

# UNIVERSITY of PENNSYLVANIA *Almanac*

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## The Lindback and Provost's Awards ... [see page 8](#)

The reception honoring the recipients of the two Provost's Awards and the eight Christian R. and Mary F. Lindback Foundation Awards for Distinguished Teaching will be held on Thursday, April 25, 4:30 to 6:30 p.m. in the Rare Book Room at Van Pelt Library. All members of the University are welcome.



Dr. Daniel Deudney



Dr. Elizabeth Johns



Dr. Vijay Kumar



Dr. James O'Donnell



David Rudovsky



Dr. Glen Gaulton



Dr. Kathleen McCauley



Dr. David Piccoli



Dr. Thomas Van Winkle



Linda Jacobs

## Salary Guidelines for 1996-97

The principle guiding our salary planning for fiscal year 1997 is to pay faculty and staff competitively, in relationship to the markets for their positions, in order to acknowledge their contributions to the University and to help us remain a strong and financially viable institution. With this in mind, the following guidelines are recommended.

### Faculty Increase Guidelines

Although individual faculty decisions are made at the school level, with deans issuing to department chairs their own guidelines regarding resource constraints, certain standards have been established to which we ask all deans to adhere:

- The pool for merit increases for faculty shall not exceed 3.5 percent. The recommended faculty salary increase range this year is 2.0 to 6.0 percent. In cases where schools wish to make faculty members' salaries more competitive, deans may supplement the general salary pool of 3.5 percent, but this supplement must not exceed 0.5 percent without prior approval of the Provost. We also ask that deans pay particular attention to those faculty who *meet* our standards of merit but whose salaries for various reasons have lagged over the years.
- Salary increases to continuing faculty are to be based on general merit including recognition of outstanding teaching, scholarship, research, and service. As in previous years there will be no minimum base increment for continuing faculty.
- The minimum academic salary for new assistant professors will be \$38,000.

The Provost will review the deans' faculty salary recommendations prior to their release to insure that raises on average reflect market conditions in each discipline. The Provost must be consulted regarding any recommendations to provide either less than 2.0 percent or more than 6.0 percent salary increases for individual faculty, or to provide a total pool of over 4.0 percent (inclusive of the 0.5 percent referred to above).

### Staff Increase Guidelines

The following guidelines should be followed when making staff salary increase decisions for the next fiscal year.

- The pool for staff salary increases shall not exceed 3.0 percent. The recommended staff salary increase range this year for acceptable performance is 2.0 to 6.0 percent. Monthly, weekly and hourly staff members (excluding bargaining units) are eligible for increases from this pool if they are in a full-time or part-time regular status, are not student workers, and were employed by the University on or before February 29, 1996.
- In addition, all staff must be paid at least at the minimum of their pay grade. This year, pay range minimums and maximums have been adjusted by 3 percent effective July 1, 1996. The **new salary scales** can be found on PennNet.
- Individual salary increases for staff should be based on performance contributions. Salary increase decisions should be carefully made to ensure that similar work performance results in similar salary increases. Salary increases should support and confirm the feedback provided within the performance evaluation process.

In addition, departments should weigh other factors in determining salary increases, including equity within the department, the relevant job market and career progression. A decision to award no increase (0 percent) is appropriate if the work performance is less than satisfactory, *i.e.*, fails to qualify for the "Solid Performance" category on the performance evaluation.

\* \* \*

Making effective salary decisions is crucial as we move forward in our efforts to fulfill the University's mission. We believe this year's salary guidelines will reward faculty and staff for their overall contributions while helping the University remain a strong and financially viable institution.

Judith Rodin      Stanley Chodorow      John Fry  
President          Provost              Executive Vice President



Brian Roberts

## Ivy Day May 18: Comcast's Mr. Roberts

Penn seniors have chosen as this year's Ivy Day speaker Brian L. Roberts, a Penn alumnus who is president of Comcast Corporation—the Philadelphia-based telecommunications company that within the past month has bought the Philadelphia '76ers, the Flyers, and the Spectrum.

He will speak at 4 p.m. Saturday, May 18, in Irvine Auditorium as a highlight of the day the Class of '96 sets its Ivy Stone—this one to be in a wall of Houston Hall in honor of its 100th anniversary.

Mr. Roberts is a 1971 graduate of the Wharton School who was an outstanding athlete at Penn—an All-American squash player, and a member of the U.S. Squash Team which won silver medals at the 1981 and 1985 Maccabiah Games in Israel.

He joined Comcast Corporation's Board of Directors in 1987 and became president in 1990. He is a board member of three cable television networks—Turner Broadcasting System, QVC, Inc., and Viewer's Choice—and Chairman of the National Cable Television Association, the cable industry trade organization. He is also a director and executive committee member of CableLabs, a non-profit organization dedicated to technology research and development for the industry.

Comcast, which President Judith Rodin called "one of the remarkable success stories of the cable industry," provides wireline communications, wireless communications and content to over eight million customers world wide. It is the nation's third largest cable television operator, with ownership interest in systems serving 3.5 million.

## Annenberg Center at 25: A Gala April 29

The Annenberg Center celebrates its silver anniversary with a gala evening of dining, dancing and entertainment on Monday, April 29.

Since 1971, the Annenberg Center has been host to innovative performing artists from around the world—and several of them return for Monday's celebration, which begins with a reception at 6 p.m. in the Center's Studio Lobby, with Bob Bush on the piano. At a 7 p.m. dinner in the main lobby, celebrities and honored guests will pay tribute to the Center's star-studded history.

A showcase performance in the Zellerbach Theatre at 8:15 p.m. features entertainers who have appeared on stage at the Annenberg Center over the past quarter of a century. Dancer/choreographer David Parsons performs an astounding signature dance piece, *Caught*. Jazz vocalist Sandra Reaves belts out jazz vocals from her one-woman show, *Late Great Ladies of Blues & Jazz*. Composer/musician Philip Glass will perform on the piano. Giovanni Zoppe of the Zoppe Circus Europa will perform gravity-defying acrobatics. Playwright Bruce Graham directs David Ingram in *The Tablecloth of Turin*, a short, hilarious monologue by Ron Carlson, originally produced by the Philadelphia Festival Theatre for New Plays. The Penn Glee Club will present a special tribute, and a multi-media retrospective of the Center's 25 years will cap the performance.

At the conclusion of the show, the audience will be invited onto the Zellerbach stage for dancing to the Rich Posmontier ensemble, or back

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### Performers in the Gala:

Composer Philip Glass (above), is a pianist for this occasion. Sandra Reaves (left) brings songs from her one-woman hit show, *Late Great Ladies of Blues & Jazz*.

to the main lobby where local band The Low Road will provide alternative sounds and rhythms. Champagne, desserts and coffee will be served, and dancing will continue until midnight.

With its three unique state-of-the-art theatres, the Center began 25 years ago to bring classic and contemporary theatre, dance, and music to audiences of all ages. Imported stars such as Jason Robards, Glenn Close, Morgan Freeman, Twyla Tharp and Alvin Ailey have performed there. The Philadelphia International Theater Festival for Children and Dance Affiliates, the exciting Dance Celebration series, are two acclaimed perennials.

The Center is also home to Penn's Theatre Arts program and many student performing groups. Philadelphia Festival Theatre for New Plays, and the Institute for Arts in Education.

A commemorative program book with archival photographs documenting the Center's 25-year history will be prepared for the Gala.

Tickets for the black-tie gala are \$175-\$225 per person for the entire evening, or \$75 per person for the performance and the party. Support at higher levels will be acknowledged prominently, and patrons making a contribution of \$1250 or more will have a seat in the Zellerbach named in their honor. Special student prices are available. With each valid PennCard, students may purchase two tickets for the entire evening at \$75 each, or for the performance and party at \$25 each. For more information call 898-4759.

## PPSA

### Annual Election and Forum: May 7

The Penn Professional Staff Assembly (PPSA) invites all professional staff to its annual meeting and election on Tuesday, May 7, from 1-2:30 p.m. in the Faculty Club's Alumni Hall.

Executive Vice President John Fry and three Penn vice presidents—Clint Davidson of Human Resources, Steve Golding of Finance, and Art Gravina of Facilities Management—will give a panel discussion, followed by Q&A and small-group discussions on topics such as administrative restructuring, the future of employee benefits, facilities and maintenance issues and the new financial management system.

While pre-registration is not required, seating will be first-come, first-served. Please e-mail questions for panelists in advance to [toppsa@seas.upenn.edu](mailto:toppsa@seas.upenn.edu) no later than *Wednesday, May 1*.

During the restructuring process, it is critical for all administrative and research personnel to have their views represented and their questions considered. Participation in this forum, and in the PPSA election taking place at the same time, is the first step in making your voice heard. The slate of nominees for 1996-97 will be published shortly. We urge you all to put May 7 on your calendars, and plan to attend and vote.

—Lois MacNamara, GSE Student Activities,  
for the Executive Committee

## Speaking Out

### Retirees' Health Plan the Same?

With respect to the Human Resources "Q&A" on retiree benefits (*Almanac* March 26), I believe at least one more set of questions should be answered for those who are considering early retirement by June 30 for the sake of University-paid health care coverage:

Is the nature of the coverage for medical care, dental care and prescription costs the same for retirees as for current employees? If not, how do they differ? An appropriate way to answer this might be to compare the retiree's benefits with those pre-retirement using the same "plan features" listed in the *April 2 Almanac* (and on pages 20-21 of the PENNFLEX brochure).

If retiree coverage is significantly different, at what point in the process is this communicated to those who must come to a decision within the deadline?

—Phoebe S. Leboy  
Professor of Biochemistry/Dent

In response to Dr. Leboy's letter, the current retiree medical benefits for:

- *Non-Medicare eligible retirees (generally speaking, those under age 65) who meet age and service requirements for retiree benefits.*

Medical coverage is the same as that for active faculty and staff members. That is, retired individuals under age 65 are offered the same medical plan options as active faculty and staff members.

They are also offered the same prescription coverage as active faculty and staff members. Currently the benefits are available under the Blue Cross plans, PENN Care, Greater Atlantic, and HIP Health Plan of NJ.

- *Medicare eligible retirees (generally*

*speaking, those age 65 or older) who meet age and service requirements for retiree benefits.*

The University provides Medicare supplement benefits to retirees eligible for Medicare benefits. The benefits are provided through Blue Cross's 65-Special plan and Keystone's Medicare HMO plan and will also be provided through U.S. Healthcare's HMO plan. The best way to describe these benefits is to first describe what the federal Medicare program covers.

Medicare has two parts: Hospital Insurance (Part A) and Supplementary Medical Insurance (Part B). Part A covers inpatient care in a hospital and skilled nursing facility, home health care, and hospice care. Part B covers physician services, outpatient hospital care, clinical laboratory tests, and various other medical services and supplies, excluding prescription drugs. The retiree must enroll in Medicare Part B and pay Part B premiums (enrollment in Part A is automatic and currently no premiums are required.) All of the University's Medicare supplement plans cover Medicare Part A's copays and deductible and the 20% balance of Medicare Part B's approved charges. The HMOs' prescription benefits vary by plans. After a \$100 family deductible, the Blue Cross 65-Special plan provides the same prescription coverage as the Blue Cross plans for active faculty and staff members; the benefits are administered by Blue Cross and not PCS. The Major Medical component of the 65-Special plan contains a \$100,000 per individual lifetime maximum. The benefits that are charged against this maximum are a very minor portion of the 20% supplementary insurance of the Medicare Part B benefits that are not paid under the Blue Shield component of the 65-

Special plan and some additional benefits not covered by Medicare, particularly prescription benefits.

The fundamental difference between the Blue Cross 65-Special plan and Keystone and U.S. Healthcare's Medicare HMO plans is that all non-emergency medical care covered by the HMO plans must be provided or authorized in advance by a primary physician. Also, unlike the 65-Special plan (and the other Blue Cross plans), the HMO Medicare plans provide benefits for preventive dental care, hearing aids, routine vision care and eyeglasses.

Detailed charts showing benefits provided by Medicare Part A & B and the University Medicare supplement plans are available from the Benefits Office. Dependents of retirees eligible for University retiree benefits

Regardless of the retiree's age, the medical coverage for a dependent of a retiree is determined by the dependent's age. For example, if a retiree is over age 65 but the spouse is under 65 (non-Medicare eligible), the spouse's medical benefits would continue to be provided through one of the medical plans offered to active faculty and staff members.

As for Dental coverage:

As stated in the "Q&A" article referenced by Dr. Leboy, no dental benefits are provided to retirees. Under the current federal COBRA law, a retiree may continue dental benefits at full cost plus a 2% administrative fee up to 18 months. The dental coverage that is available through the 18-month COBRA period is the same as that offered to active faculty and staff members.

Faculty and staff members considering retirement should contact the Benefits Office at 8-7282 for individual counseling.

—Human Resources/Benefits Office

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

### From the Chair: Saying 'Yes' to Service

At the outset of my tenure as Chair of the Faculty Senate, I had the opportunity, by tradition, to address the graduates, families, and friends assembled for the University's 239th Commencement.

I pointed with Penn pride to the legacy of Ben Franklin. From the Charter for a modest educational initiative in 1740 to a vital and vibrant University (the nation's first) with four undergraduate schools and a dozen graduate and professional schools whose 2,000 standing faculty, an enrollment of 18,000 students, and an associated staff of 7,000 sum to a veritable Athenian city-state on the western bank of the Schuylkill.

For the past year, I have had the privilege of representing the 2,000 standing faculty. I have learned a great deal and am more impressed than ever.

Our mission is teaching, research, and service. I would like to comment for a few moments on service to the University via the Faculty Senate.

My first task was to recruit a Past Chair, as Barbara Lowery had joined the administration. One phone call to David Hildebrand found a committed member of the faculty willing to serve.

This commitment was soon replicated as I phoned colleagues for constituency representation on the Senate Executive Committee, Senate committee memberships, and committee chairs. Would you believe 17 phone calls before I encountered a "no"?

The level of commitment was probably best demonstrated to me as I attended weekly or bi-weekly meetings of Senate committees. I witnessed sincere and dedicated service by faculty colleagues throughout the University. Thanks to Senate committee members and the committee chairs, David Brownlee, Robert Giegengack, Robert Hornik, James Laing, Bridget Murnaghan, Martin Pring, and Susan Watkins. I salute you, one and all.

The agenda for our annual meeting of the Faculty Senate allocates 5 minutes for the chair's report—an impossible constraint for such a full year. Much of our work will be reported by the committee chairs later on the agenda. Our detailed actions have been reported regularly to the University community in *Almanac*, mainly reporting presentations and discussion of committee reports. I must confess that at times I became so absorbed by the conviction of my colleagues' discourse on issues in SEC that I became lax in my duties as chair.

The President and Provost participated in portions of most of our meetings to present topics, discuss, and answer questions.

Although this is a chair's report, it reflects the contributions of David Hildebrand as Past Chair and Peter Kuriloff as Chair-elect. My profound thanks to each for their counsel and friendship. Much of the planning of the work of the Faculty Senate is accomplished by a quartet of individuals in which we are joined by Carolyn Burdon, the executive assistant to the Faculty Senate Chair, the institutional memory, and staff resource. Much thanks and appreciation, Carolyn.

In summary, the 1995-96 academic year has been an exciting one at Penn. Change is underway and more is contemplated. The Senate Executive Committee and the other Faculty Senate committees have played a significant role in this process. It has been a privilege to serve as your chair.

And now it is my pleasure to introduce President Rodin for her report.

William Kissick, Chair

### From the President: Strategic Choices Ahead

*(The following is an excerpt from the remarks of President Judith Rodin)*

With the help of your Senate leaders and the Senate Executive Committee, the past year has been a successful one in many respects.

In research, the number and variety of significant contributions by Penn faculty continues to grow, and increasingly, to receive the recognition many of our colleagues and their achievements richly deserve. In undergraduate education, planning for the 21st Century Undergraduate Experience is moving forward under the direction of Provost Chodorow and the four undergraduate deans. Many of you are actively involved in that effort, and we are grateful for your time, involvement and perspective. Pilot implementation of some programs will begin next year.

Likewise, in administrative restructuring, in admissions, in alumni and donor relations, and in the well deserved positive recognition of Penn—of you—we have made strong progress this year.

When I first addressed you a year ago, I said that a critical part of my role as president is to focus attention on the most important academic and educational issues that we confront. One of the most important priorities to which I have been pointing throughout this year is the need for Penn, both as a whole and in its individual schools and administrative units, to make some hard strategic choices that will largely determine our future well into the next century. I know that every strategic planning process has its critics—either because past experience indicates that such processes do not matter very much or because the choices they impose are sometimes difficult.

But strategic planning that *will* make a difference must *make* differences, must have tangible and measurable outcomes. That is the message I have been trying to convey as I have met this year with faculty from many of our schools and departments and in my public comments on the *Agenda for Excellence*.

As you know, I believe that the competitive climate in which Penn will operate in the remainder of this decade and in the next century will continue to tighten. It will tighten in the competition for the best faculty, for the best students, for the best research facilities, for public and professional recognition of excellence and leadership—and it will tighten in the competition for the resources needed to make us the best.

This tightening is the result of some fundamental and very long-term changes in the environment in which we operate...among [them] the downturn in postwar prosperity, the end of the cold war, the achievement of globalization, the explosion of technology, and the productivity of basic science.

These forces have produced major changes for all of higher education. Among those changes are the expansion of our constituencies, the increased complexity of our communications, the tightening constraint of financial resources, and the technological transformation of teaching and learning.

To summarize these impacts much too superficially:

Knowledge is exploding, yet, the government infrastructure and financial support on which its growth was based are eroding. The public has come to doubt—or reject—higher education's promise of more satisfying lives, more and better jobs, a richer and more sophisticated culture. Parents, prospective students, and government officials wonder if the cost of the educations we provide are worth the price. And colleges and universities are no longer the only—or even the major—producers of new ideas.

Taken together, these changes and their impact on Penn and all of American higher education have created a "hyper-competitive" environment in which success as an institution will become harder, not easier, in the years ahead.

Unfortunately, we have no choice about whether to compete in this new and highly challenging environment. Quite literally, our ability to be who we are, to do what we entered academic life to do, and to be Penn, are all at stake.

Fortunately, I believe Penn is well positioned to not only succeed, but truly, to thrive in such an environment. As the strategic planning process moves to completion this spring and next fall, I believe we will see an outline of Penn's future emerge that will generate enthusiastic support from the vast majority of our colleagues and Penn's students, alumni, and financial supporters.

A crucial step in that process is the completion this week of strategic plans for each of our major administrative units. Initially, these will be reviewed by Executive Vice President John Fry, Provost Chodorow, and me, and I will be meeting individually with each of the administrative officers to discuss them. Then, a month from now, each of the schools is due to submit its new or revised strategic plan, building on the framework established in the *Agenda for Excellence* published last fall. Each of the school plans will reflect the participation of the individual faculties in their schools' internal planning processes. All of the school plans will be analyzed and integrated this summer by the deans, the Provosts and me and the ideas will be synthesized with the original *Agenda for Excellence* to form a full-scale University strategic plan. The draft plan will then be reviewed by the Academic Planning and Budget Committee at the start of the Fall semester, presented to the Faculty Senate, published as a whole or in summary form in *Almanac*, and presented to the Trustees for final approval at their October meeting.

Let me close by thanking each of you for your participation in this process.

SENATE continues next page

*Dr. Rodin announced that Provost Stanley Chodorow had been required to fly to the West Coast on short notice, to fill in for Trustees Chair Roy Vagelos at a major University affair. She delivered the following remarks on his behalf.*

### From the Provost: Updating the Senate on the 21st Century Project

The impetus for the 21st Century project is to prepare our students for the challenges of the next century. Last year, the Provost's Council on Undergraduate Education determined that such an effort called for:

- expansion of research opportunities for undergraduates;
- expansion of service-learning opportunities;
- internationalization of the curriculum and undergraduate life;
- improvement of advising through an increase in faculty-student interaction and the use of electronic technology;
- development of interschool curricular programs; and
- the possible creation of a collegiate organization to integrate the academic and social life of students.

This year, Council of Undergraduate Deans has taken on the responsibility of overseeing the further delineation of these goals and their subsequent implementation. Given our time constraints today, I will focus only on three of these.

#### Curricular Planning

First, curricular planning is going well. The four undergraduate schools have spent the past year developing "University Minors." First proposed by the Student Committee on Undergraduate Education, these are joint minors between departments in two different schools. They enable a student enrolled in one school to take courses in another in a structured, intellectually coherent way.

- The School of Nursing and the School of Arts and Sciences, for example, now offer a University minor in Nutrition.
- A Cognitive Science minor in the Engineering School is offered to College students.
- The School of Arts and Sciences and the Wharton School have developed an Actuarial Mathematics minor—a joint endeavor between the College's Mathematics Department and Wharton's Insurance and Risk Management Department. The minor includes courses from both schools.
- The Department of Philosophy is considering a minor on professional ethics that would involve a number of schools, including the professional schools.

In addition to these efforts, the Council of Undergraduate Deans recently solicited directly from the faculty proposals for new courses that involve faculty from multiple disciplines and multiple schools that eventually could serve as a focus for a University minor.

The four undergraduate schools also are considering the development of additional joint undergraduate degree programs similar to the two that already exist—Management and Technology and International Studies and Business. Wharton and Nursing, for example, are planning a joint program in health care management.

The Provost has also established a committee of faculty and students from the four undergraduate schools to consider the teaching of foreign languages across the curriculum. Known as FLAC, the program would join WATU—writing across the University—and similar initiatives in numeracy and speech—to create four key elements of undergraduate education.

FLAC courses most probably would appear as sections within upper-level courses, generally for seniors, and would be taught in a language other than English. A history course, for example, might include a section taught in Russian.

The target opening for FLAC courses would be fall 1998, with perhaps one or two experimental courses offered in spring 1997.

This ongoing process of cultivating interdisciplinary programs, minors, and foreign language courses will take time, particularly as the undergraduate deans also intend to look at the obstacles that students face when they try to take courses outside of their home schools. The deans hope to reduce or eliminate these obstacles while recognizing that school faculties must still be the principal determiners of the curriculum for their students.

#### Collegiate Planning Board

The Board has completed its work and has proposed the development of what it calls "collegiate communities." The idea is to provide students—both those who live on and off campus—with human-scale communities that would integrate students' educational and social experiences and also serve as sites for the provision of some student services. The Board believes that these smaller communities could increase the interaction between faculty and students across schools and disciplines, particularly outside of the classroom. It sees other advantages as well:

- Linking residential and non-residential students to a collegiate hub could provide the opportunity for shared experiences and enhance the connectedness between and among students, particularly those students living off the campus.
- Creating smaller communities in which many services and resources could be provided locally, should reduce the number of "navigational problems" that many students experience.

These collegiate communities probably would be most important for freshmen and sophomores—it is expected that upperclassmen will be more involved with their schools and departments—but these communities could provide juniors and seniors with a home if they wanted one; in particular, they might bring off-campus students on campus more frequently either for social or intellectual activities.

In the course of their work, the Collegiate Board developed four pilots, two of which are currently underway and a third, which will begin next fall. These four pilots are intended to test four categories of student experience—writing, research, technology and community service—to learn whether and how these could be part of the proposed collegiate communities. The four pilots are:

**Writers House**, which is a non-residential center, or hub, that brings together a widely disparate group of students, faculty and staff who share an interest in the creative word. Affiliation with the Writers House is designed to be independent of school or student choice of discipline and might be one way of catering to a

variety of intellectual interests and personal needs.

**Science and Technology Wing:** This program is currently housed in King's Court/English House and was established as a venue for students outside of the classroom to discuss science, engineering and technological innovation and its effects on society. This is a first year program that has effectively kept significant numbers of its former freshmen involved in its ongoing program, connected in large part by technology—in short, a virtual community. For fall 1996, 50 former first-year residents who are now upperclassmen have chosen to continue to live together on two floors of a High Rise and to participate in the program.

**EFFECT:** The goals of this project are to promote research and to create networks among students engaged in such work as well as with faculty directors of student research, and to give students a forum for presenting and discussing their work. It will be housed next year in Van Pelt. While it is expected to enhance an already strong commitment to independent scholarship among Van Pelt residents, its more ambitious goal is to reach outward to serve as a hub for student research generally at Penn. The idea is to see how students working on research projects can form a community and what sorts of activities such a community would support.

Finally the last project, **Civic College House**, will not be tested until fall 1997. This project is to serve as a resident core for a body of students who are interested enough in community and public service to make both a residential and curricular commitment to it.

#### Student Services Reengineering

The undergraduate deans in conjunction with the Office of the Executive Vice President and the Vice Provost for University Life are overseeing an effort to restructure and integrate student services into a streamlined system that should provide better services at less cost. This effort requires looking at the services needed by a student at each stage of his or her university career—from recruitment to graduation and beyond—and determining who should deliver them, when and where. Work teams are being established to assess the quality of the service given and to recommend its possible restructuring.

For example, the team on how we communicate with students from the marketing stage through recruitment, admissions and orientation is now underway. It will look at all the publications and other types of communication that are produced with a view to their effectiveness, need, and cost. There is a team looking at the way the Admissions Office processes applications and another at the various operations within Student Financial Services.

One of the major questions to be answered is: where are student services best offered? In some cases, it may be in the schools. In others, in the proposed collegiate communities. Some may still best be provided centrally. The undergraduate deans will be discussing this particular issue in a retreat at the end of this month.

**SENATE continues next page**

## Synopsis of the Annual Meeting

Following the opening messages (pp. 4-5), the Faculty Senate's Annual Meeting Wednesday, April 17, consisted of reports by Senate standing committees. (One agenda item from three faculty was withdrawn by those who had advanced it, Dr. Kissick announced—item #9 in the published agenda (*Almanac* April 9),

First was the Report of the Committee on Administration headed by Dr. David Brownlee (*at right*). Then:

For the Committee on the Faculty, Dr. Sheila Murnghan outlined the Committee's proposals (*Almanac* March 19) for changes in the faculty maternity leave policy, its views on the position of lecturer in foreign languages, and its plans to look at some issues in continuity in the Faculty Grievance Commission. In response to a query following this report, Dr. Rodin said she would look into annual presentation of data on hiring.

Dr. James Laing as chair of the Committee on Students and Educational Policy summarized the Committee's recent report, "Making Penn the Undergraduate University of Choice for the 21st Century" (*Almanac* April 16).

The Report of the Committee on the Economic Status of the Faculty, published in *Almanac* February 6, was updated by its chair, Dr. Robert Hornik, indicating his understanding of the administration's response to each of the policy recommendations made.

Dr. Susan Watkins gave the Report of the Committee on Academic Freedom and Responsibility, noting that the Senate committee has "a couple of cases" in review and is considering the development of guidelines for School CAFRs.

At meeting's end, Chair-elect Peter Kuriloff's tribute to Dr. Kissick also carried a brief summary of the year's achievements (see below).—K.C.G.

## Report of the Committee on Administration

Five matters were assigned to the committee this year by the Senate chair, and we have completed work on four of them. Consideration of the fifth matter continues.

### Reappointment of Deans

The committee reviewed current procedures for the reappointment of deans, and we recommended revisions to the handbook. Our recommendations would shorten the customary maximum time of service for deans (while allowing individual schools to retain unusually successful deans for longer periods) and would strengthen the reviews that must accompany reappointment. Our proposal, dated 20 March 1996, is now being reviewed by SEC.

### Administrative Restructuring

We were assigned the task of monitoring the administrative restructuring now being undertaken by the Executive Vice President. We met with Mr. Fry on several occasions, and we worked out with him a variety of mechanisms whereby faculty will be involved at all levels in shaping this project.

### Evaluation of Teaching

We were asked to recommend general procedures for the evaluation of teaching as part of faculty promotion and tenure review. Our report, dated 13 April 1996, has been forwarded to SEC. Our recommendations would strengthen the role and responsibility of faculty in the review of teaching, provide a greater variety of data on which to base such reviews, and emphasize learning rather than popularity.

### Guidelines for Postdoctoral Fellows and Research Assistants

The committee reviewed a draft set of guidelines for postdoctoral fellows and research assistants. These were forwarded to SEC, where a number of suggestions were made. Revised guidelines have been put in place.

### Post-tenure Review of faculty

Post-tenure review of faculty was also placed before us for consideration. To date, we have surveyed the schools to determine existing policies, and we will continue to discuss this complex matter until the end of our appointments.

Leonard Bello (microbiology/veterinary)  
David Brownlee (history of art), *chair*  
William Kissick (medicine), *ex officio*  
Peter J. Kuriloff (education), *ex officio*  
Stephen Putman (city and regional planning)  
Cynthia Scalzi (nursing)  
Henry Teune (political science)  
Jerry Wind (marketing)

## From the Chair-Elect; A Roster of Achievements and Some Thank-yous

As Chair-elect of the Faculty Senate, I have two pleasant duties to perform today. First, I want to express, for the Senate Executive Committee and myself, our appreciation to David Hildebrand. As you know, David stepped in when Barbara was snatched, some might say demoted, from our midst to become the new Associate Provost. David has filled her not inconsiderable shoes admirably. As our once-and-future Past Chair, we have all benefited from David's unending good humor, his wonderful mediation skills and his overall good judgment. We are grateful for the time, energy and effort you have expended on behalf of the entire university community. We would we be a much poorer place without you.

As Chair-elect, as a colleague, and I am happy to say, as a new friend, my second pleasure today is to salute Bill Kissick, and to express for all of us our deep appreciation for a job well done. We have learned much from your gentle stewardship, your patience and your wise counsel. You have set a wonderful example for all of us. You have guided us calmly to a very productive year in which various Senate committees have produced, in turn,

— the first report on the economic status of

the faculty to be finished (in recent memory, at least) *before* the University budget was finalized,

— a new maternity and paternity leave policy,  
— a new policy for the terms of renewal of deans,

— a new policy for encouraging student input into faculty evaluations for promotion and tenure,

— a better set of administrative guidelines to govern the faculty grievance procedures, and

— a new plan for making Penn the undergraduate university of choice in the 21st century.

A strong record, even without mentioning all of the other Senate achievements during your tenure. But, about one other area, I must say more.

During a time of turmoil in health care, and the implications it has for our medical faculty, and therefore for all of us, the timing of your administration could not have been better. As one of the great national figures in health care policy, as the actual author of the Medicare act, and as a member of the Medical School faculty and the Wharton School faculty, who could have been better situated to help us think through

what we, as a faculty, must consider as the University tries to cope with the dramatic changes in the health care environment and its impact on the university life. Little did we realize, even a few years ago, how much we would have to learn about this issue. Indeed, I think I can speak for the Executive Committee when I say, most of us could not even imagine the size of the medical economy until you taught us in that unforgettable moment, that while a 4 inch stack of new \$1000 dollar bills equals a million dollars—I didn't even know they made thousand dollar bills—and a stack 332 feet tall adds up to a billion, it takes a stack 62 miles high to add up to the trillion dollars we now spend on health care in this country annually. We will count on your continued advice as we work through the questions the huge changes in health care raise for the status of our faculty, the nature of our future benefits, and even the future character of the Senate.

Bill, we all are grateful for your steady hand, your good head, your serenity, your decency and your perfect moral compass. We look forward to your good council, your good humor and your good fellowship in the year to come.

— Peter Kuriloff, Chair-Elect

## Provost's Seminars: Four Winners

In December, the Provost announced the creation of a new seminar fund to stimulate the creation of interdisciplinary discussions and connections that could grow into lasting cooperative intellectual efforts and perhaps programs. This announcement drew 19 remarkable proposals. The proposals range over the full spectrum of intellectual life at Penn and draw on connections from all aspects of the University. Taken together they paint a rich and exciting picture of interdisciplinary connections at our University. Unfortunately it is not possible to fund all 19. Rather we can afford only four. The four that have been selected for funding are:

*Imaging and Micromanipulation*—Lee Peachey, biology  
*The Power of Sight: Theory and Practice of Vision from Antiquity to Modernity*—Renata Holod, history of art  
*The Biological, Computational and Social Sources of Language Learning*—Lila Gleitman, psychology; Aravind Joshi, computer and information science; and Robin Clark, linguistics  
*The Chemistry/Biology Interface*—Andrew Binns, biology

The Committee that made funding recommendations found it very difficult to choose among the many worthy proposals. We certainly hope that many of the affiliations that grew out of drawing up the proposals will be able to continue and grow even without central funding and will apply in the next round. It is our plan to have this competition each year and to have the funded proposals compete for renewal with the new ones. In reviewing the proposals, the Committee was able to sharpen the goals of the fund and wishes to share some of those sharpened goals so that future proposals can keep them in mind. The Seminar is directed at interdisciplinary intellectual connections that are new, reach across schools, and that can lead to significant, new, intellectual directions. The Seminar Fund is not intended as a fund for curricular development. Thus although student participation is encouraged, it is not the central focus of the program. The Committee also recommends that, except in special circumstances, seminar funds not be used for faculty released time or summer salary.

— Ralph D. Amado, Acting Vice Provost for Research

## OF RECORD

### Recognized Holidays for FY1997

The following holidays will be observed by the University in the upcoming fiscal year (July 1, 1996 through June 30, 1997) on the dates listed below:

- Independence Day, Thursday, July 4, 1996
- Labor Day, Monday, September 2, 1996
- Thanksgiving, Thursday and Friday, November 28, 29, 1996
- Christmas Day, Wednesday, December 25, 1996
- New Year's Day, Wednesday, January 1, 1997
- Memorial Day, Monday, May 26, 1997

In addition, staff are eligible for a floating holiday off each fiscal year (effective each July 1) which may be used for any reason, scheduled mutually with one's supervisor. Floating days are not cumulative.

The special vacation granted to faculty and staff between Christmas and New Year's Day will be December 26, 27, 30, 31, 1996. If an employee is required to be on duty to continue departmental operations for part or all of this period, the special vacation can be rescheduled for some other time.

Staff members who are absent from work either the work day before a holiday, the work day after a holiday, or both days, will receive holiday pay provided that absence is charged to pre-approved vacation or personal days, or to sick days substantiated by a written note from the employee's physician.

Vacations and holidays for Hospital employees or those employees in collective bargaining units are governed by the terms of Hospital policy or their respective collective bargaining agreements.

**Note:** *Memorial Day, the remaining holiday of the current 1996 fiscal year, will be observed on Monday, May 27, 1996.*

— Division of Human Resources

## COUNCIL On the Agenda for April 24, 1996

*Year-End Report of the Committee on Recreation and Intercollegiate Athletics, 1995-96, March 25, 1996*

### Recreation & Intercollegiate Athletics: Questions and Topics in 1995-96

**Question on Athletics and Student Debt:** When athletes graduate how does their debt compare with the debt of other students?

Mr. William Schilling, Director of Student Financial Services, spoke to the committee on three occasions regarding the ways that students at Penn finance their education. Mr. Schilling provided the committee with an analysis of the debt incurred by financially aided students and financially aided athletes. The summary statistics for the two groups were:

	<i>All Aided Students:</i>	<i>Aided Athletes:</i>
Average:	\$16,264	\$16,702
Median:	\$16,655	\$16,875

The committee felt that even if these differences were statistically significant that they were small enough to not raise a concern that the athletes were required to incur a significant amount of debt in order to participate in athletic programs.

During the year the committee received information on the NCAA Accreditation, the Gender Equity lawsuit brought under Title IX, and the administrative restructuring from Mr. Bilsky, the Director of Athletics.

**NCAA Accreditation:** The first meeting of the NCAA accreditation committee was held during February 1996. Two members of the CRIA committee are on this committee.

**Gender Equity:** A Gender Equity Oversight Committee has been created and a member of the CRIA committee is a member of the Gender Equity Committee chaired by Dr. Ruth McCorkle.

**Administrative Restructuring:** The Department of Athletics is investigating changes in accountability and coordinated scheduling as two ways of increasing the efficiency of the Department of Athletics.

Finally, we investigated the current state of the athletic facilities by inviting comments from the various user groups. Information was collected and discussed by the committee and forwarded to the Director of Athletics.

Further, Dr. Larry Moneta provided to the committee a current list of the various additional recreational opportunities available in the residences.

The committee supports the efforts of the Office of the Vice Provost for University Life to continue their actions to find solutions to the problems caused by the limited space at the University regarding the opportunities for recreational athletics.

— Submitted by Ed Lusk, Chair

#### 1995-96 Recreation and Intercollegiate Athletics Committee

Chair: Edward Lusk (statistics)  
 Faculty: Stephen Gluckman (infectious diseases)  
 Peter Hand (vet)  
 Alan Heston (economics)  
 Martin Pring (physiology)  
 Kenneth Shropshire (legal studies)  
 Walter Wales (physics)  
*One to be named*  
 Administration: David Espey (English)  
 Robert Wagner (strength coach)  
 A-3: Walter Benjamin (admissions)  
 Regina Cantave (UMIS)  
 Alumni: Gay Lacy (assistant director, alumni council on admissions)  
 Hunter Lott (assistant development officer, athletics)  
 Students: Larry Kamin (Col '98)  
 Kelly McCollan (Col '96)  
 Jeff Pettis (CGS)  
*One graduate/professional student to be named*  
 Ex officio: Steve Bilsky (director, division of recreation & intercollegiate athletics)  
 Larry Moneta (associate VPUL)  
 Willis Stetson (dean of admissions)

# The 1996 Lindback Award Winners from the non-health schools...

*The party is Thursday at Van Pelt, 4:30-6:30 p.m., celebrating these distinguished teachers:*

**Dr. Daniel Deudney**, the Bers Assistant Professor of the Social Sciences, joined the Political Science department in 1991 after receiving his Ph.D. from Yale—and quickly became a much sought-after teacher. His course “International Relations Theory,” now capped at 250 students and a sizable number turned away, drew a 3.9 rating. Students repeatedly comment on the lasting impact of his courses: “...he combines the best aspects of a scholar, educator, and mentor,” one writes; and “classes whether large or small regularly spark after-hours discussions among students and inevitably spur new ways of thinking,” said another. From still another: “Professor Deudney not only deserves a Lindback...I think it is fair to say that the award deserves him.”

**Dr. Elizabeth Johns**, the Silfen Term Professor of American Art History and recipient of numerous awards including a Guggenheim Fellowship, an honorary degree from Lafayette, and the Mitchell Prize in the History of Art for her book, *Thomas Eakins: The Heroism of Modern Life*. Dr. Johns came to the University in 1989 after serving as the Andrew Mellon Professor of Fine Arts and History at Pittsburgh. As undergraduate chair of History of Art she helped to develop a curriculum with high standards, and several nominators commend her role as a “teacher of teachers” who not only “has a talent for asking questions that encourage students to find the answers themselves,” but also “frequently brings up pedagogical issues in her graduate seminars and regularly discusses teaching strategies with her TA’s...the teaching experience becomes a learning experience.”

**Dr. Vijay Kumar**, associate professor of mechanical engineering and applied mechanics. Joining SEAS in 1987 after receiving his Ph.D. from Ohio State, Dr. Kumar he was awarded a National Science Foundation Presidential Young Investigator Award in 1991. Meanwhile, he introduced totally new courses in robotics into the curriculum; modernized the senior laboratory course and created a new “Mechatronics” lab course. A colleague calls him “rigorous, enthusiastic and extremely creative in his approach to his teaching.” One former student finds himself “revisiting his classes each year not only to get a better understanding of the subject but also to

pick up elements of his teaching style. And more often than not I am joined by several other graduate students who are there for the very same purpose.” In his design classes students have developed devices as varied as a “Walking Wheelchair” and “a Three-dimensional spatial linkage.” His undergraduates have published in the professional journals.” A colleague calls him: “... an ideal exemplar of what we honor most in our faculty—superior talent coupled with commitment to education in every form.”

**Dr. James O'Donnell**, professor of classical studies since 1981, Faculty Fellow in Van Pelt College House, and interim Vice Provost for Information Systems and Computing. Initiator of a Post Bac year in classics that is imitated by other major classics programs around the country, Dr. O'Donnell is even better known for his unique contributions to teaching in the humanities through the development and promotion of electronic tools. He has made scholarly publications available for general consumption over the Internet, and he has led the way in Internet teaching. His Web page, “New Tools for Teaching” is a source and guide around the world. An undergraduate student says his uses of the ‘net for the dissemination of papers, general questions to the class, and continued classroom discussion creates in effect a “twenty-four hour classroom.” Students describe him as a persuasive speaker who “does not tell you what to think, but makes you repeatedly challenge your preconceived notions and makes you think for yourself.” Others call him “one of the most remarkable and accomplished teachers in the University and one of the most advanced thinkers in the world about what college teaching will be in the future.”

## The Provost's Award

**David Rudovsky**, a Senior Fellow in the Law School. Teaching two courses each year while maintaining an active law practice (primarily in civil rights, civil liberties and public interest law) he has won a MacArthur Foundation Fellowship and Award for along with many other honors. The Classes of 1990 and 1993 chose him for the Harvey Levin Award for Excellence in Teaching. His classes have superior ratings and are always among the most sought after. Students frequently mention his skill in using the Socratic method in a non-threatening fashion. They call him organized, interesting, involved and interactive, “all with a remarkable sense of humor.” Colleagues were equally enthusiastic, remarking that he “brings his wealth of experience, accomplishment and commitment” to his students. A current student concludes, “he is truly one of the Law School's greatest resources.”

## ...and from the health schools:

**Dr. Glen Gaulton**, associate professor of pathology and laboratory medicine. Dr. Gaulton, who received his Ph.D. from Santa Barbara and taught at Tufts before joining Penn in 1985, won the Deans Award for Excellence in Basic Science Teaching and the Leonard Berwick Teaching Award in 1990. Cited for “development and management of educational programs,” he is praised as a mentor as well. Former students say “Dr. Gaulton largely influenced my decision to pursue academic medicine; his dedication to science and education and his enthusiasm for teaching have been models for me.” and “Dr. Gaulton sets the standard upon which I hope to model my own career.” He strives to teach and motivate others in the classroom, laboratory, and community—where he is known for bringing gifted West Philadelphia high school students for summer lab projects.

**Dr. Kathleen McCauley**, assistant professor of cardiovascular nursing. Dr. McCauley has taught at the University since 1981 and received her Ph.D. from the School of Nursing in 1991. Course director of the Advanced Clinical Practice, she has implemented the Master Teacher concept to further the clinical and professional education of her students—guided by her belief that learning and teaching are reciprocal activities with an interactive basis. She has an open door policy for her students and advisees. Former students write: “Dr. McCauley provided us with the confidence we needed in order to enter the extremely challenging and competitive world of

nursing in the '90s,” and “Dr. McCauley is like no other teacher...she successfully transformed and polished us into professionals.”

**Dr. David Piccoli**, associate professor of pediatrics. Dr. Piccoli received his M.D. from Harvard where he also served as Instructor in Pediatrics before joining PennMed. Already a holder of the two CHOP teaching awards and the

the Class of 1993 Teaching Award, he was named Physician of the Year by the American Liver Foundation and the Crohn's and Colitis Foundation. Nationally, he has been a major force in providing a standardized fellow education program. Students call him “brilliant and insightful,” “superlative,” and “the best teacher of my academic career.” He is also an enthusiastic educator of nursing staff and he mentors advanced practice nurses; his commitment to education extends to include all members of the health care community. With “superior” course ratings he receives comments such as “he is always seeking the best educational solution to any problem.”

**Dr. Thomas Van Winkle**, associate professor of pathobiology. He took his D.V.M. from Penn in 1975 and joined the faculty in 1985. Winner of the Vet School Class of 1993 Award for Excellence in Teaching, is “one of those faculty who have a natural gift for sharing information with students....His colleagues have come to respect and rely upon his expertise and his enthusiasm. Tom's influence is not only in the classroom, but in faculty meetings dealing with curriculum and teaching. He serves as a model for all of us who call ourselves teachers.” A student says, “Many faculty deliver information and students absorb it. But teachers like Tom Van Winkle actively instill in their students the desire to accumulate, analyze, rearrange and apply information in the most effective manner possible.”

## The Provost's Award

**Linda Jacobs**, Lecturer. Teaching in the Oncology Graduate Program at the School of Nursing since 1988, she developed and implemented recruitment and advising support for a National Cancer Institute grant and serves as Project Coordinator for the Oncology Training Grant for Minorities—and has recruited over twenty minority students to this program. Students cite teaching excellence and clinical competence, and describe her as a caring and devoted instructor. “To teach is simply to communicate knowledge. To educate is to draw out and develop harmoniously and in the fullest sense the mental and moral powers.” Colleagues praise her “keen mind, extraordinary common sense and a great willingness to share her knowledge with others.” “The ability to teach is an integral part of Linda, whether in the classroom, the hospital setting or in her own home with her three children,” says one.

# The 1996 Teaching Awards at PennMed

This year's recipient of the School of Medicine's Leonard Berwick Memorial Award, which particularly honors a younger faculty member "who in his or her teaching effectively fuses basic science and clinical medicine," is *Steven Spitalnik, M.D.*, associate professor of pathology and laboratory medicine, described by nominators as "nearly legendary.... His organization is impeccable, his delivery engaging, his meshing of the basic and clinical sciences seamless, and his enthusiasm contagious."

The 1996 recipient of the Dripps Award is *Beverly Lange, M.D.*, professor of pediatrics at CHOP. "Her background in the molecular biology of childhood cancer and infectious diseases, and her outstanding knowledge of clinical medicine combine to bring depth and clarity to her teaching of the malignant diseases and complications of therapy that afflict our young patients." The Robert Dunning Dripps Memorial Award for Excellence in Graduate Medical Education was established by the Department of Anesthesia in 1983-84 to reward "excellence as an educator of residents and fellows in clinical care, research, teaching, or administration."

This year's recipient of the Blockley-Osler Award is *Stanley Caroff, M.D.*, associate professor of psychiatry at the VA Medical Center. As a group leader, preceptor, course director and supervisor/lecturer in the residency program, Dr. Caroff is described as "an inspirational instructor who generously gives his time and energy to medical education. He is widely recognized throughout the department for his outstanding teaching abilities, both in the pre-clinical courses and in the Psychiatry clerkship for which he is one of the course directors." The Blockley-Osler Award was created in 1987 by the Blockley Section of the Philadelphia College of Physicians; it is given annually to a member of the faculty at an affiliated hospital for excellence in teaching modern clinical medicine at the bedside, in the tradition of Dr. William Osler and others.

The Dean's Award for Excellence in Clinical Teaching at an Affiliated Hospital was established in 1987 to recognize clinical teaching excellence and commitment to medical education by outstanding faculty members from affiliated hospitals. One or more Dean's Awards are made annually. There are two this year:

— *Richard Rutstein, M.D.*, assistant professor of pediatrics at CHOP. Called by a colleague "one of the finest teachers in the division," he created one of the first programs in the nation for the care of pediatric AIDS....As he has taken each step to create a superb clinical program, he has brought along our housestaff and Penn medical students through his bedside teaching and his didactic presentations."

— *Linda Martin, M.D.*, of Health Associates of South Philadelphia; Preceptor for Primary Care-ID 150. A PennMed alumna known as a "tireless worker on behalf of children in the West Philadelphia community," she sees a high volume of patients but provides time for teaching and career guidance, a colleague says. A student adds: "Her dedication to her patients and their families is evident in everything she does....a constructive model and affirming force in the lives of children who don't have many advantages. It is an inspiration to see someone who loves her work so, and treats all who come to her with respect and dignity."

The Dean's Award for Excellence in Graduate Student Training was established in 1992-93

to recognize excellence in graduate (Ph.D.) education by biomedical graduate faculty. The 1996 recipients are:

— *Marie-Francoise Chesselet, M.D., Ph.D.*, professor of pharmacology and chair of the graduate group in pharmacological sciences. Cited for contributions also to the training of graduate students in neurosciences, she is called "a perfect example of what a scientist should be—mature, involved and dedicated...keenly perceptive to the strengths and weaknesses of the students...[and]... able to fashion a training program that then builds on the strengths yet begins to remedy the weaknesses."

— *Jonathan Raper, Ph.D.*, associate professor of neuroscience and director of the developmental neuroscience course. "He has the knack of making complex issues easily understandable... His style is relaxed and subdued but his thoughts sparkle and everyone tends to hang on every word," says a colleague. To students, Dr. Raper has a "contagious excitement for the field" and the right amount of involvement to provide guidance but foster independent thinking."

The Dean's Award for Excellence in Basic Science Teaching recognizes teaching excellence and commitment to medical education in the basic sciences. The 1996 recipients are:

*Mark D'Esposito, M.D.*, Assistant Professor of Neurology. Cited as a role model who "excels at integrating observations from his own re-

search program into basic science lectures" and taking the integrative neuroscience course "by storm," he also has a door that is "always open."

*Charles Bevins, M.D., Ph.D.*, assistant professor of pediatrics at CHOP. Cited for his "broad fund of scientific knowledge, insightful problem-solving skills, exceptional communication skills, and friendly, non-threatening personality," he creates "a learning environment that both challenges and excites the student."

**Awards by Students:** For the Medical Student Government Teaching Awards, the graduating class nominates one faculty member from the basic sciences and one from clinical medicine. This year's winners are:

*Jon B. Morris, MD*, assistant professor of surgery, receives the 1996 MSG Clinical Teaching Award for his "extraordinary talent for directing conferences and rounds, and communicating ideas, principles and practices of surgery." Many say he had significant impact on their decisions to pursue careers in surgery. Dr. Morris has also twice received the Clinical Penn Pearls Award for Distinguished Teaching.

*Helen C. Davies, PhD*, professor of microbiology, receives the 1996 Medical Student Government Basic Science Teaching Award—and has for the past seven years. She is praised by students for her "extraordinary dedication and obvious love for teaching, mutual respect for students, and wonderful microbiology songs which alumni admit they use to make diagnoses in the clinical setting."

## Winners of the PennMed Teaching Awards, 1996



Steven Spitalnik



Beverly Lange



Stanley Caroff



Richard Rutstein



Linda Martin



Marie-F. Chesselet



Jonathan Raper



Mark D'Esposito



Charles Bevins



Jon Morris



Helen Davies

# A Better Environment for West Philadelphia

By Sandy Smith

Abby Close (C'97) and Johnathan Seeg (WH'97) are of the opposite sex and hail from opposite sides of the country. One grew up in a large West Coast metropolis, the other in a small New England coastal town. One was an activist, the other a Boy Scout. From these divergent paths, both acquired a common love of nature and the environment.

That love has led the two Penn undergraduates to collaborate on a project that is making a difference in the environment of one West Philadelphia community. And that project has won them national recognition.

The project involves students and teachers in the environmental-education program at the Shaw Middle School in Kingessing. Working with Penn students, the Shaw students have collected much valuable data on environmental conditions in their neighborhood, data that are then used at Shaw and at Penn. In the process, the Shaw students have also learned math, science and writing skills, while gaining new appreciation for the world around them.

For both Close and Seeg, working at Shaw was a logical next step in their efforts to promote environmental awareness and civic involvement.

Close started doing community service as a sixth-grader in Los Angeles. "The environment has always been my focus," she said of her work in high school, but it was summer of junior year, when she helped build a medical center while studying the ecology of the Costa Rican rain forest, when "the transition began from environmental work as something I was just interested in to something I wanted to do as my life's work and study."

Seeg's interest in both the environment and community service came from his involvement in the Boy Scouts in his hometown of Marshfield, Mass. "A lot of scouting revolves around outdoor experiences such as hiking," he said. And, through activities such as serving meals at soup kitchens and clearing hiking trails, "scouting also prepared me for civic work," he added.

The opportunity for Close and Seeg to pursue their interests came in the fall of 1994, when they were enrolled in a class on university-community relations taught by emeritus history professor Lee Benson and

Center for Community Partnerships Director Ira Harkavy. One of the course's main ideas is that universities can play a role in improving the quality of education in urban public schools, and that by engaging in school-based programs, college students can help this effort while enhancing their own studies.

Close and Seeg were looking for ways to apply these ideas when they heard that two

es and understand, for instance, why they should let the water run before drinking any."

The lead project illustrates many of the program's goals. The middle-school students learn useful skills, while increasing their awareness of their environment and

providing valuable research material for the college students involved. The program also provides something else, according to Seeg: "Beyond the fact that the program makes learning more active and enjoyable for both the kids and the undergraduates, the most-important thing is that it allows friendships to form between the students at Shaw and at Penn."



*Johnathan Seeg meets with students at Shaw Middle School.*

teachers at Shaw Middle School had approached Penn for help in setting up an environmental-education program for Shaw eighth-graders. Close, Seeg and six Penn Environmental Group volunteers set up a program that combined hands-on research with discussions, field trips, walks around the neighborhood and guest speakers. Close said: "Our goal was to make a difference"—to help transform the environment around Shaw—by "making the students agents of change."

One of the ways Close and Seeg pursued this goal was by having the students do research on lead contamination in their neighborhood. The eighth-graders collected soil, paint and dust samples from their homes and vacant lots, which were then analyzed by Penn students enrolled in geology professor Robert Giegengack's class on the urban environment of West Philadelphia. The Shaw students then took the results and plotted them on a map that showed lead concentration levels throughout the neighborhood.

The Penn and Shaw students then used the results to produce materials showing steps families can take to reduce the risk of lead poisoning. Close noted that the project helped the students "make educated choic-

The program has been well-received at Shaw. In its second year, it has expanded from the original two eighth-grade classes to eight classes in all three grades, and from eight Penn students to over 50.

The program's success has also brought Close and Seeg national attention. Last spring, the two students presented a paper on their work at the Annual Interdisciplinary Conference on the Environment, held in Boston and sponsored by the Interdisciplinary Environmental Association (IEA). And this year, the pair jointly received one of five Howard R. Swearer Humanitarian Awards from Campus Compact, a national organization that promotes collegiate community service.

Both honors were unprecedented in their own way. Seeg explained that they submitted their paper to the IEA by accident: "We didn't know the conference wasn't for undergraduates," he said. Their paper was anonymously reviewed by a professor of education, who recommended it for acceptance, and "it was only after acceptance that [the IEA] found out." After the initial shock passed, the IEA allowed them to present the paper at the conference.

As for the Swearer Award, Close and

*(continued on page 13)*



# Justice: Blinded by Science?

By Jerry Janda

The jury listens intently to the scientist on the witness stand. The judge has already decided not to question his testimony. After all, the scientist is an expert above reproach. Everything he says must be accepted as important evidence, right?

Wrong.

Behind the Ph.D., the lab coat and scientific rhetoric is a human being just as fallible as anyone else. And when you're dealing with a subject as broad as science, there is plenty of opportunity for error.

"Scientific literature is filled with reports that may or may not be true," noted Kenneth Foster, associate professor of bioengineering. "A famous Harvard doctor several years ago reported that drinking coffee was linked with pancreatic cancer. It turned out to be wrong. He recanted some years later. But that kind of evidence could easily be used in court to show that drinking coffee more likely than not causes pancreatic cancer."

In his original report, the doctor claimed that people who drink coffee have a 2.5 greater chance of developing pancreatic cancer than those who don't. That conclusion, in itself, doesn't prove much, according to Foster.

"That's a small number, a small signal, to measure with this kind of science," he said. But it's enough to cause public concern, which, in turn, can lead to lawsuits—even though the evidence is questionable.

"Scientific evidence is not always convincing, yet plays a tremendous role in litigation," Foster said. "There are cases where the plaintiff can't prove that he was injured, the defendant can't prove that he wasn't, and this whole murky mess is handed to a jury."

Foster's goal is to clean up this "murky mess." Through his writing and research, he demonstrates that you don't need to be a scientist to measure the validity of a scientific claim. You just need an open ear and a little common sense.

"My interest is conveying science to laypeople," Foster offered, "and writing about the problem with interpreting scientific evidence in nonscientific settings."

In "Phantom Risk: Scientific Inference and the Law" (MIT Press, 1993), Foster does just that. The book, which Foster co-

edited, examines the tremendous legal problems caused by scientific controversy. Lawyers and scientists contributed chapters on subjects such as PCBs, asbestos and Bendectin, a drug used to cure morning sickness.

"Bendectin was taken by over 20 million women, and a fraction of these women had children with birth defects, and they thought that the drug caused it," Foster explained. "This led to over a thousand lawsuits being filed, even though there was never any evidence that the drugs caused the defects. In fact, the evidence is pretty solidly favorable that the drug didn't cause the defects."

"Most of these cases were associated with a handful of scientists who made interpretations of the toxicology that they felt implicated the drug," he added. "In most cases, what these people had to say was not true, was not warranted by their evidence."

Although the majority of Bendectin cases never made it past summary judgments, Merrell Dow, the manufacturer of Bendectin, only achieved a partial victory. The pharmaceutical company didn't have to pay punitive damages, but it did have to pay huge legal fees.

"At one point, Merrell Dow made an offer of \$120 million to settle a few cases, and the plaintiffs' lawyers turned it down, in effect, because they thought they could make more money going into individual trials," Foster recalled.

In addition to co-editing "Phantom Risk," Foster wrote a chapter on electromagnetic fields, his area of expertise. "There's a lot of public concern about electromagnetic fields," he said. "There's a lot of litigation about land-siting issues, a lot of litigation in local zoning boards when cellular-phone companies want to put up space stations or power companies want to put up transmission lines or substations."

"There are a few tort cases working

through the system. The ones that have been pleaded have been found in favor of the defendants. Again, there's no real evidence that electromagnetic fields at any reasonable level cause injury. But the science is ambiguous enough that you could perhaps make a case."

"Phantom Risk" received such high praise from scientists and nonscientists alike, Foster decided it deserved a sequel. He and Peter Huber, co-editor of "Phantom Risk," just finished writing "Judging Science." The book's title is self-explanatory.

A Ph.D. in mechanical engineering and a former MIT professor, Huber now practices tort law in Washington, D.C., and writes a col-

umn for Forbes magazine. "Peter Huber has the idea, and it's probably correct, that a lot of this kind of litigation can be reduced by listening simply to what scientists have to say—judge the total value of the science, basically," Foster said.

The Supreme Court had a similar idea. In 1993, the justices handed down a landmark ruling that defined the acceptability of expert testimony. Their decision solved some of the problems associated with scientific evidence. It created some problems, as well.

"The Supreme Court justices gave a number of criteria—such as falsifiability, theories, potential error rates, these kinds of things—which they thought were hallmarks of validity," Foster said. "The question is: What do they mean?"

"It turns out that all of these concepts are extremely problematic," he continued. "Scientists, themselves, don't know what they mean.... So how do laypeople judge scientific claims, and what criteria should they use?"

"Judging Science" attempts to answer  
(continued on page 13)



Dr. Kenneth Foster

Questions? Comments? Something newsworthy to report? Contact The Compass at (215) 898-1427 or [jandag@pobox.upenn.edu](mailto:jandag@pobox.upenn.edu).

# From the Newsroom to the Classroom

By Robert S. Strauss

Tom Ferrick took his first assignment for English 116, the undergraduate screenwriting course, seriously. Well, OK, seriously enough. Seriously enough to throw a little kidding the way of the rest of the students in the class, all of whom are less than half his age.

"They all think [hip director] Quentin Tarantino is a god," said Ferrick, who, as Penn's current Richard Burke Memorial Fellow, is on leave from his regular job at The Philadelphia Inquirer. "My first screenplay was only five pages long, but it was about two guys who love movies. They go to Los Angeles on spring break and accidentally shoot Quentin Tarantino to death while he's in his favorite convenience store buying Camels and junk food."

Ferrick isn't sure if his script won the approval of his classmates. "Actually, I don't know who really appreciated it," he said with a hearty laugh.

Ferrick's laugh is omnipresent and infectious. One of the most well-liked reporters at the Inquirer, he knew he needed something to keep that jolliness going after 20 years at the paper. What he found was the Burke Fellowship.

While there are many year-long fellowships for journalists, all of them require the fellows to be at campuses away from the Philadelphia area. That was out for Ferrick, whose wife, Sharon Sexton, is the co-publisher and editor of Parents Express, a 70,000-circulation monthly parenting magazine published in Philadelphia.

Two years ago, Inquirer editors arranged with Penn, Temple and Swarthmore to offer semesters-in-residents that would allow Inquirer reporters, editors and photographers with strong ties to the Philadelphia area to come and audit classes as a break from their intense regular jobs. The fellowships were named to honor Richard Burke, an Inquirer city desk reporter who died of a heart attack while working temporarily at the Trenton Statehouse in 1993.

Ferrick, who was born in South Philadel-

phia and now lives there with his wife and two young children, said he wanted to take courses primarily in urban studies while at Penn this semester. He enrolled in Michael Zuckerman's history course on the American National Character and Witold Rybczynski's architecture class, "Urban Visions,"



Photograph by Jenny Friesenhahn

**Tom Ferrick with classmates Hollis Kramer (C'97) and Fred Hung (C'97)**

which surveys the American city from the 19th century to the present—and beyond.

"It's a good combination," Ferrick said. "Zuckerman is a dynamic lecturer, and Witold is more subdued. He's like Tom Hine [the former architecture critic at the Inquirer]. People who write about architecture seem to be quiet and thoughtful, maybe because they make statements with concrete. But both courses have inspired me. I want to do more reporting on things like this."

While Ferrick is clearly stimulated by his history and architecture courses, he is being particularly "recharged" by his screenwriting class, taught by Marc Lapadula.

"I'm 12 years older than the teacher, and the oldest kid in the class besides me is 23," said Ferrick. "But I like them a lot. They are very enthusiastic. They know films up, down and backwards."

"For me, the big event as far as films was UHF, which was like the cable of the '60s," he continued. "Suddenly UHF has nothing to put on but old movies and bullfights from Mexico City. That's where I first saw things like 'Citizen Kane.' You'd think that was a great movie, and then you couldn't see it for eight months."

"The kids in this class see these movies over and over again because they have them on videotape. They know intimate things about movies from the 1950s. It's a great thing to be there. It's very different from

journalism. I love getting under the hood of screenwriting, seeing new things."

Ferrick is used to seeing new things. Although he's a Philadelphia-bred reporter—a rarity at the Inquirer, he claims—he traveled quite frequently during his childhood. His father, also named Tom, was a major-league pitcher for five teams from 1941 through 1952.

"It's the reason I don't have a more-pronounced Philadelphia accent," said the younger Ferrick. "We spent the summers in

places like St. Louis and Cincinnati, where my father played baseball, and I learned how to speak better."

The elder Ferrick's best year was probably 1950, when he led the American League's relief pitchers in wins, with nine. He got another relief win in the World Series, pitching for the Yankees and defeating his hometown Phillies in the third game of a four-game sweep.

When he was a youngster, Tom Jr. left the city with his family to move to Havertown and Sacred Heart School in Manoa. He wended his way back to Philadelphia to attend Temple University in the 1960s.

"That's the word you have to use—"attended"—because I never graduated," Ferrick said with another laugh. "I don't know whether the people at Penn would like to hear about someone like me in their midst. My life was at the Temple News with other guys who eventually came to the Inquirer, like Clark DeLeon and Tony Wood and Howie Shapiro. We got our education there, and I guess when you spend so much time doing something like that, something else has to suffer. For me, that was classes."

Nonetheless, Ferrick got a job at the old

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news service, United Press International, in Philadelphia and later in Harrisburg. In 1976, he was hired to be a Statehouse reporter in Harrisburg for the Inquirer and has had a succession of editing and writing jobs there ever since: City Hall bureau chief, poverty reporter, political writer, deputy editor and special projects writer.

"I've been very lucky; I've only had to write one résumé in my life," Ferrick said. "The Inquirer called and asked me if I would like to apply for a job. I wrote a résumé for that, and I guess I didn't even need that one. That's a very, very lucky thing in these times."

Since Ferrick realizes the valuable experience a school newspaper can offer an aspiring journalist, he has been spending most Fridays with The Daily Pennsylvanian reporting staff. He said he asked for the duty because he felt he should be giving something back to the University during the time of his fellowship.

"This seemed like the best thing," he

said. "It seemed a lot more worthwhile than lecturing some class on land-use planning or something like that."

Ferrick said the sessions with The Daily Pennsylvanian are more like seminars on the basics of reporting. "Because most of the reporters tend to be freshmen and sophomores, they are less experienced in actual reporting," he explained. "I hope just by being there and talking with them, I can help them out. They are all very bright and just need a little guidance."

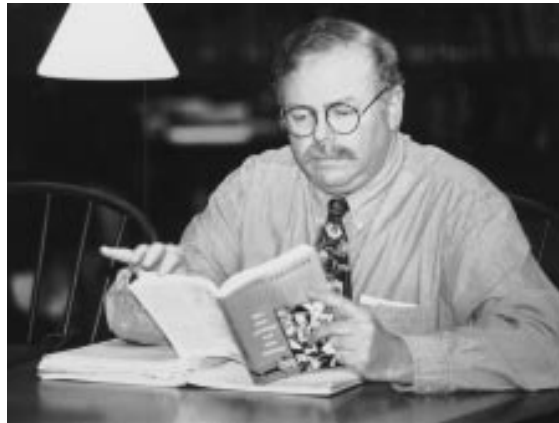
Ferrick is unsure of what he will do when he goes back to work at the Inquirer come

May 1, but he does want to write something about urban living. He is an enthusiastic city partisan, always willing to share new finds in restaurants, stores and other

nooks of living in his native city. But he said that he doesn't think anyone should start picking him for their intra-mural softball teams just yet.

"I had a terrible accident at birth," he said with that laugh, way ahead of the punch line. "I got my father's

looks and my mother's coordination. I never did play baseball that well. My seven-year-old is a pretty good ballplayer, though. He's my retirement plan. Maybe my next screenplay."



Photograph by Jenny Friesenhahn

*Furness is Ferrick's favorite place to study.*

## Environment

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Seeg are the first students in the award's 10-year history to receive the prize jointly. Campus Compact Director Nancy C. Rhodes said, "What made Abby Close and Johnathan Seeg so outstanding was their ability to put into practice the theories they learned in the classroom. They saw an opportunity to involve middle-school students in their neighborhoods, working on environmental projects that incorporated hands-on learning while addressing real needs in the community."

The award includes a check for \$1,500, which will be used to pay for field trips, scientific equipment and tools to maintain a community garden and trees on the Shaw grounds, funded in part by a grant made to the West Philadelphia Improvement Corps by the U.S. Department of Agriculture's Urban Resources Partnership program.

Seeg feels that with the strong ties to both the Penn and Shaw communities, the program will successfully survive its creators. "Undergraduates are usually here for four years," he said. "What the community worries about is that when the students who start it leave, the program will die. In our case, we were really fortunate that the Shaw teachers came to Penn to ask for support" in establishing the program.

## Law and Science

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these questions. Foster maintains that judges must examine the science when ruling on the admissibility of scientific testimony. Only then can they make rational decisions, allowing the jury to make a conclusion based upon relevant evidence.

"All of the criteria that the Supreme Court said that judges should use in judging science—validity, falsifiability, et cetera—are commonsense criteria that are similar to those a careful layman would use in judging any claims about the world," Foster explained. "The important point is that judges should examine the claims, not just let anything be presented because it is supposed to be 'scientific.'"

Foster's argument may seem obvious. However, he points out that judges who are intimidated by the "long list of initials after a scientist's name" often permit irrelevant scientific testimony during a trial.

"In this book, 'Judging Science,' we've actually looked at the testimony of some scientists, and it's clearly off the wall," Foster said. "It doesn't make sense from a scientific point of view. You could punch holes in it. It has factual errors. Some witnesses were clearly presenting personal views that weren't supported. It doesn't take a great scientist to see that."

If the average person can recognize the absurdity of unsubstantiated scientific evidence, then how does it manage to get into the courtroom? Public perception. People expect scientists to provide irrefutable answers, and this expectation can cloud judgments. As Foster points out, people are sometimes so concerned with getting a scientific answer, they don't always stop to question its plausibility.

Yet that's exactly what they must do. Due to its inherent uncertainties, science can rarely prove things beyond a shadow of a doubt. People must realize that before they place all of their trust in a single scientific claim. "Science simply cannot provide clear-cut, authoritative answers with the kind of precision that people need," Foster asserted.

This isn't to suggest that scientists have no place on the witness stand. Foster's point is that the public must not blindly accept everything that a scientist states. Instead, people must carefully consider all the facts, then draw their own conclusions. "People have to live with scientific uncertainty," Foster said, "but that doesn't mean that should paralyze decision-making."

Questions? Comments? Something newsworthy to report? Contact The Compass at (215) 898-1427 or [jandag@pobox.upenn.edu](mailto:jandag@pobox.upenn.edu).

# Coming Together to Battle Illiteracy

By Carl Maugeri

Secretary of Education Richard Riley, UNESCO Director-General Federico Mayor and acclaimed literacy scholar Paulo Freire were joined by representatives from more than 45 nations for the 1996 World Conference on Literacy. The meeting, hosted by the International Literacy Institute (ILI) of the University of Pennsylvania, was recently held at the Wyndham Franklin Plaza Hotel.

The conference, "Improving Literacy, Changing Lives: Innovations and Interconnections for Development," focused on issues related to the improvement of global literacy efforts amid dramatic political, economic and cultural changes. Participants explored new ways of coordinating literacy efforts to support economic development. The three-day meeting included 225 presentations on topics such as professional development, planning and policy development, curriculum development, intergenerational programs, research and development networks, and distance education.

At a time when information technology is expanding rapidly, carrying promises of economic prosperity for even the poorest nations, the gap between those who can use the new technology and those who cannot because of poor literacy skills continues to widen at alarming rates, said Wadi Haddad, deputy secretary of the World Bank, during his remarks opening the sessions.

Haddad and other world experts on literacy predicted dire consequences if the world fails to address adequately the problems of illiteracy in both developing and industrialized nations.

Haddad said that the goal of the meeting was to "harness the frustration" of policy-makers and educators seeking to bring recent advances in literacy and adult education to those most in need. He said that even though progress has been made, much work still needed to be done in a cooperative manner through world organizations, such as UNESCO, to make resources available.

Secretary of Education Riley said that the improvement of literacy in the United States is a "vital and urgent task," and noted that there are 7 million adults who cannot read and 26 million adults who have not mastered the basic literacy skills

necessary to function in today's economy. "Technology is useless without literacy," he said.

UNESCO Director-General Mayor brought the focus of literacy back to the individual with his comments on "multilingualism" and mother-tongue education. Mayor drew his remarks from his own experiences growing up as a member of a linguistic minority in Spain.

Paulo Freire—widely known as the

literacy guru of this half-century, and author of "Pedagogy of the Oppressed"—stressed the importance of involving younger generations as the driving force of the future. "It is not a question of teaching," he added. "Literacy is a political question."

The conference was the first major international meeting dealing with literacy to be held since the International Symposium for Literacy took place in Iran 20 years ago. The 1996 conference drew participants from countries as diverse as Angola, Nepal, Slovenia, Mauritius, Brazil and Switzerland.

The meeting also featured an international satellite broadcast co-sponsored by PBS, WHYY and the U.S. Department of Education that involved literacy educators and policy-makers from across the country and around the world examining global perspectives on literacy progress and problems. The broadcast was downlinked to nearly 400 sites worldwide with an estimated viewership of 30,000 to 40,000 people.

"Literacy is now recognized as a major international issue and a crucial element for the economic viability of both the developing and industrialized nations," said Daniel Wagner, professor of education and director of Penn's National Center on Adult Literacy (NCAL) and ILI. "This conference links on a global scale the best research and policy efforts to address the critical need for improving the standards in

the U.S. and around the world."

Wagner told the audience that literacy work worldwide needed to shift emphasis. He noted that 20 years ago, most educators and policy-makers typically divided the world into literates and illiterates—the "haves and the have nots" of education. This, according to Wagner, caused much of the political support for



Photograph by Tommy Leonardi

***Secretary of Education Richard Riley, at the podium, speaks at the 1996 World Conference on Literacy.***

literacy to be measured as a quantity—how many literates were achieved during a specific time period. Yet, despite improved access to basic education in virtually all countries, low and inadequate literacy levels even in industrialized countries continue to be a major social and economic problem.

Wagner said that improving the quality of literacy skills needs to be the focus for the year 2000 and beyond. Quality, he said, involves improving schools for children, improving nonformal education programs and improving the way literacy work is carried out.

According to UNESCO, nearly 1 billion people are illiterate, most of them in developing nations. In industrialized nations, millions of people do not possess sufficient literacy skills to function effectively in work, home and communities.

Questions? Comments? Something newsworthy to report? Contact The Compass at (215) 898-1427 or [jandag@pobox.upenn.edu](mailto:jandag@pobox.upenn.edu).

# 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.

## ANNENBERG SCHOOL

*Specialist: Clyde Peterson*

**PART-TIME (CLERK II)** (20 Hrs.) (04299CP) **Grade:** G5; **Range:** \$6,868-8,407 4-5-96 Library

## ARTS AND SCIENCES

*Specialist: Nancy Salvatore*

**FACILITIES PLANNER II** (04333NS) Oversee projects & develop design teams; maintain high-level of involvement in SAS architectural & mechanical planning projects from planning stages through to completion; maintain centralized space/planning files & graphical databases; maintain all project documents for purposes of storage, retrieval & archiving; assist with development of program requirement space standards for SAS. **Qualifications:** BA/BS degree in architectural design or engineering or equiv.; five yrs. progressively responsible exp. in design/architecture operations; demonstrated design & autocad/drafting exp.; ability to do presentation renderings; demonstrated ability to conceptualize & resolve complex space & design issues; valid driver's lic. **Grade:** P7; **Range:** \$35,000-43,700 4-18-96 SAS-Fac. Plan. & Oper. **ASSISTANT DEAN ACADEMIC ADVISING II** (03205NS) (End date: 5/31/97) P6; \$31,900-40,600 3-22-96 College Office

**ASSISTANT DIRECTOR III** (03283NS) (End date: 9/30/98) P4; \$26,200-34,100 4-1-96 Political Science **INFO. MANAGEMENT SPECIALIST I** (11589NS) P4; \$26,200-34,100 11-24-95 SAS Computing **INFORMATION SYSTEM SPECIALIST I** (11548NS) P3; \$23,900-31,000 11-8-95 SAS Computing **PROGRAMMER ANALYST I** (03264NS) P4; \$26,200-34,100 3-25-96 Linguistics **PROGRAMMER ANALYST II** (09318NS) P6; \$31,900-40,600 9-12-95 IRIS **RESEARCH COORDINATOR, SR.** (03203NS) P4; \$26,200-34,100 3-8-96 Linguistics/LDC **RESEARCH SPECIALIST, JR.** (02171NS) P1; \$19,700-25,700 3-20-96 Biology **RESEARCH SPECIALIST JR./I** (03282NS) (End date: 4/30/98) P1/P2; \$19,700-25,700/\$21,700-28,200 4-3-96 Physics & Astronomy **RESEARCH SPECIALIST I** (04313NS) P2; \$21,700-28,200 4-9-96 Biology **SYSTEMS PROGRAMMER I** (02128NS) P6; \$31,900-40,600 4-9-96 SAS Computing **SYSTEM PROGRAMMER I** (04317NS) P6; \$31,900-40,600 4-9-96 SAS Computing **ADMINISTRATIVE ASSISTANT III** (03204NS) 11; \$19,900-25,300 3-8-96 Political Science

## DENTAL SCHOOL

*Specialist: Clyde Peterson*

**RESEARCH SPECIALIST, JR.** (03212CP) P1; \$19,700-25,700 3-8-96 Pathology **RESEARCH SPECIALIST II** (04300CP) P3; \$23,900-31,000 4-8-96 Pathology **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.) (04301CP) (Work schedule: 8 a.m.-5 p.m.) **Grade:** G8; **Range:** \$17,943-22,400 4-5-96 Pediatric Dentistry **RESEARCH LAB TECHNICIAN III** (03213CP) G10; \$18,700-23,300 3-8-96 Pathology

## ENGINEERING/APPLIED SCIENCE

*Specialist: Clyde Peterson*

**SYSTEM PROGRAMMER II** (08055CP) (Ongoing Contingent on Funding) P7; \$35,000-43,700 5-17-95 CIS/IRCS **ADMINISTRATIVE ASSISTANT III** (02186CP) G11; \$19,900-25,300 3-4-96 Undergraduate Education

## EXECUTIVE VICE PRESIDENT

*Specialist: Nancy Salvatore/Susan Curran*

**ACCOUNTANT I** (04336NS) Perform subsidiary ledger review & reconciliations; prepare financial statements & billings; ensure compliance with all policies & procedures governing grants & contracts; train & oversee the work of Jr. Accountants. **Qualifications:** BA/BS degree in accounting or equivalent; one-two yrs. experience; working knowledge of Lotus 1-2-3; excellent verbal & written communications skills. **Grade:** P2; **Range:** \$21,700-28,200 4-18-96 Comptroller **ASSOCIATE DIRECTOR, INFORMATION SYSTEM** (11603NS) P11; \$54,500-68,200 11-29-95 Internal Audit **AUDITOR, SR. INFO. SYSTEMS** (12632NS) P8; \$38,500-48,100 12-7-95 Internal Audit **AUDITOR, SR. 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 **CONTRACTS ADMINISTRATOR II** (03198NS) P5; \$28,800-37,600 3-6-96 ORA **COORDINATOR III** (0134NS) P3; \$23,900 - 31,000 1-16-96 Public Safety

**DIRECTOR, BENEFITS** (03239SC) P12; \$63,700-77,700 3-20-96 Human Resources

**DIRECTOR, CENTER TECHNOLOGY TRANSFER**

(0285NS) Blank 2-2-96 Ctr. for Technology Transfer **DIRECTOR, START-UP BUSINESS DEVELOPMENT** (12674NS) P10; \$47,400-59,200 1-5-96 Center for Technology Transfer

**DIRECTOR, SPECIAL SERVICES** (03216NS) (Work schedule: 24 Hour on-call) P8; \$38,500-48,100 3-11-96 Victim Support & Special Services

**MANAGER, EMPLOYEE COMMUNICATIONS** (03240SC) P10; \$47,400-59,200 3-20-96 Human Resources

**MANAGER, MARKETING & ADMINISTRATION** (0287NS) P8; \$38,500-48,100 2-2-96 Center for Technology Transfer

**OFFICE SYSTEMS ADMINISTRATOR II** (03197NS) P3; \$23,900-31,000 3-6-96 ORA

**STAFF ASSISTANT IV** (03287NS) P4; \$26,200-34,100 4-1-96 Internal Audit

**ACCOUNTANT, JR.** (03196NS) G11; \$19,900-25,300 3-6-96 Comptroller

**ADMINISTRATIVE ASSISTANT III** (03263NS) (End date: 6/30/97) G11; \$19,900-25,300 3-25-96 Treasurer's Office

**CLERK ACCOUNTING III** (0152NS) G9; \$17,100-21,400 1-23-96 Comptroller

**PAINTER** (40 Hrs.) (03256NS) Union 3-21-96 Physical Plant

## GRAD SCHOOL OF EDUCATION

*Specialist: Clyde Peterson*

**ADMINISTRATIVE ASSISTANT III** (37.5 HRS.) (04327CP) Perform executive-level administrative/secretarial duties; exercise considerable judgment, problem-solving & analysis in implementing task; type & proofread standard, complex & confidential material & camera-ready production; check citations & proof articles for publications; pull together bibliographies from source material; represent office through telephone & personal contact; develop & maintain filing system; schedule appointments; schedule & coordinate meetings; prepare routine correspondence; assist with preparation for special events; staff special events; prepare proposals for research projects; coordinate travel arrangements & hotel accommodations; respond to request for information from constituents; supervise work-study students & secretary/receptionist. **Qualifications:** High school graduate or equivalent; BA/BS preferred; two yrs. experience at the AAIL level or comparable background; ability to work on several projects & for several people simultaneously; excellent organizational & oral & written communication skills; autonomous & well organized; excellent WordPerfect 6.x & Windows skills. (Ongoing contingent on funding) **Grade:** G11; **Range:** \$21,321-27,107 4-19-96 CPRE

**COORDINATOR IV** (03199CP) (On-going contingent upon funding) P4; \$26,200-34,100 3-6-96 GSE/International Programs

**INFORMATION SYSTEMS SPECIALIST II** (08266CP) (Ongoing contingent on funding) P5; \$28,800-37,600 3-20-96 NCAL

**ADMINISTRATIVE ASSISTANT III** (40 Hrs.) (03294CP) G11; \$22,743-28,914 4-3-96 Education Leadership Division

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

**SECRETARY IV** (0174CP) (End date: Contingent on funding) G9; \$17,100 - 21,400 01-31-96 CPRE

**PART-TIME (ADMIN. ASS'T I)** (28 HRS.) (07134CP) G9; \$9,396-11,758 3-11-96 Development Office

## 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

# OPPORTUNITIES at PENN

## LAW SCHOOL

*Specialist: Clyde Peterson*

**ASSISTANT DIRECTOR IV** (04302CP) P5; \$28,800-37,600 4-8-96 Law

**FINANCIAL ADMINISTRATOR II** (0124CP) P4; \$26,200-34,100 1-19-96 Dev./Alumni Relations

**FISCAL COORDINATOR II** (03295CP) P2; \$21,700-28,200 4-3-96 Biddle Law Library

## MEDICAL SCHOOL

*Specialist: Ronald Story/Janet Zinser*

**CLINICAL SPECIALIST** (02175RS) Oversee patient recruitment process; perform initial patient assessment; explore study options with potential subjects; coordinate the implementation of research protocols; train personnel; organize study files & maintain research 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 4-15-96 Center for Experimental Therapeutics

**COORDINATOR I** (04319RS) Responsible for over-all laboratory operations; ensure smooth & efficient functioning of laboratories & compliance with personnel & environmental safety procedures (biohazard & radiation safety); maintenance of laboratory equipment, glass washing & autoclaving operations; tissue culture rooms, cryo-preservation of tissue; liquid nitrogen, inventory & supplies; direct supervision of 1-2 laboratory technicians; develop plan for preventive maintenance & emergencies; make recommendations for improved operations, cost-savings & reporting. **Qualifications:** BA/BS required; at least three-five yrs. of experience in a laboratory setting, strong technical skills & knowledge of laboratory equipment function & repair, facilities management & operations required; strong knowledge of computers preferred; must have a hands-on style, the ability to deal with multiple constituencies (faculty, technicians, vendors & other University departments); must be available for emergencies. (*End date: 4/30/98*) **Grade:** P1; **Range:** \$19,700-25,700 4-15-96 IHGT

**INFORMATION SYSTEMS SPECIALIST I/II** (04334JZ) Perform maintenance on current Hypercard program while programming new relational database (Macintosh); perform hardware & software set-ups & troubleshooting; program & maintain WWW pages; assist & train users in database use. **Qualifications:** BA/BS in Information Systems Computer Science or related field; understanding of & experience in customized Macintosh database programming; experience in complex WWW homepage/html programming; familiarity with popular Macintosh software. **INFO. SYS. SPEC. I:** two yrs. experience in Macintosh programming & software support. **INFO. SYS. SPEC. II:** four yrs. experience in Macintosh programming software support. **Grade:** P3/P5; **Range:** \$23,900-31,000/28,800-37,600 4-19-96 Genetics

**PROGRAMMER ANALYST II** (04323JZ) Provide project team with general programming & analysis support on PC's & mainframe computers for health services research; develop & write programs to analyze new & existing data sets; prepare & test program source code & documentation; clean new data sets; prepare reports & make presentations on results of analysis; provide operational support of programs. **Qualifications:** Bachelor's degree in Computer Science or related field; course work in economics or statistics pref.; two yrs. programming & data analysis experience, including experience in SAS; experience & knowledge of STATA & LIMDEP desirable. **Grade:** P6; **Range:** \$31,900-40,600 4-16-96 General Internal Medicine

**RESEARCH SPECIALIST, JR.** (04326RS) Perform experiments using investigative techniques including animal surgery, primary cell culture of hepatocytes & other cells, protein separation by SDS-PAGE &

immunoblotting, protein kinase assay & cell proliferation studies; perform general laboratory duties; input computer data; perform library searches & routine microscopy; maintain written reports on experiments. **Qualifications:** BA/BS or equivalent in scientific or related field; one year experience in working with laboratory animals & tissue culture preferred; good organizational skills knowledge of computers; exposure to lab work. **Grade:** P1; **Range:** \$19,700-25,700 4-17-96 Biochemistry/Biophysics

**RESEARCH SPECIALIST, JR.** (04335RS) Conduct research in chemistry & biochemistry; provide biochemistry & molecular biology support; use protein expression, purification, peptide synthesis & various spectroscopic techniques; perform general lab maintenance; order supplies & arrange service contracts. **Qualifications:** BA/BS in biology or chemistry; exposure to lab & demonstrated record keeping. **Grade:** P1; **Range:** \$19,700-25,700 4-19-96 Biochemistry & Biophysics

**RESEARCH SPECIALIST I/II** (04325RS) Perform specialized visual electrophysiology & psychophysics testing on patients with hereditary visual impairment; interpret & analyze patient data using ERG, VER, EOG, 100 HUE dark & light adapted perimetry & D-15 color testing & dark adaptometry; screen & coordinate related patient activity; maintain records, prepare & assist with reports, publications & letters; may supervise clinic personnel & fellows; inventory control. **Qualifications:** **RES. SPEC. I:** BA/BS in science related field, preferably engineering; one-three yrs. experience in field of visual electrophysiology & psychophysics preferred; demonstrated interpersonal skills. **RES. SPEC. II:** BA/BS, Masters preferred in science related field; three-five yrs. experience **Grade:** P2/P3; **Range:** \$21,700-28,200/23,900-31,000 4-19-96 Ophthalmology

**TECHNICIAN, VET ANESTHESIA I** (04324RS) Assist in surgery of large animals in a circulating & anesthesia role; maintain & prepare all supplies & instruments for sterile surgical procedures; perform some biochemical analysis; maintain lab inventory; perform post-op clinical duties to maintain chronic research animals. **Qualifications:** Completion of an accredited animal health technology program or equivalent experience; BA/BS preferred; two yrs. related medical or animal experience; basic understanding of anatomy & physiology; ability to restrain, control & carry large & small animals; familiarity with policies related to the humane & ethical treatment of animals. (*Ongoing contingent on funding*) **Grade:** G11; **Range:** \$19,900-25,300 4-19-96 Center for Experimental Therapeutics

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

**BUILDING ADMINISTRATOR** (02120JZ) (02121JZ) P3; \$23,900-31,000 2-9-96 Arch. & Facilities Mgmt.

**CLINICAL SPECIALIST** (02175RS) (*Ongoing contingent upon funding*) P6; \$31,900-40,600 3-1-96 Center for Experimental Therapeutics

**COORDINATOR II** (04309JZ) P2; \$21,700-28,200 4-8-96 Psychiatry

**INFORMATION SYSTEMS SPECIALIST I** (03233JZ) P3; \$23,900-31,000 3-18-96 Otorhino-laryngology

**NURSE II** (03219RS) (*Ongoing pending funding*) P4; \$26,200-34,100 3-12-96 Infectious Disease

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

**PROGRAMMER ANALYST II/III** (0120JZ) P6/P7; \$31,900-40,600/35,000-43,700 3-12-96 Psychiatry

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

**PROJECT MANAGER I** (03267RS) (*End date: 1/31/01*) P5; \$28,800-37,600 3-25-96 Psychiatry

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

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

**RES. COORD.** (02114RS) (*End date: two yrs. from start*) P3; \$23,900-31,000 2-19-96 OB/GYN

**RESEARCH COORDINATOR** (03271RS) P3; \$23,900-31,000 3-25-96 Psychiatry

**RESEARCH COORDINATOR** (10442RS) P3; \$23,900-31,000 4-3-96 Cancer Center

**RESEARCH SPECIALIST, JR.** (03201RS) (*Ongoing contingent upon grant funding*) P1; \$19,700-25,700 3-7-96 Orthopaedic Surgery

**RESEARCH SPECIALIST, JR.** (03209RS) P1; \$19,700-25,700 3-8-96 Medicine-Pulmonary

**RESEARCH SPECIALIST, JR.** (10428RS) (*End date: 10/31/97*) P1; \$19,700-25,700 3-15-96 IHGT

**RESEARCH SPECIALIST JR.** (04311RS) P1; \$19,700-25,700 4-5-96 Genetics

**RESEARCH SPECIALIST JR.** (04308RS) (*Ongoing contingent upon grant funding*) P1; \$19,700-25,700 4-5-96 Pathology & Laboratory Medicine

**RESEARCH SPECIALIST JR./I** (0118RS) (*Ongoing contingent upon grant funding*) P1/P2; \$19,700-25,700/21,700-28,200 1-12-96 Pathology & Laboratory Medicine

**RESEARCH SPECIALIST I** (03208RS) P3; \$23,900-31,000 3-8-96 Medicine/Rheumatology

**RESEARCH SPECIALIST I** (03224RS) P2; \$21,700-28,200 3-13-96 Psychiatry

**RESEARCH SPECIALIST I** (04310RS) P2; \$21,700-28,200 4-5-96 Dermatology

**RESEARCH SPECIALIST I/II** (03291RS) P2/P3; \$21,700-28,200/23,900-31,000 4-3-96 Genetics

**RESEARCH SPECIALIST II** (0130RS) (*Work schedule: M-F, 8 a.m.-5 p.m.*) (*End date: 1/31/98*) P3; \$23,900-31,000 1-15-96 IHGT

**RESEARCH SPECIALIST II** (03234RS) (*Ongoing contingent upon funding*) P3; \$23,900-31,000 3-18-96 Pathology & Laboratory Medicine

**RESEARCH SPECIALIST I/III** (03237RS) (*Ongoing contingent upon funding*) P3/P4; \$23,900-31,000/26,200-34,100 3-18-96 Pathology & Laboratory Medicine

**STAFF ASSISTANT II** (0294JZ) P2; \$21,700-28,200 2-8-96 Medicine/Pulmonary

**PART-TIME (COUNSELING PSYCHOLOGIST III)** (20 Hrs.) (03290RS) P6; \$18,231-23,202 4-5-96 OB/GYN

**ADMINISTRATIVE ASSISTANT II** (02160JZ) (*Ongoing contingent upon grant funding*) G10; \$18,700-23,300 2-22-96 Pathology & Laboratory Medicine

**ADMIN. ASSISTANT III** (40 Hrs.) (03284JZ) G11; \$22,743-28,914 3-29-96 Medicine

**BILLING ASSISTANT** (40 HRS.) (03293JZ) G8; \$17,943-22,400 4-3-96 Ophthalmology

**CLERK IV** (40 HRS.) (02165JZ) (*End date: 2/28/98*) G7; \$16,571-20,686 2-26-96 IHGT

**OFFICE ADMINISTRATIVE ASSISTANT I** (0145JZ) G9; \$17,100-21,400 4-18-96 Biomedical Graduate Studies

**OPERATOR, DATA ENTRY** (0127JZ) (*End date: 6/30/96*) G7; \$14,500-18,100 1-15-96 Psychiatry

**PSYCHIATRY, TECHNICIAN I** (40 Hrs.) (03281RS) (*May involve nights/weekends*) (*Ongoing contingent upon grant funding*) G10; \$21,371-26,629 3-28-96 Psychiatry

**PSYCHIATRY TECHNICIAN I** (03266RS) G10; \$18,700-23,300 3-25-96 Psychiatry

**PSYCH TECH I** (40 Hrs.) (03268RS) G10; \$21,371-26,629 3-25-96 Psychiatry

**RESEARCH LAB TECHNICIAN II** (40 Hrs.) (02104RS) (*Ongoing contingent upon funding*) G8; \$17,943-22,400 2-8-96 Psychiatry

**RESEARCH LAB TECH III** (10475RS) (*Ongoing contingent upon grant funding*) G10; \$18,700-23,300 10-16-95 Pathology & Lab Medicine

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

**RESEARCH LAB TECHNICIAN III** (40 Hrs.) (10443RS) G10; \$21,371-26,629 2-27-96 Clinical Research Center

**RESEARCH LAB TECHNICIAN III** (03221RS) G10; \$18,700-23,300 3-12-96 Cell & Dev. Biology

**RESEARCH LAB TECHNICIAN III** (03235RS) (03236RS) (*Ongoing contingent upon funding*) G10; \$18,700-23,300 3-18-96 Pathology & Laboratory Medicine

# OPPORTUNITIES at PENN

**RESEARCH LAB TECHNICIAN III** (03220RS) G10; \$18,700-23,300 3-21-96 Cell & Dev. Biology  
**RESEARCH LAB TECHNICIAN III** (03275RS) (*On-going contingent upon grant funding*) G10; \$18,700-23,300 3-27-96 Pathology & Laboratory Medicine  
**RESEARCH LAB TECHNICIAN III** (40 Hrs.) (02103RS) G10; \$21,371-26,629 4-3-96 Neurology  
**SECRETARY IV** (02181JZ) G9; \$17,100-21,400 3-1-96 CCEB  
**TECHNICIAN, OPHTHALMIC CERTIFIED MED** (40 Hrs.) (11570RS) G12; 25,371-32,686 2-19-96 Ophthalmology  
**PART-TIME (CLERK III)** (20 Hrs.) (03292JZ) G6; \$7,473-9,176 4-3-96 Biochemistry & Biophysics

## NURSING

*Specialist: Ronald Story*

**ADMINISTRATIVE ASSISTANT I** (37.2 Hrs.) (03243RS) G9; \$17,100-21,400 3-18-96 Nursing  
**PART-TIME (ADMINISTRATIVE 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*

**SENIOR WRITER** (11584JZ) Provide senior-level writing services in support of the advancement goals of the University; coordinate planning, editing and production of development newsletters; write copy and collateral material for fundraising programs; work with development officers and faculty to plan and prepare gift solicitations; research and write proposals, speeches and stewardship reports; participate in training workshops; draft gift acknowledgment letters. **Qualifications:** BA/BS; six-eight yrs. experience as a professional writer and editor, with five yrs. direct experience in higher education or related area; excellent command of language, grammar & spelling, with a good eye for detail; demonstrated skill and experience editing and producing publications; knowledge of the University environment; ability to relate comfortably to alumni and volunteers, as well as faculty administrators, executive and other staff. **Grade:** P7; **Range:** \$35,000-43,700 4-18-96 Development and Alumni Relations  
**ARCHIVIST II** (04314SC) (*End date: One yr. after appointment*) P4; \$26,200-34,100 4-9-96 University Archives  
**ASSISTANT DEVELOPMENT OFFICER I** (03289JZ) P3; \$23,900-31,000 4-1-96 Development & Alumni Relations  
**ASSOCIATE DIRECTOR INDIVIDUAL GIFTS** (09366JZ) P7; \$35,000-43,700 9-21-95 Development & Alumni Relations  
**DEVELOPMENT OFFICER II** (07082JZ) P10; \$47,400-59,200 7-19-95 Development & Alumni Relations  
**DIRECTOR, ADMINISTRATION AREA** (03258JZ) P10; \$47,400-59,200 3-21-96 Development & Alumni Relations  
**DIRECTOR DEVELOPMENT RESEARCH** (11585JZ) P8; \$38,500-48,100 11-22-95 Development & Alumni Relations

## Classified

### SUBJECTS NEEDED

**Healthy People ages 40 to 60** are needed for a three night sleep study. Study will not interfere with daytime job. Volunteers will be compensated. Call Dr. Richard Ross at (215) 823-4046 for information.

**DIRECTOR, NEW YORK CITY REGION** (0164JZ) (*Position located in New York*) P11; \$54,500-68,200 1-29-96 Development & Alumni 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  
**PROGRAMMER ANALYST I** (08194JZ) P4; \$26,200-34,100 1-31-96 Development & Alumni Relations  
**PUBLICATIONS DESIGN SPECIALIST** (10449JZ) P5; \$28,800-37,600 10-10-95 Development & Alumni Relations  
**STAFF RESEARCHER I** (04297JZ) (04298JZ) P1; \$19,700-25,700 4-4-96 Development & Alumni Relations  
**STAFF WRITER II** (04062JZ) (*Two Writing Samples Must Accompany Application*) P3; \$23,900-31,000 4-24-95 Development and Alumni Relations  
**SYSTEMS PROGRAMMER II** (02144JZ) P7; \$35,000-43,700 2-16-96 Development & Alumni Relations  
**ADMINISTRATIVE ASSISTANT II** (03245JZ) G10; \$18,700-23,300 3-19-96 Development & Alumni Relations  
**ADMINISTRATIVE ASSISTANT II** (37.5 Hrs.) (03277JZ) G10; \$20,036-24,964 3-27-96 Medical Center Development  
**HOUSEHOLD ASSISTANT** (37.5 Hrs.) (02169SC) G7; \$15,536-19,393 2-23-96 President's Office

## PROVOST

*Specialist: Clyde Peterson*

**CHAPLAIN** (08247CP) Ungraded 8-23-95 Provost's Office  
**CLINICAL VETERINARIAN** (03257CP) (*Willing to work irregular hours, weekends & holidays & assume emergency "on-call" responsibilities*) Blank 3-28-96 ULAR  
**DATA ANALYST, SR.** (02184CP) P8; \$38,500-48,100 3-1-96 UMIS  
**INFORMATION SYSTEMS SPECIALIST I** (02123CP) (*End date: funding for three yrs.*) P3; \$23,900-31,000 2-12-96 Museum  
**INTERN, ATHLETICS** (03227CP) (*Some evenings & weekends required*) (*End date: 6/30/97*) \$10,000/yr. 3-20-96 DRIA  
**INTERN ATHLETICS** (04303CP) (04304CP) (*End date: 5/31/97*) \$10,000 4-5-96 DRIA  
**LIBRARIAN II/III** (03217CP) (*Application deadline date: 4/30/96*) P5/P6; \$28,800-37,600 \$31,900-40,600 3-19-96 Original Cataloging/University Libraries  
**MUSEUM PUBLIC INFO. INTERN** (03255CP) (*Application deadline date: 5/15/96*) (*End date: 5/31/97*) \$1200/monthly 3-21-96 Museum  
**PROGRAMMER ANALYST III** (0172CP) P7; \$35,000-43,700 01-31-96 Data Comm & Computing Svcs  
**PROGRAMMER ANALYST III** (02183CP) P7; \$35,000-43,700 3-1-96 UMIS  
**PROGRAMMER ANALYST III** (03273CP) P7; \$35,000-43,700 3-26-96 DCCS  
**STAFF RESEARCHER I** (04296CP) P1; \$19,700-25,700 4-3-96 IRHE  
**STAFF WRITER II** (03206CP) P3; \$23,900-31,000 3-21-96 University Press  
**SYSTEMS ANALYST II** (11558CP) P7; \$35,000-43,700 11-10-95 UMIS  
**SYSTEMS PROGRAMMER II/III** (03228CP) (03229CP) P7/P8; \$35,000-43,700/38,500-48,100 3-19-96 Systems/University Libraries  
**TECHNOLOGY TRAINING SPECIALIST I** (06085CP) P4; \$26,200-34,100 3-29-96 Technology Learning Services  
**VICE PROVOST FOR RESEARCH** (08248CP) Ungraded 8-25-95 Provost's Office  
**HEALTH PHYSICS TECH TRAINEE/HEALTH PHYSICS TECH** (04316CP) G12/G13; \$22,200-28,600/24,400-31,400 4-9-96 Radiation Safety

## VETERINARY SCHOOL

*Specialist: Nancy Salvatore*

**ASS'T TO CHAIRMAN I** (04331NS) Act as liaison between faculty at Philadelphia, NBC & Woods Hole, students, staff, residents, general public & Chairman as it pertains to department, school & University policies & procedures; oversee Dept. Chair's Office in his absence; coordinate all academic & special events; coordinate all aspects of standing & associate appointments, reappointments, promotions & terminations (in consultation with Department Chair). **Qualifications:** BA/BS or equiv.; four-six yrs. progressively responsible exp.; University exp. pref.; good communication skills needed; computer knowledge pertinent (WordPerfect, Lotus 1-2-3). **Grade:** P1; **Range:** \$19,700-25,700 4-18-96 Pathobiology  
**FARM MANAGER** (04332NS) New Bolton Center encompasses a 650+ acre campus which includes the Widener Hospital for large animals, a 200 cow dairy (under construction), a 50 ewe research facility, various poultry research facilities & a 300 acre farm to support the many animal related programs; responsibilities include supervision of all employees involved in the numerous animal agricultural activities at New Bolton Center; ensure the provision of other support activities such as animal transportation, grounds & pasture maintenance; assure that the agricultural operations conform to the regulatory requirements & are progressive & economic; participate in Vet School courses on dairy & crop management. **Qualifications:** BA/BS in agricultural science; minimum five yrs. exp. in agricultural management; position interacts with wide range of faculty & staff; excellent leadership & communication skills necessary; working knowledge of PC based management programs & modeling is a plus. (*Position in Kennett Square, PA; no public transportation*) (*On-site housing available*) **Grade:** P4; **Range:** \$26,200-34,100 4-19-96 NBC  
**CLERK V** (40 Hrs.) (04330NS) Responsible for all medical records maintenance which includes entering codes into MUMPS system, filing & checking; provide assistance in copy room; provide statistical work, which includes daily logging of cases, recording of information such as lab reports & bills; provide statistics on yearly admissions; pick case records for case studies & research work for clinicians; maintain all legal case files as instructed by clinician/Hospital Director's office. **Qualifications:** High school grad with one-two yrs. experience in record keeping, pref. in medically related field; knowledge of medical terminology, preferably in veterinary medicine; excellent organizational skills; knowledge of computers; ability to interact with public, staff, clients & private practitioners. (*Position in Kennett Square, PA; No public transportation available*). **Grade:** G8; **Range:** \$17,943-22,400 4-18-96 Large Animal Hospital  
**TECH, VET IMAGING I** (04329NS) Perform diagnostic X-rays on large animals patients; perform routine & special radiographic procedures, including positioning of animals & operation of equipment, as well as processing of radiographs; assist with teaching of veterinary & tech students; assist with records & filing of radiographs; schedule patients for radiographs; assist with research projects involving radiographs. **Qualifications:** High school graduate; completion of two yr. Radiology Technologist program; at least six mos. experience working in general & special radiology preferred; eligible for or already certified animal tech or radiological program; at least 6 mos. experience working in general & special radiology preferred; ability to handle large animal patient required; ability to perform strenuous work; computer familiarity helpful; good communication & interpersonal skills desirable; recognition of hazards of working with X-ray equipment. (*Position located in Kennett Square, PA; No public transportation available*). **Grade:** G8; **Range:** \$15,700-19,600 4-18-96 Large Animal Hospital  
**NURSE, VET HEAD** (03276NS) P4; \$26,200-34,100 3-28-96 VHUP-ICU

# OPPORTUNITIES

**RESEARCH SPECIALIST I** (12680NS) P2; \$21,700-28,200 1-3-96 Pathobiology  
**RESEARCH SPECIALIST I** (08190NS) P2; \$21,700-28,200 8-11-95 Pathobiology  
**RESEARCH SPEC. III** (03288NS) (Position in Kennett Square, PA; no public transportation) P4; \$26,200-34,100 4-1-96 Clinical Studies, NBC  
**ADMINISTRATIVE ASSISTANT II** (03225NS) G10; \$18,700-23,300 3-12-96 Development  
**CLINICAL RECEPTIONIST** (04305NS) G8; \$15,700-19,600 4-5-96 VHUP-business Office  
**RESEARCH LAB TECH III** (02180NS) (On-going contingent on grant funding) G10; \$18,700-23,300 2-29-96 Animal Biology  
**RES. LAB TECH III** (02162NS) (Ongoing contingent on funding) G10; \$18,700-23,300 2-22-96 Animal Bio.  
**SECRETARY V** (11532NS) G10; \$18,700-23,300 11-7-95 Small Animal Hospital  
**TECH, VET I/II (SPORTS MED. & IMG.)** (40 Hrs.) (03230NS) (Occasional overtime may be required) (Position in Kennett Square, PA; no public transportation) G8/G10; \$17,943-22,400/\$21,371-26,629 3-22-96 Large Animal Hospital  
**TECH, VET ANESTHESIA II/III** (40 Hrs.) (02111NS) (Position in Kennett Square, PA; no public transportation) G12/G13; \$25,371-32,686/\$27,886-35,886 2-9-96 Large Animal Hospital  
**TECH, VET IMAGING I/II** (40 Hrs.) (02109NS) (Assigned to Emergency call evenings/weekends/holidays; may be assigned to weekends; involve work on

weekends; five day work week) G8/G10; \$17,943-22,400/\$21,371-26,629 2-9-96 VHUP Radiology

## VICE PROVOST/UNIVERSITY LIFE

Specialist: Clyde Peterson

**ASS'T DIRECTOR, UPWARD BOUND PROGRAM** (03211CP) (Work schedule: Tuesday-Saturday) P4; \$26,200-34,100 3-7-96 Academic Support Services  
**COORD., TUTORING SERVICES** (09363CP) P3; \$23,900-31,000 4-5-96 Academic Support Programs  
**GEN. MGR., WXPN** (03286CP) (Some evenings & weekends as needed) P8; \$38,500-48,100 WXPN  
**UPWARD BOUND COUNSELOR** (12650CP) (Schedule: Tues-Sat) (End date: ongoing contingent on grant) P3; \$23,900-31,000 12-13-95 Academic Support

## WHARTON SCHOOL

Specialist: Janet Zinser

**ASSISTANT DIRECTOR III/IV** (03226JZ) P4/P5; \$26,200-34,100/28,800-37,600 3-15-96 Academic Services  
**ASSOCIATE DIRECTOR IV** (02187JZ) P6; \$31,900-40,600 3-5-96 Management/Leadership  
**COORDINATOR I** (03214JZ) P1; \$19,700-25,700 3-11-96 Aresty Institute/Executive Education  
**DIR. VII** (11535JZ) P10; \$47,400-59,200 11-8-95  
**INFO. SYSTEMS SPECIALIST III/III** (02145JZ) P5/P7; \$28,800-37,600/\$35,000-43,700 2-19-96 WCIT  
**MAJOR GIFT OFFICER I/II** (11549JZ) (11550JZ) P7/P8; \$35,000-43,700/\$38,500-48,100 11-10-95 External Affairs  
**ADMINISTRATIVE ASSISTANT III** (02151JZ) G11; \$19,900-25,300 2-19-96 Health Care Systems  
**SECRETARY IV** (0153JZ) G9; \$17,100-21,400 1-23-96 Statistics

## Penn Relays: A Home Page on the Web Posts Results in Real Time

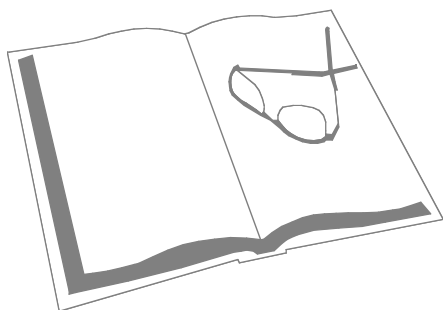


The Penn Relays, the oldest, largest and best track and field meet in the world, has entered cyberspace. Track and field fans will find a wide range of information on the 102nd Penn Relays simply by reaching the Penn Relays site on the Internet. The Penn Relays web site is <http://www.upenn.edu/relays>.

We are pleased to be able to offer all of this information, but the most interesting aspect is that race results will be posted on the web site in real time. The fact that the results will be available almost immediately is extremely exciting. In addition to the race results the web site will offer event information and a link to information on local restaurants, accommodations, transportation and parking.

The Penn Relays, which have been conducted continuously since 1895, will be held April 23-27. Over the past 10 years more than 100,000 athletes from all 50 states and 35 countries have competed at the Penn Relays. Competitors have ranged in age from under 10 to over 80 years of age.

— Cathy DiBonaventura, DCCS  
Project Manager for the Web site



## Books in Print is Online

The Penn Library now offers the online version of *Books In Print*, to provide quick access to information about current or soon-to-be-published books. This service of the electronic library will expedite book ordering for upcoming classes, and increase the convenience of finding accurate bibliographic data and purchase information.

*Books in Print* lists more than 1.8 million titles available for purchase or about-to-be-released by any of more than 44,000 North American publishers. There are also listings of titles recently gone out-of-print. The file is updated weekly to ensure the latest possible information on authors, titles, publishers, prices, and International Standard Book Numbers (ISBN)—unique identifiers for nearly every published title.

*Books in Print* on PennLIN works with a powerful, yet easy-to-use, search interface that allows combining of terms as well as simple author, title and subject searches. The service also provides easy e-mailing or printing of search results. Search help is available online and from reference desks in the Libraries. *Books in Print* is found among the PennLIN files listed on the Library Web site at <http://library.upenn.edu>.

—Office of the Vice Provost and  
Director of Libraries

## Penn Relays and Beyond: Crowds in View

Last week in addition to alerting the campus and the neighborhood to upcoming congestion for Spring Fling, the University Police looked ahead to other spring dates when Penn expects crowds of people, cars or both on the streets and byways. Listed in their e-mail advisory:

**Penn Relays** through Saturday, 4/27/96. Franklin Field, 235 South 33rd Street.

**Hey Day Picnic and Parade** Thursday, 4/26 12 p.m.-3 p.m. Hill Field, 34th and Walnut Streets.  
*Note:* Small parade along Spruce Street from 37th to 39th at approximately 3 p.m.

**Alumni Weekend** Friday, 5/17 and Saturday, 5/18. Includes: *Alumni Run* (A 5K race that winds around and through campus) Saturday, May 18. Starts at 9 a.m. in Superblock, 39th and Locust Walk; and *Alumni Picnic* Saturday, May 18, 11 a.m. - 2 p.m. Superblock, 39th and Locust Walk

**Baccalaureate Service** Sunday, May 20, 3 p.m. Irvine Auditorium, 3401 Spruce Street

**Commencement** Tuesday, May 21, 10:15 a.m. Franklin Field, 235 South 33rd Street

"You can anticipate increased pedestrian and vehicular traffic in the University City area during these events, and increased noise in the University City area during some of them, said Lt. Susan Holmes. "Both the University of Pennsylvania and the Philadelphia Police Departments are committed to actively assisting the expeditious movement of anticipated heavy vehicular and pedestrian traffic. Moreover, both Penn and Philadelphia Police will establish a visible presence in these areas to contribute to a positive quality of life and to assure the safety of our community members and anticipated visitors."

## Crime Alert: Indecent Assault at Biomed Library

The Penn Police Department is currently investigating a report that in the Biomedical Library during the late afternoon and early evening hours on April 15, a male grabbed a female student and made sexual advances towards her. The student was able to break away from him and notify police. The man is described as white; 29-30 years of age; 5'8"; 150 lbs.; brown hair; unshaven; last seen wearing a dark-colored t-shirt, light-colored khaki pants, and eyeglasses.

Anyone having additional information on this incident or prior incidents, or anyone coming in contact with this male in the future, should contact the Penn Police immediately by calling:

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

## Safety Tips

- Always try to be aware of your surroundings and trust your instincts.
- Report anyone who behaves suspiciously to the Penn Police Department. Try to remember details about the person's appearance and the area where the person was last seen. Relay all information about the person to the police dispatcher.
- Do not stop and give directions or other information to strangers.
- As always, when there is a problem, use the Emergency Blue Light phones for immediate contact with the Penn Police Department. Dial 511 or 573-3333 from any campus phone.

— Officer Joe DiDato

# Update

APRIL AT PENN

## CONFERENCE

**29** *Learning and Literacy in the Judaic Tradition*; info: 238-1290 (Center for Judaic Studies). *Through May 1.*

## ON STAGE

**25** *Veronica's Room*; a mystery thriller by Ira Levin; 8 p.m.; Auditorium, Houston Hall; \$5/tickets (Arts House Theater). *Also April 26, 27.*

## SPECIAL EVENTS

**26** *Hey Day Picnic and Parade*; noon-3 p.m.; Hill Field; picnic for juniors only; parade around Locust Walk will begin at 3 p.m. (Junior Class Board).

*Penn Relays Concert*; featuring The Fugees, The Lost Boyz, Fab 5, Smif-N-Wesson & Kid Capri; 7:30 p.m.; Irvine Auditorium; \$20, \$15/students at Annenberg box office: 898-6791; \$13/students on Locust Walk (SPEC-TRUM).

**27** *Arbor Day Celebration*; planting of the 1996 Arbor Day tree, tree-climbing demonstrations, treasure hunt, ecology games, and entertainment by the *Philadelphia Revels*; 1-4 p.m.; Morris Arboretum (Morris Arboretum).

*University City New School: Open House*; pre-kindergarten through sixth grade; 2-4 p.m.; 42nd & Locust, SW corner; info: 382-3313.

**29** *Annenberg Center's 25th Anniversary*; cocktails, hors d'oeuvres, and entertainment, 6 p.m.; dinner with celebrity conversation, 7 p.m.; showcase performance, 8:15 p.m.; black tie suggested; tickets: 898-4759; \$175-\$225/entire evening, \$75/performance & after-show party (Annenberg Center).

## TALKS

**25** *Making & Breaking Planning Tools*; Seymour Mandelbaum, city & regional planning; noon-1:15 p.m.; Rm. 2034, Steinberg Hall-Dietrich Hall (Wharton Public Policy).

TBA, Donna Shalala, Secretary of Health and Human Services; 3:30 p.m.; Zellerbach Theatre, Annenberg Center. Go to Alumni Relations for tickets in advance (Trustees' Council of PennWomen).

*The Changing Face of Israel: From Jewish Commonwealth to Western Civil Society*; Daniel Elazar, Jerusalem Center for Public Affairs; Joseph Alexander Colloquium; 5 p.m.; Rm. 285, McNeil Bldg. (Jewish Studies Program).

**26** *Environmental Carcinogens, Mutations, and Mitochondrial Dysfunction*; Vijayasarathy Camasamudram, animal biology/vet; 12:15-1:45 p.m.; Rm. 213, Steinberg Hall-Dietrich Hall (Environmental Studies).

**30** *9 1/2 Cyclases*; Jacques Hanoune, Dental Medicine; noon; Rm. 427, Levy Research Bldg. (Research Center in Oral Biology).

**Deadlines**: The deadline for the Summer at Penn calendar is May 6; it encompasses June, July and August events. The deadline for the Update is each Monday for the following week's issue.

## Customer Appreciation Sale

The Bookstore is holding a Customer Appreciation Sale this week (through April 27). Special discounts are 20% off all sale merchandise, and 20% off special orders for chairs and rockers (including requisitions and store charges). Coupons and discount cards will not be accepted during this sale. For further information and exceptions see the Bookstore's homepage <http://www.upenn.edu/bookstore>.

## Financial Breakfast Series

Penn and the Vanguard Group will sponsor information sessions April 30 and May 1, at 8:30 a.m. at the Faculty Club.

### April 30: Investment Perspectives

Come review the most recent phenomena affecting the economy and the financial marketplace, as well as its correlation to the performance of the Vanguard/Penn fund options. This meeting will focus on the short-term, but will encourage you to make investment decisions based on the long-term. The target audience for Investment Perspectives should have high deferral rates, age appropriate asset allocation, and above average understanding of investments.

### May 1: The Triumph of Indexing

"Index Funds should be the core of most portfolios" stated *Money* magazine last fall in an article which triumphed the success of the indexing philosophy. Come learn more about the advantages of indexing including what it is and how the strategy is implemented. Armando Llanes of the Vanguard Group will explore what makes indexing work and also share some of the potential disadvantages. The Vanguard Group pioneered the first index fund in 1976, and now offers 23 index oriented portfolios including the \$20 billion Vanguard Index Trust—500 Portfolio.

Seating is limited, please call Mary Rutherford at 1-800-662-0106, ext. 14078 to reserve a space.

—Benefits, Human Resources

## Almanac

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## 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 **April 8 through April 14, 1996**. Also reported were **Crimes Against Property**, including 40 thefts (including 2 burglaries, 2 thefts of auto, 11 thefts from autos, 3 of bicycles and parts); 3 incidents of forgery and fraud; 10 incidents of criminal mischief and vandalism; and 1 incident of possession of stolen property. Full crime reports are in this issue of *Almanac* on the Web (<http://www.upenn.edu/almanac/v42/n29/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 **April 8 and April 14, 1996**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

### Crimes Against Persons

**38th to 41st/Market to Baltimore:** Robberies (& attempts)—4, Simple assaults—1, Threats & harassment—2

04/09/96	7:05 PM	4025 Chestnut	Complainant reported being threatened
04/10/96	1:48 PM	High Rise North	Note received with ethnic statements
04/10/96	5:21 PM	3915 Walnut St.	Suspect took merchandise from store/arrest
04/11/96	12:23 AM	4000 Blk. Locust	Complainant robbed by 2 suspects/arrest
04/12/96	4:53 AM	Harnwell House	Complainant struck by other resident
04/13/96	2:35 AM	40th & Spruce	3 complainants robbed/no injuries
04/14/96	3:14 AM	40th & Spruce	Suspect took food from compl./fled area

### Crimes Against Society

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

04/08/96 5:38 PM Grad Tower B Suspect arrested for disorderly conduct

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

04/12/96 2:49 AM 200 Blk. 40th Car with no tag stopped/narc. found/arrest

## The University in Microcosm: Benjamin Franklin Scholars

by Will Harris

The Benjamin Franklin Scholars Program takes its model from the comprehensive and activist intellect of its namesake—a founder of institutions whose reputation as a scientist, writer, and political actor and thinker made him the most internationally admired American of his generation.

The curricular aspect of the program, which is called General Honors, therefore crosses the traditional fields of academic inquiry, potentially drawing on all of them, while it offers a window on the whole University for its students and a learning laboratory for faculty to develop innovative courses. The larger goal is to demonstrate a functioning intellectual community of ambitious young scholars whose academic accomplishments and interactions provide a microcosm of the University at its best. Our objective is to achieve this kind of community at a scale that can itself be comprehended as a whole—not just as a fragmentary experience—by its participants (both students and faculty), a community serving at the same time as an exemplar for the rest of the University.

The aspect of serving the broader University involves both offering access to students who are not members of the Program and developing experimental projects that might be commended to the undergraduate schools more broadly. This is in the tradition of the Program's having initiated the Penn Freshman Reading Project, which was then generalized across the University's entering class each year.

Established in 1961, BFS interweaves seminars, research initiatives, and advising as the major components of the Program. There are currently 544 Franklin Scholars on campus, representing all four of the undergraduate schools, who collectively and individually reflect the inventive intensity and range of curiosity about finding and making knowledge exemplified by Benjamin Franklin himself. Most of our students enter the program at their admission to the University. But we encourage on-campus applications from freshmen and sophomores.

**Courses.** Our goal for this component of the Program is to offer exemplary editions of America's most significant contribution to the format of higher education—the *seminar* (to be distinguished from the small-scale course) as a well-orchestrated collective inquiry among diverse scholars at the undergraduate level.

The Program serves as the University's major center offering advanced or intensive seminars for a *general* education. Here the word "general" is meant in its original pedagogical sense of knowledge about the things that human beings have in common in a democratic civilization. In this sense, a general education invokes comprehensiveness and depth, not introductoriness or specialization. Such seminars are, thus, different from both the survey courses and the specialized major's courses that are more standard in the regular departments.

In a typical semester, the Program offers about 25 seminars, most of them through the regular departments of the University. About two-thirds of the students taking these will be Franklin Scholars, and one-third will be other highly interested students who obtain permission to register from the instructor. Designating a course General Honors provides the occasion to set its standards unusually high in terms both of its intellectual design and of its expectations for student performance. The average ratio of two to one insures that the benefits of the program will extend beyond Franklin Scholars.

More specifically, our course offerings tend to reflect the following types: (a) more focused or fast-paced, sections of introductory courses (such as Psychology 1 or Physics 170); (b) interdisciplinary and/or experimental courses with approaches or topics that may not have an obvious home in a single department (such as Paul Rozin's Spring '95 seminar, "Diet, Health, Psychology, and Politics"); (c) intensive seminars that reflect an inquiry at its most abstract, targeting not exclusively majors but students who themselves represent accomplishment in a

broad range of disciplines (such as "Interpreting the American Constitution"); (d) more foundational seminars with focused inquiries whose depth make them attractive to ambitious students whatever their majors (such as Phyllis Rackin's courses on Shakespeare or Jeffrey Tigay's "Bible in Translation"); (e) courses taught by faculty in disciplines outside those offered by the four undergraduate schools (such as Helen Davies's "Infectious Diseases"); (f) seminars conducted by thoughtful experts from outside the faculty (such as Federal Judge Louis Pollak's planned seminar on race and rights); (g) seminars that aspire to be cumulative beyond specialties and disciplines, providing access to variously composed maps of knowledge as a whole (such as the newly designed "How Do You Know?" for Spring 1996, inspired and overseen by Lou Girifalco in part as an outgrowth of the Faculty Senate's program to investigate the Structure of Inquiry).

We are also trying to be attentive to the coherence of the course offerings and the ways they can complement each other during a student's undergraduate career, as he or she assembles a *set* of seminars in General Honors adding up to more than the sum of the units. Our discussions with students who seem to have had particularly successful educational experiences at Penn have often emphasized the connections among courses as much as the quality of the courses themselves. One of the Program's approaches in this regard is to cluster some course offerings around themes of inquiry.

**Advising.** Advising of undergraduates in Benjamin Franklin Scholars is the component of the Program most universally acclaimed by students. Our approach is to designate one of our two official advisors for each student for four years. By having the same advisor (in addition to advising by the school or department), students can be encouraged to broaden their Penn experiences through course work, research, and study abroad—and to apply for fellowships and scholarships. Intellectually oriented advising can also help a student to anticipate promising relations among courses or to reflect on such links retrospectively, perhaps in preparation for an independent investigation that might use these connections as its foundation.

Even our alumni turn to us for advice, but we also turn to them to advise our current students, particularly in the area of graduate study. Because our alumni (now totaling more than 3,000) have been recipients of many fellowships, including Rhodes, Churchill, Thouron, Truman, Goldwater, Javitz, and Mellon awards, as well as NSF and NEH grants, they are in a good position to help our current students. The BFS Program publishes the "University of Pennsylvania Directory of Scholarships, Fellowships, and Grants," available for all undergraduates.

**Research.** For many years, the Program has served as a major center of student research on campus, both for Franklin Scholars and as an organizing source of information about opportunities for Penn undergraduates in general, setting a tested precedent for the current broader interest in connecting teaching and research for Penn's undergraduate education overall.

Research is encouraged as early as in the freshman year. Through our newsletters and advising sessions, students learn that independent inquiry is an integral part of their university education. It is expected that all Franklin Scholars will be involved in research at some point in their careers here—either through course work, independent study, work-study grant, or a volunteer or funded position. Some students follow up General Honors courses with scholarly projects under the faculty members who taught their seminars.

As a student research center, the Program each year publishes "The Benjamin Franklin Scholars Undergraduate Research Directory," the only catalog of undergraduate research opportunities available across the University. The new 1996-97 edition has entries by 228 faculty members, and is both online and available in hard copy on request.

*This series was developed by the Lindback Society and the College of Arts and Sciences. Dr. Harris is associate professor of political science and director of Benjamin Franklin Scholars and General Honors. Linda Wiedmann, Susan Duggan, Cheryl Shipman, and Phyllis Rackin also contributed to this article. For further details: <http://www.sas.upenn.edu/~honors>.*

# May

## AT PENN

### ACADEMIC CALENDAR

- 1 Reading Days end.
- 2 Final Exams. Through May 10.
- 18 Alumni Day.
- 19 Baccalaureate.
- 20 12-week Summer Evening Session classes begin.
- First Summer Session classes begin.
- 21 Commencement.

### CHILDREN'S ACTIVITIES

Touring ENIAC: tour guides show groups a portion of the original computer; info/registration: 898-4706 or [tours@seas.upenn.edu](mailto:tours@seas.upenn.edu) (SEAS/Computing and Educational Technology Services). Through June 1996.

17 Discovering Dance; Bill T. Jones/Arnie Zane Dance Company; Dance Celebration's performance series for schools; see also *On Stage*; 11 a.m.; Zellerbach Theatre, Annenberg Center; tickets: \$5; box office: 898-6791.

22 Philadelphia International Theatre Festival for Children; details below; Annenberg Center. Through May 26.

### EXHIBITS

Admission donations and hours:

University Museum: \$5, \$2.50/seniors and students with ID, free/members, with PennCard, children under 6; Tuesday-Saturday, 10 a.m.-4:30 p.m., Sunday, 1-5 p.m., closed: Mondays, holidays and Sundays from Memorial Day through Labor Day. *Institute of Contemporary Art*: \$3, \$1/students, artists, seniors, free/members, children under 12, with PennCard, and Sundays 10 a.m.-noon; Wednesdays, 10 a.m.-7 p.m.; Thursdays-Sundays, 10 a.m.-5 p.m.; closed: Mondays & Tuesdays. *Morris Arboretum*: \$4, \$3/seniors, \$2/students, free/with PennCard, children under 6; Mondays-Fridays, 10 a.m.-4 p.m.; Saturdays and Sundays, 10 a.m.-5 p.m. Other galleries: free.

### Upcoming

1 Folio '96; works by Grad School of Fine Arts students of master print-maker Hitoshi Nakazato; opening reception, May 2, 4:30-6:30 p.m.; Burrison Gallery, Faculty Club. Through May 31.

15 Conversation Pieces II; pairings of Philadelphia artists Gabriel Martinez, Tristan Lowe and Virgil Marti and European Vanessa Beecroft, Ugo Rondinone and Anne Sauser-Hall create visual dialogues on contemporary aesthetics and culture; preview reception, May 14, 9-11 p.m., with music by Pardo Pond; tour with ICA director Patrick Murphy and Diane Karp, May 17, 1 p.m.; see also *Films* and *On Stage*; ICA. Through July 14.

### Now

Books of Hours of St. James H.: *Approximating Symmetry*; David Stephens' pencil and encaustic works on paper; Esther Klein Gallery, University City Science Ctr. Through May 9.

Household Words: *Women Writing From and About the Kitchen, 1600-1950*; Kamin Gallery, Van Pelt-Dietrich Library. Through June 26.

Distant Relations: *The Relationship Between Arabs and Jews*; David Wells's black & white photos; First Fl. Sharpe Gallery, Museum. Through June 19.

Mary Ellen Mark: *30 Years*; some of the best of the Penn alumna's black & white photos; Arthur Ross Gallery, Fisher Fine Arts Library, Furness Building (Annenberg Public Policy Center; Arthur Ross Gallery). Through June 9.

From Written to Printed Text: *The Transmission of Jewish Tradition*; Rosenwald Gallery, Van Pelt-Dietrich Library. Through June 26.

Lyn Haber; Morris Arboretum. Through June 30.

Ormandy the Interpreter; Eugene Ormandy Gallery, Van Pelt-Dietrich Library. Through June 30.

Images of Victory: *Woodblock Prints from the Sino-Japanese War (1894-95)*; Second Floor Changing Gallery, Museum. Through Aug. 31.

Sculpture of Harry Gordon; Arboretum. Through 1996.

Time and Rulers at Tikal: *Architectural Sculpture of the Maya*; Museum. Through Fall 1997.

### Ongoing

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

### University Museum Tours

Meet at main entrance; 1:30 p.m.

- 12 The Classical Age of Greece
- 18 The Peoples of the Plains
- 19 Polynesia

### FILMS

22 Arsenic and Old Lace (Capra, USA, 1944); in conjunction with ICA exhibit; 6 p.m.; free with gallery admission; ICA.

29 Nashville (Altman, USA, 1975); in conjunction with ICA exhibit; 6 p.m.; free with gallery admission; ICA.

### Festival of World Cinema

Films and events at International House (IH), Annenberg Center (AC), Cinemagic Theater, 3925 Walnut (CM) and other Philadelphia theaters; tickets/coupons: 893-1145; schedules and other Festival info: 1-800-WOW-PFWC or [www.libertynet.org/~pfwc/96fest/index2.html](http://www.libertynet.org/~pfwc/96fest/index2.html); foreign language films with English subtitles. Repeat showings in italics.

- 1 Palookaville (Taylor, USA, 1995); 8 p.m.; AC.
- 2 Screenwriting Lecture/Discussion; 4 p.m.; IH
- African Child (Chevallier, France/Guinea, 1994); 6:30 p.m.; IH. May 4, 1 p.m., CM; May 12, 2:30 p.m., IH.
- Wife (Noonan, USA, 1994); 7:30 p.m.; AC.
- Darien Gap (Anderson, USA, 1995) and Existentialist Cowboy's Last Stand (Blaiklock, Australia, 1995); 8:30 p.m.; IH. May 5, 9:15 p.m., IH.
- 3 Water Carrier (Cardoso, Colombia/USA, 1994) and Dreams Not Yet Dreamed (Sacasa & Chavéz, Nicaragua, 1995); 5 p.m.; IH. Water Carrier repeated May 12, 1 p.m. IH.
- Sharaku (Shinoda, Japan, 1995); 6:30 p.m.; AC. May 5, 7:15 p.m., AC.
- May Day (Grange, France, 1994); 7 p.m.; CM. May 4, 9:45 p.m., CM; May 6, 9:30 p.m., IH.
- Tale of Three Jewels (Khleifi, UK/Belgium/Palestine, 1995); 7:15 p.m.; IH. May 9, 7 p.m., CM.
- Angela (Miller, USA, 1994); 9:15 p.m.; AC. May 4, 6:45 p.m., IH.

- Single Spark (Park, Korea, 1995); 9:45 p.m.; CM. May 5, 4:30 p.m., AC.
- Shorts: End of Innocence: *Altair* (Klahr, USA, 1994), *Bathing Boxes* (Turner, UK, 1995), *How to Make Love to a Woman* (Plympton, USA, 1995), *Mr. Ikegami's Flight* (Connolly, Australia, 1995), *Sidney's Chair* (Bangura, UK, 1995), *Sortie de Bain* (Henrard, Belgium, 1994), *Stolen Shadows* (Killacky, USA, 1995), *That Rhythm/Aquel Ritmillio* (Fesser, Spain, 1994), *La Vie en Rose* (Reeves, New Zealand, 1994), *Your Name in Cellulite* (Noonan, Canada, 1995); 9:45 p.m.; IH.
- 4 Constructing Truth and Fiction: *A Filmmaker's Panel*; noon; IH.
- Shorts: Animations: *Altair*, BWAY (Dwass, USA, 1995), *His Comedy* (Bush, USA, 1994), *How to Make Love to a Woman*, *Joy Street* (Pitt, USA, 1995), *Small Treasures* (Watt, Australia, 1995), *Sortie de Bain*, *Your Name in Cellulite*; 2:30 p.m.; IH.
- The Monkey Kid (Wang, USA/China, 1995); 3 p.m.; AC.
- Procedure 769: *The Witnesses to the Execution of Robert Alton Harris* (van Hoewijk, Canada, 1995) 4 p.m.; CM. May 6, 6:45 p.m., CM.
- Color of a Brisk & Leaping Day (Münch, USA, 1996); 4:15 p.m.; IH.
- Garden/Záhrada (Sulík, Slovakia/France, 1995); 6:30 p.m.; AC.
- Korea (Black, Ireland, 1995); 7 p.m.; CM.
- Au Revoir/Tot Ziens (Honigmann, Netherlands, 1995); 9:30 p.m.; AC. May 6, 9 p.m., CM.
- Aelita, Queen of Mars (Protazanov, USSR, 1924); silent film with live accompaniment by Musica Curiosa; 9:30 p.m.; IH. May 5, 1 p.m., IH.
- 5 Labor or Love: *Critics Go to the Movies*; 1 p.m.; IH.
- Men of the Ports (Tanner, Italy/Switzerland, 1995) and São Paulo Segul Border/Onde São Paulo Acaba (Segilmann, Brazil, 1995); 1:30 p.m.; CM.
- Under the Domim Tree (Cohen, Israel, 1995) and Two Little Girls and a War (Sigurdardottir, Germany/Iceland, 1995); 2 p.m.; AC.
- Feast at Midnight (Hardy, UK, 1995); 4 p.m.; CM. May 7, 7 p.m., CM; May 11, 9:30 p.m., CM.
- Struggles in Steel (Buba & Henderson, USA, 1995); 4:15 p.m.; IH.
- Shorts: Shape Shifters: *The Elixir* (Evtseyeva, Russia, 1995), *His Comedy*, *Joy Street*; 6:15 p.m.; CM.
- Dadetown (Hexter, USA, 1995); 6:45 p.m.; IH.
- Naked with Oranges (Lamata, Venezuela, 1995); 8:30 p.m.; CM.
- 6 Guimba The Tyrant (Sissoko, Mali/Burkina Faso/Germany, 1995); 7 p.m.; IH. May 11, 1:30 p.m., CM.
- 7 Exhibiting Your Film/Video Work Publicly: *A Primer*; 6:30 p.m.; IH.
- Troublesome Creek: *a Midwestern* (Jordan & Ascher, USA, 1995); 6:30 p.m.; IH.
- Curtis's Charm (L'Ecuyer, Canada, 1995); 9 p.m.; IH. May 9, 9:15 p.m., IH.
- Cross My Heart and Hope to Die (Holst, Norway, 1994); 9:15 p.m.; CM. May 10, 7:15 p.m., CM; May 12, 4 p.m., CM.
- 8 It's a Long Way to the Sea (Barua, India, 1995) and Still Life with a Small Cup (Bush, UK, 1995); 6 p.m.; IH.
- First Night Festival of Independents: *Watermelon Woman* (Dunye, USA, 1995); 8:30 p.m.; IH. May 10, 10:15 p.m., IH.
- Love Me and You Will See (Torres, Cuba, 1994) and Madagascar (Perez, Cuba, 1994); 8:45 p.m.; CM.
- 9 La Murciaiola (Ciancarelli, Italy/USA, 1996) and Thurmond, W.Va. (Harrison, USA, 1995); 5 p.m.; IH.
- Festival of Independents: Who Are We?: *Turning of the Belles* (Marshall, 1995), *My Life as a Poster* (Talukdar, 1995), *Hard Hearted One* (Doyle & Rudman, 1996), *Deck* (Hess, 1995), *Bound* (Takesue, 1995), *Go-Go Rama Mama* (McCabe, 1995); 7:15 p.m.; IH.

- Ghost in the Shell (Oshii, Japan, 1995); 9:45 p.m.; CM. Repeated May 10, midnight, CM; May 11, 4 p.m., CM.
- 10 Outpost, Hungary (Gothar, Hungary/Romania, 1994); 5 p.m.; IH.
- W.E.B. DuBois (Massiah, USA, 1995); 7 p.m.; IH. May 11, 5:30 p.m., IH.
- Shorts: Boys to Men: *The Beatnicks* (Williams, USA, 1995), *Out of the Blue* (Lamb, Hong Kong, 1995) and *That Rhythm*; 9:45 p.m.; CM.
- 11 Kimia (Darvish, Iran, 1995); 1 p.m.; IH.
- Vintage: *Families of Value* (Harris, USA, 1995); 3:15 p.m.; IH.
- Tit and the Moon (Luna, Spain, 1994); 7:30 p.m.; CM.
- Festival of Independents: Show Me a Story: *I*, *Zupt 49* (Coleman, 1994), *Form and Void* (Campbell, 1995), *Tuck* (McCabe, 1995), *Moo* (Enright, 1995), *Pickled Okra* (Streicher, 1995), *The Size 7 Social* (Redding, 1995), *Factory and Air Conditioners* (Walsh, 1995); 8:30 p.m.; IH.
- 12 TBA #1; 4:30 p.m.; IH.
- TBA #2; 7 p.m.; CM.
- Shorts Extravaganza; 7 p.m.; IH.

### MEETINGS

- 7 Faculty Club Meeting; annual meeting of regular members and election of members to the Board of Governors; 4 p.m.; Faculty Club (Faculty Club).
- 16 Lesbian, Gay, and Bisexual Staff and Faculty Meeting; noon; room info: 898-5044 or [bobs@pobox.upenn.edu](mailto:bobs@pobox.upenn.edu).
- 17 College Alumni Society Annual Meeting and Student Awards Reception; 5:30-7:30 p.m.; Ben Franklin Rm., Houston Hall (College Alumni Society).

### MUSIC

- 3 Early Music at Penn; Gwyn Roberts directs Penn Baroque Ensemble and Recorder Ensemble in music by Boismortier, Marcello, Rameau, and more; 8 p.m.; Bodek Lounge, Houston Hall.

### ON STAGE

- 2 Vilna's Got a Golem; Zavel Mogulesko directs the Mogulesko Yiddish Troupe in Ernest Joselovitz's new work, a play-within-a-play put on by travelling actors; 8 p.m.; Harold Prince Theatre, Annenberg Center; \$26/Fri. & Sat., \$23/other performances, \$12/students; tickets: 898-6791. Repeated May 3, 4, 7-10, 14, 15, 17, 8 p.m.; May 5, 2 & 7 p.m.; May 11, 2 & 8 p.m.; May 12, 2 & 7 p.m.; May 16, 11 a.m. & 8 p.m.; May 18, 2 & 8 p.m.; May 19, 2 p.m.
- 6 Previewers; reading of a new play; 7 p.m.; \$5, free/students; tickets: 898-6791.
- 15 Last Flight of a Wingtip or Vanish in Our Sleep; performance art by Homer Jackson and Lloyd Lawrence; in conjunction with ICA exhibit; 6:30 p.m.; ICA; reservations: 898-7108.
- 16 Still/Here; Bill T. Jones/Arnie Zane Dance Company's work about facing death; 7 p.m.; Zellerbach Theatre, Annenberg Center; \$26, \$12/students; tickets: 898-6791. Repeated May 17 & 18, 8 p.m.; May 19, 3 p.m.
- 30 Black Russian; Seth Rozin directs Thomas Gibbons's play of an African American communist who emigrates to the Soviet Union during the Great Depression and his son who visits the U.S. after the fall of communism; 8 p.m.; Harold Prince Theatre, Annenberg Center; \$16, \$8/students & seniors; tickets: 898-6791. Repeated May 31 & June 1, 5-8, 12-15, 8 p.m.; June 2, 9, 16, 2 p.m.

### SPECIAL EVENTS

- 3 Seventh Annual History of Nursing Assembly; traditional procession to the graves of nursing reformers Alice Fisher and S. Lillian Clayton at The Woodlands Cemetery; noon-2 p.m.; Main Gate, The Woodlands Cemetery (40th and Woodland Ave.); opening remarks: Stephanie Stachniewicz, PGH; introduction: Karen Buhler-Wilkerson, Center for the Study of the History of Nursing; commentary: *Remembering the Past and Repeating It Anyway*, Joan Lynaugh, history of nursing and health care; reception follows, Hamilton Mansion (CSHN).
- Eye on Pennsylvania Women; fundraiser for the Association of Alumnae Scholars Award Endowment Fund includes tour of Mary Ellen Mark exhibit, 3:30-5 p.m.; reception at President's house, 5:30-6:30 p.m.; \$35; info/registration: 898-7811.
- 4 Creative Black-Tie Dinner Dance; annual ICA fundraiser catered by Frog Commissary, jazz music by Denise King, silent auction, and sale of special edition prints by Judith Schaechter and Andres Serrano; 7 p.m., \$150-1500; Party-After, dessert and dancing, 10 p.m., \$35; reservations: 898-7108.
- 10 1996 Plant Sale; noon-7 p.m.; with the American Rhododendron Society's Spotlight on Rhododendrons, 10 a.m.-4 p.m.; Morris Arboretum.
- 12 Mothers' Day with the Morris Dancers; colorful English folk dancing; 1-3 p.m.; Morris Arboretum.
- 18 Dedication of the new Lippincott Library and Safra Business Research Center; 10 a.m. (Penn Libraries).

### SPORTS

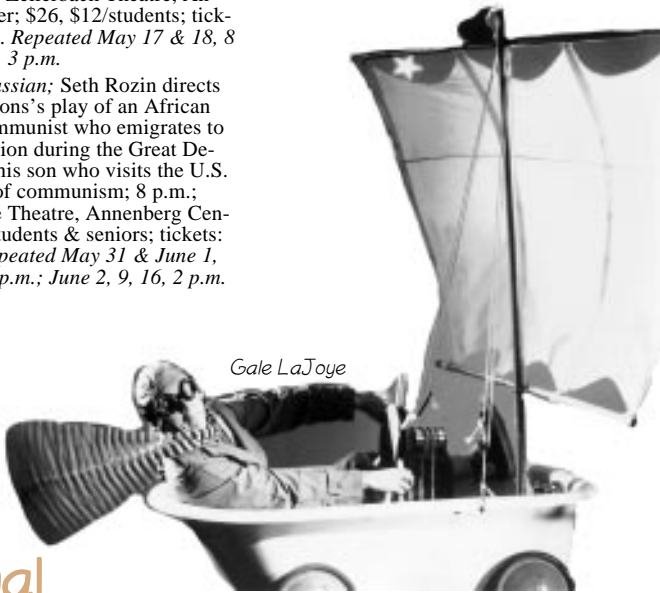
- 12 M. Heavyweight Crew v. Northeastern (Burk Cup); Schuylkill River.
- 24 M. Heavyweight Crew v. Cornell (Madeira Cup); Schuylkill River.

## Almanac

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

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

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



Gale LaJoye

## Philadelphia International Theatre Festival for Children: May 22-26

All performances held: Zellerbach Theatre, Harold Prince Theatre, Studio Theatre, Annenberg School Theatre, International House, and Movement Theatre International; see performance schedule below; tickets: \$7/person for one show, \$3.50/person each additional show; information: 898-6791; unless noted, performances are for all ages.

Outdoor activities: Playworks, arts and crafts workshops, free to Festival ticketbuyers; Stageworks, with Give and Take Jugglers and other performers; Annenberg Plaza; free to the public.

- \* The Book of Miracles; The Roseneath Theatre Company, Canada; for grades 1 and up. May 22, 10 a.m.; May 23, noon; May 24, 10 a.m.; May 25, 10 a.m. and 4 p.m.; May 26, noon and 4 p.m.
- \* Castles in the Sky; Gale LaJoye, United States. May 22, 10 a.m.; May 23, noon; May 24, 10 a.m.; May 25, noon and 4 p.m.; May 26, 1 and 4 p.m.
- \* Namu Lwanga & Kayaga; from Uganda/United States. May 22, 10 a.m.; May 23, noon; May 24, 10 a.m.; May 25, 2 p.m.; May 26, 2:30 p.m.
- \* Tall Tales; Communicado Theatre Company, Scotland; grades 3 and up. May 22, 10 a.m.; May 23, 10 a.m.; May 24, noon; May 25, 11 a.m., 1 and 3 p.m.; May 26, 1:30 and 3:30 p.m.
- \* World on a String; The Cashore Marionettes, United States; grades 1 and up. May 22, 10 a.m. and noon;

- May 23, 10 a.m. and noon; May 24, 10 a.m. and noon; May 25, 11 a.m., 1 and 3 p.m.; May 26, noon and 3 p.m.
- \* The Hobbit; Théâtre Sans Fil, Canada. May 22, noon; May 23, 10 a.m.; May 24, noon; May 25, 10 a.m., noon and 4 p.m.; May 26, 1 and 4 p.m.
- \* Robinson Crusoe; TAM Teatromusica, Italy; grades 2 and up. May 22, noon; May 23, 10 a.m.; May 24, noon; May 25, noon and 2 p.m.; May 26, 2 p.m.
- \* Cathy & Marcy; Cathy Fink & Marcy Marxer, United States. May 22, noon; May 23, 10 a.m.; May 24, noon; May 25, 10 a.m. and 2 p.m.; May 26, 2:30 p.m.
- \* The Firemen; Theatergroep Wederzijds, The Netherlands; grades 2 and up. May 22, noon; May 23, noon; May 24, 10 a.m.; May 25, noon and 3 p.m.; May 26, noon and 3 p.m.

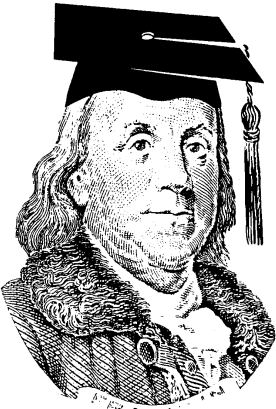


Give and Take Jugglers



Cashore Marionettes

ALUMNI/FACULTY EXCHANGES



Friday, May 17

*Social Services and Fiscal Responsibility: Doing More with Less*; keynote speaker: Hon. Chaka Fattah, U.S. House of Representatives; Neal Cutler, Michael Reisch, Phyllis Solomon and Steven Devlin, social work; Lisa DeMello, SW’92 and Elaine Fox, Philadelphia Health Maintenance Corp.; Susan Hoechstetter, National Association of Social Workers; Renee Levine, Centennial School District, Warminster, PA; Barbara Johnson, Philadelphia School District; Roland Johnson, Grundy Foundation; Anthony Mauro, SW’70, CHOP; Rodney Williams, SW’68, Philadelphia Corp. for Aging; 8:15 a.m.-4 p.m.; Ballroom Level, Penn Tower Hotel, 34th and Civic Center Blvd.; info/fees/registration: 898-5526 (Social Work).

*Public Conversation: Issues of Race and Gender*; Houston Baker, Greenfield Professor of Human Relations and director, Center for the Study of Black Literature and Culture; Lani Guinier and Susan Sturm, law; 10-11:30 a.m.; 110 Annenberg School (Law School, Annenberg Public Policy Center).

*Fact, Fiction, and Family*; Belva Plain, novelist; Nancy Plain Goldfeder, CW’72, author; Diana Cavallo, CW’53, English, author; Peshe Kuriloff, Writing Across the University and English; 1-2 p.m.; Rosenwald Gallery, Sixth Floor, Van Pelt-Dietrich Library (Penn Libraries; General Alumni Society).

*From the Benign to the Bizarre: Could This Happen to Your Pet?* Kenneth Drobatz, emergency services, VHUP; 1-2 p.m.; VHUP Small Animal Hospital (Vet School).

*Educating in the Information Age*; moderator: Gregory Farrington, dean, SEAS; Sylvia Charp, GrD’66; Charles Dwyer, GSE; Alan Filreis, English; 1-2:30 p.m.; Alumni Hall, Towne Building (SEAS; GSE; SAS).

*Professional Responsibility in Pre-trial Litigation: The Morgantown Civic*

*Center Collapse*; Janet Perry, Center on Professionalism; 2-4 p.m.; T-145, Tanenbaum Hall; CLE info/fees/registration: 898-9812 (Ctr. on Professionalism).

*The Birth of ENIAC: Behind the Scenes with Pres and John*; moderator: Peter Patton, vice provost, Information Systems and Computing; Kay Mauchly Antonelli, ENIAC programmer; 2:30-4 p.m.; Alumni Hall, Towne Building (SEAS).

*Art in Context: The Medici Put Old Wine in New Bottles, Play the Golden Age Card, and Go for Baroque*; Malcolm Campbell, history of art; farewell lecture; 3-4 p.m.; 110 Annenberg School (SAS).

*Money, Medicine and Morals ... Do They Mix?* moderator: Arthur Asbury, neurology and vice dean, Faculty Affairs, Med School; Arthur Caplan, bioethics in molecular and cellular Engineering and director, Center for Bioethics; 3-4 p.m.; Austrian Auditorium, Clinical Research Bldg. (Med School).

*From Locust Walk to the Information Highway: An Invitation to the Internet*; Robert Pallone, C’77, G’83, director, Development Information Services; Daniel Updegrove, associate vice provost, Information Systems and Computing; 3-4:30 p.m.; Class of 1955 Conference Room, Second Floor, Van Pelt-Dietrich Library (SEAS; Penn Libraries).

Saturday, May 18

*Cultural Competency: Lessons Learned from the Community*; Vernice Ferguson, nursing; Howard Stevenson, Jr., GSE; Peter Vaughan, social work; 8:30-10 a.m.; Auditorium, Nursing Education Building (School of Nursing).

*Penn Admissions Seminar for Alumni Families*; Harriet Joseph, Jennifer Wollman, C’92, GED’95 and Ricki Gever, C’95, Alumni Council on Admissions; Gwynne Ryan Lynch, C’91, Undergraduate Admissions; 9-10:30 a.m.; 109 Annenberg School (Alumni Council on Admissions).

*Personal Finance: How to Invest in the Stock Market*; moderator: Marshall Blume, finance and director, Rodney C. White Center for Financial Research; additional participants TBA; 9-10:15 a.m.; 350-351 Steinberg Hall-Dietrich Hall (Wharton).

*Books or Bytes? Publishing in the 21st Century*; Marvin Brown, Esq., W’56, president, Penguin USA; Daniel Traister, curator, special collections research services, Penn Libraries and English; 9:15-10:15 a.m.; Class of 1955 Conference Room, Van Pelt-Dietrich Library (Class of 1956).

*A Cultural Biography of Pearl S. Buck*; Peter Conn, English; 9:30-10:30 a.m.; Benjamin Franklin Room, Houston Hall (SAS).

*The Lawyer as Entrepreneur*; mod-

erator: Charles Mooney, Jr., law; Betsy Cohen, L’66, chairman and CEO, Jefferson Bank; William Hangle, L’66, Hangle Aronchick Segal & Pudlin; Paul Levy, L’72, Joseph Littlejohn & Levy; Robert Toll, L’66, chairman and CEO, Toll Brothers, Inc.; 10-11:15 a.m.; T-145, Tanenbaum Hall (Law).

*Touch and Healing: Helping Yourself Feel Better*; moderator: Sarah Kagan, gerontological nursing; Martha From, Nu’68, GNU’72, Widener and therapeutic touch practitioner; Bonnie Blair O’Connor, G’83, GR’90, Medical College of Pennsylvania and Hahnemann University; 10-11:15 a.m.; Auditorium, NEB (Nursing; SAS).

*Campus Planning and Architecture at Penn: The Perelman Quadrangle*; Stanley Chodorow, provost; Denise Scott Brown & Robert Venturi, Venturi Scott Brown Associates; 10-11:30 a.m.; Bodek Lounge, Houston Hall (Graduate School of Fine Arts).

*How Do You Know?*; Will Harris, director, Benjamin Franklin Scholars and political science; 10:15-11:30 a.m.; 310 Hayden Hall (Franklin Scholars/General Honors; University Scholars).

*Household Words: Women Writing From and About the Kitchen, 1600-1950*; Janet Theophano, folklore and folklife and College of General Studies; 10:30 a.m.; Kamin Gallery, Van Pelt-Dietrich Library (CGS).

*Electronic Commerce: Cybermarket Futures*; moderator: Eric Johnson, marketing and operations & information management; additional participants TBA; 10:30-11:30 a.m.; 350-351 Steinberg Hall-Dietrich Hall (Wharton).

*Woodstock: Act One, Take Two*; John Roberts, C’66, president, Woodstock Ventures; 10:30-11:30 a.m.; 110 Annenberg School (Class of 1966).

*The Entrepreneur in Asia*; moderator: Stephen Kobrin, multinational management and director, Lauder Institute; additional participants TBA; 3-4:30 p.m.; 1106 Steinberg Hall-Dietrich Hall (Wharton).

*Financial Services: The Changing Face of “Banking”*; moderator: Anthony Santomero, finance and director, Financial Institutions Center; additional participants TBA; 3-4:30 p.m.; 1206 Steinberg Hall-Dietrich Hall (Wharton).

Sunday, May 19

*The Empowerment Zone: Perspectives on Place-Based Development Strategies*; Norman Glickman, Center for Urban Policy Research, Rutgers; Donna Cooper, Philadelphia Mayor’s Office of Community Services; Theodore Hershberg, Center for Greater Philadelphia and urban public policy; Jeremy Nowack, Delaware Valley Community Reinvestment Fund; 10 a.m.-noon; Penniman Library, Bennett Hall (Urban Studies).

ALUMNI WEEKEND EVENTS

For information about locations and prices, pick up a brochure from Alumni Relations office or the Alumni Tent during the festivities; info: 898-7811.

Friday, May 17

*Getting a Life: The Penn Campus 100 Years Ago*; 11 a.m.  
*Belva Plain Booksigning*; 11 a.m.-noon; see also *Exchanges, at left*.  
*Institute of Contemporary Art Director’s Tour*; 11 a.m.-noon.  
*Highlights of the University of Pennsylvania Museum*; 2 p.m.  
*Come Play with the Quakers*; 2-4 p.m.  
*Alumni Council on Admissions Open House*; 2:30-5 p.m.  
*Career Planning and Placement Services Open House*; 3-5 p.m.  
*How to Do Well While Doing Good*; 4 p.m.  
*Quad Visit*; 4 p.m. *Repeated May 18, 11 a.m. and 4 p.m.*  
*Black Alumni Society Reception*; 4p.m.  
*General Alumni Society Board Meeting*; 4:15 p.m.  
*Open Alcoholics Anonymous Meeting*; 5 p.m.  
*Organized Classes Annual Meeting*; 5:15 p.m.  
*College Alumni Society Annual Meeting*; 5:30-7:30 p.m.  
*Young Alumni Happy Hour*; 5:30-7:30 p.m.  
*Alumni Weekend Buffet Dinner*; 5:30-8 p.m.  
*Red & Blue Rendezvous*; 7-11 p.m.  
*Penn Glee Club Performance*; 8 p.m.  
*Ben’s Blockbuster*; 9:30 p.m.-1:30 a.m.

Saturday, May 18

*Alumni Run*; 9:30 a.m.; registration and post-entries: 8-9 a.m.  
*Campus Loop Shuttle Service*; 9 a.m.-5 p.m.  
*Breakfast at the Library*; 9-10 a.m.  
*Benjamin Franklin Scholars/General Honors and University Scholars Continental Breakfast*; 9:30-10:15 a.m.  
*Newman Center Bagel Breakfast and Open House*; 9:30-10:30 a.m.  
*Association of Alumnae Coffee Hour*; 9:30-11 a.m.  
*Architectural Archives Tours*; 10 a.m.  
*Christian Association Open House*; 10 a.m.-noon.  
*Lippincott Library Ribbon Cutting*; 10:15 a.m.

TALKS

**1** *Confederate Women: A Clash of the Old and New*; Drew Faust, history and author of *Mothers of Invention: Women of the Slaveholding South in the American Civil War*; noon; Warwick Hotel, 17th & Locust St.; \$18 (incl. lunch); information: 898-5262 (College Alumni Society).  
*The First Three Minutes: Calcium Channel Modulation and the Control of Mammalian Fertilization*; Harvey Florman, Tufts; noon; Pharmacology Library, John Morgan Bldg. (Ctr. for Research on Reproduction & Women’s Health).  
*Signal Transduction and Gene Regulation in T Cell Development*; Dan Littman, NYU; 4 p.m.; Grossman Auditorium, Wistar (Wistar).  
**2** *An Overview of Potential Animal Models for Human Psychiatric Conditions*; Karen Overall, vet med; noon-1 p.m.; Auditorium, Clinical Research Building (Psychiatry; PCGC; PennMed).  
*Intracellular Regulation and Function of ADF/Cofilin, An Essential Regulator of Actin Dynamics*; James Bamberg, Colorado State; 12:15-1:30 p.m.; Wood Room, John Morgan Bldg. (Cell & Developmental Biology).  
**3** *Predicting Population Responses to Environmental Change from Ecological Models*; Arthur Dunham, biology; 12:15-1:45 p.m.; 213 Steinberg Hall-Dietrich Hall (Inst. for Environmental Studies).  
**5** *TBA*; Trevor Hadley, Center for Mental Health Policy and Services Research; noon-1:30 p.m.; LDI Boardroom, CPC (LDI-UPMC).  
**6** *Cdc42: a GTP-Binding Protein that Appears to be Involved in Everything*; Richard Cerione, Cornell; noon; M100-101, John Morgan Bldg. (Pharm.).  
**8** *Genetic Manipulation of Cell Adhesion in Mice*; Richard Hynes, MIT; 4 p.m.; Grossman Aud., Wistar (Wistar).  
*Poster Session on Aging*; presentations on recent research and programming; 4-6 p.m.; Ralston House, 3615 Chestnut (Institute on Aging).  
**9** *Health Policy and Social Reform: The Federal Government’s Use of Medicine to Racially Integrate Hospitals in the United States*; Preston Reynolds, medicine; noon-1 p.m.; Boardroom, CPC (LDI of Health Economics).  
**10** *A New Paradigm for Understanding Epithelial Function: Structure (Extracellular Matrix) is the Message for Gene Expression, Apoptosis and Cancer*; Mina Bissell, Berkeley National Laboratory; Cuozzo Memorial Lecture; noon; Wharton-Sinkler Estate, Chestnut Hill (Center for Research on Reproduction and Women’s Health).  
**13** *Genetics of Blood Cell Development*; Stuart Orkin, Harvard; noon; Auditorium, CRB (Genetics).  
**14** *Teaching Old Compounds New Tricks: Converting Natural Products into Novel Peptidemimetics and Antiviral Agents*; Daniel Rich, U. of Wisconsin, Madison; Penn/Wyeth-Ayerst Lecture; 4 p.m.; 102 Chemistry Bldg. (Chemistry).

*Virtual ENIAC Tour*; 10:30-11:30 a.m.  
*Alumni Business Card Exchange*; 10:30 a.m.-noon.  
*What it’s Worth and to Whom*; 11 a.m.  
*Alumni Day Picnic*; 11 a.m.-2 p.m.  
*Penn Parade of Classes*; Grand Marshals: Sally and Alvin Shoemaker, W’60, Hon’95; Elizabeth Haldeman and Peter Shoemaker, C’86; Alison Avery Smith and John Shoemaker, C’87; Julie and Christopher Shoemaker, W’91; and Julie Shoemaker, C’94; Old Guard, 1:30 p.m.; Classes of 1996-1946, 2 p.m.  
*Penn Party on the Green*; 2-5 p.m.  
*WXPN 50th Anniversary Alumni Reception*; 3:30-5:30 p.m.  
*Ivy Day Ceremonies*; 4 p.m.  
*DP Alumni Association Reception*; 4-5:30 p.m.  
*Modern Languages College House Alumni Reception*; 4-6 p.m.  
*Penn Band Alumni Reception*; 4-6 p.m.  
*Curtis Organ Concert*; 8 p.m.

Sunday, May 19

*Urban Studies 25th Anniversary Program*; 10 a.m.-4 p.m.  
*Ware House Brunch*; 12:30 p.m.

Monday, May 20

*Baccalaureate Mass*; 11 a.m.  
*Graduation Buffet*; 11 a.m.-3 p.m.  
*Baccalaureate Service*; 3 p.m.

Tuesday, May 21

*240th Commencement*; 10:15 a.m.  
*Graduation Buffet*; 11:30 a.m.-3 p.m.

Graduate and Professional School Alumni Events

For more information, please contact sponsoring school.  
*Graduate School of Fine Arts*: 898-2539, or [scaff@ben.dev.upenn.edu](mailto:scaff@ben.dev.upenn.edu).  
*Law School*: 898-9438.  
*Dental Medicine*: 898-8951.  
*Engineering and Applied Science*: 898-6564, or [alumni@eniac.seas.upenn.edu](mailto:alumni@eniac.seas.upenn.edu).  
*Medicine*: 898-5298.  
*Nursing*: 898-1665.  
*Social Work*: 898-5526.  
*Veterinary Medicine*: 898-1481.  
*Wharton Evening*: 662-3630 (days) or 534-9054 (evenings).  
*Wharton*: 898-8478 or [alumni.affairs@wharton.upenn.edu](mailto:alumni.affairs@wharton.upenn.edu)

TALKS

**15** *PI-Kinase Signaling and the Akt Proto-Oncogene*; Phil Tschlis, Fox Chase Cancer Center; 4 p.m.; Grossman Auditorium, Wistar (Wistar).  
*TBA*; Mary Naylor, nursing; 4-5 p.m.; 202 BRB1 (Institute on Aging).  
**16** *Clinical Research Perspectives on the Possibility of Recovering Accurate Repressed Memories*; Richard Kluff, Penna. Hospital; noon-1 p.m.; CRB Auditorium (Psychiatry; PCGC; PennMed).  
*The Role of Integrins in Cytoskeletal Anchorage and in Signal Transduction*; Carol Otey, UVA; 12:15-1:30 p.m.; Wood Room, John Morgan Bldg. (Cell & Developmental Biology).  
*Genetic Targeting of the Mouse Dopamine Transporter: Role in Neurotransmission and Drug Abuse*; Marc Caron; Duke; Schmidt Lecture; 4 p.m.; Class of ’62 Hall, John Morgan Bldg. (Pharmacology).  
**20** *Prolongation of a Drug Life-Time in the Bloodstream and Drug Targeting to the Pulmonary Vasculature*; Vladimir Muzykantov, Institute for Environmental Medicine; noon; M100-101, John Morgan Building (Pharmacology).  
**22** *Sunlight and Skin Cancer: p<sub>53</sub> in Initiation and Promotion*; Douglas Brash, Yale; 4 p.m.; Grossman Auditorium, Wistar (Wistar).  
**23** *Nematode Sperm Locomotion: Amoeboid Movement Without Actin*; Tom Roberts, Florida State; 12:15-1:30 p.m.; Wood Room, John Morgan Bldg. (Cell & Molecular Biology).  
**29** *Shifting Paradigms in Regulation of Eukaryotic Gene Expression*; Richard Young, MIT; 4 p.m.; Grossman Auditorium, Wistar (Wistar).  
**31** *Estrogens, Progestins and Vaso-protection*; Suzanne Oparil, University of Alabama, Birmingham; noon-1 p.m.; Rhoads Bldg. Conference Room (FOCUS on Women’s Health Research).

CONFERENCES

**6** *Empirical Microeconomics*; 9 a.m.-4 p.m.; 105 Lauder-Fischer Hall; registration: 898-6204 (Inst. for Econ. Research).  
**13** *ENIAC at 50: The Impact of Computers and Information on Management: 1946, 1996, 2001*; info: 898-8536 (Wharton). *Through May 14*.  
**17** *New Approaches to the History of Computing*; info: 898-8560 (SEAS). *Through May 18*.  
**18** *Eye Tumor Symposium*; Alumni Meeting/XIX Francis Heed Adler Lecture; Dennis Robertson, Mayo Graduate School of Medicine; 8 a.m.-5 p.m.; Scheie Eye Institute (Scheie).  
**23** *Seventh Children’s Festival Symposium: The Joy of Learning and the Magic of the Stage*; 12:30-5:30 p.m.; Annenberg Center; \$25; info/registration: 898-9080 (Annenberg Foundation).  
**24** *Fifty Years After the Nuremberg Medical Trial: (Re)Forming Institutional Review Boards*; 9 a.m.-4:30 p.m.; VA Med Ctr., University Ave. (VA Med Ctr.)

FITNESS/LEARNING

*Buddhist Meditation Practice*; 1-2 p.m., Wednesdays; Christian Association Chapel. *Through May 8*.

*English Language Programs Evening Course Registration*; classes meet 6-8:30 p.m.; *Conversation*; Mondays and Wednesdays, May 15-June 19; *TOEFL Preparation*; Tuesdays and Thursdays, May 21-June 20; *Oral Presentations*; Thursdays, May 23-June 20; \$290/twice-a-week classes, \$145/once-a-week class (\$10 fee for late registrants); information: 898-8681.

*Guided Walking Tours*; Saturdays and Sundays; 2 p.m.; Morris Arboretum; admission and hours: see *Exhibits*.

*Jazzercise*; 5:30-6:30 p.m.; Mon., Tues. and Thurs.; Philadelphia Child Guidance Ctr.; first class free; \$3.50/class, \$2.50/students; information: Carolyn Hamilton, 662-3293 (days), 446-1983 (evenings).

Print Exhibits

*Twenty prints depicting the Sino-Japanese War, including Watanabe Nobukazu’s 1894 triptych print (detail shown here) Great Victory for Japan illustrating the Battle of Pyongpang, are displayed at the University Museum through August.*

*The Burrison Gallery hosts the annual exhibit of works by student print-makers from the Graduate School of Fine Arts. The show, Folio ’96, takes its name from the practice of providing each student with a folder of duplicate prints from his or her classmate’s work. Shown here: Sarah Roche’s Altar.*



May  
AT PENN