement Speaker: At presstime *Almanac* received confirmation from the Office of News and Public Affairs of a *Daily Pennsylvanian* report that this year's Commencement speaker will be NBC Newsman Tom Brokaw. Details will be posted to "Almanac Between Issues" at <http://www.upenn.edu/almanac>.

Council February 21: Charter Challenged

Although it was not a formal agenda item, the Proposed Charter for the Student Judicial System (*Almanac* February 13) dominated the February 21 Council meeting. After the issue took up most of the clarification period following the standing reports, the Undergraduate Assembly's Lance Rogers requested and was granted two 20-minute extensions of discussion. The extensions supplanted two scheduled agenda items—one on representation in Council requested by the United Minorities Council, and the other on a draft policy on the privacy of electronic information, developed by the Committee on Communications.

Issues in the Charter

Advised in advance of objections to the proposal he released for information before taking it to the Undergraduate Schools for approval, Provost Stanley Chodorow devoted his opening report to a comparison, indicating areas where the new charter increases student involvement and decreases administrative roles. He gave some history of the Buckley Amendment on privacy of student academic records, and its federal interpretations, as the source of the confidentiality provisions that have become one of the major points of controversy in the new Charter proposal—one of four points raised in UA's proposed amendment to the Charter last fall, which UA redistributed last week:

1. The Disciplinary Hearing and the Disciplinary Appellate Officer shall be appointed by the Faculty Senate.
2. The student respondent's advisor shall have the right to speak, question, and call witnesses as well as be chosen at the respondent's discretion.
3. In cases not involving alleged violations of the "Acquaintance Rape and Sexual Violence Policy," hearings shall be open to the public if the student respondent requests, in writing prior to the hearing date, that the procedure be open to the public.
4. The provost may only modify the sanction ruled by the hearing panel if such a modification lessens the sanction.

Dr. Chodorow said Wednesday that the charter's present language, which has provosts "impose" the sanctions recommended to them, should not be interpreted as allowing provosts to "set" those sanctions. This provision reflects that only an officer of the University, and not a committee, has the standing to "impose" the sanctions, he said. He offered to clarify the language before the document goes to the schools.

In debate on the latest confidentiality provisions, which make hearings confidential unless all concerned sign waivers, Dr. Anthony Tomazinis and Dr. Larry Gross were among those questioning the degree of confidentiality required under Buckley.

As the second extension ended, a UA motion sought to have the Provost return the Charter to SEC rather than forward it to the Schools. Moderator Will Harris ruled that the reduced "working quorum" could not take action on that motion but could vote on a motion to schedule the Charter for discussion at a future meeting; this motion passed.

Midsemester 'Red Flags'

Dear Colleagues,

At this time of year, many of you are grading your first batch of midterms or course papers and will have the opportunity to catch the drowning well before they go down for the third time. Please send up a flare if a student on your class list didn't show up for an exam or when the troublesome grades appear—not just the F's and D's but also the C's from students you expected to do A work. You can use the midterm warning forms from any of the school offices, available through your departments; call those offices yourself (see the *Faculty Resource Guide* for numbers); or drop me a line by e-mail (akelley@english) or by phone (573-3968).

The causes of academic trouble are legion, and the value of early intervention is often immeasurable. Students who have never learned to study may see an early failure as simply a fluke. "Well," they'll say, "My professor says we can drop the lowest exam, and I'll just ace the next one." Such resolutions seldom work unless guidance in studying is offered, and it is available. Students who have serious personal or family problems may be reluctant to ask for help, but an advisor who hears about the academic fallout from such difficulties can often provide referrals in such a way as to make them welcome.

In the past two years I have seen astonishing transformations of students who have gotten the help they need. I have also seen real misery emerge from trouble caught too late. If you have time, invite students who perform poorly to come to talk to you in your office. Often the caring professor is the best source of help. But a word to another official source of support is an important adjunct to your own offer of aid.

So, when you see trouble, do let us know.

*Sincerely,
Alice Kelley
Faculty Liaison to Student Services*

In a report to Council on February 21, Executive Vice President John Fry addressed four questions: What is the vision for administrative restructuring? What have we accomplished to date? What initiatives do we plan to undertake going forward? What are the factors critical to our success? Below is a summary of his presentation.—Ed.

At Council: An Update on Administrative Restructuring

The Vision for Restructuring

The guiding principle for all administrative restructuring comes from *Agenda for Excellence*, where Strategic Goal 3 reads *The University will manage its human, financial and physical resources effectively and efficiently to achieve its strategic goals*. Executive Vice President John Fry said at Council last Wednesday in his second report* on restructuring. But, he added later: "When you say 'administrative restructuring' it's more than saving money or generating new resources. It's also quality of life; it's also managing and controlling risk."

He began with three aspects of the vision for restructuring:

First, "to improve the quality and cost-effectiveness of service across Penn and establish measures to evaluate services delivered, so that we know whether or not we are doing well and doing it in a cost-effective way." As earlier indicated, Penn intends to:

- reduce the cost of center and school administration by \$50 million over the next 5 years, and reinvest savings in strategic priorities;

- generate at least \$10 million centrally in new revenues through entrepreneurial ventures and better management of University assets: "We have huge assets at our disposal; maximizing the utilization of those assets is an important fiduciary responsibility of this administration."

- improve the delivery of administrative services to students, faculty and staff members by measuring attitudes and preferences ("asking people what they think rather than managing by anecdote") and providing those who deliver services at all levels with the knowledge and techniques to do better—"physical plant worker, police officer, senior administrator."

- provide employees with greater opportunities to improve their skills, grow professionally, and enhance their careers.

Extensive discussion on training plans is going on with the A-3 Assembly's Karen Wheeler and others, Mr. Fry said.

A second, and longer-term, aspect of the vision is to "dramatically improve the quality of life on campus" through such measures as:

- reduce crime and enhance the security of people and property on campus and in adjacent neighborhoods;

- upgrade existing residential facilities (both infrastructure and service) and provide new residential options to support the 21st Century plan;

- attract "a more exciting mix" of retail entities to campus to "bring more life into the neighborhood, particularly in the evening"; and

- acquire strategic properties to help accomplish these goals, with an eye on what the campus will look like physically in 20 or 30 years.

A third aspect calls for upgrading internal controls and compliance mechanisms to better

anticipate and manage business risks—which are "considerable in a \$2.5 billion-a-year University"; increasing stewardship and accountability at all levels ("not just a comptrollership function or internal audit, but to see that anyone who has anything to do with managing money, managing a building, managing people, be given the training and time to learn that responsibility"); and preparing people to navigate through "a very tricky regulatory and political environment that is changing all the time."

Accomplishments So Far

Highlighting a series of "key initiatives," Mr. Fry gave examples of progress in six areas—the first three of them "non-personnel" items that may be able to yield half the \$50 million savings sought.

Energy Management: Energy conservation strategies have begun to deliver annual savings of \$4.16 million, and this will be increased by another \$4.14 million through upgrades in capacitor installations. The result is recurring, annual savings of \$8.3 million by 1998-99, with more to come through such initiatives as a "green light" idea that was proposed by students.

Purchasing: On its base of \$640 million of goods and services purchased annually, Penn takes advantage of size and market prominence, and works with minority vendors to improve business in West Philadelphia. "I think we do a solid job in purchasing," Mr. Fry said, "but significant opportunities still exist in a number of commodity groups." In four recently targeted areas—travel, publications, office equipment and supplies, and temporary services—specific savings of \$5 million a year were identified. "If we look at all commodity groups, this could reach \$12-15 million, by a conservative estimate, 'if we take an institutional approach to negotiating, and resist the temptation to go off in different directions,'" he added. His aim is the \$25 million range, and "the only thing that separates us from that goal is institutional will." He also mentioned such streamlining as electronic ordering and payment through credit cards and Web purchasing, which will reduce the effort going into purchasing by \$500,000.

Insurance: Changes in analysis and practices could save \$2.4 million over ten years, based on market tests.

Information Technology: A major project just completed is to outline a new strategy and delivery system for computing, with academic innovation and support in residence among the goals. Proposed is a user-centered model in which each faculty, student and staff member at Penn will have a "computing 'home' where they can get all their questions answered," Mr. Fry said. Applauding the selection of Dr. James O'Donnell as interim Vice Provost for Information Systems and Computing, he said Penn should step up ISC's distributed staffing program, putting more administrators in the field where the action is, and link "help" desks across campus.

Using market-based service bureaus to help control costs, one proposal calls for running Penn's network as a regulated utility, with service-level agreements, campus-wide standards and a governing board to keep it responsive. This model is now being tested through pilots.

Public Safety: A Public Safety Master Plan is to be published For Comment in March, and a reorganized command structure has already been announced. Penn has joined the National Accreditation Program; connected the campus's police communications with the Philadelphia Police emergency radio system; and begun a dozen projects—in Nursing, Engineering, Athletics, and Residences among others—to upgrade security technology. Also planned: increased use of Allied Security on foot patrol, and upgrade of the blue light phones.

Human Resources. So far, providing support to units in the process of restructuring has meant "a focus on orderly and fair processes," including competitive severance, inplacement/outplacement, and incentives for internal rehiring. But there's more ahead (see below).

Next Initiatives

Human Resources: Giving samples rather than an exhaustive list, Mr. Fry started with the "total compensation" package and its components. The need is to reduce costs of the benefits system while maintaining total compensation at competitive levels, he said—and to track the effects through such measurements as success in recruitment, particularly from competitor institutions and the corporate sector. Specifically, he said, Penn needs to drive down the Employee Benefits (EB) rate from 33% into the 20's.

Compensation problems include frozen pay scales, with 300 staff over maximum; an outmoded job evaluation system, unchanged in 15 years; 200 positions ungraded; lack of clear performance variables for bonuses or clear incentive mechanisms.

Problems in benefits are escalating costs (a 27.4% increase over 3 years, to a total of \$131 million); too many options, which increases costs but diminishes the management of benefits; and a "richness in plans that has no clear market linkage"—with tuition reimbursement and retirement plans as examples.

A comprehensive look at all benefits is next on the schedule. "We are launching a consultative process in March to begin to put changes in place by July, 1997," Mr. Fry said.

Bookstore: The questions are how to transform its size, look, feel, and breadth of products and services. "Do we need to run it ourselves?" Mr. Fry asked. "How do we leverage expertise and replicate the success of super-stores?"

Finance: A "Benchmarks" project centrally and in selected schools, (SAS, SEAS, Dental, Wharton, Nursing, Graduate Education) looks at cost, productivity, cycle time, and other factors in Penn financial management, using the KPMG database of 300 companies. Mr. Fry anticipates \$1.3 million in central cost savings

* The first was in *Almanac* October 17, 1995.

plus savings in schools through changes resulting from this initiative.

Construction: To address the issue of cost per square foot, Penn is working with developers, architects and consulting engineers to compare how others build buildings vs. how Penn does it. A paper contest is envisioned, with the developers vs. the University costing out a hypothetical 55,000 net sq. ft. and making detailed comparisons at every stage. "If we're willing to discipline ourselves, it appears that material cost savings per square foot are obtainable," Mr. Fry said. "Again, it's a matter of institutional will."

Public Safety: After the initial reorganization, the next phase would be to develop an integrated safety and security delivery system; improve the professional standards and performance of Police through training and career development and accreditation; and develop a command center with centralized reporting and deployment of all police, safety and security technology. Penn can improve the performance of contract guard services while reducing costs, Mr. Fry said, and can partner with external providers to build a state-of-the-art electronic security infrastructure. He also intends to "clarify and standardize the working relationship with Philadelphia Police and neighborhood groups," and "encourage a high level of service provision from City departments" including Special Housing Needs, L&I, and Streets.

General Strategies: Mr. Fry touched on a number of other areas of potential, including corporate partnerships in areas from instructional technology to professional development. In the key area of "managing attrition," he said that in 1995, 775 people left Penn for various reasons, many of them for other opportunities—and 899 external hires were made. However, he reiterated support for the strategy of attrition with controlled rehiring: "It takes longer but is much less stressful to the organization." It has savings potential of \$7 million to \$17 million, depending on how "frugal we are in filling vacant positions," but "takes real commitment."

New University-wide reengineering initiatives in the works are in Research Administration, and Student Services (from student recruitment through young alumni development stages). Also expected: the introduction of "shared services" to eliminate redundancy between central and school-based administrations.

Factors Critical to Success

Mr. Fry again focused on "the institutional will to work together as a university, to utilize buying power, reduce energy consumption, and manage attrition. He acknowledged that "hard choices" would be made as programs and services that no longer add value are revamped and perhaps eliminated.

But he also stressed "meaningful consultation...[and] constructive input, such as that of the Computing Task Force, the tri-chairs of Senate, the Senate Committee on Administration, the A-3 and A-1 leadership groups, the senior business administrators and the deans," he said, adding a long list of individual contributors of ideas and expertise.

The bottom line? "Restructuring is inevitable; we must slow growth in tuition. What *isn't* inevitable is that we have to turn Penn inside out," he said, reiterating the place of attrition and systems changes such as those in purchasing. The important thing is that "when jobs are eliminated—which they will be—we have a fair, humane approach to support our displaced employees."

—K.C.G.

Speaking Out

What Are Your Plans for Us?

The Board of the A-3 Assembly addresses the following Open Letter to the Administration of the University.

Tuition Benefits: Penn as an institution places an emphasis on building and supporting the Penn community. This is clear from the rhetoric, from the thick booklet of training and development opportunities we receive each semester, and from Penn's tuition benefits allowing staff to take courses at Penn. It is both good community building and good business practice for Penn to encourage skill acquisition among its staff—it both promotes staff retention and improves staff productivity.

But what happens to this "commitment" to staff improvement when employees don't have the academic background to be admitted to Penn? Penn's tuition benefits only apply to course work at Penn. Staff members applying for part-time course work at Penn, through CGS or Wharton evening may be told to take specific courses from a community college in order to prepare for possible admittance to Penn. (As a separate problem, there is no written policy defining who can be admitted to Penn and under what academic conditions. Staff members are sometimes directed to community college courses without so much as a transcript evaluation.) If the staff members are then accepted to the Penn program, the credits will transfer. The employee, however, is obliged to pay the tuition.

In the spring of 1995, the benefits committee developed and approved a plan to cover tuition expenses in these cases. (See *Almanac* April 25, 1995.) The A-3 Assembly would like to know why this plan has been put on hold, and what the intentions are for implementing this plan.

Retirement Benefits: There is currently a provision in place for faculty and "professional" staff at Penn to accept early retirement under specific conditions, to retire no later than June 30, 1996 and retain full access to Penn's medical and tuition benefits. Those retiring, early or otherwise, after that date will be subject to a much less generous package of benefits. This early retirement was mentioned to the A-3 community only in passing, buried within the 1995 Training and Development Opportunities booklet. Faculty and A-1 staff were invited to a series of informational meetings to learn of this plan and discuss their options. A-3 staff were not notified. Faculty and A-1 staff received several mailings and were asked to apply for this early retirement option no later than December 1995.

Now that it is much later than December, 1995, the A-3 Assembly would like to know what the administration's plans are to inform the A-3 community. The Assembly further asks whether A-3 staff members will

be held to the December application deadline—the existence of which was concealed from them. What are the administration's intentions concerning A-3 staff members and early retirement?

Restructuring: A great deal of planning has gone into the process of restructuring at Penn. The A-3 Assembly would like to be informed what those plans are.

How many A-3 staff members have been laid off, relocated and reclassified—in each school or division and department?

What percentage of those displaced have been placed elsewhere at Penn?

What is the restructuring schedule of departments, areas and divisions? Which areas will experience lay-offs? When will these lay-offs take place? How much money is expected to be saved in these areas? What percentage of cost-saving is expected to come from personnel costs?

In those departments, schools or divisions that have already experienced personnel reduction, what arrangements are being made for remaining staff members who are now required to do more work with fewer people?

—Transmitted by Cheryl Shipman
on behalf of the Board
of the A-3 Assembly

Partial Response(s)

The letter above was forwarded to Executive Vice President John Fry and Human Resources Vice President Clint Davidson with an invitation to respond in this issue or a future one. The following additional pieces of information have been provided with respect to the questions raised:

Tuition Benefits: In her report at Council on Wednesday, A-3 Assembly Representative Karen Wheeler reiterated the Assembly's concern on this issue. Mr. Fry outlined the approach to restructuring the benefits program in his address to Council.

Retirement Benefits: The Benefits Office released to *Almanac* for publication Of Record a letter on the retirement option, with a schedule of lunchtime Q & A sessions February 29, March 4 and March 5 (see page 5).

Restructuring: Mr. Fry's update on Restructuring, presented at Council on Wednesday, is summarized starting on page 3 of this issue. It does not directly address the displacement of A-3 staff in the detail queried above, but contains (a) a basic approach of attrition and controlled rehiring; and (b) some *overall* figures [not by personnel category] from which readers may glean some information relating to the issues raised.

Mr. Fry and Ms. Wheeler both reported at Council that regular meetings continue between the A-3 leadership and the EVP and Vice President for Human Resources, with restructuring a major topic. The PPSA's Ira Winston reported that similar meetings are held with the A-1 group's leaders. —Ed.

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

This announcement has been sent to faculty and staff whose employment records show that they meet the age and service requirements as of June 30, 1996, to receive University retiree benefits. If you meet the requirements stated below and have not received the notice, contact the Benefits Office at 898-7282 immediately. — From the Human Resources Office

Special Announcement on Retiree Health Benefits for Faculty and Staff

On April 6, 1993, the University announced a modification to retiree health benefits. Effective July 1, 1996, faculty and staff eligible for retiree health benefits will be required to cost-share, in other words, to contribute toward their health insurance premiums. Copies are available from the Benefits Office of the announcement published in the April 6, 1993, *Almanac*.

Currently faculty and staff are eligible for retiree benefits if they are:

- age 55 or older with 15 years or more of full-time service, or
- age 62 or older with 10 years or more of full-time service.

Payroll records indicate that as of June 30, 1996 you meet the age and service requirements to retire before July 1, 1996. Thus, while the University reserves the right to make changes to your retiree health benefits in the future, if you retire by June 30, 1996, under the plan provisions currently in effect, the University will pay the full premiums for pre-Medicare and Medicare supplement health benefits. The University does not pay Medicare Part B premiums. You must contact the Benefits Office at 898-7282 for confirmation of eligibility.

The chart at right provides examples of the estimated cost-sharing — the share of premiums to be paid by retirees who retire after June 30, 1996. The actual cost-sharing will be determined by:

- the employee's age at retirement;
- the medical plan and coverage elected (single or family); and
- if applicable, the age of the covered dependent.

The cost-sharing amounts shown on the chart are based on the current (1995-1996) costs of the medical plans and the current level of University contributions. Premiums for the medical plans and University contributions will change on July 1, 1996 and each year thereafter. Also, as the April 6, 1993 *Almanac* states, the percentage of University contribution is adjusted down and the retiree's cost-sharing is higher for each year the employee retires before age 65, or the normal Social Security/Medicare eligibility retirement age, if later. The lower University percentage continues after this age which is currently 65.

Also, as stated in the *Almanac* announce-

ment, two other changes will take effect on July 1, 1996:

- the 15-year or 10-year service period must be continuous (i.e., there will be no bridging of service for the purpose of determining eligibility for life, health, and tuition retiree benefits); and
- no new dependent can be covered after an employee retires.

The Benefits Office will be sponsoring Question & Answer sessions at the Faculty Club on:
February 29 from 11:30 a.m. to 12:30 p.m.
March 4 from noon to 1 p.m.
March 5 from 1 to 2 p.m.

We urge you to attend one of these sessions and learn about your alternatives before you make a decision about retirement.

—Benefits Office

Estimated Retiree Cost-Sharing Effective July 1, 1996

(based on 1995-1996 medical costs and University contributions)

If you retire at age...	Your monthly premium for single medical coverage will be...						
	Options Up To Age 65					Options At Age 65+ (Medicare Eligible)	
	Blue Cross Plan 100	PENN Care/Comp Plan	Greater Atlantic	Keystone	HMO-PA	Blue Cross 65-Special	KeyCare 65
65 or later	NA	NA	NA	NA	NA	41.10	7.83
64	61.79	0	10.20	0	1.28	43.84	8.35
63	65.64	1.88	14.04	0	5.13	46.57	8.87
62	69.50	5.75	17.91	1.25	9.00	49.31	9.39
61	73.37	9.62	21.78	5.12	12.87	52.06	9.92
60	77.24	13.48	25.64	8.98	16.73	54.80	10.44
59	81.09	17.33	29.50	12.83	20.58	57.53	10.96
58	84.96	21.20	33.36	16.70	24.45	60.28	11.48
57	88.82	25.07	37.23	20.57	28.32	63.02	12.00
56	92.67	28.92	41.08	24.42	32.17	65.75	12.53
55	96.54	32.79	44.95	28.29	36.04	68.50	13.05

If you retire at age...	Your monthly premium for family medical coverage will be...						
	Options Up To Age 65					Options At Age 65+ (Medicare Eligible)	
	Blue Cross Plan 100	PENN Care/Comp Plan	Greater Atlantic	Keystone	HMO-PA	Blue Cross 65-Special	KeyCare 65
65 or later	NA	NA	NA	NA	NA	82.20	15.66
64	164.48	4.15	54.15	0	11.48	87.68	16.70
63	178.10	13.77	63.77	3.02	21.10	93.15	17.74
62	187.75	23.42	73.42	12.67	30.75	98.63	18.79
61	197.41	33.08	83.08	22.33	40.41	104.12	19.83
60	207.06	42.73	92.73	31.98	50.06	109.60	20.88
59	216.68	52.35	102.35	41.60	59.68	115.07	21.92
58	226.34	62.01	112.01	51.26	69.34	120.56	22.96
57	235.99	71.66	121.66	60.91	78.99	126.04	24.01
56	245.61	81.28	131.28	70.53	88.61	131.51	25.05
55	255.26	90.93	140.93	80.18	98.26	137.00	26.10

More Thanks



Thank you to all the wonderful Penn people who worked so hard and so enthusiastically to deal with the complexity of a Vice-Presidential visit and make the ENIAC Celebration "a picture perfect Wednesday, as the University captured the national spotlight". (The Daily Pennsylvanian 2/16/96).

If we still missed your name because of the short press deadline, please send an email note to stbrown@eniac.seas or call 8-6564. We in SEAS want to personally thank everyone who helped make the ENIAC 50th such a great success.

— Greg Farrington, Dean
School of Engineering and Applied Science

Shirley Aderman
Atsushi Akera
Titi Alailima
Ishtiaq Alam
Amy Torri
Alexander
Adina Alpert
Achal Agrawal
Howard Anderson
Lin Ping Ang
Gregory Angrist
Norman Badler
Brian Baldassarr
Samara Barend
Brod Barnville
Ben Barone
Michailov Alexis
Basalyga
Jorj Bauer
Katherine Becht
Yasmin Beg
Leanne Bergey
James Blackmore
Robert Blair
Krimo Bokreta
Andy Broxton
Chip Buchholtz
Roger Burrell
Maury Burrison
Sam Regal Buto
Alexander Carobus
Patrick Chadd
Richard Harvey
Chapman
Richard Cherry
Vicky Choy
William Clayburne
Dominick Colella
Keith Collins
John Cook
Willard Cooper
Adam Corson-
Finnerty
Randall Couch
Deniz Cultu
Jane Curry
Matt Cutrufello
Patrick Danner
John Davis
Mike Davis
Gary Dandridge
Phita De' Angelis
Richard Darden
Arnold Denenstein
Alese Dickson
Joseph DiDato
Wilson Dillaway
Frank Di Maria
Ann Dixon
Mike Doll
Brett Douville
Turgut Durduran
Ron Dutton

Matt Dworkin
Stuart Eichert
Mike Eleey
David Evangelist
David Farber
Nabil Farhat
Ken Fegley
Mike Felker
Mike Ferraiolo
Angelo Ferraro
Eric Fitzpatrick
Ken Foster
Mark Foster
Steve Fredericks
Rochelle Fuller
John Gallagher
Bill Garrity
Seville George
Robert Giacompetti
Jason Giardino
Michael Gilmer
Roman Gollent
Juan Gorreo
Harry Gray
Michael Grazano
James Greene
Neal Griffin
Bill Gros
Kushol Gupta
Jerry Ha
Jane Havsy
Henry Harper
Darryl Harrison
Daniel Harron
Jason Hart
Gary Heller
Tan Booh Heon
Analida Hernandez
James Hill
Ollie Hill
Joe Hines
Eugenia Ho
Bill Hoffman
Ray Holcombe
Olexa Horbachevsky
Laura Hornbeck
Thomas Hughes
Brad Hunt
James Ingraham
Dwight Jaggard
Frank Jamison
Charles Jenkins
Nam June Joe
Mark Johnson
Al Jones
Marvin Jones
Edda Katz
John Keenan
Paul Keener
Donald Kelley
Fred Ketterer
Joshua Kidd

Ivan Kimble
Tom Kirk
Jean Marie Knealey
Chuck Kotter
Hans Kuhlmann
John Kwasniuk
Sam Lawrence, Jr.
Sam Lawrence, Sr.
Larry Lemons
Teresa Leo
Rey Leuano
Bjorn-Steven
Lindgren
Mark Lloyd
Dina Lowe
Phillip Lydon
Andrew Malloy
Mitch Marcus
Norberto Martinez
Robert Mason
Ted Mathis
John McCloskey
Sterling McCoy
Bart McLaughlin
Thomas Messner
Lucille Migatz
Norman Morrison
Paul Mosher
Glenn Mulvaney
Rosemary Murphy
Jennifer Murray
Joe Nash
Kenneth Neborak
Dennis Nguyen
Anthony Nicholson
Jeff Nimeroff
Robert Null
Allison O'Brien
Matt Olster
Edwin O'Neil
Ton Overend
Mike Pallanti
Albert Pallanti
Rudolph Palmer
Susan Park
John Parker
Peter Patton
Andy Perch
Monica Petre
Justin Pogue
Ed Popaleck
David Pope
Anthony Potaturo
Noah Prywes
Mark Quigley
William Quigley
Sohrab Rabii
Anthony Ramos
Tim Rauenbusch
Chris Ray
Barry Reich
Patricia Renfro

Lydia Reynolds
Clayton Richards
Lloyd Ricketts
Joseph Risoli
Michael Robinson
Tanya Robinson-
Christian
Rico Rodriguez
Michael Rosato
Ryan Rutledge
Michael Ryan
Jay Saddington
Jorge Santiago-
Aviles
Nick Schummer
Mary Schwem
Alan Sepinwall
Paul Shaffer
Vishal Shah
Nancy Shawcross
Ralph Showers
Gillian Silver
Frank Smith
Jonathan Smith
Judy Smith
Ted Snowe
Celeste Stewart
Gerome Stewart
Verena Streber
Kenneth Stofor
Tom Stump
Joseph Styers
Stacey Sullivan
Albert Sulpizio
Lia Sutanto
Carlos Tang
James Tau
Carnell Thomas
Lillian Thomas
Iran Tippens
Raymond Tong
Ed Turner
Jan Van der Spiegel
Aaron Vernon
Gretchen L. Walz
Felix Wang
John Washington
John Watson
Tammie Watson
Curtis Watts
Claude Weens
Anthony Westhoss
Cornelius Weygandt
Ron Williams
Jerry Wind
Dilys Winegrad
Eric Woodlin
Wallace Wong
Leroy Yabrough
Ruth Yang
Peggy Yetter
Materson Zeno

From the Center for Community Partnerships:

Summer Course Development Grants

Deadline: April 2, 1996

The Center for Community Partnerships has funds available for faculty members to apply for summer course development grants. Grants will be for no more than \$3,000 per project. Criteria for selection will include:

1. Academic excellence
2. Integration of research, teaching and service
3. Partnership with schools, community groups, service agencies, etc.
4. Focus on Philadelphia, especially West Philadelphia

Proposals should provide evidence as to how the course activity will involve participation or interaction with the community as well as contribute to improving the community.

Proposals should include the following:

1. Cover Page
 - 1.1 Name, title, department, school, mailing address, social security number
 - 1.2 Title of the proposal
 - 1.3 Amount requested
2. 100-word abstract of the proposal (include a description of how the course will involve interaction with the community and benefit the community)
3. A one-page biographical sketch of the applicant
4. A three to five page mini-proposal
5. Amount of the request and budget

An original and five copies of the proposal should be submitted to the Center for Community Partnerships, 133 S. 36th Street, Suite 519, Philadelphia, PA 19104-3246. The application deadline is April 2, 1996.

— Francis E. Johnston,
Professor, Anthropology;
Co-Chair, Faculty Advisory Committee,
Center for Community Partnerships

— Albert Stunkard,
Professor Emeritus, Psychiatry;
Director, Obesity Research;
Co-Chair, Faculty Advisory Committee,

Note on Previous CCP Grants

A list of the Summer Course Development Grants awarded for 1995 was published in *Almanac*, February 21, 1995. That issue can be accessed through the *Almanac* Archives on PennInfo via the *Almanac* homepage at <http://www.upenn.edu/almanac>.

Innovation CORNER

Roof Rentals and Other Revenues

When seeking ways to generate new sources of revenue, institutions may employ a number of different strategies, including outsourcing, developing new fund-raising techniques, and exploring new investment opportunities.

But the creative manager might also pose the question: "What assets do we already have that could produce income?"

At Penn, that question is being asked—and answered—with some innovative new programs that turn existing resources into money makers.

"Our administrative restructuring effort is not only about reducing the costs of running the University," said Executive Vice President John Fry. "It is also about using the existing resources of the University innovatively to produce new revenue. We have a lot of opportunities to do that at Penn, and we are seeing some exciting possibilities and early results."

One example is the new roof rental program recently developed by the Division of Facilities Management. Taking advantage of the explosive growth in telecommunications, the program will enable Penn to lease the roofs of its buildings to telecommunications companies badly in need of new transmitting locations.

"As technologies change more and more, the demand for transmitting locations will continue to grow," said Art Gravina, vice president for facilities management. "As a result, we have an opportunity to provide Penn with new revenue sources at no cost to the University."

In developing its new program, Penn entered into an arrangement with Apex Site Management, a Philadelphia-based real-estate management company. The company specializes in marketing "rooftop real estate" that can be leased for antennas, transmitters and satellite dishes.

"In exploring this new venture, we decided it would be more efficient and cost-effective to contract with a professional firm to run the program," Mr. Gravina said.

"That way, we don't exhaust our resources, and at the same time we get the best value and expertise."

Mr. Gravina said that Apex will receive a percentage of the revenue generated from the leases they obtain, thereby avoiding any "up front" costs to the University.

"We anticipate netting approximately \$400,000 in fees annually over the next several years," he said. "There is no cost to the University with this program. All costs and risks are assumed by the leasee."

Under the new program, Apex provides technical, management and marketing services.

The primary goal of the technical services is to assure Penn that the structural integrity, appearance and security of its properties are not jeopardized.

"This is most important to us," Mr. Gravina noted. "We need the program to be administered in such a way that we have access to the roofs at all times. And, we are concerned with aesthetics. It's important that anything we undertake in this program be in accordance with our aesthetic guidelines, as well as all safety codes, and, most importantly, that security is not breached."

Apex's management services will assure that the University receives the best value possible for any arrangement it enters into with a telecommunications company, Mr. Gravina explained. Because of the company's telecommunications expertise, he noted, Apex is well-positioned to negotiate the best pricing and terms for the University.

The demand for transmitting locations

is expected to grow by more than 20 percent over the next decade, according to industry analysts. The burgeoning industry in wireless personal communications services, or PCS, will largely spur this growth. To accommodate the nation, PCS companies will have to build 100,000 cell sites.

"This is where Apex's marketing expertise will be invaluable," Mr. Gravina said. "They know how to tap the market, and

how to make the best match for Penn. It allows us to maintain value and increase our revenues while we let the experts do the work."

Other examples of what Mr. Fry calls "innovative asset management" include renting The Class of 1923 Ice Rink facilities to other organizations; "recycling" outdated computers from Business Services

for the Penn Children's Center, where they have become learning tools for 4-year-olds; aggressive cash management; and the Center for Technology Transfer's patent and licensing initiatives.

"This institution has significant capacity to generate additional income," Mr. Fry noted. "This kind of creative asset management is an integral part of our long-range restructuring efforts. Not only does it increase revenue and help us meet our objectives, but it fosters creativity and a spirit of entrepreneurship."

—Phyllis Holtzman



Rooftop real estate

Photograph by Tommy Leonardi

Taking Art History to the Canvas

By Kirby F. Smith

Three art-history graduate students recently had a unique opportunity to move away from the slides-in-the-classroom approach to studying Monets and Van Goghs and organize an exhibition with a professional curator.

In conjunction with the current show of 41 French paintings of the 19th and early 20th century at the Arthur Ross Gallery, Christopher Riopelle, associate curator at the Philadelphia Museum of Art, is teaching a course in French Impressionism at the museum rather than in a Penn classroom.

The Penn students, Melanie Rachael Arauz, Jude Dolkart and Heather Grossman, along with students from Bryn Mawr College, assisted Mr. Riopelle in selecting paintings from the permanent collections of the Philadelphia museum for "City Into Country: Nineteenth-Century Paintings from the Charlotte Dorrance Wright Bequest and other Philadelphia Museum of Art Collections" now at the Arthur Ross Gallery in the Fisher Fine Arts Library through March 31.

The paintings range from Corot to Monet, Van Gogh to Utrillo, and represent the Barbizon School, Impressionism and Early Modernism.

Next week (March 3-5) the gallery and Penn's French Institute for Culture and Technology will present a related symposium, "City Into Country: Making French Landscapes," which will bring together experts in art history, literature and landscape architecture from the United States and France. More information can be obtained by calling (215) 573-3551.

The "City Into Country" show is a result

of a decade of discussions between the Philadelphia Museum of Art and the Arthur Ross Gallery concerning a loan of works.

"We hope that students will make their way over to the museum as a result of our show," said Dilys Winegrad, director of the gallery. The exhibition enables the University community and the general public to see these paintings on the Penn campus, and admission is free.

Charlotte Dorrance Wright assembled a small but representative collection of French paintings—mainly Impressionist, but with works from other schools,

ranging from Barbizon to Early Modern. The collection was bequeathed to the Philadelphia Museum of Art in 1977. The Arthur Ross show includes works from this collection as well as other lesser-known but related works in the museum's collections.

"There's a current trend for exhibitions to relate the Impressionists to other painters of the time," said Dr. Winegrad. "So it's most satisfying to find a Philadelphia collector doing much the same thing in a private way, earlier this century."

The Penn and Bryn Mawr students, under Arthur Ross Gallery auspices, worked with Mr. Riopelle to bring the latest in art-historical scholarship to bear on a portion of the museum's collection. This show represents the first cooperative effort

between Penn's art-history department and the museum's European department, and the presentation at .. university gallery is particularly appropriate. The exhibition poster was designed by a Moore College of Art student, using the images chosen by Mr. Riopelle and the students.

"These works span a broad spectrum of imagery, from scenes of public life to representations of the most private experiences," said Mr. Riopelle. "The paintings depict city life, especially the 'new' Paris of the Third Republic transformed by decades of building and road-building; suburban life; the life of the leisure resorts; and, finally, life in the countryside. As a whole, the paintings show labor and leisure, the lot of the urban poor, and the pleasures of wealth and ease both in country and town."

According to Mr. Riopelle, the six graduate students of art history brought to bear a knowledge of new directions in the art scholarship of that period along with new methods of analysis.

"Each student organized a section of the exhibition," said Mr. Riopelle. "By working with color Xeroxes of the paintings in the gallery, and later the paintings themselves, and by stepping back and looking at the works and the syncopation between them, they were able to experience for themselves what every curator has to think about when mounting a show."

The gallery is open Tuesdays through Fridays, 10 a.m. to 5 p.m.; Saturdays and Sundays, 12 p.m. to 5 p.m. It is closed Mondays and some holidays.



*"Woman with a Pearl Necklace in a Loge"
by Mary Cassatt*



"The Gleaners" by Léon-Augustin Lhermitte



Crime, Race and Philadelphia's TV News

By Martha Jablow

"Film at 11." The action-cam is on the scene to capture the sheathed body pushed into an ambulance, the suspect with head down and hands cuffed, neighbors reacting with shock and grief.

The city is crime-ridden. The neighborhood is going to hell ...

Freeze that frame and rewind. That's what Daniel Romer, research associate with the Annenberg Public Policy Center (PPC), would like viewers to do—take a harder look at televised news stories and consider how those images affect conclusions about crime and criminals, racial and ethnic biases, neighborhood tensions, and how they promote what he calls "a discourse of blame."

With funding from the Ford Foundation, the PPC is conducting a multifaceted research and application project to examine and reduce racial tension through a media campaign.

Even "before the Rodney King incident, which polls showed changed a lot of people's thinking about crime and race," Dr. Romer explained, "we went to the Philadelphia Human Relations Commission about 1991 and developed a proposal with Philadelphia as a test case. We suggested that the research should be done in cities that are the most multi-ethnic, and Philadelphia is half white and half nonwhite."

Local television news was an early and integral component of the PPC research. How does coverage of local crime affect residents' attitudes and actions? Does it promote racial stereotypes?

Graduate and undergraduate students began the elaborate and somewhat tedious task of coding TV reports of crime, race and ethnicity of both perpetrator and victim.

Working in pairs, students watched random news programs together, but each coded stories according to the type and number of crimes, as well as the race of the victim and the criminal. The task required "interrater reliability," Dr. Romer explained: The two viewers must be in agreement 95 percent of the time, or the data wouldn't be counted.

The PPC study, "The Treatment of Persons of Color in Crime Stories on Television News in Philadelphia," found that local television often paints a distorted

picture of crime. People of color are twice as likely to appear in local crime stories than in noncrime stories; they appear more often as perpetrators than victims; stories with nonwhite perpetrators and white victims are given greater emphasis on local news programs.

The findings, however, clashed with crime statistics, which reveal that intra-group crime—black-on-black; white-on-white—is more prevalent than local television news indicates.

"None of the stations think they're doing it purposely. They say it just turns out that way," Dr. Romer noted. "But it reinforces stereotypes of African-American and Hispanic residents." And that, in turn, can promote racial conflict.

"Tension is a serious problem," he added. "There are about 25 complaints of [racial and ethnic] bias to the police per month in Philadelphia, and the Human Relations Commission gets about the same number of complaints." In addition to these numbers, tension and bias are underscored by a survey that the PPC has been conducting in Philadelphia's neighborhoods.

"When we did the interviews," Dr. Romer said, "people made comments like 'All I see is African-American crime.'"

Philadelphians also are getting the impression that crime is more widespread than it actually is, he pointed out: "Philadelphia has a very low crime rate. It's not even in the top 50 cities for overall kinds of crime in small and large cities. In cities with over 1 million residents, Philadelphia is in the lowest third in terms of violent crimes. Philadelphia is really not that

crime-ridden."

Dr. Romer doesn't expect local TV news directors suddenly to revamp their story budgets and broadcast only light-bright-trite, feel-good stories. That would be "too Pollyannaish," he recognizes, but he would like to see more stories that feature inter-group cooperation.

Until that happens—and Dr. Romer isn't holding his breath—the PPC is developing

a media campaign in conjunction with the Philadelphia Human Relations Commission to counter tensions that are exacerbated by racial and ethnic stereotypes, which, in turn, are heightened by TV crime coverage.

The campaign uses the acronym NABER for Neighborhood Alliance for Better Ethnic Relations. The acronym was created specifically to provide a phone number for a help-line "to let people know they can do something

about neighborhood tensions," Dr. Romer noted. Planned to be operational later this spring, the line will refer callers to multi-ethnic organizations, neighborhood resources, and the Human Relations Commission.

With the free help of Earle Palmer Brown, a leading Philadelphia ad agency, the PPC also is creating a series of public service ads. The first one features NASA footage of a satellite dish and the deep voice-over of Michael Dorn (Worf of "Star Trek: The Next Generation"), who donated his time. The spot uses Star Trek humor to encourage people to call the help-line.

The media campaign, which will eventually extend to local newspapers and radio stations, offers recommendations about

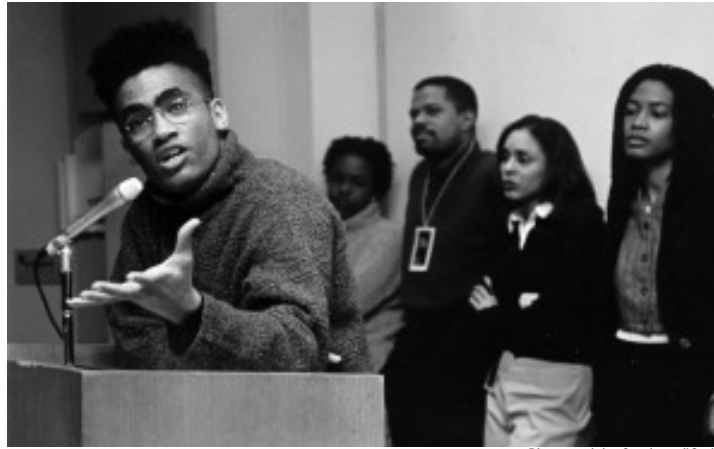
(continued on page 10)



Photograph by Jenny Friesenhahn

Kiersten Stewart, master's student in communications, and Daniel Romer, research associate with the Annenberg Public Policy Center

THE FUTURE OF BLACK LITERATURE and poetry came to Penn Feb. 19 in the form of a "Drive-By Reading" by The Dark Room Collective, which prides itself on its role as a bridge between established black literary talent and emerging young writers and as a showcase for new talent. Collective co-founder Thomas Sayers Ellis (at the microphone, right) read his work as



Photograph by Candace diCarlo

part of the Afro-American Studies Program's "A Mosaic of Black Writing" series. During part of his reading, other Collective participants fanned themselves like church members on a sweltering summer Sunday. Other writers (behind him, left to right) who read their fiction and poetry included



Photograph by Mark Garvin

Jahmae Harris, a Penn graduate who is now in Temple University's Master's in Creative Writing program, John

Keene, Natasha Trethewey and Sharran

Strange. About 80 people attended the reading at the Annenberg School for Communication. The Collective began in 1988 in a Cambridge, Mass., living room. It later staged readings in Boston

theaters, and since 1994, at random sites up and down the East Coast, raising issues of culture, family, education, sexuality, politics and heritage along the way. The Collective, which encourages audience participation, has a considerable following on campuses from Maine to Florida.

TOASTING RETIREMENT: After a concert in his honor on Feb. 6, a reception was held for Pulitzer Prize-winning composer Richard Wernick (left), who recently retired from the Music Department faculty. Mr. Wernick, who has been at Penn since 1968, plans to spend much of the year in Vermont, where he will continue to compose. One of his current projects is a trio for two Julliard Quartet members and a pianist. During the past year, he completed a work for voice and orchestra that premiered in Italy by Riccardo Muti and the La Scala Orchestra, while another Wernick composition, "Symphony No. 2," was premiered by the Philadelphia Orchestra. At his farewell concert in the Annenberg School Theater, the Mendelssohn Quartet played the first local performance of his "Quartet No. 3."

Crime and TV News

(continued from page 9)

what residents can do to reduce neighborhood tensions. "Different ethnic groups often have different ideas about each other," Dr. Romer said. "One group will think the other 'will ruin our neighborhood,' and that affects the way they talk."

That distrust of others is expressed in a "discourse of blame," he said. "They blame each other if, for example, there's more trash in the neighborhood, while the real problem may be that the city isn't picking up the trash, or someone is illegally dumping. A lot of discourse has become selfish, moralizing, not conducive to intergroup cooperation. And TV can add to that idea that you can't trust other people."

A prime goal of the media campaign is to strengthen cooperation and problem-

solving within neighborhoods. "How cooperative a neighborhood is usually depends on its organizations. When tension arises, are there core structures in place in the neighborhood to deal with them?"

"Since World War II, there's been a deterioration in neighborhood organizations. We don't join as much. But local control—that's where you tend to get all the turf issues," Dr. Romer continued. The media campaign will highlight ways that local residents can take control of turf issues and ease tensions. He hopes that the campaign that will air first in Philadelphia will go national.

"The neighborhood is the ideal place to cooperate because everyone has a stake in it. People moving in want it to be safe, clean and attractive. So they're

willing to cooperate and work together," he noted. "It's a little-known fact, but going back to the 1940s, property values rise faster in integrated neighborhoods than in all-black or all-white neighborhoods."

Dr. Romer has been at Penn for five years. He formerly taught psychology and worked in advertising in Chicago for 20 years. This spring semester, he and Dr. Hillard Pouncy, a political scientist and Ford Foundation consultant, are teaching a research-based seminar in which students conduct research on campus and in West Philadelphia neighborhoods about racial and ethnic tensions. The course is Urban Studies 324: Strategies to Reduce Intergroup Tension in Multi-Cultural Settings: West Philadelphia and Penn as a Test Case.

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

BUSINESS ADMIN. II (10513NS) Responsible for personnel/payroll for dept.; assist in preparation of research proposals; prepare budgets, monthly reports and close-outs of research grants; budget and monitor service center activity. **Qualifications:** College degree pref. in accounting, business or equiv.; at least two yrs. exp. in accounting or business administration or equiv.; working knowledge of departmental & University policies & procedures, accounting systems & Human Resources policies & procedures preferred; knowledge & exp. with computerized accounting & managerial admin. software packages pref. **Grade:** P3; **Range:** \$23,900-31,000 2-21-96 Chemistry
BUSINESS ADMIN. III/IV (0165NS) P4/P5; \$26,200-34,100/\$28,800-37,600 1-29-96 Political Science
COORD. I (12668NS) (*Ongoing contingent upon funding*) P1; \$19,700-25,700 1-8-96 English Lang. Prog.
COORDINATOR III (MEDIA COORD.) (0109NS) P3; \$23,900-31,000 1-11-96 SAS Computing
INFO. MANAGEMENT SPECIALIST I (11589NS) P4; \$26,200-34,100 11-24-95 SAS Computing
INFORMATION SYSTEM SPECIALIST I (11548NS) P3; \$23,900-31,000 11-8-95 SAS Computing
INFO. SYS. SPEC. II/III (02127NS) P5/P7; \$28,800-37,600/\$35,000-43,700 2-13-95 SAS Computing
INFO. SYS. SPEC. II/III (02128NS) P5/P7; \$28,800-37,600/\$35,000-43,700 2-13-96 SAS Computing
PROGRAMMER ANALYST II (09318NS) P6; \$31,900-40,600 9-12-95 IRIS
ADMINISTRATIVE ASSISTANT II/III (0110NS) G10/G11; \$18,700-23,300/\$19,900-25,300 1-12-96 Music
SECRETARY IV (0181NS) G9; \$17,100-21,400 2-2-96 Folklore & Folklife

DENTAL SCHOOL

Specialist: Clyde Peterson

REGULAR P-T (DENTAL ASS'T II) (0292CP) Assist at chairside utilizing 4-handed techniques; assist with preparation of patient records; expose, develop, & mount radiographs; dispense & mix materials; assist in management of special children; stock clinic supplies; assist in reception area duties; other duties as requested by dept. chief **Qual.:** H.S. grad.; completion of accredited dental assistant program; one-two yrs. exp.; PA X-Ray certification desired. **Grade:** G8; **Range:** \$ 8,626-10,769 2-7-96 Pediatric Dentistry
P-T (SECRETARY III) (25 HRS) (02161CP) Serve as back-up secretary/receptionist for Dean & Associate

Dean; perform varied secretarial tasks; library research & special projects; compose routine correspondence; arrange appointments & meetings; handle standard inquiries; organize & maintain files. **Qualifications:** Completion of high school business curriculum or equivalent; one yr. secretarial exp. preferred; ability to type at least 55 wpm; familiarity with word processing packages & office automation equipment; ability to work independently. (*Work schedule: varies*) **Grade:** G8; **Range:** \$8,626-10,769 2-22-96 Student Affairs
CLINICAL RECEPTIONIST 40HR (0173CP) (*Work schedule: 8:30 a.m.-5:30 p.m., possible Saturdays*) G8; \$17,943-22,400 01-31-96 Dental Care Center
DENTAL ASSISTANT I (40 HRS) (07098CP) G7; \$16,571-20,686 7-24-95 Dental Medicine
DENTAL ASSISTANT I (40 HRS) (10429CP) G7; \$16,571-20,686 10-5-95 Dental Care Center
DENTAL ASSISTANT II (40 HRS) (0182CP) G8; \$17,943-22,400 2-5-96 Dental Care Center
RECEPTIONIST II (12629CP) G6; \$13,600-16,700 12-6-95 Coleman Center
RECEPTIONIST/TELEPHONE OPERATOR (02133CP) (*Work schedule: M-F, 7:30 a.m.-3:30 p.m.*) G7; \$14,500-18,100 2-14-96 General Office

ENGINEERING/APPLIED SCIENCE

Specialist: Clyde Peterson

RESEARCH SPEC. IV (02150CP) Perform mechanical tests using dynamic mechanical & long term test equipment; perform microscopic exams on Polyethylene & optical microscope; collect & interpret data; write reports for publication in technical journals & for sponsors; maintain liaison with principal investigator & other project personnel; design & maintain research equipment; conduct thermal analyses with differential scanning calorimeter; measure residual stresses in pipes. **Qualifications:** PhD in Polymer physics or equiv. exp.; min. four-six yrs. related exp.; initiative, attention to detail; must be able to independently initiate a research program; firm understanding & expertise using the literature on polyethylene. (*Ongoing contingent on grant funding*) **Grade:** P6; **Range:** \$31,900-40,600 2-20-96 Materials Science & Engineering
FISCAL COORDINATOR I (02122CP) P1; \$19,700-25,700 2-12-96 Moore Business Office
STAFF ASSISTANT III (02140CP) P3; \$23,900-31,000 2-15-96 Office of the Dean
SYS. PROGRAMMER I (0290CP) (*Ongoing contingent on funding*) P6; \$31,900-40,600 2-13-96 CIS
SYSTEM PROGRAMMER II (08055CP) (*Ongoing Contingent on Funding*) P7; \$35,000-43,700 5-17-95 CIS/IRCS

SECRETARY IV (0176CP) G9; \$17,100-21,400 01-31-96 Computer & Information Sciences

EXECUTIVE VICE PRESIDENT

Specialist: Nancy Salvatore/Susan Curran

DISPATCHER, SR. (40 HRS) (02157NS) Receive & dispatch requests for escorts; assist in scheduling of student drivers; maintain vehicle & radio equipment; provide security for parking garage; enter vital information into computer; compile statistics; practice customer service relations; evaluate & train new drivers. **Qualifications:** High school graduate, college preferred; valid driver's license; good driving record; Penn escort exp. pref.; strong customer service skills; dispatch exp. pref.; willingness to work flexible hours. (*Work schedule: 5 p.m.-3 a.m.*) **Grade:** G8; **Range:** \$17,943-22,400 2-20-96 Transportation & Parking
ASSISTANT CONTROLLER II (10530NS) P11; \$54,500-68,200 11-6-95 Comptroller
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
COORDINATOR III (0134NS) P3; \$23,900-31,000 1-16-96 Public Safety
DIR., CENTER TECHNOLOGY TRANSFER (0285NS) Blank 2-2-96 Ctr. for Technology Transfer
DIR., CENTER TECHNOLOGY TRANSFER (0286NS) Blank 2-2-96 Ctr. for Technology Transfer
DIR., INTELLECTUAL PROPERTY (12673NS) P11; \$54,500-68,200 1-5-96 Ctr. for Technology Transfer
DIRECTOR, START-UP BUSINESS DEVELOPMENT (12674NS) P10; \$47,400-59,200 1-5-96 Center for Technology Transfer
MGR., ACCOUNTING OPERATION II (11609NS) P8; \$38,500-48,100 11-29-95 Comptroller's Office
MGR., MARKETING & ADMIN. (0287NS) P8; \$38,500-48,100 2-2-96 Ctr. for Technology Transfer
PROGRAMMER ANALYST II (11561SC) P6; \$31,900-40,600 11-15-95 HRIM
ADMINISTRATIVE ASSISTANT I (0288NS) (*Work schedule: M-F, 7:30 a.m.-3:30 p.m.*) G9; \$17,100-21,400 2-5-96 Penn Children's Center
CLERK ACCOUNTING III (0152NS) G9; \$17,100-21,400 1-23-96 Comptroller
PLUMBER (0170NS) Union 1-30-96 Physical Plant
TEACHER, PENN CHILDREN'S CENTER (0133NS) (*Work schedule: variable, 7:30 a.m.-6 p.m., Center hours*) G11; \$19,900-25,300 1-15-96 Penn's Children Center

GRAD SCHOOL OF EDUCATION

Specialist: Clyde Peterson

ADMINISTRATIVE COORDINATOR (12683CP) P4; \$26,200-34,100 1-4-96 CUE/C-FCBRE
ASSOCIATE DIRECTOR NCAL (08267CP) Blank 8-30-95 National Center on Adult Literacy
SECRETARY IV (12682CP) G9; \$17,100-21,400 1-3-96 CFCBRE
SECRETARY IV (0174CP) (*End date: Contingent on funding*) G9; \$17,100-21,400 01-31-96 CPRE

GRAD SCHOOL OF FINE ARTS

Specialist: Clyde Peterson

P-T (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

ANNUAL GIVING OFFICER II (11582CP) P5; \$28,800-37,600 11-22-95 Law Development
FINANCIAL ADMINISTRATOR II (0124CP) P4; \$26,200-34,100 1-19-96 Dev./Alumni Relations
PART-TIME (ADMINISTRATIVE ASSISTANT II) (28 HRS) (05003CP) (*Ongoing contingent on funding*) G10; \$10,275-12,802 6-8-95 Institute for Law & Economics

OPPORTUNITIES at PENN

MEDICAL SCHOOL

Specialist: Ronald Story/Janet Zinser

CERTIFIED NURSE PRACTITIONER (02102RS)

Obtain health histories & perform physicals; diagnose/manage common medical conditions for acute & chronically ill clients in a drug & alcohol treatment facility; assess/manage real/potential health hazards for substance abusing clients; teach, counsel & assist clients in prevention of illness; consult/provide patient referrals; participate in research activities; provide educational conferences to clients; order supplies, perform inventory; do med counts. **Qualifications:** Licensed registered nurse by PA Board of Nursing; PA certified nurse practitioner; trained as an adult or family NP; at least one yr. exp. in adult clinical care beyond clinical preparation; ANA Certification pref. (May involve early mornings & some evening work) (On-going contingent upon funding) **Grade:** P6; **Range:** \$31,900-40,600 2-8-96 Psychiatry

RESEARCH COORDINATOR (02114RS) Participate in the review & preparation of protocol for original & pharmaceutical clinical trials; organize & participate in site visits & participate in budget preparation & monitoring; plan & implement patient recruitment into studies; coordinate scheduling of trial participants with study investigators; plan, direct & assess overall medical & nursing management of patient in collaboration with physician; collect & manage data in accordance with trial protocol. **Qualifications:** RN with current licensure required; at least two yrs. research experience; Ob/Gyn experience; articulate individual with a strong counseling & teaching background in Ob/Gyn; ability to work independently & also as part of a team; demonstrates competence in assessment, treatment & care of patients. (End date: two yrs. from start) **Grade:** P3; **Range:** \$23,900-31,000 2-19-96 OB/GYN

RESEARCH COORDINATOR, JR. (02153RS) Responsible for data collection & entry; functions as part of a clinical research team; work with a principal investigator (MD); extreme attention to detail & an ability to relate well to patients; must assist with blood-drawing & handling of other samples; review patient information & select for study inclusion; maintain & administer records. **Qualifications:** BA/BS required; at least one yr. experience with a research project. Week-ends may be required; computer skills required, including Word, Excel & DOS. (Position requires time flexibility; hours vary between 6 a.m. - 9 p.m., depending upon study demands & patients availability.) **Grade:** P2; **Range:** \$21,700-28,200 2-20-96 Anesthesia

RESEARCH SPECIALIST, JR. (02152RS) Perform molecular biology studies & biochemical assays; maintain & organize mouse breeding experiments; keep logs & prepare reports; maintain equipment & order lab supplies. **Qualifications:** BA/BS in scientific field; exp. in molecular biology & exposure to independent lab work. (End date: 7/31/97) **Grade:** P1; **Range:** \$19,700-25,700 2-20-96 Psychiatry

RESEARCH SPECIALIST JR. II (02158RS) Prepare samples for sequencing; run sequencing gels & gelscan gels; analyze results; consult with facility users; manage large projects. **Qualifications:** BA/BS in biological field. **RES. SPEC. I:** Same as above, as well as one-two yrs. experience. **Grade:** P1/P2; **Range:** \$19,700-25,700/\$21,700-28,200 2-20-96 Genetics

RESEARCH SPECIALIST III (02159RS) Develop new automated tests for genetic screening; perform computer analysis of data; develop assays for large scale population screening for different cancer causing genes; perform statistical analysis. **Qualifications:** BA/BS in scientific or related field, PhD pref.; five-seven yrs. exp. with radiation biology, protein biology, molecular biology & enzymology; knowledge of computer-based informatics necessary. **Grade:** P4; **Range:** \$26,200-34,100 2-21-96 Genetics

ADMIN. ASS'T I (37.5 HRS) (02155JZ) Coordinate pharmacology Level 100 courses for second year medical students; provide administrative support to

course director, department faculty & graduate student coordinator; provide customer service & team support to department. **Qualifications:** High school grad., some college pref.; min. two yrs. admin. exp.; good grammar & spelling essential; medical or scientific terminology helpful; ability to work with limited supervision, plan work & set priorities; demonstrated word processing skills, preferably Microsoft Word on Mac. (Work schedule: 8:30 a.m.-5 p.m.) **Grade:** G9; **Range:** \$18,321-22,929 2-20-96 Pharmacology

ADMIN. ASS'T I (37.5 HRS) (02156JZ) Provide administrative, secretarial & receptionist support to the Chairman's office; compose, type & proofread correspondence, newsletters, reports & forms; answer telephones; organize & maintain files; order & maintain supplies; provide customer service & team support to department. **Qualifications:** High school grad., some college pref.; min. two yrs. admin. exp.; must have good grammar & spelling skills; medical & scientific terminology helpful; good organizational skills; ability to work in fast paced environment; demonstrated word processing skills, preferably Microsoft Word on Mac. (Work schedule: 8:30 a.m.-5 p.m.) **Grade:** G9; **Range:** \$18,321-22,929 2-20-96 Pharmacology

ADMIN. ASS'T II (02160JZ) Perform administrative clerical duties for division head; receive, distribute & process information; ensure adherence to schedules; purchase materials; compose & summarize data; perform preliminary analysis of information regarding purchasing of materials; maintain budget; respond to inquiries that may require interpretation of office policies; organize/maintain files; type/proofread materials; compose correspondence; answer phones; arrange meetings, including travel reservations; manage expense reimbursement. **Qualifications:** High school grad. with business curriculum & related post-h.s. training or equiv.; BA/BS highly desirable; college background desirable; at least two yrs. exp. at AAI level; type 55 wpm; thorough knowledge of office procedures; experience using MS Word on Mac pref.; familiarity with University procedures preferred. (On-going contingent upon grant funding) **Grade:** G10; **Range:** \$18,700-23,300 2-22-96 Path. & Lab Med.

CLINICAL RECEPTIONIST (40 HRS) (0183JZ) Receive & schedule incoming telephone calls regarding patient appointment; obtain &/or confirm patient demographic information; enter information into computer; instruct patients regarding fee policies; schedule appointments; complete forms for special testing; mail cards for future appointments; review schedule; maintain logs; pull & file charts, number & file data in charts; assemble charts; print charts from microfilm & copy charts; provide relief coverage for switchboard operator. **Qualifications:** High school grad. or equiv.; ability to use CRT terminal & demonstrated interpersonal skills. **Grade:** G8; **Range:** \$17,943-22,400 Ophthalmology

RESEARCH LAB TECH II (40 HRS) (02135RS) Will be trained to perform the following: SPE & TLC techniques; derivatization of reactive chemical groups; GC/MS analysis; calculate results & compile data maintain lab inventory. **Qualifications:** High school graduate; basic understanding of chromatographic principles; some college level science courses; ability to work with good judgement under general supervision. (Ongoing contingent pending funding) **Grade:** G8; **Range:** \$17,943-22,400 2-1-4-96 Center for Experimental Therapeutics

RESEARCH LAB TECH II (40 HRS) (02137RS) Assist with subject recruitment in offsite research locations; administer interviews to adolescent clients; score battery of psychological test; maintain forms file & research records; collect & enter data; collect urine/breath samples; library work; materials delivery between research sites. **Qualifications:** High school graduate with some college level course work; at least one year experience in human services preferred; must have valid driver's license & access to a car; experience interviewing adolescents preferred. (Ongoing contingent on grant funding) **Grade:** G8; **Range:** \$17,943-22,400 2-14-96 Psychiatry

RESEARCH LAB TECHNICIAN III (02112RS) Per-

form stereotaxic surgery on small animals; histological procedures, including cutting frozen sections, mounting & staining tissue & immunocytochemical procedures; data analysis using computerized image analysis system; maintain lab chemical inventory, order supplies & oversee all animal care. **Qualifications:** BA/BS; experience with rodent surgeries & histological experience necessary; knowledge of mammalian neuroanatomy & some darkroom experience required. (End date: 8/31/96) **Grade:** G10; **Range:** \$18,700-23,300 2-12-96 Psychiatry

RESEARCH LAB TECHNICIAN III (40 HRS) (02131RS) Maintain cell cultures for in vivo & in vitro investigations; evaluate viral vector gene therapy modalities for in vitro transduction; perform animal surgery for implantation of brain tumors & subsequent surgery for experimental therapies; processing animal tissue for histologic analysis. **Qualifications:** BS/BA in biomedical sciences; previous cell culture & animal surgery experience is essential. **Grade:** G10; **Range:** \$21,371-26,629 2-13-96 Surgery/Neurosurgery

RESEARCH LAB TECH III (40 HRS) (02103RS) Perform assessment of brain damaged patients with clinical & experimental neuropsychological test; score tests, collate data, database and assist with data analysis; assist in recruiting, scheduling & screening potential research subjects; assist in library research & new test development; draft & edit manuscripts. **Qualifications:** BA/BS in Psychology or closely related field; familiarity with word processing data base and/or statistical PC programs; practical experience in clinical experimental psychology is desirable. **Grade:** G10; **Range:** \$21,371-26,629 2-14-96 Neurology

TECH, OPHTHALMIC CERTIFIED MED (40 HRS) (11570RS) Provide technical/mechanical assistance to ophthalmologist; perform visual testing, including highly specialized tests; perform specialized instrumentation & diagnostic techniques. **Qualifications:** High school graduate or equivalent; completion of two yrs. ophthalmic tech course; three yrs. ophthalmic exp.; Ophthalmic Technologist Certification. **Grade:** G12; **Range:** 25,371-32,686 2-19-96 Ophthalmology

PART-TIME (LAB ASS'T. I) (28 HRS) (02113RS) Perform laboratory cleaning; wash glassware, laboratory benches & special cleaning; obtain papers from library; prepare chemical solutions. **Qualifications:** High school graduate with knowledge of science, particularly chemistry & biology; familiarity with standard laboratory operating procedures; experience desirable. (End date: Contingent on grant funding) **Grade:** G5; **Range:** \$6,868-8,407 2-12-96 Radiology

PART-TIME (OPHTHALMIC ASS'T/OPHTHALMIC TECH CERTIFIED) (17.5 HRS) (02132RS) Provide technical/mechanical assistance to ophthalmologist; call/escort patients to exam rooms; document complete medical history and review of medications; perform special testing as needed (vision, treatment, lensometry, tension); explain details; answer patient questions; scribe dictated information; complete treatment slips as instructed by ophthalmologist; complete paperwork required for registering patients for surgery, refills on prescriptions, work/school excuses. **TECH:** In addition, perform highly specialized testing such as Goldman Visual Field, Octopus and refractometry. **Qualifications:** High school grad. or equiv.

ASSISTANT: completion of certified one-year ophthalmic technology course; certificate-Ophthalmic Assistant; six months-one year experience. **TECH:** Completion of two year ophthalmic technology course; certificate Ophthalmic Technician; two year ophthalmic experience; proficiency in special testing, especially Goldman Visual Fields preferred. **Grade:** G10/G11; **Range:** \$10,275-12,802/\$10,934-13,901 2-13-96 Ophthalmology

BIostatistician (0293JZ) P8; \$38,500-48,100 2-8-96 Clinical Research Center

BUILDING ADMINISTRATOR (02120JZ) (02121JZ) P3; \$23,900-31,000 2-9-96 Architecture & Facilities Management

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

PROGRAMMER ANALYST III (0120JZ) P7; \$35,000-43,700 1-15-96 Psychiatry

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 SPECIALIST, JR. (10428RS) (End date: 10/31/97) P1; \$19,700-25,700 10-6-95 IHGT
RESEARCH SPECIALIST JR./I (0118RS) (Ongoing contingent upon grant funding) P1/P2; \$19,700-25,700/21,700-28,200 1-12-96 Path. & Lab Medicine
RESEARCH SPECIALIST I (08206RS) P2; \$21,700-28,200 9-26-95 Medicine/Renal
RESEARCH SPECIALIST I (0156RS) (Ongoing contingent upon grant funding) P2; \$21,700-28,200 1-23-96 Surgery/HDSR
RESEARCH SPECIALIST II (0130RS) (Work schedule: M-F, 8 a.m.-5 p.m.) (End date: 1/31/98) P3; \$23,900-31,000 1-15-96 IHGT
RESEARCH SPECIALIST II (0155RS) P3; \$23,900-31,000 1-29-96 Genetics
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
STAFF ASSISTANT II (0294JZ) P2; \$21,700-28,200 2-8-96 Medicine/Pulmonary
P-T (RESEARCH COORDINATOR) (20 HRS) (02114RS) (End date: two yrs. from start) P3; \$13,657-17,715 2-12-96 OB/GYN
ADMIN. ASS'T II (40 HRS) (11594JZ) G10; \$21,371-26,629 11-30-95 Psychiatry
ADMIN. ASS'T III (37.5 HRS) (11596JZ) G11; \$21,321-27,107 11-30-95 Continuing Med. Educ.
ADMIN. ASS'T III (40 HRS) (02101JZ) G11; \$22,743-28,914 2-8-96 Radiation Oncology
ADMIN. ASS'T III (02116JZ) G11; \$19,900-25,300 2-12-96 Dermatology
OFFICE ADMIN. ASS'T I (0145JZ) G9; \$17,100-21,400 1-18-96 Biomedical Graduate Studies
OFFICE ADMIN. ASS'T I (02138JZ) G9; \$17,100-21,400 2-14-96 Pharmacology
OFFICE ADMIN. ASS'T III (0128JZ) (End date: 6/30/96) G11; \$19,900-25,300 1-16-96 Psychiatry
OPERATOR, COMP COMP II (09353JZ) G10; \$18,700-23,300 9-19-95 CCEB
OPERATOR, DATA ENTRY (0127JZ) (End date: 6/30/96) G7; \$14,500-18,100 1-15-96 Psychiatry
PSYCH TECH I (40 HRS) (02105RS) (Ongoing contingent upon funding) G10; \$21,371-26,629 2-8-96 Psychiatry
RESEARCH LAB TECH II (40 HRS) (02104RS) (Ongoing contingent upon funding) G8; \$17,943-22,400 2-8-96 Psychiatry
RESEARCH LAB TECHNICIAN III (40 HRS) (08174RS) G10; \$21,371-26,629 8-8-95 Anesthesia
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 (0159RS) G10; \$18,700-23,300 1-25-96 CDB
RES. LAB TECH. III (40 HRS) (0169RS) (Ongoing pending funding) G10; \$21,371-26,629 2-1-96 Ctr. for Exp. Therapeutics & Clinical Research Ctr.
SCIENTIFIC EQUIPMENT STERILIZATION ATTENDANT (40 HRS) (0146RS) G5; \$14,286-17,486 1-18-96 Center for Experimental Therapeutics

Classifieds

FOR SALE

46th and Spruce. Fabulous owner's unit plus 4 apartments. Quiet neighborhood close to campus; many original details. Call for more information (215) 386-3636. Prime City Properties, Inc.

Wilmington - 50 min. from Penn. 4 BR, 3 BA colonial in quiet suburban area on 1/2 acre. \$194,000. Call 898-3632 (days), 302-239-4742 (eves.)

VACATION

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

FAN CLUB

"Sweet Dreams" Patsy Cline's fan club. Call Bob Arnosky 8948-5589.

SECRETARY, SR. (05083JZ) G11; \$19,900-25,300 10-26-95 Vice Dean for Education
P-T (RESEARCH LAB TECH I) (28 HRS) (0168RS) (Ongoing contingent on funding) G7; \$7,697-9,945 2-1-96 Radiology
P-T (SCIENTIFIC EQUIPMENT STERILIZATION ATTENDANT) (20 HRS) (11622RS) G5; \$6,868-8,407 12-1-95 Cancer Center
P-T (SECURITY OFFICER/SOM) (22 HRS) (02119JZ) (Position considered "essential" personnel) (Work schedule: Sat-Sun, 9 p.m.-9 a.m.) G8; \$8,626-10,769 2-12-96 Architecture & Facilities Management

NURSING

Specialist: Ronald Story

DIRECTOR V (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; develop 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 degree in nursing, psychology, public health, social work, business administration or related field, with five or more yrs. of professional experience working in African American communities; driver's license, access to car, ability to work on Saturday's and proficiency with Macintosh computers required. **Grade:** P8; **Range:** \$38,500-48,100 2-16-96 Nursing
INFORMATION MANAGEMENT SPECIALIST II (02134RS) Select, develop & implement academic information systems; maintain & troubleshoot communications network; assist in budget & long-range plan preparation & the development & monitoring of practice financial models. **Qualifications:** Bachelors' degree req., MBA degree desired; at least three-five yrs. of progressively increasing responsibility in systems, finance or equiv.; exp. with networks & microcomputers; ability to set-up & configure & add peripherals; knowledge of practice billing systems; Lotus 1-2-3, WordPerfect, dBase & Presentation packages. (End date: contingent upon practice viability) **Grade:** P6; **Range:** \$31,900-40,600 2-15-96 Practice
NURSE II (02167RS) Coordinate newly established program for umbilical cord blood collection & banking; responsible for establishing mechanism to identify appropriate donors & perform cord blood collection; maintain lab equipment; obtain informed consent from maternal participants in study; enter & maintain all medical history & umbilical cord blood product data; obtain results testing; review case data with supervisor. **Qualifications:** RN; six months-one yr. experience; previous experience with blood donor collection/interview preferred; phlebotomy skills, knowledge of blood donor qualifications preferred. (End date: 12/31/00) **Grade:** P4; **Range:** \$26,200-34,100 2-23-96 Pathology & Lab Medicine
PART-TIME (ADMINISTRATIVE ASSISTANT II) (17.5 HRS) (02142RS) Coordinate clinical rotation schedules for nurses, social workers & physicians; schedule appointments, meetings, seminars & conferences; compose, type, & proofread routine correspondence; assemble & prepare materials for mass mailings; summarize data for activity reports; answer phones & receive visitors for the office; interpret standard dept. policies & procedures; facilitate grant proposal process; maintain office supplies; conduct library literature searches. **Qualifications:** Completion of high school business curriculum & post-high school training or equivalent; minimum two years experience at AAI level or comparable background; excellent organizational & follow-up skills, thoroughness & accuracy; word processing & data base skills; prior grant proposal project experience desired. (End date: 12/31/96) **Grade:** G10; **Range:** \$10,275-12,802 2-15-96 Nursing
RESEARCH SPECIALIST I/II (0179RS) P2/P3; \$21,700-28,200/\$23,900-31,000 01-31-96 Hematology
RESEARCH SPECIALIST III (0163RS) (End date: Dependent on continued research funding) P4; \$26,200-34,100 1-29-96 Nursing
P-T (SECRETARY IV) (21 HRS) (0140RS) G9; \$9,396-11,758 1-18-96 Nursing

PRESIDENT

Specialist: Susan Curran/Janet Zinser

LEGAL ASS'T (02143SC) Provides support to attorneys in managing & tracking legal matters & in the handling of a variety of legal projects including: contracts (uses from contracts, gathers information, review routine contracts); litigation (assist with discovery, court filings, factual & legal research); real estate (assists with transactions, leases, closings); estates & gifts (assist with documentation); government regulation (assist with compliance with government requirements); other matters as assigned by the General Counsel & other attorneys arising from the University's various non-profit educational & research activities. **Qualifications:** BA/BS; two yrs. of relevant exp., esp. as a paralegal or legal ass't; knowledge of computers & data management; excellent communication, organizational & problem solving skills; sensitivity to confidentiality; ability to manage variety of matters & tasks under supervision of attorneys; certification of completion of an accredited paralegal or legal ass't. training prog. pref.; sound legal research skills, including exp. in use of computerized research databases (Lexis & WestLaw) pref. **Grade:** P3; **Range:** \$23,900-31,000 2-19-96 General Counsel
HOUSEHOLD ASS'T (37.5 HRS) (02169SC) Maintain consistently high level of order & cleanliness of building & surrounding grounds; prepare & serve food & beverages for small groups; move & assemble furniture for events; greet visitors; answer phones & take messages; run general errands; maintain inventory of supplies; serve as back-up to supervisor. **Qualifications:** H.S. grad. or equiv. req. with two or more yrs. exp. in hospitality field or a related industry; must be able to work at fast pace & organize duties under limited supervision; must demonstrate sound, mature judgment, have proven record of dependability & be able to maintain strict confidentiality; good oral & written communication skills essential; requires significant physical exertion over sustained periods of time & may require ability to lift between 25-50lbs.; current PA drivers license req.; must be able to work flexible hours on short notice, incl. some weekends & evenings. **Grade:** G7; **Range:** \$15,536-19,393 2-23-96 President's Office

ASSISTANT DIRECTOR IV/ASSOCIATE DIRECTOR V (12653JZ) P5/P7; \$28,800-37,600/\$35,000-43,700 2-15-96 Dev. & Alumni Relations
ASSOC. DIR. INDIVIDUAL GIFTS (09366JZ) P7; \$35,000-43,700 9-21-95 Dev. & Alumni Relations
DEVELOPMENT OFFICER II (07082JZ) P10; \$47,400-59,200 7-19-95 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, NEW YORK CITY REGION (0164JZ) (Position located in New York) P11; \$54,500-68,200 1-29-96 Dev. & Alumni Relations
DIRECTOR, UNIVERSITY COMMUNICATIONS (10473SC) Blank 10-18-95 University Relations
DIRECTOR, WESTERN REGION (0175JZ) (Position located in Los Angeles, California) P10; \$47,400-59,200 2-14-96 Dev. & Alumni 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 1-31-96 Dev. & Alumni Relations
PUBLICATIONS DESIGN SPECIALIST (10449JZ) P5; \$28,800-37,600 10-10-95 Dev. & Alumni Rels.
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
SYSTEMS PROGRAMMER II (02144JZ) P7; \$35,000-43,700 2-16-96 Dev. & Alumni Relations

PROVOST

Specialist: Clyde Peterson

COORDINATOR-VOLUNTEER (0150CP) Conduct & organize orientation & training programs for volunteer guides; give tours for the public & other groups;

OPPORTUNITIES at PENN

keep guides informed of gallery changes; learn new exhibits; express interest of guides to the museum & work with Chair in planning activities; administer guides budget; recruit & train for volunteer information program; respond to public inquiries. **Qualifications:** BA/BS, pref. in anthropology &/ or archaeology; good organizational skills & ability to work well with others; teaching exp. helpful. **Grade:** P1; **Range:** \$19,700-25,700 2-21-96 Museum
CHAPLAIN (08247CP) Ungraded 8-23-95 Provost's Office

INFO. SYS. SPEC. I (02123CP) (End date: funding for three yrs.) P3; \$23,900-31,000 2-12-96 Museum
JUDICIAL INQUIRY OFFICER (12665CP) P8; \$38,500-48,100 12-21-95 Provost's Office
PROGRAMMER ANALYST III (0172CP) P7; \$35,000-43,700 01-31-96 Data Comm & Computing Svcs
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
TECHNOLOGY 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
ADMINISTRATIVE ASSISTANT I (0297CP) G9; \$17,100-21,400 2-8-96 ULAR
ADMINISTRATIVE ASSISTANT II (0162CP) G10; \$18,700-23,300 1-29-96 DRIA
EDITORIAL ASSISTANT I (10461CP) G10; \$18,700-23,300 10-16-95 University Press
SECRETARY IV (11606CP) G9; \$17,100-21,400 12-6-95 Student Dispute Resolution Center/Judicial Inquiry Office
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
P-T (PHOTOGRAPHER I) (20 HRS) (11605CP) G7; \$7,967-9,945 11-29-95 University Libraries-Fine Arts/Slide Collections

VETERINARY SCHOOL

Specialist: Nancy Salvatore

TECH, RESEARCH III (02162NS) Purification of proteins & nucleic acids; electrophoresis of proteins & nucleic acids; prepare solutions & media; biochemical & immunological analyses; data collection & analyses; prepare lab reports; operate standard & complex laboratory equipment; maintain supplies. **Qualifications:** BA/BS in biological sciences. (On-going contingent upon funding) **Grade:** G10; **Range:** \$18,700-23,300 2-22-96 Animal Biology
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
RESEARCH LAB TECHNICIAN III (02107NS) G10; \$18,700-23,300 2-9-96 Animal Biology
SECRETARY IV (40 HRS) (0144NS) (Work schedule: M-F, 8:30 a.m.-5 p.m.) G9; \$19,543-24,457 1-18-96 Facilities Management
SECRETARY V (11532NS) G10; \$18,700-23,300 11-7-95 Small Animal Hospital
TECH, CLINICAL LAB (02110NS) (Work schedule: Will work every other weekend & have two days off during the week every alternate week 9:30 a.m.-5:30 p.m.) G10; \$18,700-23,300 2-9-96 VHUP
TECH, HISTOLOGY I (0121NS) (Work schedule: 8-4) G7; \$14,500-18,100 1-15-96 Pathobiology
TECH, VET I/II (40 HRS) (02108NS) (Work schedule: Rotating nights/weekends) G8/G10; \$17,943-22,400/ \$21,371-26,629 2-9-96 VHUP-Wards
TECH, VET I/II (40 HRS) (0142NS) (0143NS) (Position located in Kennett Square, PA; no public transportation available) G8/G10; \$17,943-22,400/ \$21,371-26,629 1-18-96 Large Animal Hospital
TECH, VET ANESTHESIA I/II/III (40 HRS) (02111NS) (Position located in Kennett Square, PA; no public

transportation) G12/G13; \$25,371-32,686/ \$27,886-35,886 2-9-96 Large Animal Hospital
TECH, VET IMAGING I/II (40 HRS) (02109NS) (Assigned to Emergency call evenings/weekends/holidays; may be assigned to weekends; involve work on weekends; five day work week) G8/G10; \$17,943-22,400/ \$21,371-26,629 2-9-96 VHUP Radiology

VICE PROVOST/UNIVERSITY LIFE

Specialist: Clyde Peterson

BUSINESS ADMINISTRATOR III (02126CP) P4; \$26,200-34,100 2-12-96 International Programs
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
ADMINISTRATIVE ASS'T I (0139CP) G9; \$17,100-21,400 1-22-96 Greenfield Intercultural Center

WHARTON SCHOOL

Specialist: Janet Zinser

COORDINATOR II (0289JZ) Responsible for planning & logistical support for corporate executive education programs; work with Wharton faculty, external faculty & senior executives from client companies; provide direct contact & support to program participants; review participant & faculty feedback with Academic & Program Directors. **Qualifications:** BA/BS or equivalent required; two-three yrs. experience in coordinating conference, management training programs or customer service; proven ability to integrate ideas & concepts, work on several projects at once, plan ahead & speak in front of groups; strong organizational skills & attention to detail; friendly, flexible & service-oriented manner. **Grade:** P2; **Range:** \$21,700-28,200 2-7-96 Aresty Institute
INFORMATION SYSTEMS SPECIALIST II/III (02145JZ) Provide research & instructional computing support for faculty & the Wharton School; assist faculty in the use of computing systems, software & hardware, including PC's & UNIX workstations; manage Local Area Network for department; develop & implement procedures to ensure delivery of research & classroom technology services; maintain expertise with existing & emerging technologies & standards. **Qualifications:** BA/BS or equivalent required; familiarity with end-users computing requirements in a teaching & research environment; strong interpersonal & customer service skills; ability to work independently & communicate with users with a wide range of technical expertise; experience with MS-DOS, UNIX, MacOS, Windows, TCP/IP, IPX, X-windows, Ethernet, C++, Visual Basic; extensive experience with many PC applications, eXceed/W or other X-server software, statistical/modeling software, SAS, Mathematica, Gauss, Matlab; knowledge of IBM PC's compatible, Macintosh computers, UNIX workstations, including peripherals. **INFO. SYS. SPEC. II:** four yrs. experience in many facets of computing support &/or programming, including two yrs. supporting end-users. **INFO. SYS. SPEC. III:** five yrs. programming responsibilities & exp. in many facets of computing support &/or programming, incl. four yrs. supporting end-users. **Grade:** P5/P7; **Range:** \$28,800-37,600/ \$35,000-43,700 2-19-96 WCIT
ADMIN. ASS'T III (02151JZ) Coordinate Chair's work & provide administrative research support; word process correspondence & technical documents, including equations; compose letters; perform literature searches using on-line data services; check citations & proof articles for publication; compile & analyze data, create graphic display of results; coordinate travel arrangements; maintain files; assist in course material preparations; respond to request for information from media & other professionals; supervise work-study students. **Qualifications:** H.S. grad.; BA/BS strongly pref.; two yrs. at the AAII level or equiv.; proficiency in both DOS & Windows-based operating systems, WordPerfect, Microsoft Word, Excel 4.0 or 5.0, Pow-

OSHA Training

The following training programs are required by the Occupational Safety and 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 and 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.

Date: February 27, 1:30 p.m.-2:30 p.m.

Location: 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 potentially exposed to human blood or blood products, human body fluids, and/or human tissue.

Date: February 29, 10:30 am-11:30 am

Location: John Morgan, Class of 1962

Attendees are requested to bring their PennID 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. If you have any questions, please call Bob Leonzio at 898-4453.

erpoint & graphics software packages; familiarity with health care institution pref.; ability to communicate effectively with faculty, students & other professionals both orally & in writing. **Grade:** G11; **Range:** \$19,900-25,300 2-19-96 Health Care Systems
ASSISTANT DIRECTOR III (0180JZ) P4; \$26,200-34,100 2-2-96 Finance
COORDINATOR III (0177JZ) P3; \$23,900-31,000 2-1-96 Aresty Institute
DIR. VII (11535JZ) P10; \$47,400-59,200 11-8-95
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
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
OPERATOR, DUP MACHINE IV (10529JZ) (No vacation approved during Aug., Sept., Dec. and Jan.) (Overtime requirement of this position) (Schedule: 5 p.m.-1 a.m.) G10; \$18,700-23,300 01-31-96 Repro.
SECRETARY IV (0153JZ) G9; \$17,100-21,400 1-23-96 Statistics
P-T (ADMIN. ASS'T I) (25 HRS) (11616JZ) G9; \$9,396-11,758 12-1-95 Wharton Communications

Update

FEBRUARY AT PENN

FILM

29 *Pee-wee's Big Adventure* (Burton, USA, 1985); 7 & 9:30 p.m.; Irvine Auditorium; \$3, \$2/PennCard holders (SPEC).

TALKS

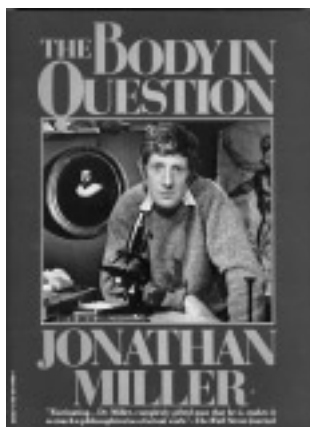
28 *Cell Adhesion Molecules in Fertilization*; Janice Evans, ob/gyn; noon; Griese Auditorium, Dulles Bldg. (Center for Research on Reproduction and Women's Health).

The History of Black Women in the Work Place and Their Present Day Issues; AMRC staff; noon-1 p.m.; Rm. 305, Houston Hall (African American Resource Center). Repeated 1-2 p.m.

29 *Biomarkers and Cancer Risk Assessment*; Christopher Dickey, Columbia; 9-10 a.m.; Rm. 701, Blockley Hall (UPMC Clinical Epidemiology Health Services).

The Construction of Literary Understanding by Young Children; Larry Sipe, PhD candidate, Ohio State; 11 a.m.-12:30 p.m.; Rm. C12, GSE (Reading/Writing/Literacy Search Committee).

Deadlines: The deadline for the April at Penn calendar is Monday, *March 11*. The deadline for the weekly update is on Mondays, the week before publication.



Dr. Miller on the jacket of the book that emerged from his popular BBC-TV series on the human body.

(Vintage Books 1982, cover © Copyright BBC Television)

Dean's Forum: Jonathan Miller

For the Dean's Forum on February 29, the School of Arts and Sciences brings to campus the writer-actor-director-physician and producer (of plays, operas and television) who will be known to some as the writer and performer in *Beyond the Fringe*—and to others for his BBC series on the human anatomy, *The Body in Question*. His topic at Penn is "The After-Life of Plays," and the event starts at 8 p.m. in Harrison Auditorium at the Museum.

'Swishes for Wishes' at Penn

The unusual activity on College Green starting February 26 will be a fund-raiser for the Make-a-Wish Foundation in volunteers—including President Judith Rodin and Mayor Ed Rendell—will shoot baskets for the charity. Times will vary during the week; see *Almanac* on the Web (address in box, right).

Touring ENIAC

Starting March 4—and continuing at least until June—SEAS's Computing and Educational Technology Services will arrange guided tours of ENIAC for school groups, visitors and members of the Penn community.

Guides will show a portion of the original ENIAC, including a function table and decade counter, then give a 30-45 minute multimedia presentation—starting from ideas that allowed the development of ENIAC and leading to computing at Penn today. Afterward, visitors can punch their own names into commemorative punch-cards.

"The goal of the tours is to get students interested in computer science, in SEAS and in Penn," said Helen Anderson, associate director of CETS. "Many people helped to make these tours happen. Paul Shaffer of CETS Support designed and wrote the show with help from Dr. Mitchell Marcus; Dean Gregory Farrington arranged funding for the ENIAC museum expansion; Bell Atlantic provided funding for the tours."

The tours are designed for classes of up to 35 students from 4th through 12th grade, and for others in the age group such as scout troops and computer clubs. School groups must have two chaperones. Other tours are open to individuals and smaller groups. Advance reservations are required for all tours: 898-4706, or e-mail tours@seas.upenn.edu.

Almanac

3601 Locust Walk Philadelphia, PA 19104-6224
Phone: (215) 898-5274 or 5275 FAX: 898-9137
E-Mail: almanac@pobox.upenn.edu
URL: <http://www.upenn.edu/almanac>

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society listed in the campus report for **February 12, 1996 through February 18, 1996**. Also reported were **Crimes Against Property, including 30 thefts (including 1 burglaries, 2 thefts of autos, 12 thefts from autos, 4 incidents of criminal mischief and vandalism**. Full crime reports are in this issue of *Almanac* on the Web (<http://www.upenn.edu/almanac/v42/n22/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 **February 12, 1996 and February 18, 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: Robberies (& attempts)—2,

Threats & harassment—2

2/12/96	11:02 PM	3600 Blk. Chestnut	Robbery of purse/contents/injury
2/14/96	11:13 AM	Civic Garage	Parking attendant robbed of currency
2/15/96	12:19 PM	Univ. Hospital	Person stopped for harassing employee
2/15/96	9:12 PM	3600 Blk. Walnut	Unknown male followed complainant

38th to 41st/Market to Baltimore: Robberies (& attempts)—1,

Threats & harassment—4

2/14/96	2:43 PM	High Rise North	Complainant reports being harassed
2/14/96	10:00 PM	4041 Baltimore	Vulgar phone calls received
2/16/96	5:43 AM	41st & Irving	Robbery via simulated weapon
2/16/96	8:04 PM	3927 Walnut St.	Complainant reports being harassed
2/17/96	12:41 PM	4040 Locust St.	Complainant reports being threatened

Outside 30th to 43rd/Market to Baltimore: Threats & harassment—1

2/14/96	11:33 AM	Annenberg Ctr.	Complainant reports being harassed
---------	----------	----------------	------------------------------------

Crimes Against Society

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

2/16/96	8:38 AM	Furness Bldg.	Intoxicated male refused to leave/arrested
---------	---------	---------------	--

The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the PennWeb) include HTML and Acrobat versions of the print edition, and interim information may be posted in electronic-only form. Guidelines for readers and contributors are available on request.

EDITOR
ASSOCIATE EDITOR
EDITORIAL ASSISTANT
STUDENT ASSISTANTS

Karen C. Gaines
Marguerite F. Miller
Mary Scholl
Radhika Chinai, Suma CM,
Zack Miller, Stephen Sanford,
Sofia Theophilus, Jenny Tran

ALMANAC ADVISORY BOARD: *For the Faculty Senate*, Martin Pring (Chair), Jacqueline M. Fawcett, Phoebe S. Leboy, William Kissick, Peter J. Kuriloff, Ann E. Mayer, Paul F. Watson; *for the Administration*, Stephen Steinberg; *for the Staff Assemblies*, Berenice Saxon for PPSSA, Diane Waters for the A-3 Assembly, Susan Williamson for Librarians Assembly.

The Compass stories are written and edited by the Office of University Relations, University of Pennsylvania.

MANAGING EDITOR Martha M. Jablow
ASSISTANT MANAGING EDITOR Jerry Janda

NEWS STAFF: Barbara Beck, Jon Caroulis, Phyllis Holtzman, Carl Mauger, Esaül Sánchez, Kirby F. Smith, Sandy Smith.

DESIGNER Jenny Friesenhahn

CLASSIFIEDS Ellen Morawetz

The Compass, South 1B, 3624 Market Street, Philadelphia, PA 19104-2615

(215) 898-1426 or 898-1427 FAX: 898-1203

Classifieds: 898-3632

E-mail: jablow@pobox.upenn.edu

The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic, or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Anita J. Jenious, Executive Director, Office of Affirmative Action, 1133 Blockley Hall, Philadelphia, PA 19104-6021 or (215) 898-6993 (Voice) or 215-898-7803 (TDD).

March AT PENN



The statue of Mercury (here in its permanent home, the Mercury Loggia) represents the Morris Arboretum, at the Philadelphia Flower Show's celebration of four historic Philadelphia gardens. The country's oldest and largest flower show, in its Convention Center debut, spotlights the Arboretum, along with the Philadelphia Zoological Gardens, Bartram's Garden and Wyck. For more information about the 10-acre show, which runs through March 3, call 1-800-611-5960 or visit the Show's web site (<http://www.libertynet.org/phila-visitor>) and the Arboretum's site (<http://www.upenn.edu/morris>).

ACADEMIC CALENDAR

8 Spring Recess begins at end of classes. Classes resume March 18.
25 Advanced Registration for fall and summer sessions. Through April 7.

CHILDREN'S ACTIVITIES

2 Saturday Morning Gymnastics; lessons for boys and girls, ages 6-12; 10 a.m. and 11 a.m.; Hutchinson Gym; \$90/10-week session; info/registration: 898-5316. Through May 18.
4 Touring ENIAC; tour guides show groups a portion of the original computer including a function table and decade counter; after the presentation, students can punch their names into commemorative punch-cards; recommended for school, scouting and computer club groups of up to 35 students, grades 4-12 with two chaperones; other tours available to individuals and smaller groups; advanced registration required: 898-4706 or tours@seas.upenn.edu (SEAS/Computing and Educational Technology Services). Through June 1996.
9 The Treasures of Ur; children, ages 8-12, fashion ancient-style jewels in the craft shop; 10 a.m.-noon; info/registration: 898-4016; \$5/materials.
29 Oh Brother!; the story of a young girl who, with the help of a Shakespearean actor, realizes that she wants a younger brother; Stimulus Children's Theatre; 7 p.m.; \$5/adults, \$2/children, group rates available; Houston Hall Auditorium; info: 243-0945. Repeated Mar. 30, 2 & 7 p.m.; Mar. 31, 2 p.m.
30 Music and Garbage; Everybody Makes Music Series; 1 p.m.; International House; \$6, \$3/children 12 and under; tickets: 895-6546.

EXHIBITS

Admission donations: University Museum: \$5, \$2.50/seniors and students with ID, free/members, with PennCard, children under 6; Institute of Contemporary Art: \$3, \$1/students, artists, seniors, free/members, children under 12, with PennCard, and on Sundays 10 a.m.-noon; Morris Arboretum: \$4, \$3/seniors, \$2/students, free/with PennCard, children under 6; all other galleries: free.

Upcoming

5 Oil Paintings; still lifes and cityscapes by two Penn and Pennsylvania Academy of Fine Arts graduates, Elaine Lisle (B.A. '76) and Nancy Bea Miller (B.A. '85); opening reception, 4:30-6:30 p.m.; Burrison Art Gallery, Faculty Club. Through March 29.

Almanac

3601 Locust Walk Philadelphia, PA 19104-6224
(215) 898-5274 or 5275 FAX 898-9137
E-Mail ALMANAC@POBOX.UPENN.EDU
URL: <http://www.upenn.edu/almanac>

Unless otherwise noted all events are open to the general public as well as to members of the University. For building locations, call 898-5000 between 9 a.m. and 5 p.m. Listing of a phone number normally means tickets, reservations or registration required.

This March calendar is a pullout for posting. *Almanac* carries an *Update* with additions, changes and cancellations if received by Monday noon prior to the week of publication. Members of the University may send notices for the *Update* or *April* at Penn calendar.

18 MFA Graduate Thesis Exhibition I; Works by Aaron Brooks, Chang Chea, Gregg Coker, Anand Glaser, Yong Chull Kim, Scott Robinson, Sarah Roche, Linda White and Hae-Won Won; reception, March 19, 6-9 p.m.; Meyerson Hall. Through March 29.
28 Homeless in Kensington; Bowl Room, Houston Hall. (Office of Student Life). Through April 11.

Now

First year MFA Show; Lower Gallery, Meyerson Hall. Through Mar. 5.
John W. Mauchly and the Year of the Computer; Rosenwald Gallery, Van Pelt-Dietrich Library. Through Mar. 25.
City Into Country: Nineteenth-Century French Paintings from the Charlotte Dorrance Wright Bequest and Other Collections of the Philadelphia Museum of Art; Arthur Ross Gallery, Fisher Fine Arts Library, Furness Building. Through March 31.
Robert Montgomery Bird: Literary Writer/Visual Artist; Kamin Gallery, Van Pelt-Dietrich Library. Through April 1.
Somewhere East of Suez: People and Places; First Floor Sharpe Gallery, Museum. Through April 7.
Withershins; Gary Hill's Golden Lion Award-winning video installation; ICA. Through April 14.
Jeanne Silverthorne Sculpture; ICA. Through April 14.
Lyn Haber; photographs of ancient bristlecone pines and other plants of the American west; Morris Arboretum. Through June 30.
Ormandy the Interpreter; Eugene Ormandy Gallery, Van Pelt-Dietrich Library. Through June 30.
Images of Victory: Woodblock Prints from the Sino-Japanese War (1894-95); Second Floor Changing Gallery, Museum. Through Aug. 31.
Sculpture of Harry Gordon; Arboretum. Through 1996.
Time and Rulers at Tikal: Architectural Sculpture of the Maya; Museum. Through Fall 1997.

Ongoing

Ancient Greek World; Living in Balance: Universe of the Hopi, Zuni, Navajo and Apache; Ancient Mesopotamia: Royal Tombs of Ur; The Egyptian Mummy: Secrets and Science; Raven's Journey: World of Alaska's Native People; Buddhism: History and Diversity of a Great Tradition; Museum.

University Museum Tours

Meet at main entrance; 1:30 p.m.
2 World of Alaska's Native People.
3 The Search for Self: Buddhism Spreads.
9 Death in Mesopotamia: The Royal Graves of Ur.
10 Coming of Age in Africa: Balance and Change.
16 The Mesoamerican Collection.
17 Highlights of the Collection.
23 The Archaeologist's Work.
24 Greece: A Lasting Legacy.
30 Of Maya Kings and Hieroglyphs.
31 The Mesoamerican World.

FILMS

6 Bali: Life in the Balance (Ray); Philadelphia Geographic Society Film; 7:45 p.m.; Harrison Auditorium, Museum; \$12; tickets/info: (610) 436-2155 (Geographic Soc. of Phila.).
13 Video Festival '96; compilation of narrative, experimental and documentary videos; 6 p.m.; ICA (New Arts Program, Inc; ICA).

SPEC Film Society

Screenings at 7 and 9:30 p.m. (unless noted) in Irvine Auditorium; \$3, \$2/with PennCard.

1 Safe (Haynes, USA, 1995).
7 Fast Times at Ridgemont High (Heckerling, USA, 1982).
21 Citizen Kane (Welles, USA, 1941).
22 Braveheart (Gibson, USA, 1995); 8 p.m.
28 Orlando (Potter, UK, 1993).
29 Toy Story (Disney Production, USA, 1995).

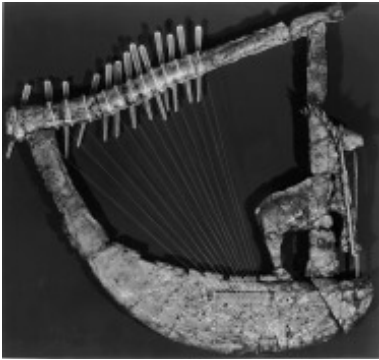
Latin American Film Festival

Screenings at 6:30 p.m. in Stiteler B-21. Continues through April 18.

7 Lucia (Subtitled).
21 The Panama Deception (English).
28 Rojo Amanecer (Spanish).

Film/Video Project

Films, film series and programs at International House; film tickets (unless noted): \$6, \$5/members, students, seniors, \$3/children under 12; foreign language films with English subtitles; info: 895-6542. Repeat dates and times in italics.
2 World's Best Commercials (Various, 1995); 4 p.m. Mar. 3-5, 6 & 7:45 p.m.
Cold Fever/A Koldum Klaka (Fridriksson, Iceland/US, 1995); 10 p.m. Mar. 3, 4 p.m.; Mar. 4-7, 9 p.m.
6 I Can't Sleep (Denis, France, 1993); 7 p.m. Mar. 7, 7 p.m.; Mar. 8, 9:30 p.m.; Mar. 9-10, 9 p.m.; Mar. 11-12, 7 & 9:15 p.m.
9 Toy Story (Disney, US, 1995); open captioned; 7 p.m. Mar. 10, 3 p.m.
13 It Happens to Us (Rothschild, US, 1972) and Jane: An Abortion Service (Kirtz/Lundy, US, 1995); 7 p.m.
28 The First Filmmaker (Lumiere brothers, France, 1895-1903); with Bertrand Tavernier and Thierry Fremaux from the Institut Lumiere; 7:30 p.m.; \$10.



29 Camp for Boys and Girls (Various); 7 & 10:15 p.m. Mar. 30, 7 & 10:15 p.m.; Mar. 31, 5:15 & 8:45 p.m.
Homo Promo (Various); 8:45 p.m.
Mar. 30, 5:15 & 8:45 p.m.; Mar. 31, 7 p.m.

Ida Lupino: The Filmmaker

8 The Hitch-Hiker (Lupino, US, 1953); with Ronnie Scheib on Mar. 8; 7 p.m. Mar. 10, 5 p.m.
9 Hard, Fast and Beautiful (Lupino, US, 1951); 3:30 p.m. Mar. 15, 9 p.m.
Outrage (Lupino, US, 1950); 5:15 p.m. Mar. 18, 7 p.m.
10 The Trouble with Angels (Lupino, US, 1966); 6:30 p.m. Mar. 16, 7 p.m.
13 Not Wanted (Clifton/Lupino, US, 1949); 9 p.m. Mar. 16, 3 p.m.
14 The Man I Love (Walsh, US, 1946); 7 p.m. Mar. 16, 5 p.m.
The Bigamist (Lupino, US, 1953); 9 p.m. Mar. 18, 8:45 p.m.
15 The Hard Way (Sherman, US, 1943); 7 p.m. Mar. 16, 9:15 p.m.

Independent Film/Video Ass'n Registration/information: 895-6594.

2 Condition Red (Kaurismaki, US, 1995); with Mike Lemon; 7 p.m.; \$6.
27 PIFVA Open Screen; 7 p.m.

MEETINGS

20 University Council Meeting; 4-6 p.m.; McClelland Hall, The Quad.
21 Lesbian, Gay, and Bisexual Staff and Faculty Meeting; noon; room info: 898-5044 or bobs@pobox.upenn.edu.
25 SAC Meeting; all representatives expected to attend; 6 p.m.; Room B-6, Stiteler (Student Activities Council).

MUSIC

5 The Lively Art of Music in Mesopotamia: 2500-500 B.C.; lecture by Anne Kilmer, UC Berkeley, and demonstration of ancient music and instruments; Kevoorkian Visiting Lecturship Series; 6 p.m.; reception follows; reservations: 898-4890; Rainey Auditorium, University Museum; free with admission donation (see Exhibits) (Museum).
28 Early Music at Penn; Gwyn Roberts and William Parberry direct the Penn Madrigal Singers, Penn Baroque Ensemble and Recorder Ensemble; 8 p.m.; Bodek Lounge, Houston Hall.
29 The University Symphony Orchestra; Ricardo Averbach directs Dmitri Shostakovich's Symphony No. 5 and A George Crumb's Haunted Landscape; 8 p.m.; Cathedral Church of the Savior, 38th and Chestnut Street.

Folklife Center

Concerts at International House; \$15, \$13/students, seniors, \$10/members; advance tickets: 893-1145; day of show: tickets sold at International House two hours prior to show subject to availability; discounts available; info: 895-6537.
1 Tlen-Huicani; traditional Latin American folk music centering around the harpa jarocha (folk harp), led by Alberto de la Rosa; 8 p.m.; dinner featuring specialties of Veracruz at Zocalo Restaurant before the concert. \$15/ticket holders, reservations: 895-0139.
2 Latin Harp Workshop; with Alberto de la Rosa, focusing on Latin rhythms and improvisation; for intermediate-advanced abilities; 10 a.m.-noon; \$25, \$20/students and Tlen-Huicani ticket-holders.
16 Irish Harp Workshop; with Clairseach, focusing on Irish dance music and ornamentation; all levels; 1-3 p.m.; \$25, \$20/students and Clairseach ticket-holders.

Clairseach; all Ireland harp champion, Ann Heymann, accompanied on the guitar, button accordion, cittern and concertina by husband Charlie; 7 p.m.; concert preceded by lecture: Clairseach Aris, Music and Mythology of the Gaelic Harp.

Strings in Spring: Ancient and Traditional Music

Music of harps and lyres—some long silent—sounds out in three special presentations this month. Berkeley's Anne Kilmer demonstrates the sounds of Ancient Mesopotamia at the University Museum. The Assyriologist has studied ancient cuneiform tablets, early scales and an actual song dating from 1400 B.C. Her recent recordings on replicas of the instruments show how the Museum's newly conserved ancient silver lyre with stag's head and boat-shaped sound box (at left) and its bull-headed lyre—both from the Sumerian city of Ur (circa 2600 B.C.)—would have sounded. (Music).

The Folklife Center at International House offers two concerts and two workshops of harp music. Veracruz's Tlen-Huicani (below left) shares the sounds of Latin American as well as traditional Mexican folk music. The harpa jarocha (folk harp) is the centerpiece of the ensemble which was voted Mexico's best folk group by music and theater critics. St. Patrick's weekend, Ann and Charlie Heymann of Ireland's Clairseach (below right) talk about, play and teach the music of the Gaelic wire-strung harp. (Music).



ON STAGE

Hit-or-Mrs.; Mask and Wig calls its 108th production "what you get when you cross La Cage Aux Folles with The Natural"; March 1, 2, 28, 29; Mask and Wig Clubhouse, 310 S. Quince St., \$20/theater show, \$50/dinner show, tickets/info/times: 923-4229; March 22, 23; Annenberg Center, \$16, \$8/students, 8 p.m., tickets: 898-6791.

4 Previewers Series; reading of a new play; 7 p.m.; Harold Prince Theatre, Annenberg Center; \$5/free students and subscribers; info: 898-6791 (Annenberg Center Theatre Series; Philadelphia Festival Theatre for New Plays).

23 Michelle Garb; Still Standing Comedy Series; 8 p.m.; Bowl Room, Houston Hall (Office of Student Life).

29 Oh Brother!; see Children's Activities; 7 p.m.; Repeated Mar. 30, 2 & 7 p.m.; Marc. 31, 2 p.m.

SPECIAL EVENTS

Guided Walking Tours; Sat. and Sun.; 2 p.m.; hours: Mon.-Fri., 10 a.m.-4 p.m.; Sat. and Sun., 10 a.m.-5 p.m.; Morris Arboretum; admission: Exhibits.

1 Shodô (Calligraphy) Demonstration by Visiting Zen Master; Fukushima Keido; see also Talks (March 1); noon-2 p.m.; Chinese Rotunda, University Museum; free with admission donation (see Exhibits). (Museum; Center for Eastern Asian Studies).

Women of Color Awards Luncheon; noon-2 p.m.; Penn Tower Hotel; tickets: 898-6993.

4 Touring ENIAC; tours of the computer (see Children's Activities). Through June 1996.

20 Salmon Fest Buffet; full course dinner; 5:30-8 p.m.; Faculty Club; \$15 plus 18% service charge; reservations: 898-4618.

22 A-3 Assembly Crafts Fair; 10 a.m.-4 p.m.; Bodek Lounge, Houston Hall.

28 Wine Gala Fundraiser; Le Bec Fin sommier Gregory Moore honored at the annual Bread Upon the Waters Scholarship Fundraiser; 6 p.m.; Lower Egypt Gallery, University Museum; \$150; information: 898-6940 (College of General Studies).

30 Sacred Mountain, Sacred Stone: The Face of Maya Ritual; 14th Annual Maya Weekend; Museum; for info. and prices, call Special Events Office: 898-4890. Through March 31.

SPORTS

Tickets for winter sports, except basketball, are free. Basketball: 898-6151.

Home locations: Basketball: Palestra; Women's Gymnastics: Hutchinson Gym; Lacrosse: Franklin Field.

1 W. Basketball v. Columbia; 7 p.m.
2 M. Lacrosse v. Canisius, 1 p.m.; Habitat for Humanity Fundraiser: W. Basketball v. Cornell, 7 p.m., donations accepted in lieu of admission charge.
3 W. Lacrosse Penn Invitational.
5 Basketball v. Princeton; W, 6:30 p.m.; M., 9 p.m.
6 M. Lacrosse v. Michigan State; 3 p.m.
23 W. Lacrosse v. Cornell, 11 a.m.; Gymnastics v. Bridgeport, 1 p.m.; M. Lacrosse v. Harvard, 1:30 p.m.
26 W. Lacrosse v. Temple; 7 p.m.
27 M. Lacrosse v. Lafayette; 7 p.m.
30 M. Lacrosse v. Cornell; 4 p.m.
31 W. Lacrosse v. Harvard; noon.

TALKS

1 *Structure-Based Design*; Tom Blundell, University of London; Sterling Lecture; noon; Rm. M100-101, John Morgan Building (Pharmacology).
Green Gold: Opportunities for Enhancing Economic Competitiveness through Environmental Technology; Alan Miller, UMD; 12:15-1:45 p.m.; Rm. 213, Steinberg Hall-Dietrich Hall (Institute for Environmental Studies).
TBA; Hal Foster, 3-5 p.m.; location TBA. (English).
Zen Buddhism; Fukushima Keido, Tofukuji Temple, Kyoto, Japan; see also *Special Events*; 4:30 p.m.; Room 109, Annenberg School for Communication (Center for East Asian Studies).
2 *Theories of Neutral Molecular Evolution in Historical Perspective*; William Provine, Cornell; 10 a.m.-noon; Room 502; Science Center, 3440 Market Street (History & Sociology of Science).
4 *Service Utilization Among Dually Diagnosed Persons with Serious Mental Illness*; Sara Corse, Center for Mental Health Policy and Services Research; 12-1:30 p.m.; Leonard Davis Institute Boardroom (LDI; CMHPSR).
Regulation of Gene Expression and Differentiation by Nuclear Hormone Receptors; Mitchell Lazar, medicine and genetics; noon; Room M100-101, John Morgan Bldg. (Pharmacology).
Zeugmatin is Part of the Titin Molecule and Bacteria on Skis (short video); Jean and Joseph Sanger, cell and developmental biology; 2 p.m.; Physiology Conference Room, Richards Bldg. (Pennsylvania Muscle Institute).
TBA; JoMills Braddock, Miami University; 3-4:30 p.m.; Graduate School of Education (Search Committee for the Constance Clayton Chair in Education.)
Lysozyme, Langmuir and Latex: Adsorption of Proteins and Colloids; Abraham Lenhoff, bioengineering; 3:30 p.m.; Rm. 337, Towne Building (Chemical Engineering).
Interface with Folklorists in the Public Sector; ???; Room 370, 3440 Market St. (Folklore & Folklife).
Transient and Enduring Effects of Experience: Functional Brain Imaging Studies of Human Cortex; Leslie Ungerleider, NIMH; 4 p.m.; Rm. B-26, Stiteler Hall (Psychology).
Revolutionary Origins of Human Rights; Lynn Hunt, history; 7-8:30 p.m.; \$5; free/registeres of any paid CGS Special Programs Spring 1996 course.
5 *Redefining Literacy for Deaf Children*; Claire Ramsey; 11-12:30 p.m.; Rm. C12, Graduate School of Education. (Search Committee for the Constance Clayton Chair in Education).
Cytoplasmic Dynein and the Fast Moving Realm of Axonal Transport; K. Kevin Pfister, UVA; 2:30 p.m.; Physiology Conference Room, Richards Bldg. (Pennsylvania Muscle Institute).
Uri Nara Manse: Korean Cultural Nationalism Under the Park and Chun Regimes; G. Cameron Hurst, East Asian Studies; 4:30 p.m.; Rm. 102, Williams Hall (Center for East Asian Studies).
6 *The ‘Rise of Yiddish’ and the Transformation of Jewish Life in Eastern Europe*; David Fishman, Jewish Theological Seminary; noon; 420 Walnut St. (Center for Judaic Studies).
Who Copied Early Christian Texts During the Second and Third Centuries CE?; Kim Haines-Etzen, UNC Chapel Hill; 3-5 p.m.; Room 117, Duhring Wing (Religious Studies).
The Myc-Max Transcription Factor Network; Bob Eisenman, Fred Hutchinson Cancer Research Center; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).
Gallery Conversation: Jeanne Silverthorne Exhibition; Steve Berg & Judith Tannenbaum; 6 p.m.; ICA (ICA).
7 *The Consequences of Child Maltreatment: Research & Practice*; Dante Cicchetti, Mt. Hope Family Center and University of Rochester; 10-11 a.m.; C-12, Graduate School of Education (Psychology in Education Search Seminar).
Electrophysiology, Imaging and Cystic Fibrosis; Kevin Foscett, physiology; 11 a.m.; Room 337, Towne Building (Bioengineering).
Darwinian Medicine: Why Does Psychopathology Exist At All?; Randolph Ness, Michigan; noon-1 p.m.; Clinical Research Building Auditorium (Psychiatry).
Determinants of State Expenditures on Treatment of Alcohol Abuse; Mark Pauly, health care systems; 12-1 p.m.; Colonial Penn Center Boardroom (LDI Center for Research).
Cellular and Molecular Approaches for Heart Repair; Loren Field, University of Indiana; 12:15-1:30 p.m.; Wood Room, John Morgan Building (Cell and Developmental Biology).
Basho’s Use of the Self; Eleanor Kerkham, UMD; 5 p.m.; Rm. 421, Williams Hall (East Asian Studies).
8 *Environmental Carcinogens, Mutation, and Mitochondrial Dysfunction*; Vijayasarathy Camasamudram, animal biology/vet; 12:15-1:45 p.m.; Room 213, Steinberg Hall-Dietrich Hall (Environmental Studies).
13 *The Khoja Ismailis of South Asia: Negotiating through Cultural Spaces*; Ali Asani, Harvard; 11 a.m.-12:30 p.m.; Classroom 2, Museum (South Asia Regional Studies).
The Apoptotic Executioner: Fundamental Mechanisms of Cell-Mediated Cytotoxicity; Doug Green, LaJolla

TALKS

Institute for Allergy and Immunology; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).
14 *Meeting the Challenge of Time-Limited Group Psychotherapy*; K. Roy Mackenzie, University of British Columbia; 12-1 p.m.; Class of ‘62 Lecture Hall, John Morgan Building (Psychiatry; Philadelphia Child Guidance Center; PennMed).
Genetic Control of Developmental Timing in C. Elegans; Victor Ambrose, Dartmouth; 12:15-1:30 p.m.; Wood Room, John Morgan Building (Cell and Developmental Biology).
Bimolecular Dynamics Explored by Nuclear Magnetic Resonance; Richard Ernst, Eidgenössische Technische Hochschule, Zürich; 63rd Edgar Fahs Smith Memorial Lecture; 6 p.m.; Rm. 102, Chemistry Bldg. (Chemistry).
18 *Role of Nitric Oxide in the Micro-circulation During Anesthesia*; Alex Loeb, anesthesia and pharmacology; noon; Rm. M100-101, John Morgan Building (Pharmacology).
Using Transfection and Mutagenesis to Probe the Assembly of Definitive Z Bands; Howard Holtzer; cell and developmental biology; 2 p.m.; Physiology Conference Room, Richards Bldg. (Pennsylvania Muscle Institute).
Heterogeneous Catalysis on the Large and Small Scales; James Carberry, Notre Dame; 3:30 p.m.; Rm. 337, Towne Bldg. (Chemical Engineering).
Science and Nationality in 19th Century Germany; Gabriel Finkelstein, history & sociology of science; 4 p.m.; Room 502, 3440 Market St. (H & SS).
19 *Cervical Spine Dynamics*; Barry Myers, Duke; 11 a.m.; Rm. 337, Towne Building (Bioengineering).
Ismet Inonu as Turkish Statesman and Politician; Metin Heper, Princeton; 4:30 p.m.; Room 421, Williams Hall (Middle East Center).
Pan-Africansim and Pedagogy; Manthia Diawara, NYU; Richard Wright Lectures; 4:30 p.m.; Room 105, Lauder-Fischer Hall (Center for the Study of Black Literature and Culture).
Series continues on March 20, Richard Wright and African Modernity and April 3, Rouch in Reverse.
20 *Muslim Missionizing and Cultural Geographies in Pakistan’s Northwest Frontier*; Wynne Maggi, Emory; 11 a.m.-12:30 p.m.; Classroom 2, Museum (SARS).
Inscribing Creole History: Seventeenth-Century Representations of the Virgin of Guadalupe; Sylvia Santaballa, Romance languages; noon; Ben Franklin Room, Houston Hall. (Latin American Cultures Program).
A Comparative Dialogue on the Transmission of Mystical Ideas and Praxis in Judaism and Christianity and their Mutual Interactions; Moshe Idel and Bernard McGinn, Chicago; noon; 420 Walnut St. (Ctr. for Judaic Studies).
The Impurity of Immorality in Ancient Judaism; Jonathon Klawans, Columbia; 3-5 p.m.; Rm. 117, Duhring Wing (Religious Studies).
Genetic Engineering of Influenza Viruses; Peter Palese, Mt. Sinai School of Medicine; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).
Competition Among HMOs: Who Benefits?; Karen Ignani, Group Health Association of America; 4:30-6 p.m.; CPC Auditorium, (LDI Center for Health Policy).
Slide Lecture: Gary Hill Exhibit; with the artist; 6 p.m.; ICA (ICA; SEAS).
21 *Non-anticoagulant Agents With Heparin’s Cell Modulating Activities—Structural Basis and Therapeutic Implications*; Paul Weisz, bioengineering; 11 a.m.; Rm. 337, Towne Bldg. (Bioengineering).
Alzheimer’s Disease: Translating Research Into Practice; Burton Reifler, Bowman Gray School of Medicine; noon-1 p.m.; CRB Auditorium (Psychiatry; PCGC; PennMed).
Effects of Closing State Hospitals on Patients and the Delivery System: A Case Study of Philadelphia State Hospital; Aileen Rothbard, Center for Mental Health Policy and Services Research; 12-1 p.m.; CPC Boardroom (LDI).
Genetic Control of Tissue Polarity and the Morphogenesis of Cellular Projections; Paul Adler, UVA; 12:15-1:30 p.m.; Wood Room, John Morgan Bldg. (Cell and Dev. Biology).
Current Events in Taiwan; Lyushun Shen, Taipei Economic and Cultural Representative Office in U.S.; 4:30 p.m.; Rm. 102, Williams Hall (Center for East Asian Studies).
Community Counts: Opportunities for Community-Based Scholarship; Gary Delgado, Applied Research Center, Oakland, California; Kenneth L.M. Pray Lecture; 7-9 p.m.; Alumni Hall, Faculty Club (Social Work).
22 *Unusual In-Vivo Effects of Chromium*; Charlotte Witmer, Rutgers; 12:15-1:45 p.m.; Rm. 213, Steinberg Hall-Dietrich Hall (Institute for Environmental Studies).
Temples, Tombs and Homicide: Archaeology and Murder in the Land of the Pharaohs; Barbara Mertz, Egyptologist and mystery author; 6:30 p.m.; Harrison Auditorium, Museum; info/reservations: 898-4890 (Museum).
25 *Selective RNA Editing and Subunit Assembly of Native Glutamate Receptors*; Ralph Puchalski, Monell Chemical Senses Center and pharmacology; noon; Room M100-101, John Morgan Building (Pharmacology).

TALKS

The Microrheology of Foam and Emulsions; Andrew Kraynik, Sandia National Laboratories; 3:30 p.m.; Rm. 337, Towne Building (Chemical Engineering; Physics).
TBA; Amos Tversky, Stanford; 4 p.m.; Room TBA, Stiteler Hall (Psychology; SAS/Wharton Series).
The Practice of Archaeology and the Making of Place: Jerusalem’s New Jewish Quarter; Nadia Abu El Haj, Mellon Postdoctoral Fellow, SAS; 4 p.m.; Rm. 502, 3440 Market St. (H & SS; SAS Humanities Coordinating Cmte.).
The Japanese Seizure of Korea: A New Look at the Events of 1905; Wayne Patterson, St. Norbert College; 4:30 p.m.; Rm. 103-5, Williams Hall (Center for East Asian Studies).
26 *Issues of Cultural Competency and the African-American Adolescent*; Peter Vaughn, social work; noon-1 p.m.; Level 1 Multipurpose Room, PCGC (Psychiatry; PCGC; PennMed; Social Work Month Special Presentation).
What Computers Can and Cannot Do; Fan Chung, mathematics; 1 p.m.; the Faculty Club (Penn Women’s Club).
Secondary Intellectual’s Readers and Readership as Agents in Shaping and Reshaping National Identity in Modern Egypt; Israel Gershoni, Center for Judaic Studies and Tel-Aviv University; 4:30 p.m.; Rm. 421, Williams Hall (Middle East Center).
27 *Violating the Red Fort: Ritual Boundaries of Sovereignty in Late Mughal and Early British India*; Gail Minault, University of Texas, Austin; 11 a.m.-12:30 p.m.; Classroom 2, Museum (SARS).
The Dissemination of Kabbalah in the Thirteenth Century with Particular Reference to Italy; Moshe Idel, Chicago; noon; 420 Walnut (Center for Judaic Studies).
The Thargelia Reconsidered: Girard, Burkert, Smith; Brad Kirkegaard, religious studies; 3-5 p.m.; Room 117, Duhring Wing (Religious Studies).
Novel Regulators of Gene Expression During Mesenchymal Differentiation; René St. Arnaud, Shriners Hospitals for Crippled Children/McGill University; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).
TBA; Anand Kumar, psychiatry and Sam Preston, sociology; 4-5 p.m., Room 202, BRB1 (Institute on Aging).
The Role of Academia in Health Care Policy; Bruce Vladeck, health care financing administration; 4:30-6 p.m.; CPC Auditorium (LDI Center for Health Policy).
On the Studio’s Ruins; slide lecture by Jeanne Silverthorne, artist; 6 p.m.; ICA (ICA).
28 *Dense Alumina Oxide for Total Hip Replacement—Laboratory Tests and Retrieval Implant Analysis*; Laurent Sedel, University of Paris; 11 a.m.; Rm. 337, Towne Building (Bioengineering).
Complex Regulation of Type I and II Collagen Gene Expression During Endochondrol Bone Formation; Sherrill Adams, biochemistry/dental, 12:15-1:30 p.m.; Wood Room, John Morgan Bldg. (Cell & Molecular Bio. Grad. Group).
Musical Transmission and Transnationalism: The Case of the Syrian Jewish Pizmon; Kay Kauffman Shlemay, Harvard; 5 p.m.; Smith-Penniman Room, Houston Hall. (Jewish Studies).
29 *Mercury Nephrotoxicity After a Reduction of Renal Mass*; Rudolfs Zalups, Mercer University; 12:15-1:45 p.m.; Rm. 213, Steinberg Hall-Dietrich Hall (Inst. for Environmental Studies).
From the Small to the Large: Considerations on the Conservation of Immoveable Cultural Property; Frank Matero, historic preservation; 3-5 p.m.; Rich Seminar Room, Jaffe Building; open to PennCard holders only (Art History).

CONFERENCES

2 *Wharton Physician Leadership Program*; registration: 898-4748 (LDI-Wharton Aresty Institute Health Care Executive Management Program).
Cornea Grand Rounds; David Schanzlin, St. Louis University; Continuing Medical Education Program; 8 a.m.-noon; Scheie Eye Institute (Scheie Eye Institute).
3 *City into Country: Making French Landscapes*; with speakers from French and American universities and Penn on the changing definitions of city and country in the 19th through 20th century as shown in art, landscape architecture, gardening and literature; in conjunction with Penn Ross Gallery exhibit; 1-5:30 p.m.; Athur Tower Hotel; info: 573-3550 (French Institute). *Continues 9 a.m.-8:30 p.m., Mar. 4; 9 a.m.-12:20 p.m., Mar. 5.*
5 *Advanced Management Education Conference*; Steinberg Conference Center; registration: 898-4748 (LDI-Wharton Aresty Institute Health Care Exec. Management Prog.). *Through Mar. 8.*
6 *Black Writing: A Critical Dialogue*; participants include Houston A. Baker, Jr., Center for the Study of Black Literature and Culture and Lorene Cary, author of *Black Ice* and *The Price of a Child*; Mosaic of Black Writing Program; 4:30 p.m.; Room 109; Annenberg School (Afro-American Studies).
30 *Feline Symposium*; moderator: Joan Hendricks, medicine/clinical studies-vet; presenters: Richard Gebhardt, Andreas Hasler, David Knight, Petra Roosje, Karin Sorenmo; 8:30 a.m.-4:30 p.m.; info/registration: 898-8862; \$45 (Vet Hospital).

CONFERENCES

Graduate Student Colloquium in French, Hispanic & Italian Literatures & Romance Philology; presentations by American and Canadian grad students; 9 a.m.-5 p.m.; Bodek Lounge, Rm. 301, Ben Franklin, Smith-Penniman and Bishop White Rooms, Houston Hall; info: 898-7429 (Grad Romanic Ass’n).
31 *Management Development for Physician Executives*; registration/info: 898-4748 (LDI; Aresty Inst. Health Care Exec. Management Prog.). *Through April 4.*

FITNESS/LEARNING

Buddhist Meditation Practice; meet 1-2 p.m., Wednesdays; Christian Association Chapel. *Through May 8.*
English Grammar and Conversation for International Students; free tutoring session: 3-4 p.m., Wednesdays; info: 222-6844 (English Tutoring Center of America).
English Language Programs Evening Course Registration; classes meet 6-8:30 p.m.; *Conversation*; Mon. and Weds., March 25-April 24.; *TOEFL Preparation*; Tues. and Thurs., March 26-April 25; *Business Writing*; Thurs., March 28-April 25; *\$290/twice-a-week classes, \$145/once-a-week class* (\$10 fee for late registrants); info: 898-8681.
Ice Skating; public skating: Mon. and Wed., 4-6 p.m.; Tues., 6-8 p.m.; Thurs., 5:30-7:30 p.m.; Fri., 8-10 p.m.; Sat., 12:30-2:30 p.m., 8-10 p.m.; midnight-2 a.m.; Sun., 12:30-2:30 p.m.; \$5, \$3.50/with PennCard, \$1.50/skate rental; *figure skating: patch*: M-F, 12-12:45 p.m.; *freestyle*: M-F, 12:45-1:30 p.m.; \$5/session, \$8/both; 1923 Rink; 898-1923. *Open through April 7.*
Jazzercise; 5:30-6:30 p.m.; Mon., Tues. and Thurs.; Philadelphia Child Guidance Ctr.; first class free; \$3.50/class, \$2.50/students; Carolyn Hamilton, 662-3293 (days), 446-1983 (evenings).
Penn Council for Relationships Therapy Groups; info: 382-6680.
Quaker Worship Group; noon; Christian Association Auditorium. *Wednesdays.*
Recreation Class Registration; swimming, water safety instruction, aerobics (regular, step, and water) squash, tennis, dance (ballroom, jazz, modern, and Latin), yoga, scuba, self defense, karate, nutrition and fitness, First Aid and CPR; 5-week class: \$35, \$20/students; 10-week: \$70, \$40/students; Gimbel or Hutchinson Gym; PennCard or Recreation ID required; 898-6100. *Registration throughout year.*
Sahaja Yoga Meditation; 11 a.m.; Franklin Room, Houston Hall; info: 602-8680 or 259-8932. *Sundays.*

5 *Conversations on Contemporary Art*; ICA; \$50/ICA members & PENNcard holders, \$65/non-members; info: 898-7108 (ICA). *Weekly through April 9.*
7 *Bridging the Gap*; slide presentation and tour of Silverthorne and Hill exhibits by Rita Rashkind, curator; 10:30 a.m.-12:30 p.m.; ICA; \$1/senior citizens, free/ICA members & volunteers; info., 898-7108 (ICA).
The Lessons Our Children Need Before Leaving Home: How to Give Our Children Roots and Wings; Marilyn Kraut, Quality of Worklife Program; noon-1 p.m.; Bishop White Room, Houston Hall (Human Resources/QOWL).

11 *Home Buying Seminar*; noon and 1 p.m.; 720 Franklin Bldg.; info and reservations: 898-7256 (Treasurer). *Repeated March 13, 14, 15, 25, 27, 28.*



March AT PENN

FITNESS/LEARNING

F/SAP
Faculty/Staff Assistance Program noon workshops; Houston Hall; info: 898-7910.
Surviving Divorce and Separation; call for details.
5 *Caregivers. Every first Tuesday.*
6 *Sobriety Group. Every Wednesday.*
11 *The Role of Spirituality in Maintaining Psychological Health*; Kevin Damitz, MSW.
12 *Grief Recovery: Moving Beyond Loss*; Mae Page, CHOP.
28 *Issues of Single Parenting*; presented by Sandra Soll, MSW and Jose Rendon, MSW.

College of General Studies
Special Programs; unless noted, classes meet weekly at 6:30-8:30 p.m.; registration/information: 898-6479.
2 *Power Speaking*; 9:30 a.m.-4:30 p.m.; \$120.
4 *Internet Workshop for Fund Raisers*; 9:30 a.m.-4:30 p.m.; \$135, \$125/FRCP.
Blues in the Night; \$75. *Through March 25.*
Personal Financial Planning; \$145 (includes text). *Through April 8.*
Wines of California; 6:30-9 p.m.; \$140. *Through March 18.*
5 *Writing from Personal Experience*; 1-3 p.m.; \$150. *Through April 23.*
6 *Eight Great Short Stories*; \$60. *Through March 20.*
Putting Your Mission to Work; \$160, \$145/FRCP. *Through April 17 (omit April 3).*
7 *The Archaeology of Jerusalem From King David to Sultan Suleiman*; \$80, \$70/Museum members. *Through March 28.*
Getting Your News Out: Case Studies in Public Relations; \$160, \$145/FRCP. *Through April 18 (omit April 4).*
The Middle East After the Cold War; 7-9 p.m.; \$95. *Through April 18 (omit April 4).*
9 *Interior Design: Expressing Your Own Style*; 10 a.m.-1 p.m.; \$120 (includes Philadelphia Museum of Art entrance fee). *Continues March 23 and 30.*
11 *In the Chef’s Kitchen*; 9:30 a.m.-12:30 p.m.; \$50/session. *Continues Apr. 15.*
16 *Gardening in Small Spaces*; 10 a.m.-noon; \$25.
18 *Becoming a Consultant*; 6:30-9 p.m.; \$150. *Through April 1.*
Grantsmanship: Developing Winning Proposals; 5-7p.m.; \$160, \$145/FRCP. *Through April 22. Second section meets Wednesdays, March 20-May 1 (omit April 3).*
19 *Planned Giving*; \$140, \$125/FRCP. *Through April 9.*
Triumphalism and Display: Art and Culture in Baroque Rome; \$60. *Through April 2.*
21 *Discovering Your Own Photographic Style*; \$125. *Through May 2 (omit Apr. 4).*
Writing for the Children’s Market; \$150. *Through May 16 (omit April 4).*
22 *Words At Work*; 9:30 a.m.-4:30 p.m.; \$85. *Continues March 29.*
23 *Raising Money From Individuals*; 9:30 a.m.-4:30 p.m.; \$120, \$110/FRCP.
25 *In the Chef’s Kitchen*; 9:30 a.m.-12:30 p.m.; \$50/session. *Continues May 6.*
30 *Outdoor Container Gardening*; 10 a.m.-noon; \$25.

This month at the Burrison Gallery: two Penn and Pennsylvania Academy of Fine Arts Graduates exhibit.

At left: Market Day in St. Remy by Elaine Moynihan Lisle reflects the local color and scenery of her recent trip to Provence. Other oil paintings shown include Philadelphia cityscapes.

Below: Nancy Bea Miller, an award-winning figure and portrait painter as well as a cartoonist, displays traditional paintings, including Still Life with Home Grown Sunflowers.

