

The Penn Voice: How Far Does It Travel?

A black and white photograph of three men sitting on the floor around a vintage computer monitor. The man on the left is wearing a light-colored polo shirt and trousers, smiling at the camera. The man in the middle is wearing a white t-shirt and is looking towards the camera. The man on the right is wearing a white t-shirt with a graphic print, glasses, and a mustache, also smiling. The computer monitor is a CRT type, and it displays a photograph of a person. A keyboard is placed in front of the monitor. The background is plain white.

Photo by Jerry Lodriguss

Penn's public radio station turned 50 last year, and like other 50-year-olds it did some stocktaking. Some of it is numerical, in the fall report made to trustees (see pp. 8-10), but that presentation only hit the highlights of awards given recently to the station and its people. Here is a fuller list.

Kid's Corner: *A daily, one-hour call-in program for children 6-12 years old.*
1993 Major Armstrong Award,
The Armstrong Memorial Research Foundation
1992 "Best Local Educational Program,"
New York International Radio Festival
1991 George Foster Peabody Award,
University of Georgia
1990 "Gold Award" for Children's Program,
Corporation for Public Broadcasting

Homeless—Not Helpless, *features on homelessness in Philadelphia*
 1991 "Silver Award" for Public Affairs,
Corporation for Public Broadcasting,
 1991 "Golden Reel" for Local Public Affairs,
National Federation of Community Broadcasters

1991 "First Place, Public Service,"
Philadelphia Press Assoc. Media Awards
1991 "First Place, Public Affairs Programming,"
Pennsylvania Associated Press
1991 "First Place, Public Service Program,"
Phila. Chapter, Soc. of Prof. Journalists
1991 "Golden Reel" for National Public Affairs,
National Federation of Community Broadcasters

A World of Difference, a series on inter-racial and intercultural issues.
1989 "Gold Award" Public Service Program Corporation for Public Broadcasting
1989 "Best Feature Production,"
Public Radio News Directors Association

Station of the Year (Nominee)
1994—*The Gavin Report*

“Best Radio Station in Philadelphia,”
1994—*Philadelphia Magazine*

Excellence in Overall Development,
1995 Gold Award
Corporation for Public Broadcasting

Excellence in Special Events and Promotion
1995 Gold Award
Corporation for Public Broadcasting

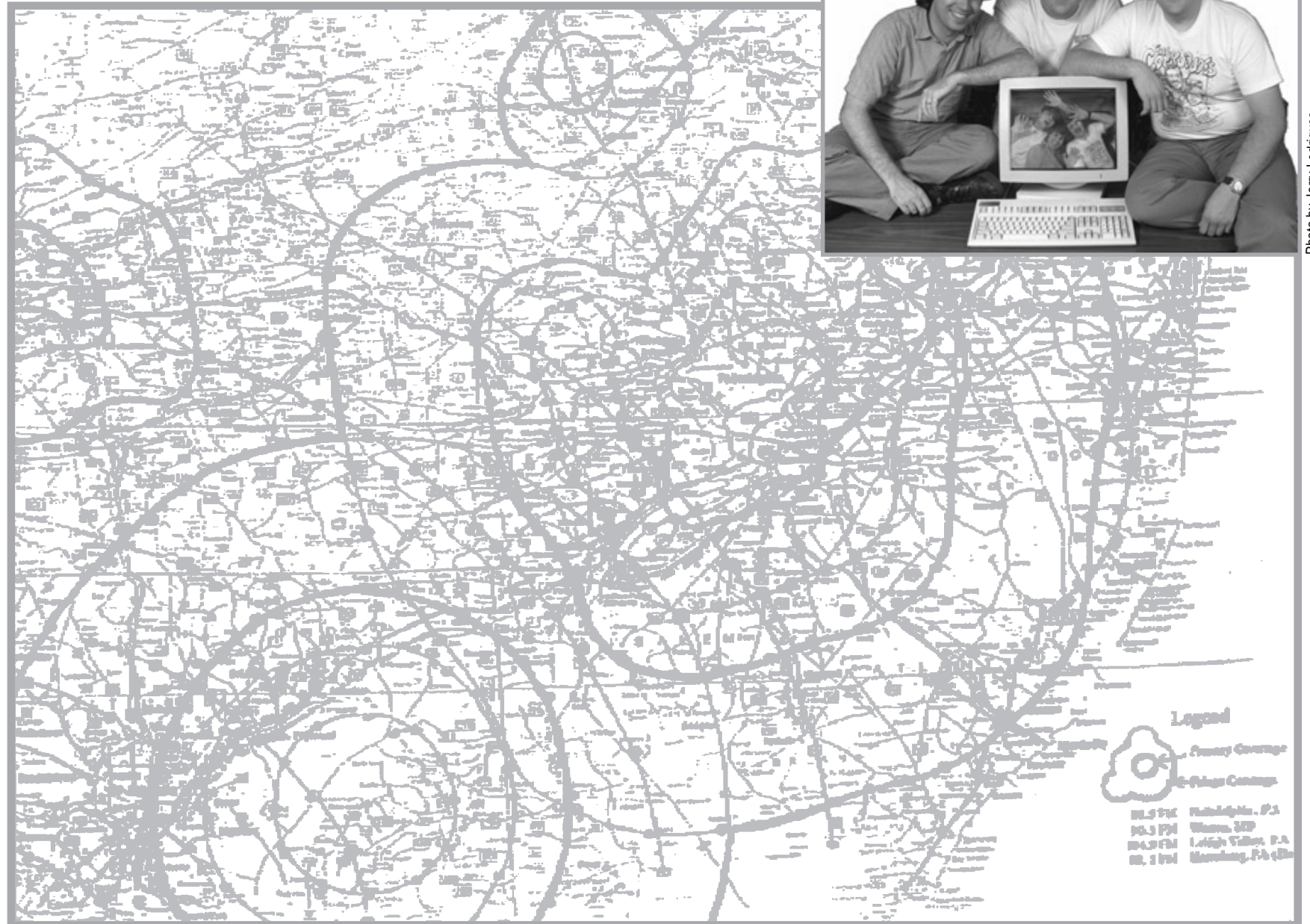
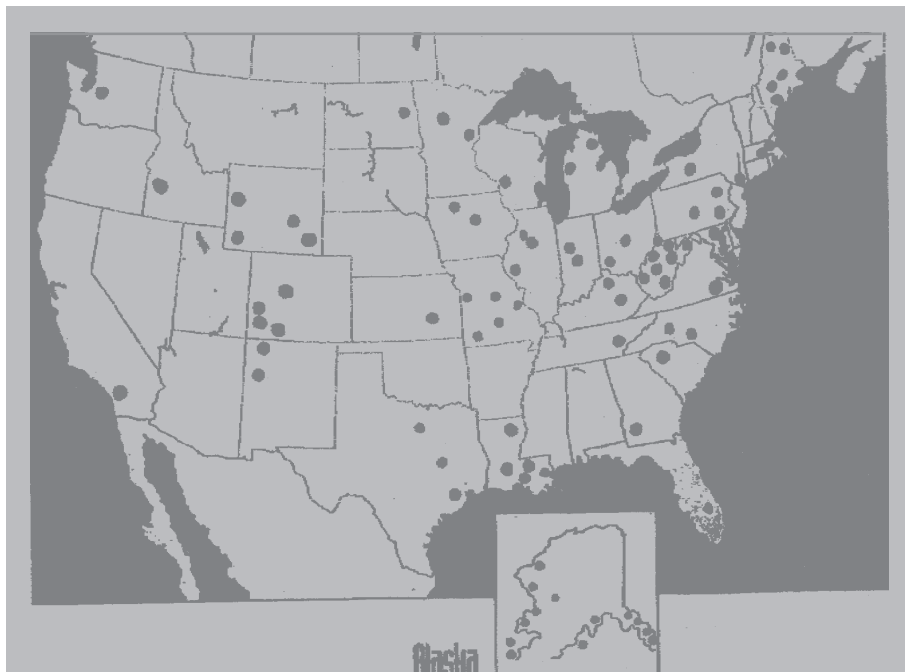
Personality of the Year
WXPN Music Director Bruce Warren
1996—*The Gavin Report*

Non-commercial Progressive Adult Radio
Music Director of the Year Bruce Warren
1996—*Friday Morning Quarterback*

The people are The CompuDudes. First there were Peter Cook (left) and Scott Manning (right), two guys who began as volunteers on Kid's Corner. Now there's a third 'Dude, with Mac and games expertise—Justin Roman, center, a high school senior who is also taking math at Penn. They're on Kid's Corner every Thursday at 7:30 p.m.; and since only kids can call in then, they've added an 8 p.m. segment for adults with computer questions. The 'Dudes also made their debut in print last Thursday as columnists in the Philadelphia Inquirer's new weekly section, tech.life@inquirer.

The background “doodle” is an engineer’s conception of WXPN’s signal expansion since the reorganization of the late ‘70s. This helped increase its local audience from about 40,000 listeners to 220,000. Through a series of collaborations and affiliations, the full audience is now closer to 1.5 million. (See the Report to the Trustees, pages 8-10.)

One of the shows that earns WXPX top prizes in music is World Cafe, heard weekdays from 2 to 7 p.m. at 88.5 on the FM dial. The show's eclectic and adventurous way with contemporary music around the globe is credited with drawing younger listeners to public radio. World Cafe went on the air in August 1991, and in October of that year became WXPX-FM's first venture in syndication. It now reaches some 90 outlets scattered throughout the contiguous 48 states and Alaska.



SENATE From the Senate Office

The following agenda is published in accordance with the Faculty Senate Rules. Questions may be directed to Carolyn Burdon either by telephone at 898-6943 or by e-mail at burdon@pobox.upenn.edu.

Agenda of the Senate Executive Committee Meeting

Wednesday, March 6, 1996, 3-5:30 p.m.

1. Approval of the minutes of February 7, 1996
2. Chair's Report
3. Report on activities of the Academic Planning and Budget Committee and on the Capital Council
4. Mandated Guidelines on Postdoctoral Fellows and Research Associates
5. Proposed nominees from the Senate Committee on Committees for 1996-97 vacancies
6. Committee on the Faculty proposal on maternity leave and extending the tenure probationary period
7. University Council agenda for March 20, 1996
8. Informal discussion with the President and Provost
9. Committee on Publication Policy for Almanac's Report on the merger of *Almanac* and *Compass*
10. Other new business
11. Adjournment by 5:30 p.m.

Trustees Executive Committee: March 5

A Stated Meeting of the Executive Committee of the University Board of Trustees will be held Tuesday, March 5, at 3:15 p.m. in the Tea Room of the Faculty Club.

Death of Solomon Asch

Dr. Solomon E. Asch, an emeritus professor of psychology described by the present departmental chair, Dr. John Sabini, as "arguably, the single most distinguished and influential social psychologist ever," died on Wednesday, February 21 at the age of 88.

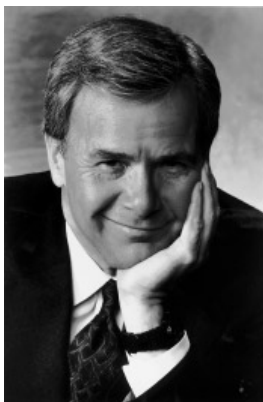
He had come to the University in 1972 as a full professor, and had been emeritus professor since 1979.

Dr. Asch was born in Warsaw and came to the U.S. in 1920. He received his B.S. from the College of the City of New York in 1928 and his M.A. and Ph.D. from Columbia University in 1930 and 1932, respectively. He taught at Brooklyn College, the New School for Social Research, and Swarthmore College, and held visiting posts at Harvard and MIT. He was Distinguished Professor of Psychology and Director of the Institute for Cognitive Studies at Rutgers University from 1966 to 1972, when he joined Penn.

Dr. Asch was a Guggenheim Foundation Fellow, 1941-42 and 1943-44; a member of the Institute for Advanced Study, 1958-1960 and 1970; a Senior Fellow of the U.S. Public Health Service, 1959-1960; and a Fellow of the Center for Advanced Study in the Behavioral Sciences (1976-77). He was awarded the Nicholas Murray Butler Medal from Columbia University in 1962 and the Distinguished Scientific Contribution Award from the American Psychological Association in 1967.

Elected to the American Academy of Arts and Sciences in 1965, Dr. Asch served as president of the Division of Personality and Social Psychology of the American Psychological Association in 1957 and chairman of the its Committee on Academic Freedom also in 1957. He was also associate editor of *Psychological Review* from 1957 to 1962.

Dr. Asch is survived by his wife, Florence.



Tom Brokaw

Commencement: Tom Brokaw

Tom Brokaw, the award-winning NBC Nightly News anchor, will be Penn's Commencement speaker on Tuesday, May 21, when the University celebrates its 240th Commencement.

"We are delighted that Tom Brokaw has accepted our invitation," President Judith Rodin said. "He is a respected journalist and seasoned commentator on American politics and world events. We are very much looking forward to hearing his insights."

Mr. Brokaw has covered every U.S. presidential debate since 1968 and was the NBC News' White House correspondent during the Watergate era. He also has a history of "firsts" with world leaders and world events. He conducted the first exclusive one-on-one interview with Mikhail Gorbachev which won the Alfred I. duPont Award. Mr. Brokaw was the only anchor on the scene the night the Berlin Wall fell. He was the first American to report on human rights abuses in Tibet and to conduct an exclusive interview with the Dalai Lama.

He has received numerous awards for his work, including an Emmy for the NBC News special, "China in Crisis," and NBC News' coverage of the mid-west floods in 1992. In 1980, he was the recipient of the National Headliner Award from the National Conference of Christians and Jews for advancing the understanding of religion race and ethnicity. Last year, he was awarded the Dennis Kauff Memorial Award for Lifetime Achievement in Journalism from Boston University, and the prestigious Lowell Thomas Award from Marist College.

In 1990-92, Penn was one of 34 institutions in an NCAA pilot program in the certification of athletics. Now the University is beginning its self-study, as called for by the new program. It will be followed by a site visit scheduled for April 1997.—Ed.

NCAA Certification: Self-Study of Athletics

[Text issued by the University News and Public Affairs Office on February 23.]

The University of Pennsylvania will begin a year-long, campus-wide effort to study its athletics program as part of the NCAA Division I athletics certification program. Specific areas the study will cover are academic and financial integrity, rules compliance, as well as a commitment to equity.

Academic accreditation is common in colleges and universities. This program is the first to focus solely on certification of athletic programs. Following a pilot project, the NCAA Division I membership overwhelmingly supported the program and its standards at the 1993 annual convention.

The certification program's purpose is to ensure integrity in the institution's athletics operations. It will open up athletics to the rest of the Penn community and to the public. Penn will benefit by increasing awareness and knowledge of the athletics program campus-wide, confirming its strengths and developing plans to improve in areas of concern.

The committee responsible for the study will include University of Pennsylvania President Judith Rodin, Vice President for Finance Stephen T. Golding, various members of Penn's faculty, staff and students, as well as Athletic Director Steve Bilsky and other members of the athletic department. Last week, a member of the NCAA compliance services staff conducted a one-day orientation visit to meet with the committee and its subcommittees early in the process.

Within each area to be studied by the committee, the program has set standards, called operating principles, which were adopted by the Association to place a "measuring stick" upon which all Division I members will be evaluated. The University also will examine how the activities of the athletics program relate to the mission and purpose of the institution.

Once Penn has concluded its own study, an external team of reviewers will conduct a three- to four-day evaluation visit on campus. Those reviewers will be peers from other colleges, conference offices and universities. That team will report to the NCAA Committee on Athletics Certification, another independent group. The committee will then determine Penn's certification status and announce the decision publicly. For institutions that fail to conduct a comprehensive self-study or to correct problems, tough sanctions can be imposed.

The three options of certification status are: certified, certified with conditions, and not certified.

The NCAA is a membership organization of colleges and universities that participate in intercollegiate athletics. The primary purpose of the association is to maintain intercollegiate athletics as an integral part of the educational program and the athlete as an integral part of the student body. Activities of the NCAA membership include formulating rules of play for NCAA sports, conducting national championships, adopting and enforcing standards of eligibility, and studying all phases of intercollegiate athletics.

[Committee Membership Lists, next page]

NCAA Certification Committee

[see story, page 2]

Steering Committee

Stephen Golding, V.P. for Finance, *Chair*
Barbara Beck, Dir. News & Pub. Aff. (*ex-officio*)
Steven Bilsky, Director of Athletics (*mandated*)
Carolyn Campbell, Ivy League Office
Helen Davies, Professor of Microbiology
Carolyn Schlie Femovich, Senior Associate
Athletic Director (*mandated*)
Raymond Fonseca, Dean, Dental Medicine
John Fry, Executive Vice President
Peter Hand, Professor of Animal Biology, Vet
Peter Kurloff, Faculty Senate Chair-Elect/
Professor of Education
Larry Moneta, Associate VPUL
Judith Rodin, President (*mandated*)
Steven Schutt, V.P. & Chief of Staff,
President's Office
Susan Shaman, Asst. V.P., Planning/Analysis
Kenneth Shropshire, Prof. Legal Studies
(*mandated*)
Willis Stetson, Dean of Admissions
Michael Wachter, Deputy Provost

Governance and Commitment to Rules Compliance

Peter Hand, Prof. Animal Biology/Vet, *Chair*
Elton Cochran-Fikes, Assoc. Athletic Director
Cissie Leary, Women's Tennis Coach
Anthony S. Minisi, Esq., Charter Trustee
Debra Newman, exec. asst. to Athletic Director
Frank Roth, General Counsel
Jennifer Strawley, Student-Athlete (softball)
Valarie Swain-Cade McCoullum, VPUL

Academic Integrity

Larry Moneta, Assoc. VPUL, *Chair*
Patrick Baker, Women's Soccer Coach
Byron Dresner, Assoc. Dir. Wharton Undergrad
Robert Giegengack, Professor of Geology
Stanley (Skip) Jarocki, Assoc. Athletic Director
Deana Lewis, Student-Athlete
(Women's Basketball)
David Pope, Assoc. Dean Undergrad/SEAS
Robert Rescorla, Assoc. Dean Undergrad, SAS
Timothy Ryan, Dir. Planning, Admissions
Justin Shellaway, Chair of Honor Council

Fiscal Integrity

Michael Wachter, Deputy Provost, *Chair*
Susan Shaman, Asst. V.P. Plan/Analysis, *Co-chair*
Alfred Beers, Comptroller
Carolyn Chin, Student-Athlete (Women's Lacrosse)
Bonnie Devlin, Dir. Development, School and
Center Planning
Margaret Feeney, Women's Volleyball Coach
Rosemarie Flynn, Resource Planning & Budget
Edwin Ledwell, Dir. Admin. Affairs, Athletics
William Schilling, Dir. Student Financial Aid
Decker Uhlhorn, Dir. Development & Public
Relations, Athletics
Mark Van Meter, Student-Athlete
(Varsity Football)
Rick Whitfield, Managing Director, Internal Audit

Commitment to Equity

Helen Davies, Professor of Microbiology, *Chair*
Val Cloud, Women's Field Hockey Coach
Carolyn Schlie Femovich, Senior Associate
Athletic Director
Gil Jackson, Assistant Men's Basketball Coach
Anita Jenious, Affirmative Action Officer
Edward Lusk, Associate Professor of Statistics
Ruth McCorkle, Professor of Nursing and Chair,
Gender Equity Committee
Dawn McGee, Student-Athlete
(Women's Track and Field)
John Roberts, Professor of Folklore and Folklife
Jorge Santiago-Aviles, Associate Professor of
Electrical Engineering
Jane Williams, Acting Director of Development,
School of Medicine

FROM THE PROVOST

Revisions to the Proposed Charter of the Student Disciplinary System

To the University Community

Following the discussion of the disciplinary charter at University Council on February 21 and consultation with the Office of the General Counsel, the Acting Judicial Inquiry Officer, and members of the Judicial Reform Oversight Committee, we have made revisions in the charter text that was published in the February 13 edition of *Almanac*. The "we" here refers to the Provost, the members of the administration who have been working on the charter, and the leaders of the student judicial committee with which we have worked. In general, the new revisions relax the rules for opening hearings and reinstate, with some clarifications, the current charter's provisions regarding confidentiality. They also clarify the role of the Provost in the imposition of sanctions.

First, on the matter of opening the hearings (II.F.4.c), the text now reads:

Disciplinary hearings are held in private unless the respondent(s) and the complainant(s) agree in writing to an open hearing. The DHO may limit attendance at a hearing to ensure fair and orderly proceedings. If a hearing is opened in accord with this procedure, the DHO may, when necessary to maintain order or to protect the rights of participants, declare the hearing closed to the public. In a case involving important privacy interests, the DHO may close a hearing or part of a hearing that has been opened upon determining that the privacy rights of a participant may be jeopardized.

Second, we have reaffirmed the principle that a respondent is responsible for presenting his or her own case before the Hearing Panel (II.F.4.f), but in stating the exception to this principle we have deleted the words "in extraordinary cases," because we believe that the intention of giving the DHO discretionary authority to decide when the respondent requires extraordinary assistance from his or her adviser is clear without the qualifying phrase.

Third, we have rewritten the passage on the imposition of sanctions by the Provost (II.H.1) as follows:

Sanctions recommended against a respondent by a Hearing Panel or the DAO are imposed by the Provost, or his designee, and may include any reasonable sanction, including, but not limited to, the following:

Fourth, after reconsidering the University's obligations under the Buckley Amendment, we have revised the two sections on the confidentiality of disciplinary proceedings and their records. In sum, we have preserved the provisions of the current charter. The texts now read (III.F.2,3):

2. Confidentiality

Except as may be otherwise provided by applicable law, all disciplinary proceedings, the identity of individuals involved in particular disciplinary matters, and all disciplinary files, testimony, and findings are confidential, in accordance with University policies and federal law concerning the confidentiality of student records. However, no provision of this Charter or the University's policies on confidentiality shall be interpreted as preventing a student from seeking legal advice.

3. Violation of Confidentiality

Failure to observe the requirement of confidentiality of a disciplinary hearing by any member of the University community, other than the respondent, constitutes a violation of University rules and may subject the individual to the appropriate procedures for dealing with such violations. The respondent may disclose confidential information pertaining to him- or herself but may not violate the confidentiality of others. If the respondent discloses, causes to be disclosed, or participates in the disclosure of information that is confidential, any person whose character or integrity might reasonably be questioned as a result of such disclosure shall have the right to respond in an appropriate forum, limited to the subject matter of the initial disclosure.

We believe that these revisions to the published text respond to the concerns and criticisms heard both at University Council and in private communications. We now look forward to the completion of the approval process for the new charter through action by the University's schools.

— Stanley Chodorow, Provost
— Wilton Levine, Chair, Student Judicial Charter,
Judicial Reform Oversight Committee
— Ashley Magids, Chair, Academic Integrity,
Judicial Reform Oversight Committee

One-on-one Tutoring Makes a Difference

By Jon Teitel

Most Penn students sleep late on Fridays, but some are out in the chilling morning air, awaiting transportation to a public school by 9 a.m. They are volunteers with the West Philadelphia Tutoring Project (WPTP).

After signing in at Sulzberger Middle School, 48th and Fairmount Streets, the tutors meet their individual students and head for the library to get down to some serious studying.

Lamont Randell and his Penn tutor, Jeff Pokras, skip the basic introductions and get right to work because they have only an hour or two to review a week's worth of material.

The one-on-one relationship is of great benefit to Lamont. He has been working with Jeff almost weekly since September 1994, so both know what to expect from each other. Math is the topic of the day's discussion, and Lamont is eager to learn.

Lamont has been struggling with much of his schoolwork recently because he missed most of January with a stomach illness. After some time at home and in the hospital, he is back to relatively full strength. "I don't mind missing class," says the seventh grader who loves football (his favorite team is the Dallas Cowboys), "because the tutoring helps me a lot."

On this particular Friday, Jeff has brought some helpful learning devices with him and lays them on the table for his young student to peruse. The first part of their agenda concerns addition, so they play a math game involving adding numbers until they reach a set point. Next, the two focus on division, starting with a large number and working their way down factor by factor. Jeff decides

to take a detour from the routine of the two games to help Lamont with his understanding of prime numbers.

Jeff, an SAS junior majoring in mathematics and urban studies, works slowly to explain the definition of a prime number, help Lamont to identify one on sight, and then incorporate it into the previous game involving division. By the end of the session, Lamont has a good grasp of prime numbers, and even corrects Jeff's mistakes for him.

After 45 minutes of math, the pair conclude their session with a short game of electronic basketball. Lamont

Philadelphia's public middle schools, with close to 300 students receiving scholastic help. A total of 10 "team leaders" assigned to specific school sites are in charge of solving any problems in the tutoring process and being a liaison to the University. On the Penn campus, the Program for Student-Community Involvement provides a host of resources for potential tutors, from study work sheets to games.

The close bond of "real one-on-one relationships," said Bea Swedlow, coordinator for the WPTP, is the key to the success of the program. "This isn't just about students at Penn tutoring children," she added. "It's about creating windows of opportunity. We hope that our tutors ignite sparks in their students. And we hope—we know—that Penn students learn from their tutees. The WPTP encourages them to identify for themselves the value of community service and their role in the community."



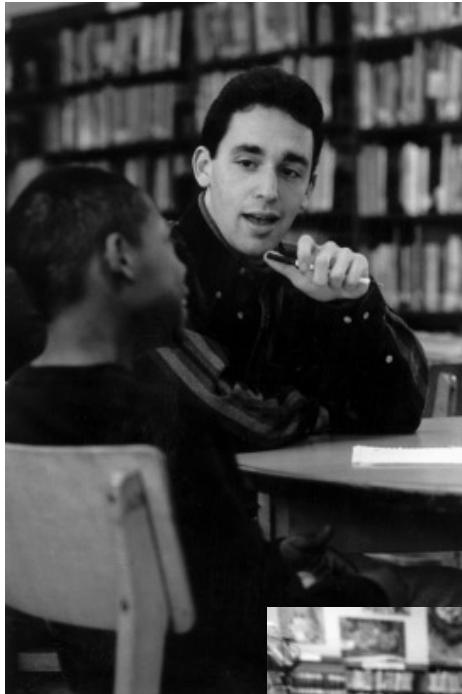
An extensive tutor manual is given to all the Penn students so that they can learn to be better teachers. With tips on how to approach the subject matter and ideas for getting to know their students better, the manual is an invaluable part of the tutoring orientation.

One facet of the WPTP that distinguishes it from

similar endeavors is its focus on giving individual attention to students. With tutors at a premium, other tutoring programs often maintain a two-to-one or three-to-one ratio of students to tutors, but the WPTP places a priority on one-on-one sessions, so that the tutor-student relationship can progress into a bond that grows from strong friendships.

The tutors from Penn do a lot more than just give something back to the local area. They help to shape the lives of the youths they instruct. "It does make a difference," said Marie Bollers, site coordinator of the

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Photographs by Addison Geary

Jeff Pokras and Lamont Randell attack prime numbers.

focuses intently on scoring as many points as possible, and even applies his math skills to figure out whether or not his final score is a prime number. The recreational diversion from the normal discipline of tutoring lightens the mood, and brings a smile to Lamont's face as a reward for his hard work.

Like Jeff, many Penn students travel to a number of Philadelphia public schools several times a week to lend a hand to young students like Lamont who need to improve their work in a specific subject or in all their schoolwork in general. The WPTP serves students at 21 of West Phila-

Jon Teitel (C'96) is an intern in Penn's Office of News and Public Affairs.

The Media Turns Its Attention to Penn

In the last few weeks, worldwide media wrote and broadcast numerous ENIAC-related stories, but Penn has appeared in a wide variety of other stories as well.

For a story about teenage pregnancy, The Denver **Rocky Mountain News** interviewed **Frank Furstenberg Jr.**, professor of sociology.

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Law professor **Geoffrey C. Hazard** has been writing a monthly column for **The National Law Journal**. He discussed rules that have evolved about ethical problems posed by prospective clients—those who consult attorneys but do not hire them. He addressed the question of whether prospective clients are entitled to the same protections that the rules of legal ethics afford clients who do hire lawyers.

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Dan Rather interviewed **Maryanne McGuckin**, senior research investigator in general internal medicine and senior fellow at the Leonard Davis Institute, about handwashing—or the lack thereof—among hospital personnel. The interview was part of a CBS “Eye On America” story about how patients pick up infections during hospital stays. Dr. McGuckin’s area of research is infection control.

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When evidence unearthed in Sri Lanka recently shed light on the early manufacture of steel—the superhard steel swords used by Islamic armies that reached Christian Europe and fought the Crusad-

ers 1,000 years ago—both **The Christian Science Monitor** and **The New York Times** dialed **Vince Pigott** for an assessment of the discovery. Dr. Pigott, the resident archaeometallurgist at the University of Pennsylvania Museum of Archaeology and Anthropology, noted that the discovery of monsoon-fanned furnaces built into the windward slopes of Sri Lanka’s hills are “rare and remarkable installations.”

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In a report on possible causes of schizophrenia, **National Public Radio**’s “Morning Edition” interviewed **Megan Hollister**, a Penn Medical Center researcher, about the connection between Rh-blood incompatibility and schizophrenia.

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The American Banker printed commentary by **Patrick Harker**, professor of systems engineering, and **Kathleen McClave** of Wharton’s Financial Institutions Center about new technology’s value to the banking industry.

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A University of Pennsylvania study linking head injuries to later development of Alzheimer’s disease was noted in a story by **Agence France Presse**, which quoted **Tracy McIntosh**, director of the Head Injuries Center.

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In an article recently published in **Investor’s Business Daily**, Penn Sociology Professor Emeritus **E. Digby Baltzell**

discussed the role that very wealthy people play in society.

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Francis Johnston, professor of anthropology, was quoted in an **Associated Press** story about the relationship between obesity and poverty, and a lack of grocers and healthy foods in inner cities. The story ran in several newspapers, including the **Charleston Daily Mail** and **Memphis Commercial Appeal**.

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Since 1993, law professor **Lani Guinier**’s name has appeared in the media many times, but it made it into a somewhat different part of **The New York Times** on Feb. 15: the crossword puzzle. The clue for 10-across (four letters) was “Legal scholar Guinier.”

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Albert Stunkard, psychiatry professor emeritus, was quoted by **The Washington Post** in a story about “blizzard bloat.” The internationally recognized obesity expert noted that people predisposed to weight gain may tend to add pounds during snowy winters “as a result of many factors: less sunlight, less cardiovascular exercise, more boredom, increased access to food; there are many environmental influences.”

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The Boston Globe called on social work professor **Dennis Culhane** to discuss the increase in homeless populations.

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Republican and Democratic perspectives on the stock market were discussed by **Jeremy Siegel**, professor of finance, in a **Washington Post** Sunday story, Feb. 18.

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The New York Times reported the testimony of **Joseph DiGiacomo**, professor of psychiatry, in a subway bombing trial in New York City. Dr. DiGiacomo testified that the combination of three psychotropic drugs taken by the defendant, Edward J. Leary, in 1994 put him in a dreamlike state that “fragmented” his mind and left him without the capacity to grasp the consequences of his actions.

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Alan Lerner, practice associate professor of law, was interviewed by **PBS** for “Mississippi/America,” a documentary that aired Feb. 13. He discussed his role as a law student during the 1964 Freedom Summer.

JONATHAN MILLER, physician, writer, actor, director and producer, visited Penn last week to deliver the School of

Arts and Sciences Dean’s Forum lecture at the University Museum of Archaeology and Anthropology. He also discussed

regional accents with Professor William Labov’s linguistic class on Wednesday in Williams Hall (left). Perhaps best known for his role in “Beyond the Fringe” and his BBC series “The Body in Question,” he told the Dean’s Forum audience that directors and producers cannot recreate a play exactly as the author intended.



Photograph by Jenny Friesenhahn

The Civil War and “Civil” Southern Women

By Jerry Janda

A year into the Civil War, Clara Solomon wrote, “Necessity and war is the mother of invention.” Confederate women knew exactly what the New Orleans teenager meant.

Since the Union greatly outnumbered its Southern foe, the Confederate army drafted

women had lost more than a war, lost more than loved ones. They had lost a way of life.

A Southerner herself, Dr. Faust knows all about Southern ideals of “ladyhood”—and the Civil War. Born and raised in Shenandoah, Va., she spent her youth visiting historical battlefields. Her family took frequent trips to these sites.

“From where I lived in Shenandoah, you could get to a dozen different battlefields,” she said. “They were an omnipresent force in my childhood.”

While these visits spurred Dr. Faust’s interest in the Civil War, they gave her no love for battle. In college, she protested the Vietnam War and rallied for civil rights.

An admitted history buff, Dr. Faust pursued this field in graduate school. Given her preoccupation with war and race relations, she decided to specialize

explore.”

She headed south in 1989 to search for more material in public repositories and libraries.

“I went to every Confederate state but Arkansas. But I did find material about Arkansas in other repositories.”

She pored over the journals and correspondences of Southern women, who, according to Dr. Faust, traded autonomy for safety. Southern men defended them, provided for them, yet kept them segregated from certain activities, such as politics and business. Dr. Faust describes this unwritten, yet understood, prewar arrangement as “dependence in return for protection.” When the Civil War removed the male portion of the equation, women had to compensate the difference. “They weren’t getting the protection, so they couldn’t dare risk the dependence,” Dr. Faust said.

Even after the war, gender roles didn’t shift back to their previous positions. Many Southern men died in battle. And women lost confidence in the survivors because they had failed as protectors.

From a feminist’s viewpoint, the experience might seem uplifting: No longer reliant upon men, women were finally free to explore new opportunities. But these women didn’t see things that way. They didn’t welcome the changes. The war left them destitute. Emancipation stripped them of their perceived racial superiority. And work was seen as drudging, not liberating.

“They didn’t go into the workplace because this allowed them to fulfill themselves, but because their husbands were unable to work or had been killed,” Dr. Faust said. “I think that the burden outweighed the benefits in most cases.”

In most cases, not all. Some women did make the best of a bad situation. They became involved in the temperance movement. They wrote literature. Ultimately, they rallied for the right to vote. Overall, however, the North provided a better climate for feminism.

“I make this argument toward the end of the book,” Dr. Faust said. “We can see the difference between Northern and Southern feminism, and that kind of lukewarm reception modern feminism has received in the South. You can see some of the origins of

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Photograph by Jenny Friesenhahn

The March publication of Dr. Faust’s new book coincides with Women’s History Month.

heavily. Three out of four white Southern men marched against the North, leaving their women to face a new enemy on the home front: independence.

In the prewar South, white men were seen as the providers and the protectors. So when the majority of Southern men mobilized for military service, Confederate “ladies” were forced to deal with the duties the soldiers left behind. There were crops to manage, slaves to discipline, and other “male” chores to perform.

Reluctantly, women took on the roles normally relegated to men. In a sense, they invented new concepts of responsibility and gender. Necessity and war left them no other choice.

In “Mothers of Invention” (The University of North Carolina Press), Drew Gilpin Faust, Annenberg professor of history, examines how the Civil War changed the “white, privileged women” of the South. When the cannons quieted in 1865, these

in the Civil War.

Despite the subject matter of her new book, Dr. Faust never set out to be a “woman’s historian.” The inspiration for “Mothers of Invention” actually came when she was researching other books on the Civil War. As she read diaries and letters of Confederate women, she heard a voice that, in her opinion, had never been adequately analyzed.

“I felt that the writing I had seen about women in the Civil War was not convincing, was not true to the experience that seemed to me to come out of the documents I was seeing,” she said.

Dr. Faust published “Altars of Sacrifice” in the *Journal of American History* in 1988. The article related the experiences of white, wealthy Confederate women. It was just the beginning.

“I realized after I wrote that article that every paragraph could be a chapter,” Dr. Faust said. “There was so much more to

(continued from page 6)

that in the Civil War experiences of white Southern women.

"Susan B. Anthony eloquently expressed the notion that nothing is impossible," she continued. "White women of the South knew things were impossible. They had an experience of defeat, an experience of responsibility that they felt was burdensome. So I think they were imbued with a less-optimistic vision of the possible. That very well may have inhibited the progressive movement toward feminism. And the questions of privilege based in race may have become more important for some of them, as they recognized that whiteness brought them many privileges, and that may have been more important to hang on to than to fight for gender privileges."

The Civil War also made many Southern men pessimistic. They had ventured into battle and lost. Their reputation as fighters had been tarnished. Depressed, impoverished, once-powerful men turned to drink. They harbored deep resentments that surfaced with deadly consequences.

"I think a lot of the violence of the postwar South—such as the Klan and lynching—are efforts to assert white man-

hood," Dr. Faust said. "It's a way of putting down black men, and therefore emphasizing the traditional racial divides. It's a way of putting down white women, saying, 'Look. You're dependent. You need our protection.' ... So it both reasserts this ideology of protection and female dependence, and of black inferiority and subordination."

To some extent, Southern women welcomed the Klan; they believed that the group would bring back social order. But they didn't condone lynching. They even formed organizations to fight it.

"They became the first articulate voice saying, 'This is not helping. This is not in our best interest,'" Dr. Faust said.

This isn't to suggest that all Southern women were humanitarians. They weren't abolitionists, and they certainly weren't concerned with the well-being of former slaves. If anything, they were concerned with the damage that lynching did to the South's image.

"There's a sense that Southern society is disordered, and [lynching] is contributing to the stigma being placed against Southern society by the rest of the world," Dr. Faust said. "It's hurting all of Southern

society; it's hurting white society as well as black society."

For all of their efforts, however, Southerners could not restore "order." The Civil War had forever changed their society, and the gender roles of the prewar South could not be regained. As Lucy Buck of Virginia noted in her diary in 1862, "We shall never any of us be the same as we have been."

This didn't stop Southerners from trying. Long after the war, Southern men continued to cling to their role as protectors, even though the truth was something else entirely. Even today, reality and perception clash in many Southern families. Dr. Faust knows this from personal experience.

"In my family, my grandmother from Tennessee is clearly the most-powerful figure," she said. "And my father, my uncle and other men in the family kind of skittered around her, trying not to displease her. Yet, at the same time, there was this ideology that women were subordinate, men were powerful, women should be docile, men should operate in the world. So there's a contradiction between reality and rhetoric, in which men should be powerful, but there are all of these extraordinarily powerful women."

Tutoring

(continued from page 4)

"Say Yes" program. By working closely with middle-school students and giving them positive motivation, she said, "We can show them that they can achieve anything."

Several other tutoring opportunities for Penn students exist besides the WPTP. TEACH West Philadelphia is an after-school program that serves the specific needs of Asian refugee children ages 6 through 14 living in the community. Not only do the tutors provide a valuable academic service, they also enrich their younger students' lives with field trips and other group recreational activities. The TEACH West Philadelphia program meets Monday and Wednesday afternoons.

A new tutoring and mentoring program, ACAMP, was started last semester by a group at Penn called ACELA (Asociación Cultural de Estudiantes Latino-Americanos). Focusing on fourth- through sixth-grade students in the Latino community of North Philadelphia, the Penn students tutor students on Thursday and Friday afternoons, and the middle schoolers come to Penn once a month to enjoy a variety of activities.

SHOOTING STARS: Penn hoopsters raised money last week to help make a



seriously ill child's dreams come true through the Make-A-Wish Foundation. Michele Wisch (center, right photo), a Wharton senior and Make-A-Wish volunteer since high school, proposed "Swishes for Wishes" as a project three

years ago for a group dynamics class taught by basketball coach Fran Dunphy (right). On Wednesday, Channel 3 sportscaster Ukee Washington (below, left) dropped by the mini-court set up on College Green. Scores of students, staff and faculty shot baskets along with notable "shooting stars" like Penn President Judith Rodin and Mayor Edward G. Rendell. Proceeds will help Timmy, a 7-year-old West Philadelphia resident, fulfill his dream of visiting Walt Disney World.



Photographs by Jenny Friesenhahn

Last fall during the Trustees' meetings in October, a session of the External Affairs Committee took a comprehensive look at the University's Radio Station WXPB-FM, then headed by Mark Fuerst, described by one member of the WXPB Board as "the most creative mind in public broadcasting today." Mr. Fuerst has since become a consultant to the 35 top noncommercial FM stations in the country (a group which includes WXPB) and a search will be announced shortly for his successor. In the meantime Vincent Curren, the station's director of development, is serving as acting general manager.

At the Committee session October 19, 1995, the first speaker was Anthony Minisi, W'48, L'52, a trustee since 1973. He was introduced by Leonard Lauder, W'54, who has chaired the External Affairs Committee since 1977.

WXPB: A Report to the Trustees External Affairs Committee

Mr. Minisi: A Short History

Thank you for this opportunity to address the External Affairs Committee on a subject that has been very important to me for almost twenty years, the growth and development of our radio station, WXPB-FM.

WXPB began operation in 1945 and continued through the 1950's as a completely student operation. In those early years, we broadcast on an AM frequency primarily to the campus community. In 1957, we acquired our first FM license, which expanded the reach of our signal, but the station continued to be student-run and campus-centered. WXPB continued to operate this way until 1978, when the trustees, in response to complaints filed with the FCC, decide to reorganize the station's management.

A University committee appointed by President Meyerson and chaired by Professor Curtis Reitz concluded that WXPB should be organized along more professional lines. They recommended that WXPB aim its programming on the external community—that is, on an audience beyond the campus boundaries. And the committee recommended that the University seek to have WXPB become affiliated with the Corporation for Public Broadcasting (CPB), which provides annual operating support to noncommercial stations that meet certain professional standards.

It took seven years to realize those initial recommendations. Much of the credit for taking the needed steps goes to Michael Eleey, who will speak to you in a moment. Under his leadership, a newly constituted WXPB Policy Board secured the financial and organizational resources needed to meet the CPB standards, and hired new management in 1986.

That year, 1986, marks the turning point in WXPB's recent development. That year, we hired General Manager Mark Fuerst, who put together many of the activities that you will hear described today. Mark initially set to work securing a broadcast power increase, which was eventually granted by the FCC in 1989. Once that power increase was implemented—in the fall of 1990—WXPB became a regional station, which could be heard throughout the Delaware Valley. Under Mark's supervision the new staff developed financial plans and programming objectives that were endorsed by the Policy Board in 1988. Those objectives can be summarized as follows:

1. *WXPB is a professional radio station, broadcasting to the greater Delaware Valley, and beyond.*

2. *The station's primary audience is educated adults, age 25 to 49, who are seeking quality arts and entertainment programming that cannot be found on commercial radio.*

3. *The station encourages student involvement through professional internships, work study opportunities, and broadcast of men's and women's athletics.*

4. *The station should become financially self-sufficient.*

Those plans were assisted by the Trustees, who approved a \$500,000 line of credit to fund station expansion activities. And, I should add, we met these ambitious financial objectives. Direct University support has been reduced to a minimum, and 90% of the station's operating budget now comes from non-University sources. These accomplishments brought WXPB to the front ranks of public radio in the United States.

A Shower of Awards: In 1994, Philadelphia Magazine named WXPB "The Best Radio Station in Philadelphia," and that same year one of the major radio trade magazines nominated WXPB for "Station of the Year." Perhaps our greatest honor came just a few months ago, in July, when the Corporation for Public Broadcasting selected WXPB for its "Gold Award" for Overall Station Development. That award, which appropriately summarizes the last decade of station growth, is a credit to the staff of WXPB, the staff of the University that managed the station, and to the Trustees who endorsed the policies which have brought the University such honor and recognition.

[Mr. Lauder calls on George Koval, the former Deputy Vice Provost for University Life who now chairs the WXPB Policy Board.]

Mr. Koval: Organization and Management

As Mr. Minisi mentioned, since the mid-1980's WXPB has been a professional radio station aimed at the off-campus community.

Currently, it employs twenty-two full-time professional staff who create the programs and raise money for the stations operations. It also provides training or employment for 15 students. The staff report to the General Manager, who in turn reports to the Vice Provost for University Life.

All of the station's financial and personnel activities are supervised by the University Life Division. In the past, the Division has supplied a portion of WXPB's operating budget. As Mr. Minisi pointed out, the station has achieved a high degree of financial self-sufficiency, so the Division now is primarily responsible for pro-

viding some of the space, utilities and support services.

Because of station broadcasts to the external community, the station also reports to a Policy Board, which was created in 1979. The University President appoints all 16 members of the Policy Board, although some nominations come from specific campus constituencies.

The Trustees have a direct representative—Mr. Minisi. The Faculty Senate nominates two members. Undergraduate students and graduate students also have representatives. Several University divisions have representation on the Board, including the Athletic Department, Alumni Affairs, and University Life.

Eight members of the Board are selected from the community at large. These members are nominated by the Board's Executive Committee and appointed by the President.

Overall, this system of governance has worked well. It provides the President and the Trustees with a strong and appropriate role in guiding the station's policies. It provides WXPB with a strong connection important on- and off-campus constituencies.

The most important indication of how this system works can be seen in the results it produced, and I will ask former Policy Board Chairman Michael Eleey, to tell you more about the growth and development of WXPB since the creation of the current Policy Board structure.

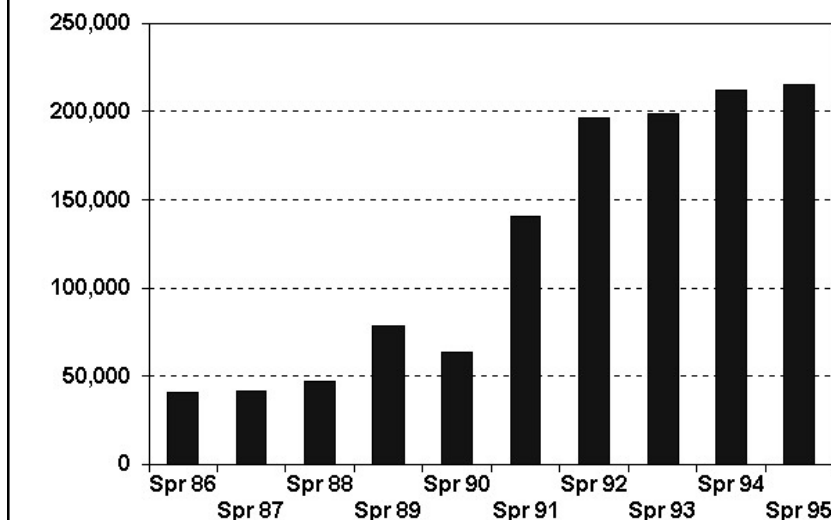
Mr. Eleey: Change and Growth

Two things changed WXPB in the late 1980's and early '90's. First, the signal expansion granted by the FCC in 1989 made WXPB's programming available to many more listeners. Second, the program changes, made possible by the investment from CPB, made our programming much more attractive to our intended audience.

Together, these changes had a dramatic influence on how people listen to WXPB and how many people choose to contribute to its operation. Here's a look [page 9] at the change in local listenership, beginning with a weekly audience of about 40,000 in 1987. By 1992, WXPB was reaching an audience of more than 200,000. Recently, our Philadelphia audience has stabilized at around 220,000 listeners each week.

Signal Expansion: Even as the local audience has started to plateau, more people are listening to WXPB programming in other parts of the region. In 1994, we signed a rebroadcast agreement with WKHS, a station in Worton, Maryland, which brings WXPB programming—about 12 hours a day—to the Eastern shore of

Local Audience Growth - WXPB
Arbitron for Phila. Survey Area



Maryland and into the city of Baltimore. Just last month, we started a new, full-time station in Harrisburg, which retransmits WXPB's programming 24 hours a day. We also have a repeater in Allentown, which went on the air last fall. By connecting these new stations, WXPB has created a regional network capable of reaching 5.2 million potential listeners.

As our audience has increased by expanding our signal coverage, we also added new listeners through program syndication.

In 1991, we began distribution of a two-hour daily music program, *World Cafe*, originally funded by the Corporation for Public Broadcasting. That program now reaches 90 affiliates across the country [see map, page 16]. A second syndicated program, titled "The Difference," began distribution in January of this year. It now reaches 54 commercial stations, including stations in New York, Chicago and Los Angeles. Together, our regional network and syndicated programming attract an audience of 1.5 million people each week—quite an expansion from the 40,000 listeners we served in 1986.

As our audience has grown, so have our financial resources. Direct support from listeners expanded from \$100,000 in 1987 to just over \$1 million last year.

Business support has grown from only \$5,000 in 1987, to more than \$400,000 today.

This influx of membership and business support has allowed WXPB to expand its programming, its staff, and its facilities, while reducing its reliance on University support [see page 10].

Information Goals: Expanding audience and financial resources, however impressive, is not the goal of WXPB or any public radio station. Ultimately, public stations are judged by the quality of their programming. And in that regard, our achievements have been equally impressive.

Although our music programming draws the most listeners, our information programs are among the best in the country.

Kid's Corner, our daily children's call-in show, received the George Foster Peabody Award in 1991, and the Major Armstrong Award in 1993. Twice, it received the CPB National Program

Award. And in 1992, selected as the best educational program at the New York International Radio Festival.

Our producers have covered the most pressing issues of the day, in a way that has been both informative and effective: We have been recognized for programming on Homelessness, Integration, and perhaps the most important public policy question of the last decade: the War in the Gulf. [For a fuller list of honors, see p. 16.—Ed.]

Each of these programs was produced by our professional staff, but all of them were created with the assistance and support of students, who now work in virtually every aspect of the station's operation. To tell you about this part of WXPB, let me introduce our Membership Director Quyen Ho, who graduated in the class of 1993, and immediately joined the WXPB full-time staff after three years as a student intern.

Ms. Ho: A World of Difference

Let me first tell you a bit about myself, and my experience at WXPB. An award-winning program, "World Of Difference," was my start. I was the subject of one of the features in the series, when the producer, Rusanne Bucci, interviewed me about my life in Philadelphia. Having come here as a refugee from Vietnam ten years ago, I was still in high school at the time, preparing to go to the University of Pennsylvania. At the end of the interview, Rusanne suggested that I get involved at WXPB. And I did.

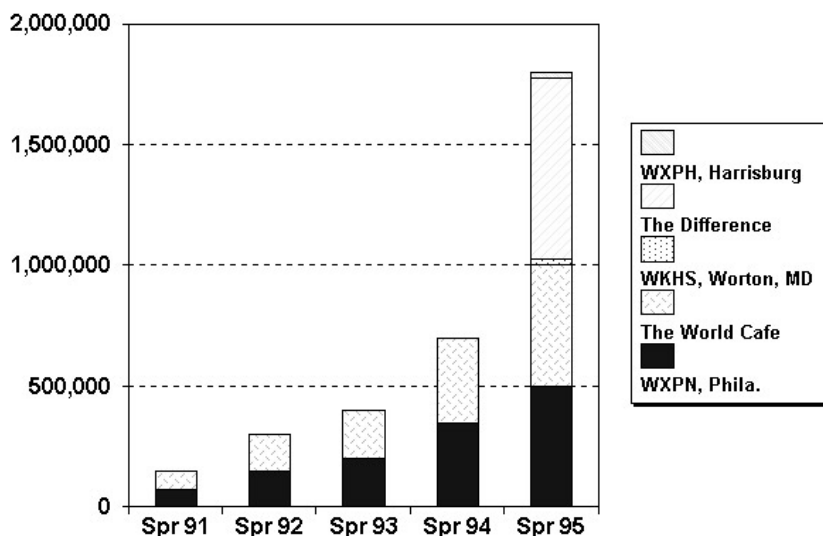
I started as a receptionist at the beginning of my freshman year. I continued working at WXPB, as I completed my undergraduate work. Over the years, I moved into different positions at the station—working in promotion, helping with ticket give-aways, and, later, working as an assistant to the Membership Director, Ellie Hidalgo, who was also a Penn graduate.

I had a very special experience at WXPB. People at the station did not treat me like a "lowly student." There was room to learn and a tremendous amount of opportunity. Whenever I had an idea, Ellie and the other professional staff always encouraged me.

To Outside Careers: At WXPB I became close friends with other Penn students who also benefited from their experience here. Ben Hudgins, C'93, was a gifted computer programmer. About the time that I joined the professional staff, Ben took over the management of our membership data base. Last year he left WXPB to work with a computer consulting company. Jennifer LeBeau, who started with me as a receptionist, later worked with the program staff of *World Cafe*. Because there were so many national-level artists, Jen made some important industry connections, leading to a summer job at MTV and then to a permanent position at Sony Music in New York, where she works now.

Students are involved in virtually every aspect of WXPB's operation from production to sales. The largest group of students at WXPB is

Total Audience for WXPB Programs
Syndication begins in 1991



the sports staff. Each fall we broadcast all of the Quaker football games, and each winter we air some of the men's and women's basketball games. This part of the student training program has produced the most broadcast professionals in the last few years. Scott Graham, who is now the play-by-play announcer for Quaker football, got his start on WXPB and then moved on to WGMP, here in Philadelphia. Susan Webner, one of the few women in the sports broadcast program, got a job with the Phillies. Several students were hired by ESPN, others have moved on to local sports and news operations.

Let me end my comments by addressing a question that always comes up when we talk about student involvement at WXPB: namely, what happens to students who just want to get on the air and play records, the ones that want to be DJ's. Well, those students can do that—at WQHS, the student-run station heard in most of the campus dorms. I was a DJ at QHS. That opportunity is there, anytime, for anyone who wants it.

But I wanted to learn the business side of broadcasting. And what I found at WXPB was a chance to work with a professional staff in real business situations. What I learned from those people and those situations enabled me to move into a professional broadcasting career just one month after I graduated.

I'm just glad that I stumbled on XPN. Or I should say, I'm glad XPN sought me out for that interview.

Mr. Fuerst:

Summary of Success Factors

Ed. Note: Mark Fuerst, then General Manager of WXPB, gave an informal presentation, in which he foresaw no changes in basic programming in the next few years, "but *program innovation* can continue within the current schedule, as it has been doing.

"Our major challenge will come from just maintaining a good radio station," he went on. "New areas of expansion will probably require the same combination of factors that brought us to this point of success: *good ideas* that make sense in the context of radio broadcasting; *University support*, serious organizational and financial support; and *collaboration* with others in the field, especially WHYY and CPB.

"We have done best when internal University investments leveraged outside support, and there are three places where this can occur:

"Collaboration with WHYY (and, if possible, with WRTI) in developing a regional alliance;

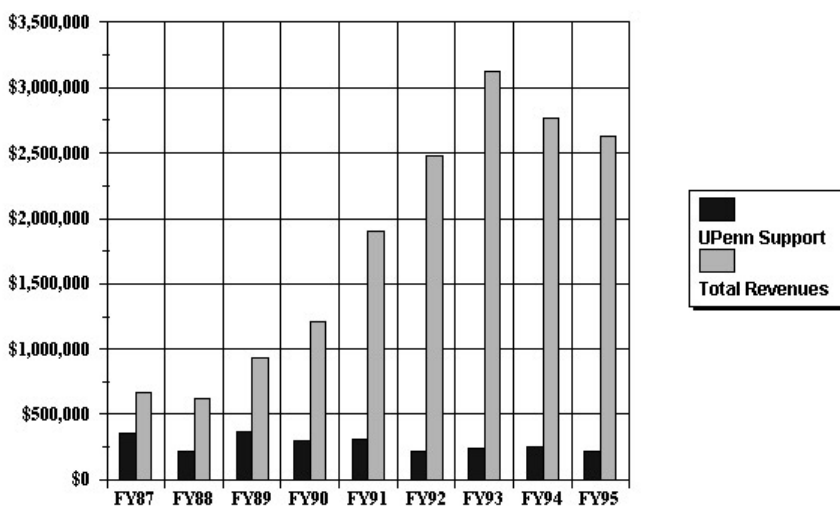
"Development of health-oriented talk and news programming, such as a 'wellness network'; and

"Collaboration with stations around the region and throughout the country in projects from the CPB Future Fund."

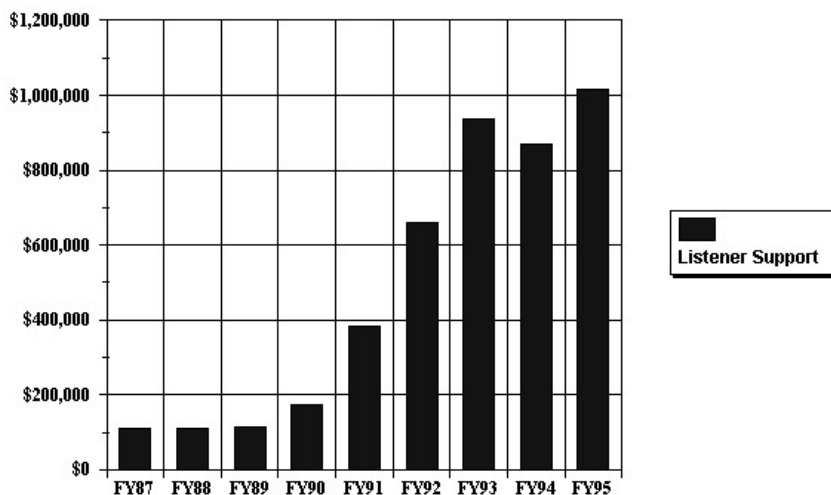
A New Record

At presstime, WXPB's Acting General Manager Vinnie Curran reported that the station's most recent fund-raiser has brought in \$284,000 in six days—a record rate of response for the listener-support campaign. The previous high was two years ago, when \$250,000 was raised in seven days.

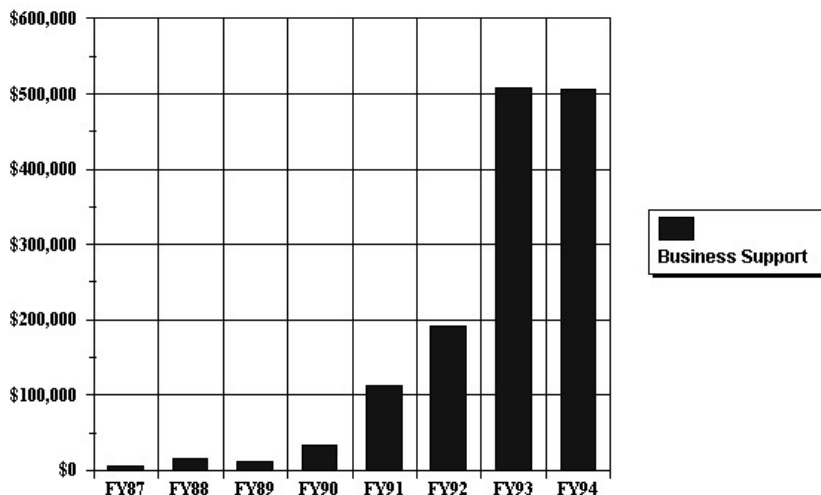
Growth in Total Financial Resources
with declining University Support



Growth in Financial Resources
1987-1995



Growth in Financial Resources
1987-1995



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

COORD. IV (02185NS) Provide building administration services to the DRL/Tandem complex which houses classrooms, multimedia facilities, res. laboratories with environmental & radiation safety needs & admin. officers for multiple SAS departments; conduct building walk-throughs to monitor security, safety & physical conditions of the complex; assist in the scheduling of SAS Facilities Planning & Operations service requests to ensure timely responses & effective resource utilization for approximately thirty SAS buildings & facilities; assist in the maintenance scheduling for all SAS vehicles which are used in support of critical & routine SAS Facilities Planning & Operations needs; develop & maintain accurate logs/databases & provides data & reports to Facilities Planning & Operations management as requested. **Qualifications:** High school graduate; college graduate preferred or equivalent combination of education & experience; three-five yrs. in building administration or equivalent experience from which a general knowledge of building security & safety measures; good communications & interpersonal skills; a valid's license; IBM-compatible computer skills using Windows-based software (spreadsheet, word processing, database management applications); ability to supervise staff & respond effectively & appropriately in facility emergencies. (*Position considered an "essential" staff member & will be expected to be on-call & accessible for the DRL/Tandem complex & other SAS Facilities Planning & Operations functions.*) **Grade:** P4; **Range:** \$26,200-34,100 2-29-96 SAS Administration

RES. SPEC., JR. (02171NS) Assist principle investigator with experiments in cell biology/molecular genetics laboratory investigating animal cells, protozoan parasites & host-pathogen interactions; res. involves a broad spectrum of cell, molecular & biochemical techniques including tissue culture, microscopy/micromanipulation, mutagenesis & molecular genetic transformation & in vitro pharmacological studies; work requires use of small amounts of radioisotopes & may involve handling laboratory animals; other duties include data analysis, laboratory maintenance & ordering of supplies & oversight of undergraduate res. assistants; opportunities available for active participation in experimental design & analysis. **Qualifications:** BA/BS in biology, genetics, biochemistry or related field; laboratory res. experience

which may have been obtained as part of undergraduate education desired; familiarity with in vitro cell tissue culture highly desirable. **Grade:** P1; **Range:** \$19,700-25,700 2-27-96 Biology
BUSINESS ADMINISTRATOR II (10513NS) P3; \$23,900-31,000 2-21-96 Chemistry
BUSINESS ADMINISTRATOR 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 Language Program
INFO. MANAGEMENT SPEC. I (11589NS) P4; \$26,200-34,100 11-24-95 SAS Computing
INFO. SYST. SPEC. I (11548NS) P3; \$23,900-31,000 11-8-95 SAS Computing
INFO. SYST. SPEC. II/III (02127NS) P5/P7; \$28,800-37,600/\$35,000-43,700 2-13-95 SAS Computing
INFO. SYST. SPEC. II/III (02128NS) P5/P7; \$28,800-37,600/\$35,000-43,700 2-13-96 SAS Computing
PROG. ANALYST II (09318NS) P6; \$31,900-40,600 9-12-95 IRIS
ADMIN. 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

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
PART-TIME (DENTAL ASSISTANT II) (0292CP) G8 \$ 8,626 - 10,769 2-7-96 Pediatric Dentistry
PART-TIME (SECRETARY III) (25 HRS) (02161CP) (*Work schedule: varies*) G8; \$8,626-10,769 2-22-96 Student Affairs

ENGINEERING/APPLIED SCIENCE

Specialist: Clyde Peterson

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
SYSTEMS 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

COORDINATOR II (02146NS) Ensure compliance with federal and state regulations; coordinate outreach program to provide on-site info. sessions for work-study students, supervisor and business administrators; ensure that all SEO publications contain accurate and up-to-date info. regarding Community Service; monitor & audit Federal Work-Study Community Service Program to ensure University's compliance with federal regulations. **Qualifications:** BA/BS required; at least two years student services environment; excellent computer skills required; WordPerfect, Paradox experience required; strong written and oral communication skills; ability to work independently and to handle multiple tasks; supervisory experience desirable. **Grade:** P2; **Range:** \$21,700-28,200 3-1-96 Student Financial Services
ASSISTANT COMPTROLLER II (10530NS) P11; \$54,500-68,200 11-6-95 Comptroller
ASSOCIATE DIRECTOR, INFORMATION SYSTEMS (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. INFORMATION SYSTEMS (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
DIRECTOR, CENTER TECHNOLOGY TRANSFER (0285NS) Blank 2-2-96 Ctr. for Technology Transfer
DIRECTOR, INTELLECTUAL PROPERTY (12673NS) P11; \$54,500-68,200 1-5-96 Center for Technology Transfer
DIRECTOR, START-UP BUSINESS DEVELOPMENT (12674NS) P10; \$47,400-59,200 1-5-96 Center for Technology Transfer
MANAGER ACCOUNTING OPERATION II (11609NS) P8; \$38,500-48,100 11-29-95 Comptroller's Office
MANAGER, MARKETING & ADMINISTRATION (0287NS) P8; \$38,500-48,100 2-2-96 Center for Technology Transfer
DISPATCHER, SENIOR (40 HRS) (02157NS) (*Work schedule: 5 p.m.-3 a.m.*) G8; \$17,943-22,400 2-20-96 Transportation & Parking
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

GRAD SCHOOL OF EDUCATION

Specialist: Clyde Peterson

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

OPPORTUNITIES at PENN

GRAD SCHOOL OF FINE ARTS

Specialist: Clyde Peterson

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

LAW SCHOOL

Specialist: Clyde Peterson

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 Development and 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

MEDICAL SCHOOL

Specialist: Ronald Story/Janet Zinser

CLINICAL SPEC. (02175RS) Oversee patient recruitment process; perform initial patient assessment; explore study options with potential subjects; coordinate the implementation of res. protocols; train personnel; organize study files & maintain res. records; interact with clinical monitors & prepare data & reports. **Qualifications:** Pennsylvania registered nurse license; training in medical/surgical or critical care unit; experience in cardiovascular; clinical trials preferred. (Ongoing contingent upon funding) **Grade:** P6; **Range:** \$31,900-40,600 3-1-96 Center for Experimental Therapeutics

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

RES. COORD. (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. res. 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; demon-

strates 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

RES. SPEC., 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; experience in molecular biology & exposure to independent lab work. (End date: 7/31/97) **Grade:** P1; **Range:** \$19,700-25,700 2-20-96 Psychiatry

RES. SPEC. IV (02173RS) Interact with scientific collaborators; teach/train res. assistants; attend laboratory meetings & planning sessions; attend scientific meetings & seminars; meet with investigators of IHGT to help design vectors; meet with director & make recommendations; assist in the planning & writing of documents, including manuscripts; use computer for data processing & analysis. **Qualifications:** BA/BS required or MS in biological sciences; at least five yrs. experience in molecular biology, mammalian cell culture & virology required; ability to work independently & coordinate projects & activities; strong writing, verbal & interpersonal skills are essential; organized & motivated to implement progressive changes in the Vector Core; keep current with expanding technologies associated with gene therapy. (End date: 2/28/98) **Grade:** P6; **Range:** \$31,900-40,600 3-1-96 IHGT

PART-TIME (RES. COORD.) (20 HRS) (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. res. 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:** \$13,657-17,715 2-12-96 OB/GYN

ADMIN. ASSISTANT I (37.5 HRS) (02155JZ) Coordinate pharmacology Level 100 courses from second year medical students; provide admin. support to course director, department faculty & graduate student coord.; provide customer service & team support to department. **Qualifications:** High school graduate, some college preferred; minimum two yrs. admin. experience; 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. ASSISTANT I (37.5 HRS) (02156JZ) Provide admin., 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 graduate, some college preferred; minimum two yrs. admin. experience; 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. ASSISTANT I (02166JZ) Provide admin. support to department chair and faculty in preparation of scientific manuscripts, presentations, reviews, res., training and program project grants; assist with special projects, such as site visits, lectures, and symposiums; prepare slide/graphics and audio-visual aids

for faculty. **Qualifications:** High school graduate; some college preferred; 2 years experience; science background desirable; demonstrated skills in word processing, graphics, slide making; MS Word, Canvas, Persuasion, Scanners, Photoshop, Chem Draw, Sigma Plot knowledge preferred; good organizational skills; must be able to work independently and as a team member. **Grade:** G9; **Range:** \$17,100-21,400 2-26-96 Pharmacology

ADMIN. ASSISTANT II (02160JZ) Perform admin. clerical duties for division head; receive, distribute & process info.; ensure adherence to schedules; purchase materials; compose & summarize data; perform preliminary analysis of info. 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 graduate with business curriculum & related post high school training or equivalent; BA/BS highly desirable; college background desirable; at least two yrs. experience at AAI level; ability to type 55 wpm; thorough knowledge of office procedures; experience using MS Word on Mac preferred; familiarity with University procedures preferred. (Ongoing contingent upon grant funding) **Grade:** G10; **Range:** \$18,700-23,300 2-22-96 Pathology & Lab Medicine

ADMIN. ASSISTANT III (02116JZ) Provide admin. support to the Director of Res. & Director of Dermatopathology; assist Directors in preparations of departmental training grant, NIH grants & other res. related functions; coordinate all aspects for the Fellowship Training Program; assist faculty in transcription of all materials; assist in the management of the weekly Res. Conference; handle Directors' academic calendar, time file, filing & related activities; assist in final preparation of manuscripts; draft, edit & compose correspondence; schedule guest speakers; prepare itineraries; assist with mailings; answer telephones; organize & maintain computer syst.; handle logistics for meetings, seminars, & other special events. **Qualifications:** Completion of high school curriculum & related post high school training or equivalent; two yrs. experience at the AAI level or comparable background; thorough knowledge of office procedures, practices, & methods; proficient in Mac computer programs & applications, including Microsoft Word, Excel, FileMaker Pro, End Note; excellent oral & written communication skills; type 55 wpm. **Grade:** G11; **Range:** \$19,900-25,300 2-12-96 Dermatology

ADMIN. ASSISTANT III (40 HRS) (02179JZ) Provide admin. support to the department chair/director's staff assistant; perform secretarial & admin. duties handling highly confidential materials; computerize tracking of all correspondence & responses as required; computerize & maintain extensive filing syst. for grants, res. protocols, consulting, admin. department & center files; maintain file grants, including updated correspondence; develop computerized billing for limited accounts. **Qualifications:** High school graduate or equivalent; Associate degree or some college preferred; minimum of two yrs. office experience as an admin. assistant II or equivalent; advanced secretarial training required; training in PC or Mac applications & related word processing software programs; knowledge of medical terminology; highly organized & detailed; able to work on several projects simultaneously, under pressure with limited supervision. **Grade:** G11; **Range:** \$22,743-28,914 2-29-96 CCEB

CLERK IV (40 HRS) (02165JZ) Perform data entry for routine record keeping in database programs; provide general secretarial support to the Director and supervisor; assist with telephone coverage for the main telephone; provide telephone coverage for supervisor and other admin. staff as needed; perform photocopying, which is heavy at times; maintain inventory of office and kitchen supplies. **Qualifications:** High school graduate; BA/BS pref.; at least eighteen months experience with word processing and database syst., Macintosh, MS Word and Excel preferred; solid phone experience and a professional/courteous phone manner; ability to handle multiple tasks simultaneously and excellent typing skills essential; organizational skills; ability to be flexible. (End date: 2/28/98) **Grade:** G7; **Range:** \$16,571-20,686 2-26-96 IHGT

Classifieds

FOR SALE

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 RENTAL

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

Cape May - Adorable house three blocks from beaches. Sleeps four to five. \$550/week. Please call (215)362-7909

OFFICE SYST. COORD. (40 HRS) (02178JZ) Provide PC & Mac applications support for faculty & res. staff members to include word processing, complex tables, spreadsheet & presentation graphics in Windows environment; preparation of manuscripts, scientific reports, grant proposal, tape transcription, editorial assistance design form; act as a Mac computer support advocate for Admin. Office & Center with limited service through the Info. Syst. Group. **Qualifications:** High school graduate or equiv.; Associate degree or some college pref.; two yrs. exp. required as secretary, admin. assistant or PC/Mac applications spec.; exp. in an academic setting pref.; training in PC & Mac applications req., incl. word processing, spreadsheet data base management & presentation graphics; knowledge of Microsoft Word for Windows. **Grade:** G11; **Range:** \$22,743-28,914 2-29-96 CCEB

RES. 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

RES. LAB TECHNICIAN III (40 HRS) (I0443RS) Follow established protocols; perform biochemical radio-immunoassays and operate and maintain laboratory equipment; keep logs and prepare reports; keep inventory and order supplies; input computer data; perform library searches. **Qualifications:** BA/BS in scientific or related field, preferably in biology or biochemistry; experience with lab work. **Grade:** G10; **Range:** \$21,371-26,629 2-27-96 Clinical Res. Center

SECRETARY IV (40 HRS) (02181JZ) Maintain records & files, including clinical, res., teaching, INCLEN, societies & foreign correspondence; maintain reprints & mailing lists; prepare general correspondence; manage photocopying distribution; cover phones; act as liaison with public relations department; complete forms, such as grant pagination, federal express; handle all mass mailings, faxes & time sensitive correspondence; file. **Qualifications:** High school graduate; two yrs. of yrs of secretarial experience in an academic setting preferred; training in PC or MAC applications; working knowledge of medical terminology; willingness to work with a diverse group of people; ability to work with limited supervision; highly organized & flexible. **Grade:** G9; **Range:** \$19,543-24,457 3-1-96 CCEB

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 experience; Ophthalmic Technologist Certification. **Grade:** G12; **Range:** 25,371-32,686 2-19-96 Ophthalmology

PART-TIME(LAB ASSISTANT I) (28 HRS) (02113RS) (End date: *Contingent on grant funding*) G5; \$6,868-8,407 2-12-96 Radiology

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

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

CERTIFIED NURSE PRACTITIONER (02102RS) (May involve early mornings & some evening work) (On-going contingent upon funding) P6; \$31,900-40,600 2-8-96 Psychiatry

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

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

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

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

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

RES. COORD. (10442RS) P3; \$23,900-31,000 10-10-95 Cancer Center

RES. SPEC. JR./I (0118RS) (On-going contingent upon grant funding) P1/P2; \$19,700-25,700/21,700-

28,200 1-12-96 Pathology & Lab Medicine

RES. SPEC. I (0156RS) (Ongoing cont. upon grant funding) P2; \$21,700-28,200 1-23-96 Surgery/HDSR

RES. SPEC. 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

RES. SPEC. 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

ADMIN. ASSISTANT II (40 HRS) (11594JZ) G10;\$21,371-26,629 11-30-95 Psychiatry

ADMIN. ASSISTANT III (40 HRS) (02101JZ) G11; \$22,743-28,914 2-8-96 Radiation Oncology

OFFICE ADMIN. ASSISTANT I (0145JZ) G9;\$17,100-21,400 1-18-96 Biomedical Graduate Studies

OFFICE ADMIN. ASST 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

RES. LAB TECH II (40 HRS) (02104RS) (Ongoing contingent upon funding) G8; \$17,943-22,400 2-8-96 Psychiatry

RES. LAB TECH II (40 HRS) (02135RS) (Ongoing contingent pending funding) G8; \$17,943-22,400 2-1-4-96 Center for Experimental Therapeutics

RES. LAB TECHNICIAN II (40 HRS) (02137RS) (Ongoing contingent on grant funding) G8; \$17,943-22,400 2-14-96 Psychiatry

RES. LAB TECHNICIAN III (10475RS) (On-going contingent upon grant funding) G10; \$18,700-23,300 10-16-95 Pathology & Lab Medicine

RES. LAB TECHNICIAN III (40 HRS) (0169RS) (Ongoing pending funding) G10; \$21,371-26,629 2-1-96 Center for Experimental Therapeutics & Clinical Res. Center

RES. LAB TECHNICIAN III (02112RS) (End date: 8/31/96) G10; \$18,700-23,300 2-12-96 Psychiatry

RES. LAB TECHNICIAN III (40 HRS) (02103RS) G10; \$21,371-26,629 2-14-96 Neurology

SECRETARY, SR. (05083JZ) G11; \$19,900-25,300 10-26-95 Vice Dean for Education

PART-TIME (RES. LAB TECHNICIAN I) (28 HRS) (0168RS) (Ongoing contingent on funding) G7; \$7,697-9,945 2-1-96 Radiology

PART-TIME (SCIENTIFIC EQUIPMENT STERILIZATION ATTENDANT) (20 HRS) (11622RS) G5; \$6,868-8,407 12-1-95 Cancer Center

PART-TIME (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

DATA ANALYST I (0163RS) Manage large data base; conduct multi-value analyses & provide computer programming support health services res. projects; assist principal investigator with res. design, methodology & statistical issues; perform general & professional functions; in connection with the above including preparation of project reports & professional papers. **Qualifications:** BA/BS required; MA/MS in a health services res., population studies or social science field preferred; prior experience as a data analyst or statistical prog. in a res. environment, preferably in health services; demonstrated competence in res. methodology, analytical approach & computer application in the health field; experience working with large data bases & statistical analytical software (preferably SAS & STATA); strong organizational & communication skills; ability to work effectively within an interdisciplinary res. team. (On-going contingent upon funding) **Grade:** P5; **Range:** \$28,800-37,600 2-27-96 Nursing

MANAGER PROJECT II (02164RS) Coordinate, supervise & conduct field work with an NIH res. grant; oversee & assist in the physical & cognitive & neuropsychological assessment of nine year olds; re-

view & organize data; attend meetings & write reports; track study subjects. **Qualifications:** BA/BS required; Master's in psychology preferred; three yrs. experience in field study & oversight of data collection. (End date: 11/30/96) **Grade:** P7; **Range:** \$35,000-43,700 2-28-96 Nursing

NURSE II (02170RS) Assess physical & behavioral status of nine year olds; review, score & organize data; attend weekly project meetings (in Philadelphia or New Jersey); assist in data analysis; assist in tracking lost children & gathering data by telephone. **Qualifications:** BSN required; PNP preferred; five yrs. experience in pediatric nursing; current license in Pennsylvania. (End date: 5/97) **Grade:** P5; **Range:** 28,800-37,600 2-28-96 Nursing

DIRECTOR V (0108RS) P8; \$38,500-48,100 2-16-96 Nursing

INFO. MANAGEMENT SPEC. II (02134RS) (End date: contingent upon practice viability) P6; \$31,900-40,600 2-15-96 Practice

RES. SPEC. I/II (0179RS) P2/P3;\$21,700 - 28,200/\$23,900 - 31,000 01-31-96 Hematology

RES. SPEC. III (0163RS) (End date: *Dependent on continued res. funding*) P4; \$26,200-34,100 1-29-96 Nursing

PART-TIME (ADMIN. ASSISTANT II) (17.5 HRS) (02142RS) (End date: 12/31/96) G10; \$10,275-12,802 2-15-96 Nursing

PART-TIME (SECRETARY IV) (21 HRS) (0140RS) G9; \$9,396-11,758 1-18-96 Nursing

PRESIDENT

Specialist: Susan Curran/Janet Zinser

ASSISTANT DIRECT. IV/ASSOCIATE DIRECTOR V (12653JZ) P5/P7; \$28,800-37,600/\$35,000-43,700 2-15-96 Development & Alumni Relations

ASSOCIATE DIRECTOR INDIVIDUAL GIFTS (09366JZ) P7; \$35,000-43,700 9-21-95 Development & Alumni Relations

DEVEL. OFFICER II (07082JZ) P10; \$47,400-59,200 7-19-95 Development & Alumni Relations

DIRECTOR ALUMNI RELATIONS (09309JZ) P11; \$54,500-68,200 9-7-95 Development & Alumni Relations

DIRECTOR DEVELOPMENT RES. (11585JZ) P8; \$38,500-48,100 11-22-95 Development & Alumni Relations

DIRECTOR, NEW YORK CITY REGION (0164JZ) (Position located in New York) P11; \$54,500-68,200 1-29-96 Development & Alumni Relations

DIRECT., 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 Development & Alumni Relations

EDITOR, ALUMNI MAGAZINE (11572JZ) P9; \$42,300-52,900 11-16-95 Development & Alumni Relations

LEGAL ASSISTANT (02143SC) P3; \$23,900-31,000 2-19-96 General Counsel

PROG. 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 Development & Alumni Relations

SENIOR WRITER (11584JZ) P7; \$35,000-43,700 11-22-95 Development & Alumni Relations

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

SYST. PROG. II (02144JZ) P7; \$35,000-43,700 2-16-96 Development & Alumni Relations

HOUSEHOLD ASSISTANT (37.5 HRS) (02169SC) G7; \$15,536-19,393 2-23-96 Office of the President

PROVOST

Specialist: Clyde Peterson

DATA ANALYST, SR. (02177CP) Participate on teams in the analysis, development & installation of a data warehouse & application database; create & support the University data architecture; provide user support for data access; assist in the development data policies, standards & documentation. **Qualifications:** BA/BS required, Master's preferred; five years information systems experience in administration informa-

OPPORTUNITIES at PENN

tion systems in a research university or similar large, complex organization; experience with data analysis and data access; understanding of modeling techniques and CASE tools; experience with relational dbase techniques and structured method. **Grade:** P8; **Range:** \$38,500-48,100 3-1-96 Data Administration **DATA ANALYST, SR.** (02184CP) Installation/maintenance of Oracle Government Financial on AIX platform; installation/maintenance of change management software for Oracle (AIX) & ADABAS (MVS) database environments; installation/maintenance of Natural (MVS) programming language; with limited supervision develop formal plans & complete the implementation of complex database projects, including the integration of multiple server & desktop platforms. **Qualifications:** Bachelor's degree with a minimum of three yrs. experience with Natural/ADABAS & two yrs. experience with Oracle/OGF; experience working in MVS (three yrs.) & AIX (two yrs.) environments; excellent PC skills & experience working a LAN (Network) environment; knowledge of Oracle Database Server SQL coding & performance & SQL Forms V2+ & V4+. **Grade:** P8; **Range:** \$38,500-48,100 3-1-96 UMIS

PROG. ANALYST III (02183CP) Responsible for technical & functional analysis design, programming & problem resolution in support of admin. application; develops prototypes; program estimates & appropriate test scenarios; participates in quality assurance reviews; adheres to departmental technical & quality assurance standards; maintain thorough knowledge of syst. development tools, methodologies & emerging technologies; consults with clients as appropriate. **Qualifications:** BA/BS or equivalent with minimum of four yrs. progressively responsible experience in large admin. computing environment including syst. design & analysis & hands-on development; detailed knowledge of database concept; 4GL's, syst. development methodologies; excellent written, verbal & interpersonal skills; demonstrated planning & organizational skills; facility with desktop tools: COBOL, Oracles RDBMS, MVS, CICS, ADABAS, knowledge a plus; working knowledge of SQL within UNIX environment required. **Grade:** P7; **Range:** \$35,000-43,700 3-1-96 UMIS

SYST. PROG. II/III (02182CP) Provide syst. administration to a variety of UNIX-based computer platform used in the operations of PennNet, including participating in the planning, design & implementation of the necessary hardware & software environments to support enterprise-wide servers for campus-wide info. services (like WWW & Netnews), electronic mail, DCE-based services & others; ensure security of servers on the Internet; represent the department to outside vendors of hardware & software products; negotiate with vendors as required to secure necessary hardware & software for systems. **Qualifications:** Bachelor's degree in computer sciences or related field or equivalent work experience required; knowledge of DEC UNIX (OSF/1) extremely helpful; detailed knowledge of TCP/IP networking required; familiarity with Novell Network & other local area network operating syst. & protocols; strong analytical & problem-solving skills essential; experience in an academic setting helpful; willingness to provide limited "after-hours" on-call duty require. **SYS. PROG. II:** Four yrs. experience in UNIX syst. administration & data communication. **SYS. PROG. III:** Six yrs. experience in UNIX syst. administration & data communication. **Grade:** P7/P8; **Range:** \$35,000-43,700/\$38,500-48,100 3-1-96 DCCS

HEALTH PHYSICS TECH TRAINEE/HEALTH PHYSICS TECH (02172CP) **TRAINEE:** Perform radiation safety & compliance test of energized equipment, air sample monitoring of exhaust from fume hoods used for radio iodine work; maintain sampling equipment; perform radiation measurements with portable & laboratory instruments; prepare reports of survey & monitoring results; involves some transporting of moderately heavy equipment. **TECH:** Responsible for measuring surface contamination & exposure

levels, proposing methods for removing contamination, security of survey meters, dose calibrations & inventory of sealed sources; perform audit of radioactive materials inventory; disposal logs; training requirements; process radioactive waste; survey energized equipment; respond to spills/incidents (24 hour on call) & questions by radioactive workers. **Qualifications:** **TRAINEE:** High school graduate or equivalent, plus some college-level course work in science & laboratory methods; degree in science desirable; knowledge of properties of radio nuclides and radiation measurements; must be able to tolerate heights. **TECH:** BS in science plus experience handling radioactive-radiation sources or equivalent; experience with handling RAM operation & operating energized equipment desirable; HP Technology Certification or Board eligible; good math. computer & electronic skills. **Grade:** G12/G13; **Range:** \$22,200-28,600/24,400-31,400 2-28-96 Radiation Safety Office **CHAPLAIN** (08247CP) Ungraded 8-23-95 Provost's Office

COORDINATOR-VOLUNTEER (0150CP) P1; \$19,700-25,700 2-21-96 Museum **INFORMATION SYSTEMS SPECIALIST I** (02123CP) (End date: funding for three yrs.) P3; \$23,900-31,000 2-12-96 Museum **PROGRAMMER ANALYST III** (0172CP) P7; \$35,000-43,700 01-31-96 Data Communications & Computing Services **SYSTEMS ANALYST II** (11558CP) P7; \$35,000-43,700 11-10-95 UMIS

TECHNOLOGY TRAINING SPECIALIST (06085CP) P5; \$28,800-37,600 6-21-95 Technology Learning Services

VICE PROVOST FOR RESEARCH (08248CP) Ungraded 8-25-95 Provost's Office **ADMIN. ASSISTANT I** (0297CP) G9; \$17,100-21,400 2-8-96 ULAR

EDITORIAL ASSISTANT I (10461CP) G10; \$18,700-23,300 10-16-95 University Press

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

VETERINARY SCHOOL

Specialist: Nancy Salvatore

RES. LAB TECHNICIAN III (02180NS) Assist in analysis of transgenic mouse colony; duties include record keeping & husbandry, tissue collections & euthanasia; laboratory duties include solution preparation, DNA, RNA & protein analysis; histochemistry; use of radioisotopes. **Qualifications:** College degree in biological science or equivalent; laboratory experience in molecular biology desirable, as well as basic computer knowledge. (On-going contingent on grant funding) **Grade:** G10; **Range:** \$18,700-23,300 2-29-96 Animal Biology

RES. SPEC. I (12680 NS) P2; \$21,700-28,200 1-3-96 Pathobiology

RES. SPEC. I (08190NS) P2; \$21,700-28,200 8-11-95 Pathobiology

RES. 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 alternate week 9:30 a.m.-5:30 p.m.) G10; \$18,700-23,300 2-9-96 VHUP

TECHNICIAN, HISTOLOGY I (0121NS) (Work schedule: 8:00-4:00) G7; \$14,500-18,100 1-15-96 Pathobiology

TECHNICIAN, RESEARCH III (02162NS) (Ongoing cont. upon funding) G10; \$18,700-23,300 2-22-96 Animal Biology

TECHNICIAN, 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) 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

TECHNICIAN, 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 Department of Academic Support

ADMINISTRATIVE ASSISTANT I (0139CP) G9; \$17,100-21,400 1-22-96 Greenfield Intercultural Ctr.

WHARTON SCHOOL

Specialist: Janet Zinser

INFORMATION SYSTEMS SPECIALIST II/III (02145JZ) Provide research & instructional computing support for faculty & the Wharton School; assist faculty in the use of computing syst., 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 & res. 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, Etehrnet, 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 years experience in many facets of computing support &/or programming, including two years supporting end-users. **INFO. SYS. SPEC. III:** five years progressively responsible & experience in many facets of computing support &/or programming, including four yrs. supporting end-users. **Grade:** P5/P7; **Range:** \$28,800-37,600/\$35,000-43,700 2-19-96 WCIT

ASSISTANT DIRECTOR III (0180JZ) P4; \$26,200-34,100 2-2-96 Finance

DIR. VII (11355JZ) 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

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

ADMINISTRATIVE ASSISTANT III (02151JZ) G11; \$19,900-25,300 2-19-96 Health Care Syst.

OPERATOR, DUP MACHINE IV (10529JZ) (No vacation will be approved during August, September, December and January) (Overtime is a requirement of this position) (Work Schedule: 5 p.m.-1 a.m.) G10; \$18,700-23,300 01-31-96 Reprographics

SECRETARY IV (0153JZ) G9; \$17,100-21,400 1-23-96 Statistics

Summer Gymnastics Camp

For four weeks starting in mid-June, the Summer Gymnastics Camp at Penn will provide children with gymnastic instruction on Olympic apparatus by champion gymnasts led by Penn's head gymnastics coach Tom Kovic.

The Camp also offers swimming at Hutchinson Gym, activities at Franklin Field, arts and crafts, movies, and a visit to the University Museum.

There are four one-week sessions beginning June 17, June 24, July 1, July 8 and July 15. The week's schedule is Monday through Friday, 9 a.m.-5 p.m., but parents can drop children off at 8:45 a.m. and pick them up at 5:15 p.m. at Hutchinson Gymnasium.

The cost is \$180 per person per session. For registration forms: Mr. Kovic, 898-5316.

Update

MARCH AT PENN

CHANGES

The South Asia Regional Studies talk originally listed for March 13 will be given on *March 6* at 11 a.m. in Classroom 2, University Museum.

The start date for the Saturday morning Gymnastics Classes for children has changed from March 2 to *March 23*; classes run through May 25. The 10-week course is \$100 and meets from 9:30-10:20 a.m.

FITNESS/LEARNING

Wharton Small Business Development

Registration/information: 898-4861.

6 *The Art of Persuasive Presentation*; 6:30-9 p.m.; \$205. *Wednesdays through March 27.*

12 *Managing a Family-Owned Business*; 6:30-9 p.m.; \$185. *Tuesdays through March 26.*

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 19, 1996 through February 25, 1996**. Also reported were **Crimes Against Property, including 31 thefts (including 4 burglaries, 1 theft of autos, 9 thefts from autos, 2 of bicycles and parts) and 6 incidents of criminal mischief and vandalism**. Full crime reports are in this issue of *Almanac* on the Web (<http://www.upenn.edu/almanac/v42/n23/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 19, 1996 and February 25, 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; Aggravated assaults-1; Threats & harassment-1

02/19/96	9:25 AM	Med School	Unwanted calls received
02/20/96	12:28 PM	100 Blk. 36th	Unknown males demanded money/fled
02/20/96	8:43 PM	3408 Sansom St.	Complainant struck on head with chair
02/24/96	7:49 PM	3700 Blk. Ludlow	Backpack taken by unknown male

38th to 41st/Market to Baltimore: Sexual assaults-1; Robberies (& attempts)-1;

Aggravated assaults-3; Simple assaults-1; Threats & harassment-3			
02/20/96	10:04 PM	Mayer Hall	Unwanted calls received
02/21/96	6:49 PM	4000 Spruce St.	Attempted robbery by unkn. males/fled
02/22/96	2:57 AM	40th & Locust	Male struck officer/arrest
02/22/96	1:47 PM	Evans Bldg.	Male arrested involved in fight
02/23/96	3:42 AM	Dining Commons	Complainant struck in nose/to HUP
02/23/96	4:04 AM	Dining Commons	Complainant struck no injury
02/24/96	6:30 PM	High Rise North	Unwanted messages on ans. machine
02/24/96	11:54 PM	Mayer Hall	Unwanted calls received
02/25/96	8:00 PM	200 Blk. 40th	Unknown males grabbed buttocks

30th to 34th/Market to University: Robberies (& attempts)-1

02/22/96 9:43 PM 3200 Blk. Walnut Complainant robbed by unknown male

Outside 30th 43rd/Market Baltimore: Robberies (& attempts)-1; Simple assaults-1

02/20/96	8:40 PM	South St. Bridge	Robbery by unknown male with knife
02/23/96	6:54 PM	150 South St.	Complainant struck in head with fist

Crimes Against Society

34th to 38th/Market to Civic Center: Weapons offenses-1

02/25/96 4:23 PM 3700 Blk. Spruce 3 males arrested/guns recovered

38th to 41st/Market to Baltimore: Alcohol & drug offenses-1

02/24/96 3:00 AM 300 Blk. 41st. Police car struck by drunk driver/arrest

41st to 43rd/Market to Baltimore: Disorderly conduct-1

02/19/96 5:58 PM 42nd & Market Male acting disorderly after stop/arrest

30th to 34th/Market to University: Disorderly conduct-1

02/23/96 7:55 PM Lot # 5 Male refused to leave area/arrest

ON STAGE

Annenberg Center

Dance Affiliates presents NextMove Festival '96 *Archetypes*; Harold Prince Theatre; \$15, \$10/students and seniors; tickets/information: 898-6791. Repeat dates and times in italics.

5 *S/He*; Jane Comfort and Company dance a gender war in a full-length work which skewers social attitudes by subjecting current events to gender and race reversal; 8 p.m.; cross dress for half-price admission. *Feb. 6 & 7, 8 p.m.*

8 *Rennie Harris Pure Movement & Friends*; a multi-media exploration of urban culture and tradition featuring Harris' ensemble and some of Philadelphia's hottest street dancers; 11 p.m. *Feb. 9, 11 p.m.*

TALKS

6 *Growth and Patterning in the Vertebrate Limb Wnt, FGF and SHH*; Lee Niswander, Sloan-Kettering Institute; noon; Agnew-Griese Auditorium, Dulles Building, HUP (Center for Research on Reproduction and Women's Health).

7 *The Virtual Classroom: Wire and Fiber Replacing Brick and Mortar*; Burkes Oakley II, University of Illinois; 11 a.m.; Room 216, Moore School (Electrical Engineering).

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.

Almanac

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