

UNIVERSITY of PENNSYLVANIA

Almanac

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Dr. McCoullum



Mr. Davidson



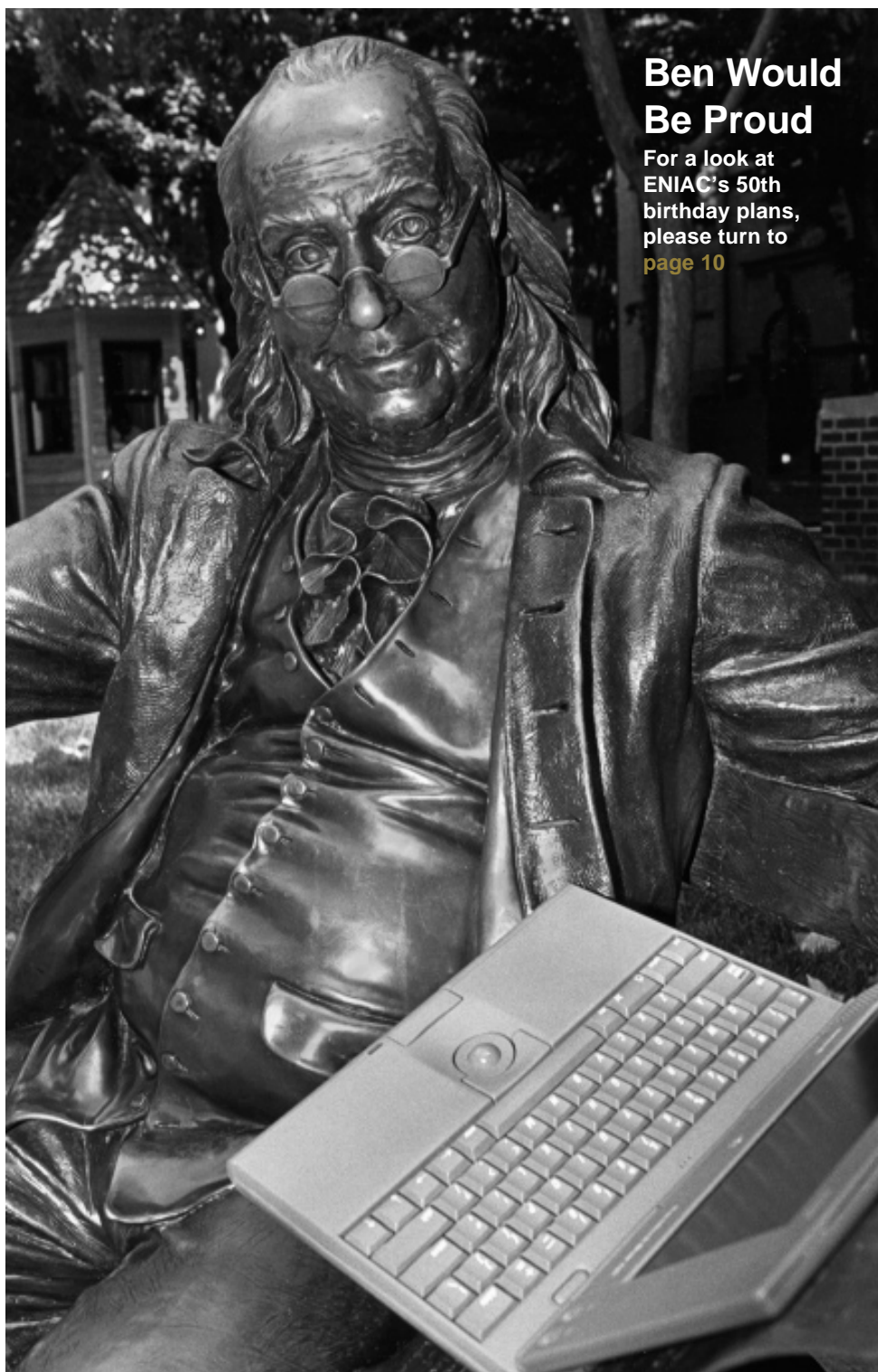
Mr. Seamon

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Centerspread: September at Penn



Ben Would Be Proud

For a look at
ENIAC's 50th
birthday plans,
please turn to
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Photograph by Candace diCarlo

The Summer of '95

For those who were away during the summer, a brief rundown on actions and major news, most of which appeared in either the June 20 or July 18 issue of *Almanac*:



Transitions

Dr. Barbara Lowery (left) of Nursing is Associate Provost, and **Dr. David Hildebrand** is the Senate's choice to serve in her place as Past Chair. . .

Dr. Barry Cooperman stepped down after 13 years as Vice Provost for Research; an acting VPR is to be named and a search

begun...**Michele Goldfarb** of Law School became Acting JIO on the resignation of **Steven Blum**. A search committee is to be named in September by Provost Chodorow. . . **Scott Reikofski** became acting director of Greek affairs as **Tricia Phaup** resigned to begin a new career in a geriatric hospital.

Reappointments of Deans

Three deans' reviews were concluded by the end of FY1995, two of them in time for the Trustees' June meeting, where the reappointments of **Deans Colin Diver** of Law, and **Kathleen Hall Jamieson** of The Annenberg School were approved. The reappointment of **Dr. Raymond Fonseca** of Dental Medicine, completed later, will go to the Trustees in September with a recommendation from the President and the Provost to reappoint him.

In the coming year, reviews of **Deans Gregory Farrington** of SEAS, **Thomas Gerrity** of Wharton, and **William Kelley** of Medicine are to begin. Review committees will be announced in a future issue.

Policies and Procedures

After publication *For Comment* June 20, a **Policy on Position Discontinuation and Staff Transition** was published *Of Record* July 18, and became effective August 15.

Prescription Drug Benefits are no longer provided by Blue Cross but are now provided to Blue Cross subscribers and to those in the new PENN Care plan via PCS Health System, Inc. For details see *Almanac* June 20, p. 16, *Of Record*.

New administrative initiatives announced in that issue are **Coordinating Penn's Home Pages on the Web** and a **Review of Procurement Practices** in the University and the Health System.

Governance Findings

Results of two **Senate mail ballots** were forwarded to the President and the Provost: The *Proposed Policy on Consensual Sexual Relations* was approved 407-267, and the *Proposed Policy Governing Sanctions Taken Against Faculty Members* was approved 419-79.

The **Committee on Open Expression** published June 20 its opinion that the deletion of others' electronic messages and use of another's name in e-mail posting would be violations of the *Guidelines on Open Expression*.

Fiscal/Physical Breakthroughs

Harrisburg came through with \$34.47 million; the Trustees passed a **\$1.9 billion budget** for FY96; Alumnus **Steve Wynn** added a gift of \$7.5 million to the Perleman Quad project (which takes funding over the midpoint); the U.S. Air Force removed the last barrier to **IAST construction**; and the Libraries started **major renovations** which cause temporary relocation of Periodicals.



Dr. McCoullum



Mr. Davidson



Mr. Seamon

VPUL: Valarie Swain-Cade McCoullum

Provost Stanley Chodorow has named as Vice Provost for University Life Dr. Valarie Swain-Cade McCoullum, acting VPUL since January 1994 and a member of the University Life division since she joined Penn in 1977.

Calling her "a gifted administrator who has dedicated her career to the causes of education and improving student life," Dr. Chodorow said she is "a remarkable teacher, an energetic leader, and a wise counselor. I am looking forward to working with her."

Dr. McCoullum is the first African American woman to hold the senior student life post at Penn. She will be responsible to the Provost for oversight of the numerous offices and services that are charged with integrating the academic, residential and extracurricular activities of some 22,000 undergraduate, graduate and professional students at Penn. In addition to the ongoing operations of student life, residential living, and related units she will have an integral role in the University's plans to create a new undergraduate experience, the Provost added.

"I am absolutely delighted to be able to serve Penn as VPUL," said Dr. McCoullum. "In the year and a half that I have been Acting VPUL, I have loved working with the University Life staff and with our students. They are superb!"

Early in her Penn career Dr. McCoullum helped create PENNCAP and the campus Upward Bound program here. She has taught in the Graduate School of Education and the School of Social Work, and is a former Master of DuBois College House, and on leave in 1991-92 she served as interim president of Cheyney University of Pennsylvania, led a successful effort to achieve reaccreditation by the Middle States. Last year she also chaired the Landmark School Equity Educational Panel which produced the report leading to settlement of a major suit against the Philadelphia School District.

Dr. McCoullum succeeds Dr. Kim Morrisson, who continues as a vice provost, co-chairing the Provost's Council on Undergraduate Education.

VP/Human Resources: Clint Davidson of Vanderbilt

The new Vice President for Human Resources will be H. Clint Davidson Jr., now associate chancellor for human resources services at Vanderbilt University, who will leave the Nashville institution to join Penn October 1, Executive Vice President John Fry has announced.

With over 25 years' human resources experience in public and private universities, Mr. Davidson "understands the challenges of administering programs in large, complex institutions," Mr. Fry said. "He is full of new ideas and his creativity and wisdom will help shape Penn's human resources programs for the future."

Mr. Davidson holds a B.A. in management from the University of Oklahoma and an M.B.A. in human resources management/finance from Vanderbilt. He also attended Harvard's Institute for Educational Management and Michigan's Labor Relations Institute, and has taught in NACUBO's College Business Managers' Institute.

Serving in the U.S. Navy from 1963-68, Mr. Davidson started his human resources career in 1968 at Oklahoma, where he became director of personnel services. In 1976 he joined the University of Cincinnati Medical Center as assistant senior vice president for administrative services, a post he held until 1979 when he moved to the University of Rochester as director of personnel and affirmative action.

In 1985 he joined Vanderbilt, where he has been responsible for the human resources programs and policies of the medical center, hospital and clinics as well as those of the campus, serving in all some 11,500 faculty and staff. Among his many awards are an outstanding teaching award and the annual creativity award from CUPA, the College and University Personnel Association.

Public Safety: Tom Seamon as Managing Director

With a change in the position's title—from Commissioner to Managing Director—Penn's new leader in public safety starting September 25 will be Thomas M. Seamon, the Deputy Commissioner of the Philadelphia Police Department since 1992.

"Tom's outstanding leadership skills and technical ability make him the ideal person

(continued on page 4)

ALMANAC September 5, 1995

WELCOME BACK

From the President

Renewing Research

Dear Colleagues:

Welcome back.

We have endured one of Philadelphia's most memorable—and most extended—heat waves. With the return of colleagues, the arrival of students, and the resumption of classes, the fall brings a sense of relief, renewal and rededication to our shared academic endeavors.

As the students return, we renew our focus on our fundamental obligations as teachers and advisors. Our ability to inspire students to learn and grow is one of the greatest opportunities of academic life. I will have more to say about teaching and advising as the year unfolds.

I want to focus here on Penn as one of our nation's—and the world's—leading research universities. Many of us have spent the summer renewing our research projects, advising doctoral students, working in laboratories, or visiting libraries and fieldwork sites around the globe. Others have spent the summer writing and revising, editing and revising, rewriting and revising, and writing anew.

Faculty research—in all our disciplines—is the heart of our academic lives, and we give expression to its central role in our training of graduate students for careers in scholarly and scientific research. Both graduate education and research will be prominent topics on Penn's campus this year, for having begun work on the undergraduate experience, we must now ensure that it will rest on a foundation of faculty research and graduate training that is second to none.

Those familiar with the history of scientific research or the sociology of knowledge will know that support for basic research, whether in the humanities, social sciences, or the natural sciences, has never been an easy sell. In some respects, the period since World War II in which most of us were trained and have prospered as researchers has been exceptional rather than typical.

The dramatic changes this past year in the political climate in Washington and the mounting pressure to eliminate the federal budget deficit are combining with long-standing concerns about the high costs of research and declining political support for graduate fellowships to foreshadow fundamental changes in federal support for our research enterprise.

On the House side, it appears that some of the worst-case scenarios have been forestalled. The National Institutes of Health (Penn's largest research sponsor) could get a 5.7% increase, while NSF and DOD research funding might get cut by only 1% and 2%, respectively. Unfortunately, humanities research may take the biggest immediate hit from a 40% cut in the budget of the National Endowment for the Humanities. At least, that is what the House of Representatives has proposed at this writing. The Senate will take up these appropriations in the fall, and of course, all bets are off if October brings the widely-feared federal "train wreck"—i.e., a government-wide shut-down because the President and Congress are deadlocked over budget and appropriation issues.

Whatever the short-term outcome of this debate, I am convinced—as a researcher, as Penn's president, and as a member of the White House's Council of Advisors on Science and Technology—that merely dodging the bullet will not be enough to save us, certainly not in the long-term. Even the funding levels proposed for the coming year may be hard to sustain.

We must be prepared to address these funding issues—long-term support for research, facilities and equipment, and students—on a continuing, sustained basis, and to propose new and creative solutions. Quick fixes and last-minute saves for favorite projects will not long sustain the research enterprise as a whole. Indeed, they can be counter-productive, breeding a sense of false security until un-

come, unanticipated, and destructive fundamental changes are suddenly forced upon us.

A House committee recently concluded that "it does not believe that the status quo is sustainable or defensible in an environment of steady or declining resources." That is the hard fact we must confront across the board. No matter how well we try to protect the status quo, the reality is that circumstances have changed fundamentally, and sooner or later we will be forced to change with them.

How, then, should we respond?

First, of course, we must continue to fight the good fight to sustain the research funding and infrastructure that has been built. That is why Trustee Chairman Roy Vagelos and I have been spending time in Washington making the case on Capital Hill for research support, graduate fellowships, and generous student loan policies. That is why we are playing a leadership role with other major research universities to present a convincing argument for the continued support of university-based research. That is why we are moving forward on campus with the construction of the Institute for

Advanced Science and Technology and BRB2. That is why I will be working to inform our alumni, the parents of our students, and the public about the critical importance of federal support for research and graduate education.

Second, we must place research and graduate education, along with our other initiatives, at the top of Penn's institutional agenda in the years ahead. We must begin now to rethink the research enterprise as we have known it—even as we work hard to protect and defend our critical research programs. Are there new ways of organizing and supporting research? Can we imagine a vibrant and productive system of

education and research that is less dependent on government dollars? Can we do a better job of articulating and embodying the interplay—even the unity—between teaching and research? This is a task that only the great research universities and research faculty in those universities can undertake.

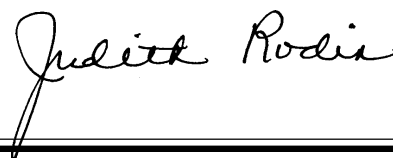
Third, looking ahead, we must recognize that the frontiers of knowledge now cross most traditional disciplinary boundaries. Therefore, the rewards for interdisciplinary research must be commensurate with its increasing importance. This, too, will require new forms of organization and support.

Fourth, we need a well articulated national science policy. Scientific research is not the whole of the research enterprise, but it is by far the largest and most compelling part to our national leaders. All disciplines must be part of a true national research infrastructure, but by the sheer force of the dollars expended, the sciences will inevitably set the tone and direction.

What everyone is searching for is a new vision of the research enterprise—one that won't add dollars that clearly will not be available. I am sure many of you have suggestions (as do I), and I would welcome hearing about them.

Research universities are distinctive American institutions, and they are critical to our academic enterprise—and to the innovations that flow from it to our students and our society. Those innovations will be the key to addressing the long-term needs of our nation and our emerging global civilization. But innovation, like charity, begins at home. So with the start of the fall semester, we too must begin anew to invent our collective future.

*"What everyone
is searching
for is a new vision
of the research
enterprise . . ."*



to position Penn's Division of Public Safety for the 21st century," said Executive Vice President John Fry in announcing the appointment. "He is one of the best police executives in the country. And, as a lifelong Philadelphia resident, he has an extensive understanding of the law enforcement challenges faced by the city, its institutions, and its neighborhoods."

Mr. Seamon has been with the Philadelphia police since 1969, beginning as a patrol officer and moving through the ranks to Inspector, Chief Inspector, Acting Commissioner and Deputy Commissioner—the second ranking executive post in the Philadelphia police, which is the fourth largest police department in the country. As its operational head he has had direct command of 5000 personnel in four units—Patrol, Special Patrol, Detective, and Civil Affairs Bureau.

He helped develop and implement the community-policing and problem-oriented policing philosophy for the city; established the Career Services Division which developed and implemented

Mr. Seamon, who holds a B.S. in history and M.S. in public safety from St. Joseph's University, where he is now an adjunct professor teaching law enforcement management in the Graduate School. Mr. Seamon also won a Fulbright Fellowship in 1990—the first given in police studies—and has participated in the Police Executive Research Forum at Harvard's Senior Management Institute.



Above: Mr. Halpern

Below: Dr. Berneman



University Press: Eric Halpern of Hopkins

The new director of the University of Pennsylvania Press is Eric Halpern, editor-in-chief of The Johns Hopkins University Press since 1990. He will take office October 1 at Penn, Provost Stanley Chodorow announced. "Eric Halpern has the experience and demonstrated success in building a publisher's list of distinguished works to make him a superb director here," Dr. Chodorow said. "He has earned a stellar reputation for acquiring books in the humanities, the social sciences, and the sciences. He is full of ideas and energy."

Mr. Halpern's plans: "I want to move the University of Pennsylvania Press into the front ranks of scholarly publishers in this country. We will have to enlarge and refine the editorial program, enhance the prestige of the imprint and the visibility of the Press, and create an endowment that will insulate the Press from the inevitable vagaries of the market so that the Press can undertake more ambitious projects."

Mr. Halpern, who took a B.A. in classical studies at UC Santa Cruz, and another from Oxford, holds an M.A. in classical languages from Stanford University. He began his publishing career 14 years ago as an acquiring editor at Cornell University Press. He joined Johns Hopkins in 1984 as senior acquisitions editor for the humanities, and after becoming editor-in-chief four years later, he continued to acquire for publication more than 30 humanities titles a year.

Technology Transfer: Louis Berneman

Dr. Louis P. Berneman, director of Virginia's nationally recognized Center for Innovative Technology (CIT), has been named Managing Director of the University of Pennsylvania's Center for Technology Transfer, Executive Vice President John Fry has announced. Dr. Berneman took office September 1, heading the center that focuses on moving research results from the laboratory bench into the marketplace.

He will have primary responsibility for negotiating the University's technology licenses and other agreements with industry, and will manage the Center's intellectual property protection efforts—which this year included 29 new patents, 136 disclosures of new technologies, and 25 technology license agreements, along with 118 licenses and 20 software licenses in the University trademark program.

At CIT since 1989, he has been recognized for creating partnerships among industry, universities and the federal government for technology commercialization. He is credited with managing agreements for over 75 licenses for research results from Virginia's eight public research universities, and CIT's intellectual property program became noted for its use of university technology to promote regional economic growth.

"Lou Berneman has demonstrated a strong commitment to higher education and supporting faculty in promoting their sponsored research activities," said Penn Provost Stanley Chodorow. "His understanding of Penn's research mission and the importance of outreach to industry will make him a wonderful asset to the University."

A Penn State alumnus with teaching credentials from the UC Santa Barbara, Dr. Berneman took his master's and doctoral degrees in education from Columbia. Prior to joining CIT Mr. Berneman founded and served as president and CEO of Response Technologies, Inc., Memphis, a leading provider of bone marrow transplantation and other cancer biotechnology services. Earlier he was vice president of marketing and sales of Immuno Modulators Laboratories, Inc. Houston, a veterinary pharmaceutical company, and was assistant professor of education at the University of Houston. He replaces Steve Sammut, who left the University in January, 1994 to help found a Philadelphia-based venture capital fund.



Mrs. Deutsch

Death of Una Deutsch

Mrs. Una Deutsch, longtime aide to the Chaplain and a leader in staff organizations, died August 5 at 82. Her survivors include a daughter, Louise D. Rees, who is serials librarian at Van Pelt-Dietrich. A story will appear next week. Over the summer, the University also lost Tom Angeloff of the Wharton Dean's Office and three emeritus faculty members—Dr. Betty Flower, Dr. Shiv Gupta and Dr. Samuel Sapienza (Almanac July 18)—and the co-inventor of ENIAC, J. Presper Eckert (Almanac June 20).

SENATE

From the Chair

Welcome Back

As Chair of the Faculty Senate and on behalf of the Senate Executive Committee I would like to welcome one and all to the 256th academic year of the University of Pennsylvania.

In my Commencement greetings last May, I pointed with Penn Pride to the legacy of Ben Franklin: "From the Charter for a modest educational initiative in 1740 to a vital and vibrant University (the nation's first) with four undergraduate schools and a dozen graduate and professional schools whose 2,000 standing faculty, an enrollment of 18,000 students, and an associated staff of 7,000 Penn sums to a veritable Athenian city/state on the West bank of the Schuylkill."

To a portion of us, the nation's first University implies the nation's #1 university. And by some dimensions that is indeed so. The School of Nursing and the Wharton School are ranked #1 among their peers. Other components of the University would also qualify as #1 by selected criteria.

The work that will commence this Fall to implement the deliberations of the Provost's Committee on Undergraduate Education could well move Penn to the front rank of undergraduate experience, certainly leading our peers in the Ivy League.

I would balance this programmatic thrust with an attention to infrastructure. A university thrives on its faculty and students. But it is sustained by its infrastructure. The restructuring of the process and mechanisms by which we organize, discipline, and advance our programs will help to sustain and enhance our academic preeminence.

Finally, in more than a three decade professional career, I have yet to encounter a government, corporate, or eleemosynary institution with a public image that exceeds the collective conviction of its membership. At times I think our Quaker reserve gets the better of us.

Accordingly, I offer my students counsel on the art of building a national reputation: "Everywhere you go, tell people how outstanding you are. They will remember what you said but soon forget where they heard it."

Let us acknowledge how outstanding we think Penn is as a prototypical University at the front rank for the 21st century.

In my next letter to the University Community, I will discuss some of the agenda items for the Senate Executive Committee for the 1995-96 academic year.

W. L. Kissick

— William L. Kissick
Chair, Faculty Senate

1994-95 Annual Report of the Senate Committee on Academic Freedom and Responsibility

May 31, 1995

The Senate Committee on Academic Freedom and Responsibility (SCAFR) had a heavy workload this year, especially during the spring semester when much of our time was occupied with a controversial case. The Senate Executive Committee (SEC) extended the term of the 1994-95 SCAFR through May 1995, which enabled us to conclude actions on items 4 and 6 on the agenda that is summarized below.

1. *Interim Suspension.* At the request of Faculty Senate Chair Barbara Lowery, SCAFR met with Provost Stanley Chodorow on October 27 to discuss his concerns about the draft policy on interim suspension of faculty members that had been approved by SCAFR and SEC in 1993-94 (*Almanac* January 18, 1994). SCAFR and the Provost agreed on changes that would allow for the possibility of an emergency, in which a dean believes that action to suspend is necessary before it is possible to consult in advance with the relevant committee on academic freedom and responsibility. We also considered the grounds for suspension. SCAFR agreed with Provost Chodorow that "the serious risk of harm" required for suspension could include non-physical forms of harm, as well as physical injury, but we were not willing to accept language that we feared might promote excessively broad use of suspension. On April 5, SEC approved SCAFR's revised proposal with one small change in wording.

2. *Faculty Responsibility.* Recommendation B.1 of the Commission on Strengthening the Community called on the Provost to convene a faculty committee to address standards of faculty responsibility, including constructive engagement in the University and wider communities, and to produce "a clear statement of expectations regarding faculty roles and responsibilities within one year." (*Almanac*, April 5, 1994) The Provost and the Faculty Senate leadership agreed that Faculty Senate rather than provostial committees should address these issues, and Senate Chair Lowery asked SCAFR to respond. On January 18, SCAFR met with two representatives of the Commission, its chair Dr. Gloria Chisum and Dr. Rebecca Bushnell. Subsequently, SCAFR established a subcommittee to prepare a draft statement. Unbeknownst to us, the Senate Committee on the Faculty had also been asked to respond to the Chisum Commission's recommendation. On March 30 the Committee on the Faculty issued a report "On Community Service Responsibility of Faculty," which concluded that the existing statement on faculty service in the Handbook requires no revision (*Almanac* April 11, 1995). In its preliminary discus-

sions, SCAFR's subcommittee had been inclined to a different view, but because SCAFR was already overloaded with other issues, we decided not to issue our own report on faculty responsibility in 1994-95. We note, however, that contrary to Professor Lowery's charge to the Committee on the Faculty, the latter did not get SCAFR's approval for its statement before bringing it to SEC. Therefore, SCAFR may wish to take up this issue again in 1995-96.

3. *Just Cause.* At the request of Senate Chair Lowery, SCAFR met with Professor James Ross on January 25 to hear his objections to the Proposed Policy Governing Sanctions Taken Against Members of the Faculty (commonly known as the "Just Cause" policy), which was then before the Senate Executive Committee. On February 1, SCAFR recommended that SEC consider several changes in the draft proposal. The March 1 proposal that SEC submitted to a mail ballot of the Faculty Senate incorporated two of our suggestions: that the President not be able to raise the severity of a sanction recommended by a Hearing Board, and that the final appeal on procedural issues be to SCAFR rather than to the Trustees.

4. *Administrators' Denial of a Graduate Group Chair Nomination.* In response to a complaint from Professor David Cass and a petition from nine faculty members, SCAFR reviewed the events that led to the administration's decision to reject the proposed appointment of Professor Cass as acting chair of the economics graduate group. We concluded that administrators had acted within their authority and had not violated Professor Cass's academic freedom, but we objected to their attempt to interrogate him about his past relationships with graduate students in the absence of evidence sufficient to justify formal charges. Our report on this matter was published in *Almanac* on May 25, 1995.

5. *Appeal from a School Committee on Academic Freedom and Responsibility (CAFR).* A faculty member appealed to SCAFR the adverse judgment on his complaint rendered by a school committee on academic freedom and responsibility. SCAFR could not make an informed decision because of the lack of explanatory detail in the school CAFR's communications conveying its decisions to the complainant. In late April, we asked the chair of the school CAFR to provide SCAFR with a statement describing the CAFR's deliberations and explaining the reasoning behind its conclusions. Although the chair agreed to SCAFR's request, we have not yet received the statement, so this issue will be carried over to the agenda of next year's committee.

6. *Senate Rules Concerning a Mail Ballot.* Near the end of the spring semester, Professor James Ross complained to SCAFR against the Senate chairs and the Senate Executive Committee, alleging they had disregarded a valid petition and misinterpreted Senate rule 9A in deciding to send the revised Just Cause procedure to the Faculty Senate membership for a mail ballot with a simple majority required for approval. On May 18, SCAFR decided not to accept Professor Ross's complaint. We found nothing in the Senate Manual that designates SCAFR as the arbiter of disputes over Senate rules or procedures, nor did the complaint establish any connection between the mail ballot and issues of academic freedom or responsibility. We held that the normal course of appeal from the decision of the chair is to the body itself—in this case, to the Senate Executive Committee.

We also wish to express our appreciation to Carolyn Burdon for providing, on top of her many other responsibilities, invaluable assistance to the committee and its chair.

Charles Bosk (sociology)
David Brownlee (history of art)
Frank Goodman (law)
Constance E. Helfat (management)
Robert F. Lucid (English)
Vicki Mahaffey (English)
Jack Nagel (political science), Chair
Henry Teune (political science)
Iraj Zandi (systems)
ex officio: William L. Kissick (medicine), Senate Chair-elect
staff: Carolyn P. Burdon, executive assistant to the Chair

Council: Meeting Schedule for 1995-96

Following is the schedule of meetings for the University Council in 1995-96. All meetings are held from 4 to 6 p.m. in McClelland Hall, the Quad. In accordance with University Council Bylaws, any member of the University community is invited to attend Council meetings but should first register with the Office of the Secretary. Please contact Vanessa Rae Silva in the Office of the Secretary at 898-7005 or silva@pobox.upenn.edu if you would like to attend a Council meeting.

Wednesday, September 20, 1995
Wednesday, October 11, 1995
Wednesday, November 1, 1995
Wednesday, November 29, 1995
Wednesday, January 17, 1996
Wednesday, February 21, 1996
Wednesday, March 20, 1996
Wednesday, April 24, 1996

— Office of the Secretary

PPSA: September 18 Meeting

The Penn Professional Staff Assembly (PPSA) will hold its first meeting of 1995-96 on September 18, 1995, from noon to 1:30 PM in the Bishop White Room at Houston Hall. All A-1 staff are members of PPSA, which is represented on the University Council, and all are invited to the September 18 meeting.

— Ira Winston

OF RECORD: Changes in the Handbook

Procedures for Closing Departments, Removal of Deans, and Moving from the Research Faculty to the Standing Faculty

The President and the Provost have approved and forwarded for publication three sets of changes in the Handbook for Faculty and Academic Administrators based on recent consultations with the Faculty Senate Executive Committee.

On page 46: Add II.E.8.a., below, and renumber the present II.E.8 to "II.E.8.b." (reprinted further below for continuity).

Section II. E. 8.a. Procedures for Closing Departments

Universities exist for the creation and dissemination of knowledge. The decision to discontinue a department should therefore be based upon academic considerations as determined by the faculty as a whole or appropriate committees thereof. Accordingly, there should be early, careful, and meaningful faculty involvement in decisions relating to the reduction of instructional and research programs. Such involvement should precede not only the ultimate decision to close the department but also decisions made during the pendency of the closure issue that will have a strong bearing on its outcome (e.g., the suspension of student admissions into a program or department).

There are a number of general procedures that should be followed when a department closing is contemplated.

1. Consultation

Most, if not all, schools, and the University as a whole, have faculty committees charged with the responsibility of reviewing planning and budgetary decisions. Such committees should be involved in decisions to limit the resources of departments or close them. However, such reviews are not substitutes for early and frequent consultation with the faculty of the affected departments themselves or with the faculty as a whole. The dean should take seriously the advice received in such consultations and, in most circumstances, should act in accordance with the advice.

Given that department closings typically follow a protracted period during which the department in question receives limited resources, school administrations have ample time to explain the implications of such actions for the future. If a department is deprived of resources because its performance is found wanting or its viability is otherwise questioned, administrators need to make the reasons clear and to avoid the temptation to attribute the decision to "hard times" or "scarcity of resources." Resources are always scarce, and schools allocate them according to what they perceive as their best interests. Departments should be informed that they are at risk and given the reasons.

2. Departmental Review

All schools should have regular review of departments.

Departmental reviews should be used to provide the department with timely notice of its shortcomings and the need for improvement and to provide the school decision-makers with information essential to a sound evaluation of the department. Such reviews also provide formal and informal opportunities to alert the department to the school's plans. Departmental reviews should not be triggered by specific proposals for closing or making other adverse changes to a department. However, when a closing is being considered, the lack of a timely external review should prompt a more intense internal evaluation of the department.

3. Informing the Department of the Decision to Close

Faculty members of a department facing closure must be informed well before the formal recommendation of a closure is publicly announced. At that time, they must be given information regarding their future at the University and the procedures the school has initiated to find a new

University affiliation for them.

When informing the department of its decision, the school should provide a detailed and frank explanation. If the school's administrators are confident they are acting on the basis of sound information, they should have little reason to withhold the reasons for these actions. If they are not confident, they should recognize the need for further deliberation before taking action.

4. Academic Freedom

Department closure is typically predicated upon academic grounds such as the lack of fit with the mission of the school, which would not justify similar action against an individual tenured faculty member. A proposed closing alone does not give rise to an academic freedom violation. However, even if all the appropriate review and consultation procedures have been followed, the closure, or threatened closure, of a department may present delicate and difficult questions of academic freedom.

There may also be a danger that a small, and therefore vulnerable, group of faculty members may be relocated, marginalized, or have their academic freedom impaired as a result of the dean's personal hostility, or distaste for their political or philosophical views. Both administrators and faculties must be on guard against this.

In cases where academic freedom issues appear to be raised, the dean should seek the advice of the Committee on Academic Freedom and Responsibility (CAFR) of the school or the Faculty Senate at a sufficiently early stage for that advice to be factored into the decision. Aggrieved faculty members always have the right to complain of the dean's action to the appropriate Committee on Academic Freedom and Responsibility.

II. E.8.b. Transfers of Faculty Members or Termination of Faculty Appointment Resulting from Discontinuation of Programs

Where a faculty or school is discontinued for valid academic or financial considerations in accordance with University procedures, an attempt to relocate members of the Standing Faculty and the Associated Faculty within the University will be made. In considering any transfer of a faculty member from one faculty to another, the rights of the faculty as expressed in the Statutes of the Trustees shall not be impaired. The University's obligation to those faculty members whose academic base has been terminated must be balanced with the considered opinion of the receiving faculty on the suitability of any transfer. The final decision on any transfer from one faculty to another is made by the Trustees on the recommendation of the president and provost.

Where a program or department within a faculty is discontinued for valid academic or financial considerations, in accordance with University procedures, the faculty concerned, and its dean, will attempt to relocate members of the Standing Faculty and Associated Faculty in other programs or departments within the faculty. If suitable intra-faculty transfer cannot be effected, the possibility of transfer to another faculty will be pursued in accordance with the above paragraph.

If, after full exploration of the opportunities for transfer, no suitable appointment within the University can be found for faculty members affected by the discontinuation of a school, department or program, and if the continuation of their salaries would become an undue burden on the University, proceedings to terminate academic tenure under the financial exigency provisions may be implemented.

Handbook Changes continue next page

OF RECORD: Changes in the Handbook

Procedure for Appointment and Reappointment of Deans and University-Wide Administrators [Addendum on Removal of Deans] Section I.E.2

On page 8: Change heading "Consultation for Deans, Associate Deans, and Vice Deans" to "Appointment of Deans, Associate Deans, and Vice Deans" and begin paragraph with preamble:

The Statutes of the Corporation (9.4) state that a Dean shall be appointed or removed by the Trustees, upon recommendation by the President and the Provost, and according to policies and procedures promulgated by the President and the Provost.

On page 9, before heading "Appointments of Acting Administrators" add a new heading: "Removal of a Dean"

The procedure for the removal of a Dean prior to the expiration of his or her term may be initiated by the President and the Provost. It may also be initiated by a faculty vote of no confidence taken at a meeting in accordance with the bylaws of the school. The vote of no confidence must be confirmed by a majority of the standing faculty in a subsequent mail ballot. In either case, the Provost shall appoint, in consultation with the Senate Committee on Consultation, an Advisory Committee of at least five faculty members, a majority of whom shall be from outside of the school. The Committee shall be charged by the Provost and the President to gather information relevant to the issues specified in the charge, including interviews with the faculty and Dean. The Committee shall forward its recommendations, with supporting documents, to the Provost, the President, and the Dean, within four weeks of its appointment. The Committee shall report its recommendations to the faculty of the school.

Procedure on Research Faculty Moving to the Standing Faculty Section II.B.3.

On page 23, delete second full paragraph, and insert in its place:

Members of the Research Faculty do not normally move to positions on the Standing Faculty and, they may do so only in conjunction with a national search. If a Research Assistant Professor moves to an untenured position on the Standing Faculty the beginning of the tenure-probationary period in the Standing Faculty will be set at the date at which the probationary period for promotion to Research Associate Professor had begun. If the move occurs within a school the tenure-probationary period may not be extended. If the move involves a change of schools, a maximum of two additional years in the tenure-probationary period may be granted with the Provost's approval. Under no circumstances may appointment to the Associated Faculty be used to extend the tenure-probationary period.

Speaking Out

Credit Where Credit Is Due

Your July 18 story about the renovation and refurbishing of the Van Pelt-Dietrich Library Center is cause for celebration. Credit must go to the Libraries Director, Paul H. Mosher and his team for the master plan as spelled out in the story.

In today's competitive world, where the tools and techniques for the gathering and storage of information are constantly changing, libraries are hard-pressed to keep up-to-date. Dr. Mosher paints an attractive picture as he describes plans to improve the building's facilities and make them more user-friendly. He does a disservice, however, to one of his predecessors, Richard DeGennaro, in failing to identify past improvements.

By referring to the building as "crummy," Dr. Mosher casts aspersions on the stewardship's prior to his arrival on board. It was during DeGennaro's tenure that important improvements, although necessarily piecemeal, were accomplished.

To cite one example, lounges were created where students could read and work with some degree of privacy. On Van Pelt's 5th Floor the Class of 1937 Lounge provides a comfortable and attractive retreat. Thanks to the dedicated support of Craig Sweeten, C'37, and his fellow alumni, the Class of '37 Lounge periodically expanded as it diversified its facilities and decor. Students, in ever larger number, continue to discover and enjoy its agreeable environment.

Another and different kind of space improved during DeGennaro's regime is the Rare Books Reception Room on Van Pelt's

6th Floor. This handsome room is dedicated to the philanthropy of Lessing Rosenwald. Originally it housed only book cases. Now the walls are lined with rare antique oak paneling from the estate of Trustee Robert Dechert. Elegantly lighted, it is one of the University's most distinguished gathering places.

I point out these examples of past improvements not to denigrate Dr. Mosher's brave new plan, but to give some credit where it is deserved.

— Maurice S. Burrison
Director, Faculty Club Art Gallery

Response to Mr. Burrison

In the "Age of the Sound Bite," omission does not necessarily mean absence. The "sound bite" offered me was intended to focus on the rehabilitation effort planned for the next few years rather than provide a history of past efforts at improving the Van Pelt-Dietrich Library Center; I felt, perhaps wrongly, that the latter would eat up too much space. I am grateful to Mr. Burrison for providing me with the opportunity to recognize contributors of the past, and would like to assure him that my concentration on the future was not an attempt to derogate the past.

The Van Pelt-Dietrich Library Center consists of two buildings with a linking passage way completed between 1961 and 1964. The building was designed in a style some architects call "neo-brutalist," and was intended to provide what was the largest open stack library collection space in any Ameri-

can university at the time it was built. There have been, over the years, significant efforts to upgrade the facility after it opened. I will welcome the opportunity to recognize some of the most important:

Perhaps the most notable was carried out through the generosity of Adolph G. Rosengarten, Jr., whose great uncle, Joseph G. Rosengarten had similarly upgraded and embellished the University Library in its previous home in the Furness Building (now the Fisher Fine Arts Library). Adolph Rosengarten moved the Lea Library (including the complete gentleman's victorian library furnishings and equipment) from its old location in the Furness Building into Special Collections on the sixth floor of the Van Pelt-Dietrich Library Center. He also provided the reserve late night study area and the adjacent computer lab on the ground floor east of Van Pelt. The Special Collections area of the new building was also enriched by Robert Dechert and by Lessing Rosenwald, who helped provide useful and attractive space for exhibits and events.

The Class of 1937 laid the foundation for much of what we currently plan, through its generous provision of the Class of '37 Lounge with the wonderful class memorabilia which adds so much flavor to that much-beloved study area, and also a computer lab with Thomas Moser carrels, and the Class plans to provide a row of new Moser study carrels as well, adjacent to their lounge. Their example has provided motivation for a dozen other classes who have agreed to enrich the work-lives of Penn students through the current

Speaking Out continued

rehabilitation effort.

The Eugene Ormandy Memorial on the fourth floor of the Dietrich Graduate Center was made possible through the work of a Committee and many benefactors who provided funds for an advanced listening facility for the Department of Music and for Penn students. This wonderful facility with its attendant exhibit of Eugene Ormandy's scores, photographs and other highlights of the Philadelphia musical scene will soon be paired with a Marian Anderson Memorial, for which the funding is now about 80% complete. This is a collaborative effort by her nephew, the conductor James DePreist, and a number of Friends who will thus make possible a completely rehabilitated music library in the Dietrich Graduate Center.

The Dietrich family has continued to play an important role in the evolution of the fabric of this building. H. Richard Dietrich provided a reading room on the ground floor of the Dietrich Graduate Center wing of the Library which has provided a study haven for many students until the beginning of the current rehabilitation project, during which it will temporarily house the Current Periodical Room.

The family of Herbert Moelis provided a room (the Larry Moelis Memorial), in which reference staff can carry out computer-assisted information search instruction, and Muriel Freeman provided us with a room, the Bernard Freeman Memorial, on the fourth floor of the Dietrich Graduate Center.

Dietrich Graduate Center and the family of Philip Klein, Class of '28, provided a recently rehabilitated memorial lounge which houses the University's famous Orrery and other University memorabilia, including the bell that hung in the "new building" that housed the first incarnation of the University of Pennsylvania in the 1740s.

The handsome Kamin Gallery, used for library exhibits, was generously provided by his widow, Dorothy Englert, and sons Daniel and Robert Kamin. It has proved both successful and popular.

I am sure there are other examples of generous contributions to embellish and upgrade the Van Pelt-Dietrich Library Center over its long life. Both Richard DeGennaro, my predecessor, and I have worked to raise money for improvement of the facility and its furnishing. However, only the Class of 1937 and Adolph Rosengarten provided funds for the ongoing upgrading of their spaces, and other areas have fallen into disrepair over the years. We have included in our plans for rehabilitation that a small portion of capital gifts be placed in a pooled endowment fund that can be used for periodic refurbishing of the spaces thus endowed. We hope that in this way the Library will continue to reflect the quality and utility provided by our superb alumni and alumnae.

— Paul H. Mosher, Vice Provost and
Director of Libraries

The Price of Loyalty

I wish to inform the University community that as of August 15, employees that are on grants will no longer be able to collect severance pay. Also, notice of termination has been decreased from two months to one month.

Where is that equity that the University claims it wants to provide to the employees? Is it equitable that loyal University employees who have worked for decades on grants that bring in monies to the University to pay other employees their benefits get nothing?

Where is the University administrator's humanity? Is it humane that employees that have worked for one professor for 20 years be told one month before that there is no job for them and they receive no severance pay?

At least, before August 15 a monthly-paid employee of 20 years received 60 calendar days of paid continuation and two months' notice. If the University can divide its employees and financially discriminate one set of people, what will be next?

It would be equitable and just to establish benefits for all long-term University employees regardless of funding sources.

—Andrea Weissberg
Research Specialist

On Postdoctoral Benefits

How disappointing were the recommendations, or more correctly, the implications of the Ad Hoc Subcommittee on Policies for Postdoctoral Fellows and Research Associates. Again, we see the typically enlightened, but clearly laissez faire attitudes we have come to expect from our University. Do everything we can to improve the conditions of two of the most poorly treated and ignored groups at Penn (a response I whole-heartedly support), but be sure that it doesn't cost the University. The currently dreadful conditions under which Postdocs and Research Associates function have produced a permanent underclass of peripatetic scholars.

More timely promotions of Postdocs, as recommended by the Subcommittee, is truly a worthy suggestion. But, what if the promotion requires a doubling in total compensation (a modest raise in salary and the addition of fringe benefits) that can't be covered entirely by the grant? Must the Postdoc be fired? Is Penn willing to contribute some money? It is clear that the many tens-of-millions of extramural research dollars that pour into Penn annually are dependent upon the University's overworked and underpaid Postdocs and Research Associates. Is not the discovery of new knowledge the primary mission of a great university, or is it now the function of the NIH, NSF and private foundations, and for the university to be "hired-out" like so many Hessian troops? It would appear that scholarship is no longer our raison d'être, but our means of support. Our junior researchers (unfortunately, some only junior

in name) contribute more to the mission of our great University than many of the plethora of "baby" Provosts, Dean-lets, Vice Presidents, Directors, Subdirectors and Subsubdirectors who not only receive the full support of our coffers but require full financing of their growing armies of assistants, associates, facilitators, specialists, coordinators, counselors, managers, analysts, organizers, etc. This, in contrast to our junior scholars, who must obtain their own salaries, fringe benefits and overhead. The entire \$11/2 million budget for the Research Foundation would be hard pressed to support just one subunit of an administrative division.

I realize that the disgraceful and often desperate condition of our non-faculty scholars is a national scandal, but it is time for one of the country's leading research institutions to address the real problems faced by Postdocs and Research Associates with comprehensive remedies that could serve as a model for other universities. Enough Band-Aids, there are just so many patches that can be applied to a leaky hose.

—Bernard Shapiro
Professor of Biochemistry (Vet)

Response to Dr. Shapiro

The chair of the ad hoc committee responds:

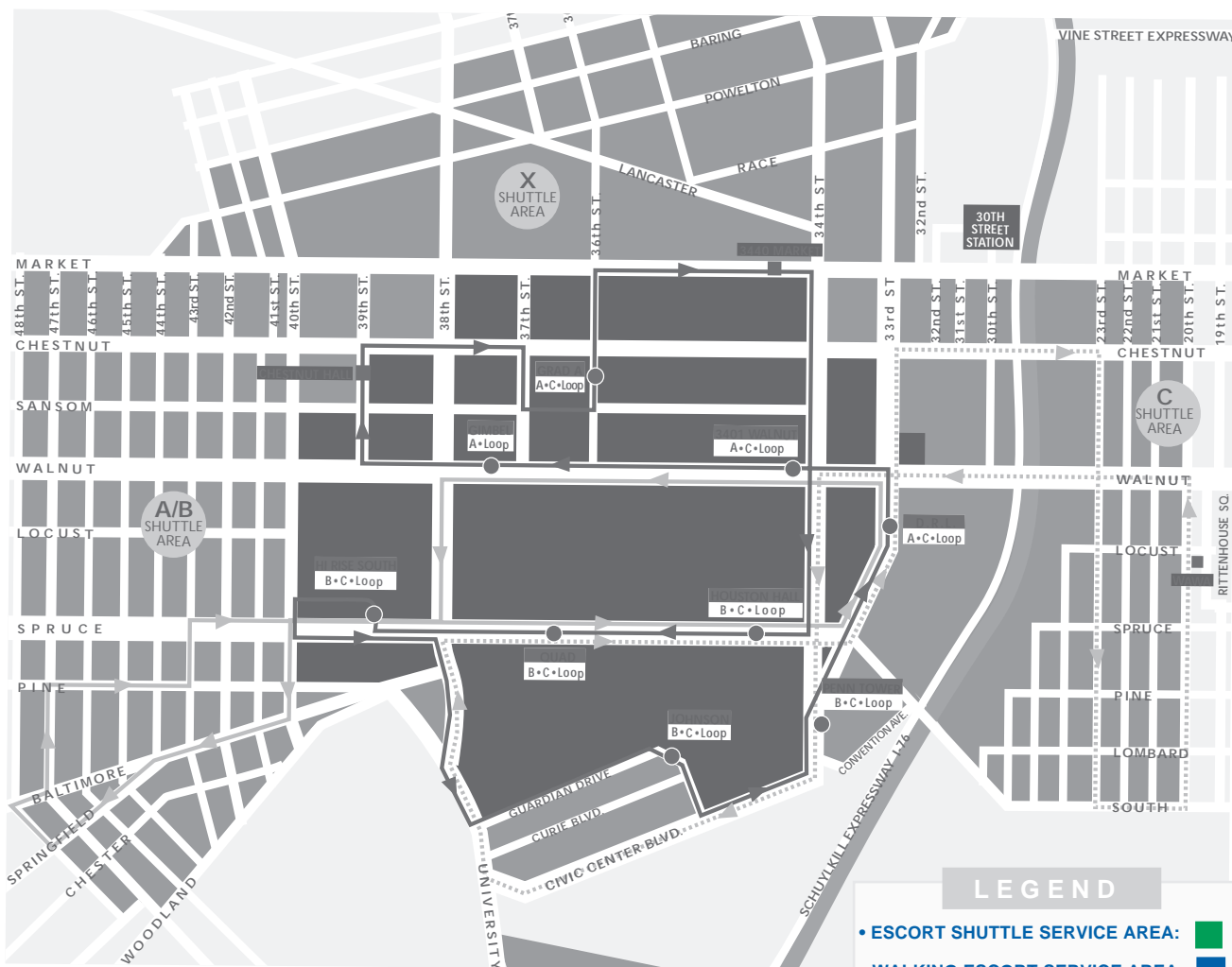
Insofar as I understand them I am sympathetic with the basic concerns expressed by Prof. Shapiro. I sincerely hope that his impassioned pleas for supporting the needs and aspirations of postdoctoral fellows/research associates, will add to many other voices in our University community to inspire honest efforts by administrators, faculty, and the post-graduate students concerned to solve some of the most blatant outstanding problems:

- 1) emergency medical treatment at University Hospitals;
- 2) workers compensation protection;
- 3) weekend-evening parking provisions;
- 4) retirement/family health care benefits if full EB is paid.

Finally, I believe, along with Dr. Shapiro, that some funds derived from indirect costs that accrue via faculty grants should be set aside to provide emergency financial aid to postdoctoral fellows/research associates, whose funding has been terminated. This fund could be considered 'severance pay' and follow the overall guidelines used for all other University personnel. The major difference here would be that faculty grants in difficulty would not be further compromised by the extraction of these transitional funds. Rather, overall University benefits from ongoing viable grants would be appreciated and some of the indirect costs would be returned to these emergency funds.

— John J. Cebra, Professor of Biology

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.



SUMMARY OF SERVICES

I AM AT...

...a campus building and I want to go to West Philadelphia.

Go to the nearest Transit Stop and board an A or B Route shuttle, or use the PennBUS-West*.

...a campus building and I want to go to Center City.

Go to the nearest Transit Stop and board a C Route shuttle, or use the PennBUS-East*.

...a campus building and I want to go to Powelton Village or to 30th Street Station.

Go to the nearest Transit Stop and call 8-RIDE.

...an off-campus location and I want to go to campus or to another off-campus location.

Call 898-RIDE.

...a campus building and I want to go to another campus building.

Call 898-WALK or go to the nearest Transit stop and board the LOOP (between 6 p.m. and midnight).

*** see PennBUS schedule**

For more information regarding Penn Transit Services, pick-up a brochure at any Transit Stop or the Office of Transportation & Parking - 447A, 3401 Walnut Street.

PennBUS EAST/WEST SCHEDULE

WEST BOUND BUSES

37TH & SPRUCE	HOUSTON HALL	D.R.L.	3401 WALNUT	39TH & SPRUCE
4:50*	4:50*	4:50*	4:50*	4:55*
5:10	5:12	5:15	5:18	5:23
5:50	5:52	5:55	5:58	6:03
7:00	7:02	7:05	7:08	7:13
8:00	8:02	8:05	8:08	8:13
9:00	9:02	9:05	9:08	9:13
10:00	10:02	10:05	10:08	10:13
11:00	11:02	11:05	11:08	11:13
12:00	12:02	12:05	12:08	12:13

EAST BOUND BUSES

37TH & SPRUCE	HOUSTON HALL	D.R.L.	20TH & LOCUST
6:30	6:32	6:35	6:47
7:30	7:32	7:35	7:47
8:30	8:32	8:35	8:47
9:30	9:32	9:35	9:47
10:30	10:32	10:35	10:47
11:30	11:32	11:35	11:47

* Express Run...beginning at Houston Hall going west on Spruce St.

The Loop runs every 30 minutes, between 6pm-12am, stopping at each Transit Stop two times per hour as shown above. After midnight, go to the nearest Transit Stop and call 898-RIDE. The following schedule is approximate, and may vary due to unforeseen circumstances.

D.R.L.	3401	GIMBEL	CHST HALL	GRAD A	HOUSTON	QUAD	HI-SOUTH	JOHNSON	PENN TWR
6:00	6:03	6:06	6:09	6:12	6:17	6:19	6:21	6:25	6:27
6:30	6:33	6:36	6:39	6:42	6:47	6:49	6:51	6:55	6:57
7:00	7:03	7:06	7:09	7:12	7:17	7:19	7:21	7:25	7:27
7:30	7:33	7:36	7:39	7:42	7:47	7:49	7:51	7:55	7:57
8:00	8:03	8:06	8:09	8:12	8:17	8:19	8:21	8:25	8:27
8:30	8:33	8:36	8:39	8:42	8:47	8:49	8:51	8:55	8:57
9:00	9:03	9:06	9:09	9:12	9:17	9:19	9:21	9:25	9:27
9:30	9:33	9:36	9:39	9:42	9:47	9:49	9:51	9:55	9:57
10:00	10:03	10:06	10:09	10:12	10:17	10:19	10:21	10:25	10:27
10:30	10:33	10:36	10:39	10:42	10:47	10:49	10:51	10:55	10:57
11:00	11:03	11:06	11:09	11:12	11:17	11:19	11:21	11:25	11:27
11:30	11:33	11:36	11:39	11:42	11:47	11:49	11:51	11:55	11:57

LEGEND

• ESCORT SHUTTLE SERVICE AREA:

• WALKING ESCORT SERVICE AREA:

• LOOP:

• PennBUS - WEST:

• PennBUS - EAST:

TRANSIT STOP

PICKUP POINT

A valid PENNcard is necessary to use any of the Transit Services. If you cannot present your card you must call the number listed below for permission. All services are free of charge to valid PENNcard holders.

Use of Penn Transit Services is a privilege. Each driver has the right to refuse entry to any person.

Penn Transit Services: 898-RIDE

Walking Escort Services: 898-WALK

For campus emergencies: 511

LOOP SCHEDULE

From Vacuum Tubes to Microchips: ENIAC's 50th Birthday Marks Digital Revolution

By Barbara Beck

When Penn researchers unveiled ENIAC—a roomful of vacuum tubes and other components assembled into the first electronic computer—shortly after World War II, the world yawned.

Experts predicted then that the United States might eventually need no more than six of the huge computers, mainly to chart tides and to perform other such repetitive, mind-numbing tasks.

Those experts were proven wrong, of course, by the computer revolution launched 50 years ago at 33rd and Walnut Streets. But in the 1940s, even the most-farsighted scientists did not foresee the extent to which computers would dominate practically every facet of modern society.

Children's toys now contain more computing power than ENIAC (Electronic Numerical Integrator and Computer) did, and giant supercomputers are able to take users into another world—the imaginary realm of virtual reality.

Computer chips are in such unexpected tools as the kitchen blender and the carpenter's level. There is no escaping their influence.

So it is not surprising that during the next 12 months, thousands of people will descend on campus to celebrate ENIAC's 50th anniversary. And there is no better institution to celebrate it than Penn, the birthplace of ENIAC and the first university to offer a course in computer science in 1946.

"Technological change is impacting virtually every aspect of life around the globe," said Penn President Judith Rodin. "The ENIAC celebration will provide opportunities for academics, students, business leaders and Philadelphia visitors to stimulate new ideas about how computers can and should change our lives in the 21st century."

Vice President Al Gore is the Honorary Chairman of the ENIAC 50th celebration, which will spread from Penn

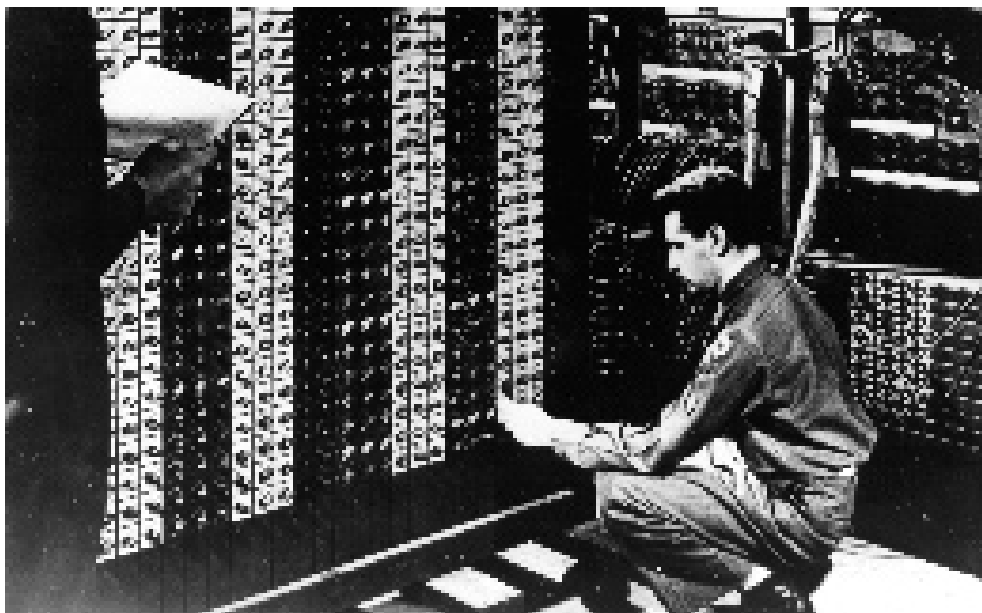


Photo courtesy of the University Archives

The original ENIAC weighed 30 tons and filled a room the size of a small gymnasium.

and Philadelphia to other major computing centers around the world.

Fifty years to the day—Feb. 14, 1996—after ENIAC was first turned on, the original will be switched on during a press conference to be held near the current site of the ENIAC museum in the School of Engineering and Science (SEAS). The event will also be seen at the city's Convention Center via a remote broadcast.

The ENIAC simulation, however, will be scaled down a bit. The original ENIAC was an imposing machine at 30 tons. Its 40 modular memory and processing units, each housed in a nine-foot-high black metal cabinet with dials, wires and indicator lights, filled a room the size of a small gymnasium. Its 18,000 vacuum tubes radiated so much heat that industrial cooling fans were needed to keep its circuitry from melting.

Another major anniversary marker is the ENIAC History Project, which will focus on the historical research and commemoration of the early developments in computing.

"While parts of our project will cer-

tainly focus on the ENIAC, we hope also to take a broader view of the wider range of the developments in the computing field in the past 50 years," said Atsushi Akera, a graduate student in the history and sociology of science, who is helping direct the history project as part of his doctoral study.

In addition to a commemorative symposium, the project will include a 12-panel exhibit on the career of John W. Mauchly, who co-invented ENIAC with J. Presper Eckert. The exhibit is scheduled to be shown during the spring semester in Van Pelt Library's Special Collections display area on the sixth floor.

Anticipating the spirit of the celebration, SEAS scientists are producing an "ENIAC-on-a-chip" for distribution to visitors who attend various anniversary events. The chip—designed by Dr. Jan Van der Spiegel, associate professor of electrical engineering, and a group of Penn electrical-engineering undergraduates—will emulate the basic functions of the original ENIAC.

The University also will recreate
(continued on next page)

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world-class symposia modeled after the famed 1946 Moore School summer symposia, which historians regard as seminal in the development and rapid growth of the modern computing industry.

"These meetings were successful because they provided a forum in which key players from industry, government and academe met and openly debated the nature and implications of ENIAC's revolutionary technology," noted Dr. Gregory C. Farrington, SEAS dean. "And then they acted upon this knowledge in their own fields of expertise and influence."

So, too, will the 50th Anniversary of ENIAC Symposia convene in 1996 with world-renowned leaders in specific fields who will gather to exchange, debate and collect insights on critical aspects of the information revolution.

"The Moore School summer symposia focused on the theoretical and practical challenges of developing electronic computing machines," Dr. Farrington explained. "The ENIAC 50th Anniversary Symposia will review the progress of that revolution and propose ideas to take advantage of information-age technologies on productivity, individual empowerment and society as a whole."

The symposia topics will include: health-care delivery, corporate management in the information age, commerce in cyberspace, the creative mind, and the future of information and learning in the information age.

The ENIAC celebration also has become a cooperative venture of Penn, the City of Philadelphia and other professional organizations that have designated 1996 as "The Birth of the Information Age." In conjunction with several corporate partners, the University and the City are planning a multifaceted celebration involving exhibits, workshops, lectures and other activities.

"Birth of the Information Age" events will be spotlighted during 22 trade shows and conventions related to information technology that will be held at the Pennsyl-

vania Convention Center in 1996 and 1997. Among the groups with definite links to the ENIAC 50th Celebration are ACM (the Association for Computing Machinery), "The First Society in Computing"; the IEEE Computer Society; and EDUCOM. Combined, the three organizations have 300,000 members.

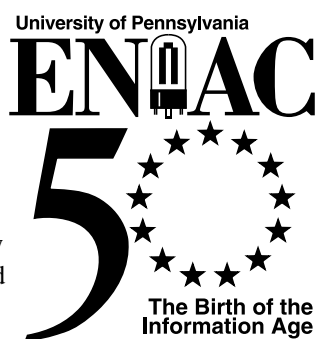
The ENIAC 50th Celebration Committee—led by President Rodin; James A. Unruh, chairman and chief executive officer, Unisys Corporation and chairman of Greater Philadelphia First; The Franklin Institute; and Philadelphia Mayor Edward G. Rendell (C '65)—will head a broad-based coalition of industry, professional, academic and government associations.

Some key events and exhibits of the "Year of Computing" Celebration include:

- A dinner on Feb. 14, 1996, with international leaders will honor pioneers in computing.
- Next summer, The Franklin Institute will open a new, \$7 million permanent exhibit, "Inside Information," that will explain key scientific concepts of information technology.
- Philadelphia tourist and government agencies are creating a network of interactive, information kiosks—Philadelphia-By-Day, Philadelphia-By-Night—to debut this fall at the Pennsylvania Convention Center.
- ACM, founded shortly after the unveiling of the ENIAC, will also launch its 50th anniversary commemoration during ACM's Computing Week '96 conference held in conjunction with the ENIAC celebration. ACM's year-long celebration will commence with a retrospective on computing

and ACM's role in the early stages of the field, and culminate in San Jose in March 1997 with a prospective on the future of information technology. An 85,000-member association, ACM will host special events and more than 75 conferences during the year that will recognize the mutual 50th anniversaries throughout the

world. One of the events is a six-game match between World Chess Champion Garry Kasparov and the top-rated computer chess program from IBM in Philadelphia Feb. 10-17.



Answers to College Search Questions

College-bound teenagers—and their parents—often can be overwhelmed by the choices and requirements of college admission. What courses are important to take in high school? How significant are extracurricular activities, test scores and interviews?

The answers are right here on campus and available to Penn employees and their families, whether their students plan to apply to Penn or elsewhere.

The undergraduate admissions office will host two seminars this month for Penn families whose teenagers are beginning the college-search process. One session will be held at 5 p.m. on Wednesday, Sept. 13; another will be repeated on Saturday, Sept. 16, at 10:30 a.m. Both will be held in Alumni Hall of the Towne Building, School of Engineering and Science, Smith Walk between 33rd and 34th Streets.

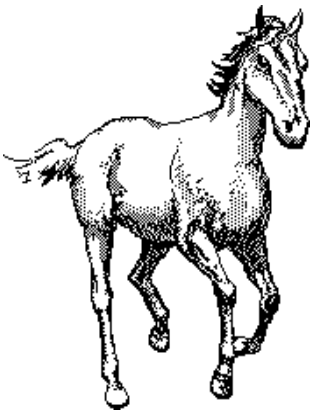
The sessions will focus on the college-selection process for large and small, public and private colleges. Admissions officers will discuss what it takes to gain admission to a competitive college, how to get the most out of a campus visit and other issues such as financial aid. The seminars are free, and the office requests participants to R.S.V.P. to 898-7502.

•For the 1995-96 school year, The Franklin Institute and Unisys will install state-of-the-art equipment in selected elementary schools nationwide as part of the three-year, \$6 million Science Learning Network (SLN) project funded by Unisys and the National Science Foundation. SLN is designed to encourage science teachers to use the Internet as an on-line educational resource in the classroom.

For more information about ENIAC events, contact Stephen F. Brown, assistant dean for external partnerships, SEAS, 898-6564.

September

AT PENN



Trot to New Bolton Center

For the first time in years, the School of Veterinary Medicine is hosting an Open House at New Bolton Center. Saturday, September 23, from 10 a.m. to 3 p.m., featuring exhibits and demonstrations from the large and small animal hospitals; faculty presentations, hospital tours; six horse draft hitch; veterinary career information; animal blood mobile. Free admission and parking. New Bolton Center, 382 West Street Road (Route 926), Kennett Square. For information: (610) 444-5800, Ext. 2182.

The Day the Sun Turned Cold (Ho, Hong Kong, 1994); 9:30 p.m. Repeated Sept. 22 and 25, 7:30 p.m.; Sept. 23, 6 and 10 p.m.; Sept. 24, 9 p.m.

27 *I Am Cuba* (Kalatozov, USSR/ Cuba, 1962); 7:30 p.m. Repeated Sept. 28, 7:30 p.m.; Sept. 29, 5 and 8 p.m.

Independent Film/Video Ass'n
10 *Fall Potluck and Screening*; 7 p.m.; R.S.V.P. by Sept. 8: 895-6594.

27 *Festival Roundtable*; with PFWC director Linda Blackaby; 7 p.m.; R.S.V.P. by Sept. 26: 895-6594.

FITNESS/LEARNING

English Language Programs Evening Course Registration; classes meet 6-8:30 p.m.; *Conversation*, Mondays and Wednesdays, Sept. 18-Oct. 18; *TOEFL Preparation*, Tuesdays and Thursdays, Sept. 19-Oct. 19; \$290/course plus \$10 registration fee (reg. fee waived if student registers by Sept. 8); info: 898-8681. *Registration through Sept. 15.*

Jazzercise; 5:30-6:30 p.m.; Tuesdays and Thursdays; Philadelphia Child Guidance Center; first class free; \$3.50/class, \$2.50/students; Carolyn Hamilton, 662-3293 (days), 446-1983 (evenings).

Fall/Spring Recreation Class Registration; swimming, aerobics (regular, step, and tone, and water) squash, tennis, dance (ballroom, jazz, modern, country line, and Latin), yoga, scuba, self defense, First Aid and CPR; 5-week class: \$35, \$20/students; 10-week: \$70, \$40/students; Gimbel or Hutchinson Gym; PennCard or Recreation ID required; info: 898-6100. *Registration throughout year. Classes start Sept. 23.*

Sahaja Yoga Meditation; 11 a.m.; Franklin Room, Houston Hall; info: 602-8680 or 259-8932. *Meets Saturdays.*

13 *Welcome Recovering Community*; reception sponsored by Counseling Service and Faculty/Staff Assistance Program; 5-6:30 p.m.; Harrison Room, Houston Hall.

Penn Faculty and Staff College Admissions Seminars; for parents and their college-bound high school juniors and seniors; 5 p.m.; Alumni Hall, Towne Bldg.; registration: 898-7502. *Repeated 10:30 a.m., Sept. 16.*

19 *Lite for Life*; group weight-loss program; noon-1 p.m.; free orientations held one week before course begins; \$150; registration: 662-2733. *Meets on Tuesdays for 14 weeks.*

24 *Hopi Pottery Classes for Adults*; master class by Hopi potter Karen Abeita; 10 a.m.-1 p.m. and 2-5 p.m.; University City Arts League, 4226 Spruce; \$45, \$35/members, seniors, full-time students with ID; \$5 materials fee; includes free pass to Museum or *Native Voices* lecture (Talks); registration: 898-4890 (Museum).

29 *Black Caregivers: Intergenerational Stresses in the Care of Seriously Ill Family Members*; Carol Bennett-Speight, Juanita Davidson; noon-1 p.m.; Harrison Room, Houston Hall (F/SAP).

College of General Studies

Special Programs; courses meet weekly (unless noted) info/registration: 898-6479.

11 *Ancient Civilizations of the World*; non-credit public audit course; 6:30-9 p.m.; \$200. *Through Dec. 11.*

18 *Overview of Fundraising*; 6:30-8:30 p.m.; \$180, \$165/Fundraising Certificate Program. *Through Nov. 20.*

19 *How to Be Your Own Best Interior Designer*; 6:30-8:30 p.m.; \$115. *Through Nov. 7.*

Improving Your Speech; 6:30-8:30 p.m.; FRCP elective; \$130. *Continues Sept. 21, 26 and 28.*

21 *Beginning Playwriting*; 6:30-9 p.m.; \$150 (incl. text). *Through Nov. 9 (last class meets 6-9 p.m.).*

23 *Power Speaking*; 9:30 a.m.-4:30 p.m.; FRCP elective; \$120.

27 *Internet Workshop for Fundraisers*; 9:30 a.m.-4:30 p.m.; \$135, \$125/FRCP.

Now

Resistance and Rescue: Denmark's Response to the Holocaust; Arthur Ross Gallery, Furness Bldg. *Through Oct. 1.*

Collaborations; visual and literary artists work to create a single, integrated piece of art; Kamin Gallery, Van Pelt-Dietrich Library. *Through Oct. 6.*

Structures; works by papermaker, painter, binder, and printmaker, Naomi Limont; Rosenwald Gallery, Van Pelt-Dietrich Library. *Through Oct. 20.*

Visual Diaries; Ursula Sternberg's colorist work records her world; Rosenwald Gallery, Van Pelt-Dietrich Library. *Through Oct. 20.*

Amazonian Photographs; photos by Richard Evans Schultes, an authority on plant hallucinogens, Northwest Amazonian medicinal plants, from his 14 years in Colombia; see *Special Events*; Arboretum; *Through Oct. 31.*

Sculpture of Harry Gordon; Arboretum. *Through 1996.*

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

Ongoing

Ancient Greek World; 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; Living in Balance: The Universe of the Hopi, Zuni, Navajo and Apache; Museum.

University Museum Tours

Meet at main entrance; 1:15 p.m.

16 *Living in Balance: The World of the Hopi, Zuni, Navajo and Apache. Repeated Sept. 23.*

17 *Egypt of the Pharaohs.*

24 *Dragons, Lions and Monsters in Chinese Culture.*

30 *African Drums, Masks and Ritual in Survival Strategies.*

FILMS

27 *The Road to Jerusalem (Way of the Crusades)* (Klicar); Geographical Society Film; Harrison Auditorium, Museum; 7:45 p.m.; \$12 (8-film series: \$80, \$50/Museum members); info/reservations: (610) 436-2155.

Film/Video Project

Films, film series and programs at International House; film tickets (unless otherwise noted): \$6, \$5/members, students, seniors, \$3/children under 12; foreign language films with English subtitles; info: 895-6542.

8 *The Movies Begin: A Treasury of Early Cinema 1894-1911*; includes *A Trip to the Moon* (Melies), *Fatima* and *The May Erwin Kiss* (Edison); live piano accompaniment; 7 p.m.; \$8.

Spike and Mike's Festival of Animation 1995; includes *Triangle* (Russell), *Britannia* (Quinn), *The Wrong Trousers* (Park); 10 p.m. Repeated Sept. 9, 5 and 10 p.m.; Sept. 10, 6 and 8-15 p.m.; Sept. 11, 12, 18 and 19, 7 and 9-15 p.m.; Sept. 13, 14 and 15, 9-15 p.m.; Sept. 16, 5, 7:30 and 10 p.m.; Sept. 17, 5 and 9 p.m.

9 *The Wrong Trousers* (Park); free; *Housewarming International event (Special Events)*; 3 p.m.

Batman Forever (Schumacher, USA, 1995); open captioned; 7:15 p.m. Repeated Sept. 10, 3 p.m.

13 *Jupiter's Wife* (Negroponte, USA, 1994); 7:30 p.m. Repeated Sept. 14, 15, 7:30 p.m.; Sept. 17, 7:15 p.m.

21 *Bicycle Thief* (DeSica, Italy, 1949); 7:30 p.m. Repeated Sept. 22, 9:30 p.m.; Sept. 23, 8 p.m.; Sept. 24, 5 and 7 p.m.

ACADEMIC CALENDAR

1 *Transfer student Move-in and Registration.*

CUPID (Center for University of Pennsylvania Identification) opens in Palestra. Through Sept. 5.

2 *Move-in for first-year students; New Student Orientation.*

3 *Academic Day: Opening Exercises and Freshman Convocation; Undergrad Deans' Meeting; Penn Reading Project.*

4 *Community Building Day.*

5 *Advising begins; Placement Exams.*

6 *First day of classes.*

9 *Community Service Day.*

22 *Add period ends.*

CHILDREN'S ACTIVITIES

9 *Living in Balance*; children ages 8-12 learn Hopi pottery techniques and visit the American Southwest exhibit; 10 a.m.-noon; Museum; \$5 materials fee; reservations: 898-4016.

Saturday Morning Gymnastics; beginning-intermediate gymnastics and trampoline for kids ages 6-12; 10-10:50 a.m. and 11-11:50 a.m.; Hutchinson Gym; \$90/session; info/reservations: 898-5316. *Through Nov. 18. Session II starts Dec. 2; Session III starts March 2.*

(Hi!)story of Hip-hop; performance by Rennie Harris and Pure Movement; see *Special Events*; Everybody Makes Music Series; 1 p.m.; International House; \$6/adults, \$3/children 12 and under; tickets/info: 895-6546 (Folklife Ctr.).

CONFERENCE

12 *Theory and Science of Immunology*; M. Cohn, P. Doherty, P. Matzinger, A. Mitchison, E. Sercarz; time TBA; Dunlop Auditorium, Stemmler Hall; info: 898-3812 or -3774 (Wistar).

20 *Can We Afford to Care?*; Sandy Schwartz, moderator; panel: Art Caplan; William Kelley, Mary Naylor, Mark Pauly, Skip Rosoff, Gail Slap; Thomas Langfitt, Jr. Memorial Conference; Dunlop Auditorium, Stemmler; 5-7 p.m. (Vice Dean for Medical Education).

EXHIBITS

Admission donations: University Museum: \$5, \$2.50/seniors and students with ID, free/members, with PennCard, children under 6; *Institute of Contemporary Art*: \$3, \$1/students, artists, seniors, free/members, children under 12, with PennCard, and on Sundays 10 a.m.-noon; *Morris Arboretum*: \$3, \$1.50/seniors and students, free/with PennCard, children under 6; *all other galleries*: free.

Upcoming

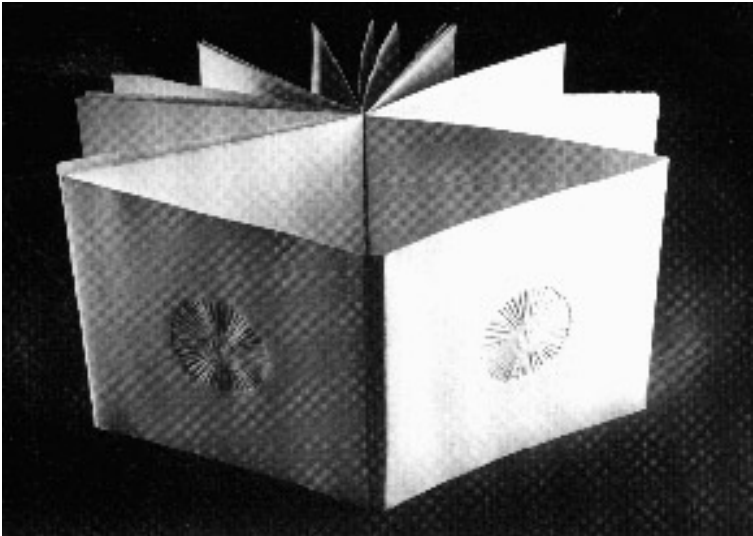
5 *Diversity and Similarity*; paintings by past and continuing students at the Pennsylvania Academy of Fine Arts; reception, 4:30-6:30 p.m.; Burrison Gallery, Faculty Club. *Through Sept. 29.*

7 *Penn Art: DFA Faculty and Visiting Artist Exhibition*; works by American, Japanese and Irish artists and art faculty; reception, 5-7 p.m.; Meyerson Hall Galleries. *Through Sept. 27.*

9 *PerForms: Janine Antoni, Charles Ray, Jana Sterbak*; photos, sculptures and installations turn daily acts into art; see *Talks*; ICA. *Through Nov. 5.*

16 *Moving the Fire: The Removal of Indian Nations to Oklahoma*; photos of the Native Americans' forced journey from their homelands; see *Talks, Special Events*; Museum. *Through Jan. 14.*

26 *"Blind Man's Buff": A Rare Tapestry Designed by Francisco Goya y Lucientes (1746-1828)*; work produced by Madrid's Royal Tapestry Factory; Arthur Ross Gallery, Furness Bldg. *Through Oct. 5.*



Naomi Limoni's book *Sun*, with a modified coptic binding and embossed cover, now in the Rosenwald Gallery, is one of over sixty examples of the visual, as well as literary, art of books, shown in three exhibits at the Van Pelt-Dietrich Library. Also in Rosenwald: Ursula Sternberg's *Visual Diaries*; in the Kamin Gallery: *Collaborations*.

30 *Look Good, Sound Great, Act Smart: A Practical "Acting Class" for Business Professionals*; 9:30 a.m.-4:30 p.m.; FRCP elective; \$110.

Small Business Development

Wharton courses; info/reg.: 898-4861.

6 *Business Basics Seminar*; 6:30-9 p.m.; \$50. *Weds. through Sept. 27.*

21 *Effective Business Research*; 6-9 p.m.; \$90.

MEETINGS

18 *Penn Professional Staff Assembly Meeting*; noon-1:30 p.m.; Bishop White Room, Houston Hall.

20 *University Council Meeting*; 4-6 p.m.; McClelland Hall, The Quad.

21 *Lesbian, Gay, Bisexual Staff and Faculty Meeting*; noon; room information: 898-5044 or bobs@pobox.

23 *A Survey of Ophthalmology for the Medical Practitioner*; CME meeting; 8 a.m.-12:30 p.m.; Scheie Eye Institute; info: 662-8141.

MUSIC

7 *Music Department Performing Ensembles Auditions*; Choral Society, Ancient Voices, Choir, Symphony Orchestra, Wind Ensemble, Baroque Ensemble; info/sign-ups: 898-6244. *Through September 22.*

29 *Rêlache Ensemble*; with guest composer/pianist Michael Nyman; 7 p.m.; Zellerbach Theatre, Annenberg Center; \$18. tickets: 898-6791. *Repeated 7 p.m., Sept. 30, \$18, \$30 (includes post-show reception).*

30 *Conjunto Cespedes*; Bobi Cespedes and his ensemble play son, Cuban music mixing African drumming, Spanish flamenco and Caribbean heat; 8 p.m.; Int'l House; \$15, \$13/students, seniors, \$10/members; info/tickets: 893-1145 (Folk-life Center.).

ON STAGE

10 *Who's Afraid of Virginia Woolf?*; Penn Players' production; 8 p.m.; Studio Theater, Annenberg Center; tickets, at the door: \$5, \$4/Class of 1999; group sales (\$4/each for 6 or more): 382-8432. *Repeated Sept. 11 and 12.*

SPECIAL EVENTS

8 *Housewarming International*; open house reception, 5:30 p.m., \$18, \$14/members; Rennie Harris performance, Sept. 9 (see *Children's Activities*); International Bazaar, Sept. 9, 2-5 p.m.; see *Films*, Sept. 8-10; Int'l House; info: 387-5125. *Through Sept. 10.*

16 *The Long Bitter Trail*; talk: Anthony Wallace, anthropology; music: Women's Singing Circle of the United American Indians of Delaware Valley; in conjunction with the opening of *Moving the Fire* exhibit; 2 p.m.; Rainey Auditorium, Museum; admission: *Exhibits*; reply requested: 898-4890.

23 *World Culture Day: A Celebration of the American Southwest*; stories, arts and crafts, food, and children's activities, of the Hopi, Zuni, Navajo and Apache; 12-4 p.m.; Museum; admission: *Exhibits*.

27 *Travel Fair '95*; information about transportation, lodging, meeting planning and general travel needs, participants include companies offering a variety of vacation opportunities; door prizes: 11:30 a.m.-2 p.m., Bodek Lounge, Houston Hall (American Express Travel, Penn's Travel Office).

Faculty Club

Wednesday Buffets, 5:30-8 p.m., call for menus and prices; Football Brunches, 11 a.m.-1:30 p.m., \$12.50; 18% service charge; reservations: 898-4618.

13 *Wednesday Buffet.*

16 *Football Brunch.*

20 *Wednesday Buffet.*

27 *Wednesday Buffet.*

30 *Football Brunch.*

Morris Arboretum

Guided Walking Tours; Saturdays and Sundays; 2 p.m.; Arboretum hours: Mondays-Fridays, 10 a.m.-4 p.m.; Saturdays and Sundays, 10 a.m.-5 p.m.; admission: *Exhibits*.

14 *Fete for Dr. Richard E. Schultes*; speakers: Ara Dermarderosian, PCPS; Peter Furst, anthropology; Wade Davis, Insitituto Caribe de Antropologia y Sociologia, Caracas; Dr. Schultes; see *Exhibits*; 7-9 p.m.; Museum.

SPORTS

Tickets for fall sports, except football are free. Football tickets: 898-6151.

Home locations: Field Hockey, Football, Women's Soccer: Franklin Field; Men's Soccer: Rhodes Field; Volleyball: Palestra; Women's Tennis: Levy Pavilion or Lott Courts.

8 *W. Soccer v. West Chester*, 4 p.m.; *Volleyball v. Rutgers*, 7 p.m.

9 *W. Tennis v. Swarthmore*, noon; *M. Soccer v. Textile*, 1 p.m.; *Volleyball v. Temple*, 1 p.m.; *v. Delaware*, 6 p.m.

11 *W. Soccer v. Old Dominion*; 4 p.m.

12 *Field Hockey v. Villanova*; 7:30 p.m.

16 *Soccer v. Cornell*, W., noon, M., 2:30 p.m.; *W. Tennis v. Georgetown*, noon; *Football v. Dartmouth*, 1:30 p.m.

20 *Field Hockey v. Lafayette*; 7:30 p.m.

23 *Field Hockey v. Dartmouth*, noon; *M. Soccer v. Villanova*, 2:30 p.m.; *W. Soccer v. Dartmouth*, 4 p.m.

26 *W. Soccer v. Lehigh*, 4 p.m.; *Field Hockey v. Delaware*, 7:30 p.m.

29 *W. Tennis v. Army*; 2 p.m.

30 *Football v. Bucknell*; 1:30 p.m.

TALKS

5 *Melanosomal Proteins as Melanoma Antingens: Intracellular Trafficking and Processing of Melanosomal Membrane Proteins*; Vijayasaradhi Setaluri, Rockefeller University; 3 p.m.; Grossman Auditorium, Wistar (Wistar).

6 *Cell Death Regulation and Genetic Complementation During Multistep Carcinogenesis*; Timothy McDonnell, University of Texas; 4 p.m.; Grossman Auditorium, Wistar (Wistar).

7 *Opiates, Brownies, Sex and Cocaine: Understanding Craving States*; Anna Rose Childress, psychology in psychiatry; noon; Clinical Research Bldg. Auditorium (Psychiatry; Penn-Med; Child Guidance Center).

11 *Is History Repeating Itself in the New Europe? How Do We Ensure Freedom and Security For All?*; Uffe Ellemann-Jensen, former Foreign Minister of Denmark; in conjunction with *Resistance and Rescue (Exhibits)*; 4:30 p.m.; Arthur Ross Gallery.

13 *Pemphigus: An Autoimmune Disorder of Cell Adhesion*; John Stanley, dermatology; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

PerForms Slide Lecture; Janine Antoni, artist; see *Exhibits*; 6 p.m.; ICA.

18 *The Rescue of Danish Jewry: A Personal Account*; Jan Schwartz, Yiddish; in conjunction with *Resistance and Rescue (Exhibits)*; 7:00 p.m.; Arthur Ross Gallery.

19 *Myths and Legends in My Art Work*; Maya Starr; 1 p.m.; Faculty Club (Penn Women's Club).

PerForms: Curator's Perspective; Judith Tannenbaum, ICA; see *Exhibits*; 5:30 p.m.; ICA; reservations: 898-7108.

They Called it Prairie Light; Tsianina Lomawaima, University of Arizona; *Native Voices* lecture; 6 p.m.; Rainey Auditorium, Museum; \$6 (\$20/4 lectures), \$4 (\$12/4 lectures)/members, seniors, full-time students with ID; info: 898-4890 (Museum).

20 *The SRE and c-fos Regulation*; Richard Treisman, Imperial Cancer Research Fund, London; 4 p.m.; Grossman Auditorium, Wistar (Wistar).

Acting Out; identity and transgression in theater, literature, film and visual art; see *Exhibits*; 6 p.m.; ICA (ICA).

21 *Sex Differences in Healthy Brains and How They Might Influence Psychopathology*; Ruben Gur, neuropsychology; noon; CRB Auditorium (Psychiatry; PennMed; Child Guidance Center).

26 *The Children of Changing Woman*; Ernestine Cody Begay, Apache, curator; *Native Voices* lecture; 6 p.m.; Rainey Auditorium, Museum; fees: see Sept. 19.

27 *Transcriptional Regulatory Mechanisms: Putting the Pieces Together*; Winship Herr, Cold Spring Harbor Laboratory; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

Medicaid and Medicare: The Next Thirty Years?; Bruce Vladeck, Health Care Financing Administration; 4:30-6 p.m.; Colonial Penn Center Auditorium (Leonard Davis Institute of Health Economics; Center for Health Policy).

PerForms Lecture; Bruce Ferguson, art critic/curator; see *Exhibits*; 6 p.m.; ICA (ICA).

28 *Asperger's Syndrome and Higher Functioning Autism—Same or Different*; Fred Volkmar, Yale; CRB Auditorium (Psychiatry; PennMed; Child Guidance Center).

The Correspondence Between Vassily Kandinsky and Christian Zervos, 1927-34: A Misunderstanding Between Paris and Berlin; Christian Derouet, Centre National de la Recherche Scientifique and Centre Georges Pompidou; 5 p.m.; Room 113, Jaffe Bldg.; open to PennCard holders only (History of Art; Romance Languages).

29 *Culture Wars in American Civilization Since World War Two*; Murray Murphey, history; Senior Associates Luncheon Lecture; noon-2 p.m.; Faculty Club; \$14 (incl. lunch); info/reservations: 233-0779 (Penn Senior Associates; CGS).

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 September 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 *October* at Penn calendar.

Technological Tools for Teaching Literacy

By Jerry Janda

Millions of men and women cannot read these words. Nearly half of American adults have severely limited literacy skills, the first National Adult Literacy Survey reported in 1993. Yet fewer than 10 percent of them actually receive literacy training.

According to the National Center on Adult Literacy (NCAL), headquartered at Penn, limited funding is partially to blame. Adult-literacy programs don't have the means necessary to reach all those in need.

This raises a serious question: How can you teach so many people with so little resources?

The NCAL believes it has an answer.

"We feel very strongly that technology is one of the levers you can use to make money go further," said Karl Rethemeyer, manager of NCAL's Literacy Technology Laboratory (LTL).

Founded in 1990 with a \$10 million grant from the U.S. Department of Education, the NCAL has stressed the importance of technology from the moment of its inception. Mr. Rethemeyer credits Dr. Daniel Wagner, director of the NCAL, for giving the organization its focus.

"He saw that technology was going to be an important area for the field—and that was five years ago," Mr. Rethemeyer explained.

Aside from his duties at the NCAL, Dr. Wagner is a professor in the Graduate School of Education, which provides NCAL headquarters with most of its staff.

Dr. Wagner's technological vision culminated in the creation of the LTL. The LTL promotes the use of software, hardware and other equipment in adult-literacy programs. By adapting such solutions, educators often improve their curricula and find cost-effective ways to reach more students.

This isn't to suggest that the NCAL simply encourages practitioners of adult literacy to invest in as much state-of-the-art equipment as possible. The organization actually helps literacy programs develop

sensible budgets, then explains how to spend the funds wisely.

The NCAL also does a fair amount of training, showing teachers which technology works best and why. In some cases, the teachers—most of whom are volunteers—may have had no exposure to the technology.

"The programs that...teach people to be adult-literacy practitioners only recently began

Literacy Technology for Today and Tomorrow (ALT) conference gives educators access to up-to-the-minute information.

The most recent conference, held in August, took place on Drexel's campus. The NCAL, Drexel University's Office of Computing Services, the Mayor's Commission on Literacy, and the Pennsylvania State Department of Education Bureau of Adult

Basic and Literacy Education co-sponsored the event. Penn students and grads who work for the NCAL took part in presenting four of the 73 workshops. Topics included everything from literacy software to using the Internet as a teaching tool. Mr. Hopey and Mr. Rethemeyer also gave a pre-conference seminar, *Technology Planning and Fundraising for Adult Literacy Administrators*.

The NCAL did its fair share of work behind the scenes. To ensure the longevity of the 10-year-old conference, the NCAL developed facts and figures to pass along to future organizers.

"We're trying to forward to the next people enough materials to do the conference with less effort," Mr. Rethemeyer said.

"Our goal was to make sure the ALT conference becomes more of a national conference instead of a regional undertaking," Mr. Hopey added. "NCAL brings national recognition and some organization to a chaotic process. We hope other prominent literacy organizations will now want to get involved and host the next conference because NCAL has laid the groundwork."

Typically, the ALT conference hosts 200 people. This year, over 400 administrators and teachers from across North America and the United Kingdom attended the event.

"We want to bring together as many people interested in literacy and disseminate as much information as possible," Mr. Rethemeyer said. "We want to get out the word on what we've done."



Photograph by Candace diCarlo

Karl Rethemeyer (left) confers with Chris Hopey before their seminar.

to emphasize technology," said Chris Hopey, NCAL's project coordinator and a doctoral candidate in the GSE.

To educate the educators, Mr. Hopey and Mr. Rethemeyer spearhead NCAL's Adult Literacy and Technology Innovation Network. Both men travel across the United States with a portable lab, putting approximately 25 teachers per state through 40 hours of intensive instruction. When the teachers finish the program, they, in turn, can train other educators.

Going around the country gives Mr. Hopey and Mr. Rethemeyer the opportunity to talk about the latest technology; it allows them to listen to the teachers' concerns, as well. "We're getting feedback about what's important—so we can get the best bang for the buck for everybody in the field," Mr. Hopey explained.

Teachers interested in learning about new technology don't have to wait for the NCAL to come to their doors. The annual Alternatives for

New Students Go 'Into the Streets' for Service

By Sandy Smith

The "new kids" in town will spend Sept. 9th getting to know their neighbors up close. The new kids are over 1,000 Penn freshmen who will participate in the annual community-service day known as "Into the Streets."

Each year, "Into the Streets" participants spend a Saturday engaged in service projects at sites throughout the city, in cooperation with local religious, educational, community and social-service organizations.

Although it predates the Clinton Administration, "Into the Streets" is a nationwide initiative that embodies the idea behind the President's National Service Agenda: to encourage college students to gain and share knowledge through service to their communities. This is the fifth year that Penn has participated in the program.

Karen Burnley, Penn's "Into the Streets" coordinator, recently explained, "At the Uni-

versity of Pennsylvania, the 'Into the Streets' program is designed to inspire and support student involvement with neighborhoods and agencies in Philadelphia. This program introduces Penn students to the community and non-profit volunteer organizations. It also helps break down stereotypes about the communities around Penn, and it helps get students to think about volunteering on a continuing basis."

Incoming Penn freshmen choose from 1,083 volunteer opportunities offered by over 40 sponsoring organizations, including the Philadelphia Anti-Graffiti Network, the Community Education Center in West Philadelphia, Habitat for Humanity in Germantown, Mercy Hospice in Center City, the Norris Square Project in Kensington, Philadelphians Concerned about Housing, the Police Athletic League, Southern Home Services, and the Wissahickon Boys and

Girls Club. The projects include tutoring, arts and crafts, recreation, landscaping, clean-up, and housing renovation and construction.

At the end of the day, student volunteers will get together for a picnic in the Quadrangle, to which Mayor Edward G. Rendell, U.S. Representative Chaka Fattah and City Councilwoman Jannie Blackwell have been invited to speak. The picnic is scheduled to begin at approximately 3:30 p.m.

"'Into the Streets' is representative of Penn's tripartite mission of research, teaching and service," Ms. Burnley added, "and of its continued efforts to nurture productive partnerships with people and organizations across the city."

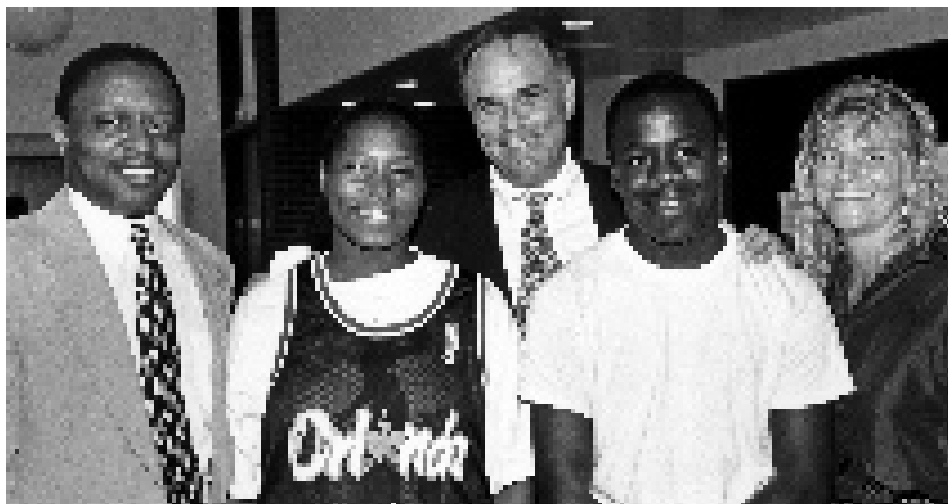
More information about the "Into the Streets" program and the community-service day is available from the Program for Student-Community Involvement at (215) 898-4831.

Fun in the Summertime

Five weeks of sports, dance and classroom sessions culminated last month in an awards ceremony attended by Mayor Edward G. Rendell (C'65) for the National Youth Sports Program, which brought 250 youths to Penn this summer. For the 27th year, the University hosted a summer camp for 10- to 16-year-olds from West, Southwest and South Philadelphia. "Best Overall Camper" awards went to Monique Fields and Christopher Downs, both 16, pictured with Glenn Bryan, left, director of

community relations, and Terry Horstmann, right, project administrator and associate director of Penn's Department of Recreation.

The camp ran from 8 a.m. to 1 p.m. five days a week for five weeks and included a hot lunch. The youths played basketball, volleyball, soccer and tennis, received dance and swimming instruction, and participated in classroom sessions on drug education and enrichment issues such as self-esteem and peer pressure.



Photograph by Candace diCarlo

CRC Surprises 50,000th Customer

All Chryssa Crouch (W'97) wanted were installers for MacSlip and Network software. She received more than she expected. When Crouch, an MBA student, stepped up to the help desk at the Computing Resource Center on Aug. 7, at 2:45 p.m., she earned the distinction of becoming the center's

50,000th customer. To mark this milestone, Crouch was given balloons, a card and a gift certificate for \$50 from the Book

Store. Pictured here with her goodies, a surprised Crouch is seen with Michael Eleey, associate vice provost for computing and information systems, and Caroline Ferguson, help-desk coordinator. The CRC began recording its customers in July of 1992. This past year, the center has provided support for 20,000 people. The CRC predicts 4,000 will come through its doors in September.



Exploring the Traditions of Southwestern Native Americans

By Jerry Janda

Long before settlers began to migrate west across the United States—long before Europeans even set foot on this continent—what is now known as Arizona and New Mexico was the exclusive domain of peoples such as the Zuni, Hopi, Navajo and Apache.

For centuries, the day-to-day lives of these Native Americans have been replete with rituals that reflect their respect for their land, families and clans. On many reservations, these old traditions still exist.

Living in Balance: The Universe of the Hopi, Zuni, Navajo and Apache, a long-term exhibition at the University of Pennsylvania Museum of Archaeology and Anthropology, examines these traditions, detailing the sacred and cultural connection the Southwestern Native Americans share with their environment.

Dr. Dorothy Washburn, guest curator, spent four years preparing the exhibit. Her primary goal was to depict how the indigenous peoples of the Southwest live in balance with their surroundings—hence the exhibit's name.

"They see themselves as one part of nature, one cog in the wheel," Dr. Washburn pointed out. "They don't see themselves as superior to nature."

Funding for the exhibit came from Ruth and Earl Scott and Melissa C. Freeman. The National Endowment for the Humanities and the Pennsylvania Historical and Museum Commission provided grants, and the Women's Committee of the University of Pennsylvania Museum and the Members of the University of Pennsylvania Museum offered additional support.

According to Dr. Washburn, the University Museum boasts an extensive collection of

Southwestern pieces, most of which were gathered at the turn of the century. This was both a benefit and a drawback: There were plenty of pieces, but picking the most appropriate was a difficult, often frustrating, task.

Rather than select the artifacts on her own and risk limiting the exhibit's scope, Dr. Washburn

turned to the Native Americans represented in *Living in Balance* for assistance. "I wanted them to help formulate the exhibit," she explained.

Four guest curators—a Hopi, a Zuni, an Apache and a Navajo—lent their expertise in choosing the displayed pieces; and their contributions didn't end there.

"I reviewed and assessed all the text material" accompanying the displays, noted Edmund Ladd, Zuni consultant. "I wanted a cohesive, accurate presentation from the Zuni perspective, and I think that's what we accomplished."

The curator of ethnology at the laboratory of anthropology, the Museum of Indian Arts and Crafts, Santa Fe, N.M., Mr. Ladd added that he is "very happy" with the exhibit.

Artifacts play a pivotal role in *Living in Balance*, but the exhibit isn't limited to ancient



Photograph by Candace diCarlo

Dr. Dorothy Washburn with Zuni and Hopi household furnishings

objects sealed in glass cases. In a small theater, visitors can gaze up in wonder at the celestial bodies that signaled sacred ceremonies and planting season. An interactive map leads viewers through the grueling Zuni kick stick race. And a video presentation shows how "piiki," a bread important to the Hopi way of life, is made.

Dr. Washburn hopes that *Living in Balance's* authentic portrayal of cultures that hold the family and environment in such high esteem will give museumgoers a fresh outlook on the lives of Southwestern Native Americans. She also hopes that the exhibit's numerous photographs will help clear up some modern misconceptions.

"[Native Americans] don't all live in tipis or wear feathers," she said. "They wear jeans and drive Ford trucks, too."

Hearing Native Voices

Starting on Sept. 9, the University Museum will present *Native Voices: A Celebration of Native American Cultures*, a collection of exhibitions, lectures, films, performances and workshops exploring the cultural heritage of the indigenous peoples of North, South and Central America.

In addition to *Living in Balance: The Universe of the Hopi, Zuni, Navajo and Apache*, exhibits will include *Moving the Fire: The Removal of Indian Nations to Oklahoma*, *Birds and Beasts of Ancient Latin America*, *Raven's Journey: The World of Alaska's Native People*, *Time and Rulers at Tikal: Architectural*

Sculpture of the Maya, *Mesoamerican Gallery* and *Plains Indian Gallery*.

Guest lecturers scheduled to speak are Dr. Anthony Wallace, professor emeritus of anthropology at Penn and author of "The Long Bitter Trail"; George David, an artist and Nuu-chah-nulth native; Dr. Tsianina Lomawaima, associate professor, department of American studies at the University of Arizona; Ernestine Cody Begay, an Apache and curator of Harvard's Peabody Museum; and Maximo and Eric Catori, experts on the construction of ancient balsams.

For more information, contact the Museum at (215) 898-4000.

'Resistance and Rescue' Depicts the Bravery of Danes Who Helped Jews Flee from the Nazis

By Kirby F. Smith

Sixteen-year-old Ketty Riskin first heard the rumor as she walked around her native Copenhagen in September 1943: The Nazis, who occupied Denmark at the time, would soon be taking action against Danish Jews. Ketty's parents had been active in the Communist Party, and it was from the Communists that word of the imminent roundup of Jews began to spread.

The next few days proved to be harrowing for the family. A member of the Danish Resistance movement—identity unknown—provided a hiding place in a private home in a village about 30 kilometers north of the city. The Riskins were to stay there until they could be placed on a ship to Sweden.

When the family arrived at the darkened home, however, no one was there to meet them. Beginning to feel desperate in the fast-fading autumn light, they decided to find an inn for the night. They located one but were told by a Dane, whom they met on the street, that the Germans were occupying it and suggested they go elsewhere. When they found a second inn, the owner said there was no vacancy. He was about to turn them away when his daughter said the Riskins could stay in her room, which they did.

The next day, showing admirable courage but feeling very much at risk, Ketty's mother took the train back to Copenhagen, where she tracked down their Resistance contact. After she explained what had happened, a new location was found, and the family was transported there...by taxicab! Within a few days, the Riskins were placed on a ship that took them to Sweden and out of harm's way.

There's much more to this story, and those interested in hearing it should come to the Arthur Ross Gallery at 7 p.m. on Monday, Sept. 18, when Ketty Riskin's son, Jan Schwarz, who teaches Yiddish language and literature at Penn, will speak on "The Rescue of Danish Jewry: A Personal Account."

His talk is one of two that are scheduled to accompany "Resistance and Rescue," the current gallery exhibition of 43 black-and-white photographs by Judy Ellis Glickman. The show evokes the people and scenes

involved in that dangerous rescue operation staged in 1943 when the Danish people conspired against the Nazi occupiers in support of their fellow citizens and Jewish refugees.

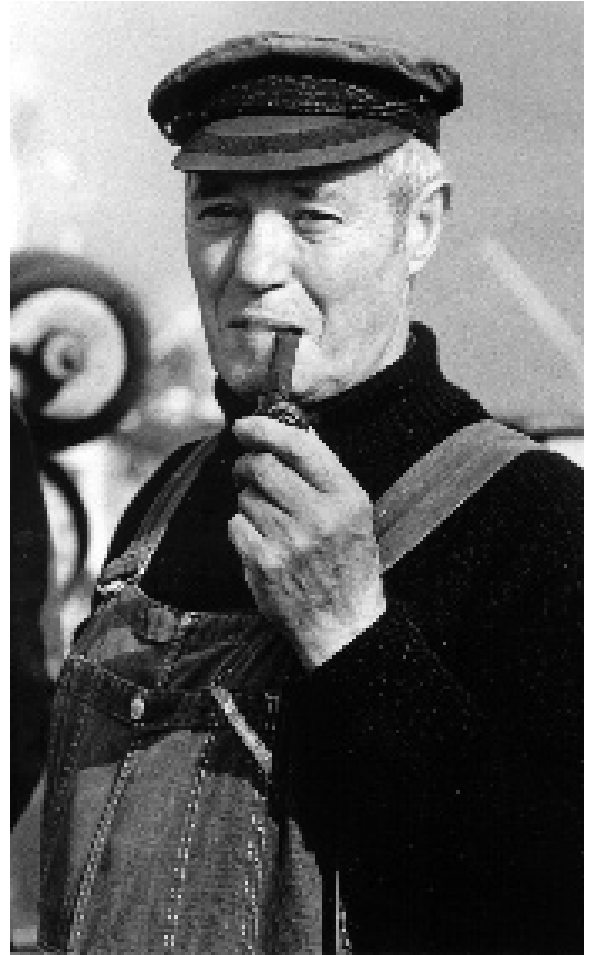
The Danish people—including its monarchy and elected government—constituted the only occupied democratic nation in Europe to save nearly its entire Jewish community from annihilation.

The exhibition's guest curator, Cas Stachelberg, said that Glickman has produced a body of photographs that record the remarkable flight of the Jews out of Denmark. "Her powerful images depict the rescuers and the rescued, historic sites in Denmark and Sweden, and the concentration camps where the less fortunate were taken," he said. "The photographs bear witness to the heroism and bravery of the Scandinavian people and the horror and brutality of Hitler's Final Solution."

"I was given the opportunity to travel in Denmark and to meet, interview and photograph Danish resistance leaders, rescuers and survivors," said Glickman, who recently became a fellow of the Royal Photographic Society of Great Britain. "These extraordinary people shared their individual experiences and led me to the actual sites where the events of 1943 unfolded. The Danish people have become a source of hope for me, a force of goodness in a world that went mad."

All 43 photographs were taken within the last seven years. They include images of sites throughout Scandinavia and Europe, and portraits of the people who were involved in the rescue. Each photograph is accompanied by a brief descriptive passage relating the history of the location or a personal account of the events.

The exhibition at the Arthur Ross Gallery will run through Oct. 1. The show is traveling to more than 30 venues throughout the world.



Photograph by Judy Ellis Glickman

"Jens Moller, Fisherman and Rescuer": an image from the exhibit

The other lecture will take place in the gallery at 4:30 p.m. on Monday, Sept. 11. Uffe Ellemann-Jensen, former foreign minister of Denmark, will discuss "Is History Repeating Itself in the New Europe? How Do We Ensure Freedom and Security for All?"

The exhibition is sponsored by the Arthur Ross Gallery Exhibition Fund; Hillel of the University of Pennsylvania; the "Thanks to Scandinavia" Scholarship Fund, New York; and the Interfaith Council on the Holocaust.

One footnote: In 1948, Ketty Riskin met Henning Schwarz, a Polish Jew and Holocaust survivor, and eventually married him. They are alive and well in Copenhagen, according to son Jan.

Summer English Language Programs Prepare International Students for University Life

By Jennifer L. Saunders

Summer at Penn: just a relaxing time to catch some rays on College Green, take a summer course with a favorite professor or eat frozen yogurt with friends after seeing the latest blockbuster in the air-conditioned comfort of the new Cinemagic?

Not quite. At least, not for the Fulbright and Edmund S. Muskie/Freedom Support Act fellows, who traveled across the globe to enroll in an intensive summer study through Penn's English Language Programs (ELP). "The ELP have been around for about 35 years," said Tom Adams, assistant director for special programs.

While the ELP provide English language and cultural training to international students throughout the year, the summer months are the most hectic. Eleven programs ran over this summer alone. "We have 37 Fulbright Scholars here for three very, very intensive weeks," explained Dr. Gay Washburn, Penn's coordinator of the Fulbright summer study.

This pre-academic orientation introduced the Fulbright scholars to American society and academic life by focusing on three components: academic information, social events and introduction to U.S. culture.

According to Dr. Washburn, the scholars come to the summer program proficient in English, but succeeding at a university in a new country requires much more than a working knowledge of the language. The students were immersed in a study of the new technologies that are central to higher education in this country, such as e-mail, word processing and the electronic library.

The participants also attended seminars on a variety of issues—from a look at ethnic diversity in the United States to a review of recent American history—that were enhanced by trips to the Italian Market, the Reading Terminal and a gospel concert at the University Museum.

"The Fulbright scholars each come from very different backgrounds," Dr. Washburn said. They traveled from 28 countries—including Botswana, Belize, Belgium and Albania—to study topics ranging from special education and international relations to the works of American author Edith Wharton.

The group had the opportunity to share something of their cultures and learn more about each other in a "show and tell" format, and were given the inside scoop on life at a U.S. university from current Fulbright scholars pursuing their graduate work at Penn.

This summer marked the first year that Penn has hosted a program for Muskie fellows. While the Fulbright program brings students from a variety of countries and backgrounds, the Muskie/FSA fellows all come from the former Soviet Union and the Baltic States. "There are eight to 10 special programs [within the Muskie Fellowship] customized for the needs of the sponsors," Mr. Adams noted. The scholars at Penn's summer program studied public administration.

Thirteen women and seven men came from eight former Soviet and Baltic States, including Lithuania, Latvia, Ukraine and the Russian Federation. "The participants are brilliant—the cream of the crop in their countries," explained Felicia Porter, coordinator of the Muskie program.

"This has been a great learning exchange on both sides," she added, noting that "many people here had never heard of Kazakhstan, Kyrgyzstan or Moldova. Now [the Muskie students] have seen our towns, and have given us the opportunity to find their towns on the map."

While at Penn, the participants in both programs attended language, computer and/or research and presentation skills workshops.

The Muskie and FSA fellows also heard lectures tailored to their study of public administration. Mr. Adams explained that "there are a lot of experts on

the subject" at Penn. The many administrators and faculty members who took part in the program included Dr. Stephen Steinberg, assistant to the president; Dr. James Spady, director of the Fels Center for Government; and Dr. Howard V. Perlmutter, professor of architecture and management, who gave a lecture on "becoming globally civilized."

The scholars also took part in a Municipal Day with a chance to meet Mayor Edward Rendell (C'65), a home-stay in Bucks County, a walking tour of historic sites, a trip to Atlantic City and a farewell party in Chinatown prior to their departure on August 25.

Several Penn students spent the summer as program assistants, providing support to the staff and serving as another resource for the participants. "They do everything imaginable, from preparations before the students arrive to answering their questions once they get here," Adams said. "We couldn't do what we do without the help of our program assistants."

While none of the Muskie fellows will continue their graduate work at Penn, "this summer has been an excellent opportunity for scholarly exchange," Porter said.

The Fulbright scholars always study at a different university in the summer than the one they will attend during the year. Washburn explained that this gives them "a chance to meet more people and create a network across the country. Often these students will stay in touch for years to come."

After three weeks in Philadelphia, the participants left to pursue graduate work at universities such as Harvard, Johns Hopkins, Yale and Columbia. As their first host, the ELP helped the Fulbright scholars establish a network of international contacts, gave the Muskie scholars the first tools to help them fulfill the mission of their program and provided both with a foundation of information and experience—all in three short weeks of a summer at Penn.

Nursing Partnership with Ukraine

By Susan C. Greenbaum

Sometimes the road curves in an unexpected direction, as Dr. Lauren Arnold, assistant professor of nursing, discovered in Ukraine.

When she first traveled to Kiev in 1992, she was part of a team whose mission was to help improve the health of mothers and ba-

undervalued and were literally serving as handmaidens in the hospital environment. At one hospital visit, I saw nurses serving a luncheon to participants in a meeting," noted Arnold, who also is clinical director of obstetrical/neonatal nursing at the University of Pennsylvania Medical Center.



White House photo

Hillary Clinton greets Dr. Lauren Arnold.

bies. Through interactions with Ukrainian health-care providers, her work quickly took another twist—as a pioneer in a movement to organize and upgrade the professional status of the Ukrainian nursing profession.

"During my first visit, I was disheartened to see that Ukrainian nurses were extremely

to improve health care by upgrading their profession.

"What was most difficult," Dr. Arnold said, "was encouraging these nurses, all of whom are women, to take risks by speaking out and defining their own roles. As women, as nurses and as citizens, these people have

long been oppressed. It was challenging just to get them to express themselves."

By the time she left Kiev, the organizing group of Ukrainian nurses had written a mission statement and won the support of the minister of health. Since then, two follow-up meetings have been held. The director of nursing education for Ukraine has visited Penn's School of Nursing Dean Norma Lang and Associate Dean Mary Naylor to discuss nursing curricula when she became a representative of the Kiev-Philadelphia Partnership, a part of the federally funded American International Health Alliance, which was created by the U.S. Agency for International Development to foster partnerships between American hospitals and the stressed medical facilities in the former Soviet Union.

The Philadelphia-Kiev Partnership links the Hospital of the University of Pennsylvania, Penn's Nursing and Medical Schools, and the Children's Hospital of Philadelphia with Kiev Children's Hospital No. 2 and Obstetrical Hospital No. 3.

Over the past three years, nurses and physicians from the Partnership have worked with their counterparts in Kiev to reduce low birth weight and perinatal mortality, shorten lengths of hospital stay and implement a family-centered birth experience. The project also helped to expand family-planning services, introduce infection-control practices, develop a prenatal-evaluation service and improve neonatal-resuscitation techniques.

Susan C. Greenbaum is coordinator of media relations at the School of Nursing.



PENN PERSONALITIES

Doctoral candidate in material science, **Jeffrey Pfaendtner** (SEAS '89), spent last month in Finland, where he competed in the World Rowing Championships, sculling in the men's lightweight quad. He has made the national team seven of the past eight years, which is only a few years more than he's been working on his Ph.D. degree (five years now, with his proposal just accepted this spring). Friends have a running bet as to whether he'll spend more years at Penn or on the U.S. National Rowing Team, where he's won one silver medal so far. He also won a silver in the 1995 Pan Am Games. ••• When students come back to Sulzberger Middle School this week, they'll notice something new. Many of the classrooms and hallways in the West Philadelphia middle school will be a lot cleaner and fresher thanks to the hard work of close to 60 staff and family of staff from Penn's **Office of Facilities Management**. On one of those endlessly humid days in August, they helped put in new ceilings,

painted classrooms, installed new floors and repaired electrical wiring. Six of Sulzberger's classrooms received a major face-lift for the new school year. ••• You have to wonder if **James Zink**, who works on the environmental services staff, is on a diet of tofu and soy. He was awarded a Penn jacket for working six consecutive years without a sick day. **Paul Stevenson** was right behind him with five consecutive years without a sick day. Both men were awarded jackets as part of an employee-recognition perfect-attendance program organized by **Norman O'Connor**, director of Physical Plant's environmental services. A total of 28 employees in environmental services were recognized for their perfect attendance. ••• **Dr. David P. Pope**, chairman and professor of materials science and engineering, spends a good deal of his precious free time as president of Friends of Wissahickon Park. This summer, the Friends planted 1,100 six- to eight-foot trees in the park, which is part of the Fairmount Park system.

PennNet Changes— Phasing Out PennInfo, Expanding the Web and ResNet

PennNet, the University's data communications network, continues to be upgraded to provide better support for academic and administrative programs. Among key enhancements for 1995-96 are:

- Redesign and expansion of the Penn Web, an on-line repository of University information and services. From the "Home Page," (<http://www.upenn.edu>), members of the Penn community and others on the Internet can access University policies, directories, library resources, course materials, a new integrated calendar, departmental and personal home pages, and more. The recommended graphical "browser" software for Macintoshes, Windows PCs, and X-Windows is Netscape, available free for educational use. The Penn Web is also accessible via telnet, albeit in text-only format.

- Phase out of PennInfo and Gopher as supported information access tools. Residual information in PennInfo or Gopher databases is available via the Penn Web. Public kiosks* formerly providing access to PennInfo will be converted to Web access.

- Expansion of the remote access modem pool to 420 lines, reconfigured into three separate pools: (1) the familiar 14.4 Kbps modem pool (215 898-0834) still supports both command line and SLIP/PPP access; (2) the new 28.8 Kbps pool (215 573-4PPP) supports only PPP; (3) and New Bolton Center's new 14.4 Kbps service supports command line and SLIP/PPP access. All three modem pools require a PennNet ID and password.

- Integration of PennNet ID name assignment with the major e-mail systems on campus (MAIL.SAS, ENIAC.SEAS, MAIL.MED, WHARTON, DOLPHIN, POBOX, and others) to ensure that all new IDS will be unique across campus. A process will be announced later to resolve existing userID conflicts.

- Addition of 1,300 new ResNet (PennNet Ethernet, voice, and video) connections in Dubois, Hill, Mayer, Stouffer, and Van Pelt Houses.

- Support for IPX protocol routing to most buildings (subnets) on campus, to facilitate access to remote Novell Netware servers.

- Support for PPP (Point-to-Point Protocol) for Macintoshes.

- Upgrading Penn's Internet gateway bandwidth from 4 megabits per second to 10 Mbps.

- Consolidation of the former PennNet and Computing Resource Center help lines into ISC First Call, (215 573-4778 or F-IRST; help@isc).

More information is available in the third edition of *PennNet Passport*, for sale in the Bookstore, as well as on the Penn Web (<http://www.upenn.edu/computing/>).

— Daniel A. Updegrave
Associate Vice Provost
Information Systems and Computing

* See list, page 24.—Ed.

A Host of Services Under One Roof

Most of the merged academic support services are now in Harnwell House, where a reception September 27 is open to all.

The Department of Academic Support Programs is pleased to announce a consolidation of services, effective Tuesday, September 5. We have merged offices and streamlined procedures to create a new "center" for academic support. Academic support services offered by our Department will now be housed on the first floor of Harnwell House. Also, assessment and referral services will be centralized so that students will be able to receive all necessary information from their initial contact.

Below is a brief description of our Department, including new names, locations, and revised referral procedures:

The Department of Academic Support Programs, in collaboration with faculty, students and administrators, serves to promote the intellectual development of students, from pre-college through graduate/professional school, by providing services and programs that complement classroom instruction. The Department is also committed to supporting the personal and social development of students through formal and informal educational and cultural activities. Services offered include:

- Tutoring in most undergraduate lower division courses, and

Individual instruction in all aspects of academic learning, including reading, studying, exam preparation and time-management. *Tutoring and Learning Resources*, 3820 Locust Walk, Suite 109, 573-9235 or 898-8596.

- Orientation programs to introduce undergraduate and graduate/professional students to the academic and social aspects of campus life, as well as important resources at the University. *Student Orientation Programs*, 3820 Locust Walk, Suite 103, 898-4276.

- College preparatory programs for qualified local high school students and veterans. *Upward Bound Program* and *Veterans Upward Bound Program*, 3933 Walnut Street, 898-3185.

- Program for introducing selected incoming undergraduate students into the intellectual and social life at the University through a four-week academically rigorous summer program. *Pre-Freshman Program*, 3820 Locust Walk, Suite 103, 898-4763.

- Comprehensive educational/advising services to students identified by faculty and/or academic advisors as needing academic support supplemental to that provided by their Schools. *PENNCAP* (Act 101 and Student Support Services), 3820 Locust Walk, Suite 103, 898-6440.

- Informal support network for first-year undergraduate African American, Asian American, Latino/Chicano, and Native American students who are matched with peer mentors and/or faculty/staff mentors with similar academic interests. *Mentor Programs*, 3820 Locust Walk, Suite 103, 898-9516.

For general information call 898-0809.

Finally, all members of the University community are cordially invited to attend our Open House on Wednesday, September 27, 1995, from 3-5 p.m., on the first floor of Harnwell House, 3820 Locust Walk. I look forward to seeing you then.

— Terri White, Director, Department of Academic Support Programs

OF RECORD

Nondiscrimination Statement Required

In addition to its commitment to equal opportunity and affirmative action, the University is required by federal law to include in its recruitment materials and general information publications, a notice of nondiscrimination. The complete University nondiscrimination statement is printed here for your information. It should be used without modification. If you have any questions regarding its use, please call the Office of Affirmative Action at 898-6993 (v) or 898-7803 (tdd).

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).

An Introduction to a Student Service

As centralization of academic support services is announced (opposite page), Dr. Kelley devotes her occasional column to another consolidation of students services that faculty can turn to.

Changes in the Air

Dear Colleagues,

During the past few months, several of our student services have undergone considerable reorganization to provide more efficient and effective help for students in need. Since the faculty so often are the ones to refer students to such services and so often turn to these same services for consultation, I thought it would be valuable if I were to alert you to the changes so that you would know which phone numbers to call and what to expect thereafter.

The first change in question is the merger of the former Student Health Mental Health Service and the former University Counseling Service. As of the first of July, the two joined together on the second floor of the Mellon Bank Building under the title "Counseling and Psychological Services" in order to provide a central place where students could obtain the fullest range of assistance. Many of you may have read last spring in *The Philadelphia Inquirer* about the considerable increase in the number of college and university students across the country who are being referred to their school's counseling services for serious psychological problems. Penn's students are no exception: many are finding their studies impaired not only by common developmental issues such as procrastination, exam panic or career anxiety, family discord, or relationship problems, but also by such sometimes incapacitating or even life-threatening illnesses as depression, bi-polar disorder, or post-traumatic stress disorder. By combining Student Health Mental Health with University Counseling, the new Counseling and Psychological Services can bring a team approach to student problems, one that builds on the skills of psychologists, psychiatrists, and social workers to offer more thorough consultation, short-term treatment, and/or informed referral.

When you suggest to a student that Counseling and Psychological Services might be a good resource to turn to, both you and the student might wish to know exactly what is waiting, besides a kind welcome, on the second floor of the Mellon Bank Building. Here, then, is a brief sketch of the gateway into counseling at Penn.

(Please consult the *Faculty Resource Guide to Student Services* for steps to take in a real crisis. The information below is not meant for psychiatric emergencies.)

When a student calls Counseling and Psychological Services (898-7021), the receptionist will ask a few pertinent questions to begin to determine the student's needs and will then set up the first appointment. For those with a problem that needs immediate attention, two on-call counselors are available every day to meet briefly with such students to determine if they need a full appointment immediately or can wait to be scheduled. Even the standard first appointment is usually offered within two or three days. (After hours, students calling the service will hear a message that provides twenty-four-hour emergency numbers for crisis assistance.)

The first session at the Counseling Service is designed to gather information and obtain a clear picture of the student's problems. Generally, if the match between the student and the therapist seems good, the student will continue to work with that therapist. At times it may be clear that a student would be better matched with a different therapist, one whose gender, age, ethnic background, or area of specialization is especially suited to that student's concerns and then a referral will be made, usually within the Service, but, where appropriate, to

some other agency, on or off campus. At the end of this first session the student and therapist will discuss and agree to a second appointment, set up at a mutually agreeable time, or a suitable referral. While waiting for the day of the next appointment, students are encouraged to call and ask to speak to one of the Associate Directors — Dr. Leonard Miller or Dr. Robert Wenger — to let him know if new problems have increased the urgency of their need. Once an appointment is made, should the student feel, then or later, that the problem cannot wait for the assigned hour, he or she should call the Service to discuss the possibility of an earlier appointment. (Do encourage your students to let the counselor know the degree of urgency they feel: what is a manageable wait for one student may be unbearable for another dealing with a similar problem.)

Students should plan to arrive at the office ten or fifteen minutes before their first appointment, (or at their convenience any time before) for they will be asked to fill out some forms and will want to read the handout that explains the range of services in Counseling and Psychological Services and offers reassurance about matters of confidentiality and staffing that many students have in mind when they come for help. The forms that students are asked to fill out are optional and are kept confidential. They include general identifying information, two problem questionnaires, and a weekly schedule and help the counselor get to know something quickly about the student, allow the service keep track of the kinds of problems that bring people to their door, and thus help in matters of hiring, workshop planning, and the like.

Students should realize that Counseling and Psychological Services provides a resource that is used by over two thousand students every year and that the counselors are chosen for their experience in dealing with the academic, career, and personal issues students so often encounter during their years at Penn. If a student wonders whether Counseling and Psychological Services would be a good place to turn, here is a useful guideline: "If something is on your mind that troubles you, interferes with concentration, or in any way impedes your academic or personal progress, Counseling and Psychological Services is worth consulting."

Because any faculty member referring a student to Counseling and Psychological Services may have information about the urgency of the case and may also feel relieved to know that a student has taken advantage of the service, it is a good idea to ask any student one refers for permission to check with the service to make sure that the scheduling of the initial appointment goes smoothly. The student will have to fill out a release of information form at Counseling and Psychological Services for the counselor to give out any information, and students are often willing to do so. Of course a faculty member can always consult with the Services at any time on the best ways to assist a student who is experiencing difficulty in a course. Thus Counseling and Psychological Services can provide help to faculty and students alike.

I hope this message proves useful.

Sincerely,

Alice Kelley

Faculty Liaison to Student Services

Illegal Parking and Towing: West Campus Enforcement

In an effort to provide appropriate public safety services relative to the illegal parking of privately owned and utility vehicles in the populated area of West Campus, the Division of Public Safety in conjunction with the Departments of Residential Living and Residential Maintenance have initiated a new parking enforcement policy and towing agreement with the George Smith Towing Company, 3102 S. 61st Street, Phila., PA 19153, 729-8748.

Effective Wednesday, September 6, 1995, the towing of illegally parked motor vehicles in prohibited areas including fire zones will be enforced on a twenty-four (24) hour-seven day a week basis. Several parking spaces adjacent to the High Rise and Low Rise Residential buildings have been designated one (1) hour temporary parking spaces for legitimate visitors, student and staff residents, disabled persons, and contractors. These spaces will be assigned by permits only from Residential Living and Residential Maintenance office staff. The specific areas are:

1. Superblock Plaza Fire Zone - No Parking
2. 3800-3900 Locust Walk - No Thoroughfare - No Parking
3. HRN Service Drive - No Parking - (Except 1 Hour Zones)
4. High Rise Residential Halls - No Parking - Fire Zones
5. One Hour & Contractor Spaces - By RL - RM Permit Only
6. 1920 Commons Drive - No Parking - Fire Zone
7. Mayer Dormitory - No Parking - Rear and Dumpster Areas
8. All West Campus Grass Plots - No Parking
9. 3900 Irving Street - No Parking

—George E. Clisby, Chief of Campus Police

AWFA's Fall Start-Up: Dr. Rodin September 19

A reception for President Judith Rodin will launch the fall program of the Association of Women Faculty and Administrators, open to all women faculty and administrators in Bodek Lounge at 4 p.m. Tuesday, September 19. Information: Dr. Yvonne Paterson, 309 Johnson Pavilion/6076.

To Request a Study in Van Pelt Library

A limited number of small, lockable studies, located on the perimeter of the Van Pelt Library stack floors, are again available for faculty use during the 1995-96 academic year. These Studies can be requested for the entire year or for one semester. Van Pelt books which normally circulate can be charged to the studies. The studies are intended for the use of faculty who are working with the Van Pelt Library collections.

In past years applications were made through Department chairs. The Council Committee on Libraries has recommended a change in procedure to speed up the allocation process and to ensure a better use of limited resources. This year applications should be made directly to Emily Batista, Head of Van Pelt Circulation. Faculty are asked to send requests by e-mail or mail briefly outlining their needs for library space. Requests received before *September 22* will be given first consideration.

Applications or questions to Emily Batista, head, Van Pelt Circulation. Voice: 898-7557. E-mail: batista@pobox. Fax: 898-0559.

—Patricia Renfro, Associate Director Library Public Services,
Van Pelt -Dietrich Library Center

OEHS Safety Seminars

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

Chemical Hygiene: Comprehensive introduction to laboratory safety practices and procedures at Penn and the Chemical Hygiene Plan. For employees who have not previously attended Chemical Hygiene training at Penn. *Required for all Penn employees who work in labs.* September 14, 10-11 a.m. Class of 1962 Hall, John Morgan Building.

Occupational Exposure to Bloodborne Pathogens: Significant information for employees who have a potential exposure to human bloodborne pathogens. Topics include a discussion of the Ex-posure Control Plan, free Hepatitis B vaccination, recommended work practices, engineering controls and emergency response. This course is designed for employees who have not previously attended Bloodborne Pathogens training at Penn. *Required for all Penn employees potentially exposed to human blood or blood products, human body fluids, and/or human tissue.* September 27, 1:30-2:30 p.m., Austrian Auditorium, Clinical Research Building.

Attendees are requested to bring their PennCards to facilitate course sign-in. Additional programs will be offered during the year; check PennInfo for dates and times. For questions: Bob Leonzio at 898-4453.

On Film and Performance

A new Interdisciplinary Faculty Seminar in the Humanities for the 1995-96 academic year will be co-convened by Deborah Wong of Music and Regina Bendix of Folklore and Folklife. *Reflections and Refractions: Film, Performance, and Filmed Performance* will bring together faculty whose research and teaching address performance theory—whether in drama, music, folklore, ritual, or daily life. Each of five sessions will look closely at an example from the recent cinematic record of films about performance, i.e., films that examine or depict performance and performers as sites of cultural construction. The reflexivity of film-as-performance and filmed performance will be at the heart of our seminar.

A preliminary meeting to discuss the program and focus for the coming year will be held in mid-September. For information on joining: Regina Bendix (rbendix@sas.upenn.edu), Debbie Wong (dwong@sas.upenn.edu) or Janet Finegar (jfinegar@sas.upenn.edu).

Shortcuts to Bank Accounts

As a part of an effort to make obtaining banking services less of a hassle for new students, staff and faculty, the Office of the Treasurer has arranged for several banks to participate in New Student Orientations at a number of graduate and professional schools and to have new account materials available at the BookStore and in Houston Hall in early September. In addition, several of the branches will have Saturday and/or evening hours during the early part of the academic year. CoreStates, PNCBank, Mellon and our Student Credit Union will be joined by Commerce Bank, which opened a branch on campus on Walnut Street in the new Parking Garage Building on August 21st. Contact the Treasurer's Office for a schedule of early September events (898-7256).

—D-L Wormley,
Associate Treasurer for Cash Management

Classifieds

FOR SALE

Convenient Living in Stimulating Old City. One bedroom condo in historic luxury building. Treetop view, meticulously maintained, perfect blend of old and new. Assumable 7% mortgage. \$79,000. Please call 922-6602.

330 Sloan Street. Two bedroom townhouse for sale \$49,000. Central air, yard, patio, washer & dryer, dishwasher, basement. Qualifies for University mortgage. Total monthly costs approx. \$460/mo. or rent \$550/mo. 662-1000.

FOR RENT

Cape May - Adorable house three blocks from best beaches. Sleeps 4 - 5. \$550/week. Please call (215) 362-7909.

Bed/Sitting Room - Comfortable, quiet, good storage. Completely furnished. Microwave & fridge, bath. All utilities. Artist's home; easy walk to campus, safe neighborhood. Ideal for grad. student! Call 382-1691.

SERVICES AVAILABLE

Home Companion. Penn graduate, experienced home companion, seeks full-time position with house bound, liberal-minded, cultured individual or family. Experienced in "reading-to," housework, light secretarial duties and personal care, massage, chauffeuring, etc. Philadelphia environs preferred. 610-622-3291.

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

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Society in the campus report for **July 3 to August 20, 1995**. Also reported were Crimes Against Property including 204 thefts (36 burglaries, 13 of autos, 38 from autos, 35 of bikes and parts); 27 incidents of criminal mischief and vandalism; 7 of forgery and fraud; 5 of trespassing and loitering; 2 of possession of stolen property. Full reports are in *Almanac* on PennInfo.—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 from **July 3, 1995 to August 20, 1995**. 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)—5, Threats & harassment—7, Indecent exp. & lewdness—1
 07/08/95 3:50 PM Alpha Chi Rho Racial remarks & threats received
 07/10/95 4:16 PM Botanical Garden Unknown male took bike from juvenile
 07/10/95 5:19 PM 3611 Locust Walk Harassing calls received
 07/21/95 12:26 PM 3700 Blk. Sansom Robbery by 2 males w/gun/no injuries
 07/21/95 11:02 PM Houston Hall Robbery by 2 males w/gun
 08/04/95 4:12 PM 3433 Walnut St. 2 suspects arrested for robbery
 08/05/95 3:56 PM Nichols House Harassing remarks made
 08/10/95 8:10 AM Quad Office Employees harassed guard
 08/11/95 9:17 AM 3430 Market St. Complainant threatened
 08/11/95 11:56 AM Nichols House Harassing phone calls received
 08/11/95 9:09 PM Hamilton Walk 3 robbed by 2 suspects/arrested
 08/12/95 10:40 AM Vance Hall Harassment by guard
 08/15/95 10:41 AM GSE Male exposed self in stairwell

38th to 41st/Market to Baltimore: Robberies (& att.)—12, Agg. assaults—1, Simple assaults—4, Threats & harass.—6
 07/07/95 4:10 PM Evans Bldg. Numerous unwanted calls received
 07/08/95 6:29 PM 4000 Blk. Chestnut Robbery by 2 suspects
 07/12/95 6:07 PM 4019 Locust Dispute between roommates
 07/16/95 9:42 PM Harnwell House Unwanted phone calls received
 07/22/95 8:15 PM 40th & Walnut Juvenile robbed of bike by unknown male w/knife
 07/24/95 12:16 PM 41st & Pine Robbery at point of knife
 07/24/95 1:15 PM 220 S. 40th St. Ongoing disturbance between employees
 07/24/95 8:06 PM 106 S. 38th St. Unknown suspect took cash
 07/25/95 1:48 AM 40th & Pine Males chased complainant /no injuries
 07/26/95 4:39 PM 4000 Blk. Baltimore Robbery by 2 suspects w/gun/no injuries
 07/28/95 6:34 PM Superblock Harassment
 07/28/95 11:20 PM 40th & Spruce Male cut on face/suspect arrested
 07/29/95 10:04 PM 3935 Walnut St. Robbery by male w/gun
 08/02/95 3:54 PM Wayne Hall Numerous harassing phone calls received
 08/03/95 4:22 PM 3900 Blk. Spruce Male attempted to take purse/fled
 08/10/95 12:12 AM 4000 Blk. Locust Robbery of wallet by 2 suspects
 08/11/95 8:06 PM 41st & Spruce Complainant shot in left hand
 08/14/95 4:17 PM 251 S. 41st St. Robbery of currency at point of knife
 08/15/95 12:22 AM 39th & Sansom Complainant assaulted
 08/15/95 1:56 PM 4013 Walnut St. Unknown male maced manager
 08/15/95 11:19 PM 4035 Chestnut Robbery by unknown w/simulated weapon
 08/16/95 7:42 AM 30 S. 40th St. Complainant stabbed/money taken/arrest
 08/17/95 1:44 PM 414 S. 41st St. Robbery of backpack

41st to 43rd/Market to Baltimore: Robberies (& att.)—13, Kidnapping & unlawful restraint—1
 07/07/95 11:40 PM 300 Blk. St. Mark's 3 unknown males took wallet/fled in auto
 07/10/95 10:33 PM 4100 Blk. Pine Robbery/2 arrests
 07/13/95 11:14 AM 44th & Market 2 males arrested for robbery at gas station
 07/16/95 12:52 AM 22nd & Diamond Complainant forced to driver 3 unknown suspects
 07/17/95 9:19 PM St. Mark's & Pine Attempted robbery by unknown suspect
 07/19/95 12:20 AM 200 Blk. 43rd Robbery by unknown suspect
 07/19/95 3:28 AM 43rd & Locust Robbery by 3 males/2 arrested
 07/23/95 9:23 PM 4213 Pine St. Attempted robbery by unknown
 07/26/95 3:06 AM 4201 Walnut St. Unknown amount of cash taken from complainant
 08/02/95 3:10 PM 4100 Blk. Pine Robbery by unknown suspects
 08/03/95 1:48 AM 4100 Blk. Pine Robbery by 2 unknown males
 08/06/95 11:12 PM 4100 Blk. Pine Robbery by unknown suspect
 08/11/95 3:56 PM 4251 Walnut Robbery by unknown suspect
 08/20/95 12:59 AM 42nd & Walnut Robbery by unknown suspect

30th to 34th/Market to University: Robberies (& att.)—2, Agg. assault—1, Sim. assaults—2, Threats & harass.—2
 07/06/95 4:53 PM Towne Bldg. Threat received
 07/11/95 2:29 PM Weightman Hall Bike taken
 07/17/95 12:20 PM Towne Bldg. Assault by exfriend
 07/25/95 1:18 PM 32nd & Market Robbery/1 arrest
 08/03/95 2:47 AM 3200 Blk. Walnut Assaulted by 2 males
 08/05/95 7:27 PM Smith Walk Complainant struck /male fled
 08/15/95 3:18 PM Weightman Hall Harassment

Outside 30th to 43rd/Market to Baltimore: Robberies (& att.)—10, Agg. assault—1, Sim. assault—1, Threats & harass.—2
 07/05/95 11:35 PM 522 Woodland Ter. Robbery at gunpoint
 07/08/95 8:11 PM 3000 Walnut St. Robbery of purse
 07/22/95 9:19 AM Germantown Ave. Robbery at gunpoint
 07/26/95 10:53 PM 400 Blk. S. 40th Robbery via simulated weapon
 07/27/95 3:26 PM 4409 Pine St. Complainant threatened
 07/28/95 4:20 PM 400 Blk. S. 44th Robbery of purse
 07/29/95 10:37 PM 45th & Walnut Bottle thrown at complainant
 07/31/95 10:25 AM 4100 Blk. Chester Assault
 07/31/95 8:12 PM 4201 Walnut St. Suspect fled store with cash
 08/02/95 10:39 AM 4400 Blk. Spruce 2 robbed at gunpoint
 08/04/95 6:29 PM Longside, NJ Complainant threatened
 08/12/95 11:15 AM 41st Westminster Backpack taken
 08/15/95 4:07 AM 23 & Walnut Sts. Complainant knocked off bike/ bike taken
 08/16/95 11:47 PM 4200 Blk. Aspen Assault by unknown suspect
 08/19/95 4:35 PM 233 S. 44th St. Assault by unknown male

Crimes Against Society

38th to 41st/Market to Baltimore: Disorderly conduct—3, Alcohol & drug offense—1, Weapons offense—1
 07/13/95 2:07 AM 3800 Blk. Sansom Disturbance/suspect refused to leave/arrest
 07/15/95 2:22 PM 3900 Blk. Irving 2 males cited for disorderly conduct
 07/21/95 4:10 AM 3900 Blk. Irving Male tampering w/auto/had weapon/arrest
 08/04/95 9:51 PM 200 Blk. 40th Male cited for disorderly conduct
 08/05/95 2:18 AM 200 Blk. 40th Person arrested for drunk driving
41st to 43rd/Market to Baltimore: Disorderly conduct—1
 8/19/95 5:34 PM 400 Blk. S. 42nd Male acting disorderly/cited
30th to 34th/Market to University: Disorderly conduct—2
 07/27/95 6:42 PM Smith Walk Male arrested for disorderly conduct
 08/03/95 9:31 PM Lot # 2 2 males cited for disorderly conduct

Music Department Auditions

Penn's Music Department announces auditions for its performing ensembles, including the Choral Society and Choir, Wind Ensemble, Symphony Orchestra, Ancient Voices and Baroque Ensemble. These auditions will take place from September 7 to 22 and are open to all Penn students, faculty and staff, and to the general public. Please call 898-6244 for more information, to sign up for an audition time, or to receive a Fall 1995 concert brochure.

ICA Volunteer Opportunities

Positions are now open at the Institute of Contemporary Art as admissions desk attendant for half days on Mondays and Tuesdays. Other volunteer opportunities are also available. Contact the Volunteer Director at (215) 732-8265 or (610) 525-3117.

Corrections

James Mann of Facilities Management, not the architects, did the watercolors of the Library shown on the front cover of the July 18 issue.

The back cover's photo caption should have said that the E. Craig Sweeten Award was established by the *Trustees* in Mr. Sweeten's honor. We regret the errors.—K.C.G.

Deadlines: For the September 12 issue, the deadline is *September 6*. For the *October at Penn* Calendar, the deadline is September 12.

Almanac

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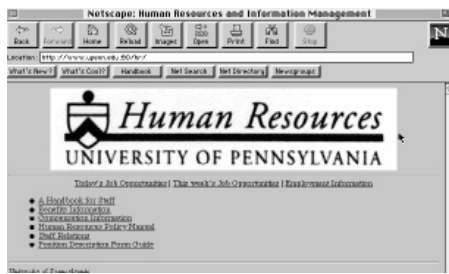
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New job openings at the University are now posted on a daily basis to the World Wide Web. For a direct link to the Human Resources Web page: open <http://www.upenn.edu/hr> from a web browser.

For those still using PennInfo, the path is:
PennInfo Main Menu
...Faculty and Staff Facilities and Services
.....Human Resources
..... Employment Info
..... Employment Opportunities

Or search from the main menu using the keywords "jobs, HR, employment or opportunity."

For those who do not have computers or do not have PennInfo or Web access, these kiosks can be used to call up the daily listings:

Kiosks on Campus

Benjamin Franklin Scholars Office
The Bookstore
College of General Studies Office
The College Office
Computing Resource Center*
Data Communications &
Computing Services*
SEAS Undergraduate Education Office*
Faculty Club*
Greenfield Intercultural Center Library
Houston Hall Lobby
Office of International Programs
Office of Off-Campus Living
PennCard Center
PennTrex Office
Student Employment Office
Student Financial Information Center
Student Health Lobby

* Kiosk uses point-and-click software.

JOB OPPORTUNITIES AT PENN

In a normal issue of this weekly publication, there would be four or five pages listing the most recent job opportunities that are available at the University of Pennsylvania. This week's issue went to press early so that it could be mailed individually to all faculty and staff at their campus addresses, and the "Opportunities at Penn" section is being distributed as a separate four-page edition, as is done in the summer and during breaks when there is no full edition of *Almanac*.

"Opportunities" will resume as part of *Almanac* with the September 12 issue.

Positions are posted on a daily basis, Monday through Friday, at the these locations:

The University of Pennsylvania Job Application Center—

Funderburg Center —3401 Walnut Street, (ground level 9 a.m. - 1 p.m.);

Blockley Hall — 418 Guardian Drive (first floor);

Dental School —40th & Spruce Street (basement —across from B-30);

Houston Hall — 34th & Spruce Street
(basement Food Court, near the elevators);

Wharton —Steinberg Hall-Dietrich Hall
(Locust Walk —next to Room 303).

A complete list of available positions can be seen at the Job Application Center and at Blockley Hall. These listings can also be accessed through PennInfo or the Web. 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.

If you are a current regular staff member, have been in your position for at least six (6) months, and are interested in applying for one (or more) of the available postings, you may send a cover letter and resume directly to the contact person for that posting. If you need the contact name(s), please call the Job Application Center at 898-7284. If you have more questions or need further assistance, please visit the University of Pennsylvania Job Application Center, Penn Information Center at Funderburg, 3401 Walnut Street, Ground Floor, Monday through Friday from 9:00 a.m. to 1:00 pm.

— Susan Curran,
Project Coordinator,
Employment/Human Resources

Almanac

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Why is this issue of *Almanac* individually addressed?

Since personalized addressing delays the delivery of the issue by several days, we do it only once a year—to let faculty and staff know their journal of record, opinion and news is back in weekly production, and to tell you how to find it the rest of the year. This is more critical than ever now that *Opportunities* and features of *The Compass* are included in each issue.

Our printer delivers issues to the mailrooms of the University, the Medical School and HUP. From these locations, bundles are distributed to de-partments in the buildings throughout campus. Each department has its own internal system for further dissemination.

To find out how the system works in your building, try your departmental secretary first, or the head of your school/building mailroom if you have one. If all else fails, send or fax (898-9137) us the label at right, adding your campus phone number, so we can direct you to the person in your department who should be able to help.

Almanac is also available electronically via Penn's Home Page.

— Karen Gaines, Marguerite Miller,
and Mary Scholl for *Almanac*
Martha Jablow and Jerry Janda for *The Compass*