

### On the Cover

The weather reportedly honored the Class of '96 by *reaching* 96 (degrees Fahrenheit) at Commencement on May 21, but the turnout was undiminished as undergraduates (front cover) cheered their parents, their friends and themselves.

At right, in splendid robes designed to ward off medieval drafts, are (left to right) Penn's Chairman of Trustees, Dr. Roy Valelos; President Judith Rodin; and NBC News Anchor Tom Brokaw, who gave the Commencement Address (see *Compass* Insert pages 2-3).

Dr. Peter Kuriloff's address to the graduates is below. In a mid-June issue *Almanac* will carry the Baccalaureate remarks of Dr. Rodin and the Rt. Rev. Barbara C. Harris to complete this year's graduation coverage.



Photographs by Tommy Leonardi

UNIVERSITY of PENNSYLVANIA

# Almanac

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### Insert:

***Compass* Features  
Commencement '96—**

From Tom Brokaw's Address  
to a Marshals'-Eye-View of the 240th  
Commencement, with these features  
in between:  
Mother, Scholar, Researcher, Worker  
Wadiyah Ali: Bicultural and Proud  
Like Father, Like Son  
Like Mother, Like Daughter  
Overcoming Learning Disabilities

## BENCHMARKS



### On Repairing the World

by Peter Kuriloff

As Chair of the Faculty Senate, I salute you! Collectively, during your years at Penn, you have been taught by faculty possessing some of the finest minds in the country. You have learned much from them. Hopefully, all of you have had some wonderful, inspiring teachers.

My colleagues, your teachers, have made remarkable contributions to the world. They have broken the codes of ancient languages, invented the computer and the X-Ray, pioneered open heart surgery, redefined the ways we understand economic forecasting, transformed the way we see art and read literature.

Despite their achievements, I know few of them who do not, on occasion, wake with fear in the night. Trembling and alone, they ask themselves questions that resonate through the ages: "What meaning does my life have?" "How do I go forward when, though I try to do good, I sometimes cause pain?"

At Penn, you have built a foundation upon which to excel as strong as any of us who have taught you. And, like us, no matter what your attainments, the same questions will arise. In the deepest, most desperate hours of the night, what can sustain you?

Here, the examples of some of my colleagues may help.

Consider one faculty member, who, together with other members of his church, thought of people with AIDS, homebound, too sick to make a meal. He, himself, delivered the first, homemade meal. From that simple idea, grew MANNA, an organization that now serves 168,000 meals a year. Or, think of the more than 40 professors who teach academically based, public services courses. Studying with these professors, education students help teachers develop curricula for urban schools, African American Studies students apply W.E.B. Dubois' strategies for community uplift, nursing students teach injury prevention to middle schoolers, engineering students design toys for handicapped children. The list goes on and on.

These efforts look to the broken places of the world and seek to fix them. In the process, professors, students, people with AIDS, neighborhood people, weave their lives together in complex and textured fabrics, creating more vibrant communities that enriches them all. Being part of such a fabric can buoy you up, carry you through those long, chilling nights that must, inevitably, come to all of us...and bring you peace.

And, if some night, you do wake up filled with fear, even though you have been striving to repair the world, remember, you are not alone. Some of your favorite professors will be awake with you.

G-d speed and G-d bless.

*As the incoming chair of the Faculty Senate, Dr. Kuriloff was the faculty speaker at Penn's 240th Commencement on May 21. He is a professor in the Educational Leadership Division of the Graduate School of Education.*



### A Hot Time at Franklin Field ...

See the **back cover** and the  
**Compass feature insert** in the center



## Transferring to PennMed: Penn Tower & Blockley

As the University moves forward on Agenda for Excellence, a strategic plan to lead Penn into the 21st Century, we are looking closely at all of our buildings and properties to determine their best use. One recent result of this strategic process was the decision to partner with Barnes & Noble to build the country's first university superstore at 36th and Walnut Streets.

At the end of last week we made another important, strategic decision of this kind. Recognizing that the Penn Tower Hotel, the Penn Tower Parking Garage and Blockley Hall are physically part of the Health System complex and primarily used by it, the University decided to transfer all rights to these facilities and financial responsibility for them—to the Health System.

This transfer provides the Health System with the central space and flexibility it must have to meet the changing needs and requirements of health care service delivery and research for many years to come. For the present, the Health System intends to continue to operate the hotel and garage as they are. During the remainder of the calendar year the Health System will study other potential uses of these properties to determine whether alternative uses are feasible and desirable.

In addition, the transfer makes available to the University funds that were invested in or committed to the Penn Tower Hotel and Garage and Blockley Hall. Over time, these funds may be used by the University for other important strategic projects.

In legal terms the transfer is from one part of the University to another. All campus facilities are held in the name of the Trustees of the University of Pennsylvania, and this will continue to be the case for the Penn Tower Hotel and Garage and Blockley Hall.

— John A. Fry, Executive Vice President

## Reminder: '97 Phonebook Entries

The deadline for updating or adding entries in the 1996-97 Faculty/Staff Telephone Directory is **Monday, June 3, 1996**. Please direct inquiries to your department's business administrator or call the Telephone Directory Division at 898-9155.

— Nichelle Davis, Business Services

## Dr. Flexner: Memorial Tribute

The University community is invited to a Memorial Tribute for Dr. Louis B. Flexner, a world leader in the study of memory and learning and founder of the Mahoney Institute of Neurological Sciences. The date is Tuesday, June 25 at 4 p.m. in the Austrian Auditorium, Clinical Research Building; a reception follows.

Dr. Flexner died March 29 at the age of 94 (*Almanac* April 2). For additional information: Institute of Neurological Sciences at 898-8754, or Department of Cell and Developmental Biology at 898-4450.

## Nursing: Teaching Awards to Mr. Clark, Dr. Malseed

The School of Nursing's 1996 Teaching Awards were given at Commencement to two whose students rated them, among other things, "stimulating... knowledgeable... accessible, objective and fair."

The two are Michael Clark, a clinical lecturer who supervises undergraduates in the care of older adults with acute health problems, and Dr. Zorianna Malseed, an associate professor who teaches anatomy and physiology to undergrads and lectures on special topics in immunology at the graduate level.

Mr. Clark is a staff nurse in the Emergency Department of HUP who received a master of science in nursing degree from Penn's School of Nursing in 1990 and was enrolled in the gerontologic nurse clinician program. His students found he "provides top-quality, valuable learning experiences for students and is an exceptional role model and leader."

Dr. Malseed, who also coordinates the joint major in nutrition offered by Nursing and Arts and Sciences, joined the School of Nursing faculty in 1971 and received the Lindback Award for Distinguished Teaching in 1981. In nominating Dr. Malseed for the 1996 award her students said, "Dr. Malseed's enthusiasm for the subject matter stimulates and challenges her students to explore the material with the same adoration and enthusiasm. As the students progress into the junior clinical, their appreciation for what they learned in anatomy and physiology grows even stronger."

Photo by Jim Graham



Martha Stachitas

## Alumni Relations: Martha Stachitas

After seven months as interim director, Martha Stachitas, CW '75, has been named Director of Alumni Relations and Executive Director of the General Alumni Society.

As Virginia Clark, vice president for development and alumni relations announced in the latest *Pennsylvania Gazette*, Ms. Stachitas will "lead and manage Penn's efforts to enhance alumni pride and participation through an extensive network of programs and services provided to the University's more than 228,000 graduates. Work will continue to build programs in new directions to assure that Penn is reaching out to alumni in contemporary ways."

Ms. Stachitas is the former Barnes and Roche senior vice president who was in development at Penn during the 'seventies, raising funds primarily for the Penn Fund, Athletics, and SAS.

Photos by Addison Geary

## Renewed

At the May meeting of the Trustees Executive Committee, President Judith Rodin announced that all three of the deans reviewed this year on completing their first five-year terms have been reappointed for seven years: Dr. Farrington to Engineering and Applied Science, Mr. Gerrity to the Wharton School, and Dr. Kelley to Penn Med.



Greg Farrington



Thomas Gerrity



William Kelley

## Deaths: Azikiwe of Nigeria...Mary Nichols

**Dr. Nnamdi Azikiwe**, a Penn alumnus who was Nigeria's first president, died May 11 at 91.

Mr. Azikiwe attended Lincoln and Penn, taking his master's degree in philosophy and anthropology here in 1933. A journalist and politician, he led the Nigerian nationalist movement, and was the country's president, serving from 1963 until 1966 when unrest led to a 30-month-long civil war beginning in 1967. Penn gave "Zik of Africa" an honorary Doctorate of Humane Letters in 1980, the twentieth anniversary of his country's independence from Great Britain.

He survived his wife, Flora, and is survived by children and grandchildren.

**Mary Perot Nichols**, who was Penn's director of communications in 1980-83, died on May 21 at the age of 69, of pancreatic cancer. A onetime columnist and city editor of *The Village Voice*, Ms. Nichols was president of New York's public radio station WNYC when Penn recruited her as communications director, and on leaving Penn she returned to head the station and to serve as a visiting professor of journalism at New York University.

Ms. Nichols is survived by her former husband, Robert; two daughters, Eliza and Kerstin; a son, Duncan; a brother, Charles Perot; and two grandchildren.

# SENATE From the Chair

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

**TO: Members of the Faculty Senate**  
**FROM: Peter J. Kuriloff, Chair**  
**SUBJECT: Nominations to SEC and SCAFR**

The Senate Nominating Committee was reconvened to fill an At-large vacancy for a 1-year term on the Senate Executive Committee and a 2-year vacancy on the Senate Committee on Academic Freedom and Responsibility, both effective May 1, 1996. The following nominations are the result.

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

*At-large Member of the Senate Executive Committee, 1-year term:*  
Frank I. Goodman (law)

*Senate Committee on Academic Freedom and Responsibility, 2-year term:*  
Ruth J. Muschel (pathology & laboratory medicine)

2. Again in accord with the Senate Rules you are invited to submit "additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominees of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee." Pursuant to this provision, petitions must be received at the Faculty Senate Office, 210 Houston Hall, by 5 p.m., Tuesday, June 11, 1996.

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

## A-3 ASSEMBLY Call for Nominations

The A-3 Assembly Executive Board continues to accept nominations from A-3 employees interested in serving on the Board. A nominations form is now available electronically on the A-3 Assembly Web Page, <http://www.sas.upenn.edu/~haldeman/nomform.html>; or nominators may create a message containing the following information and e-mail it to [auntie-em@pobox.upenn.edu](mailto:auntie-em@pobox.upenn.edu). To nominate using the form below, send to Betty Thomas at 212 FB/6270:

Nominee's Name \_\_\_\_\_  
Nominee's E-mail Address \_\_\_\_\_  
Nominee's Work Phone Number \_\_\_\_\_  
Your Name \_\_\_\_\_  
Your E-mail Address \_\_\_\_\_  
Your Work Phone Number \_\_\_\_\_  
Remarks: \_\_\_\_\_

## A-3 of the Month: Hugh Bradford

The A-3 Employee of the Month for April is Hugh B. Bradford, who joined Penn 20 years ago as an animal care specialist, and is now Building Supervisor of the Richard L. Solomon Laboratories of Experimental Psychology.

The newly-renamed psychology lab building houses most of the faculty and graduate students of the Psychology Department, virtually all of the department's research facilities (including its critical animal care and computer facilities), and a significant amount of the department's classroom space. The building supervisor's work can be critical in research units, given needs such as weekend access for faculty and student researchers, and nighttime crises in heat or water supply in an animal facility. Even the proper delivery of packages may be critical for ongoing research. As Dr. Edward N. Pugh, Jr., the Shalam Family Term Professor, put it in his nomination: "Mr. Bradford generates substantial annual savings for the department and the University by virtue of his constant vigilance for the department facilities and equipment, his timeliness in dealing with maintenance problems, and his active concern about building security." Added Dr. Pugh. "A man of dignity and integrity and many years of loyal service, he truly merits the distinction of an Employee Recognition Award."



*Hugh B. Bradford*

photo by Dwight Luckey

## A Word of Thanks

Alumni Weekend 1996 proved wonderfully successful with over 7,000 participants visiting during the two-day celebration. All ages, including a 96-year-old member of the Class of 1920, many future alumni in strollers, and our esteemed newest group, the Class of 1996, took part in the various alumni-faculty exchanges, receptions, symposia, dinners, picnics, and parade. From all accounts, they left happy and feeling proud to be part of Penn.

This is truly an all-University endeavor and it succeeds because so many in the University community are committed to a common goal: welcoming to campus Penn's diverse, multigenerational family and its most spirited supporters. Many departments and offices combined efforts this year to assure that every detail—and there were literally millions—was handled with care, quality, and efficiency.

My colleagues in Development and Alumni Relations and I offer our collective words of gratitude to everyone who helped ensure the success of the weekend. Your work is valued and truly appreciated. Let me call particular attention to the departments of Physical Plant, Public Safety, Dining Services, Residential Living, and each School and Center. Thank you.

— Virginia B. Clark, Vice President  
Development & Alumni Relations

## Library: Volunteers Wanted for Summer Systems Tests (from Office or Home)

This coming fall, many of the Library's most heavily used databases, including ABI/Inform, Current Contents, PSYC and the Wilson files, will be searchable with a graphical interface, like those used to search the World Wide Web. A non-graphical, character-based interface will continue to be available for these bases.

This is the latest effort in the ongoing Access 2000 initiative, to migrate the Library's locally created and licensed databases from a mainframe-supported system to a UNIX-based, client/server system. The new interface will have many benefits for users, such as point and click capabilities for navigating, downloading and other functions, plus clearer screen displays and integration with Web resources. Users will also find easier-to-use and more powerful search engines. In time, the UNIX environment will enable the Library to network many stand-alone CD-ROM resources, further increasing the quantity and quality of electronic information on campus.

The Library is currently evaluating interfaces designed by Silverplatter Information Systems and OVID Technologies, Inc. As part of the evaluation process, the Library is seeking volunteers to test systems from their home or office computers beginning sometime in June. This work is crucial to proper system evaluation and will not require a great investment of time.

To register as a test volunteer, please send your name and e-mail address to David Toccafondi, at [davidtoc@pobox.upenn.edu](mailto:davidtoc@pobox.upenn.edu), Van Pelt Reference Department (898-8118).

### Research Support: Some Feedback on the Reengineering Plan

I would like to applaud the Reengineering team for recognizing that Research Accounting (RA) and the Office of Research Administration (ORA) should at the least be physically near each other and for recommending a Help Desk to steer P.I.'s and B.A.'s to the correct area for meeting their needs. These moves should help to reduce duplication of effort and assist the field (our colleagues in the schools and centers) in their confusion as to who is responsible. At this time I think there is a perception out there that we like to shift the responsibility to one another, but in reality we really do carry out the separate and distinct functions of pre- and post-award administration.

I feel that much of the [Reengineering Report](#) (*Almanac* May 14) proposes change for the sake of change with no solid evidence that such changes are going to be of any benefit (e.g. that the receivable will be reduced) and fails to recognize that almost 100% of our current problems are the direct result of employee turnover and not because of the way we are structured. I am extremely upset that no such study of what turnover is costing us was made and that RA was completely unrepresented on the Team. It seems for the proposed plan to work a substantial investment in technological equipment will be needed. The way our office is currently run, it is evident that we do not have any resources for such an investment.

Let me explain why this is evident. I started as supervisor in mid-June '94. Since that time 12 employees have left their positions; counting hires from within, this led to the filling of 20 vacancies. We are obviously not able to compete with the marketplace. I entered the job market in 1988 at \$20,000, in a city where the cost of living is lower than here. We currently offer \$19,900 to start. Throw in parking for a new employee, which runs about \$1,500 a year, include the city tax, and it surprises me that we are able to attract anyone college-educated. The lure is that they can get their foot in the door at Penn and move on. And move on they do. We are not allowed to compete with the schools and centers; they can offer a higher salary even though the position they offer is lower in pay grade.

While it may seem to be a benefit to the University that the field is picking up an employee that has been initially trained at the cost of RA, I believe the detriment is far worse—as evidenced by the over 2,000 accounts that need to be closed out, and our very large receivable. Who knows how many sponsors are turned off in doing future business due to a late Financial Statement?

The report fails to recognize that we must reward solid performance and experience, and until we do that, problems will continue. At least in the current structure we can promote from within and that induces experience to stay longer. I equate the Team Leader position and the Financial Manager position of the so-called Research Services with the Contract Administrator and Junior Accountant positions of today. Our duties are so different in nature that I see it very unlikely for any career path to occur. I would like to add that we are currently down to four

staff members in Financial Reporting and have been obstructed for periods up to three months in getting approval for replacements. Can you believe that an institution that is the fourth largest recipient of NIH grants (source: The NIH Grants Database) has only four staff members with less than two years' experience handling the financial reporting for all grants and contracts of the University? I'm not sure how much more on the cutting edge we can get. Can we possibly have the money to take on the effort proposed by the Reengineering Report based on our current operations?

Money is not the sole reason people leave; there is the frustration of a lack of proper equipment to do our jobs effectively, an office atmosphere that is conducive to frequent interruptions, a lack of praise by upper management, and a self-defeating feeling that we can't address our work in a timely manner.

The problem in Research Accounting has been known since the Coopers & Lybrand study back in October '94. I do not feel this new report has addressed any of those problems. While the report lists the problems of RA, it simply states

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*The lure is that they can get their foot in the door at Penn and move on. And move on they do.*

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that "the model has been designed to address these problems." What model? I have encouraged people to hold on and stay based on the outcome of this report. If anything, this report discourages us due to the uncertainty of our positions. Since the Financial Manager and Team Leader positions will be newly created, I assume we will have to apply for those positions and compete with the University staff at large. We are in a crisis situation that needs immediate action *now*. The chaos of past NIH reporting to meet their expanded authority revocation deadline has resulted in further problems which need our attention.

We start FinMIS on July 1. While in the long run I believe FinMIS will be an improvement and may actually reduce our staffing needs, in the short run our needs will be greater. It is my understanding that on July 1, Project to Date Activity will be rolled over to its new account number. Since much of our reporting is period reporting, we will need to combine old account activity with new account activity. This might require us to fiche activity for every individual month in the period we are reporting—on one fiche machine—and summarize the activity on a spreadsheet. We have no guarantee that our automated billing system will work, and invoicing may need to be done manually. I expect a bombardment of questions from the field asking us what to do and disrupting our normal work flow. Additionally, if action is not taken, we risk losing even more staff. The Reengineering Report was the last hope for immediate change.

I like our current structure and, yes, it would work if turnover could be reduced in both ORA

and RA, if the field were properly educated, and if we were technologically current. Why aren't we? Where did we go wrong? The failure started when we failed to recognize the value of experienced staff at a price that would have been peanuts compared to the problems that currently exist. I can't imagine what it cost this university for Coopers & Lybrand's expert opinion and for the time and effort of the Team, but I assume it is greater than what it would have cost to keep experienced and productive staff. While I don't expect anyone to stay in Research Accounting forever, we need to make them want to stay for at least four years so the knowledge base stays constant and we can provide better service.

I propose that for each four months of solid performance an increase in pay and seniority be made. (By the time an *annual* review and wage increase takes place, the person has already left.) I am glad the report acknowledged that the combined services of ORA and RA make up only 22% of the total budget spent centrally on Sponsored Projects. My concern is that the implementation team's time and effort will cost more than what I think is a simple fix.

I originally wrote the above in preparation of a meeting to discuss the Report with both RA and ORA present. To address additional issues and comments made at the meeting:

I am extremely fearful that the turnover in RA will increase unless immediate action is taken. An applicant who worked in research accounting and carried out similar duties at Georgetown recently applied to Penn because he wanted to come to Philadelphia. His salary was in the \$30Ks, and of course he was unattainable at the \$19,900 salary we currently offer. Similarly, an ex-employee of RA now works for the comparable department at Rutgers. They are expanding their department and are offering salaries starting at \$33,900 for positions similar to ours.

I am fearful that RA has the reputation that its employees simply slap the numbers from the accounting system on a Financial Report and that is what justifies the low salary. In reality, they must be well-versed in sponsor accounting requirements and report formats, check the legitimacy of all journal entries sent to our office, and assist the BAs in properly closing an account.

It was said that PIs rarely mentioned any problems with RA and that this must mean we are performing an adequate job. This comment does not surprise me because PIs are primarily concerned with obtaining the funding, and not the final reporting. We rarely hear from a PI unless a late Financial Statement is jeopardizing future funding. ORA primarily serves the PIs needs and RA serves the needs of the sponsor. The PI brings recognition, research funding, and the academic reputation that Penn enjoys. Let's not forget our responsibilities to the sponsor who supplies the funding. Without it, we have nothing.

— Richard J. Snyder, Supervisor  
Research Accounting/Comptroller's Office

A response to Mr. Snyder is on the next page.



## Response to Mr. Snyder

Thank you for your response to the report of the Sponsored Projects Reengineering Team. I am encouraged by your willingness to ask these substantial questions, and I am confident that the explanations below will help to answer them. Please recognize that the changes put forth in the report will be implemented by an experienced team of the University's research administrators and finance staff, and that the implementation process is expected to continue into 1998.

Proposed changes are based on a lengthy period of data collection which included: surveys, focus groups and interviews with principal investigators; interviews and focus groups with business administrators; interviews with deans and senior faculty members; and, very importantly, interviews and focus groups with members of all of the regulatory offices (Regulatory Affairs, ULAR, Environmental Health & Safety, etc.), the Office of Research Administration, and the Research Accounting Department. In addition, Team members conducted a best practices survey of other institutions. This survey provided the Team with ideas as to how other institutions manage their sponsored projects support process.

These people provided the Team invaluable information regarding what works well in today's sponsored projects support process, and what

can be improved. Changes were based on this information. Proposed changes were then presented to the same groups of people who provided feedback. Their feedback was used to fine-tune the proposal. The process was thorough, iterative, and designed to surface and address the key issues.

The Department of Research Accounting was represented on the Team. The representative brought a wealth of information to the Team, not only regarding process steps, but also concerning issues such as the high rate of employee turnover in Research Accounting, and he introduced several solutions for dealing with that problem.

The proposed organization deals directly with employee turnover and how it might be reduced. The Team recognized that today's junior accountant positions in Research Accounting may not be as challenging as other positions in the schools, and proposed to restructure the job responsibilities to not only challenge employees, but to encourage their professional growth through cross-training and exposing them to all portions of the sponsored projects support process; not only the post-award portion of it. With increased responsibility comes increased salary ranges. The Team recognizes that these positions are more senior than the existing positions, and proposes that, throughout the transition to

the proposed organization, incumbents are offered the appropriate training and support to permit them to succeed in the new environment. Values of the new environment will and must include: regular and appropriate reward and recognition, skilled management, team work, accountability at all levels, and proper equipment to complete tasks.

In addition, the University recognizes that smart investments must be made in order to ensure its future success. These investments include technology. The full use of FinMIS cannot be successful without further investment in technology and information systems. The Sponsored Projects Reengineering Project recognized this, and sought to seize the opportunity to design a state-of-the-art process to serve its faculty and sponsors. Sponsors are also making technological investments and the University must be able to interface with them in the future. An investment in technology for the sponsored projects support process is a sound business decision.

You indicate that immediate action must be taken to close out the 2,000 accounts. The Team recommended that this be one of the first actions taken as soon as practical, and a target date to begin that concentrated effort is being identified.

— Stephen Golding, Vice President, Finance

## Speaking Out

### Book Store Issues & Questions

This letter is in reference to the University and Barnes & Noble's "partnership" regarding the Book Store. As employees of the Book Store we feel it is important that our concerns be heard. Since late February we heard nothing but rumors, finally on April 22, 1996, when the actual news of the "partnership" reached the employees we were given very limited information. Several employees had very serious concerns regarding their employment future, however when questions were asked of John Fry the only answers given were "I don't know" and "I do not have that information."

It is important that you realize that when we say employees we are talking about people who have been loyal to the University of Penn, some for as long as 20 years. We are talking about people who have families and who have counted on the benefits of working at Penn for financial, medical, and educational support. Some employees have children who were about to start school in the Fall, now that and everything else is in question for all of us.

There is one employee here at Penn who has been trying for two weeks to find out whether or not their child, accepted into early admissions here at Penn, will still have the tuition taken care of by Penn. One condition of early acceptance to Penn is that you must turn down all other offers. This is only one example of the many ways in which the University has left so many lives hanging in the balance. Although all of the Book Store

employees were granted "interviews" with the Barnes & Noble company it is of little comfort knowing that regardless of our performances as employees of Penn many of us will be out of a job anyway as a statement made by Barnes & Noble president Alan Kahn in *The Weekly Press* May 2, 1996 issue confirms, "Some will stay, while some will definitely go."

While many employees have various concerns one major concern is in the forefront for many of us, the concern of our severance pay. The University has officially informed us that as of June 30, 1996 we will be "separated from employment" with the University of Pennsylvania. What this means, as far as we can tell, is that our positions are being involuntarily terminated with the University. According to Penn's Human Resource Policy #628 we are entitled to severance pay when this action happens, however this has become yet another issue that remains in question. When the employees asked Marie Witt on several occasions about the severance pay issue we again were put off by this University representative. As employees of the University of Penn we feel that we are entitled to some honest answers. This is our future which the University seems to be playing with, we wish they would remember that not all of us in the Book Store already have a guaranteed position with Barnes & Noble like the three people who have already been hired according to University President Judith Rodin.

Along with the question of severance pay there are various other questions which the employees of the Book Store would like

answers to. Thus far the University has done an outstanding job of avoiding giving such answers. One such question is, if Penn and Barnes & Noble are entering into a 'partnership' why should the employees have to worry about not only their benefits but their very jobs? Shouldn't every one of us have a guaranteed position?

One of the biggest frustrations with this entire situation is the lack of information given to the people who it most effects. As employees of Penn we are being denied the right to make a clear choice based on the facts of the situation, but we do not know what the facts are. We have no information as to what benefits, what hours, how many full-time employees are being accepted, will there be any part-time work available? These are just a few of the questions which are still going unanswered. All the employees of the University want are some basic answers to some basic questions. But it seems that the University is not interested in assisting with this quest for answers. Karen E. Wheeler, Chairperson of the A-3 Assembly has spoken to John Fry's office on our behalf. Tri-Chairs of The African American Association, Dr. Jerry Johnson, Thomas Henry and James Gray have also contacted Mr. Fry's office. On May 8, 1996, the African American Association representatives met with Mr. Fry and others to request a meeting between Mr. Fry and the Book Store employees which he had agreed to but as of yet has failed to set up. Employees of the Book Store contacted the Assistant Manager of Benefits Counseling, Albert Johnson, regarding various concerns about

## Speaking Out continued

our benefits, Mr. Johnson said he would get back to us, we are still waiting. We have been very loyal employees to the University and all we want is some basic respect from the people who supposedly care so much about their employees.

The management of the Book Store seem very concerned regarding all of the "rumors" flying around, rumors such as even those hired by Barnes & Noble will be terminated after six months leaving those employees no recourse on Penn or Barnes & Noble. The only thing we are saying is that if you do not want us to listen to the "rumors" then please give us the facts. We have a very hard time believing that this "partnership" deal was signed by Penn without having knowledge of the information that the employees of the Book Store deserve to know.

— *The Concerned Book Store Employees*  
(Names Withheld\*)

### Response to Book Store Employees

The questions and concerns of the Book Store staff are understandable and deserving of a full response.

Book Store staff received a letter last week advising them that a general information session is scheduled for May 29. This meeting will address the outcome of our negotiations with Barnes & Noble relative to salary and benefits offerings and, for those staff members not selected by Barnes & Noble, eligibility under the University's Position Discontinuation and Staff Transition Policy (PDST). Individual sessions have been scheduled May 30 in which each staff member will receive a comprehensive package of information relative to either their employment offer and benefits from Barnes & Noble or their benefits under PDST. The offices of the Executive Vice President, Human Resources, and Business Services have engaged in a number of activities over the past several weeks in an effort to assist the staff through this transition such as résumé development and interviewing skills workshops.

We regret any anxiety caused by the delay in getting specific employment/benefit details to the Book Store staff, but we have used this time to work closely with Barnes & Noble to be sure that we have developed comprehensive, accurate information for each and every staff member as well as to maximize the compensation and benefits offered. We are confident that the final product will demonstrate our sincere desire to provide each Book Store employee with complete answers to all of their concerns and questions.

— *John Fry, Executive Vice President*  
— *Marie Witt, Director Support Services*

\* Under the Almanac Guidelines, contributors' identities have been confirmed by two persons mutually agreed upon by the contributors and the editor. —K.C.G.

### Refuse Ford Grants

The University of Pennsylvania is currently administering about 3.7 million dollars in research grants from the Ford Foundation. God only knows what the University is receiving overall. It shouldn't accept any money from this organization. It is racist, pure and simple.

Allow me to give you a few details about it. The Ford Foundation was founded by Henry Ford, a very rabid and active anti-Semite, the author of *The International Jew*, a book much admired by Hitler that sold millions and millions of copies around the world. He was the recipient of the Supreme Order of the German Eagle in 1938, the highest award the 3rd Reich could bestow on a non-German. This same Henry Ford was the only American cited by name in *Mein Kampf* and had a full-length portrait of himself in the Nazi party headquarters in Munich.

More recently, the Ford Foundation created and spent over \$10,000,000 on the National Council of La Raza (La Raza, in short) between 1969 and 1992. La Raza (the Spanish word, *raza*, means race in English) is a major lobbying group for the Hispanic "race" and, like Henry Ford vis-à-vis the Jews, rabidly anti-white.

*Almanac* has already printed these facts (February 14, 1995, pp. 6-7) but the Administration has spent over a year not acknowledging them.

The Ford Foundation is a major embarrassment for the University. It has accepted a lot of money from it. Even though it is very rich (somewhere between 6 and 7 billion dollars in assets), the Ford Foundation should be thrown off campus. The University should not accept a penny from it. The University would not accept any money from the Nazi party (hopefully), which presumably had more than 7 billion 1996 dollars in assets, and it shouldn't accept any money from the Ford Foundation likewise.

— *Daniel R. Vining, Jr.,*  
*Associate Professor, Regional Science*  
*Graduate Group*

### Response to Dr. Vining

In *Almanac* February 14, 1995, President Rodin replied to Professor Vining's previous request that the University not accept money from the Ford Foundation. The University has been steadfast in continuing to protect the right of faculty to receive research funding from any source that is legitimately constituted under law, ensures free inquiry and publication, and does not discriminate. The full policy for the acceptance of gifts, grants and contracts is in section III.H. of the *Handbook for Faculty and Academic Administrators*.

— *Ralph D. Amado*  
*Acting Vice Provost for Research*

### A Matter of Stance

On May 2, 1996, an African-American family who had moved into a white neighborhood in Philadelphia [Bridesburg] was forced to give up their home because of three months of racial harassment, illustrating that racism is a daily fact of life for Black Americans just as sexism is for women and discrimination is for homosexuals.

The University must oppose and eschew these forms of intimidation if it is to retain a position of moral leadership and a convincing ability to inspire confidence and achieve academic excellence. From my reading of the *Provost's report on ROTC in Almanac*, it is not at all apparent to me that considerations such as these played a major role in formulating a solution to the problem.

If we apply the reasoning of the report to a situation in which a program was barred from the campus because of issues of race or gender rather than life style it could result in the University's officially directing some of its students to participate in overtly and officially racist or sexist programs in order to obtain training and accreditation. This analogy is hardly far-fetched; not very long ago women and minorities were either excluded from or discriminated against by military training and service programs which could have been barred from the campus for these reasons. It is hard to believe that the Provost as chief academic officer or the faculty would knowingly and willingly transfer any part of a Penn students education to an institution or a consortium practicing any forms of discrimination considered unacceptable to Penn, as an official action by the University of Pennsylvania.

Not so very long ago a very similar issue was faced by the University. In the late 60s and early 70s, it was revealed that the University had secret contracts with the Army for research in chemical and biological weapons; these programs were not only a moral anathema to Penn students and faculty, they contained secrecy provisions which violated University standards which the Army would not change. To retain these contracts, an attempt was made to transfer them to a consortium known as the University City Science Center but this proved unsuccessful because the Center was barred from conducting research directed towards maiming or injuring human beings. As a matter of principle and of precedent, and on the basis of a rejection of any form of discrimination, the University must be prepared to reject a discriminatory ROTC program even if it means loss of DOD contracts.

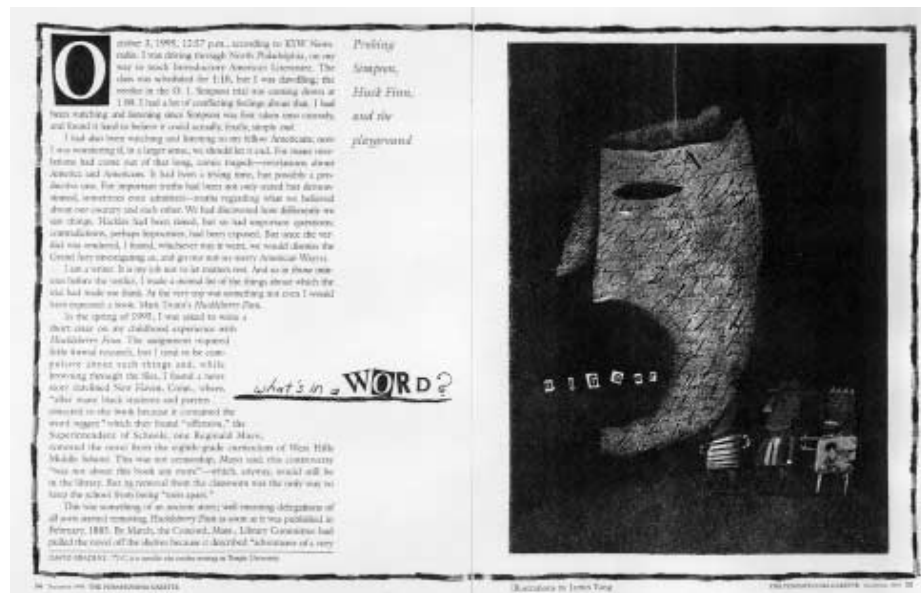
— *Robert J. Rutman,*  
*Emeritus Professor of Animal Biology/Vet*

### Grad Teaching Homepage

In the May 14 issue, the article announcing a homepage for teaching should have credited GSAC's advisory role.—Ed.

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





**A CASE Sweep:** One article in The Pennsylvania Gazette's December issue won three of the nine medals given in this year's Council for the Advancement and Support of Education "best articles" competition. Gold was given for the article, by David Bradley, while James Yang's visuals took silver for illustration and bronze for design. The jury was "particularly impressed with the frank, compelling tone of the piece, and the risk the writer took..." as Bradley reexamined some responses to the "N-word"—his own and society's—in the aftermath of the O.J. Simpson trial.

## Honorary Degrees for Professor Guinier, Mrs. Catherwood

Calling the Law School's *Professor Lani Guinier* "a champion of equal opportunities for minorities and women," Swarthmore College will award her the honorary Doctor of Laws degree at its Commencement June 3. She is cited for her efforts to increase voting participation, her work on the voting rights act, and her commitment to democracy.

Philadelphia College of Textiles and Science awarded Penn Trustee Susan Catherwood an honorary Doctor of Humane Letters degree at its May 19 Commencement, recognizing her sense of civic responsibility and her daily work for the benefit of "charitable, cultural and educational institutions, and the individuals you serve."



Mrs. Catherwood

Professor Guinier

## Dual Honors to Dr. Barr

Dr. Frederic Barr, assistant professor of pathology and laboratory medicine, won two prestigious awards this year for his work in molecular diagnosis: the Benjamin Castleman Award and the Arthur Purdy Stout Annual Prize. He is the first faculty member at Penn to receive both of these honors in the same year.

## National Academy: Dr. Kadison

Dr. Richard Kadison, Kuemmerle Professor of Mathematics at SAS, has been elected to the National Academy of Sciences. Dr. Kadison is one of the chief creators of modern functional analysis, an arm of mathematics that has seen profound applications to physics and other fields.

## American Philosophical Society

Dr. Jeremy Sabloff, the Charles K. Williams II Director of the University Museum and a 1964 graduate of the College, has been elected to the American Philosophical Society along with two holders of the honorary degree from Penn, Dr. Ralph Landau (H '93), a trustee and noted innovator in engineering, and the anthropologist Dr. Phillip V. Tobias (H '94).

## Three to the HERS Institute

Three Penn women have been chosen by the University for the 1996 Summer Institute for Women in Higher Education Administration sponsored by Bryn Mawr College and Higher Education Resources (HERS) Mid-Atlantic: Dr. Carol Bennett-Speight, director of Penn's Faculty/Staff Assistance Program, and two associate professors of pediatrics: Dr. Karin McGowan, who is also director of the microbiology laboratory at CHOP, and Dr. Virginia Stallings, chief of the nutrition section there.



## Sold!

An anonymous buyer paid \$662,500 for the Mask & Wig's famous 1895 mural by Maxfield Parrish, auctioned May 23 at Christie's in New York. Proceeds will go to maintain the historically-certified clubhouse on Quince Street.

## History of Art: Named Travel Funds

The School of Arts and Sciences' History of Art Department is honoring two retiring professors by creating the *John McCoubrey & Malcolm Campbell Student Travel Funds*. The endowed fund will support summer research travel for undergraduate students and dissertation topic exploration for graduate students.

For more than 30 years, Malcolm and John have brought the art and artists of the world to life for their students, while simultaneously bringing life to our department. We hope that the creation of this fund—and the opportunities it will afford our students in the years to come—can convey to Malcolm and John our appreciation for all they have done for us.

Alumni and friends are invited to join the History of Art Department in honoring these two distinguished teachers by making a gift to the fund at: John McCoubrey & Malcolm Campbell Student Travel Funds, History of Art Department, The University of Pennsylvania, Jaffe Building, Philadelphia, PA 19104-6208. Please make checks payable to the Trustees of the University of Pennsylvania. For further information, please call (215) 898-8375.

— Michael W. Meister,  
Professor and Chair, History of Art

## A Manny Doxer Send-Off: June 14

Provost Stanley Chodorow invites the University community to a reception in honor of *Manuel Doxer*, who will retire in June, 1996 after 34 years of service to the University community. For the past 17 years, "Manny" has been in the position of Executive Director of Administrative Affairs for the Provost's Office. The reception will be held Friday, June 14, from 4 to 6 p.m. in Alumni Hall of the Faculty Club. For information: Marie Gallagher, 898-1856.

## Chemical Heritage: June 7

In conjunction with the 25th anniversary of Penn's Department of History and Sociology of Science, and its own move to the Philadelphia Historic District, the Chemical Heritage Foundation—which houses the Beckman Center for the History of Chemistry and Othmer Library of Chemical History—will host a dinner June 7. For information: Laurel Adelman, 925-2222.

## To Minnesota: Dr. Patton

Dr. Peter C. Patton, whose retirement from the vice provostship for Information Systems and Computing was announced in *Almanac* February 6, has become chief technologist at Lawson Software in Minneapolis. The firm builds Internet-compliant client/server financial management information systems and is actively exploring parallel processing. Dr. Patton's research speciality. Dr. Patton can be reached by e-mail at [peter.patton@lawson.com](mailto:peter.patton@lawson.com).

# Desktop Computing Hardware Standards for Penn: 1996-97

## Annual Update from the Office of the Vice Provost for Information Systems and Computing

Information Systems and Computing, in cooperation with the Penn community, annually publishes recommended and minimum standards for new desktop computers. The standards help hold training and support costs in check and make it possible for people across campus to work together. They clarify buying decisions and help in planning equipment life cycles. For "supported" desktops ISC provides specific training, documentation, and hardware and software problem diagnosis.

### Highlight of Changes:

- *Recommended* as well as *minimum* configurations are described in purchase guidelines
- All purchase recommendations are Pentium or PowerPC
- Support for Windows 95 as of September 1, 1996, and a Cornerstone recommendation for Windows 95 for all newly-purchased desktops.
- New requirement for Year 2000-compliant system clocks (which will "keep time" properly into the new century) and CD-ROM drives
- ISC alert that, *for the coming year*, buyers of new Macintosh computers cannot be certain that they will be fully functional for all Cornerstone administrative systems for the full life of our usual support. This is a reason for caution but *not*, in most cases, cause to migrate away from Macintosh or to mix platforms in a single department. This position will be intensely re-evaluated over the coming year.

Most of the revised standard configurations are "freshness dated," with ISC support guaranteed until July 2000. ISC does not recommend mixing Macintosh and Windows computers within an office or workgroup, where a single standard is much easier to support. Desktop systems purchased under the previous standards will continue to be supported until their previously documented expiration. ISC will continue to review desktop standards each year in light of University needs and industry changes. As new desktop standards are issued, they too will specify support guarantees.

### Support for Standard Desktop Configurations

There are two levels of standards: desktops for general-purpose computing (like e-mail, word processors and spreadsheets), and desktops for new administrative systems (like those used by business administrators and other administrative staff for Project Cornerstone). The standards for new administrative systems are somewhat higher than the standards for general-purpose computing. A machine that can access Cornerstone systems can handle general office functions, but the reverse is not necessarily true. Research and instructional computing may require more specialized machines.

The Computer Connection offers configurations that match the standards below. In addition, buyers with limited budgets may choose to trade off various components of a desktop system depending on specific needs: for example, memory versus additional hard disk space versus a larger monitor. Remember, it is easier to add additional memory or peripherals later, but some components (like a smaller monitor) cannot be effectively upgraded.

If your school or department is considering major changes or investments, ISC strongly recommends a consultation to weigh pros and cons in today's rapidly changing environment. Contact Noam Arzt, ISC Director of Information Technology Architecture ([arzt@isc.upenn.edu](mailto:arzt@isc.upenn.edu); 898-3029). Up-to-date standards and additional information are available via World Wide Web (URL: <http://www.upenn.edu/isc/> under "Information Technology Architecture and Standards").

All desktop systems should have important data backed up and be virus free. Additional information on system security can be found via World Wide Web (URL: <http://www.upenn.edu/security-privacy>).

### Desktop Standards for General-Purpose Computing

If you are buying a new machine, here are the *recommended* standards, to be supported by ISC until July 2000. Buying the best computer you can afford usually pays off in extra years of service from the machine, so you may prefer to buy a more powerful configuration:

#### Recommended Configurations for New General-purpose Machines

	MS-Windows 3.1	Windows 95	Macintosh
Processor	Pentium (133MHz)	Pentium (133MHz)	PowerPC (100MHz)
Memory (RAM)	16 MB (8 MB min.)	32 MB (16 MB min.)	16 MB w/virtual memory enabled
Hard Disk	800 MB	1 GB	1 GB
Hardware			
Monitor	17" Color SVGA (15" min.)	17" Color SVGA (15" min.)	17" Color
Miscellaneous	Year 2000 compliant clock; 4X CD-ROM	Year 2000 compliant clock; 4X CD-ROM	Year 2000 compliant clock; 4X CD-ROM
Support Guarantee	Until July, 2000	Until July, 2000	Until July, 2000
Today's Est Price	\$2,400 (\$2,000 min.)	\$2,800 (\$2,050 min.)	\$3,050 (\$2,050 min.)
Operating System	Windows 3.1	Windows 95	MacOS System 7.5.x
Network Connection			
On-campus	Ethernet	Ethernet	Ethernet
Off-campus	PPP (28.8 Kbps)	PPP (28.8 Kbps)	PPP (28.8 Kbps)

### Desktop Standards for Cornerstone Administrative Systems

Cornerstone Systems have already begun to be deployed and will continue to roll out. *If you are purchasing a computer at this time and expect to use any of the Cornerstone Systems (currently general ledger, purchasing, accounts payable, data warehouse and budget planning) in the future, buy the recommended standard below. If you do not plan to use any of these applications, see the General-purpose standard above.* Buying the best computer you can afford usually pays off in extra years of service from the machine, so you may prefer to buy a more powerful configuration.

*Purchasers of Macintosh hardware during 1996-97 should know that we cannot guarantee that such hardware will be fully Cornerstone-compliant for the duration of the usual four year support period.* This is due in large part to uncertainty over the availability of client software for the Macintosh. Support commitments made in previous years to the Macintosh will be honored at least through their support guarantee dates. The July 1996 releases of Cornerstone financial applications (General ledger, Accounts Payable and Purchasing) can be accessed by existing desktops that fall below the standards described below, and even by terminals. The next release is expected to acquire the Cornerstone standard as well as other Cornerstone applications as they are implemented. Macintosh computers with Pentium DOS co-processors may be used, if properly configured to satisfy MS-Windows standards.

Fuller and continuing support for Apple products will be actively reconsidered during the coming year as we assess the availability of new systems and the future of Apple.

A more complete discussion of the printing strategy, including supported printers, for Cornerstone financial applications will be available shortly.

#### Recommended Configurations for New Cornerstone Machines

	Windows 95
Processor	Pentium (133MHz)
Memory (RAM)	32 MB (16 MB minimum)
Hard Disk	1 GB
Hardware	
Monitor	17" Color SVGA (15" minimum)
Miscellaneous	Year 2000 compliant clock; 4X CD-ROM
Support Guarantee	Until July, 2000
Today's Est. Price	\$2,800 (\$2,050 min.)
Operating System	Windows 95
Network Connection	
On-campus	Ethernet
Off-campus	PPP (28.8 Kbps modem)

### Desktop Standards for Existing General-Purpose Computing

The following minimum configurations for general-purpose office computing represent the general departmental purchase recommendations from three years ago. They will be supported by ISC for one more year only. Transition from these configurations as soon as possible to the new purchase standards:

#### Minimum configurations for existing machines—Supported until July 1997 ONLY

	MS-Windows 3.1	Macintosh
Processor	486SX (33MHz)	68030 (33MHz)
Memory (RAM)	8 MB	8 MB
Hardware		
Hard Disk	120 MB	160 MB
Monitor	14" Color VGA	14" Color
Support Guarantee	Until July, 1997	Until July, 1997
Operating System	Windows 3.1	MacOS System 7.5.x
Network Connection		
On-campus	Ethernet	Ethernet
Off-campus	PPP (14.4 Kbps modem)	PPP (14.4 Kbps modem)

### Appendix: Laptop Guidelines

Generally, laptop computers cost more than similarly functioning desktop computers and lag at least a generation behind in technology. If you are planning to purchase a laptop to use as a primary desktop workstation it should comply with the appropriate general-purpose or Cornerstone minimum standard configurations.

Other than some slight differences in peripherals, support for laptop computers is generally no different than for desktop computers. The following guidelines represent ISC's recommendations for laptop computer configurations:

	Guidelines for Laptop Computers
	MS-Windows/Windows 95
Processor	Pentium (100MHz)
Memory (RAM)	16MB (8 MB minimum)
Hardware	
Hard Disk	750 MB
Monitor	10.4" Dual-scan Color
Miscellaneous	Year 2000 compliant clock
Today's Est. Price	\$3,800
Operating System	Windows 3.1 or Windows 95
Network Connection	
On-campus	Ethernet (PC Card)
Off-campus	PPP (28.8 Kbps modem)
	Macintosh
Processor	PowerPC 603e (100MHz)
Memory (RAM)	16MB (8 MB minimum)
Hardware	
Hard Disk	750 MB
Monitor	10.4" Dual-scan Color
Miscellaneous	Year 2000 compliant clock
Today's Est. Price	\$2,700
Operating System	MacOS System 7.5.x
Network Connection	
On-campus	Ethernet (PC Card, Dock or SCSI)
Off-campus	PPP (28.8 Kbps internal modem)



## **To the University Community**

The following information is provided to you as part of the University's on-going commitment to the safety and security of everyone on campus in compliance with the *Federal Student Right-To-Know and Campus Security Act of 1990*, and *The College and University Security Information Act (Pennsylvania Act 73)*, and regulations pursuant to the Acts. If you have any concerns, questions or comments related to these Acts or this document you may contact my office at 3914 Locust Walk, Philadelphia, PA 19104-6192 (215) 898-7515.

— Thomas M. Seamon, Managing Director of Public Safety

# **University of Pennsylvania Federal Student Right-to-Know and Campus Security Act of 1990 The College and University Security Information Act (Pennsylvania Act 73)**

*Report of March 1996*

## **Division of Public Safety**

The administrative office responsible for security on the campus is the University of Pennsylvania Division of Public Safety reporting to the Office of the Executive Vice President. The Offices of the Division of Public Safety are located at 3914 Locust Walk and in the Annex, 3930 Irving Street. The Division has two mini-stations located at 3927 and 3401 Walnut Street. *To contact the Division of Public Safety in an emergency: campus phone dial 511; simply pick up a blue light emergency phone or, off campus, dial 573-3333. For general information dial 898-7297.*

The Managing Director of Public Safety oversees the operations of the Division of Public Safety which includes the University Police Department, Special Services, and the Security Services Unit. The Division has a current authorized strength of 116 full-time employees and utilizes approximately 50 student assistants. Of the 116 full-time employees, approximately 90 are commissioned police personnel with five officers assigned to the Detective Bureau and an additional six officers assigned to the Special Services Unit.

## **University Police**

Our officers work very closely with the Philadelphia Police Department in patrolling and responding to the University and the community adjacent to the University. The detective bureau is responsible for conducting investigations, coordinating follow up investigations with Philadelphia Police and other law enforcement entities, and for providing coordination of dignitary protection details.

Each police officer in the University of Pennsylvania Division of Public Safety must complete the training prescribed by the Commonwealth of Pennsylvania's Act 120 (Municipal Police Officer's Training Act, 520 hours). Police officers have full enforcement powers, including the authority to arrest individuals for criminal violations. Upon successful completion of the training at a police academy and prior to individual assignment, officers take part in a sixteen-week field officers' training program developed and coordinated through the Division of Public Safety. They remain in a probationary status for one year after graduating from a police academy.

Each police officer receives his or her commission in accordance with P.L. 469, section 2416 of the Administrative Code of Pennsylvania and Act 149. Annual in-service training is provided by the University's Division of Public Safety. The training includes, but is not limited to, legal update, crime prevention, firearm instruction and qualification, defensive tactics, fire safety, sensitivity and human relations, stress management, diversity training, CPR and first aid. Annual in service training is provided in accordance with standards established by the municipal police officer education and training commission.

All police personnel, as part of their equipment, carry firearms when on duty. Officers may carry firearms in the Commonwealth of Pennsylvania when off duty, but must have in their possession all relevant identification pertaining to their employment as a police officer. Mandatory firearm training is held once a year for all commissioned police officers by the Department's certified firearm instructors. Whenever a firearm is displayed or discharged, a supervisor must respond to the scene and prepare a comprehensive report. The commanding officer of Patrol Operations will then conduct a follow-up investigation. With the exception of commissioned law enforcement personnel, possession or use of air rifles or pistols, firearms, ammunition, gunpowder and/or other dangerous articles is prohibited in all University buildings and on University property.

## **Special Services**

The Special Services Unit is responsible for coordinating victim support efforts, crime prevention and outreach programs, community education and information affairs.

The University of Pennsylvania has a comprehensive and coordinated Victim Support program. Public Safety personnel assigned to the Special Services Unit conduct follow up contacts with the victims of all crimes. Especially in cases of crimes against persons, they offer immediate assistance and support at the scene, provide information, accompany the victim for medical treatment or to the Philadelphia Police, and provide referral to all of the health related support entities of the University. They maintain contact with the victim throughout the investigation and any court proceedings. With permission of the victim they may intervene with their school or

department to coordinate support for continuing their educational program. The objective of this effort is to allow the victim to continue to live in this academic community, to pursue and achieve their academic goals, and to do so without fear or intimidation. Victim support is a critical component of this University's efforts to provide for a safe and comfortable environment for all of our community members.

## **Campus Security Operations**

In addition to the University of Pennsylvania police officers, security personnel are hired by the University's schools and departments from independent security firms and deployed throughout campus. They are trained and supervised by these firms; however, security management and training responsibilities are also assigned to University staff. Security personnel conduct interior patrols and may be used to screen admittance to residences and academic buildings. When University related athletic events are scheduled, these personnel are used to assist in screening admittance and maintaining crowd control. The number of security officers on campus at any one particular time varies. Normally, approximately 20 are assigned to campus facilities; however, the number can increase to as high as 70 during periods of high activity.

The School of Medicine utilizes a separate uniformed security staff of University employees. They provide reception/screening at public entrances; constant monitoring of an electronic access control system; and are equipped with two-way radios maintaining around-the-clock patrols of the Medical School facilities.

Students, who work with the Division of Public Safety along with residential advisors, desk safety monitors and security personnel receive security training from the Division of Public Safety. All of these security entities work very closely with Public Safety to coordinate efforts toward a safer environment.

## **Reporting of Crime**

The Division of Public Safety maintains a 24-hour-a-day, 7-day-a-week police patrol and response operation. Through brochures and instruction, the Division of Public Safety requests that all criminal incidents occurring in the University community be reported to this agency for response and documentation. The relation-

ship and exchange of information with city, state and federal authorities is ongoing. Incidents, commonly referred to as Part I crimes, that are reported to the University of Pennsylvania Division of Public Safety are upon receipt reported to the Philadelphia Police Department. This ensures that those agencies immediately charged with providing services are completely aware of such incidents. Additionally, the Philadelphia Police Department supplies the University's Division of Public Safety with a report of incidents that have been reported to them for the neighborhood adjoining the campus.

Criminal activity can be reported by telephone or in person to the Division of Public Safety. *Telephone notification of a criminal or emergency situation can be done by lifting a receiver of an outside blue light emergency phone; by dialing "511" from any University phone or by dialing 573-3333 from outside of the University phone system.* All three of these systems terminate at The Division of Public Safety Communication Center at 3914 Locust Walk where requests for services are documented and officers dispatched. The Communication Center is staffed seven days a week, 365 days a year, 24 hours a day to meet the needs of our community.

There are more than 200 automatic dial blue light emergency telephones located on the campus and in the campus community area. These phones, when used, automatically identify to the Communication Center personnel the specific location of the caller. The computerized "511" phone system installed on campus allows a caller to utilize any University phone to reach the Public Safety Communication Center where an alert is activated automatically identifying the location of the caller. All calls received via these systems are checked by the officer assigned to the sector from which the calls originated.

For all reported criminal actions or emergencies on campus, an officer(s) is immediately dispatched to the location via the Division's Communication Center. Reports, if necessary, are then prepared by the assigned officer(s) and processed by the Records Unit. Incidents are assigned to an investigator who is responsible for conducting the follow up investigation or will coordinate with Philadelphia Police if they are the primary responsible unit. Depending upon the circumstance, Special Services personnel either respond at the time of the incident or do follow up contacts with victims of crimes to check on their well-being, and to inform and make available to them the support services of the University. If court appearances occur, Special Services will provide court accompaniment until adjudication is completed. If an incident involves a student who has violated policies, procedures, codes of conduct or the law then that information is shared with the Student Dispute Resolution Center or the responsible University office for review and action. Information on any person arrested and charged with a criminal offense is identifiable to the University community.

Processing by the Records Unit includes placing data from reports into the division's computer for appropriate use. The Division of Public Safety maintains a computerized data base of all crimes and incidents reported to them. This includes those occurring on University property and those occurring in the community area adjacent to it. Investigative and support services and follow-up reports are provided when necessary. This data becomes the basis for all criminal

statistical reports including submission to the FBI Uniform Crime Reporting System; annual reports for compliance with the Pennsylvania College and University Security Information Act, and our Campus Community Crime Report.

The Communication Center at the Division of Public Safety and all University police vehicles monitor the Philadelphia Police radio frequency covering the University community. Officers respond to assist Philadelphia in certain situations and respond to those specific addresses or locations either owned by the University or associated with a recognized student organization for response and documentation purposes.

University detectives additionally conduct follow up with the local Philadelphia Police district in order to obtain any reports of incidents provided to Philadelphia Police, but not reported to University Police or captured by one of the above mechanisms, involving University-owned property or non-University owned properties associated with a recognized student organization as defined by this Act.

### **Dissemination of Criminal Information**

Crimes against persons, on and off campus, are published in the daily student newspaper, and in *Almanac*, a staff and faculty weekly publication. In addition, reports on property crimes that occur in various sectors of the campus are provided and published by both of these media. Building administrators and departments receive weekly reports on incidents occurring in their facility.

The Division of Public Safety maintains an Incident Journal in its Communication Center at 3914 Locust Walk. This Journal is a chronological listing of all crimes and significant incidents responded to and documented by University Police. This Journal includes the names of persons arrested and charged in criminal situations, and is open at anytime for review by any member of our community. Incident logging is completed on a shift by shift basis.

In cases of serious crimes where immediate notification of our community is advised in order to prevent additional incidents, Public Safety develops and distributes a "Crime Alert." This document normally provides facts about the incident including date, time, location, type of incident and any relevant description or composite of suspects which may be available. Readers are advised to contact University Police with any information pertaining to the incident; and safety tips are provided as a prevention mechanism. Similar information can also be provided over a computerized electronic bulletin board existing within the University environment.

### **Acquaintance Rape and Sexual Violence Policy**

*Developed by Penn's Acquaintance Rape Task Force 1991*

The University of Pennsylvania seeks a safe and healthy environment for all community members and visitors. Thus Penn has developed the following policy on acquaintance rape/sexual violence to set forth definitions, to reaffirm Penn's commitment to providing resources and processes for prevention, education, support, reporting, adjudication, protection from retaliation, and to identify the range of sanctions. The University will also provide multiple access points for dissemination of acquaintance rape/sexual violence statistics to the community.

The University needs a specific policy on rape and sexual violence because the prevalence of rape and sexual violence on college campuses is alarming.

Statistics compel universities throughout the country to acknowledge that significant numbers of their members have been raped or will be raped. Given Penn's history of providing national leadership with respect to rape and sexual assault education and counseling, it is timely for Penn to continue this role by adopting a specific policy on acquaintance rape and sexual violence. The personal trauma experienced by the victims/survivors and the nature and consequences of this crime undermine the trust essential to the process of education and the mission of the University. This crime also conflicts with our very basic standards of behavior. Indeed, this form of sexual violence is particularly damaging to our community because victims/survivors often are acquainted with and must continue to interact with their assailants. Moreover, for many men and women it is difficult to define this behavior as rape.

#### **Definition**

Acquaintance rape is a form of sexual violence. For the purpose of this policy, acquaintance rape/sexual violence is defined as any act in which a member of the university community forces another with whom he or she is acquainted to engage in sexual activity against her or his will or without her or his consent. Assent shall not constitute consent if it is given by a person who because of youth, mental disability or intoxication is unable to make a reasonable judgment concerning the nature of or harmfulness of the activity. This policy applies to groups as well as individuals.

#### **Intervention**

The University of Pennsylvania will provide resources to support victims/survivors, will utilize University fact-finding and disciplinary procedures with appropriate jurisdiction, will publish annual statistics on incidents of acquaintance rape and other forms of sexual violence, and will provide comprehensive education for the prevention of sexual violence including acquaintance rape at the University of Pennsylvania. Incidents reported to the appropriate departments will be addressed promptly and will be treated confidentially. In addition, the University will, as appropriate, inform members of the Penn community when an incident has been so reported. The procedures which implement this policy will take into account the need to investigate charges which may be filed and the right to confidentiality to all involved parties. When appropriate, after an incident occurs, outreach and support to faculty, students and staff affected by the particular incident will be part of Penn's response. This support may include release time, leaves or other accommodations.

### **Procedures for Responding to Rape and Sexual Violence**

If a sex offense occurs the victim/survivor is encouraged to come forward for support and assistance and to report the incident. Students are encouraged to contact the Special Services Unit of Public Safety immediately after the assault. Contact through the on campus police emergency line is also encouraged and often these initial reports are received at the Penn Women's Center (PWC).

When a sex offense has occurred, rape and sexual violence victims are instructed to preserve any potential evidence by not showering or straightening up the scene of the crime. Once



in contact with the Special Services office, the individual is accompanied to the rape trauma unit at Jefferson Hospital for immediate medical attention. The Special Services staff person will advise the victim/survivor of the procedures at the hospital including the involvement of Philadelphia Police Sex Crimes Unit. The individual is apprised of all options for filing a complaint both on campus and off including the right to report fully to the Philadelphia Police, to file an anonymous report with Philadelphia Police or to file no report with the Philadelphia Police. The choice is solely up to the individual. The Special Services staff outlines the procedures and potential consequences of all these options.

The complexity of the issues associated with acquaintance rape often results in a report of the incident well after its occurrence. Since evidence is not likely to be collected, the individual is encouraged to seek medical attention if it has not already been sought. Arrangements with Student Health Service, Women's Health to provide a sensitive exam is made at the individual's request.

The Special Services Department and the Penn Women's Center respond to rape victim/survivors. The Special Services Director serves as point person in coordinating support for students once they have been victimized. This support includes on campus individual or group counseling with rape trauma specialists at the Penn Women's Center, court accompaniment, meetings with the District Attorney or follow up contact with Philadelphia Police. We contact professors if completing assignments is difficult. In addition, reassignment of living space, and other appropriate support is provided. In cases involving Penn students as alleged perpetrators, and upon request, the Special Services staff will explain the relevant processes for filing internal complaints. Victim survivors are also informed of a variety of community-based services including the 24-hour hotline staffed by Philadelphia's Women Organized Against Rape (WOAR).

## Educational Programming

Educational programs addressing the issues of rape and sexual violence have been ongoing at the University of Pennsylvania for over twenty years. Typically prevention/education programs include presentations at new student orientation and in residences as well as campus wide seminars. Penn's nationally recognized student-run peer education program STAAR (Students Together Against Acquaintance Rape) provides education/prevention workshops to student organizations, fraternities and sororities, dormitory groups, athletic teams, within the classroom, and to other University departments upon request.

In addition to reaching out to its students, the University of Pennsylvania also trains its staff on the issues of rape and sexual violence to enable them to better respond to students and others in need. Training programs are conducted on an ongoing basis and are targeted to a variety of staff including campus police, athletic coaches, University Life staff, members of the University's campus ministry, and residential staff. This training focuses on Penn's Acquaintance Rape/Sexual Violence policy, the associated procedures and resources both on campus and off campus, as well as proactive strategies for prevention.

## Sanctions

University sanctions will be imposed in accordance with appropriate University processes

upon persons found to have violated this policy. These sanctions can include but are not limited to suspension, expulsion, and/or separation from the University. In any disciplinary proceeding brought under the Charter of the University Judicial System, the accuser and the accused shall be entitled to the same opportunities to have others present; and both the accuser and the accused shall be informed of the outcome of the proceeding. In addition, an individual charged may be subject to prosecution by the Office of the District Attorney under Pennsylvania Criminal Statutes.

## Safety and Security Related Programs

The Division of Public Safety consults with the landscaping, grounds keeping and electrical departments to ensure that shrubs are maintained and appropriately located, areas are illuminated appropriately and safety hazards are corrected.

*Safety—Everyone's Right, Everyone's Responsibility* has long been the motto of the Division of Public Safety. It is our belief that every community needs the support, cooperation and active involvement of its members in order to be truly effective in adding to the safety of our community. In light of this standard, the Division of Public Safety continually interacts with the campus and surrounding community in an effort to be proactive in reducing the incidents of crime. The Division sponsors and conducts advertised presentations and safety fairs; develops and distributes crime awareness and crime prevention brochures and circulars; conducts security orientation programs for new students and employees; conducts related workshops throughout the year which are open to all members of the community; and develops and implements specific crime prevention programs. Most of these efforts are developed in the Special Services Section and implemented with the assistance of all Public Safety personnel.

## Use of Facilities

The facilities of the University of Pennsylvania exist for the primary purpose of education. Priority for the use of facilities is given first to University academic activities and second to programs of University groups. The decision to permit or restrict the use of facilities by University groups will be based first on the prior academic commitment of that facility, then on prior reservation by another University group. University groups are defined as consisting almost entirely of students, faculty, administrators, staff, or alumni of the University, or combinations thereof, whose primary activities are based at or directly related to the University. Dates that remain open after the spring calendar meeting for University groups may be assigned to approved non-University organizations upon request.

All groups using University facilities must include in their advertising promotional materials and other literature distributed on campus the name of the organization (prominently displayed) and sufficient information about the group and the activities it intends to conduct for readers to understand the group's purpose. Deceptive advertising, soliciting, and recruiting practices are prohibited. The director of Student Activities and Facilities determines whether adequate standards of disclosure are met. Groups failing to comply with this regulation can be denied access to University facilities for as long as the director may determine. The director's decision may be reviewed by the Committee on Open Expression.

Granting of permission to use University facilities does not constitute University endorsement of the activities or purposes of the user group. Unauthorized use of the University's name other than to indicate the location of an event is prohibited.

## Drug and Alcohol Policies

The University of Pennsylvania seeks to encourage and sustain an academic environment that both respects individual freedom and promotes the health, safety and welfare of all members of its community. In keeping with these objectives, the University has established a policy and guidelines governing the possession, sale and consumption of alcoholic beverages on the University campus, and conforming to applicable federal laws and laws of the Commonwealth of PA. These policies include the University's Drug and Alcohol policy and the Use of Alcohol policy. Underage possession and/or consumption of alcoholic beverages is not permitted on property owned or controlled by the University. Intentionally or knowingly selling, or intentionally or knowingly "furnishing" alcoholic beverages to persons under the age of 21, or to persons obviously inebriated, is not permitted on property owned or controlled by the University. Pennsylvania law currently defines "furnish" as "supplying, giving, or providing to, or allowing a minor to possess on premises or property owned or controlled by the person charged." Consistent with its educational mission, the University sponsors programs that promote awareness of the physical and psychological, social and behavioral effects of alcohol consumption. The University also assists its members in finding alternatives to alcoholic beverages for promoting social interaction and stress reduction, and it provides services and resources for community members who experience alcohol-related difficulties. Together, Penn's alcohol policy and programs are intended to encourage its members to make safe, responsible, and legal decisions about the use of alcoholic beverages, and to promote safe, legal, and healthy patterns of social interaction.

The use of narcotics and dangerous drugs on University premises, as elsewhere, is illegal. The University will not shield students from the possible legal consequences of individual drug use. University employees, as a condition of their employment, are required to abide by the University's Drug-Free Workplace Policy, and the Drug and Alcohol policy which prohibits the unlawful manufacture, distribution, dispensation, sale, possession or use of any drug by its employees in its workplace. When occasions arise indicating drug traffic on campus, the University will cooperate with the appropriate law enforcement agencies. The University is concerned about the possible physical, emotional, and psychological effects of drug use on the individual user, and about the impact that such use has on other members of the University community. Staff and students have developed educational programs that give information about the implications of drug use. Students are invited to consult the counseling and medical personnel of the University for confidential discussion of questions and problems encountered in this area.

## Disciplinary Policies

A student convicted of a criminal offense may be disciplined under the University Code of Student Policy, which states that failure to comply with University, local, state, or federal laws and regulations can result in appropriate disciplinary action. Among the sanctions available, after a

hearing of a charge pursuant to the Charter of the University Judicial System, are disciplinary probation for a specified period, withdrawal of privileges, indefinite probation, term suspension, indefinite suspension without automatic right of readmission, and expulsion. Further, in extraordinary circumstances, when a student's presence on campus is a threat to order, health or safety, the Vice Provost for University Life may suspend a student temporarily, pending a hearing.

Except for applicants to some graduate or professional schools, such as the Law School, prospective students are not asked about previous criminal records. Regarding employees with criminal records, the University's employment application asks applicants whether in the last 10 years they have been convicted of any felony, crime of violence, dishonesty, or any crime against property or involving the threat of violence, and if so, to provide an explanation of the dates of conviction. Prior convictions do not automatically serve to disqualify an applicant from employment. Employment decisions are made based on the overall records of the applicant pool, and a criminal record, if relevant to the job in question, is a factor which is considered. Pursuant to the University's Drug-Free Workplace Policy, and the Drug and Alcohol policy, any employee who is convicted under a criminal drug statute for a violation occurring in the workplace is subject to disciplinary procedures, and may be required to participate in a drug abuse assistance or rehabilitation program.

### Residences

The University of Pennsylvania provides undergraduate and graduate student housing on-campus and in fraternities and sororities. The on-campus residences provide for single, double, triple and quad configurations in traditional dormitories, suites and apartments. All buildings are coed. Families can be accommodated in the graduate residences.

First-year undergraduate housing applications received by May 1 are randomly processed by a computer program. The program attempts to assign students to one of a student's three top choices. Students applying after May 1, including transfer students, are processed in the order of their application receipt. Upperclass students

are assigned through a retention, lottery or special program process (i.e., College House, First Year House or Living-Learning Program). Graduate students are assigned in the order of their application receipt.

Room changes based on availability of space are made during three scheduled periods in October, December and February. Advance notice and specific dates are provided in the campus news media and are posted in the residences. Emergency room changes (health, safety, serious roommate conflicts or violation of residential policy) can be made at any time upon the recommendation of a staff member.

Anyone without a PENNcard, the University's identification, is a "visitor" to a residence. This includes University community members without their cards and all guests. Visitors must go to a building check point, show identification and wait while the receptionist obtains approval from a resident host (or from a University office in the case of staff). The resident host must be with the visitor or telephoned by the receptionist. Each approved visitor completes a pass with a security monitor. During periods when buildings are completely locked and without guard and receptionist services, residents monitor visitor access independently. All entrances to residences are locked or watched by security monitors. Access to residences is limited to residents, faculty, staff, and authorized contractors who are admitted during certain hours only and upon presentation of valid I.D. Access to most residences is monitored electronically through a card access system. All student rooms are equipped with dead bolts or Mortis locks with anti-carding devices. Windows less than seven feet from the ground have bars or security screens.

There are 18 access points in residences that are staffed by security monitors. Security monitors consist of three categories of employees; student security marshals, professional security guards from an outside contractor, and desk receptionists. The type of security personnel placed at each location depends on a variety of factors; size of building, number of occupants, time of day and high vs. low occupancy periods. All residential security monitors receive train-

ing. Follow-up meetings are held throughout the semester. Each security monitor also receives a manual outlining specific instructions, job descriptions and expectations.

The University of Pennsylvania Division of Public Safety sponsors educational programs on safety and security each semester. Campus police officers periodically attend residential programs. All residential advisors discuss safety and security at their first floor meetings. Introductory literature sent to students includes detailed summaries of security procedures and safety suggestions.

During the winter vacation between semesters: The Department of Residential Living maintains three undergraduate high rises, two graduate high rises, and one graduate low rise as open residences. All other residences are closed to students. Students living in closed buildings may stay with friends in an open building during the winter vacation; however, most go home.

Short-term University guests sponsored by a University office or department may be accommodated in designated rooms, and these guests receive special identification. Students are permitted to have short-term overnight guests and these persons may be issued special identification; however, they must be accompanied by their host each time they enter a residence. A list of host responsibilities and guest rules is published in the Residential Occupancy Agreement and Handbook.

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

## Federal Student Right-to-Know and Campus Security Act of 1990 University of Pennsylvania Campus Crime Statistical Data

The Federal Student Right-To-Know and Campus Security Act of 1990 mandates the release of specific crime and arrest statistics which occur on campus to all students, employees and to all prospective students and employees upon request. This document is being released in compliance with the specific time periods, crime classifications and arrest data mandated.

### Crime Report, 1993 through 1995

	1993	1994	1995
Murder	0	0	0
Sex Offenses			
Forcible Rape	1	0	4
Non-Forcible Offenses	9	11	8
Robbery	45	38	18
Aggravated Assault	3	4	6
Burglary	147	100	75
Motor Vehicle Theft	47	58	46
<b>Total</b>	<b>252</b>	<b>211</b>	<b>157</b>

### Campus Arrest Data—January through December 1995

	1995
Weapons Offense Violation	2
Drug Abuse Violations	0
Liquor-Law Violations	0
<b>Total</b>	<b>2</b>

The numbers of undergraduate and graduate students enrolled for 1995-1996 are:

Full-time undergraduate	9,467
Part-time undergraduate	2,037
Full-time graduate/professional	8,621
Part-time graduate/professional	2,023
<b>Total</b>	<b>22,148</b>

The number of undergraduate and graduate students living in student housing was **6,000** and **1,200** respectively.

The total number of non-student employees working on the campus as of January 19, 1995, was 20,017

Three-year UCR with index available upon request. Contact Administrative Unit or write to: Division of Public Safety, 3914 Locust Walk, Philadelphia, PA 19104, c/o Administrative Unit 2nd Floor.



# OPPORTUNITIES at PENN

Listed below are 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*

**DIRECTOR IV** (05450CP) Direct Annenberg Public Policy Center Washington branch; coordinate conferences; design & conduct research; set up & supervise luncheons with reporters. **Qual.:** MA in communications req.; at least four yrs. work in Public Policy & Comm. or equiv. **Grade:** P7; **Range:** \$35,000-43,700 5-23-96 Annenberg School  
**P-T (SR. RESEARCH INVESTIGATOR)** (21 HRS) (05451CP) Teach undergrad course in communication behavior; coordinate Annenberg Public Policy Ctr. Activities in Media & the Developing Mind area; organize annual June conference in DC; coordinate annual survey on Children & TV; conduct research in area for policy center; coordinate all activities of a national committee set up to evaluate the quality of children's TV programs. **Qual.:** PhD in communications req.; 4-5 yrs. related exp.; research in children & TV; demonstrated skill in content, analysis & survey design. **Grade/Range:** Ungraded 5-24-96 Annenberg

## ARTS AND SCIENCES

*Specialist: Nancy Salvatore*

**ADMIN. ASS'T III** (05495NS) Provide administrative support to the Director of the Center for Molecular Modeling; act as liaison with departments, industry & other diverse collaborators & supporters of the Center; type & proofread technical material, grants & contracts; compile & summarize data prepare reports; organize & maintain Center records & files; develop presentation quality spreadsheet charts & graphs; compose correspondence & develop forms & brochures; open & distribute mail. **Qualifications:** H.S. grad or equiv.; BA/BS pref.; at least two yrs. at AAII level or comparable background; skilled in project planning & management; expert in word processing, spreadsheet & computer graphics for correspondence, reports & presentations; knowledge of Word, Excel; skilled at dealing with professional customers; skilled at making priorities; strong verbal/written communication skills. (End date: 6/30/99) **Grade:** G11; **Range:** \$19,900-25,300 5-24-96 Chemistry  
**ASSISTANT DIRECTOR III** (03283NS) (End date: 9/30/98) P4; \$26,200-34,100 4-1-96 Political Science  
**ASS'T DEAN ACADEMIC ADVISING II** (03205NS) (End date: 5/31/97) P6; \$31,900-40,600 3-22-96 College Office  
**BUS. ADMIN. V/MANAGER ADMIN. & FIN.** (04358NS) P6/P7; \$31,900-40,600/35,000-43,700 4-23-96 Biology  
**FACILITIES PLANNER II** (04333NS) P7; \$35,000-43,700 4-18-96 SAS-Facilities Planning & Operations  
**INFO MANAGEMENT SPECIALIST I** (11589NS) P4; \$26,200-34,100 11-24-95 SAS Computing  
**PROGRAMMER ANALYST I** (03264NS) P4; \$26,200-34,100 3-25-96 Linguistics  
**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.** (05418NS) P1; \$19,700-25,700 5-8-96 Psychology  
**RES. SPEC. 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  
**RESEARCH SPECIALIST I** (05417NS) P2; \$21,700-28,200 5-9-96 Psychology  
**RESEARCH SPECIALIST IV** (04388NS) P6; \$31,900-40,600 4-30-96 Physics & Astronomy  
**ADMINISTRATIVE ASSISTANT III** (05413NS) G11; \$19,900-25,300 5-7-96 Political Science  
**OFFICE ADMINISTRATIVE ASSISTANT I** (37.5 HRS) (04343NS) G9; \$18,321-22,929 4-23-96 Chemistry  
**SECRETARY IV** (37.5 HRS) (04344NS) G9; \$18,321-22,929 4-23-96 Office of the Dean

## DENTAL SCHOOL

*Specialist: Clyde Peterson*

**DIR. II** (05414CP) P5; \$28,800-37,600 5-10-96 Clinic Mgmt.  
**RESEARCH SPECIALIST, JR.** (03212CP) P1; \$19,700-25,700 3-8-96 Pathology  
**RESEARCH SPECIALIST I** (04393CP) (End date: 6/98) P2; \$21,700-28,200 5-7-96 Biochemistry  
**RESEARCH SPECIALIST II** (04394CP) (End date: 6/98) P3; \$23,900-31,000 5-7-96 Biochemistry  
**ADMINISTRATIVE ASSISTANT II** (04366CP) G10; \$18,700-23,300 4-25-96 Restorative Dentistry  
**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) (04351CP) G8; \$17,943-22,400 4-22-96 Implant Center  
**RESEARCH LAB TECHNICIAN III** (03213CP) G10; \$18,700-23,300 3-8-96 Pathology

## ENGINEERING/APPLIED SCIENCE

*Specialist: Clyde Peterson*

**RES. SPEC. JR./I** (04397RS) P1/P2; \$19,700-25,700/\$21,700-28,200 5-6-96 Inst. for Med. & Engineering  
**STAFF ASS'T III/II** (04387JZ) P2/P3; \$21,700-28,200/\$23,900-31,000 5-2-96 Inst. for Medicine & Engineering  
**ADMINISTRATIVE ASSISTANT III** (02186CP) G11; \$19,900-25,300 3-4-96 Undergraduate Education  
**RESEARCH LAB TECH III** (40 HRS) (04398RS) G10; \$21,371-26,629 5-6-96 Inst. for Medicine & Engineering

## EXECUTIVE VICE PRESIDENT

*Specialist: Nancy Salvatore/Susan Curran*

**COORDINATOR V** (05431NS) Responsible for management of a computer retail store in absence of manager; produce & analyze financial data & reports; oversee work of support staff. **Qual.:** BA/BS in acctg. or finance; three yrs. exp. in retail acctg.; ability to work independently & handle financial reporting & analysis; working knowledge of computers & computer product lines; supervisory exp. **Grade:** P5; **Range:** \$28,800-37,600 5-13-96 Computer Connection  
**FINANCIAL SERVICE ASS'T III** (02148NS) Assist in all facets of planning & coordination of Student Employment Office; assist in administering off-campus program; respond

to student, parent & field inquiries; process & resolve work-study & payroll issues; provide word processing & data entry support for office; coordinate the Job Referral Service. **Qual.:** H.S. grad with at least 2 yrs. clerical/office exp.; excellent interpersonal, written & verbal skills necessary; knowledge of WordPerfect & Paradox is helpful. **Grade:** G11; **Range:** \$19,900-25,300 5-21-96 Student Fin. Svcs.  
**CONTRACTS ADMINISTRATOR II** (03198NS) P5; \$28,800-37,600 3-6-96 ORA  
**DIR., BENEFITS** (03239SC) P12 3-20-96 Human Resources  
**DIR., SPECIAL SVCS.** (03216NS) (24 Hr on-call) P8; \$38,500-48,100 3-11-96 Victim Support & Spec. Svcs.  
**INVESTIGATOR, SR.** (40 HRS) (04345NS) (04346NS) (Position will require extensive travel throughout the city & on occasion will require unusual hours &/or overtime; position is contingent upon the successful completion of a background investigation & a psychological & physical examination.) Union 4-22-96 Division of Public Safety  
**INVESTIGATOR, SR.** (40 HRS) (04391NS) (04392NS) (Position will require extensive travel throughout the city & on occasion will require unusual hours &/or overtime; position is contingent upon the successful completion of a background investigation & a psychological & physical examination.) Union 5-1-96 Division of Public Safety  
**OFFICE SYSTEMS ADMINISTRATOR II** (03197NS) P3; \$23,900-31,000 3-6-96 ORA  
**PROCUREMENT SPECIALIST** (04353NS) P7; \$35,000-43,700 4-23-96 Purchasing  
**PROPERTY ADMINISTRATOR** (04339NS) P3; \$23,900-31,000 4-23-96 Risk Management  
**CLERK, ACCOUNTING III** (04401NS) G9; \$17,100-21,400 5-3-96 Central Gifts  
**CLERK, ACCOUNTING III** (0152NS) G9; \$17,100-21,400 5-9-96 Comptroller's Office  
**CLERK, ACCOUNTING II** (05444NS) G8; \$15,700-19,600 5-14-96 Transportation & Parking Services  
**SERVICE REP. I** (37.5 HRS) (05415NS) G10; \$20,036-24,964 5-8-96 Computer Connection  
**SUPERVISOR II** (40 HRS) (05403NS) G11; \$22,743-28,914 5-6-96 Class of 1923 Ice Rink  
**TEACHER, CHILDREN'S CTR.** (05404NS) (05405NS) (05406NS) (End date: One yr. appointment) G11; \$19,900-25,300 5-6-96 Penn Children's Center

## GRAD SCHOOL OF EDUCATION

*Specialist: Clyde Peterson*

**RESEARCH SPECIALIST III** (05473CP) Design statistical analyses of large national data bases on teachers & schools; conduct analyses with SAS & other computer software; write reports; maintain computer laboratory & supervise graduate student assistants; organize & conduct research activities under the supervision of the Co-Directors of the Center for Research & Evaluation in Social Policy; assist in defining research questions & hypotheses for investigation pertaining to teachers & schools at the elementary & secondary levels. **Qualifications:** BA/BS (relevant to content & methods of research projects essential); MS highly preferred; PhD desired; three yrs. relevant experience preferred; experience in use of microcomputers for statistical analyses (SAS) & word processing essential, knowledge of Excel & Harvard Graphics preferred; skill in written communication important. (On-going contingent on grant funding) **Grade:** P4; **Range:** \$26,200-34,100 5-24-96 CRES  
**ADMIN. ASS'T I** (05474CP) Provide administrative & secretarial support to the Language in Education Division faculty, chair & coordinators; work closely with the coordinator of Penn-Merck to prepare reports; maintain database & files, schedule meetings & respond to admission & student inquiries; work directly with division chair to produce standard & complex confidential materials, schedule & coordinate appointments; oversee photocopy use & student workers. **Qualifications:** Completion of high school business curriculum & related post high school training or equivalent; at least two yrs. clerical &/or secretarial experience or equiv.; excellent verbal & written communication & organizational skills; ability to type at least 55wpm; thorough knowledge of Macintosh software hardware; experience in word processing, e-mail, database & spreadsheet programs. **Grade:** G9; **Range:** \$17,100-21,400 5-21-96 LED  
**INFO SYSTEMS SPECIALIST II** (08266CP) (Ongoing contingent on funding) P5; \$28,800-37,600 3-20-96 NCAL  
**ADMIN. ASS'T III** (37.5 HRS) (04327CP) (Ongoing contingent on funding) G11; \$21,321-27,107 4-19-96 CPRE  
**SEC'Y I** (12682CP) G9; \$17,100-21,400 1-3-96 CFC/DRE  
**P-T (ADMIN. ASSISTANT I)** (28 HRS) (07134CP) G9; \$9,396-11,758 3-11-96 Development Office

## GRAD SCHOOL OF FINE ARTS

*Specialist: Clyde Peterson*

**COORDINATOR II** (04342CP) P2; \$21,700-28,200 4-22-96 Architecture

## LAW SCHOOL

*Specialist: Clyde Peterson*

**ASS'T DIR. IV** (04302CP) P5; \$28,800-37,600 4-8-96 Law  
**ADMIN. ASS'T III** (04373CP) (App. deadline date: 5/10/96)  
G11; \$19,900-25,300 4-26-96 Biddle Law Library  
**STACK ATTENDANT** (05457CP) Union 5-16-96 Biddle  
Law Library

## MEDICAL SCHOOL

*Specialist: Ronald Story/Janet Zinser*

**DIRECTOR V** (04377JZ) Manage faculty employment process for full-time & part-time faculty in the School of Medicine, including appointments, promotions & tenure issues; maintain high level of familiarity with all the basic policies & procedures concerning employment of faculty members; provide extensive writing, interpretation, counseling & advice regarding same to Dean, Department Chairs & other staff; provide advice & counsel regarding faculty complaints & due process procedures; assist in efforts to establish endowed chairs; direct annual Faculty Extramural Activity Reports process; supervise three staff members; oversee School of Medicine Art Collection. **Qualifications:** BA/BS; advanced degree pref.; six-eight yrs. related exp.; experience/understanding of higher education administration, especially faculty personnel & academic issues; outstanding writing & interpersonal skills essential; attention to detail; proficient in word processing; strong counseling & negotiation skills; demonstrated ability to handle confidential & sensitive materials; knowledge of the University of Pennsylvania & the Medical School preferred; interest/experience in the oversight of art collection a bonus. **Grade:** P8; **Range:** \$38,500-48,100 4-25-96 Faculty Affairs

**FINANCIAL ADMINISTRATOR I** (05500JZ) Monitor grant budgets; maintain database of expenditures; inform investigators of status of grant funds; screen & approve purchase requests; oversee activities of purchasing clerk; prepare internal & external financial reports; assist in preparation of grant applications; gather data; prepare initial projections for restricted/unrestricted accounts; interact with ORA/Research Accounting/Comptroller's Office. **Qualifications:** BA/BS, pref. in accounting, business or equiv.; 2-4 yrs. exp. in fiscal operations or equiv.; ability to use Excel or Lotus software; knowledge of University accounting systems pref. **Grade:** P3; **Range:** \$23,900-31,000 5-24-96 Radiation Oncology

**MED. PHYSICIST-RADIATION ONCOLOGY** (05487RS) Develop & implement general medical physics policies & procedures; establish, supervise & document a program of quality assurance for accelerators, ancillary equipment & procedures used in stereotactic irradiations; review & approve all treatment plans & dose calculations as required; maintain treatment planning systems. Supervise linear accelerator calibration; develop quality assurance policies & institute procedures; oversee radioelement handling & serve as the Department's liaison to the applicable state & federal nuclear regulatory agencies; supervise commissioning of new major equipment (linear accelerators & simulators); assist in design & development of proposed radiation oncology suites; determine radiation shielding requirements; collaborate with radiation oncologist to design patient specific treatment applications; actively participate in medical physics research projects; participate in training of radiation oncology residents; monitor & report on radiation exposure; serve as dept. representative to affiliate radiation safety. **Qualifications:** Master's in medical physics or related field & certification in therapeutic radiological physics by American Board of Radiology or equiv.; at least 4 yrs. exp. in medical physics; ability to work independently with minimal supervision & supervise technical personnel; direct medical physics services at HUP & affiliates. **Grade/Range:** Blank 5-22-96 Radiation Oncology

**PROGRAMMER ANALYST I** (05483JZ) Work with various clients to develop UPHS multimedia & WWW health science related applications; support WWW & computer based formats; develop general & special purpose applications for the WWW; participate in over all support of School of Medicine Computing & Information Technology activities. **Qualifications:** BA/BS or equivalent in computer or information sciences; MS preferred; knowledge of applicable languages, programming & systems experience; hypermedia design & layout skills, HTML, JAVA & perl programming; excellent interpersonal skills; ability to work as part of a dynamic team. **Grade:** P4; **Range:** \$26,200-34,100 5-24-96 Info Technology

**PROGRAMMER ANALYST II/III** (05484JZ) Manage & improve existing UPHS WWW system through application, design & service improvements; maintain & improve core services, working with clients to plan for, develop, test & implement new applications; responsible for identification & acquisition of new technologies which enhance WWW offering; provide standard core WWW support; translate & install departmental templates to WWW documents; provide

HTML/WWW training to UPHS users; stay current with new external WWW services; recommend & implement inclusions to UPHS WWW; manage WWW development resources; participate in overall support of School of Medicine Computing & Information Technology activities. **Qualifications:** BA/BS or equivalent in computer or information sciences; MS preferred; hypermedia design & layout skills, HTML, JAVA & perl programming; demonstrated interpersonal skills; ability to be innovative & work as part as a team. **PROG. ANA. II:** two yrs. programming & systems exp. or equiv. **PROG. ANA. III:** four yrs. programming & systems exp. or equiv. **Grade:** P6/P7; **Range:** \$31,900-40,600/\$35,000-43,700 5-24-96 Info. Technology

**RESEARCH COORD.** (05485RS) Oversee the operation aspects of the project; meet with & gain support from external agencies; recruit subjects for protocols; perform tests on patients including polysomnography as well as all other test batteries necessary, travel as necessary to accomplish goals; communicate the progress of all activities; maintain human subjects records; perform data analysis; score sleep & other studies. **Qual:** BA/BS degree in basic science; at least two yrs. in sleep research or clinical activities; ability to perform polysomnography; familiarity with computers & printers, psychomotor vigilance, cognitive neuro-performance & other diagnostic testing devices; valid driver's license & access to car. (On-going pending funding) **Grade:** P3; **Range:** \$23,900-31,000 5-22-96 Ctr. for Sleep

**RESEARCH SPECIALIST JR./I** (04397RS) Under general supervision, participate in research project investigating the role of gap junctions in cultured vascular tissues; perform procedures for gene cloning, amplification & purification, PCR, Northern/Southern blotting, screening of cDNA sequencing; experience in immunohistochemical staining, fluorescence microscopy & in situ hybridization desirable but not required (will train). **Qualifications:** RES. SPEC. JR.: BA/BS in scientific or related field; exposure to lab work. **RES. SPEC. I:** BA/BS in biology, molecular biology, biochemistry or a related discipline; one-three yrs. laboratory research exp. **Grade:** P1/P2; **Range:** \$19,700-25,700/\$21,700-28,200 5-6-96 Inst. for Med. & Engineering

**RESEARCH SPEC., JR./I** (04349RS) Perform wide range of techniques in molecular & cell biology including nucleic acid purification, DNA sequencing, various blotting techniques, tissue culture of mammalian cells, cell-free protein translation care & analysis of mice; under limited supervision, perform experiments & research specific experimental design & implement new protocols, write lab reports, analyze data; perform computer searches; order & maintain supplies & equipment; assist in training other laboratory personnel including students. **Qualifications:** BA/BS in scientific field & knowledge of molecular & cell biology required; two-four yrs. of laboratory exp. in working with recombinant DNA techniques & protein analysis pref.; ability to work independently; demonstrated organizational skills & knowledge of computers req. **RES. SPEC., JR.:** exposure to lab work. **RES SPEC. I:** one-three yrs. previous laboratory experience. (End date: 4/30/98) **Grade:** P1/P2; **Range:** \$19,700-25,700/\$21,700-28,200 5-23-96 IHGT

**RESEARCH SPECIALIST II** (05476RS) Perform immunochemistry & immunocytochemistry using frozen paraffin & plastic sections of human tissues, ELISA & other immunoassays, lymphocyte cultures & spectrophotometry of tissue fluids; tabulate experimental data; perform statistical analysis & interpretation; plan technical aspects of experiments & plan for protocols; supervise post-doctoral fellows, medical students & junior technicians; perform data entry & record keeping & submit findings. **Qualifications:** BA/BS scientific field required; three-five yrs. experience working in relevant biomedical research projects. **Grade:** P3; **Range:** \$23,900-31,000 5-22-96 Medicine/Allergy & Immunology

**RESEARCH SPECIALIST III** (05479RS) Advise faculty & design approaches for protein chemistry (purification of biological molecules, HPLC & electrophoresis, ELISA, sequencing of peptides/proteins, synthetic & peptide chemistry; process findings & incorporate them into studies for publication; principal part of research involves Cancer, Immunology, AIDS & neurobiology; supervise graduates & post doc fellows in laboratory. **Qualifications:** BA/BS in biology, chemistry, molecular biology; MS preferred; three-five yrs. protein chemistry; molecular biology laboratory experience required. (On-going contingent upon grant funding) **Grade:** P4; **Range:** \$26,200-34,100 5-22-96 Pathology & Lab Medicine

**ADMIN. ASS'T I** (05489JZ) Greet visitors to the Office of Academic Programs suite & direct them to appropriate office/staff member; provide, along with Senior Secretary, telephone coverage for the Office of the Vice Dean for Education; provide lunch-time coverage for various constituencies; coordinate & maintain "hospitality area" of suite; maintain automated office equipment for the Office of the Vice Dean for Education; serve as central distribution point for incoming mail; working with Senior Secretary, perform filing duties for the office, type & proofread correspondence & assist with mass mailings. **Qualifications:**

Completion of high school & preferably, some post-h.s. training (business school); at least two yrs. receptionist &/or clerical exp., pref. in an academic environment; proficiency in operating Macintosh computer systems & in using Microsoft Word software package; knowledge of & exp. with office automation equipment; good customer service skills. **Grade:** G9; **Range:** \$17,100-21,400 5-23-96 Office of Vice Dean for Education

**PSYCH TECH I** (03268RS) Responsible for process of images acquired during functional imaging studies (Positron Emission Tomography and Functional Magnetic Resonance Imaging); conduct Image Analysis & assist in the maintenance & upgrade of the functional imaging database. **Qualifications:** BA/BS in computer science, psychology, biology or engineering; computer skills are essential & experience with database & statistical programs is preferred. **Grade:** G10; **Range:** \$18,700-23,300 5-13-96 Psychiatry

**PSYCH TECH I** (40 HRS) (05477RS) Assist in all aspects of ongoing longitudinal study involving infant growth & development; perform growth & metabolic assessments on infant and child study subjects; maintain records; organize and analyze data from study results; participate in preparation of reports; assist with cohort retention strategies. **Qualifications:** Bachelor's degree, pref. in psychology or other human science; familiarity with research methods and statistics pref.; knowledge of computers and word processing req.; familiarity with spreadsheet and database software a plus; good organizational and interpersonal skills req. (End date: 1/31/96) **Grade:** G10; **Range:** \$21,371-26,629 5-22-96 Psychiatry

**RESEARCH LAB TECHNICIAN III** (05469RS) Under general supervision, perform molecular & genetic analysis of developing Drosophila; isolate & manipulate DNA; perform in situ analyses & antibody staining; organize, maintain & order lab supplies; document procedures; write lab reports; maintain logs; carry out general lab duties. **Qualifications:** BA/BS in biology or chemistry; some laboratory experience required; attention to detail required. **Grade:** G10; **Range:** \$18,700-23,300 5-20-96 Cell & Developmental Biology

**RESEARCH LAB TECH III** (05470RS) Under general supervision, raise, maintain & organize zebrafish mutant stocks; raise rotifers & brine shrimp cultures; perform genetic, histological & embryological manipulations of developing zebrafish embryos; perform general lab duties. **Qualifications:** BA/BS in biology, biochem. or genetics; some lab experience pref.; attention to detail req. **Grade:** G10; **Range:** \$18,700-23,300 5-20-96 Cell & Dev. Bio.

**SECRETARY IV** (40 HRS) (05429JZ) Provide secretarial & administrative support to the business administrator; answer telephones, type correspondence & other documents; maintain administrative files & manage the department administrator's calendar; assist with grant applications, including preparing signature pages, processing through signature, photocopying & mailing; work with confidential salary budgets for grant applications & personnel distribution paperwork; organize office records, reports, files & other systems of information tracking; maintain computerized data base for grant applications; perform data entry. **Qualifications:** H.S. grad; BA/BS pref.; at least two yrs. previous secretarial experience required or equivalent; demonstrated telephone skills, a professional & courteous manner; strong word processing skills; experience with Macintosh MS Word & Excel preferred; experience with spreadsheets, databases &/or calendar programs; strong verbal & written communication skills; highly organized, energetic, flexible in dealing with multiple projects & tight deadlines. **Grade:** G9; **Range:** \$19,543-24,457 5-13-96 IHGT

**ASSISTANT TO CHAIR II** (04368JZ) P2; \$21,700-28,200 4-26-96 Neuroscience

**ASSISTANT DIRECTOR VI** (05454RS) (On-going contingent upon funding) P7; \$35,000-43,700 5-17-96 Center for Exper. Therapeutics

**ASSOCIATE DIRECTOR VI** (04378JZ) P8; \$38,500-48,100 4-26-96 Architecture & Facilities Management

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

**FINANCIAL ADMINISTRATOR II** (04385JZ) P4; \$26,200-34,100 4-25-96 Ctr. for Clinical Epidemiology

**FINANCIAL ADMINISTRATOR III** (04367JZ) P5; \$28,800-37,600 4-25-96 Dermatology

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

**INFORMATION SYSTEMS SPECIALIST III** (04334JZ) P3/P5; \$23,900-31,000/28,800-37,600 4-19-96 Genetics

**NURSE II** (03219RS) (On-going 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** (04323JZ) P6; \$31,900-40,600 4-16-96 General Internal Medicine

**PROGRAMMER ANALYST III/IIII** (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** (05104JZ) P6; \$31,900-40,600 4-24-96 Medicine/Billing  
**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.** (05420RS) P1; \$19,700-25,700 5-9-96 Neurology  
**RESEARCH SPECIALIST, JR.** (05453RS) (Position requires travel to multiple study sites, must have access to a car) (On-going contingent upon grant funding) P1; \$19,700-25,700 5-14-96 Psychiatry  
**RESEARCH SPECIALIST, JR.** (05463RS) (On-going contingent upon grant funding) P1; \$19,700-25,700 5-16-96 Surgery/HDSR  
**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** (04349RS) (End date: 4/30/98) P2; \$21,700-28,200 4-22-96 IHGT  
**RESEARCH SPECIALIST I** (05421RS) P2; \$21,700-28,200 5-9-96 Neuroscience  
**RESEARCH SPECIALIST I/II** (04325RS) P2/P3; \$21,700-28,200/23,900-31,000 4-19-96 Ophthalmology  
**RES. SPECIALIST II** (04396RS) (On-going contingent on grant funding) P3; \$23,900-31,000 5-3-96 Surgery  
**RESEARCH SPECIALIST II** (04395RS) (On-going contingent on grant funding) P3; \$23,900-31,000 5-6-96 Medicine/Experimental Therapeutics  
**RESEARCH SPECIALIST I/III** (03237RS) (On-going contingent upon funding) P3/P4; \$23,900-31,000/\$26,200-34,100 3-18-96 Pathology & Lab Medicine  
**SENIOR RESEARCH INVESTIGATOR** (02136RS) Blank 5-6-96 Anesthesia  
**SOCIAL WORKER CHIEF** (05439RS) (May required evening & weekend work) (On-going contingent upon grant funding) P4; \$26,200-34,100 5-14-96 Psychiatry  
**STAFF ASSISTANT I** (04340JZ) (End date: 4/30/98) P1; \$19,700-25,700 4-23-96 IHGT  
**STAFF ASST I/III** (04387JZ) P2/P3; \$21,700-28,200/\$23,900-31,000 5-2-96 Inst. for Medicine & Engineering  
**SYSTEMS PROGRAMMER II** (05438JZ) P7; \$35,000-43,700 5-17-96 Psychiatry  
**ADMINISTRATIVE ASSISTANT I** (40 HRS) (04384JZ) G9; \$19,543-24,457 4-26-96 4-26-96 Medicine/Endo  
**ADMINISTRATIVE ASSISTANT II** (40HRS) (05422JZ) G10; \$21,371-26,629 5-15-96 Cancer Center  
**ADMINISTRATIVE ASSISTANT III** (40 HRS) (05412JZ) G11; \$22,743-28,914 Vice Dean for Administration  
**BILLING ASSISTANT** (40 HRS) (03293JZ) G8; \$17,943-22,400 4-3-96 Ophthalmology  
**OFFICE ADMINISTRATIVE ASSISTANT I** (0145JZ) G9; \$17,100-21,400 41-18-96 Biomed Graduate Studies  
**OFFICE ADMINISTRATIVE ASSISTANT I** (0145JZ) G9; \$17,100-21,400 5-15-96 Biomed Graduate Studies  
**PSYCH TECH I** (40 HRS) (04362RS) (04363RS) (May involve evenings/weekends) (Contingent on grant funding) G10; \$21,371-26,629 4-25-96 Psychiatry  
**RESEARCH LAB TECHNICIAN II** (40 HRS) (02104RS) (Ongoing contingent upon funding) G8; \$17,943-22,400 2-8-96 Psychiatry  
**RESEARCH LAB TECHNICIAN II** (40 HRS) (04364RS) (May involve some evenings/weekends) G8; \$17,943-22,400 4-25-96 Psychiatry  
**RESEARCH LAB TECH III** (40 HRS) (0169RS) (Ongoing pending funding) G10; \$21,371-26,629 2-1-96 Ctr. for Experimental Therapeutics & Clinical Research Ctr.  
**RESEARCH LAB TECHNICIAN III** (40 HRS) (10443RS) G10; \$21,371-26,629 2-27-96 Clinical Research Center  
**RESEARCH LAB TECH III** (04371RS) (On-going contingent on grant funding) G10; \$18,700-23,300 5-3-96 Pathology & Lab Medicine  
**RESEARCH LAB TECH III** (40HRS) (04398RS) G10; \$21,371-26,629 5-6-96 Inst. for Medicine & Engineering  
**RESEARCH LAB TECH III** (05435RS) (05347RS) G10; \$18,700-23,300 5-14-96 Medicine/Cardiology  
**RESEARCH LAB TECHNICIAN III** (05455RS) G10; \$18,700-23,300 5-14-96 Cell & Developmental Biology  
**RES. LAB TECH III** (05464RS) G10; \$18,700-23,300 (On-going contingent on funding) 5-17-96 Ctr. for Sleep  
**SECRETARY III** (05440JZ) G8; \$15,700-19,900 5-14-96 Psychiatry  
**SEC'Y IV** (02181JZ) G9; \$17,100-21,400 3-1-96 CCEB  
**SECRETARY IV** (40 HRS) (05452JZ) (End date: 5/31/98) G9; \$19,543-24,457 5-16-96 IHGT  
**SECRETARY V** (40 HRS) (04400JZ) (End date: 4/30/98) G10; \$21,371-26,629 5-3-96 IHGT  
**SECURITY OFFICER/MED SCHOOL** (04382JZ) G8; \$17,943-22,400 4-26-96 Architecture & Facilities Mgmt.  
**TECH, OPHTHALMIC CERTIFIED MED** (40 HRS) (11570RS) G12; 25,371-32,686 2-19-96 Ophthalmology

**TECH, VET ANESTHESIA I** (04324RS) (Ongoing contingent on funding) G11; \$19,900-25,300 4-19-96 Center for Experimental Therapeutics  
**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  
**P-T (ADMIN. ASS'T 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*

**ANNUAL GIVING OFFICER II** (04375JZ) P5; \$28,800-37,600 4-26-96 Development & Alumni Relations  
**ANNUAL GIVING OFFICER II** (04376JZ) P5; \$28,800-37,600 4-29-96 Development & Alumni Relations  
**ARCHIVIST II** (04314SC) (End date: One yr. after appointment) P4; \$26,200-34,100 4-9-96 University Archives  
**ASSOC. DIRECTOR PLANNED GIVING** (05449JZ) P7; \$35,000-43,700 5-15-96 Dev & Alumni Relations  
**DIRECTOR, ADMINISTRATION AREA** (03258JZ) P10; \$47,400-59,200 3-21-96 Dev. & Alumni Relations  
**DIR., NYC REGION** (0164JZ) (Position located in New York) P11; \$54,500-68,200 1-29-96 Dev. & Alumni Rels.  
**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  
**EXECUTIVE ASSISTANT I** (05434SC) P6; \$31,900-40,600 5-13-96 Office of the Secretary  
**LEGAL ASSISTANT** (02143SC) P3; \$23,900-31,000 2-19-96 General Counsel  
**MANAGER VI** (05410SC) P7; \$35,000-43,700 5-3-96 Office of the President  
**PROGRAMMER ANALYST I** (08194JZ) P4; \$26,200 - 34,100 1-31-96 Dev & Alumni Relations  
**PUBLICATIONS DESIGN SPECIALIST** (10449JZ) P5; \$28,800-37,600 10-10-95 Dev. & Alumni Relations  
**SENIOR WRITER** (11584JZ) P7; \$35,000-43,700 4-18-96 Development and Alumni Relations  
**STAFF ASSISTANT, PRESIDENT'S OFFICE** (05409SC) (Two writing samples must accompany applications) P6; \$31,900-40,600 5-3-96 Office of President  
**STAFF WRITER II** (04062JZ) (Two Writing Samples Must Accompany Application) P3; \$23,900-31,000 4-24-95 Development and Alumni Relations  
**ADMINISTRATIVE ASSISTANT II** (03245JZ) G10; \$18,700-23,300 3-19-96 Dev. & Alumni Relations  
**HOUSEHOLD ASSISTANT** (37.5 HRS) (02169SC) G7; \$15,536-19,393 2-23-96 Office of the President

## PROVOST

*Specialist: Clyde Peterson*

**P-T (ADMIN. ASS'T II)** (20 HRS) (05475CP) Maintain South Asia Reference Collection & reserve books for the South Asia Dept courses; display newspaper & periodicals; reshelve books & relocate materials; arrange back issues of newspapers & discard them on receipt of microfilm; perform binding for periodicals; supervise processing of India & Pakistan Cooperative Acquisition Program materials; maintain South Asia Art Archive; perform general reference.  
**Qualifications:** High school required; BA/BS preferred; academic background in South Asian studies preferred; familiarity with library operations, both technical & public service practices & operations; good interpersonal skills & mature judgment is essential. **Grade:** G9; **Range:** \$9,396-11,758 5-21-96 University Libraries  
**CHAPLAIN** (08247CP) Ungraded 8-23-95 Prov. Office  
**CLINICAL VETERINARIAN** (04374CP) (Willing to work irregular hours, weekends & holidays & assume emergency "on call" responsibilities) Blank 4-26-96 ULAR  
**COORD. II** (05427CP) P2; \$21,700-28,200 5-10-96 ULAR  
**COORD. III** (05425CP) P3; \$23,900-31,000 5-10-96 DRIA  
**DATA ANALYST, SR.** (02184CP) P8; \$38,500-48,100 3-1-96 UMIS  
**DIRECTOR, ADMINISTRATIVE AFFAIRS** (04338CP) P11; \$54,500-68,200 4-26-96 Provost's Office  
**DIR., RECREATION** (04328CP) (Must be willing to work eves/wknds as req.) P8; \$38,500-48,100 4-25-96 DRIA  
**EDITOR-EXPEDITION** (04389CP) P3; \$23,900-31,000 5-8-96 Museum  
**INTERN, ATHLETICS** (03227CP) (Some eves & weekends req.) (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 I/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  
**LIBRARIAN I/III** (04357CP) (Application deadline: 5/31/96) P5/P6; \$28,800-37,600/\$31,900-40,600 4-24-96 Biomed. Library  
**LIBRARIAN I/III** (05433CP) P5/P6; \$28,800-37,600/\$31,900-40,600 5-13-96 University Libraries  
**MANAGER, OPERATIONS PREPnet** (05446CP) P8; \$38,500-48,100 5-16-96 PREPnet  
**MUSEUM PUBLIC INFORMATION INTERN** (03255CP) (End date: 5/31/97) \$1200/monthly 3-21-96 Museum  
**PROGRAMMER ANALYST III** (03273CP) P7; \$35,000-43,700 3-26-96 DCCS  
**PROG. ANALYST I/III** (03274CP) P6/P7; \$31,900-40,600/\$35,000-43,700 3-26-96 University Libraries  
**STAFF ASSISTANT II** (05445CP) P2; \$21,700-28,200 5-16-96 PREPnet  
**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** (04359CP) P7; \$35,000-43,700 4-24-96 OEHS  
**SYS. PROG. I/III** (03228CP) (03229CP) P7/P8; \$35,000-43,700/38,500-48,100 3-19-96 Systems/Univ. Libraries  
**TECHNOLOGY TRAINING SPECIALIST I** (06085CP) P4; \$26,200-34,100 3-29-96 Tech. Learning Services  
**VICE PROVOST FOR INFORMATION SYSTEMS** (04337CP) Ungraded 4-26-96 4-26-96 Provost's Office  
**VICE PROVOST FOR RESEARCH** (08248CP) Ungraded 8-25-95 Provost's Office  
**LIMITED SERVICE (ASSISTANT COACH I)** (05468CP) P3; \$19,917-25,833 5-17-96 DRIA  
**ADMINISTRATIVE ASSISTANT III** (05426CP) G11; \$19,900-25,300 5-10-96 DRIA  
**OFFICE ADMINISTRATIVE ASSISTANT III** (04360CP) G11; \$19,900-25,300 LRSM

## VETERINARY SCHOOL

*Specialist: Nancy Salvatore*

**RESEARCH LAB TECHNICIAN I/III** (40 HRS) (05490NS) ELISA test for Jones antibodies; culture diagnostic & research specimens for botulism toxin & spores; assist PI with hyper-immunization of horses with botulism toxoid & toxin; conduct mouse neutralization tests for Clostridium botulinum toxin; use computer software programs including R-base & PowerPoint; cultures specimens for mycobacteria.  
**Qualifications:** Lab experience in microbiological techniques, immunochemistry; ELISA, AGID & computer experience preferred; good interpersonal skills as well as effective oral & written communication skills desirable; ability to work independently or with little supervision; flexibility in hours as necessary. **RES. LAB TECH II:** High school graduate, some college level courses in related discipline or equivalent; one-two yrs. experience in microbiology lab or immunodiagnostics. **RES. LAB TECH III:** BA/BS in microbiology or equivalent; two-three yrs. experience in microbiology lab or immunodiagnostics. (Position located in Kennett Square. There is no public transportation) **Grade:** G8/G10; **Range:** \$17,943-22,400/\$21,371-26,629 5-24-96 Clinical Studies  
**ASSISTANT TO CHAIRMAN I** (04331NS) P1; \$19,700-25,700 4-18-96 Pathobiology  
**FARM MANAGER** (04332NS) (Position in Kennett Square, PA; no public transportation) (On-site housing is available) P4; \$26,200-34,100 4-19-96 NBC  
**MGR. II** (05423NS) (Position in Kennett Square, PA; no public transportation) P3; \$23,900-31,000 5-10-96 NBC  
**NURSE, VET HEAD** (03276NS) P4; \$26,200-34,100 3-28-96 VHUP-ICU  
**RESEARCH SPECIALIST III** (03288NS) (Position Kennett Square, PA; no public transportation) P4; \$26,200-34,100 4-1-96 Clinical Studies, NBC  
**CLERK V** (40 HRS) (04330NS) (Position in Kennett Square, PA; no public transportation). G8; \$17,943-22,400 4-18-96 Large Animal Hospital  
**SECRETARY V** (11532NS) G10; \$18,700-23,300 11-7-95 Small Animal Hospital  
**SECRETARY, MED/TECH (40 HRS)** (05466NS) (Position in Kennett Square, PA; no public transportation ) G9; \$19,543-24,457 5-17-96 NBC/Clinical Studies  
**TECH, CLINIC LAB** (40 HRS) (05407NS) (Position in Kennett Square; no public transportation) (varied eve/night shift) G10; \$21,371-26,629 5-6-96 Large Animal Hospital  
**TECH, VET III (SPORTS MEDICINE & IMAGING)** (40 HRS) (03230NS) (May be required to work occasional overtime) (Position located in Kennett Square, PA; no public transportation) G8/G10; \$17,943-22,400/\$21,371-26,629 3-22-96 Large Animal Hospital

# OPPORTUNITIES

**TECH, VET IMAGING I** (04329NS) (*Position located in Kennett Square, PA; no public transportation available.*) G8; \$15,700-19,600 4-18-96 Large Animal Hospital  
**TECH, VET IMAG I/II** (40 HRS) (02109NS) (*Assigned to Emergency call eves/wknds/holidays; may be assigned to wknds; involve work on wknds; 5-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*

**ADVISOR, INTERNATIONAL PROGRAMS** (05459CP) P3; \$23,900-31,000 5-17-96 International Programs  
**ASSISTANT DIRECTOR II** (05461CP) (*Some evenings/weekends as needed.*) P3; \$23,900-31,000 5-17-96 Program for Student-Community Involvement  
**ASSISTANT DIRECTOR, UPWARD BOUND PROGRAM** (03211CP) (*Workschedule: Tuesday-Saturday*) P4; \$26,200-34,100 3-7-96 Academic Support Services  
**ASSOC. DIR., ACADEMIC SUPPORT SVCS** (05447CP) P6; \$31,900-40,600 5-15-96 Academic Support Svcs.  
**GENERAL MANAGER, WXP** (03286CP) (*Some evenings & weekends as needed*) P8; \$38,500-48,100 WXP  
**STAFF ASSISTANT V** (05424CP) P5; \$28,800-37,600 5-14-96 VPUL  
**UPWARD BOUND COUNSELOR** (12650CP) (*Schedule: Tues.-Sat. (End date: ongoing contingent on grant funding)*) P3; \$23,900-31,000 12-13-95 Academic Support  
**ADMINISTRATIVE ASSISTANT II** (05460CP) G10; \$18,700-23,300 5-17-96 Penn's Women's Center  
**ADMINISTRATIVE ASSISTANT II** (05462CP) G10; \$18,700-23,300 5-17-96 WXP

## WHARTON SCHOOL

*Specialist: Janet Zinser*

**COORDINATOR I** (05472JZ) Manage all aspects of MD's calendar & Center's calendar; assist in coordination of research meetings, conferences, presentations & executive

education with sr. faculty & industry executives; develop presentations, education & management reports for extensive communication program of Managing Director; compose correspondence; communicate/coordinate all financial management activities with Business Administrator. **Qualifications:** BA/BS degree or equiv.; up to one yr. exp. incl. travel planning, managing complex calendars & administrative management exp.; Excel, PowerPoint, WordPerfect, Word, Database management software expertise. (*On-going contingent upon grant funding*) **Grade:** P1; **Range:** \$19,700-25,700 5-23-96 Financial Institution Center  
**MANAGING DIRECTOR, LAUDER INSTITUTE** (05491JZ) Provide general management of daily operations & participate in planning & executing Institute's dual degree program in Management & International studies; coordinate curriculum aspects of program with Wharton & School of Arts & Sciences; supervise the language & cross-cultural studies program; oversee recruiting, admission & financial aid, budget & business administration & external relations; responsible for student advising. **Qualifications:** Master's degree or equivalent; PhD in related international interest of Institute (language, history or political science strongly preferred); five-seven yr. related experience including experience in higher education administration, curriculum & student advising, recruitment & admission & budgets; strong experience in international education at the University level; ability to manage complex budgets & work well with diverse cultural populations. (*Applications deadline date: 7/10/96*) **Grade:** P11; **Range:** \$54,500-68,200 5-23-96 Lauder Inst.  
**DIRECTOR VII** (11535JZ) P10; \$47,400-59,200 11-8-95  
**FISCAL COORDINATOR II** (05448JZ) P2; \$21,700-28,200 5-15-96 Jones Center  
**MAJOR GIFT OFFICER I/II** (11549JZ) (11550JZ) P7/P8; \$35,000-43,700/\$38,500-48,100 11-10-95 External Affairs  
**PROGRAMMER ANALYST I/II** (05456JZ) P4/P6; \$26,200-34,100/\$31,900-40,600 5-16-96 WCIT  
**SYSTEMS PROGRAMMER I/II** (04341JZ) P6/P7; \$31,900-40,600/\$35,000-43,700 4-22-96 WCIT  
**TECHNICAL WRITER** (05458JZ) P6; \$31,900-40,600 5-15-96 WCIT  
**ADMINISTRATIVE ASSISTANT III** (02151JZ) G11; \$19,900-25,300 2-19-96 Health Care Systems  
**ADMINISTRATIVE ASSISTANT III** (40HRS) (05432JZ) G11; \$22,743-28,914 5-13-96 Career Development & Placement/Grad

## Classifieds

### FOR SALE

**Priced below market value** - by owner. Wonderful 4 BR, 3 BA center-hall Colonial on half acre in Delaware, between Wilmington and Kennett Square. Must see. 898-3632 or (302) 239-4742.

**Wonderful Colonial stone single** in West Mt. Airy. Large living room with fireplace, ELK, sunny dining room, study, 6 BRs, 3 1/2 baths, 2-car garage. Call Roach Wheeler 215-247-3750. Ask for Charlotte Hood.

**Bala Cynwyd** \$439,500 by owner. Large, elegant older home that has been completely modernized. Four bedrooms, three and a half baths. Library plus family room. New kitchen. Two car garage. Move-in condition. Call 610-664-3826.

**Jersey Shore** - Wildwood Crest condo. Beach/boardwalk location with parking. Furnished. \$27K or best offer. 215-425-2416.

**Jersey Shore** - North Wildwood single bungalow with large yard, corner property. \$59K or best offer. 215-425-2416.

### FOR RENT

**Powelton Village** - Fabulous 3-story Victorian twin, 3400 block Hamilton Street. Large LR, DR, sunny, eat-in kitchen, 4BR, 2 1/2 bath, study, den, laid out for separate in-law apartment on 3rd floor, 1/2 basement. WD, walnut detailing throughout, sky-light, perennial garden front and back. Must see. Avail 7/1/96. \$1500+util. 215-386-2877.

**46th & Cedar** - large, sunny, renovated apartments with hardwood floors, incl. heat, w/laundry facilities; 2BR, \$625, available now; 3BR, bi-level, \$660, June 1-July 1; 2BR, \$625, Sept. 1; 1BR, bi-level, \$525, Sept. 1; Good credit required; leave message at 472-7559.

### VACATION

**Pocono Chalet** - 3BDR/1B, deck. Swimming, fishing, tennis. \$350/week, 215-573-9048

### SUBLET

**20th & Green** - Beautiful, spacious 1 bedroom apartment; backyard, garden, cats. Available 6/24 - 8/20. \$500/mo. OBO Prefer professional/academic. (215) 232-7821.

### FREELANCE RESEARCH

**M.S. Ed.** available for research projects. Reliable, thorough. (GSE '90; CAS '83). 222-8019.

### VOLUNTEERS NEEDED

**For Sleep Deprivation Study.** 10-day in-hospital medical research study on sleep loss and immune function beginning Friday evening, July 12, and continuing through Sunday evening, July 21. University of Pennsylvania Medical School research project. Must be healthy, non-smoking male, 21-39 years of age, and willing to have continuous blood samples drawn, as well as EEG sleep, alertness, performance, and core body temperature measured. Must drink coffee, tea, or cola daily, but be willing to forego caffeine for 14 days prior to the study, as well as during the 10-day sleep deprivation study. Blood assays require advance HIV and drug testing. Study includes: (1) an initial 30-minute telephone interview; (2) one 4-hour initial screening session and blood draw; (3) one 2-hour second screening session and blood draw; (4) one 1-hour third screening session; (5) 14 days of diary completion and monitoring of activity and light levels prior to 10-day hospital stay; (6) 10-day hospital stay (3 days of baseline sleep; 88 hours of sleep deprivation; and 3 days of recovery sleep); (7) 7 days of diary completion and monitoring of activity and light levels after 10-day hospital stay; and (8) a 1-hour final follow-up interview and blood draw. Reimbursement will be up to a total of \$1,292 for completion of the entire study, paid 3 weeks after study protocol has been completed. Please phone Ms. Carlin or Ms. Samuel for a 30-minute telephone eligibility interview and further information at 215-898-9665.

## Relative Investment Performance on Tax Deferred Annuities

The Benefits Office regularly receives inquiries on the relative performance of investment funds offered under the University's tax deferred annuity program. At right is a table which shows the performance of the various funds for the period ending March 31, 1996. The first column shows an abbreviation for the investment philosophy of the fund. (Abbreviations are described below). The second column shows the overall asset size of the fund in millions of dollars. Columns three through seven show the performance of the funds over various time horizons. Columns eight and nine show the best and worst year for the last five years.

The Benefits Office will periodically publish this information in *Almanac* to assist faculty and staff in monitoring the performance of their tax deferred annuity investments. Any faculty or staff member who would like additional information on these benefit programs may call the Benefits Office at 898-7281.

— Albert Johnson  
*Acting Manager of Benefits*

### PHILOSOPHY KEY

#### Domestic:

D Diversified Common Stock Fund  
 DI Diversified Common Stock Fund With Somewhat Higher Income  
 SC Speciality Fund With Small Company Common Stock Orientation  
 B Balanced Fund  
 FIS Fixed Income Fund (Short-Term Maturity)  
 FII Fixed Income Fund (Intermediate-Term Maturity)  
 FIL Fixed Income Fund (Long-Term Maturity)  
 FISG Fixed Income Fund (Short-Term Maturity — Government Obligations)  
 FIIG Fixed Income Fund (Intermediate-Term Maturity — Government Obligations)  
 FILG Fixed Income Fund (Long-Term Maturity — Government Obligations)  
 FIM Fixed Income Fund (Mortgage-Related Securities)  
 FIJ Fixed Income Fund (Low-Rated Bonds)  
 MM Money Market Fund  
 AA 30:40:30  
 Asset Allocation 30% Stocks:40% Bonds:  
 30% Cash Benchmark Fund  
 AA 60:35:5  
 Asset Allocation 60% Stocks:35% Bonds: 5% Cash Benchmark Fund

#### International:

ICS International Common Stock Fund  
 EM Emerging Markets Fund

#### Global:

GCS Global Common Stock Fund

Source: Lipper Analytical Services and fund families.

\* Total Return: Dividend or interest plus capital appreciation or depreciation.

(1) CREF Equity Index Account was introduced on April 29, 1994.

(2) CREF Growth Account was introduced on April 29, 1994.

(3) Vanguard Horizon Funds were introduced on August 14, 1995.

(4) Vanguard International Equity Index Fund Emerging Markets Portfolio was introduced on May 4, 1994.

# 403(b) Performance Update Periods Ending March 31, 1996 Total Returns\*

		Size	Latest	1-Year	3-Year	5-Year	10-Year	For the last	
Social Responsibility Funds	Philosophy	\$mm	Quarter	Aver.	Aver.	Aver.	Aver.	Five Years	
Calvert Funds:									
Social Investment Bond Portfolio	FII	64	-1.8	10.0	5.1	8.1	NA	15.0	2.6
Social Investment Equity Portfolio	D	95	5.7	24.1	4.1	6.3	NA	24.1	-6.6
Social Investment Managed Growth	B	580	0.4	18.3	7.6	8.8	8.9	18.3	0.1
Social Investment Money Market	MM	164	1.1	5.0	4.0	3.9	5.5	5.0	2.6
CREF Funds									
CREF Bond Market Account	FII	864	-2.0	10.5	5.5	8.5	NA	14.8	2.4
CREF Equity Index Account (1)	D	546	5.3	31.7	NA	NA	NA	NA	NA
CREF Global Equities Account	GCS	3,381	4.3	21.4	15.7	NA	NA	NA	NA
CREF Growth Account (2)	D	1,420	6.5	31.4	NA	NA	NA	NA	NA
CREF Money Market Account	MM	3,202	1.3	5.6	4.5	4.5	NA	5.6	3.0
CREF Social Choice Account	D	1,251	2.6	23.6	11.0	12.7	NA	23.6	0.2
CREF Stock Account	D	72,809	5.3	28.8	14.5	13.5	13.1	28.8	5.8
Vanguard Funds:									
Asset Allocation Fund	AA60:35:5	2,016	2.8	28.9	13.5	13.8	NA	28.9	2.5
Balanced Index Fund	B	587	2.6	23.0	11.2	NA	NA	NA	NA
Bond Index Fund:									
Intermediate-Term Bond Portfolio	FII	414	-2.5	11.9	NA	NA	NA	NA	NA
Short Term Bond Portfolio	FIS	253	-0.1	8.5	NA	NA	NA	NA	NA
Long Term Bond Portfolio	FIL	30	-6.2	14.4	NA	NA	NA	NA	NA
Total Bond Mkt Portfolio	FII	2,511	-1.9	10.6	5.9	8.3	NA	13.0	2.4
Convertible Securities Fund	DI	156	3.8	16.2	7.6	12.6	NA	22.2	1.8
Equity Income Fund	DI	1,205	3.0	29.1	14.1	14.0	NA	29.1	-0.4
Explorer Fund	SC	1,833	6.1	27.4	16.0	16.6	10.3	27.4	9.4
Fixed Income Securities Fund:									
GNMA Portfolio	FIM	6,984	-0.8	10.6	5.9	8.1	8.7	11.8	0.8
High-Yield Corporate Portfolio	FIJ	3,044	0.4	13.6	9.2	13.3	9.6	23.2	6.9
Intermediate-Term Corporate	FII	463	-2.4	12.1	NA	NA	NA	NA	NA
Intermediate-Term U.S. Treasury	FIIG	1,236	-2.8	11.3	5.7	NA	NA	NA	NA
Long Term Corporate Portfolio	FIL	3,287	-4.7	13.3	7.1	10.7	9.7	18.5	3.4
Long-Term U.S. Treasury Portfolio	FILG	875	-6.9	14.1	7.4	10.3	NA	18.6	3.7
Short-Term Corporate Portfolio	FIS	3,920	0.0	8.5	5.4	7.4	7.8	10.6	2.9
Short-Term Federal Portfolio	FISG	1,380	0.2	8.3	4.9	6.9	NA	10.2	2.7
Short-Term U.S. Treasury Portfolio	FISG	909	0.0	8.1	4.8	NA	NA	NA	NA
Horizon Fund:(3)									
Aggressive Growth Portfolio	D	93	6.7	NA	NA	NA	NA	NA	NA
Capital Opportunity Portfolio	D	94	2.4	NA	NA	NA	NA	NA	NA
Global Asset Allocation Portfolio	AA.60:30:10	60	1.6	NA	NA	NA	NA	NA	NA
Global Equity Portfolio	GCS	55	6.3	NA	NA	NA	NA	NA	NA
Index Trust:									
500 Portfolio	DI	20,665	5.3	32.0	15.6	14.5	13.7	32.0	1.3
Extended Market Portfolio	D	1,742	6.2	32.3	15.4	16.1	NA	32.3	6.6
Growth Portfolio	D	394	4.3	31.2	14.8	NA	NA	NA	NA
Small Cap Stock Portfolio	SC	1,149	5.5	29.6	15.2	16.3	9.7	29.6	6.4
Total Stock Market Portfolio	D	1,928	5.5	31.3	15.0	NA	NA	NA	NA
Value Portfolio	D	635	6.3	32.8	16.2	NA	NA	NA	NA
International Equity Index Fund:									
Emerging Markets Portfolio (4)	EM	394	10.1	24.7	NA	NA	NA	NA	NA
European Portfolio	ICS	1,163	3.7	20.4	16.3	11.9	NA	20.4	5.5
Pacific Portfolio	ICS	952	2.2	7.5	11.2	6.1	NA	24.8	-16.9
International Growth Portfolio	ICS	4,362	5.3	21.8	17.9	10.7	11.8	31.9	-5.3
Vanguard Funds:									
Money Market Reserves:									
Federal Portfolio	MM	2,746	1.3	5.6	4.4	4.4	5.9	5.6	3.0
Prime Portfolio	MM	19,590	1.3	5.7	4.5	4.5	6.1	5.7	3.0
U.S. Treasury Portfolio	MM	2,797	1.3	5.4	4.2	4.2	5.7	5.4	2.8
Morgan Growth Fund	D	1,679	6.2	33.5	14.3	13.1	12.5	33.5	0.8
PRIMECAP Fund	D	3,534	3.4	27.4	20.6	16.8	14.2	27.4	7.2
Quantitative Portfolios	D	1,027	5.9	31.8	15.3	14.7	NA	31.8	2.8
STAR Fund	B	5,107	3.5	24.0	12.1	12.5	11.2	24.0	2.7
Trustees' Equity Fund:									
International Portfolio	ICS	995	3.9	13.7	12.4	8.6	12.4	22.0	0.0
U.S. Portfolio	DI	141	5.0	29.1	13.7	13.4	11.6	29.1	5.3
U.S. Growth Portfolio	DI	4,082	6.9	35.4	16.0	13.7	12.3	35.4	-1.3
Wellesley Income Fund	B	7,100	-1.2	18.8	9.3	11.8	10.8	20.2	2.5
Wellington Fund	B	13,646	3.3	26.7	13.8	13.6	11.9	26.7	3.8
Windsor Fund	DI	14,459	6.2	27.4	14.8	15.8	12.6	27.4	7.7
Windsor II	DI	12,185	6.8	35.0	16.0	15.3	13.3	35.0	1.8
Sector Funds:									
Energy	S	541	7.6	25.1	11.4	11.2	14.8	35.2	-9.2
Gold & Precious Metals	S	647	15.6	20.8	17.1	11.7	10.1	42.9	-7.0
Health Care	S	1,920	9.0	43.4	28.1	18.6	19.1	43.4	-2.3
Utilities Income	S	722	-1.6	23.8	8.1	NA	NA	NA	NA
Indexes To Compare Performance Against									
S&P 500			5.4	32.1	15.7	14.7	13.9	32.1	1.5
Lipper Capital Appreciation Funds Average			5.7	29.4	13.9	14.0	11.4	29.4	6.2
Lipper Growth Funds Average			5.4	28.0	13.3	13.1	11.3	28.0	4.4
Lipper Growth & Income Funds Average			5.7	27.9	13.3	13.2	11.5	27.9	3.2
Salomon Bros. High-Grade Index			-4.9	13.6	7.0	10.3	9.6	17.0	2.4
Lehman Brothers Gov't/Corporate Bond Index			-2.3	10.9	6.0	8.7	8.5	14.3	2.8
Morgan Stanley Capital International-EAFE Index			2.9	12.3	13.4	8.4	11.0	22.5	-8.0
Morgan Stanley Capital International-EMF Index			6.2	14.9	15.6	17.6	N/A	50.7	-10.7
91-Day Treasury Bills			1.3	5.6	4.6	4.5	5.7	5.6	3.2



## Summary Annual Report: Retirement, Health and Other Benefits

*Pennsylvania Annuity Plan,  
Life Insurance Program,  
Long Term Disability Income Plan,  
Dental Plans, Health Care Expense Account,  
Faculty and Staff Scholarship Program and  
Retirement Allowance Plan of the  
University of Pennsylvania for the Plan Year ending June 30, 1995*

This is a summary of the annual reports for the Plans named above of the University of Pennsylvania for the plan year beginning on July 1, 1994, and ending June 30, 1995. These Plans are sponsored by the Trustees of the University of Pennsylvania whose employer identification number is 23-1352685. The annual reports have been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

It is also required under the terms of the Employee Retirement Income Security Act of 1974 that these Summary Annual Reports be furnished to plan participants. To facilitate a single printing, the reports for the plan year ending June 30, 1995, have been combined. Consequently portions of this summary may refer to plans in which you are not currently participating.

### **Pennsylvania Annuity Plan: Basic Financial Statement**

Funds contributed to the Plan are allocated toward the purchase of individual annuity contracts issued by the Equitable Life Assurance Society of the United States. Total premiums paid for the plan year ending June 30, 1995, were \$165,396.53.

### **Life Insurance Program: Insurance Information**

The Plan has a contract with Teachers Insurance and Annuity Association to pay all life insurance claims incurred under the terms of the Plan. The total premiums paid for the plan year ending June 30, 1995, were \$1,615,669.82.

Plan costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending June 30, 1995, the premiums paid under the experience-rated contract during the plan year were \$1,615,669.82 and the total of all benefit claims charged under the experience-rated contract during the plan year was \$1,563,085.03.

### **Long Term Total Disability Income Plan**

The Trustees of the University of Pennsylvania have committed themselves to pay all long term disability claims incurred under the terms of the Plan.

### **Dental Plan (Prudential)**

The Plan is a pre-paid program providing dental benefits. Since there is no insurance involved, no insurance premiums were paid during the plan year ending June 30, 1995.

### **Dental Plan (Penn Faculty Practice)**

The Plan is a pre-paid program providing dental benefits. Since there is no insurance involved, no insurance premiums were paid during the plan year ending June 30, 1995.

### **Health Care Expense Account**

The Trustees of the University of Pennsylvania maintain a program providing reimbursement of health care expenses funded through salary reduction agreements for full time faculty and staff. The University provides these benefits in accordance with the terms of the Plan.

### **Faculty and Staff Scholarship Plan**

The Trustees of the University of Pennsylvania maintain a program providing scholarships to full-time faculty and staff and their dependents. The University provides these benefits in accordance with the terms of the Plan.

### **Retirement Allowance Plan: Basic Financial Statement**

Benefits under this Plan are provided through a trust with CoreStates Bank of Philadelphia, PA. Plan expenses were \$ 3,140,425. These

expenses included \$37,767 in administrative expenses and \$3,102,658 in benefits paid to participants and beneficiaries. A total of 5,836 persons were participants in or beneficiaries of the Plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the Plan, was \$88,845,008 as of June 30, 1995, compared to \$75,924,194 as of July 1, 1994. During the plan year the Plan experienced an increase in its net assets of \$12,920,814. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year.

### **Minimum Funding Standards**

An actuary's statement shows that the Plan was funded in accordance with the minimum funding standards of ERISA.

### **Additional Information**

As described below, you have the right to receive a copy of the full annual report of the Retirement Allowance Plan, or any part thereof, on request.

The items listed below are included in that report:

1. an accountant's report;
2. assets held for investments;
3. insurance information including sales commissions paid by insurance carriers; and
4. actuarial information regarding the funding of the plan.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

### **Your Rights to Additional Information about These Plans**

You have the right to receive a copy of the full annual reports, or any part thereof, on request. Insurance information for the Pennsylvania Annuity Plan, the Life Insurance Program and the Dental Plan (Prudential) is included in those reports.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Vice President for Human Resources, Room 538A 3401 Walnut Street, Philadelphia, Pennsylvania, 19104, (215) 898-1331. The charge for the full annual report of the Retirement Allowance Plan is \$3.50; the charge for each other full annual report is \$1.50; the charge for a single page is 25 cents.

In addition, you have the legally-protected right to examine the annual reports at the University of Pennsylvania, Benefits Office, Room 527A, 3401 Walnut Street, Philadelphia, Pennsylvania, 19104. You also have the right to examine the annual reports at the U.S. Department of Labor in Washington, D.C., or obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C., 20216.

— Human Resources/Benefits Office

## Safety Alerts: 'Roofies' and Laptop Computer Theft

Penn Public Safety has circulated two alerts this week.

One warns people to watch their drinks carefully in public places because of reports that a powerful drug called Rohypnol, ten times the strength of Valium, is being used by rapists to trap their victims. Mixed with champagne, the "date rape drug" was implicated in the death of singer Kurt Cobain. "Roofies" are also known as "the drop pills" because of their quickness to dissolve. Rohypnol is already illegal, and the D.E.A. is considering changing the penalty for possession to the same stiff penalty as possession of heroin, Public Safety advises. The bottom line: "Don't take your eyes off your drink."

The other advisory warns that the "hot new target for thieves" is the laptop computer.

Roughly one out of every 14 laptop computers sold in the U. S. was reported stolen last year (up about a 30% over 1994), according to one insurer. And the Federal Aviation Administration has issued advisories about ways thieves trick passengers as they place their computers on the conveyor belt at the metal detector. Public safety urges travelers to:

- Back up your files to the network and use the encryption features (i.e., bios password).
- Carry your laptop computer in a nondescript case, held with the clasp toward your body—not dangling by the handle. Keep it with you at all times and always keep it closed when not in use. Never place it on a seat beside you.
- Do not put your case on a conveyor belt until you are the *next person* in line to pass through the metal detector. Keep a constant eye on it as it enters and exits the X-ray machine.
- Beware of loud arguments and commotions. Many times these incidents are staged to distract your attention while your property is being taken.
- Immediately check your laptop computer when you are jostled in a crowd!
- Use an anti-theft device for laptop computers—a cable that plugs into a socket on the side of a unit and can be wrapped around something stable and locked.
- Engrave your laptop computer with an identifying number. Engravers are available at no cost from Victim Support and Special Services, 898-4481.

## 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 **May 6 through May 19, 1996**. Also reported were **Crimes Against Property**, including 91 thefts (including 6 thefts of auto, 19 thefts from autos, 13 of bicycles and parts); 4 incidents of burglary; 1 incident of forgery and fraud; and 16 incidents of criminal mischief and vandalism. Full crime reports are in this issue of *Almanac on the Web* (<http://www.upenn.edu/almanac/v42/h33/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 **May 6 and May 19, 1996**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

### Crimes Against Persons

**34th to 38th/Market to Civic Center:** Robberies (& attempts)—2, Threats & harassment—1  
05/12/96 8:45 PM 3700 Blk. Market Complainant struck/wallet taken  
05/16/96 8:48 PM 3700 Blk. Locust Unknown suspects knocked complainant off bike  
05/17/96 10:07 AM 3423 Walnut St. Unknown makes threatened employee

**38th to 41st/Market to Baltimore:** Robberies (& attempts)—5, Purse snatches—1, Simple assaults—2, Threats & harassment—2  
05/06/96 7:37 PM 3900 Blk. Walnut Unknown person hit complainant/fled in vehicle  
05/07/96 6:23 PM 200 Blk. 40th Complainant struck in face  
05/07/96 9:46 PM 39th & Sansom Complainant robbed of currency  
05/08/96 8:36 AM Evans Bldg. Unknown person/s playing pranks  
05/11/96 4:20 AM 40th & Walnut Cell phone taken by person w/simulated weapon  
05/11/96 10:02 PM 100 Blk. 39th Robbery of currency  
05/12/96 12:06 AM 4043 Locust St. Threat left on answering machine  
05/18/96 10:44 PM 3800 Blk. Walnut Purse taken/arrest  
05/19/96 12:32 AM 41st & Sansom Robbery by 2 unknown persons  
05/19/96 9:48 PM 41st & Baltimore Robbery/no charges pressed

**41st to 43rd/Market to Baltimore:** Robberies (& attempts)—2, Simple assaults—1, Threats & harassment—1  
05/09/96 8:49 PM 200 Blk. 43rd Robbery of wallet  
05/12/96 7:48 PM 4105 Spruce St. Unwanted message on email  
05/14/96 10:06 PM 200 Blk. 43rd Attempted robbery of 2 complainants/fled area  
05/17/96 4:47 AM 4300 Spruce St. Complainant cut w/glass during fight

**30th to 34th/Market to University:** Robberies (& attempts)—1, Aggravated assaults—1, Threats & harassment—2  
05/08/96 8:21 PM 3000 Blk. Walnut Bike taken by unknown juveniles  
05/08/96 8:36 PM Hill House Caller posing as surveyor  
05/16/96 8:35 AM LRSM Officer assaulted by trespasser/arrest  
05/17/96 12:43 PM Hutchinson Gym Unwanted calls received

**Outside 30th to 43rd/Market to Baltimore:** Robberies (& attempts)—2, Threats & harassment—1  
05/10/96 7:02 PM 44th & Pine St. 2 unknown males took wallet  
05/11/96 8:21 PM 44th & Chestnut Currency taken by unknown suspect  
05/13/96 4:01 PM 45th & Spruce Harassing calls received

### Crimes Against Society

**34th to 38th/Market to Civic Center:** Disorderly conduct—3  
05/10/96 6:44 PM 3400 Blk. Walnut Male knocking over mail boxes/arrest  
05/11/96 2:18 AM CHOP Unruly male cited for disorderly conduct  
05/18/96 3:00 PM Levy Park Person cited for unruly actions

## Wheelchair Tennis: May 31-June 2

The 1996 Philadelphia Wheelchair Tennis Tournament, organized by MossRehab and the Philadelphia Department of Recreation's Carousel House, will be held May 31 through June 2 at Penn's Lott Tennis Courts, 33rd and Walnut Streets. Sixty athletes from across the country will compete in the sanctioned sectional tennis event, sponsored in part by Reliance Insurance Company and Safeguard Scientifics, Inc.

The tournament is free and open to the public. In case of rain, the tournament will move indoors to the Levy Tennis Pavilion, 3120 Walnut Street. Call 456-3371 for more information.

### Over the Summer . . .

The staffs of *Almanac* and *Compass* expect to produce a mid-June issue, ending the present Volume 42 with No. 34. Volume 43 begins with a mid-July number, and regular weekly publication resumes with the September 3, 1996, issue. Throughout any breaks, readers can turn to our Web site (*below*) for breaking news.

In weeks when there is no full issue, *Job Opportunities* will be produced as a four-page flyer distributed by Human Resources at the Funderberg Information Center, 3401 Walnut Street. Jobs are also on-line, at <http://www.upenn.edu/hr/>.

**Reminder:** *Almanac* is moving this summer. For copies of back issues or supplements, call, fax or email (addresses below) before mid-June when files will be reduced by recycling.

—K.C.G., M.F.M., and M.L.S.

## Almanac

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# The COMPASS

The University of Pennsylvania's 240th Commencement was a hot affair. Literally. As Tom Brokaw, commencement speaker, observed, the temperature soared to 96, an apropos number for the graduating class.

Bottled water was placed beneath each seat on Franklin Field. The graduates used the bottles to combat the roasting rays, taking refreshing gulps of water and soaking each other playfully with the cool liquid.

It didn't take long for the fun to begin. Red and blue balloons floated toward the glaring sun. A beach ball bounced lazily through the humid air. Rows of graduates quickly stood up, then sat down, forming a wave of humanity that undulated across the field.

Although the graduates goofed off and had a good time, they also listened intently to the speakers, who urged them to put their education to good use in a world desperate for leaders, desperate for change.

## COMMENCEMENT



During his invocation, Rev. Frederic Guyott, interim chaplain, expressed a hope that the graduates would pursue something more than affluence in a society obsessed with the materialistic. And in reading her poem "Lady Freedom Among Us," Rita Dove, former poet laureate of the United States and recipient of an honorary doctorate, reminded listeners not to turn their

backs on the homeless. Peter J. Kuriloff, chair of the faculty senate, saluted the many Penn students who performed community service, and asked the Class of 1996 to build a brighter future for all people. "Look to the broken places in the world and fix them," he said.

Brokaw made a similar request. He advised the graduates to embrace tolerance and understanding. To battle racism and sexism. To protect the environment. To raise loving families.

In closing, Brokaw acknowledged the members of the Class of 1946 who were in attendance. He noted that the men and women of that generation overcame the adversities of the Depression and war to achieve prosperity and peace for all.

"They had saved our world...." he said. "I am in awe of them."

He then left the Class of 1996 with these words: "Fifty years from now, let another commencement speaker stand here and say of your generation: 'They saved our world. I am in awe of them.'"

When the new alums finally scurried off the scorching field to find their family and friends, they reflected on what they had just heard. One day they would make the world a better place. For the time being, however, they would just celebrate in cooler surroundings. They had earned it.

When the new alums finally scurried off the scorching field to find their family and friends, they reflected on what they had just heard. One day they would make the world a better place. For the time being, however, they would just celebrate in cooler surroundings. They had earned it.



Photographs by Tommy Leonardi

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*Following is the text of Tom  
Brokaw's address at Penn's 240th  
Commencement, May 21, 1996*

These are moments to be cherished in American life: the realization of a common dream, unique, really, to this land. A college education, a privilege not confined to the well-born or wealthy. Here the working class sit side by side with the old and new fortunes. Here the new Americans from distant lands and cultures mingle with the sons and daughters of Americans who came on sailing ships, some to proclaim their freedom—others in the holds and chains of slave ships.

But today, here and across America in this season of commencement, they stand on common ground with shared ambitions and pride in their achievement. This is more than a ritual. It is a conspicuous statement about who we are, and it is a declaration of renewal. Oh, that we could freeze this moment and all of its meaning and carry it with us the rest of our lives.

Since we cannot, let us go forward—students and families, faculty and administrators, friends and creditors. We have lives to live, careers to pursue and parties to attend.

I am honored to be with you. I know what is expected of me. Brevity, most of all. Maybe a little humor. Wisdom, or the appearance of it. I am here as a journalist, but I am also here as a husband, a father and a citizen. That is the four-part harmony of my life, and they are complementary parts; I am incomplete if any one is missing.

I am also a child of the second half of the 20th century. I was born in 1940, and my earliest memories are of the pain and the glories of World War II. I came of age with the threat of nuclear war in the world—and great innocence at home. I stood on the front lines of the battle for civil rights, and I am haunted still by the personal and political price this nation paid in Vietnam. I can tell you when I first heard Elvis and when I first saw The Beatles. One president was assassinated, another was forced to resign, communism fell. Women in America began to take their rightful place. The American family began to take on new forms, alas, too, often to the detriment of family members and society. I was raised on the prairie, and I am at home under the bright lights of big cities.

It was a time of momentous change. Mind-boggling, world-altering, exhilarating, disorienting change. And it was merely an overture for your generation. The sound you hear is a new century, coming on fast, with changes and challenges not yet imagined. A laser-light show of new technology, changed expectations, new players, infinite possibilities.

This is your time: the 21st century. The millennium. It is yours to shape and master. It makes my heart race. I envy you.

Moreover, you have at your disposal a dazzling assortment of new tools not even imagined not so long ago. The gee-whiz tools of communications and information: cable television, satellites, cell phones, pagers, faxes and, of course, the king of them all, the personal computer.

A spellbinding galaxy of chips, binaries, codes, nets, bytes and bits all lighting up the Information Superhighway with infinitely more stimuli than all the strobe lights at all the heavy-metal concerts in the world. E-mail and chat rooms, virtual reality and all-color graphics, software, hardware and caller waiting. Who could ask for anything more?

Well, a modest suggestion as you lead us into the new century and new age of information overload, data exchange and 1-800-HELP from the fast lane of this new Infobahn.

This will be the cyberspace equivalent of a teen-age joyride—reckless and pointless—unless we all apply the first lesson of technological revolution to this one: They almost all have unexpected consequences, and they are most successful when as much effort and thought is applied to the use of the technology as to the development of it in the first place.

If this new technology becomes simply another means of amusing ourselves, or speeding the transactions of commerce, or

communicating simply for the sake of communication, then we will have failed.

If this new technology becomes primarily the province of the privileged, leaving the underclass to wander in cyberwilderness, then we will have failed.

If it becomes merely an instrument of greater invasion into our personal lives, then we will have failed.

That is always the most-profound challenge attached to the development of any

new technology: wise use. The test of whether it is a greater good rather than a greater harm to society. This is your technology. Indeed, with the introduction of the cyber-age, we have fundamentally altered a relationship between generations. This is the first time the kids have taught their parents to drive.

It's where we're headed that concerns me. One of my principal passions is the environment and biological diversity.

Cybertechnology is a great vehicle for information exchange, mapping and research. But if we become a nation of shut-ins, more engrossed in a virtual rain forest than the real thick, steamy, green, vibrant, living, breathing experience, we will be poorer for it. I can now float American rivers and climb mountains on a CD-ROM, and talk to Everest base camp on a Web site. But the passions I have about preserving these wonders of nature come from breathing them in, feeling the currents, struggling against the rock and snow, by the utter humility I feel in their midst.

For all of its capacity, this new technology also is of little use in solving what I believe is the most-vexing issue in American life: race. There is no software to



Photograph by Tommy Leonardi



show us the way. No delete button for bigotry. We may be color-blind as we surf the 'Net, but, alas, on the street, in the workplace, in our homes and social life, we—more than we care to acknowledge—see life through a prism of pigmentation.

We're doing better. I grew up in apartheid America. Now we have the laws of the land, the richer tapestry of ethnic achievement and prominence, people of courage on all sides of the racial dynamic.

We are increasingly a land of many colors, a geography of Asian, Latino and African hues against a diminishing backdrop of white European stock. If we allow racism, expressed either as utter bigotry or dressed up as excessive ethnic pride, to metastasize at the current rates, we'll soon find ourselves at an incurable stage, unable to build walls high enough, schools private enough, industries insulated enough to withstand the ravages of racism.

It requires instead that most-basic, and yet most-vexing, condition: an open mind and an open heart.

That can be your legacy. You can lead this nation out of the quagmire of racial hostility, envy and oppression. All of you, for racism is not a province of one group alone. It is hard work. It will require initiative and courage. It requires goodwill all along the racial spectrum. It cannot be one way.

And it is not easy. It goes well beyond good intentions or individual behavior. It requires the enlistment of heart, mind and friends to claim the higher ground together.

Otherwise, we are defined by the lowest common denominators among us. If they set the pace and rhythms of life, we lose our way. If we fail to engage each other first in a dialogue and then in a commitment to standards of excellence, if we fail to honor and encourage tolerance, if we fail to honor honor, if we fail to make the common welfare central to our individual dreams, we will have failed ourselves and others who still look to us to show the way.

We seek at the moment to be caught in a cycle of easy and cheap distractions. Celebrity has been at once devalued and raised to an artificially high place in our popular culture. Never mind achievement or worth that stands the test of time. A moment in the spotlight of television is

life itself for dysfunctional families willing to share their sordid secrets on daytime talks shows; for parents to put their youngsters in the cockpits of small planes on stormy days; for performers to reach ever further into the universe of the outrageous to make an impression; for producers and editors to succumb to the easy temptations of titillation rather than intellectual provocation.

And we encourage that by our amusement or benign attention.

Is that how we want to be measured in the closing days of the 20th century, what has been called the American century?

We find ourselves drifting into the final presidential election of this century, neither engaged nor demanding of the process or the principles. There is no greater symbol of what has been achieved in the last 50 years. Communism, even in the mother lode of Moscow, could not compete with free choice at the polls or in the marketplace. It is what gave the brave people of Czechoslovakia, Poland, East Germany, South Africa hope: the durability and continuity of the American system of choosing our political leaders on schedule and in a peaceful fashion, even as we were undergoing great societal and political upheaval, even as the White House was the center of a great constitutional crisis over the office of president.

If we're not happy with the choices or the issues, we cannot leave them to those who are interested merely in exploitation of their narrow beliefs, wherever they sit on the political spectrum. We cannot abandon the process to the manipulators of media and image.

We're better than that, or we should be.

I've watched this country go from the vanilla '50s to the psychedelic '60s, to the disco '70s, to the greedy '80s.

Now, in the uncertain '90s, what worries me most is the enduring cynicism in our land about the separation from the traditional institutions of public life—city hall, statehouse, especially Washington. And I cannot remember a time when there was such recognition that the traditional framework of society—family and faith and

community and responsibility and accountability—was in such desperate need of repair.

Your immediate concerns, understandably, are jobs and careers and relationships. Indeed. They will remain your primary focus for they are about personal happiness and survival.

However, your legacy, the means by which your time will be measured, will be the values that you embrace, the care that

you show for each other. Yours can be the age of tolerance and understanding. And it should be gender as well as ethnic.

Young men, these young women who sit beside you are in a passage of historic proportions. You should share their excitement and en-

courage their determination. You should come to know their world. Moreover, you must know that fathering a child is a daily and lifetime commitment. Young women, you must remember that life is also about proportion and choosing balance: a balance between a professional life and a personal life. You must remember that motherhood is not incidental to a life of fulfillment. To the young men and women together of the Class of 1996, know this: There will be no richer life than the one that you lead together with common values and common respect for each gender's special qualities.

And to be true to the meaning of this institution and the purpose of education, I urge you to remember the counsel of the late Bartlett Giamatti, Yale president, major-league baseball commissioner and Renaissance man. In a setting quite like this, in a lesser-known Eastern institution, he said, "You must know that idealism is not a paralyzing but a liberating force and that to strive for principles, even if the journey is never completed, is to tap a vast source of energy, the energy to commit to your best in the brief, precious time that each of us is blessed to have."

(continued on page 4)

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

# Mother, Scholar, Researcher, Worker

By Jon Caroulis

Mary Ann Couch is going out of town for a vacation. She could use the breather. After all, the 34-year-old single mother of three spent the past three years working full- and part-time, studying at Penn's School of Nursing, and conducting independent research. Now that she's graduated summa cum laude, she's entitled to a break.

"I always wanted to be a nurse," Couch explained. "My grandmother was a nurse, and I really wanted to follow her. My grandmother said, 'You can take the low road or the high road.' I choose to take the high road. There was never a time when I didn't want to stop."

A West Philadelphia resident, Couch was an unemployed single mother (she and her husband had separated) receiving public assistance when she joined a program at Presbyterian Hospital to become a nurse practitioner. She had worked for several years as a nursing assistant, but wanted to further her education.

After finishing the program, she began working at Presbyterian Hospital and went to Community College of Philadelphia for a year. She transferred to Penn after obtaining a scholarship. Later, she received one of Penn's Nassan Fund Awards, which provides financial support for students interested in conducting their own research projects. She began studying breast-feeding among minority women.

"Fortunately, or unfortunately, Mary Ann was an ideal candidate to do this research because she was unable to feed one of her own children because of low birth weight," said Linda Brown, the nursing professor who served as the primary supervisor for Couch's research.

When Couch wasn't doing research, she was attending classes and hitting the books. Since she came directly from the nursing field, she was able to share her insights with

her fellow students.

"The kids were great," she said. "I learned from them, and I hope they learned from me, from my experience at hospital clinics. I could help them out with understanding certain things and offer a different perspective."

Not many people could manage to be a worker/mother/student. Couch did—with great success. While at Penn, she was elected to Sigma Theta Tau, an international nursing honor society, and served as presi-

dent of the Golden Key National Honor Society, an organization she reactivated at the University. She also became a member of the Onyx Honor Society for the University's African-American students.

How does Couch explain her amazing accomplishments? "I don't know—a lot of caffeine, I guess," she said jokingly.

"I had a big support system," she quickly added, her tone turning serious. "My family and kids

help a lot, with chores like washing and dinner." Her children are Cherry, 16, Christopher, 13, and Kevin, 8. Later this summer, Couch and her fiancé, James W. Jones Jr., will marry.

"Definitely determination is part of her makeup," Brown noted. "When she first came here, she thought, 'Can I do it at Penn?' Think about it—she was working as a nurse, going to school and raising three great kids. I think that's really tough. I don't think I would have gotten that GPA if it were me."

Before you start sending Couch congratulatory cards for graduating with honors, however, send more coffee instead. She starts graduate school next fall. She received a \$167,000 grant from the National Institute of Nursing Research (a division of the National Institute of Health), which will help pay for her studies and field work.

Couch's grant is to study the different cultural attitudes of minority women to-

wards breast-feeding. "It's a new phase in her career, and it's really exciting," said nursing professor Janet Deatrick, Couch's secondary supervisor. "I'm happy I can be a part of it. Mary Ann's research will help us identify how nurses can effectively encourage and help women from different cultures and ethnic backgrounds successfully breast-feed their babies."



## Brokaw

(continued from page 3)

Fifty years ago—1946—another generation of young Americans marked a special spring in their lives. Together with the British, other Western allies and especially the Russians, they had just won the war against Hitler and Nazi Germany and imperialist Japan. They had saved the world.

They were born in the Roaring '20s, and they came of age in the Great Depression when all was bleak and without much hope. They left their homes, many for the first time, and went thousands of miles away to fight—often hand to hand in primitive conditions—history's greatest war machine.

They won.

They came home and they built the America we know today. They kept the peace. They went to college in historic proportions, they married and had families. They built great industries and small businesses. They gave us great universities and great highway systems. They integrated America. They discovered new cures and gave us new songs.

They rebuilt their enemies—and stood tall against new adversaries in Moscow and Beijing.

And they didn't whine or whimper.

I am in awe of them.

Fifty years from now let another commencement speaker stand here and say that of your generation.

They saved their world. I am in awe of them.

This is your time. Take it on.

Don't be afraid to lean into the wind, love the earth in all of its natural glories, take care of each other. We're counting on you.



Photograph by I. George Bilyk

Mary Ann Couch



# Wadiyah Ali: Bicultural and Proud

By Sandy Smith

A liberal-arts education, its defenders say, broadens one's horizons. At its best, it instills a love of learning for its own sake that can be applied to tasks well beyond the subject studied.

Still, there are those who doubt the direct practical value of such an education. Wadiyah Ali, manager of voice-processing systems in Penn's telecommunications office, is a walking rebuttal to such skeptics.

A lifelong city resident ("West Philly born and raised, and proud of it," she said), Ali has always held a fascination for the cultures of the world. A scholarship she received to attend the Rosemont School of the Holy Child allowed her to pursue her interests. While at the school, she studied French and Spanish. After that, she majored in Italian at Rosemont College.

Her fluency in three languages—four, counting English—turned out to be a valuable asset when, not long after graduating in 1979, she went to work for Bell of Pennsylvania. "As an operator, I had to use the language skills I acquired in school and college," she explained. "We had customers constantly placing long-distance calls abroad, and there were always language barriers that had to be overcome. And since this was before Bell Atlantic and AT&T offered language assistance services, I was it" when an operator was needed to translate instructions.

While helping long-distance callers bridge the language gap, Ali developed a working knowledge of the telecommunications business, which, as with her other interests, she has continued to build on. From her job as an operator, she went on to other customer-service, sales and marketing posts at Bell and, after the breakup of the Bell System, in AT&T's international long-distance business. In 1991, she accepted her current position as the woman responsible for the care and feeding of the University's voice-mail system.

The opportunity to enhance her education was one of the reasons why Ali chose to work at Penn. "Penn attracted me because it's very international," she said, "and it offers courses in many different cultures."

At Penn, Ali continued her pursuit of knowledge in languages and art. As an

art-history minor at Rosemont, Ali studied European art; at Penn, as a student in the Master of Liberal Arts program, she studied African art, a subject not available at Rosemont.

In addition to her focus on African art and its influence on modern African-American art—the subject of her capstone-project thesis—Ali also sampled other offerings from what she called "a smorgasbord of courses," including learning another language, Japanese, "purely out of interest."

Ali has successfully kept up with both her studies and the rapid growth of Penn's voice-processing system. When she joined Penn, she inherited a system that served 600 users; now, two systems provide messaging and automated information services to 6,000 campus customers. And, she added, "the number of people using voice mail continues to grow exponentially every year."

Ali is as enthusiastic about her work as she is about her studies. "Telecommunications is a cutting-edge industry—there's always something new, you're always learning," she said. For example, through her job, she has become familiar with the workings of the Internet and the World Wide Web.

Ali's job requires her to be an instructor as well as a student. "Our voice-processing system is feature-rich, and at first, a lot of people express fear about using it," she said, "but once they get used to it, just try to take it away from them and see what happens."

To help both old and new users get the most out of the system, Ali speaks to large and small groups on campus in order to "demystify" voice mail. She also

produces an occasional newsletter, *Message Waiting*, which contains tips for using system features.

Ali stresses that she does none of this alone. On the job, she said, "I have mentors and people who help me a lot every day. Steve Murray, the vice president for business services, is a real mentor to me; he's very sagacious. And there's my day-

to-day partner, Shelton Mercer, who allows me free access to his brain."

She is similarly appreciative of the faculty and College of General Studies staff who provided support and guidance during her MLA program. "Dr. Janet Theophano, the director of the program, made sure I had all my ducks in a row," she said, "and Lisa Ratmansky and Nancy Watter-

son, the instructors for my capstone project, helped me fine-tune and polish my writing."

Because of her educational background, Ali describes herself as "sort of bicultural, and proud of it." She has made sure that her two children will be similarly blessed, with the help of Penn's tuition benefits: Her son, Shannon, has just graduated from Dartmouth College, and her daughter, Persia, will graduate from Rosemont next month.

Even though she has now completed her MLA program, Ali is not through with her education. She is already registered for summer courses at Penn, and later this summer, she will further explore the links between African and African-American art through a study-abroad program in Egypt.



Wadiyah Ali

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

# Like Father, Like Son...

By Jerry Janda

So many members of the Twitmyer family have attended the University of Pennsylvania, one might conclude that red and blue pumps

through their veins. The latest Twitmyers to take to Franklin Field for commencement are Robert and his son Tucker. They are part of a long line of distinguished Twitmyer alums. Robert's grandfather, chairman of the University's

psychology department around the turn of the century, earned his master's and doctorate here. Robert's father, mother and brother also graduated from Penn.

Robert and Tucker aren't so much carrying on the family tradition as revisiting it.

Robert got a bachelor's in economics from Wharton in 1958; Tucker graduated from Penn in 1990 with a bachelor's in political science.



Photograph by Tommy Leonardi

This time around, Robert left Franklin Field with a master's degree in dynamics of organization. Tucker walked off with an MBA.

Robert, a consultant and the president of the National Slag Association, started working on his graduate degree five years ago. "People ask me why I did this at my age," he said. "I tell them because I wanted to renew my resources."

In 1994, Robert was joined by Tucker, who studied full-time. Robert, a part-time student, picked up the pace when he real-

ized he had the unique opportunity to graduate with his son. "Near the end, when I saw what might happen, I made sure I got my thesis done," he said.

Tucker may have given his father incentive to work faster, but Robert gave his son incentive to work harder. "Dad got better grades than I did," Tucker said, laughing. "So that was a lot of encouragement to do better."

Although they had no courses together, Robert and Tucker would often meet after class to discuss their studies. That, according to Robert, was one of the best parts of their recent academic experience: "This was a wonderful opportunity for a parent to see his son, and get a chance to talk to him about my program and how it was changing my outlook on life and my attitudes, and to hear about his program."



## ...Like Mother, Like Daughter

By Jerry Janda

For Sonja Stumacher, commencement signified the end of four years of hard work. For Sonja's mother, Bonnie Insull, commencement signified the end of a task undertaken nearly a quarter century ago.

After receiving her bachelor's degree in music from Penn in 1969, Bonnie Insull immediately chose to pursue her master's degree. But, with only a thesis standing between her and her goal, fate intervened.

"My mother became ill from cancer and she needed someone at home," Bonnie said. "Then she died."

It was a time for mourning. It was also a time for celebration. "The same week, this amazing person, Sonja Stumacher, began to grow inside me," she said.

After that, "life took off," as Bonnie put it. Facing the demands of motherhood and her career as teacher and musician, she didn't have time for her master's thesis.

As Sonja got older, it was obvious she possessed the creative energy of her mother, a gifted flutist. However, she chose to express herself through words, not music.

"I've always liked the humanities and literature—more specifically, writing," said Sonja, a former columnist for *The Daily Pennsylvanian*. Naturally, she declared English as her major at Penn.

With her daughter studying at her alma mater, Bonnie longed to complete the journey she had postponed 24 years earlier. During Sonja's senior year, she was finally free to do it. She had retired as the executive director of Music for People, a non-profit organization that gives music-improvisation workshops, and had a reduced teaching load at Keene State College.

Initially, Bonnie was apprehensive about returning to Penn. "It takes a little courage after two decades to call your old music department and say, 'Can I still write my thesis?'" she explained.

Yet call she did. She spoke to Lawrence Bernstein, graduate chair of the music department, who knew her back in the '70s. Since Bonnie's thesis was on the Bach arias that used flute obbligatos, Bernstein paired her with music professor Eugene Wolf, an expert on the 18th century, who showed her all of the advances in research technology.



Photograph by Tommy Leonardi

"The fact that she is a very bright person and had the initiative to do this meant that she was willing to spend lots more time in the library than one of our present-day students would have to do because she

obviously had to do a lot of catching up," Wolf said.

Although he hadn't heard from Bonnie for more than two decades, Bernstein wasn't completely surprised by her call. "There are a lot of people who, under the pressures of one life situation or another, decide not to finish their degree, but

come close," he said. "The notion of wishing to achieve closure becomes an important factor in some later stage in life."

With commencement completed, Bonnie has finally achieved that closure. She thanks her daughter—and fellow graduate—for inspiring her achievement. "In a certain way, at a certain age, your children lead you," Bonnie said. "I thought: 'Sonja's graduating. If she can do it, I can do it.'"

# Overcoming Learning Disabilities

By Jon Caroulis

Chris Harper can learn; he just needs to do it a little differently.

As a sophomore at Penn, he was found to have poor audiovisual motor integration—a learning disability. “If you showed me three pictures in squares, and then two minutes later asked me to draw the pictures, the way I’d remember it I’d mix up the pictures, draw things that weren’t there,” said Harper, who, as a member of the Class of 1996, graduated with a degree in entrepreneurial management. In July, he’ll start a job where he’ll be teaching interactive computer programs to executives.

“People equate learning disabled with information on intelligence,” said Liz Droz, who works at Penn’s counseling center. “They think learning-disabled people aren’t smart. Tests have shown that people with learning disabilities are average and above average in intelligence.”

Harper completed his freshman year with a 2.2 GPA. That was a shock for him. He had gone to a small high school in Chicago, where he interacted regularly with his teachers. They knew that he was smart and that he understood what they taught him.

When his grades weren’t initially what he hoped for at Penn, Harper chalked it up to freshman blues. “Freshman year is a tough year—getting used to Penn, being away from home,” he explained. “I thought a lot of it was emotional, and I wasn’t as prepared as I could have been.”

He resolved to work harder as a sophomore and he did—but the results were the same. “I was completely frustrated,” he recalled. After all, he tutored friends in his dorm in economics.

Harper went to Penn’s Learning Resource Center (LRC) for help. Droz suggested that he be tested for a learning disability. Once he found out he had one, Harper began working with Cathy Luna, a

Ph.D. student at the Graduate School of Education who works part-time helping students with learning disabilities.

“Cathy was great,” Harper said. She suggested that when studying, Harper read a chapter, then make notes immediately on what he had read. Later on, he was found to have a test anxiety. He asked

professors for extra time on tests, and received it.

Using the new study methods, Harper increased his GPA to 3.2 for the first semester of his junior year. And the former Penn track captain—and winner of the 200-meter dash four years in a row at the Ivy League Meet—earned GPAs of 3.6 and 3.2, respectively, during his last two semesters at the University.

Luna oversees 10 volunteers who help students with learning disabilities. Luna’s own Ph.D. research is related to this work, and the LRC will have to find a replacement for her when she graduates.

Harper’s problem is not uncommon at Penn. According to Alice Nagle, coordinator of the Program for Students with Disabilities, “There’s been a dramatic increase in the past three years. In 1994, there were 104 [students identified with a disability]. In 1995, it was 148. And this year, it is 178.”

Nagle suspects that students with learning disabilities who manage to do well in high school or undergraduate classes suddenly find themselves struggling in college or in graduate or professional programs. They then are tested and identified as having a learning disability—hence the increasing numbers. “But there are a great many who probably have one and don’t know it,” she added.

The Americans with Disabilities Act of 1990 requires that “reasonable accommodations” be made for students with learning disabilities, “but that’s vague,” said Myrna Cohen, director of the LRC.

A student with learning disabilities may ask for more time to take a test. Some students are aided by other students who volunteer as notetakers. And since some disabilities make it easier to learn by “hearing” rather than reading, some students may record lectures and purchase books on tape.

Professors are required to make adjustments for students with learning disabilities. Luna said it’s important for students to “take the time to talk about how to communicate their learning style, explain to a professor what type of test [allows them to] show what they know.”

At the request of the council of undergraduate deans, Provost Stanley Chodorow set up a committee of faculty and staff to suggest guidelines about providing accommodations for students with learning disabilities. The report, which was turned in last week, deals with matters such as creating guidelines for the assessment of learning disabilities.

Kathleen McCauley, an assistant professor of nursing, taught a student with a learning disability. McCauley had to consider if the disability would affect the student’s work to a point where patients might be endangered. (She teaches clinical practices, which involves “lots of reading” and working with nurses in hospital settings.)

Certain accommodations were made: The student got one-on-one instruction at a hospital—the usual ratio is one-to-eight. There was a “mock” crisis drill, in which a mannequin was substituted for a patient, and several other crises were simulated to test the student’s ability.

“She needed to prove to me she could do it,” said McCauley, whose husband has a learning disability.

Working with the student led McCauley to a realization: “I believe we need to give students a chance. We have a responsibility. There are lots of things the University can do.”

By the way, the student did pass McCauley’s course. She also recently passed her nursing-board certification test.



*Chris Harper*

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# Marshal Law

*Marshals are the volunteers who keep the commencement procession moving along smoothly. These first-person accounts were written by two marshals: one a seasoned vet, the other a green newcomer.*

“What’s that stick for?”

That’s a question I hear often as I, along with 134 other deluded souls, try to marshal the commencement procession. The stick is a wooden dowel tied with a strip of red-and-blue ribbon, a symbolic version of the University mace. (Mark Lloyd, University archivist, claims it belongs to him, but since he’s far more adept than I at confiscating bottles of champagne using only willpower, I figure I deserve it more.)

Anyway, the stick is a useful tool in the annual battle between the champions of law and order—the marshals, of course—and the exuberant and joyful chaos of bodies that is everyone else in the commencement march.

Tilted at just the right angle, it reminds the camera-wielding parent in the middle of Locust Walk that she can avoid injury by moving just a few feet to the left. The wooden point looks as if it could easily take care of the very large beach ball about to be inflated by a group of graduates. (The same ball will later enliven the commencement speaker’s address until one of my brave, if reckless, colleagues can capture and remove it from the field.) Best of all, the stick serves the same purpose as a traffic officer’s baton: It sends a not-so-subtle message about the disadvantages of dawdling as we pass the famous faces at the beginning of the academic procession—unless, of course, the individual likes the look of a slightly dented mortarboard.

By the time we get to Franklin Field and complete the job of pushing and pulling 4,000 graduates—each of whom wants to sit in the next row with a different group of friends—into their seats, I’m hoarse from encouraging students not to stand on the chairs to wave to Mom and Dad but to SIT DOWN, PLEASE, and the bedraggled red-and-blue ribbon smells like beer. The stick, however, is like new. Good thing, too.

The only time I actually used the stick came after everyone was seated and we thought we could relax. On our way to the rear, another marshal and I had to drag an intoxicated and even more affectionate senior away from his very embarrassed girlfriend. One very gentle tap and he saw reason.

I sometimes think this job would be much easier if I had the real mace, but I don’t think the macebearer, Vice President and Secretary of the University Barbara Stevens, will give it up. After all, she marshals the faculty procession. As for Mark Lloyd: maybe next year—or when Franklin Field freezes over.

—Fran Walker

*Dr. Fran Walker, the director of Student Life Activities and Facilities, has been a marshal for 15 years.*

It was my first commencement on the job. My academic costume was neatly ironed. I had packed my trusty map of Franklin Field. I even left my house early to avoid the traffic that would most certainly be heading for Penn. Most importantly, I had committed to memory the three operating principles of the commencement marshal (C.M.):

- 1) Bottles, cans and pets are not permitted in Franklin Field.
- 2) Foreign objects, such as balloons and pinwheels, should be removed from graduates’ caps.
- 3) *Above all*, the procession of graduates must keep moving. Gaps in the procession can cause inordinate delays in the entire ceremony.

I cannot swear to the verity of this, but, according to one veteran marshal, all C.M.s are given special powers for the duration of commencement. These privileges include the right to perform marriages and the ability to deliver babies. (I was not called on to do either during the ceremony.)

I learned the Achilles’ Heel of marshaldom: the academic hood. After fumbling with the extraordinary number of buttons and strings on our own academic costumes, my marshal team gave up on accuracy and aimed for consistency.

As the whine of the bagpipes announced the arrival of the graduate procession, I straightened my hood, took my position at the gates of Franklin Field, and reviewed the C.M. operating principles with another novice marshal. But it was all downhill from there.

As thousands of black robes and caps started to stream past me through the gates, I had to make scores of judgment calls. And, I am afraid, most of them went against the three major operating principles of the C.M.

Some drinkware did make it into Franklin Field. There were a few gaps in the procession. And my worst offense: I was so taken with the creativity of the foreign objects the graduates wore on their mortarboards that I did not have the heart to ask them to remove them. I was especially awed by the student who managed to tape a skull (looked real to me) onto his cap. Special awards for creativity go to the College student who wore a Dr. Seuss hat over her mortarboard and chomped on a stubbed-out cigar as she entered Franklin Field and to a band of students who topped their caps with matching stuffed animals.

I must admit that I was ambivalent about serving as a marshal at first. But I encountered many veteran marshals who, despite their war stories, still approached commencement with a sense of excitement and fun. Like them, I plan to be part of Penn’s 241st. I, too, very much enjoyed the pomp and, as a marshal, my circumstance.

—Jennifer Baldino

*Jennifer Baldino is a staff writer in the Office of the President.*



Photograph by Tommy Leonard

***Graduates showboat for the camera. When the procession slows down, marshals speed things up.***



# Summer

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## AT PENN

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### ACADEMIC CALENDAR

**6/28** *First Summer Session classes end.*  
**7/1** *Second Summer Session classes begin.*  
**8/9** *Second Summer Session and 12-Week Evening classes end.*  
**8/29** *Move-in and registration for transfer students. Through August 30.*  
**8/30** *Center for University of Pennsylvania Identification (CUPID). Through September 3.*  
**8/31** *Move-in for first-year students; New Student Orientation.*  
**9/1** *Academic Day; Opening Exercises and Freshman Convocation; Undergraduate Deans' Meeting; Penn Reading Project.*  
**9/2** *Community Building Day.*  
**9/3** *Advising begins; Placement Examinations.*  
**9/4** *First day of classes.*  
**9/7** *Community Service Day.*

### CHILDREN'S ACTIVITIES

**6/1** *Family Workshop*; children, ages 6-12, and adult escorts make artworks inspired by the current exhibit; 11 a.m.; Institute of Contemporary Art; reservations: 898-7108. *Repeated June 2.*  
**7/10** *Summer Magic '96*; for kids, ages 5-12; full schedule on reverse; 10 a.m.; University Museum; information/reservations: 898-4015; advanced registration required (Museum Education Department and International Classroom). *Programs held Wednesdays and Thursdays through August 8.*  
**7/24** *Anthropologists in the Making*; features artwork and artifacts created by children who attended the University Museum's Saturday Workshops for Young People; Sharpe Gallery, University Museum; admission: see *Exhibits*. *Through August 13.*

### CONFERENCES

**6/2** *Johnson & Johnson-Wharton Fellows Program in Management for Nurse Executives*; executive development for vice presidents of nursing; Steinberg Conference Center; info/registration: 898-4748. *Through June 21.*  
**6/8** *Glaucoma Grand Rounds*; Harry Quigley; 8 a.m.-noon; Scheie Eye Institute; registration/info: 662-8141 (Scheie Eye Institute).  
**6/15** *11th Annual Symposium on Low Vision*; 8 a.m.-4 p.m.; Scheie Eye Institute; registration/info: 662-8141 (Scheie Eye Institute).

### 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.



By Mary Ellen Mark: Astoria Pool, Queens, New York; *gelatin silver print*, 1993.

### Upcoming

**6/3** *Joseph S. Hartle*; oil paintings and prints, with warm, rich colors, reminiscent of the Bucks County School of Artists; reception, June 4, 4:30-6:30 p.m.; Burrison Art Gallery, Faculty Club. *Through June 28.*  
**6/22** *Confronting Cancer Through Art*; juried exhibition of recent works by over 60 artists whose lives have been touched by cancer; jury members include Gerald Silk, Temple; Judith Tannenbaum, ICA; Becky Young, fine arts; and Dilys Winegrad, Arthur Ross Gallery; Arthur Ross Gallery, 220 S. 34th St. and Meyerson Hall Gallery, 210 S. 34th St. (University of Pennsylvania Cancer Center) *Through August 25.*  
**7/13** *Anthropologists in the Making*; see *Children's Activities*. *Through August 24.*

### Now

*Mary Ellen Mark: 30 Years*; Arthur Ross Gallery, Fisher Fine Arts Library, Furness Building (Annenberg Public Policy Center; Arthur Ross Gallery). *Through June 9.*  
*Household Words: Women Writing From and About the Kitchen, 1600-1950*; Kamin Gallery, Van Pelt-Dietrich Library. *Through June 26.*  
*From Written to Printed Text: The Transmission of Jewish Tradition*; Rosenwald Gallery, Van Pelt-Dietrich Library. *Through June 26.*  
*Distant Relations: The Relationship Between Arabs and Jews*; Sharpe Gallery, Museum. *Through June 29.*  
*Lyn Haber*; Morris Arboretum. *Through June 30.*  
*Ormandy the Interpreter*; Eugene Ormandy Gallery, Van Pelt-Dietrich Library. *Through June 30.*  
*You Talkin' to Me?*; ICA. *Through July 14.*  
*Images of Victory: Woodblock Prints from the Sino-Japanese War (1894-95)*; Second Floor Changing Gallery, Museum. *Through August 31.*  
*Taking Place*; watercolors, photos and sketches by Satoko Izumi Parker, George Qualls and William Roberts record special places encountered during travel; Kroiz Gallery, Architectural Archives, Fisher Fine Arts Library. *Through September 20.*  
*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.

### FILMS

#### ICA Screenings

In conjunction with *You Talkin' to Me?*, films that influenced the artists in the exhibition; tour, 5:15 p.m.; film, 6 p.m.; ICA; free with gallery admission.  
**6/5** *Chinese Roulette* (Fassbinder, 1976).  
**6/12** *Remains of the Day* (Ivory, 1995).  
**6/19** *Without You I'm Nothing* (Boskovich, 1990).  
**6/26** *Juliet of the Spirits* (Fellini, 1965).



At the Architectural Archives: an exhibit inaugurating the summer travel season. Above, emeritus professor of architecture George Qualls's watercolor Front Porches, Cape May captures the Victorian charm of the shore town.

### Film/Video Project

Films, film series and programs at International House; full film descriptions: <http://www.libertynet.org/~ihouse>; film tickets (unless noted): \$6, \$5/members, students, seniors, \$3/children under 12; foreign language films with subtitles (unless noted); info/tickets: 895-6542; repeat dates and time in italics.  
**6/15** *Captioned Film Society*; from new summer releases; 7 p.m.; info: 895-6542 (voice only, use PA Relay); in collaboration with Creative Access. *Additional screenings: 6/16 and 7/14, 3 p.m.; 7/12, 7 p.m.*  
**7/5** *Ghost in the Shell* (Mamorou, 1995, Japan, dubbed in English); 7:30 p.m. 7/6, 6 & 10 p.m.; 7/7, 8 p.m.; 7/8 & 7/9 at 7:30 & 9:15 p.m.  
*Bladerunner: The Director's Cut* (Scott, 1982, USA); 9:30 p.m. 7/6, *midnight.*  
**7/6** *Tron* (Lisberger, 1982, USA); 8 p.m. 7/7, 6 p.m.  
**7/25** *Guimba, The Tyrant/Guimba, Un Tyrane, Une Epoque* (Sissoko, 1995, Mali/Burkina Faso/Germany); 7 p.m. 7/26 & 7/27, 7 & 9 p.m.; 7/28, 4, 6 & 8 p.m.

### What's The Score

In collaboration with the Mellon/PSFS Jazz Festival.  
**6/14** *Short Takes*; includes Betty Boop cartoon *The Old Man and the Mountain* with music by Cab Calloway, and *Pull My Daisy* (Frank & Leslie, 1959, USA) with David Amram on the soundtrack and on camera; 7:30 p.m. 6/16, 6 p.m.  
*Bullitt* (Yates, 1968, USA); score by Lalo Schifrin; 9:30 p.m. 6/15, 10 p.m.  
**6/16** *Anatomy of a Murder* (Preminger, 1959, USA); with Duke Ellington's first film score; 7:45 p.m. 6/19, 7 p.m.  
**6/20** *Private Hell 36* (Siegel, 1954, USA); soundtrack by Lelith Stevens; 9 p.m. 6/23, 4 p.m.  
*Elevator to the Gallows* (Malle, 1957, France); soundtrack by Miles Davis; 7 p.m. 6/22, 9:45 p.m.; 6/23, 6 p.m.  
**6/21** *The Unknown* (Browning, 1927); saxophonist, composer and arranger Phillip Johnston's Big Trouble performs music to this silent classic starring Lon Chaney and Joan Crawford; 8 p.m.; \$10 in advance, \$12 at the door.  
**6/22** *A Touch of Evil* (Welles, 1957, USA); score by Henry Mancini; 7:30 p.m. 6/23, 8 p.m.

### Cinema Argentina

**6/26** *A Place in the World* (Aristarain, 1992, Argentina); 7 p.m. 6/30, 8 p.m.; 7/1, 9:15 p.m.  
*Knocks at my Door* (Saderman, 1993, Venezuela); 9:30 p.m. 6/27, 9 p.m.; 6/28 and 7/1, 7 p.m.; 6/29, 6 p.m.; 7/2, 9:15 p.m.  
**6/27** *Cortazar* (Bauer, 1994, Argentina); 7 p.m. 6/30, 4 p.m.  
**6/28** *Tango Feroz* (Pineyro, 1993, Argentina); 9:15 p.m.; 6/29, 10 p.m.; 6/30, 5:45 p.m.; 7/2, 7 p.m.  
**6/29** *Killing Grandpa* (D'Agiolillo, 1993, Argentina); special advance screening: one show only, 8 p.m.

### From Australia:

#### Three Films About Two Friends

**7/10** *Two Friends and A Girl's Own Story* (Campion, 1986, Australia); 7 p.m. 7/11, 9 p.m.; 7/12, 9:30 p.m.; 7/13, 8 p.m.; 7/14, 6 p.m.; 7/15 & 7/16, 7 p.m.  
*Talk* (Lambert, 1995, Australia) and *Passionless Moments* (Campion); 9 p.m.; 7/13, 10 p.m.; 7/15, 9 p.m.  
**7/11** *Spider and Rose* (Bennett, 1994, Australia) and *Peel* (Campion); 7 p.m. 7/13, 6 p.m.; 7/14, 8 p.m.; 7/16, 9 p.m.

### PIFVA Events

Philadelphia Independent Film/Video Association; info/registration: 895-6594.  
**6/1** *Independent Feature Filmmaking*; with Dov Simens; co-sponsored by Drexel's film department; 9 a.m.-5 p.m.; Stein Auditorium, Nesbitt College of Design Building, Drexel; \$249/members in advance, \$289/non-members and at the door. *Through June 2.*

**6/18** *Good Sound Recording for Film and Video*; with Kate Pourshriati; 6-9 p.m.; \$45, \$35/members, \$25/students with ID; fees increase by \$10 after 6/11.  
**6/26** *Summer PIFVA Open Screens*; works completed and in progress; 7 p.m. *Screening also held 7/24.*  
**7/8** *Producing the Documentary: Parts 1 & 2*; with Cara Mertes; *Part 1*: story, scripting and technical issues, 5:30-9:30 p.m.; *Part 2*: specific production problems; 7/9, 5:30-9:30 p.m.; registration limited to 10 producers; \$45/workshop (\$60/ both workshops), members: \$35 (\$45/ both), students with current ID: \$25 (\$35/ both); fees increase by \$10 after 6/28.

### FITNESS/LEARNING

*English Language Programs Evening Course Registration*; classes meet 6-8:30 p.m.; *Conversation*; Mon. and Weds., July 22-Aug. 21; *TOEFL Preparation*; Tues. and Thurs., July 23-Aug. 22; *Business Writing*; Thurs., July 28-Aug. 22; \$290/twice-a-week classes, \$145/once-a-week class (\$10 fee for late registrants); info: 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., Thurs.; Philadelphia Child Guidance Ctr.; first class free; \$3.50/class, \$2.50/students; info: Carolyn Hamilton, 662-3293 (days), 446-1983 (evenings).  
*Quaker Worship Group*; noon; Christian Ass'n Aud. *Wednesdays*.  
*Sahaja Yoga Meditation*; 11 a.m.; Franklin Room, Houston Hall; info: 602-8680 or 259-8932. *Sundays*.

### F/SAP

Faculty/Staff Assistance Program noon workshops; Houston Hall; info: 898-7910.  
*Surviving Divorce and Separation*; call for details.  
**6/4** *Caregivers. Every first Tuesday.*  
**6/5** *Sobriety Group. Every Wednesday.*  
**6/11** *Making Stepfamilies Work.*

### MEETINGS

**6/20** *Lesbian/Gay/Bisexual Staff & Faculty Association Meeting*; noon; room info: 898-5044 or [bobs@pobox.upenn.edu](mailto:bobs@pobox.upenn.edu).  
*Trustees Full Board Meeting*; Faculty Club. *Through 6/21.*

### MUSIC

**6/9** *Sumpang Mahal/Sworn Love*; modern Filipino musical by the University of the Philippines Concert Chorus; 5 p.m.; Church of the Saviour, 38th & Chestnut; \$25/sponsor, \$15, discounts available for students, seniors and groups; info: 898-6455, 386-0613 or (609) 662-6410.

### ON STAGE

**5/30** *Black Russian*; Thomas Gibbons's new play about an African American communist and his son; 8 p.m.; Harold Prince Theatre, Annenberg Center; \$16, \$8/students and seniors; tickets: 898-6791. *Repeated 5/31, 6/1, 6/5-8, 6/12-15, 8 p.m.; 6/2, 6/9, 6/16, 2 p.m.*

### SPECIAL EVENTS

**6/2** *Philadelphia Rose Show*; annual indoor show features prize-winning cut roses, exhibitors and experts; visit the Rose Garden; 1-5 p.m.; Morris Arboretum; admission: see *Exhibits*.  
**6/6** *Summer Fest*; lunchtime parties at Houston Hall; 11:30 a.m.-2 p.m. *Also held 6/13, 6/20, 6/27, 7/11, 7/18, 7/25, 8/1 and 8/8; sidewalk sales: 6/6 and 7/11.*  
*Summertime Blues*; party with music, performances, giveaways, tours, viewing of Martin Scorsese's *Taxi Driver*; 5:30-9:30 p.m.; ICA; admission includes free ICA membership; free/members; info/admission: 898-7108.  
**6/14** *Moonlight and Roses*; annual gala fundraiser for the Morris Arboretum with cocktails, dinner, dancing and music by the Scott Romig Orchestra; Morris Arboretum; information/tickets: 247-5777 (ext. 109).

### TALKS

**5/31** *Pap Smears: Your Safety Net*; Stephen Rubin, gynecologic oncology; Women's Health Lunchtime Discussion Series; 12:30 p.m.; Smith-Penniman Room, Houston Hall (Ob/Gyn).  
**6/3** *Laying the Tracks for Intracellular Transport: Mechanisms Regulating Microtubule Assembly*; Lynne Cassimeris, Lehigh; 2 p.m.; Physiology Conference Room, Richards Building (Pennsylvania Muscle Institute).  
**6/5** *Preliminary Results of the ACCESS Demonstration Project*; Howard Goldman, University of Maryland; 12-1:30 p.m.; LDI Boardroom. (LDI-UPMD Center for Mental Health Policy and Services Research).  
**6/6** *Meeting the Challenge of the Health Care Environment: High Quality and Humane Behavioral Health Care for the Future*; Gary Gottlieb, Friends Hospital; 12-1 p.m.; Auditorium, Clinical Research Building (Psychiatry; PCGC; PennMed).  
**6/7** *DNA Damage Recognition by DNA-Dependent Protein Kinase*; Steve Jackson, Wellcome/CRC Institute; 4 p.m.; Grossman Auditorium, Wistar (Wistar).  
**6/10** *Lasers, Structural Changes and Muscle Contraction: Mechanochemistry and a Function for the Two Heads of Myosin*; Julien Davis, Johns Hopkins; 2 p.m.; Physiology Conference Room, Richards Building (Muscle Institute).  
**6/12** *Structural Basis of Immune Recognition*; Ian Wilson, Scripps Research Institute; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).  
**6/14** *The Teen Years: A Mother's Guide to Her Daughter's Gynecologic Development*; Todra Anderson and Deborah Driscoll, ob/gyn; Suzanne Bustraan, nurse practitioner; 12:30 p.m.; Smith-Penniman Room, Houston Hall (Ob/Gyn).  
**6/18** *Take Charge of Your Menopause*; Gita Singh, ob/gyn; Michelle Battistini, PennHealth for Women; 12:30 p.m.; Smith-Penniman Room, Houston Hall (Ob/Gyn).  
*Cyclins and Control of the Cell Cycle*; Robert Weinberg, MIT; Khoury Memorial Lecture; 4 p.m.; Grossman Auditorium, Wistar (Wistar).  
**6/19** *Mucosal Immunity to Infection and Possibly Beyond*; Jerry McGhee, University of Alabama at Birmingham; 4 p.m.; Grossman Auditorium, Wistar (Wistar).  
**6/25** *Maybe Baby: Preconception Planning*; Rose Giardine, genetic counselor; Lisa Hanes, nurse midwife; Nancy Rose, ob/gyn; 12:30 p.m.; Smith-Penniman Room, Houston Hall (Ob/Gyn).  
*Institute on Aging Lecture*; Mona Baumgarten, clinical epidemiology & biostatistics; 4-5 p.m.; Room 202, BRB1 (Institute on Aging).  
**6/27** *The Wet Child: Problems in Elimination*; Chris Kodman-Jones, CHOP/PCGC; Seth Schulman, CHOP; Carol Quinn, CHOP; 12-1 p.m.; Level 1 Multipurpose Room, Phila. Child Guidance Ctr. (Psychiatry; PCGC; PennMed).

## Almanac

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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 Summer 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 *September at Penn* calendar.



Summer Programs at Penn—Playing, Practicing and Preparing

**AFNA National Education and Research Fund:** 200 11th and 12th graders attend classes to help them meet their schools’ academic requirements; Richard Witherspoon; *July 15-August 20.*

**Afro-American Studies Program Summer Institute for Prefreshmen:** 34 prefreshmen; introduction to major intellectual and cultural themes and currents in the 19th and 20th Century African-American experience; Sheila Armstrong and Gale Ellison; *July 21-27.*

**Center for Community Partnerships:** Cory Bowman; *June 26-August 4.*

- **Shaw Summer Institute:** 30 post-5th graders; environmental education and health promotion.
- **Sulzberger Summer Institute:** 30 post-5th graders; education in conflict resolution.
- **Turner Summer Institute:** 200 post-5th graders; education in conflict resolution, health promotion and writing for publication.

**English Language Pedagogy and American Culture Program for Japanese Teachers of English:** 19 professionals; Ross Bender; *July 27-August 31.*

**Five-Day Home-Based Practicum:** 10 professionals; Child Guidance Center; Marion Lindblad-Goldberg; *June 16-21.*

**Fulbright Pre-Academic Program in English for Graduate Students:** 20-40 Fulbright scholars; Gay Washburn; *July 26-August 15.*

**High School Research Apprentice Program:** 17 students ages 16-18; Britton Chance; *July 3-August 11.*

**Institute for the Arts in Education:** 200 secondary school teachers; integrating arts into academic curriculum; Shelly Dorfman; *July 10-21.*

**International Teaching Assistant Fluency Training Program:** 35 professionals; Mary Ann Julian; *July 1-August 28.*

**July Practicum:** 16 professionals; Child Guidance Center; Marion Lindblad-Goldberg; *July 7-26.*

**June Practicum:** 8 professionals; Child Guidance Center; Marion Lindblad-Goldberg; *June 9-28.*

**Junior Tennis Program\*:** 10 weekly sessions for 250 students ages 7-17; Hal Mackin, 898-4741; *June 10-August 16.*

**Lauder Institute Program in English and U.S. Cultural Perspectives:** 7 graduate students; Tom Adams; *May 8-August 1.*

**LEAD Program in Business:** 40 students ages 16-17; introduction to business principles for minority students; Harold Haskins; *June 30-July 28.*

**Minority High School Research Apprentice Program:** 24 14-18 year-olds; NIH-funded program stimulates minority students to pursue biomedical research and the health professions careers; Gwen Tolbert; *July 1-August 23.*

**NASA Sharp Plus Summer High School Research Apprenticeships:** 23 10th and 11th graders; Janice Curington and Jacqueline Tanaka; *June 16-August 10.*

**National Youth Sports Program:** 250 Philadelphia-area students, ages 10-16, learn sports skills, take physicals and attend counseling sessions; Terry Horstmann; *June 27-August 2.*

**Penn Field Hockey Camp:** 80 players; Donna Mulhern and Val Cloud; *June 23-27.*

**Penn Junior Fencing Camp:** 20 14-17 year-olds; David Micahnik; *August 4-11.*

**Penn-Lea Athletic Program:** 25-30 Lea students ages 8-10; cultural, educational and sports activities; Tammi Watson; *July 8-26.*

**Penn Literacy Network:** 25-30 professionals; Bonnie Botel-Sheppard; *July 5-21.*

**Penn-Merck Summer Institute:** 48 & 60 professionals; Engineering, Graduate Education, Veterinary Medicine and Merck & Company help grade school teachers make science fun; Jane Horwitz; *July 8-26.*

**Penn Summer Abroad:** 250-300 students study in programs in the Czech Republic, England, France, Germany, India, Italy, Korea, Poland, and Spain; Elizabeth Sachs; *Dates vary.*

**Penn Summer Academy in Communication Studies:** 60 10th-12th graders; short-term non-credit education for high school students; David Fox; *July 14-August 3.*

**Penn Summer Science Academy:** 145 10th-12th graders; an intensive program taught by Penn scientists consisting of both guided and independent lab and field projects, math workshops, computer labs, seminars and site visits; David Reibstein; *July 7-August 2.*

**Pennsylvania Public Policy Institute:** 50-100 professionals; training in public deliberation and community policies; Harris Sokoloff; *June 23-25.*

**Pennsylvania Women’s Basketball Position Camp\*:** 35-50 children ages 12-18; players refine and enhance their skill in their specific position; Julie Soriero, 898-6089; *June 21-23.*

**Philadelphia Alliance for Minority Participation in MSE Scholars Program:** 10 undergraduates; Cora Ingram; *May 29-August 2.*

**Pre-Academic Training for Muskie and Freedom Act Grantees:** 15-20 graduate students; orientation to life in the Academy and public administration; Felicia Porter; *July 30-August 20.*

**Precollege Program:** 140 11th and 12th graders take beginning-level courses and live in the dorms; David Fox; *June 30-August 10.*

**Pre-Freshman Program:** 122 Penn freshmen; preview of life at the University; Delores Hill; *July 21-August 25.*

**Quaker Basketball Camp\*:** 100 8-18 year olds; Fran Dunphy, 898-6141; *June 24-28.*

**Scott Paper Company Public Service Summer Internship Program:** 18 undergraduates examine urban revitalization; Ira Harkavy and Amy Cohen; *May 20-August 9.*

**Summer Institute for Demographic Research (SIDR):** 10 undergraduates; program to improve the human resource base in demography and to reinforce the ethnic diversity of that resource base; Antonio McDaniel; *July 1-August 10.*

**Summer Institute for International Business Students (SIIBS):** 30-40 graduate students; Nora Lewis; *June 24-August 2.*

**Summer Internships in Biological Sciences:** 45 undergraduates; hands-on experience in a biomedical laboratory; Glen Gaulton; *June 3-August 10.*

**Summer Medical Institute:** 60 med students; Scott Moreau; *June 17-July 27.*

**Summer Pre-Med Enrichment Program for Minority Undergraduates:** 15 undergraduates from Historically Black Colleges and Universities; Beverly Williams; *May 20-July 26.*

**Summer Seminar—Institute for the Arts in Education:** 200 professionals; symposium for Philadelphia public school teachers to meet with teaching and performing artists in order to collaborate on planning for the year long Arts curriculum; Shelly Dorfman; *July 8-July 19.*

**SUNFEST (Summer Undergraduate Fellowship in Sensor Tech-**



Roberta Miller leads the way in a Penn Gymnastics Camp exercise.

**nologies):** 9 undergraduates; research with faculty and graduate students; Jan Van der Spiegel; *May 28-August 9.*

**Trend International Executive English Program:** 18-25 professionals; Nora Lewis; *June 2-15.*

**U of P Summer Gymnastics Camp\*:** weekly sessions for children ages 5-12; Tom Kovic, 898-5316; *June 26-July 27.*

**Upward Bound Program:** 70 9th-11th graders; program to increase stu-

dents’ academic proficiency, promote self-esteem, and motivate students to plan their educational and career goals; Fred Whiten; *July 1-August 3.*

**Veteran’s Upward Bound:** 50 adults; Department of Education-sponsored program to earn a GED or prepare for college; Fred Whiten; *May 2-August 20.*

\* These programs geared for children may still accept applications. Call numbers listed for information.

Summer Magic ’96: Museum Programs for Kids



*Steve Abrams, a professional puppeteer for over 20 years, and his friends (above) perform Aesop’s Fables and tales of the Northwest Coast Indians. A member of the Puppeteers of America, Mr. Abrams holds a B.A. in communication and an M.A. in dance education from Temple, has been a guest artist at the Rhode Island School of Design’s Elm Seed Puppet Theater and has done special commission work for Sun Oil Company and the Jenkintown Music School.*

*Barbara Siegel “Habiba” (at left), trained in ballet, modern dance and Middle Eastern dance, has studied with the Tunisian National Folklore Troupe and the School of Reda Troupe in Egypt. She has mastered many Northern African dance styles and has a dance studio in Philadelphia. In addition to performing, she has researched folk festivals in Egypt and Tunisia, lectured at Penn, and presented papers to the Mid-Atlantic Region Society for Ethnomusicology.*

Program Schedule

- Storytellers, musicians, and performers introduce different cultures to kids, ages 5-12. Workshops held Wednesdays and Thursdays at 10 a.m. at the University Museum. For more information call 898-4015. Advanced registration, especially for groups, is required. Schedule subject to change.
- 7/10** Egyptian folkdancing; Barbara “Habiba” Siegel.
  - 7/11** Japanese Ribbon Dancing.
  - 7/17** Indonesian Shadow Puppets; Jennifer White.
  - 7/18** Culture of India; Prema Deshmukh.
  - 7/24** Aesop’s Fables; Steve Abrams, puppeteer.
  - 7/25** Native American Storyteller.
  - 7/31** Northwest Coast Indian Tales; Steve Abrams, puppeteer.
  - 8/1** South American Tales; Alba.
  - 8/7** Ancient Egyptian Myths and Tales; speaker TBA.
  - 8/8** African Music; Mr. Godlove.

Summer

AT PENN

Summer Hours for University Services

**Annenberg Center Box Office** Closed June 16-September 2.

**Arthur Ross and Meyerson Galleries** *Open:* Tuesday-Friday, 10 a.m.-5 p.m.; weekends, 12-5 p.m. *Closed:* June 10-21, July 4, August 26-September 5.

**Bookstore** *Open:* May 30-June 29, Monday-Friday, 8:30 a.m.-5 p.m. and Saturdays, 10 a.m.-5 p.m.; July 1-August 30, Monday-Friday, 8:30 a.m.-4:30 p.m. (July 1, 8:30 a.m.-6 p.m.); *Closed:* Saturdays and Sundays July 6-August 10.

**Cashier’s Office** *Open:* Monday-Friday, 9 a.m.-4 p.m.

**Christian Association** *Open:* Monday-Friday, May 28-August 30, 8:30 a.m.-6 p.m.. *Closed:* Memorial Day.

**Faculty Club** *Open:* Monday-Friday, 8 a.m.-6 p.m.; Cafeteria and Hourglass, 11:30 a.m.-2 p.m.; evenings and weekends for special events.

**Gimbel Gym** *Open:* through August 2, Monday-Friday, noon-7:15 p.m. *Closed:* weekends, May 25-27, July 4, August 3-18.

**Hillel** *Open:* Monday-Friday, 9 a.m.- 3:30 p.m.

**Houston Hall** *Open:* Monday-Friday, 7:30 a.m.-7 p.m.; Saturdays, TBA (call 898-5552). *Closed:* Sundays, Memorial Day and July 4.

**Hutchinson Gym** *Open:* through August 18, Monday-Friday, noon-7:15 p.m.; Saturdays, 10 a.m.-3 p.m.; Monday, July 3, noon-3 p.m. *Closed:* Sundays, May 25-27, July 4; August 19-September 8.

**Institute of Contemporary Art** *Open:* through July 14, Wednesday, 10 a.m.-7 p.m. and Thursday-Sunday, 10 a.m.-5 p.m. *Closed:* July 15-September 6.

**Levy Tennis Pavilion** *Open:* June-August, Monday-Friday, 9 a.m.-9 p.m., Saturdays, 9 a.m.-1 p.m. *Closed:* Sundays.

**Morris Arboretum** *Open:* Monday-Friday, 10 a.m.-4 p.m.; weekends, 10 a.m.-5 p.m.

**Newman Center** *Open:* Monday-Thursday, 9 a.m-4:30 p.m.; Friday, 9 a.m.-1 p.m.;

**Penn Women’s Center** *Open:* June, Monday-Friday, 9 a.m.-5 p.m.; July-August, Monday-Friday, 9 a.m.-4:30 p.m.

**Registrar’s Office (Transcripts/Verifications/Certifications)** *Open:* July-August, Monday, 10 a.m.-4:30 p.m.,Tuesday-Friday, 9 a.m.-4:30 p.m. No transcript requests will processed after 3:30 p.m.

**Residential Living** *Open:* High Rise North, Harrison House (HRS) and Mayer Hall; *Closed:* all other dorms.

**Student Financial Services** *Open:* July 1-August 30, Monday-Wednesday and Friday, 9 a.m.-4:15 p.m.; Thursdays 9 a.m.-3:15 p.m.

**Student Health Service** *Closed.* Emergency care provided at HUP. Student Health Services physician on call: 662-2850.

**Transportation** *Open:* Escort Van, Monday-Sunday, 6 p.m.-3 a.m.; PennBus, Monday-Friday, 4:50 p.m.-midnight; *Closed:* shopping shuttle, May-August.

**University Museum** *Open:* Tuesday-Saturday, 10 a.m.-4:30 p.m.; Sundays, 1-5 p.m. *Closed:* Mondays and summer Sundays, Memorial Day through Labor Day.

**Van Pelt-Dietrich and Lippincott Libraries** *Open:* through June 28 and July 1-August 9, Monday-Thursday, 8:30 a.m.-9 p.m.; Fridays, 8:30 a.m.-5 p.m. Saturday, 10 a.m.-6 p.m.; Memorial Day, 8:30 a.m.-5 p.m. *Closed:* July 4, Labor Day and Sundays.

**Rosengarten Reserve** *Open:* through June 28 and July 1-August 9, Monday-Thursday, 8:30 a.m.-10 p.m.; Friday, 8:30 a.m.-5 p.m.; Saturday, 10 a.m.-6 p.m.; Sunday, 1-9 p.m.; Memorial Day, 8:30 a.m.-9 p.m.; *Closed:* July 4 and Labor Day.