

Almanac

Tuesday, September 12, 1995
Volume 42 Number 3

In this Issue

- 2 Dr. Amado is the Acting Vice Provost for Research; Fr. Guyott is the Acting Chaplain; Six Faculty Won Fulbrights, among other honors
- 3 Transition at Alumni Relations Memorial Service for Dr. Taubman; Deaths of Mrs. Deutsch, Mrs. Henry, and Mr. Tan
- 4 Debut of a New Penn Home Page; Settlement of the Title IX Case
- 5 SENATE: SEC Actions 9/6/95; Report of the Committee on the Faculty
- 6 Dr. Chodorow at Convocation; Some Words from the President and the Provost at Grad Assembly
- 8 Pre-Freshman in PENNCAP
- 9 Penn Reading Project's *Arcadia*
- 10 Dr. Harkavy to an Urban Symposium; The Women's Center's Future Home
- 11 Dr. Farah Jasmine Griffin's Reflections on Beijing
- 12 Dr. Douglas Massey's Statistical Adventures in Mexico
- 13 WXPn's National Awards; A 50th Birthday Tribute
- 14 OF RECORD: Financial Disclosure Policy for Sponsored Projects
- 18 OPPORTUNITIES
A-3s of the Month(s):
Darin Smith and Yvonne McLean
- 22 Bulletins: Scam Alert;
OF RECORD: Nondiscrimination;
Study-Abroad Opportunities
- 23 Update, CrimeStats
- 24 Talk About Teaching:
Dr. Waldron on 'Concept Questions'

Below: President Rodin and Dean Gerrity were among the robed ones who lined the Walk to greet the Class of 1999.

Photographs by Mark Garvan

How the Most Selective Class Started the Semester

In Convocatio, page 6
In Arcadia, page 9



Honors

Six Fulbright Awards

Six Penn faculty members received Fulbright Grants for the 1995-96 academic year. The winners and their destinations:

Dr. Sharon Ash, Linguistics Laboratory, lectures at Adam Mickiewicz University in Poznan, Poland this year.

Dr. Frances Riemer, Center for Urban Ethnography, does research at the University of Botswana in Gaborone under the African Regional Research Program.

Dr. Christa Spreizer, Germanic Languages and Literatures, participates in the Fulbright German Studies Seminar held in various institutions in Germany.

Dr. Felicia McMahon, folklore and folklife, lectures at the Technical University in Chemnitz, Germany.

Dr. Teresa Labov, sociology, lectures and researches at the University of Dar es Salaam in Tanzania.

Professor Edward Rock, Law School, lectures at the Hebrew University in Jerusalem, Israel.

From ACM: For Lifelong Contributions

The Association for Computing Machinery presented its 1995 SIGCOMM Award to *Dr. David Farber*, the Alfred Fittler Moore Professor of Telecommunications Systems, last month at its Annual Technical Conference. Honored for his lifelong contributions to data networking (or more informally, as one of the fathers of the Internet), Dr. Farber co-founded one of its original components, the CSNET national research network. He was cited for his work on ring networks; his proposal to create MEMNET, one of the first shared memory networks; and his current work as a Principal Investigator on the AURORA gigabit testbed, a high-speed data-communication link.

Three Across the Disciplines

Three Penn faculty members—two of them from health schools—will be honored by the American Society of Mechanical Engineers at its International Mechanical Engineering Congress and Exposition November 12-17 in San Francisco. *Dr. Flora Winston*, assistant professor of pediatrics, *Dr. Lawrence Thibault*, professor of bioengineering, and *Dr. Edward Macarak*, associate professor of cell biology in the School of Dental Medicine, will receive the Melville Medal for their paper "An Analysis of the Time-Dependent Changes in Intracellular Calcium Concentration in Endothelial Cells in Culture Induced by Mechanical Stimulation."

High in the Rankings. . .

In this year's *U.S. News & World Report* survey, Penn rose to 11th (up one from last year's 12th spot but continuing a climb from its low of 20th in 1989.) The "America's Best Colleges" issue went on sale September 11. The Wharton School tied (with Berkeley) for 1st place in a new category *U.S. News* added to rank two of the "most popular" majors—business and engineering.

. . . and Higher Yet

Without a survey, *The New York Times Magazine* of August 27 pronounced Penn Vet's New Bolton Center "the world's premier equine hospital," and in a subtitle to its story on Cam Fella's surgery, said,

WHEN A WORLD-CLASS STUD NEEDS A TUNEUP,
THERE'S ONLY ONE BODY SHOP FOR THE JOB.

—K.C.G.

Appointments

Acting VP Research: Dr. Amado

Dr. Ralph D. Amado, a leading scholar of nuclear theory who has been on the physics faculty since 1959, has been named Acting Vice Provost for Research, Provost Stanley Chodorow has announced. A search is expected to begin shortly for a long-term successor to Dr. Barry Cooperman, who has stepped down as vice provost but continues on the faculty (see *Almanac* June 20).

A Stanford alumnus, Dr. Amado attended Oxford University as a Rhodes Scholar, taking his D. Phil. in 1957. He joined Penn that year and became a consultant to the Lawrence Radiation Laboratory shortly afterward. After being named assistant professor in 1959 he rose through the ranks to full professor in 1965. He has also been a member of the Institute for Advanced Study at Princeton, and a visiting staff member of the Los Alamos Scientific Laboratory and the Swiss Institute for Nuclear Physics.

Dr. Amado is a former Faculty Senate Chair (1975-76)

who has served frequently on campus-wide budget and planning committees over the years. He has just completed a three-year term as a member of the advisory board of the University's Center for Technology Transfer.

In addition to chairing the physics department in 1983-87, and again two years ago on an acting basis, he has been director of the General Honors Program, director of the University Scholars Program, faculty advisor to Arts House, associate dean of SAS for natural sciences, and president of Penn's Phi Beta Kappa chapter. He also served as a trustee of the Consortium for Scientific Computing of the Jon von Neumann Center, and is on the boards of the Merion Botanical Society and the Maurice Amado Foundation.

Dr. Amado is a fellow of the American Physical Society and of the American Association for the Advancement of Science; a former director of the Natural Science Association; and member of many other national committees and editorial boards in the U.S. scientific community.

(For a brief statement on the current work he is doing in theoretical nuclear physics, see Dr. Amado's entry under the Physics Department Home Page on the web—from which the graphic scan above is taken.)



Dr. Amado

Photo below by Addison Geary

Acting Chaplain: Fred Guyott

The Rev. Frederic Guyott, III, a Penn alumnus has been assistant to the vicar of the near-campus Church of St. Andrew & St. Monica for the past two years, has been named Acting Chaplain of the University.

Provost Stanley Chodorow announced the naming of an interim chaplain and a coming search for a successor to the Rev. Stanley E. Johnson, who retired this summer. The decision followed a review of the role of the chaplaincy at Penn, initiated by President Judith Rodin and led by Dr. Jane Isaacs Lowe, assistant professor of social work.

Rev. Guyott took his A.B. from The College in 1971, majoring in American civilization. After a stint in restaurant management and directing an athletic club, he became a stockbroker in 1977 and a member of the Philadelphia Stock Exchange in 1979. He continued in the securities industry until 1990, but was also active throughout as a lay reader at Trinity Memorial Church and Cathedral Church of the Savior in Philadelphia, and as lay assistant, acolyte supervisor and preacher at the Church of St. Matthias in West Oak Lane. In 1991 he embarked on a new career path.

During his study at the Episcopal Divinity School in Cambridge, Mass., where he took his M.Div. in 1993, he also did fieldwork at St. Paul's Church in Andover and at Massachusetts General Hospital. He returned to Philadelphia for his ordination at the Cathedral Church of the Saviour, and accepted the call to St. Andrew & St. Monica in 1993. His work there has included outreach to both the Penn and Drexel campuses.



Rev. Mr. Guyott

Correction

In the final paragraph of our September 5 story on Dr. Valarie Swain-Cade McCoullum's selection as VPUL (page 2), *Almanac* was out of date: Dr. Kim Morrisson is now a consultant on aspects of the 21st Century Project. The phase of the work she headed with Dr. Robert F. Lucid was completed with the publication of the Report of the Provost's Council on Undergraduate Education, The 21st-Century Penn Undergraduate Experience: Phase One (*Almanac* May 25, 1995). The Project is now in the hands of the Council of Undergraduate Deans under the leadership of Provost Stanley Chodorow.—K.C.G.

Changes at Alumni Relations

Vice President for Development Virginia B. Clark announced this week a series of changes in Alumni Relations:

- Doris Cochran-Fikes, who has been director of alumni affairs here since 1987, will become Director of Alumni Secondary School Committees in the Admissions Office starting October 1. "Doris Cochran-Fikes' affiliation with Admissions can only serve to enhance our student outreach programs, and prove beneficial to both departments and the University overall," Ms. Clark said.
- Michel T. Huber retires as Executive Secretary of the General Alumni Society, effective September 30, after a career that began on his graduation in 1961 and has included such posts as writer and field officer in Development, director of the University's New York office, and director of alumni relations and associate vice president.
- The decision to merge the two positions of alumni relations director and executive secretary of the alumni society, and to conduct an immediate search for "a director who will oversee the entire alumni relations operation, including those tasks associated with the General Alumni Society role".
- The appointment of an Interim Director of Alumni Relations to serve during the search.

Returning to Penn: The new interim director—who takes office this week—is Martha Stachitis, a CW alumna and longtime staff member of the University who has been senior vice president of the development consulting firm of Barnes and Roche, Inc. During the seventies Ms. Stachitis worked with Penn's Annual Fund, Athletics, and fundraising for the Faculty of Arts and Sciences before joining Barnes and Roche. A former Director of the Alumnae Association, she also served on the Athletics Advisory Board. "Martha's knowledge of Penn as a student, alumna and employee, in addition to her senior-level experience, makes her an excellent choice for this interim role," Ms. Clark said. "Our momentum in building a strong alumni relations program shall continue through the hard work of the current staff in Alumni Relations. I am confident that we will proceed in moving our programs forward."



Ms. Cochran-Fikes



Mr. Huber



Ms. Stachitis

Honorary Degree Nominations

The University Council Honorary Degrees Committee is now seeking nominees for University of Pennsylvania honorary degrees to be presented at the May 19, 1997 Commencement.

The form to make nominations is available from the Office of the Secretary. A nomination may be supported by a group of faculty, and it should be accompanied by adequate biographical or other relevant information readily available. Please do not ask the nominee for information.

The committee policy remains that all those nominated in previous years who have yet received an honorary degree are reconsidered each year. If you need information about any previous nominee, or if you have any questions, please telephone or e-mail the committee secretary, Duncan W. Van Dusen (898-7005 or e-mail vandusen@pobox).

Nominations are requested by November 30, 1995. By the end of April an attempt is made to develop a consensus about a list of names to be presented to the Trustees. Nominations are accepted with gratitude at any time during the year, but nominations received after November 30, 1995 may not be able to be considered for the 1997 Commencement.

— Robin M. Hochstraser, Chair

Deaths

Memorial Service

A memorial service will be held Thursday, September 21, for Dr. Paul Taubman who died May 4 at the age of 55. The service will be held at Hillel Foundation, 202 S. 36th Street. He was a professor and undergraduate chair of economics and former chair of the Faculty Senate. (*Almanac* May 9, 1995)

Una Louise Austin Deutsch, who was secretary/administrative assistant to the Chaplain for 32 years until her retirement in 1983, died on August 6 at the age of 82.

Mrs. Deutsch came to the University in 1950. In the early seventies she was one of the founders and the first secretary of the A-3 Assembly at Penn, and she later served on its steering committee. In 1980-81 she was the *Almanac* representative for the Assembly. She also served as the chair of the 25 Year Club in 1980.

After retiring Mrs. Deutsch was a volunteer at HUP for a decade, and served a term as vice president of the Center City chapter of the AARP and as vice president of the Senior Fellowship of Woodland Presbyterian Church. She also represented the Church of the Good Shepherd in Rosemont as a delegate to the Episcopal Diocesan Conventions; she was the first woman to be a board member of the Episcopal Church Club. She was a member of the Business and Professional Women's Lansdowne Chapter and 20th Century Club of Lansdowne, and was active with Emergency Aid of Philadelphia.

She is survived by her daughter, Louise B. Rees, a serials librarian in Van Pelt-Dietrich Library Center; her son, Carl F.; four grandchildren, and one great-grandchild. Memorial contributions may be made to the Cardiology Department of HUP.

Jacqueline Sayles Henry, a retired junior accountant in LRSM, died August 16 at the age of 66. Mrs. Henry came to Penn in 1970 as an accounting clerk in LRSM where she continued to work until her retirement in 1994.

She is survived by her daughter, Jennie Marlene Evans, two sons, John Marshall Henry and Carl Everett Henry, one grandson, Bryant Keith Henry; four great-grandchildren, four sisters, and a brother.

Robert Y. Tan, 31, of Center City, a postgraduate enrolled in Penn's pre-med program, died Friday, September 1, at his parents' home in Hummelstown, Pa. Mr. Tan graduated with a degree in marketing from Pennsylvania State University, where he was a member of Alpha Sigma Phi. He attained the position of district manager for Pepsi-Cola in Philadelphia, which he held for seven years, and owned and operated Pearl Management, a real estate company, before enrolling at Penn. His sister, Alice Tan '93 said of him, "He wanted to do more with his life than just making money."

During his two years at Penn, Mr. Tan was active in volunteer efforts. He participated in the Big Brother/Big Sister Program, for which he also served as a board member; in the Hat Society, which raises money for children with cancer; and in the pediatric ward of the Thomas Jefferson Hospital.

Mr. Tan is survived by his father, T. Ling, mother, Esther J. (Kho), brother, Paul B., and sister, Alice A. Contributions may be sent to Make-a-Wish Foundation, 2938 Columbia Ave., Suite 1002, Lancaster, Pa. 17603.

Debut of Penn's New Web Page: September 15

In an earlier *Almanac* announcement (June 20, 1995), Provost Stanley Chodorow and Executive Vice President John Fry took note of the Internet's rapidly expanding World Wide Web. The "Web's" ease of use and its ability to link text, graphics, sound and images, they noted, "make it a valuable tool for a host of University academic and business functions, and its multimedia capabilities make it an ideal place to 'publish' information about Penn...." To prepare a more coherent Penn presence on the Web, they launched an initiative to coordinate key services and features, including a new Penn "Home Page" design, a style guide for Penn Web developers, and a campus-wide calendar in Web format. These are slated for release on September 15, 1995.

The new *home page design* replaces the current Penn home page with a top level page plus five "views," each tailored to an audience group's perspective: "Faculty & colleagues worldwide," "Students," "Prospective students," "Alumni, neighbors and visitors," and "Schools, offices and services." In addition to the view pages, the Penn Web will be indexed, so that users can easily search it. This capacity supplements the formal organization of the view pages and gives users more rapid, direct access to information of interest to them. The existing electronic Penn information system, PennInfo, will also be incorporated in the Penn Web (see *Almanac**, September 5, 1995). Intended as a helpful tool for Penn Web information providers, the *style guide* includes the basics of the World Wide Web; Web navigation and page design; practical information on how to implement a page on the Penn Web, and what resources are available; and a catalog of approved graphic and stylistic elements.

The new *Penn events calendar* will enable Web users to view coming events at Penn by whatever criteria they find useful—for example, by school or department, by topic, or by particular date. Local calendar "czars" in schools and departments can easily update and maintain

their entries, and if they wish, have the Web calendar entry automatically routed to *Almanac/Compass* for print publication.

These developments have been steered by a group chartered by the Provost and Executive Vice President, assisted by 35 advisors selected by deans and directors. In addition, many other individuals across campus have contributed to the implementation.

A number of key principles have guided the effort to develop Penn's official World Wide Web presence—official Penn information should be relevant, complete and current; official information should be labeled as such for the viewer; the same review and approval procedures used for official print publications should be followed for Web publication.

The World Wide Web is a dynamic, changing medium, and the Penn Web will continue to evolve and improve over time. If you desire more information, or have a question or a suggestion, contact the Penn Web Committee, c/o Office of the Vice President and Secretary, Suite 400, 133 South 36th St./3246, or webcom@pobox.upenn.edu.

Barbara Stevens, Vice President and Secretary of the University
Janice Madden, Vice Provost for Graduate Education
James O'Donnell, Professor of Classical Studies and co-chair,
Council Committee on Communications
Ira Winston, Director of SEAS Computing and co-chair,
Council Committee on Communications
Michael Eleey, Associate Vice Provost for Information and Computing
Daniel Updegrave, Associate Vice Provost for Information Systems and Computing

* Back issues since January 1993 are now electronically accessible through the new *Almanac* web page, <http://www.upenn.edu/almanac/>.

Resolution in Title IX Complaint: Resources for Women's Athletics

Penn and the Women's Law Project of Philadelphia have agreed to settle a complaint filed by the Women's Law Project on behalf of women athletes and coaches of women's sports. Both parties hailed the settlement agreement as a substantial accomplishment for women athletes and the University.

The complaint, filed in May 1994 with the Office of Civil Rights of the U.S. Department of Education in Philadelphia, challenged the University's compliance with Title IX of the Education Amendments to the Civil Rights Act of 1964. Title IX provides that women and men must have equal opportunity to participate in collegiate athletic programs. The complaint alleged that Penn failed to meet this standard.

This May, the University and the Women's Law Project invited Fred Shabel, chairman of Spectator and former athletic director and former vice president for facilities at the University, to facilitate negotiations that led to the settlement. Carol Tracy, executive director of the Women's Law Project, praised him, saying "Fred's reputation for fairness and his talent as a negotiator reinforced the sense of trust that was necessary to reach a creative resolution."

Commenting on the settlement, Mr. Shabel said, "I joined these negotiations because it was clear to me that all the parties wanted to resolve the complaint and improve conditions for student athletes. The University and the Women's Law Project have worked very hard to reach this settlement. Both sides have shown continuous good faith in our negotiations and a tremendous spirit of cooperation. I am very pleased with the result."

While certain provisions of the settlement agreement are confidential, according to Steve

Bilsky, the University's athletic director, "major terms provide for the rehabilitation, over the next two years, of locker rooms that house women's teams, as well as weight and training rooms used by men and women athletes. The University's boathouse also will be improved. These improvements will benefit facilities that have aged and are in real need of repair. The improvements represent a substantial financial commitment on the part of the University, and will reinforce our ability to provide equal opportunity for women and men in athletics at Penn.

In addition to improvements in athletic facilities, according to Mr. Bilsky, the settlement agreement provides that part-time head coaches of women's squash and gymnastics will be made full-time. A part-time assistant coach of field hockey and lacrosse will also be made full-time, and the University will add new part-time assistant coaches for women's crew and lacrosse. New equipment will be provided for several women's programs, Mr. Bilsky added, "and we will continue our efforts to see that policies and procedures in the athletic department are designed to give men and women equal opportunity in Penn athletics."

Ms. Tracy applauded the University's plans. "Equity in athletics is a major and controversial issue at most colleges and universities today. In this case, however, there has been unprecedented cooperation between the University and the women coaches and athletes in reaching this settlement," she said.

"The University is taking action to satisfy the legitimate interests of its women students and coaches," Ms. Tracy added, "and to provide equal opportunity for all athletes, regardless of gender. We believe this is one of the most

constructive and amicable resolutions in a gender equity case."

Olympic gold medalist Carol Bower, head coach of women's crew at the University, said "The spirit, cooperation and effectiveness of the team at Penn that put together the settlement embodies what is best in college athletics. The real bonus is that we will improve conditions for women athletes but not at the expense of male athletes."

To follow the progress of the settlement agreement and to make recommendations about future issues related to gender equity, Mr. Bilsky will appoint a gender equity advisory committee. As a final matter, according to Mr. Bilsky, the settlement agreement provides for a fundraising drive to rehabilitate or develop office space for coaches. "We have agreed that we will only be able to do this if we can raise the money from sources outside the University," he confirmed, "but the coaches, the administration and I are motivated to begin this drive to benefit all coaches and athletic programs at Penn."

The settlement contains no admission by Penn of any violation of Title IX. "We believe firmly that Penn has always complied with federal law," Mr. Bilsky said. "The University agreed to this settlement because we care very deeply about women's athletics and want to avoid unnecessary litigation, and because we believe the improvements in facilities and other changes will be important and beneficial for everyone at Penn."

The Women's Law Project, founded in 1974, is a Philadelphia-based public interest law center dedicated to the advancement of women's legal rights.

— Barbara Beck, *News & Public Affairs*

Annual Report of the 1994-95 Senate Committee on the Faculty *May 15, 1995*

The following issues were addressed by the Senate Committee on the Faculty during the 1994-95 academic year:

1. Faculty Community Service Responsibility. In response to the recommendations of the Commission on Strengthening the Community, the intramural and extramural community service responsibility of the Standing Faculty was considered and a report submitted to the Senate Executive Committee. The recommendations were then published in *Almanac* April 11, 1995.

2. Department Closings. The present committee received from the Provost suggested changes related to the Department Closings report of the 1993-94 Senate Committee on the Faculty (*Almanac* May 3, 1994). The Provost's recommendations were submitted to the Senate Executive Committee, which rejected one of the suggested changes. The amended report was published in *Almanac Supplement* April 11, 1995.

3. Consensual Sexual Relations. The Report of the Working Group on Implementation of the Sexual Harassment Policy recommended that the University clarify its policy on sexual relationships between teachers and students. In response to this recommendation, a subcommittee of the Senate Committee on the Faculty reported on the causes of the ambiguities and made recommendations clarifying the University policy on consensual sexual relations. The report was published for comment in *Almanac* February 7, 1995. No responses were elicited. In response to a subsequent petition, SEC re-published the report in *Almanac* April 25, 1995. The proposed policy report will be distributed to the faculty as a mail ballot for approval or disapproval.

4. Probationary Period Policy related to Research Faculty moving to the Standing Faculty. The Deputy Provost requested the committee examine and clarify the University policy concerning the maximum permissible tenure-probationary period related to a Research Assistant Professor switching to a Assistant Professor in the Standing Faculty. The committee suggested revisions of the *Handbook for Faculty and Academic Administrators* language associated with such a faculty move (Section II.B.3., page 23, paragraph 2). The recommendations were approved by the Senate Executive Committee and published in *Almanac* May 9, 1995.

5. Requests for renewal or institution of associated faculty positions. The committee sent to SEC its approval of requests from the (a) Wharton School for renewal of its Visiting Executive Professorship program, (b) Graduate School of Education for institution of one Practice Professorship, and (c) Graduate School of Fine Arts for institution of four Practice Professorships, one to be appointed in each of its four departments (Architecture, Landscape Architecture, City Planning, and Fine Arts).

The committee recommended that all of these programs be reviewed in five years. SEC approved the requests and forwarded them to the Provost and published them in *Almanac* November 8, 1994.

6. Review of University Parenting Policy. The Deputy Provost requested a review of the University's parenting policy as it relates to extension of the junior faculty tenure-probationary period. The committee reviewed parenting policies of Penn and some sister institutions. Recommendations have been made and questions raised concerning the University's policies as they relate to extension of the tenure-probationary period for pregnancy, childbirth, and child care purposes. The committee report will be sent to the Senate Executive Committee in the Fall for its consideration.

7. Faculty Grievance Commission Operating Procedure. A subcommittee has been examining the overall operating procedure of the Faculty Grievance Commission and, if necessary, is to recommend changes. The subcommittee has sought feedback from the faculty and administration through interviews and a January 17, 1995 *Almanac* announcement. The extent of the subcommittee's work requires it to continue deliberations during the 1995-96 academic year with a Spring report expected.

8. Examination/Revision of Affirmative Action Guidelines. Affirmative Action Guidelines and operations scheduled to be addressed jointly by the Senate Committee on the Faculty and the Affirmative Action Council were deferred until the Provost appointed a new Deputy Provost and Affirmative Action Officer. These two positions have recently been filled and the above committees will address, during the 1995-96 academic year, affirmative action issues, in particular the development of a faculty exit questionnaire and the implementation of the faculty exit interview process.

Stephen B. Burbank (law)
Jean Crockett (emeritus finance)
Janet A. Deatrick (nursing)
Peter J. Hand (animal biology), Chair
Morris Mendelson (emeritus finance)
Sheila Murnaghan (classical studies)
Janet Rothenberg Pack (public policy & management)
 ex officio:
Barbara J. Lowery (nursing), Faculty Senate Chair
William L. Kissick (medicine), Faculty Senate Chair-elect
 Staff: *Carolyn P. Burdon (executive assistant to the Faculty Senate Chair)*

FROM THE SENATE OFFICE

The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion between the constituencies and their representatives. Please communicate your comments to Senate Chair William Kissick or Executive Assistant Carolyn Burdon, 15 College Hall/6303, 898-6943 or burdon@pobox.upenn.edu.

Actions Taken by the Senate Executive Committee Wednesday, September 6, 1995

1. Past Senate Chair. SEC appointed David Hildebrand by acclamation to serve as Past Chair of the Faculty Senate for 1995-96. He replaces Barbara Lowery who resigned to become Associate Provost.

2. Committee Chairs. Chairs were announced: Senate Committee on Academic Freedom, Iraj Zandi; Senate Committee on the Economic Status of the Faculty, Robert Hornik; Senate Committee on Administration, David Brownlee; Senate Committee on the Faculty, Sheila Murnaghan; Senate Committee on Publication Policy for *Almanac*, Martin Pring; Senate Committee on Students and Educational Policy, James Laing; and Chair-elect of the Faculty Grievance Commission, Paul Kleindorfer.

3. Academic Planning and Budget Committee and Capital Council. Past Chair David Hildebrand reported that there have been no meetings since the last SEC meeting.

4. Parenting Policy. The Senate Committee on the Faculty draft addresses two issues: (1) policy concerning the extension of the tenure-probationary period for individuals with a new child, but with uncertainties about to whom the extension would apply, and whether or not it would be retroactive, and (2) policy concerning leaves at the time of the birth of a child, where current policy is quite vague and essentially relies on ad hoc negotiation between the new parent and supervising dean or chair. SEC members suggested that the committee also consider recommendations on: other life events; child care; and the needs of clinician-educators for whom tenure is not an issue. The chair of the Personnel Benefits Committee requested a recommendation from the Faculty Senate on the tenure implications.

It was agreed that the draft will be revised in light of the discussion and printed in *Almanac* next week for comment along with the current *Handbook* policy. The Committee on the Faculty will redraft the policy and it will then be referred to the Personnel Benefits Committee for review and comment. The President has indicated that the work of both committees will be considered in the comprehensive review of benefits policy to be undertaken later this year.

5. Informal Discussion with the President. President Rodin reviewed appointments in the Offices of the President, the Provost, and the Executive Vice President. The position of Vice President for Policy and Planning in the President's Office is vacant and will not be filled. As restructuring moves forward, this year's focus will be on research infrastructure and facilities, as well as creative ways to address declining government funding.

6. Other New Business. SEC reviewed issues for debate in University Council and the term of the Economic Status Committee.

The campus gears up each fall with a Freshman Convocation and the more recently instituted Welcome Assembly for graduate and professional students. Below is the Provost's address to the Class of 1999. On the next page are excerpts from the remarks he and the president made to welcome graduate/professional students September 6.

Wading Into Civil Discourse by Stanley Chodorow

We start your academic year with a *convocatio*, literally a calling together, and an event with a Latin name deserves a bit a seriousness. The convocation of last year was my first, and I talked to the freshmen then about what the faculty would expect of them. I can sum up that message with the statement, "The standards will rise like a rocket, for very soon you will be judged by the standards that all adults must face—the best that can be done in any field." Now, that was a serious message.

Tonight, I want to talk about a different aspect of the life of the university. I want to say something about Civil Discourse.

If you have been paying attention to the news and to the world around you, then you've experienced a world resounding with nasty arguments. The political arena is in transition from a long period of Democratic domination, and the change has produced a fractious and fractured environment. Partisanship has risen to the service of every debate. Bipartisanship is a tired joke; when you hear the word, you know that one side is bashing the other side for partisanship. The electorate appears to be disgusted with the character and improbability of the discussion of national issues, as party loyalty and competition rather than substance determines the course of every debate.

What happens in and around Congress and the state legislatures reflects an ugly mood of argumentativeness in the society as a whole. Everyone is talking about talk shows—not the Oprahs and Geraldos who are engaged in a battle of the side shows (bearded ladies and two-headed cows are not far off in that arena)—but the dozens of political talkfests aired on TV and radio across the country. You've probably heard of Philadelphia sports fans. If you haven't, try listening to sports talk radio sometime for a dose of the most amazingly harsh, care-nothing-for-the-truth-or-good-effort criticism of every team, coach, and player connected with Philly. Well, the majority of political talk shows, on radio and TV both, reside at the same level of uninformed, nasty razzing.

Certainly, this low-brow noise has been around since politicking began. We've found evidence of similar sound-offs in the remains of

ancient Athens. In every election year in recent memory, when commentators have lamented the dirty, low quality of political discourse, someone has countered with a story of the kind of unwashed linen waved about in elections of a hundred years ago. But in Athens the forum for such uncivil discourse was limited to the street corner, the graffito, and the pottery shard and in early American elections the pamphlet, song, and broadsheet served the purpose. All of these are relatively unamplified means of communication. What is new today are the means, not the character or quality of discourse, and the new means make a difference in the quality of our lives.

Radio is old, by your young standard, but it is only recently that its full potential as a medium of political discourse has begun to be realized. TV's phenomenal growth to a hundred stations and more has provided an effective and expansive forum to groups that were excluded from the medium not long ago, in the era when the big three networks controlled the air, and brought us Ozzie and Harriet and the Honeymooners. And the power of the Internet as a medium of political and other sorts of discourse is growing exponentially. Every special interest will soon have its home page. The growth is so fast, that in the three days since I wrote these words it may be that every special interest already has its home page.

The Battered Isle

From its beginning in the twelfth century, the university has been an island battered by the storms of uninformed and uncivil discourse. I am a medieval historian and work mostly on the period when the university as an institution was founded. In its first years, the Church tried to control the free discussion of ideas in the university, and the guild of teaching masters struggled for freedom—sometimes with eloquent arguments about the benefits of free inquiry and sometimes with the age-old ploy of ignoring authority. I'm sure you've all tried both methods in dealing with your parents and other authority figures you've had to deal with—the arts are old and universally practiced.



Family Portrait

To welcome to the Penn family this year's incoming graduate and professional students, the deans of all twelve schools joined President Judith Rodin and Provost Stanley Chodorow at the Welcome Assembly on September 6.

Foreground:

President Judith Rodin
Provost Stanley Chodorow

Second Row:

Dean Susan Fuhrman, Graduate Education
Dean Raymond Fonseca, Dental Medicine
Dean Kathleen Hall Jamieson,
The Annenberg School
Dean Norma Kahn, Nursing

Third Row:

Dean Ira Schwartz, Social Work
Dean Rosemary Stevens, Arts & Sciences
Dean William Kelley, Medicine

Fourth Row:

Dean Alan Kelly, Veterinary Medicine
Dean Malcolm Campbell, Fine Arts (*interim*)
Dean Gregory Farrington, Engineering
Dean Stephen Burbank, Law
(*acting; Dean Colin Diver is on leave*)
Dean Thomas Gerrity, The Wharton School

Photograph by Addison Geary

The environment of common discourse, of nasty partisanship and competition for power and position, has always been the sea in which the university sat. Today, that environment is particularly stormy. Human ingenuity, which has brought us modern transportation and communications, household devices of every sort, and pollution that threatens the fabric of our world, has also produced a storm of ideas and opinions much more dangerous than any that has washed over the university in the past. In the late twelfth century, an angry pope might write a letter to the University of Paris ordering them to quit saying that there was a truth attainable by reason alone. In the late twentieth century, we get bombarded—literally and figuratively—by those who do not like what they hear about what goes on in our laboratories, libraries, and classrooms. Of course, these critics and haranguers do not actually know or understand what goes on here, but that never stopped anyone from *knowing* that the eggheads are up to something that will undermine the American way of life or that violates the principles of true morality.

All of us who have made the university our workplace live out there where you are coming from. We all go back and forth from the mainland to the island every day. We all come to the university with the mud of the streets on our shoes and hands. And the mud affects us and our institution. You will find partisanship and incivility here. Much as we wish the university to be a place apart, a house of civil discourse, it lives in the ambit of everyday society and everyday politics, and we ourselves cannot escape from the habits of everyday life. So, you will find partisanship and uncivil discourse here.

But you will also find a struggle against incivility, against uninformed opinion, against the notion that every idea is equally valid. For the fundamental values of the university are that truth is not a party position, that every idea is only as good as the evidence that supports it, and that free and open inquiry carried on in a community that respects each of its members sufficiently to hear them out and consider their ideas seriously is the only environment in which knowledge can be created and prepared for use in the world.

This does not mean that the university is a quiet place of contemplation. The making of knowledge is a contentious business. You will not believe how we argue over ideas and what we claim to know. The sharp arguments over Byron's doings that you've just read about in Tom Stoppard's play, *Arcadia*, are a good representation of what goes on every day in the university. And the argument about what is important and what trivial is a constant part of our noisy debates. The point is that the university is a place of criticism. Every idea and statement is tested by someone; you will quickly learn that it is best to become your own best critic, lest some lesser person take on the job for you.

But one of the most important characteristics of the university is that it constantly holds its ideals up before its members. We are always aware—we make one another aware—that our discussions of ideas should be *civil*, and what we mean by *civil* is that we respect one another sufficiently to take seriously what each of us says in the course of a debate and that our objective is to judge the idea, not the person who utters it.

Yet, it won't always seem as if people here respect you and your thoughts. You are at the beginning of the course that leads to civil discourse, but you will have to grow into it.

Membership in the Making

As students, your first experiences here will be as the objects of someone's judgment. Everyone will hold you up, turn you around, shake his or her head up and down or side to side, and stamp a grade on your forehead. You'll get five or so grades stamped on you each term. You will not feel like an equal member of the community, but you will be members in the making. The university's work requires a long period of honing of skills and accumulation of knowledge. Every one of you is capable of becoming an active participant in that work—and we want every one of you to participate—but you'll have to work your way up through the levels of intellectual craft. By the time you are juniors, you should begin to feel yourselves to be young members of our community.

So, as you start your life at Penn you do not have all of the skills and knowledge you need to be full members of the university's workforce, but you do have the potential and the right to join us in the making and using of knowledge. You also have the right and duty to uphold and protect the fundamental values of the university. You have the right to stand up for freedom of inquiry and for the civil discourse that it represents. And we hope that you will take the experience you gain in the struggle for the ideals of civil discourse here at Penn into the world when you graduate to positions of leadership in the society that sustains the university and gives it its purpose.

Welcoming the New Grad/Professional Students

The Graduate Group as Home Page

Traditionally, Penn traces [its] commitment to the unity of theory and practice back to the University's founder, Benjamin Franklin. But one can see it at work in the organizational and physical form of the University itself.

Instead of isolating our doctoral programs in a Graduate School of Arts and Sciences wholly separate from our professional school faculties, Penn developed the "graduate group" concept that brings together faculty from many schools and departments to direct doctoral study in an area of common research.

All of this has direct bearing on how you approach your graduate and professional studies: Yes, the focus of your attention should be on the content and faculty of your specific program. Yes, establishing productive relationships with a few faculty mentors in your program is probably the most important single hallmark of the successful graduate student. But no, it is not enough.

At least, it is not enough here at Penn.

Here at Penn, you can take advantage of the wonderful complexity of relationships and synergies that bind the faculty and their research together across all the traditional boundaries of discipline, department, school, and profession.

Here at Penn, you can look for the unexpected connection to subjects or faculty far removed from your own.

Here at Penn, you can approach your graduate education as though you were surfing on the World Wide Web: headed for a specific objective, but following up "hot links" to unexpected resources on "home pages" far removed from where you began.

If you take advantage of the unique opportunity you have chosen, if you do both things—build strong relationships with your faculty mentors and use them as an anchor point for a wide-ranging exploration of this great University and the international academic and professional community it represents, then you will be truly successful in your graduate education.

— From President Rodin's Address

Linkages for the 21st Century

A couple of things are going on at Penn right now that you can take advantage of....

What we do in our undergraduate programs right now is excellent and has produced both an excellent education for our students, and a class that goes forth into the world and does extremely well. But the world is changing, and what has been good for the world that we've passed by, is not going to be good for the world of the future—so we are trying to change as well. You will hear about this in the coming years and be in a position to participate. You've already had the experience of being undergraduates, you know a great deal about it...and we hope that you will join us as opportunity arises in helping us to shape the undergraduate experience for the Penn student of the 21st century—not only if you are in a graduate program that leads to teaching, but also in those which lead to the practicing professions, because you can help us give the undergraduates an opportunity to play in your particular part of the ballpark.

The other thing that's happening is directly relevant to you, to your programs and to your experience as professionals in the future. We will be building programs that take advantage of a world that's held together not only by air, sea and land travel, but by wires. You will see the increasing use of electronic sources of information and electronic methods of instruction. More important, you will see the beginnings of a network-based professional community that is centered on the best schools of every profession and that provides a basis for a continuing community of professionals throughout your careers. Penn's graduate and professional schools will be at the forefront of those extended communities of professionals and will provide you with a base, a home base, or a home page, throughout your careers. You are a class that will become charter members of those communities. We welcome you to those communities.

— From Provost Chodorow's Address



ALONG SPRUCE STREET AND SURROUNDING BLOCKS, THE RYDER TRUCKS AND STATION WAGONS UNLOADED THEIR CARGO OF CD PLAYERS, HAIR DRYERS, BOOKS AND JEANS AS THE CLASS OF 1999 ARRIVED ON CAMPUS OVER LABOR DAY WEEKEND FOR THE UNIVERSITY'S 256TH ACADEMIC YEAR. THIS YEAR'S 2,350 FRESHMEN REPRESENT THE MOST SELECTIVE GROUP IN RECENT YEARS. THEY WERE ADMITTED FROM 15,050 APPLICANTS, AND THEIR AVERAGE COMBINED SAT SCORE WAS 1311, EIGHT POINTS HIGHER THAN THE PREVIOUS YEAR.

NINE PERCENT OF THE CLASS HAS AN INTERNATIONAL BACKGROUND, REPRESENTING 11 AFRICAN AND MIDDLE EASTERN COUNTRIES, 14 ASIAN AND PACIFIC ISLAND NATIONS AND AUSTRALIA, 16 EUROPEAN NATIONS, AND 16 COUNTRIES IN THE AMERICAS. OTHERS HAVE NOT COME AS FAR: 126 ARE FROM PHILADELPHIA.

Pre-Freshman/PENNCAP Program Helps New Students Adjust to College Life

By Jerry Janda

For freshmen, a university can be an intimidating—sometimes frightening—place. To make the transition to college life easier, the Pre-Freshman/PENNCAP Program introduces incoming students to Penn and the surrounding community through seminars and social events.

The Pre-Freshman/PENNCAP Program began officially in 1980. Back then, Penn students planned the event, which was more of an orientation that emphasized partying, not pedagogy.

Under the leadership of Terri White, director of the Department of Academic Support Programs, the program has evolved into an academically rigorous course of study. The program also provides students with comprehensive support services during their undergraduate years.

Each summer, approximately 500 freshmen are invited to take part in the program; one-fifth of that number usually attend.

The program targets students from small towns, athletes with tight schedules and others who might need help adjusting to a demanding, urban university. Freshmen who want an early advantage in their academic careers are also welcome to attend.

Participants spend four weeks in August learning the fundamentals needed to survive college courses. The University provides free room and board, but students are expected to buy their own supplies. They are also expected to work—hard. Just ask the 105 students who came to campus last month.

A committee of faculty, undergraduate deans and administrators creates the program's curricula. A participant is expected to take classes that relate to his or her intended major. For example, an engineering student would attend the seminars in physics/chemistry/math and English.

The seminars are smaller than typical college lectures, giving students a chance to interact more closely with their instructors. "In

academic work the students did was primarily remedial in nature," he explained. "In math, we did algebra and trigonometry. It's evolved a lot away from that to more of a 'boot camp,' where they are seeing real college-level stuff during those four weeks."

In 1993, Dr. DeTurck, the undergraduate chair of mathematics, developed an interdisciplinary course with Dr. Larry Gladney, associate professor of physics, and Dr. Tony

Petrovito, coordinator of general chemistry. "The students had to work so hard in that course, we decided to give them credit for it," Dr. DeTurck said. One credit, to be exact.

As the first seminar ever given for credit, the physics/chemistry/math course set an example for the other classes. This August, for the first time ever, students in the School of Nursing and the College earned credit for biology (one credit), and Wharton students earned credit for calculus/economics (half a credit).

The English seminars also underwent some changes. In the past, eight graduate students taught eight identical English sections—so a Wharton student had the same

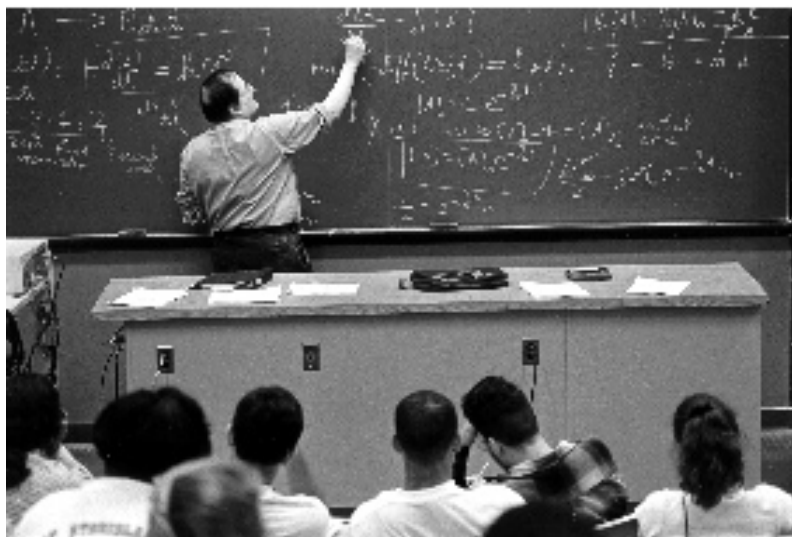
English class as a nursing student.

At the request of the program's science, math and business instructors, Dr. Peter Conn, the graduate chair of the English department, worked with graduate students to customize the English seminars.

"We designed a set of integrated English offerings, which, in each case, connected as much as possible with the other disciplinary offerings," Dr. Conn said.

Since the English seminars now address

(continued on next page)



Photograph by Candace diCarlo

Dr. Tony Petrovito, coordinator of general chemistry, demonstrates the intricacies of college-level science and mathematics.

the big lecture courses, it's easy to get lost if you're not assertive," said Dr. Ingrid Waldron, undergraduate chair of biology. Dr. Waldron designed the program's biology seminars to provide incoming freshmen with vital skills, allowing students to "warm up" for their chosen disciplines.

According to Dr. Dennis DeTurck, who began teaching mathematics in the program in 1982, the seminars have become more challenging over the years. "It used to be that the

(continued from previous page)

issues covered in other courses, students in seven of the eight sections receive partial credit for their work. "We have officially put in the syllabus—sometimes with a very precise number value attached, sometimes just with a vague statement—that the students' grade and credit will be determined in part based on the evaluation of the work they do on the English side," Dr. Conn explained.

The Pre-Freshman/PENNCAP Program may emphasize academic excellence, but recreation isn't ignored completely. To keep participants entertained, peer counselors—15 undergraduate students, most of whom took part in past programs—arrange everything from parties to shopping excursions, dances to tours of historic sites in Philadelphia.

"We have activities planned all the time," said Stacey-Ann Christian (C'98), a peer counselor who completed the 1994 Pre-Freshman/PENNCAP Program. "Every weekend, we take them somewhere."

Recreation and social events give the freshmen a temporary escape from the intense studies, as well as familiarize the students with the city, the campus and each other. "All of

(continued on page 10)

The Penn Index*

(Everything you wanted to know about the Class of '99)

Mean SAT Verbal score: 600

Mean SAT Math score: 686

Percentage of international students: 9%

Number of foreign countries represented: 61

Percentage of students living on campus: 99%

Number of states *not* represented in the Class of '99:

4 (Montana, Idaho, North and South Dakota)

Total Pennsylvania residents: 438

Percentage of class with minority designation: 34%

Top squash players: 1

Number of Mayor's Scholars: 33

Number of champion snowboarders: 1

Membership in National Honor Society:

nearly everyone!

Number of students who have owned their own

businesses: 17

Percentage of students receiving financial aid:

75% some kind of aid; 45% grant aid

Number of students who worked at least part time through high school: 169

Number of students from the top 5% of their graduating class: 1,611

Total students in the Class of '99 who were captains of their high-school sports teams: 566

Number of nationally ranked figure skaters: 1

Percentage of the Class of '99 who are children of alumni: 10%

Number of valedictorians: 159

Members of the incoming class who are soap stars: 1

Number of published authors: 2

* With apologies to Harper's Magazine

Freshmen Reading Project Examines Tom Stoppard's "Arcadia"

By Jon Caroulis

Tom Stoppard's "Arcadia" recently closed at Lincoln Center, but it thrived on campus last week as the focus of the Freshmen Reading Project.

By combining physics, math and scandalous love affairs, the play examines philosophical and scientific mysteries of the universe and their effects on the human comedy spanning two centuries. With its action appearing on such a broad canvas and mixing the humanities and the sciences, the play was selected as the text for the Freshmen Reading Project's fifth year.

The Reading Project was designed to provide a shared intellectual experience that sets the tone for incoming students. Copies of "Arcadia" and faculty-written guides to the science, math and literature in the play were sent in July to the 2,350 members of the incoming class.

The Class of 1999 reported to residence halls on Sept. 2. The following day, they met with the deans of the four undergraduate schools: Arts & Sciences, Engineering and Applied Science, Nursing, and Wharton. The freshmen gathered in 130 groups of 15 to 20 participants to discuss the play with faculty and staff. Freshman Convocation with an address by Penn President Judith Rodin followed in Irvine Auditorium.

"'Arcadia' is a play about the intersection of two groups of people, separated in time by almost two centuries, but connected by blood, culture, science, mathematics, literature and even landscape into a common human situation," said Dr. Christopher Dennis, director of Penn's Academic Programs in Residence and a member of the text selection committee.

"As a text, the play offers us an opportunity to draw together a great range of the disciplines professed by our faculty, and in this way to address the members of the entering class across an extraordinarily broad horizon," Dr. Dennis explained.

"We really want to encourage intellectual talks and exchanges. We assume the social interaction will happen without promoting, but we're giving people permission to interact intellectually with the people they'll be living with for a year."

"Arcadia" was selected by a committee that included faculty from various disciplines and members of the Student Council on Undergraduate Education. Before its



Photograph by Mark Garvin

Dr. Rodin led one of the 130 discussion groups.

final curtain fell at the Vivian Beaumont Theater on Aug. 27, the play had won the New York Drama Critics' Circle Award as the best play of 1995. Drama critic Clive Barnes had called it "the best Broadway play for many, many a season."

Students will have another opportunity to ponder "Arcadia" when Mr. Stoppard visits Penn on Feb. 6-8, 1996, as part of the Steinberg Symposium. The Czechoslovakian native will meet with students and faculty to discuss "Arcadia" and other works.

Previous Freshmen Reading Project texts include Euripides' "The Bacchae," the autobiography "Narrative of the Life of Frederick Douglass, An American Slave," Mary Shelley's "Frankenstein, or the Modern Prometheus" and Alan Lightman's "Einstein's Dreams."

(Pre-Freshmen/PENNCAP Program,
continued from page 9)

my really close friends were in the program," Ms. Christian offered, "and we lived together after the Pre-Freshman Program."

Friendship is just one of the long-term benefits of the program. Delores Hill—assistant director of the Department of Academic and Support Services, and coordinator of the Pre-Freshman/PENNCAP Program—encourages the students to take advantage of counseling, career planning and the other support services available during their college careers. In that way, participants become apprised of the sources of information on campus and connect to a network of social and academic advice.

"During the school year, it was a lot easier for me because if I had problems and needed tutoring, I could get tutoring for free," Ms. Christian said. "Everything was there for me to use, while I know there were a lot of other kids who didn't even know that half of the stuff was there, basically."

As part of the doctoral dissertation she defended last summer, Erica O'Neal (GSE'94) showed that students who took part in the Pre-Freshman/PENNCAP Program outperformed their peers. For a year, she tracked a group of freshmen who had completed the program, comparing them against a group who hadn't. "There was a measurable difference in how they did in their classes, in how they adapted to the structure of Penn," Dr. DeTurck recalled.

Participants claim the program has had a positive impact on their lives. The Provost's Council on Undergraduate Education reported that "students noted the importance of the Pre-Freshman Program in their own transition."

Instructors, like students, speak very highly of the program. They particularly appreciate the freedom it allows.

"It's an unparalleled opportunity for incorporating new ideas about teaching," said Dr. Gladney. "We make use of technology that is difficult to incorporate in a regular semester...and we are completely free in terms of how we design the courses."

"I promised the graduate students...that it's a very exciting opportunity for them to work with some of the university's very senior people on the science side," Dr. Conn noted. "Most of us in English don't get a chance to do that. So it should be educational for them."

Harkavy to Address Urban Issues

Ira Harkavy, director of the Center for Community Partnerships, will participate in a national symposium on the future of America's cities. Moderated by Henry Cisneros, U.S. Secretary of Housing and Urban Development, the City Symposium will bring together some of the country's most profound thinkers to Washington, D.C., Sept. 20-21.



Dr. Ira Harkavy

During the two days of open discussion and debates on the problems cities are facing in light of technological and economic changes, attendees will be addressing several issues—ranging from the very survival of American cities to rebuilding

social and civic responsibility that may be critical to the revitalization of urban areas.

Dr. Harkavy is a nationally recognized proponent of urban universities' commitment to grassroots change in surrounding neighborhoods. He has been arguing for years that "universities cannot afford to remain shores of affluence, self-importance and horticultural beauty at the edge of inland seas of squalor, violence and despair."

The symposium's participants will come from the public, private and non-profit sectors. The format will be similar to President Clinton's recent Economic Summit.

Dr. Harkavy will serve as a lead participant in one of the four sessions and as an active discussant for the others. "I believe this symposium will serve as the beginning of a national dialogue on the role of cities in America's future," Secretary Cisneros said.

Penn Women's Center Prepares for a Larger Home on Locust Walk

By Esaúl Sánchez

Penn Women's Center is getting ready for a new home on Locust Walk and 37th Street. "Things are moving along," said Elena M. DiLapi, PWC director. "Since Dr. Rodin cut the ribbon in the spring, there have been ongoing meetings with the architects and the facilities planning people. The overall design work is pretty much complete, and progress continues." The move is scheduled for September 1996.

PWC is a resource for faculty, students, staff and community members concerned about women's issues. Originally established to address women's safety and health, the PWC provides support and counseling for survivors of violence and harassment. It also assists individuals, departments, student groups and schools with training and consultation on ways to respond to specific situations.

"We work with a variety of campus groups," Ms. DiLapi explained, "to help educate Penn people about acquaintance rape and available resources. Beyond safety issues, the PWC also helps identify needless barriers—such as harassment that interferes with work or studies—that may stand between women and their goals, and encourages women's leadership development."

At the PWC's current location, 119 Houston Hall, "our files are in boxes, and we are very cramped, given the number of people we serve and the full range of our activities," she added.

Gloria Gay, associate director, noted that the larger center and its location are vital to the PWC and its mission. "Having women on the Walk is really important for women to have a positive image, a positive space and visibility like all the men have," she said.

Beijing Through One Woman's Eyes

DR. FARAH JASMINE GRIFFIN, ASSISTANT PROFESSOR OF ENGLISH, GIVES THE PENN COMMUNITY AN INSIDE LOOK AT CHINA.

Air China Flight number 1986 was scheduled to leave San Francisco for Beijing at 8 p.m. An hour after its scheduled departure, I sat in the San Francisco airport with over 500 American women anxiously awaiting our trip to Beijing. We are delegates of the Citizen Ambassador Program of People to People International, an organization founded by Dwight Eisenhower in 1956.

A throng of news reporters, cameras and placard-carrying citizens awaited the arrival of the flight from Beijing. Finally, the plane arrived, and Harry Wu stepped out to flashes and cheers. From then on I had the feeling that much of this trip would find its way in the media. Little did I know that the Harry Wu moment would be the last time that you at home would see the China I experienced on my journey.

By now, you have seen a bevy of news reports from the NGO Forum Huiyou County and the official U.N. Conference in Beijing. These reports have familiarized you with the heavy surveillance of activists, the silencing of dissidents, the anger of participants. The reports have not relayed, perhaps cannot relay, the incredible charge, the vibrancy, the energy of women from throughout the world, even from China, who are devoted to changing the global status of women.

The news cameras cannot capture the generosity and curiosity of Beijingers as they offer their city to strangers and wave at busloads of foreigners. I fear you will never hear the giggles of pre-schoolers dressed in brightly colored costumes, dancing, drumming and giving the best they have to offer at the opening ceremonies of the NGO forum. You will not see the tiniest little girls about to burst with the secret that in their hands they hold the gift of live doves that they send into the sky as a gesture of welcome and peace. They are so young their teacher accompanies them during their

performance—a gentle nudge here, an encouraging smile there.

The networks cannot tell you of the defiant writer and elected official Wu Ching who goes against the party line about the progress of women in China and who nonetheless tells a rather patronizing American woman that Chinese democracy must grow from Chinese soil, have Chinese character, cannot be imposed from without.

Nor can the cameras give you a sense of the diversity of the Chinese people. There are over 55 ethnic minorities in China. After my presentation on Black women writers in the United States has been translated into Chinese, one woman, a member of the Miao minority, comes to me, holds and squeezes my hand and gives me her card.

On my last day in China, I go to Huiyou. It is raining and as you know by now, we are all soaking wet and yes there are plainclothes security men and cameras everywhere. However, I find my way to a tent, under which are gathered over 50 women for a session, organized by Fahamesha Patricia Brown, titled "I am a Black Woman: The Varied Voices of Black Women Writers."

There are black women from the United States, Australia, the South Pacific, Papua New Guinea, East Africa and Germany. But there are also two Indian women from South Africa; a white American woman from Georgia; two Chinese women, one a student of English, the other a novelist from Northern China; and a wide-eyed 15-year-old from Norway who tells us she misses her mother. There under the tent, huddled together against the wind and the rain, we mother the 15-year-old, share poetry and talk about the necessity of our writing and the role of literature in



Dr. Farah Jasmine Griffin

women's personal and political liberation.

At home I watch the news all night in order to see what you have been seeing: the rain, the confrontations, the repression of free speech...and then, footage from a silent, candle-light demonstration...the closing shot focuses in on a familiar face, the Norwegian teenager wide-eyed with anticipation. Finally, perhaps, this once we all can see the world of possibility through her eyes.

A South Philadelphia native, Dr. Griffin has written about African-American migration from the rural South to northern cities. Her book, "Who Set You Flowin'," was published recently by Oxford University Press. She attended Philadelphia public schools and was a scholarship student at the Baldwin School in Bryn Mawr. Dr. Griffin graduated from Harvard in 1985 with a degree in history and English literature and earned a Ph.D. degree in American Studies from Yale.

Passion for Statistics Leads Dr. Massey Across the Border

By Esaúl Sánchez

Douglas Massey's research into Mexican migration began far from the border.

As a third-grader in Olympia, Wash., Dr. Massey started to study Spanish. He visited Spain during high school and continued to study Spanish in college, but not with any particular purpose or passion.

These unconnected threads suddenly came together when Dr. Massey discovered a single statistic: Mexicans working in the United States supported 85 percent of the families in one Mexican village.

"That's when the Mexican bug first bit me," he explained. "Mexico is a very complicated, very different country. The more you learn about it, the more you realize what you don't know. The more you don't know, the more you want to learn. It's kind of a self-defeating, self-perpetuating process."

Now Penn's Dorothy Swaine Thomas professor of sociology, Dr. Massey stayed at Princeton as a postdoctoral fellow after completing his Ph.D. in demography. A friend urged him to speak to an anthropologist who had just returned to Princeton after living for a year in a Mexican village.

"The anthropologist had filled lots of field notebooks with data but didn't know how to analyze it," Dr. Massey recalled. "I had majored in Spanish and anthropology before the Ph.D. Studying the migration patterns of this Mexican village made use of all my talents."

To expand upon the discoveries in that first encounter with Mexico, he collaborated with Mexican anthropologist Jorge Durand of the University of Guadalajara a few years later. This collaboration has lasted more than 12 years. Dr. Durand usually brings the qualitative approach of anthropology to their partnership, while Dr. Massey contributes the statistic formulations of demographics.

Traditionally, immigration studies rely on surveys that use standardized questionnaires, which are then analyzed using statistics. Anthropologists do their work by engaging in one-to-one conversations.

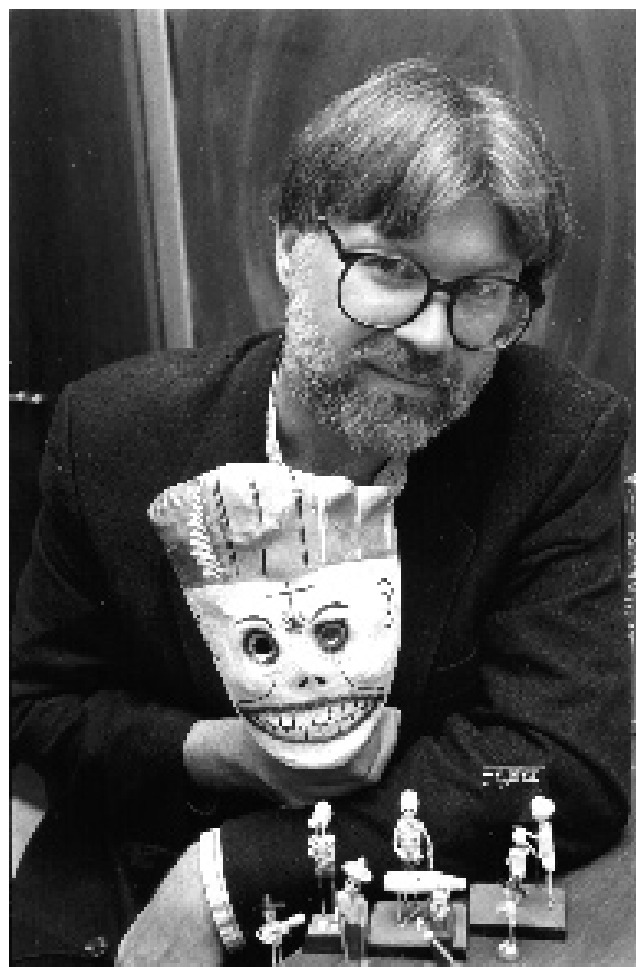
"Ironically, qualitative methods get better statistics," said Dr. Massey. "Anthropologists go to the communities and develop trust with their subjects. Since migration is a sensitive issue, being directly connected to the lives of the people helps in reporting more accurately what's really going on. The resulting data is fuller, richer and more accurate."

"The statistics are still needed to nail down the arguments that can then be transformed into policy," he added.

Through their studies, Drs. Massey and Durand have shown that:

- Money earned by immigrant workers in the United States is a crucial source of foreign exchange for Mexico. It adds about \$2 billion to the Mexican economy.
- Border enforcement policies are not effective because the chances of being caught are low. Immigrants are not deterred by being caught and keep trying until they succeed.
- The primary reason for undocumented migration to the United States is the existence of family ties to current or former migrants, who pass along their knowledge on how to migrate successfully. That knowledge includes how to cross the border, where to cross it, where to go to find a job and where to live in the United States.
- The Immigration Reform and Control Act of 1986 had no effect in deterring undocumented migration from Mexico. The act's real effect was to undermine wages and worsen working conditions for immigrants.

Dr. Massey has testified before Congress on a number of occasions and has participated in commissions that deal with migration issues. He has also briefed State Department officials on his findings.



Photograph by Candace diCarlo

Dr. Douglas Massey

"What I say is not popular. Immigration policy is not driven by facts; it's driven by emotional politics," he said. "Right now there is a lot of hysteria against immigrants. Maybe when the hysteria subsides, we will look at policies based on facts."

In Dr. Massey's opinion, the United States should recognize that Mexican immigration is a permanent part of our national life.

"What we've had is a policy of denial that results in lower wages and poor working conditions for Mexicans as well as Americans," he noted. "Instead we should legalize the flow, provide temporary working permits and encourage workers to return. Most Mexicans are here only to work and would rather live in Mexico. But we will have to recognize also that many of them will become permanent residents of the United States."

Known for Its Maverick Programming, WXPB Gains Overdue Recognition for Fund Raising and Promotion

By Jerry Janda

With programs such as "World Cafe," the nationally syndicated Triple A (Adult Acoustic Alternative) show hosted by David Dye, and "Kid's Corner," the Peabody Award-winning call-in program for children hosted by Kathy O'Connell, WXPB has long been regarded as an on-air innovator; but its off-air efforts have often been overlooked. Until recently.

At this year's Public Radio Development Conference, held in Atlanta, WXPB's development team of 10 full- and part-time employees and more than 200 volunteers finally received national recognition. As part of the annual event, the Corporation for Public Broadcasting (CPB) sponsors a contest to reward industry standouts. In 1995, WXPB, 88.5 FM, brought home two prestigious CPB Awards—the maximum number a single station can win.

"One is for events and promotions," said Adzua Backman, WXPB's marketing director, "and the other is for development, which is fund raising."

"Until we won these awards, we were viewed as a maverick in terms of the format, but we weren't recognized for also being a trailblazer in fund raising," added Ronnie Norpel (W'84), marketing representative. "Now, the other side of the station has been recognized."

To enter the CPB contest, develop-

ment teams submit proposals for raising money, increasing membership and promoting their stations. WXPB's development team took this opportunity to demonstrate their unique brand of marketing. "The way we raise funds on the air and through underwriting is a little bit different than your traditional public radio station," said Ms. Backman.

Unlike the typical public station, WXPB doesn't stoically saturate potential donors with pleas for cash. Instead, the station puts the fun back in fund raising. WXPB's development team writes personal donation requests—as opposed to form letters—and plans special events that are more

like parties than fund-raisers. One such event won the station a CPB Award.

"The event we emphasized was the Singer/Songwriter Weekend we have each summer at Penn's Landing," explained Quyen Ho (C'93), membership director. "We showed stations how they can put on a risk-free event and raise a lot of money."

Although unorthodox, WXPB's methods work. Consider the station's successes in 1994. "We reduced the number of days spent on on-air fund raising, without a loss of money, and significantly increased corporate membership," Ms. Ho said.

Through its marketing campaigns, WXPB has proven that self-sufficien-

cy isn't impossible for public radio—an important point, given the current political climate. "Newt Gingrich wants to zero out the government funding of public broadcasting," Ms. Norpel offered. "We have shown a way to build up the financial resources from the membership and corporate underwriting so that we become less and less dependent on government funding."

A Bash for Its 50th Birthday

WXPB, 88.5 FM, turns 50 this week, and the station plans to "party, party, party," according to Adzua Backman, marketing director.

Founded in 1945 by World War II veterans, WXPB has spent the last five decades breaking ground in broadcasting. To commemorate its half-century on the airwaves, the station is sponsoring a series of on- and off-air events.

The celebration started officially yesterday. WXPB has introduced a series of special programs, highlighted by the station's daily feature on the "50 Most Significant Artists of the WXPB Era."

This Friday, WXPB will launch the "Magical History Tour." David Dye, host of "World Cafe," and WXPB members and volunteers will visit memorable radio "spots" in the city, including the Hot Club, the original WMMR building and studios of WDAS. The tour will end with a free concert with Jonatha Brooke at the Tin Angel.

On November 18th, WXPB will hold its 50th birthday party at the Academy of Natural Sciences.

For more information, call WXPB at (215) 898-6677.



The following policy, published by the Vice Provost for Research For Comment on April 11, 1995, has been adopted and is effective October 1, 1995.

Financial Disclosure Policy for Sponsored Projects

Background

The National Science Foundation (NSF), and the U.S. Public Health Service including the National Institutes of Health (NIH) have issued, new regulations which require disclosure of personal financial interests by Principal Investigators (PIs) and others engaged in a project being proposed to those agencies, when such interests would reasonably appear to be affected by the research or other activity being proposed. These regulations require that the University have in place a policy on conflicts of interest which:

- 1) requires such financial disclosure by PIs and others (including interests of their spouses and dependent children) responsible for the design, implementation and reporting of the proposed research;
- 2) designates an individual(s) to review disclosures, determine if a conflict of interest exists, and resolve problems related to conflicts;
- 3) provides enforcement mechanisms and sanctions for individuals who fail to comply;
- 4) provides for notification to the responsible agency; and
- 5) assures the maintenance of records for at least three years after a project has been completed.

In addition, each proposal submitted to the NSF and NIH will require certification by the institutional official who signs the proposal, that the individuals have made appropriate disclosures, and that, if there are any real or apparent conflicts of interest, the institution will have eliminated, reduced or managed such conflicts before expenditure of any funds under the award.

The Financial Disclosure Policy described below will apply to proposals and applications submitted to NSF and NIH on or after October 1, 1995. The Policy will be supplementary to the University's current Conflict of Interest Policy for Faculty (see Handbook for Faculty and Academic Administrators, Section II.E.1). A list of University policies related to the proposed Financial Disclosure Policy may be found in Appendix 1.

Policy Definitions

Administrator means cognizant Dean, or his/her designee, for Investigators who are faculty or staff of a School. When there is no cognizant Dean, as in the case of the staff of some Centers and Institutes, the Center or Institute Director will be the Administrator.

Investigator means a Principal Investigator, Co-Principal Investigator, or others (e.g., individuals with supervisory or oversight function in the context of a large grant) responsible for the design, implementation and reporting of the proposed research.

Significant financial interest means anything of monetary value, including, but not limited to, salary or other payments for services (e.g., consulting fees or honoraria); equity interests (e.g., stocks, stock options or other ownership interests); and intellectual property rights (e.g., patents, copyrights and royalties from such rights). The term does not include:

- salary, royalties or other remuneration from the University;
- income from service on advisory committees or review panels for public or non-profit entities;
- income from seminars, lectures, or teaching engagements sponsored by public or non-profit entities; or
- an equity interest that when aggregated for the Investigator and the Investigators spouse and dependent children, meets both of the following tests: does not exceed \$10,000 in value as determined through reference to public prices or other reasonable measures of fair market value;

and does not represent more than five percent (5%) ownership interest in any single entity; or

- salary, royalties or other payments that when aggregated for the Investigator and the Investigator's spouse and dependent children, are not expected to exceed \$10,000 during the next twelve-month period.

Procedures

Disclosure. Prior to submission of a grant proposal an investigator may seek advice from the Conflict of Interest Committee as to whether any real or apparent conflict of interest exists with respect to a sponsored program for which an application is being prepared. Investigators must at the time a proposal is submitted to ORA for approval, certify on the ORA Transmittal/Approval Form whether or not they, or their spouses and dependent children, have any significant financial interests that would reasonably appear to be affected by the activities proposed to be funded, thus creating a potential conflict of interest. When an Investigator indicates that there may be a potential conflict of interest, he/she must complete a Statement of Potential Conflict of Interest form (see Appendix 2) and submit it to ORA with (or in advance of) the proposal. ORA will not submit a proposal until the Investigator(s) have certified whether a conflict or potential conflict exists, and, if necessary, submitted a Statement of Potential Conflict of Interest. Investigators must update financial disclosures during the period of an award when new reportable significant financial interests are acquired. Where pertinent, addition of new investigators to an ongoing award activity will require an updated financial disclosure.

Review. Prior to expenditure of any funds under an award, the Conflict of Interest Committee (see Appendix 3) will review the Statement(s) of Potential Conflict of Interest, determine if, in its judgment, any actual or potential conflicts of interest are present, and if so, recommend to the Vice Provost for Research how such conflicts should be eliminated, reduced or managed. Examples of conditions or restrictions that might be imposed to manage, reduce or eliminate actual or potential conflicts of interest include:

- public disclosure of significant financial interests;
- monitoring of research by independent reviewers;
- modification of the research plan;
- disqualification from participation in the portion of the funded research that would be affected by the significant financial interests;
- divestiture of significant financial interests; or
- severance of relationships that create actual or potential conflicts.

If the Committee determines that imposing conditions or restrictions would be either ineffective or inequitable, and that the potential negative impacts that may arise from a significant financial interest are outweighed by interests of scientific progress, technology transfer, or the public health and welfare, then the Committee may recommend that the research go forward without imposing such conditions or restrictions.

Implementation. The Vice Provost, on recommendation of the Conflict of Interest Committee and in consultation with the responsible Administrator(s), will decide how the real or potential conflict is to be managed, reduced, or eliminated. An award will not be accepted until this decision is made and agreed to by the Investigator(s).

The decision will be conveyed by letter to the responsible Administrator(s), who will be responsible for assuring that the decision of the Vice Provost is implemented. Copies of the letter will be sent to the Chairman of the Conflict of Interest Committee and to the involved Investigator(s). The Investigator will reply by letter (Appendix 4) indicat-

OF RECORD

ing either acceptance of the decision, or an inability to carry out the decision, or a disagreement with the decision. Every effort should be made by the Vice Provost to reach accord with the Investigator(s). In the event agreement is not reached, appeals to decision(s) of the Vice Provost may be made by the Investigator(s) and/or responsible Administrator to the Provost. The decision of the Provost shall be final.

Administrators will submit an annual report to the Vice Provost for Research, describing their implementation of the Vice Provost's decisions with respect to Investigators for whom they are responsible.

Enforcement and sanctions. A complaint alleging that an Investigator has violated this policy or failed to comply with a decision of the Vice Provost for Research for the management, reduction, or elimination of a conflict should be brought to the attention of the Vice Provost for Research. While the procedure for handling a complaint will depend upon the particulars of the complaint, normally the Vice Provost will interview the person bringing the complaint and the Investigator who is alleged to have violated the policy or failed to comply with a decision. If the complaint is not resolved or the violation or failure to comply remedied informally by the Vice Provost, the Vice Provost shall conduct an investigation, with the assistance of the cognizant Administrator and/or other appropriate University offices. If, as a result of the investigation, the Vice Provost believes that sanctions are warranted, he/she shall consult with the Provost and the cognizant Administrator to aid in determining an appropriate sanction, including whether there is substantial reason to believe that just cause exists for imposition of a major sanction, including suspension or termination of a faculty appointment.

When an Investigator is a faculty member and the Provost or the cognizant Dean determines that action should be taken for imposition of a major sanction, including suspension or termination of a faculty appointment, the Dean shall refer the matter to the Committee on Academic Freedom and Responsibility of the School for proceedings in accordance with the procedures set out in Section II.E.10 of the Handbook for Faculty and Academic Administrators.

Notification of sponsor. NIH requires that the University report to the Awarding Component the existence but not the substance of a conflicting interest, and assure that it has been managed, reduced, or eliminated. The University will inform the sponsor if it finds that it is unable to satisfactorily manage an actual or potential conflict of interest. It will be the responsibility of the Investigator(s) and responsible Administrator(s) to notify the Vice Provost for Research if at any time the recommendations of the Committee and the Vice Provost cannot be fulfilled. The Vice Provost or his/her designee will be responsible for notifying the sponsor.

Confidentiality. The confidentiality of all transactions pertaining to financial disclosure forms must be strictly maintained by all those involved in the process.

Record retention. Records of all financial disclosures and of all actions taken to resolve actual or potential conflicts of interest shall be maintained for at least three years after the termination or completion of the award to which they relate, or the resolution of any government action involving those records.

Appendix 1

University policies related to the Financial Disclosure Policy :

1. University of Pennsylvania: Conflict of Interest Policy for Faculty Members, *Almanac* March 8, 1993; and *Handbook for Faculty and Academic Administrators*, Section II.E.1.

2. University of Pennsylvania: Policy Information for Potential Commercial Sponsors of Research at the University of Pennsylvania, *Almanac* May 17, 1983.

3. University of Pennsylvania: Guidelines for Student Protection in Sponsored Research Projects and Student Access to Information Regarding Sources of Financial Support, *Almanac* October 21, 1986.

4. University of Pennsylvania: Use of Consultants, Office of Research Administration, Research Investigators Handbook, pp 58-59, 1990.

5. University of Pennsylvania: Guidelines for Extramural Activities, Associations, and Interest for Staff, *Human Resources Policy Manual*, February 1, 1990.

6. University of Pennsylvania: Patent and Tangible Research Property Policies and Procedures of the University of Pennsylvania, *Almanac* March 15, 1994.

Appendix 2

University of Pennsylvania

Statement of Potential Conflict of Interest

Name: _____ Title: _____

Department: _____ School: _____ Date Submitted: _____

Requirement for Financial Disclosure

The University requires that an Investigator, at the time a proposal for funding is submitted, disclose significant financial interests (i) that would reasonably appear to be directly and significantly affected by the research or educational activities to be funded by the agency; or (ii) in entities whose financial interests would reasonably appear to be directly and significantly affected by such activities.

Definition of Significant Financial Interest

Significant financial interest means anything of monetary value, including, but not limited to salary or other payments for services (e.g., consulting fees or honoraria); equity interests (e.g., stocks, stock options or other ownership interests); and intellectual property rights (e.g., patents, copyrights and royalties from such rights). The term does not include

- (i) salary, royalties or other remuneration from the University;
- (ii) income from seminars, lectures, or teaching engagements sponsored by public or nonprofit entities;
- (iii) income from service on advisory committees or review panels for public or nonprofit entities; or
- (iv) an equity interest that when aggregated for the Investigator and the Investigator's spouse and dependent children, if it meets both of the following tests: does not exceed \$10,000 in value as determined through reference to public prices or other reasonable measures of fair market value, and does not constitute more than five percent ownership interest in any single entity; or
- (v) salary, royalties of other payments that when aggregated for the Investigator and the Investigator's spouse and dependent children over the next twelve months, are not expected to exceed \$10,000.

Note: Be sure to categorize appropriately the significant financial interests referred to above. However, please note that individuals should not report holdings in mutual funds, or pension accounts, and are not expected to list individual dollar amounts for any entity disclosed.

Based upon the above definition:

1. Please identify below any significant financial interests as defined above which might constitute a conflict of interest in the conduct or reporting of the research or other activities proposed herein. (Use additional sheets if necessary.)

2. Please identify below anything in your opinion that would not compromise your objectivity, but might have the appearance of so doing. (Use additional sheets if necessary.)

Certification

I certify that the above information is complete and true to the best of my knowledge and that I have read the University's policies related to conflict of interest as described in the *Handbook for Faculty and Academic Administrators* Section II.E.1., Conflict of Interest Policy for Faculty and the supplementary Financial Disclosure Policy for Sponsored Projects. This information is provided with the understanding that its review shall be conducted in confidence by appropriate University officials. The information may only be released by the University 1) in statistical or aggregate form that fully protects my privacy, or 2) to comply with the requirements of the sponsors of this research, or 3) as may be required to comply with University policies and procedures or any applicable legal requirements, or 4) with my written permission.

(Signature _____)

Appendices continue next page

OF RECORD: Addition to the Handbook(s)

Appendix 3

Conflict of Interest Standing Committee (CISC)

Procedures

The Conflict of Interest Standing Committee (CISC) reviews and makes recommendations on the resolution of cases of potential or real conflict of interest which arise from technology transfer activities or from sponsored projects of the University or its faculty. The recommendations of the CISC are transmitted to the Vice Provost as advice on the disposition of cases involving potential conflicts of interest, including a determination whether a real or potential conflict exists, and proposals on how such conflicts should be eliminated, reduced, or managed. The Vice Provost may accept the recommendations or may return them to the CISC for further consideration, revision, or clarification. The proceedings of the CISC are confidential, including all documents, drafts, and discussions.

Cases involving potential conflict of interest may be referred to the CISC by the Center for Technology Transfer (CTT), by the Office of Research Administration (ORA), by University or School administrators, Department Chairs, or individual faculty. The staff of the Center for Technology Transfer (CTT) is responsible for referring to the CISC cases which arise from applications under consideration by the CTT. The ORA staff is responsible for referring to the CISC cases which arise from applications for sponsored research support. Cases from other sources. Deans, Department Chairs, or individual faculty may refer cases of potential conflict of interest to the Chair or staff of the CISC, who will review them, determine whether they are appropriate for consideration, and present them for review by the committee.

Membership

The CISC consists of approximately 10 members of the standing faculty appointed by the Vice Provost for Research. Faculty members are expected to serve as members of the University and not as advocates for specific schools or constituencies. There are three ex-officio members, the Executive Director, Sponsored Programs, the Managing Director, Center for Technology Transfer, and an attorney from the Office of the General Counsel. In addition, invitations to meetings are extended to professional staff of the Center for Technology Transfer and to selected professional staff from the Schools. The CISC is chaired by a faculty member appointed by the Vice Provost. Staff support for the CISC is provided by the Office of Research Administration and/or the Center for Technology Transfer, which will designate an individual to serve as Secretary of the Committee.

All faculty members, plus the Director, Office of Research Administration, and the Director, Center for Technology Transfer have voting rights. Other attendees participate in discussion but do not vote.

Meetings

Attendance. Meetings are limited to CISC members, invited staff, and other invitees, and are not open to the public.

Quorum. A quorum consists of over half of all voting members. In general, an attempt will be made to insure that there is a quorum present at all meetings. The CISC Chair, at her/his discretion, may require that certain decisions be approved by a majority of all voting members not just a majority of those attending a specific meeting. Final versions of recommendations will usually be approved by mail/FAX in order to insure that all voting members have an opportunity to register their opinions.

Conflicts for Committee Members

A CISC member is recused from discussion of a particular case under the following conditions:

- (1) The case involves a member of the same department.
- (2) The CISC member has a personal interest because of inter-departmental relationships, such as collaboration with the faculty member whose case is under consideration.
- (3) The CISC member has a fiscal interest in the case under discussion.

Special exceptions to these guidelines may be made but only with the prior approval of a majority of the voting members.

Appendix 4

University of Pennsylvania Memorandum of Understanding for the Management of Potential Conflict of Interest

Name _____ Title _____

Department _____ School _____

Date of Original Statement of Potential Conflict of Interest _____

I have read the decision of the Vice Provost for Research on how the potential conflict of interest disclosed in my Statement of Potential Conflict of Interest referenced above and (check one of the following):

- A. I agree with the decision and will abide by it.
- B. I do not agree with the decision. However, I believe the potential conflict of interest can be resolved as follows:
[. . .]

- C. I do not agree with the decision and request that it be reviewed by the Provost.

(Signature _____)

Environmental Health & Safety Materials Available

Updated Exposure Control Plan

As required by the OSHA Bloodborne Pathogens Standard, the Office of Environmental Health and Safety (OEHS) revised the *University of Pennsylvania Exposure Control Plan*. The plan includes new information from the Centers for Disease Control and Prevention on reducing the risk of tuberculosis transmission in health care settings. It also establishes practices and procedures to eliminate or minimize occupational exposure to blood-borne pathogens. To obtain a hard copy of the plan, call OEHS at 898-4453. The plan may also be downloaded from the OEHS web site, <http://www.oehs.upenn.edu>.

Principal Investigators/Area Supervisors must complete the plan if they work with human blood, blood products and other potentially infectious materials such as: Human Immunodeficiency Virus, Hepatitis B Virus, non-A non-B hepatitis virus(es), Human T-cell Lymphotropic Virus type I, malaria, babesia, brucella, leptospira, arboviruses, relapsing fever, Creutzfeld-Jakob Disease agent and viral hemorrhagic fever. The completed plan must be readily accessible to all employees who work with these materials.

New Biological Safety Manual

The second edition of the *University of Pennsylvania Biological Safety Manual*, developed by the Office of Environmental Health and Safety, is now available. The manual was mailed to biomedical laboratory faculty and staff during the month of August. The manual contains guidance on safe laboratory practices for work with biohazardous or potentially infectious agents or materials.

If you would like a copy of the new manual, please call OEHS at 898-4453. The manual may also be accessed at the OEHS web site, <http://www.oehs.upenn.edu>.

OPPORTUNITIES at PENN

Listed below are the job opportunities at the University of Pennsylvania. To apply please visit:

University of Pennsylvania Job Application Center
Funderburg Information Center, 3401 Walnut Street, Ground Floor
Phone: 215-898-7285

Application Hours: Monday through Friday, 9 a.m.-1 p.m.

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

Application Center—Funderburg Center, 3401 Walnut Street (Ground level) 9 a.m.-1 p.m.
 Blockley Hall—418 Guardian Drive (1st Floor and 2nd Floor)
 Dental School—40th & Spruce St. (Basement-across from B-30)
 Houston Hall—34th & Spruce St. (Basement-near the elevators)
 Wharton—Steinberg Hall-Dietrich Hall (next to Room 303)

Job Opportunities and daily postings can also be accessed through PennInfo. A position must be posted for seven (7) calendar days before an offer can be made. The Job Opportunities Hotline is a 24-hour interactive telephone system. By dialing 898-J-O-B-S and following the instructions, you can hear descriptions for positions posted during the last three weeks. You must, however, have a push-button phone to use this line.

The University of Pennsylvania is an equal opportunity employer and does not discriminate on the basis of race, color, sex, sexual or affectional preference, age, religion, national or ethnic origin, disability or veteran status.

WHERE THE QUALIFICATIONS FOR A POSITION ARE DESCRIBED IN TERMS OF FORMAL EDUCATION OR TRAINING, PRIOR EXPERIENCE IN THE SAME FIELD MAY BE SUBSTITUTED. POSITIONS WITH FULL DESCRIPTIONS ARE THOSE MOST RECENTLY POSTED.

ANNENBERG SCHOOL

Specialist: Clyde Peterson

WORD PROCESSING OPERATOR II (08296CP)
 G8;\$17,943-22,400 9-1-95 Annenberg School

ARTS AND SCIENCES

Specialist: Nancy Salvatore

INFORMATION SYSTEMS SPECIALIST I (08304NS) Provide computing support for students and faculty in the social sciences; design and install international and economic databases; perform statistical analysis and data management using SAS and other statistical packages; provide consulting services related to computer data analysis, the use of statistical and econometrics software; using SAS, UNIX and DOS. **Qualifications:** BA/BS required, advanced degree in social science preferred; two-three yrs. experience in the use of microcomputers in research and instruction; specific experience with SAS, Views, Unix and DOS preferred. (End date: 6/30/96) **Grade:** P3; **Range:** \$23,900-31,000 9-7-95 SAS Computing/SSC

ASSISTANT DEAN ACADEMIC ADVISING I (08214NS) (Minority candidates encouraged to apply) **Grade:** P5; **Range:** \$28,800-37,600 8-15-95 CGS

INFORMATION SYSTEMS SPECIALIST II (07088NS) P5;\$28,800-37,600 7-25-95 Psychology

INFORMATION SYSTEMS SPECIALIST II (07103NS)P5; \$28,800-37,600 8-7-95 Sociology

MANAGER ADMINISTRATION & FINANCE (08213NS) P7; \$35,000-43,700 8-15-95 Chemistry

RESEARCH SPECIALIST, JR (03067NS) P1;\$19,700-25,700 3-24-95 Biology

RESEARCH SPECIALIST JR (08263NS) P1; \$19,700 - 25,700 8-29-95 Psychology

RESEARCH SPECIALIST I (08262NS) P2;\$21,700-28,200 8-29-95 Biology

RESEARCH SPEC. I (08261NS) (End Date 9/1/96) P2; \$21,700-28,200 8-29-95 Physics/Astronomy

ALMANAC September 12, 1995

LIMITED SERVICE (MANAGER II) (06009NS) P3; \$17,923-23,246 6-6-95 English/Theatre Arts

ADMINISTRATIVE ASSISTANT. I/II (06102NS) G9/G10; \$17,100-21,400/\$18,700-23,300 6-22-95 SAS Computing

ADMINISTRATIVE ASSISTANT II (04058NS) G10;\$18,700-23,300 8-2-95 Penn Language Center

ADMINISTRATIVE ASSISTANT II (06117NS) G10;\$18,700-23,300 6-27-95 Psychology

ADMINISTRATIVE ASSISTANT II (08179NS) G10; \$18,700-23,300 8-9-95 Economics

ADMINISTRATIVE ASSISTANT III (08226NS) G11; \$19,900-25,300 8-17-95 Romance Languages

LAB SERVICE ASSISTANT (07074NS) G10; \$18,700-23,300 7-18-95 Chemistry

SECRETARY MED/TECH (04081NS) G9; \$17,100-21,400 4-28-95 Mathematics

SECRETARY MED/TECH (07071NS) G9; \$17,100-21,400 7-18-95 Chemistry

STATISTICAL TECHNICIAN (06120NS) G12; \$22,200-28,600 6-27-95 Psychology

TECHNICIAN, AUDIO VISUAL II (08178NS) G11; \$19,900-25,300 8-9-95 SAS Computing

PART-TIME (TECH, ASSISTANT LAB ANIMAL) (08241NS) (20 HRS) **Grade:** G7; **Range:** \$7.967-9.945 8-22-95 Psychology

DENTAL SCHOOL

Specialist: Clyde Peterson

DIRECTOR III (07095CP) P6; \$31,900-40,600 7-25-95 FISOPS

RESEARCH SPECIALIST I (06060CP) P2; \$21,700-28,200 6-23-94 Pathology

CLERK III (08238CP) G6; \$13,600-16,700 8-21-95 Clinic Management

DENTAL ASSISTANT I (40 HRS) (07097CP) (07098CP) G7; \$16,571-20,686 7-24-95 Dental Med.

DENTAL ASSISTANT III (07107CP) G10; \$18,700-23,300 7-25-95 DAU

DENTAL ASSISTANT III (07115CP) G10; \$18,700-23,300 7-28-95 DAU

RESEARCH LAB TECHNICIAN III (11021CP) G10; \$18,700-23,300 11-10-94 Microbiology

ENGINEERING/APPLIED SCIENCE

Specialist: Clyde Peterson

MANAGER ADMINISTRATION & FINANCE (07056CP) P7; \$35,000-43,700 7-17-95 CIS/IRCS

SYSTEM PROGRAMMER II (08055CP) (Ongoing Contingent on Funding) P7; \$35,000- 43,700 5-17-95 CIS/IRCS

EXECUTIVE VICE PRESIDENT

Specialist: Nancy Salvatore/Susan Curran

ACCOUNTANT/FINANCIAL ANALYST I (081-63NS) P6; \$31,900-40,600 8-30-95 Student Financial Services

DIRECTOR VI (07041NS) P9; \$42,300-52, 900 7-13-95 Student Financial Services

DIRECTOR, CENTER TECHNOLOGY TRANSFER (06043NS) Blank; 6-13-95 Center for Technology Transfer

DIRECTOR, FACULTY CLUB (08237NS) P9; \$42,300-52,900 8-21-95 Faculty Club

DIRECTOR INTERNAL AUDIT (08180NS) P12; \$63,700-77,700 8-9-95 EVP

EXECUTIVE CHEF (08236NS) Blank 8-21-95 Faculty Club

FINANCIAL AID OFFICER II (06146NS) P3; \$23,900-31,000 Student Financial Services 7-3-95

MANAGER AUDIT (07032NS) P9; \$42,300- 52,900 7-12-95 Internal Audit

METHODS & PROCEDURES ANALYST, SR. (07063NS) P7; \$35,000-43,700 8-24-95 Executive Vice President

OPERATIONS ANALYST I (08254NS) (08255NS) (Application deadline date: 9/11/95) **Grade:** P5; **Range:** \$28,800-37,600 8-25-95 Executive Vice President

STAFF AUDITOR II (07070NS) P4; \$26,200-34,100 7-19-95 Internal Audit

DISPATCHER SR (40HRS) (08292NS) (08291NS) (Application deadline date: 9/15/95) G8; \$17,943-22,400 9-1-95 Transportation & Parking

EXECUTIVE SECRETARY (40 HRS) (07077NS) G12; \$25,371-32,686 7-17-95 Executive Vice President

ELECTRICAL OPERATOR (08220NS) (08221NS) (08222NS) (08223NS) Union 8-18-95 Physical Plant

FINANCIAL SERVICES ASSISTANT II (08251NS) G10; \$18,700-23,300 8-30-95 Student Financial Services

SECRETARY, SR. (06044NS) G11; \$19,900-25,300 6-12-95 Center for Technology Transfer

GRAD SCHOOL OF EDUCATION

Specialist: Susan Curran

ASSOCIATE DIRECTOR NCAL (08267SC) Blank 8-30-95 National Center on Adult Literacy

RESEARCH SPECIALIST III (08266SC) P4; \$26,200-34,100 National Center on Adult Literacy

PART-TIME (ADMINISTRATIVE ASSISTANT I) (28 HRS) (07134SC) G9; \$9.396-11.758 7-31-95 Development Office

OPPORTUNITIES at PENN

LAW SCHOOL

Specialist: Clyde Peterson

DIRECTOR IV (06035CP) P7;\$35,00-43,700 6-12-95 Law Development & Alumni Relations

SECRETARY IV (06002CP) (*Ongoing contingent on funding availability*).G9;\$17,100-21,400 6-6-95 Center on Professionalism

PART-TIME(ADMINISTRATIVE ASSISTANT II) (28 HRS) (05003CP)(*Ongoing contingent on funding*) G10;\$10,275-12,802 6-8-95 Institute for Law & Economics

MEDICAL SCHOOL

Specialist: Ronald Story/Janet Zinser

REIMBURSEMENT ANALYST I (05104JZ) Obtain, interpret, analyze and communicate information regarding physician reimbursements legislation and third party regulations on an on going basis; review medical records for regulatory compliance with the major third parties; Guide Chart Abstraction regarding regulatory changes; review remittance advises for rejection resolution and appropriate charges and payments; identify and analyze reimbursement levels and trends on a divisional and physician level; perform regular divisional revenue audits; assist with reimbursement problem identification and solving; analyze and distribute all centralized financial reports; monitor, trend and analyze managed care contracts; monitor, analyze and resolve issues pertaining to special programs (Lipid & Asthma); develop and generate analytical reports in support of billing staff, management and business office; assist in identification of methods and implementation of plan for maximizing revenue and reimbursement; performs annual cost of services. **Qualifications:** Bachelors degree in business or related clinical area or equivalent required; Masters degree preferred; three yrs. experience in third party physician reimbursement, billing regulations and managed care required; IDX physician billing system experience preferred; experience in CPT-4 and ICD-9 coding; familiarity with personal computers required; familiarity with medical/professional billing operations in a medical center setting preferred. **Grade:** P6; **Range:** \$31,900-40,600 9-8-95 Medicine/Billing

RESEARCH SPECIALIST II (08239RS) Prepare radiopharmaceutical for clinical studies; carry out quality control procedures; input computer data; assist in writing procedural section of research papers; keep log and write laboratory reports; communicate with investigators to coordinate research projects involving human subjects; process paperwork for approval & reapproval of human use protocols; monitor expenses. **Qualifications:** BA/BS in biology or chemistry; one-three yrs. laboratory experience; strong communication skills; knowledge of PC and/or Macintosh computer for word processing and calculations. **Grade:** P3; **Range:** \$23,900-31,000 9-7-95 Radiology

RESEARCH SPECIALIST III (08240RS) Perform nuclear pharmacy procedures; prepare radiopharmaceutical for clinical studies; carry out quality control procedures for Good Manufacturing Procedures; input computer data; assist in writing procedural section of research papers; keep log and write laboratory reports; communicate with investigators to coordinate research projects involving human subjects; monitor expenses and attend group meetings. **Qualifications:** BA/BS in pharmacy or chemistry; three-five

yrs. laboratory experience; strong communication skills; knowledge of PC and/or Macintosh computer for word processing and calculations. **Grade:** P4; **Range:** \$26,200-34,100 9-7-95 Radiology

CONTROL CENTER OPERATOR/SOM SECURITY (08286JZ) (08287JZ) (08288JZ) Monitor, facilitate and maintain status of all radio transmission and requests; answer emergency and non-emergency calls; maintain, operate, monitor and react to electronic security equipment; review daily information, notices, activities and events; maintain activity logs and summary sheets; perform equipment inspections; control key access and vehicle gates. **Qualifications:** Completion of high school business curriculum and related post high school training or equivalent; strong interpersonal and customer service orientation skills; demonstrated ability to handle confidential issues; computer aptitude required with use of computer and other electronic security equipment being an integral part of this position; must qualify at and maintain operator level(level 3) proficiency for electronic security systems including access control database and CCTV; ability to remain alert during periods of low activity; able to work at nights and on weekends; able to work overtime on short notice; applicants must pass a police background security check; position considered "essential" personnel. *Work schedules: (M-F, 7:00AM-3:00PM & M-F, 11:00PM-7:00AM & M-F, 3:00-11:00PM)* **Grade:** G9; **Range:** \$17,100-21,400 9-8-95 Architecture & Facilities Management

OFFICE ADMINISTRATIVE ASSISTANT II (40 HRS) (08259JZ) Perform routine payroll functions; complete forms to process personnel actions; monitor and track house staff labor distribution; create purchase orders and purchase requisitions; order, distribute and maintain supplies; act as liaison with vendors, suppliers, University and Hospital Departments; perform secretarial duties for business office; help summarize data for reports. **Qualifications:** HS gradu-

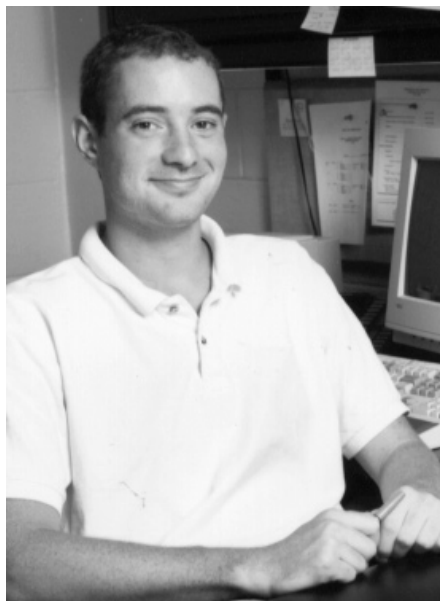
ate, post high school education preferred; ability to work independently and prioritize tasks required; two years experience at the Office Administrative Assistant I level or comparable background; knowledge of clerical accounting office procedures, Lotus 1-2-3 and WordPerfect **Grade:** G10 **Range:** \$21,371-26,629 8-29-95 Rehabilitation Medicine

NURSE ASSISTANT II (40HRS) (08234RS) Phototherapy-administer light treatments to patients as well as apply medications; assist Clinical Studies Nurse in writing consent forms and filling out appropriate paperwork for clinical study; assist in answering phones, scheduling appointments; perform collection of data; maintain equipment and supplies. **Qualifications:** HS graduate; at least two-four yrs. experience in health related profession with direct patient contact; such experience can include: LPN, phlebotomist, x-ray technician, physical therapy aide, or EKG technician. **Grade:** G8; **Range:** \$15,700-19,600 9-1-95 Dermatology

RESEARCH LAB TECHNICIAN II (40 HRS) (08302RS) Assist with subject recruitment, according to protocol; administer interviews and assessment instruments; score tests; ensure data completeness; monitor subject compliance to protocol; maintain forms file; collect and enter data into an established database; maintain accurate records for data collected; provide information to patients regarding research protocols. **Qualifications:** High school graduate with some college courses in related field or equivalent experience; some exposure to social science methods required; interviewing skills desirable. **Grade:** G8; **Range:** \$17,943-22,400 9-7-95 Psychiatry

SECRETARY IV (40 HRS) (07127JZ) Provide secretarial and administrative support in the office of the Director of the Animal Resource and Toxicology (ARAT) Program; answer telephones; type correspondence and other documents; perform data entry; maintain Director's calendar; schedule appointments

A-3s of the Month—Darin Smith in July . . .



Mr. Darin Smith (*left*), a 1993 Penn alumnus who received his Bachelor's Degree in psychology and entered the Graduate School of Fine Art's Urban Planning program this fall, was named the A-3 Employee of the Month for July. His supervisor, Ms. Denise Danner, commends Mr. Smith, a records supervisor at Student Financial Services since August 1993, for "consistently demonstrating a superior aptitude for handling customers. He clearly understands [the department's] customer oriented atmosphere."

In addition, Mr. Smith has helped make the undergraduate counseling area more efficient by implementing solutions to reduce the flow of paperwork and streamline the department's operational processes.

Said Ms. Danner of Mr. Smith—who will be working on a temporary basis to accommodate his graduate program: "He promotes support and acceptance with staff and students, is flexible during the busy times of the year and is willing to put in extra effort and time to get the job done."

OPPORTUNITIES at PENN

and meetings for the Director; photocopy, run errands and escort guests. **Qualifications:** High school graduate required; BA/BS preferred; at least four yrs. secretarial experience with word processing and database systems; preferred experience with Macintosh, MS Word & Excel; solid telephone experience; professional & courteous phone manner required; ability to handle multiple task simultaneously; excellent typing and organizational skills and flexibility. **Grade:** G9; **Range:** \$19,543-24,457 9-7-95 IHGT

SUPERVISOR/SOM SECURITY UNIT (40 HRS) (08282JZ) (08203JZ) Serve as the first line supervisor of the School of Medicine Security Unit; make work assignments; direct work being performed; train personnel; perform quality control and staffing procurement; assure that department policies and procedures are followed; monitor and react to electronic security systems. **Qualifications:** Completion of high school business curriculum and related post high school training; two yrs. experience in security work or equivalent; extensive walking and stair climbing required; ability to tolerate unpleasant odors; demonstrated ability to handle confidential issues; strong interpersonal and customer service skills; ability to remain alert during periods of low activity; computer aptitude required, with the operation of access control systems database and other electronic security equipment being an integral part of this position; must qualify at and maintain supervisor level (level 2) proficiency for electronic security systems including access control and CCTV; able to work overtime on short notice; applicants must pass a police background security check; position considered "essential" personnel. (*Work schedules: M-F, 11:00 PM-8:00 AM & M-F, 3:00 PM-12:00 AM*) **Grade:** G10; **Range:** \$21,371-26,629 9-8-95 Architecture & Facilities Management

PART-TIME (CONTROL CENTER OPERATOR) (24 HRS) (08284JZ) (08285JZ) Monitor, facilitate

and maintain status of all radio transmission and requests; answer emergency and non-emergency calls; maintain, operate, monitor and react to electronic security equipment; review daily information, notices, activities and events; maintain activity logs and summary sheets; perform equipment inspections; control key access and vehicle gates. **Qualifications:** Completion of high school business curriculum and related post high school training or equivalent; strong interpersonal and customer service orientation skills; demonstrated ability to handle confidential issues; computer aptitude required with use of computer and other electronic security equipment being an integral part of this position; must qualify at and maintain operator level (level 3) proficiency for electronic security systems including access control database and CCTV; ability to remain alert during periods of low activity; able to work at nights and on weekends; able to work overtime on short notice; applicants must pass a police background security check; position considered "essential" personnel. *Work schedule: (S-S, 7:00 AM-7:00 PM & S-S, 7:00 PM-7:00 AM)* **Grade:** G9; **Range:** \$9,396-11,758 9-8-95 Architecture & Facilities Management

ASSISTANT MANAGER II (05057JZ) P2; \$21,700-28,200 5-18-95 Ophthalmology

CLINICAL SPECIALIST (08235RS) P6; \$31,900-40,600 8-22-95 Cancer Center

MEDICAL DEPARTMENT ADMINISTRATIVE OFFICER (07053JZ) Blank 7-21-94 Rehab Medicine

NURSE II (07024RS) (*Required to work one evening clinic/week.*) P4; \$26,200-34,100 Psychiatry 7-11-95

RESEARCH COORDINATOR (07060RS). (*End date: 3/31/98*) P3; \$23,900-31,000 7-17-95 CCEB

RESEARCH COORDINATOR (08205RS) (*End date: 12/31/97*) P3; \$23,900-31,000 8-18-95 CCEB

RESEARCH COORDINATOR (08280RS) P3; \$23,900-31,000 8-31-95 Gastroenterology

RESEARCH COORDINATOR JR (08277RS) (*End date: 9/1/96*) P2; \$21,700-28,200 8-31-95 Anesthesia

RESEARCH COORDINATOR, SR. (06128RS) P4; \$26,200-34,100 6-28-95 Radiology

RESEARCH SPECIALIST, JR. (07138RS). (*On-going contingent on funding*) P1; \$19,700-25,700 8-3-95 Surgery/HDSR

RESEARCH SPECIALIST JR (08298RS) P1; \$19,700-25,700 9-1-95 Microbiology

RESEARCH SPECIALIST I (04098RS) P2; \$21,700-28,200 6-5-95 Hematology

RESEARCH SPECIALIST I (07117RS) (*End date: 8/31/97*) P2; \$21,700-28,200 7-28-95 Medical Genetics

RESEARCH SPECIALIST I (08172RS) P2; \$21,700-28,200 8-8-95 Genetics

RESEARCH SPECIALIST I (03098RS) (*On-going contingent upon grant funding*) P2; \$21,700-28,200 8-23-95 Pathology & Lab Medicine

RESEARCH SPECIALIST I (08257RS) P2; \$21,700-28,200 8-29-95 Biochem. & Biophysics

RESEARCH SPECIALIST I (08278RS) P2; \$21,700-28,200 8-31-95 Center for Sleep

RESEARCH SPECIALIST II (08232RS) (*End date: 9/30/97*) P3; \$23,900-31,000 8-22-95 IHGT

RESEARCH SPECIALIST II (08299RS) P3; \$23,900-31,000 9-1-95 Gastroenterology

RESEARCH SPECIALIST II/III (06106RS) P3/P4; \$23,900-31,000/\$26,200-34,100 6-26-95 Hematology/Oncology

RESEARCH SPECIALIST II/III (08188RS) (*On-going contingent upon grant funding*) P3/P4; \$23,900-31,000/\$26,200-34,100 8-17-95 Surgery

RESEARCH SPECIALIST III (08258RS) P4; \$26,200-34,100 8-29-95 Genetics

STAFF ASSISTANT V (07139JZ) P5; \$28,800-37,600 8-1-95 Psychiatry

SYSTEMS ANALYST II (05026JZ) P7; \$35,000-43,700 5-10-95 Ophthalmology

PART-TIME (ASSOCIATE DIRECTOR IV) (17.5 HRS) (02089JZ) P6; \$13,100-17,050 3-1-95 CCEB

PART-TIME (CLINICAL SPECIALIST) (20 HRS) (07079RS) (*End date: pending grant support*) P6; \$18,229-23,300 8-3-95 Medicine/gastroenterology

PART-TIME (RESEARCH COORDINATOR) (20 HRS) (05019RS) P3; \$13,657-17,714 5-5-95 CCEB

ADMIN. ASSISTANT I (08182JZ) (*Ongoing Contingent on Grant Funding*) G9; \$17,100-21,400 8-11-95 Surgery/Urology

ADMIN. ASSISTANT I/II (08256JZ) G9/G10 \$17,100-21,400/18,700-23,300 8-29-95 Fac. Affairs

ADMIN. ASSISTANT II (40HRS) (08260JZ) G10 \$21,371-26,629 8-29-95 Venture & Industry

ADMIN. ASSISTANT III (40 HRS) (08229JZ) G11; \$22,743-28,914 8-22-95 Surgery/Neurosurgery

ADMIN. ASSISTANT III (40HRS) (08273JZ) G11; \$22,743-28,914 8-31-95 Ophthalmology

ADMIN. ASSISTANT III (08279JZ) (40HRS) G11; \$22,743-28,914 8-31-95 Pulmonary

CLERK II (40 HRS) (08231JZ) (*End date: 9/30/97*) G5; \$14,286-17,486 8-22-95 IHGT

OFFICE ADMIN. ASSISTANT I (40HRS) (05092JZ) G9; \$19,543-24,457 5-26-95 Pharmacology

OFFICE ADMIN. ASSISTANT II (04084JZ) G10; \$18,700-23,300 4-28-95 Cell & Dev. Biology

OFFICE ADMIN. ASSISTANT III (40 HRS)

... and Yvonne McLean in August



August's A-3 of the month was Ms. Yvonne McLean (*left*), administrative assistant in the Wharton Real Estate Center/Department. "Having joined the department only last fall, Yvonne was quick to learn the ropes and was soon an indispensable part of the department," said her supervisor, Ms. Karren Henderson. Ms. McLean lets nothing stop her; even during a period when she was hospitalized, she checked in regularly and in spite of a heavy workload, she was "happy to take on projects that would help others."

"Her talents abound outside the office as well: she is a dedicated member of her church and is an active member of its choir. Currently, she is even undergoing training to be a spiritual counselor." Part of a large extended family, and the mother of a teenage son, Ms. McLean "helps out her loved ones" including recently staying with a recuperating aunt.

To nominate an A-3 staff member for this honor, please contact Ms. Betty Thomas, chair of the A-3 Assembly's Employee Recognition Committee, at 212 Franklin Building/6270.

Photographs by Dwight Luckey

OPPORTUNITIES at PENN

(02030JZ) (*Ongoing Contingent on Grant Funding*) G11; \$22,743-28,914 2-9-95 Surgery/Neurosurgery
RECEPTIONIST III (40 HRS) (04001JZ) G8; \$17,943-22,400 8-29-95 Ophthalmology
RESEARCH LAB TECH. I (40 HRS) (08233RS) (*Weekend hours required on a scheduled basis*) (*End date: 9/30/97*) G7; \$16,571-20,686 8-22-95 IHGT
RESEARCH LAB TECH. N I (08275RS) (40HRS) G7; \$16,571-20,686 8-31-95 Ophthalmology
RESEARCH LAB TECHNICIAN III (03032RS) (*Ongoing Contingent on Grant Funding*) G10; \$18,700-23,300 3-14-95 Pathology & Lab Med.
RESEARCH LAB TECHNICIAN III (40 HRS) (06019RS) (*Ongoing contingent upon grant funding*) G10; \$21,371-26,629 6-7-95 Surgery/Neurosurgery
RESEARCH LAB TECHNICIAN III (40 HRS) (06020RS) (*Ongoing contingent upon grant funding*). G10; \$21,371-26,629 6-7-95 Surgery/Neurosurgery
RESEARCH LAB TECH. III (06129RS) G10; \$18,700-23,300 6-28-95 Orthopaedic Surgery
RESEARCH LAB TECH. III (07080RS) G10; \$18,700-23,300 7-19-95 Cell & Dev. Biology
RESEARCH LAB TECH. III (07116RS) G10; \$18,700-23,300 7-28-95 Cell & Dev. Biology
RESEARCH LAB TECH. III (07137RS) G10; \$18,700-23,300 8-1-95 Otorhinolaryngology
RESEARCH LAB TECH. III (40 HRS) (08174RS) G10; \$21,371-26,629 8-8-95 Anesthesia
RESEARCH LAB TECH. III (08281RS) G10; \$18,700-23,300 8-31-95 Cell & Dev. Biology
SEC'Y III (40 HRS) (07130JZ) (*On-going pending funding*) G8; \$17,943-22,400 Infectious Disease
SEC'Y IV (40 HRS) (07140JZ) G9; \$19,543-24,457 8-1-95 Psychiatry
SEC'Y IV (40 HRS) (06133JZ) G9; \$19,543-24,457 6-29-95 Venture & Industry
SEC'Y TECH/MED, SR. (40 HRS) (07109JZ) G10; \$21,371-26,629 7-28-95 Pulm. Med. & Critical Care
SEC'Y, SR. (05083JZ) G11; \$19,900-25,300 5-22-95 Vice Dean for Education
TECH PSYCHOLOGY I (08157RS) G10; \$18,700-23,300 8-7-95 Psychiatry
TECH, PSYCHOLOGY I (08274RS) (40HRS) G10; \$21,371-26,629 8-31-95 Psychiatry
PART-TIME (COLLECTION ASS'T) (08276JZ) G10; \$10,275-12,802 8-31-95 Ophthalmology

NURSING

Specialist: Janet Zinser

PART-TIME (SEC'Y IV) (21 HRS) (08272JZ) Compose, type, and proofread routine correspondence and materials for programs; answer telephone and receive visitors; schedule participants' registrations for programs; gather, summarize, and ensure accuracy of data for program summaries; assist with mailing brochures, registration, materials, refreshments, room setup and cleanup. **Qualifications:** HS diploma and related post high school training; two years secretarial experience including word processing experience; excellent word processing and interpersonal skills; ability to type at least 55 wpm; experience with Word Perfect, Windows and Mac software preferred. **Grade:** G9; **Range:** \$9,396-11,758 8-31-95 Nursing
COORD. IV (03079JZ) (*Ongoing Contingent on Funding*) P4; \$26,200-34,100 3-28-95 Nursing

FINANCIAL ADMINISTRATOR II (08210JZ) P4; \$26,200-34,100 8-17-95 Nursing
RESEARCH SPECIALIST III (04035JZ) (*Ongoing Contingent on Research Funding*) P4; \$26,200-34,100 4-17-95 Nursing
PART-TIME (SOCIAL WORKER II) (20 HRS) (08155JZ) (*On-going dependent on viability of practice*) P3; \$13,657-17,714 8-4-95 Nursing
ADMIN. ASSISTANT II (08166JZ) G10; \$18,700-23,300 8-22-95 Nursing
OPERATOR DUP MACHINE II (08181JZ) G8; \$15,700-19,600 8-9-95 Nursing
PART-TIME (ADMIN. ASSISTANT I) (20 HRS) (08209JZ) G9; \$9,396-11,758 8-16-95 Nursing
PART-TIME (SECRETARY IV) (21 HRS) (08211JZ) G9; \$9,396-11,758 8-17-95 Nursing
PARTTIME (SEC'Y IV) (17.5 HRS) (08165JZ) (*End date: 4/30/96*) G9; \$9,396-11,758 8-7-95 Nursing

PRESIDENT

Specialist: Susan Curran

ASSOCIATE DIRECTOR NEWS & PUBLIC AFFAIRS (08245SC) Co-manage, with Director, the University's national, regional, local and campus communications program; serve as key advisor to central administrative offices on communication issues; direct all phases of work of staff; direct University Design Group; serve as executive editor of the Compass. **Qualifications:** BA/BS degree; five yrs. professional news media and/or public relations experience and supervisory experience; strong verbal and written communication skills; problem solving and public relations planning skills; ability to work under pressure; deal with highly confidential material and work well with administration and faculty. (*Application deadline date: 9/13/95*) **Grade:** P8; **Range:** \$38,500-48,100 9-7-95 News & Public Affairs
DIRECTOR ALUMNI RELATIONS (09309SC) Responsible for overall leadership and management of the University's Alumni Relations program, including its Regional Alumni Clubs, Classes and Reunions, The Pennsylvania Gazette, Alumni Council on Admissions and Special Events; serve as the Executive Secretary to the General Alumni Society and the University's Alumni Trustees; serve as an integral member of the Vice President's senior management team and active participant on matters related to department-wide strategic planning and management issues. **Qualifications:** BA/BS; at least ten yrs. of progressively responsible experience in alumni relations programming, marketing or equivalent field, preferably in an institution comparable to Penn, with significant management experience required; demonstrated ability to interact comfortably with various groups (staff, alumni and officials); excellent oral & written communications skills, including public speaking/presentation skills; willingness to travel and work evenings/weekends; valid drivers license required. **Grade:** P11; **Range:** \$54,500-68,200 9-7-95 Development & Alumni Relations
ALUMNI OFFICER I (08196SC) P3; \$23,900-31,000 8-11-95 Development & Alumni Relations
ANNUAL GIVING OFFICER II (08195SC) P5; \$28,800-37,600 8-11-95 Dev. & Alumni Relations
ASSISTANT DIRECTOR II (06055SC) P3; \$23,900-31,000 6-14-95 Med. Center Development
ASSISTANT DIRECTOR IV (08193SC) P5; \$28,800-37,600 8-11-95 Development & Alumni Relations

ASSOCIATE DIRECTOR VI (02083SC) P8; \$38,500-48,100 2-27-95 Development & Alumni Relations
ASSOCIATE DIRECTOR V (08265SC) P7 \$35,000-43,700 8-29-95 Dev. & Alumni Relations
ASSOCIATE DIRECTOR INDIVIDUAL GIFTS (03029SC) P7; \$35,000-43,700 3-10-95 Dev. & Alumni Relations
ASSOCIATE DIRECTOR INDIVIDUAL GIFTS (07083SC) P7; \$35,000-43,700 7-19-95 Dev. & Alumni Relations
ASSOCIATE EXECUTIVE VP MEDICAL CENTER DEVELOPMENT (05044SC) Ungraded; Blank 5-15-95 Medical Center Development
DEVELOPMENT OFFICER II (07082SC) P10; \$47,400-59,200 7-19-95 Dev. & Alumni Relations
DIRECTOR REGIONAL CAMPAIGN II (03051SC) P10; \$47,400-59,200 3-31-94 Dev. & Alumni Rels.
MAJOR GIFTS OFFICER II (06054SC) P8; \$38,500-48,100 6-14-95 Med. Center Development
PROGRAMMER ANALYST I (05003SC) P4; \$26,200-34,100 5-2-95 Dev. & Alumni Relations
PROGRAMMER ANALYST I (08194SC) P4; \$26,200-34,100 8-11-95 Dev. & Alumni Relations
STAFF RESEARCHER I (05046SC) P1; \$19,700-25,700 5-15-95 Dev. & Alumni Relations
STAFF WRITER II (04062SC) (*Two Writing Samples Must Accompany Application*) P3; \$23,900-31,000 4-24-95 Dev. & Alumni Relations
STAFF WRITER III (08199SC) (*Two writing samples must accompany application*). P5; \$28,800-37,600 8-14-95 Office of the President
ADMIN. ASSISTANT II (37.5 HRS) (08225SC) G10; \$20,036-24,964 8-17-95 Med. Center Development
ADMIN. ASSISTANT II (40 HRS) (08294SC) G10; 21,371-26,629 9-1-95 Law Development
ADMIN. ASSISTANT III (08242SC) G11; \$19,900-25,300 8-22-95 Dev. & Alumni Relations
ADMIN. ASSISTANT III (07143SC) G11; \$19,900-25,300 8-2-95 Resource Planning and Budget
SEC'Y III (40HRS) (08293SC) G8; \$17,943-22,400 9-1-95 Vet Development

PROVOST

Specialist: Clyde Peterson

RESEARCH SPECIALIST IV (08303CP) Manage & maintain the materials characterization equipment; solicit and serve internal and external users; teach and train undergraduate and graduate students and external users; plan and implement future upgrades of equipment and software; prepare publications and equipment grants. **Qualifications:** BA/BS in engineering or natural sciences; advance degree or equivalent desirable; three-five yrs. related experience; demonstrated experience managing an analytical facility; ability to communicate effectively; ability to design,

Classified

Patsy Cline Fan Club \$10/year Call Bob Arnosky 898-5589

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

OPPORTUNITIES at PENN

carry-out and interpret scientific experiments. **Grade:** P6; **Range:** \$31,900-40,600 LRSM

PART-TIME (ADMIN. ASSISTANT II) (20-25 HRS) (08305CP) Provide secretarial and administrative support to the Director; use a variety of software necessary for efficient management of the office and gallery; draft routine correspondence; answer phones professionally and respond to general inquiries; schedule meetings; organize and maintain filing system and data bases; order office supplies and maintain office equipment; type and proofread correspondence and other materials. **Qualifications:** High school graduate; two-four yrs. at the AAI level or equivalent experience; proficiency with Macintosh computer systems and software. **Grade:** G10; **Range:** \$10,275-12,802 9-7-95 Arthur Ross Gallery

ASSISTANT COACH I (07132CP) P3; \$23,900-31,000 7-28-95 DRIA

ASS'T REGISTRAR, UNIVERSITY MUSEUM (06047CP) P2; \$21,700-28,200 6-14-95 Museum

ASS'T TO PROVOST, EXTERNAL AFFAIRS P10; \$47,400-59,200 8-23-95 Provost's Office

ASSOC. DIRECTOR ATHLETIC OPERATIONS (07035CP) P7; \$35,000-43,700 7-12-95 DRIA

CHAPLAIN (08247CP) Ungraded 8-23-95 Provost's Office

HELP DESK ANALYST, SR. (06143CP) P6; \$31,900-40,600 8-18-95 Info. Systems & Computing

INFO. MANAGEMENT SPECIALIST II (08191CP) P6; \$31,900-40,600 CRC

INFO. MANAGEMENT SPECIALIST II (08192CP) P6; \$31,900-40,600 8-14-95 CRC

INFO. MANAGEMENT SPECIALIST II (000439CP) P5; \$28,800-37,600 6-16-95 Biomedical Library

INTERN ATHLETICS (07110CP) (End date: eleven months from start date) Blank; \$10,000 7-27-95 DRIA

SYSTEMS PROGRAMMER IV (01040CP) P9; \$42,300-52,900 5-1-95 DCCS

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

VICE PROVOST FOR RESEARCH (08248CP) Ungraded 8-25-95 Provost's Office

AIDE LAB ANIMAL (40 HRS) (07016CP) (07017CP) (May include shifts other than M-F, overtime, weekends and holiday work) G5; \$14,286-17,486 7-10-95 ULAR

OFFICE ADMINISTRATIVE ASSISTANT I (08228CP) G9; \$17,100-21,400 8-18-95 Annenberg Center

STACK ATTENDANT (08185CP) (Work schedule: Mon.-Thurs., 9:00 AM-5:00 PM & Sun, 12:00-8:00 PM) Union 8-11-95 Circulation/Stacks

TECHNICIAN, ELECTRONIC III (03006CP) G11; \$19,900-25,300 3-3-95 DCCS

TECHNICIAN, THEATER SR. (08269CP) G11 19,900-25,300 8-30-95 Annenberg Center

LIMITED SERVICE (THEATER TECHNICIAN) (08270CP) G8; \$13,284-16,584 8-30-95 Annenberg Center

PART-TIME (ADMINISTRATIVE ASSISTANT I) (20 HRS) (07135CP) G9; \$9,396-11,758 7-31-95 South Asia Reading Room

PART-TIME (ADMINISTRATIVE ASSISTANT I) (21 HRS.) (06089CP) G9; \$9,396-11,758 6-22-95 Provost's Office

VETERINARY SCHOOL

Specialist: Nancy Salvatore

RESEARCH SPECIALIST, JR. (07142NS) P1; \$19,700-25,700 8-1-95 Clinical Studies

RESEARCH SPECIALIST I (08190NS) P2; \$21,700-28,200 8-11-95 Pathobiology

RESEARCH SPECIALIST IV (07136NS) (Position located in Kennett Square, PA; no public transportation) P6; \$31,900-40,600 8-3-95 Clinical Studies-NBC

STAFF VETERINARIAN (07101NS) (Position located in Kennett Square, PA; no public transportation) Blank 7-25-95 Clinical Studies-NBC

ADMIN. ASSISTANT I (07102NS) (On-going contingent on funding) (Position located in Kennett Square, PA; no public transportation) G9; \$17,100-21,400 7-25-95 Clinical Studies-NBC

CLINICAL LAB TECHNICIAN (07051NS) (Will work every other weekend and have two days off during week) G10; \$18,700-23,300 7-14-95 Clinical Lab

RECEPTIONIST/TELEPHONE OPERATOR (08152NS) G7; \$14,500-18,100 8-7-95 VHUP

RESEARCH LAB TECHNICIAN III (06145NS). (On-going contingent on funding) G10; \$18,700-23,200 6-30-95 Animal Biology

RESEARCH LAB TECHNICIAN III (40 HRS) (06040NS) (Position located in Kennett Square, PA; no public transportation) G10; \$21,371-26,629 6-12-95 Clinical Studies/NBC

RESEARCH LAB TECHNICIAN III (40 HRS) (07025NS) (End date: one year, continuation contingent on funding) (Position Located in Kennett Square, PA; no public transit) G10; \$21,371-26,629 Clinical Studies/NBC 7-11-95

RESEARCH LAB TECHNICIAN III (40 HRS) (07100NS) (Position located in Kennett Square, PA; no public transportation) G10; \$21,371-26,629 7-25-95 Clinical Studies-NBC

RESEARCH LAB TECHNICIAN III (40 HRS) (08151NS) (End date: one year; on-going contingent on funding) (Position located in Kennett Square, PA; no public transportation) G10; \$21,371-26,629 8-7-95 Clinical Studies, NBC

TECHNICIAN, VET III (40 HRS) (05061NS) (Position located in Kennett Square; no public transportation) G8/G10; \$17,943-22,400/21,371-26,629 5-17-95 Large Animal Hospital

TECHNICIAN, VET III (40 HRS) (07046NS) (Rotating/Nights/Weekends) G8/G10; \$17,943-22,400/ \$21,371-26,629 7-14-95 VHUP

PART-TIME (PHARMACIST ASSISTANT I) (27 HRS) (07050NS) (Work Schedule: M-F 4:00-8:00 PM, Sun 8:00-3:00 PM) G8; \$8,626-10,769 7-14-95 VHUP-Pharmacy

PART-TIME (SEC'Y MEDICAL/TECH) (20 HRS) (07099NS) G9; \$9,396-11,758 7-24-95 Pathobiology

VICE PROVOST/UNIVERSITY LIFE

Specialist: Clyde Peterson

RECEPTIONIST CLINICAL (08306CP) Greet patients; schedule appointment; interpret policies & procedures; respond to inquiries; answer telephone; arrange physician schedules; arrange for release of medical records; prepare medical charts for patient arrival; use computerized appointment scheduling system; collect fees; use computer to determine eligibility; maintain statistics; process emergency pa-

tients; provide instruction to patients requesting care. **Qualifications:** High school graduate or equivalent required; two yrs. medical office experience; ability to work with minimum supervision; strong interpersonal skills; demonstrated ability to work well under pressure; previous computer knowledge/skills required. **Grade:** G8; **Range:** \$15,700-19,600 9-7-95 Student Health

ASSISTANT DIRECTOR RESIDENTIAL MAINTENANCE (07043CP) (End date: 6/30/97) P6; \$31,900-40,600 7-13-95 Residential Maintenance

COORD. II (08160CP) (End date: May 1997) P2; \$21,700-28,200 8-7-95 Fraternity & Sorority Affairs

FOREMAN REPAIR & UTILITY SHOP (07042CP) (End date: 6/30/97) P6; \$31,900-40,600 7-13-95 Residential Maintenance

ADMIN. ASSISTANT II (08250CP) G10; \$18,700-23,300 8-25-95 Academic Support Programs

ADMIN. ASSISTANT II (06112CP) G10; \$18,700-23,300 6-26-95 Penn Women's Center

SECRETARY IV (08202CP) G9; \$17,100-21,400 8-14-95 Academic Support

WHARTON SCHOOL

Specialist: Janet Zinser

ASSOC. DIR. IV (08203JZ) (On-going contingent on continuation of funds) P5; \$28,800-37,600 8-17-95 Snider Entrepreneurial Ctr.-Small Bus. Dev. Ctr.

ASSOCIATED DIRECTOR IV (07040JZ) P6; \$31,900-40,600 7-13-95 External Affairs

ASSOCIATE DIRECTOR V (07066JZ) P7; \$35,000-43,700 7-18-95 External Affairs

COORDINATOR II (08162JZ) P2; \$21,700-28,200 8-7-95 External Affairs

DIRECTOR EUROPEAN REGION (07001JZ) (Position is located in Paris, France) P11; \$54,500-68,200 7-6-95 International Relations

DIR., WHARTON DEV. SERVICES (08170JZ) P10; \$47,400-59,200 8-18-95 External Affairs

INFO. SYSTEM SPECIALIST I (07019JZ) P3; \$23,900-31,000 7-10-95 WCIT

INFO. SYSTEM SPECIALIST I (08253JZ) P3; \$23,900-31,000 8-24-95 WCIT

INFO. SYSTEM SPECIALIST II (08161JZ) P5; \$28,800-37,600 8-7-95 WCIT

PROG. ANALYST III (08295JZ) P4/P6; \$26,200-34,100/31,900-40,600 9-1-95 Comp. & Info. Sys.

PROG. ANALYST II (04012JZ) P6; \$31,900-40,600 4-10-95 WCIT

RESEARCH COORDINATOR (08297JZ) P3; \$23,900-31,000 9-1-95 Financial Institutions Center

RESEARCH SPECIALIST I (06100JZ) P2; \$21,700-28,200 6-22-95 Leonard Davis Institute

SYSTEMS PROGRAMMER III (07021JZ) P6/P7; \$31,900-40,600/\$35,000-43,700 8-9-95 WCIT

ADMIN. ASSISTANT III (08249JZ) G11; \$19,900-25,300 8-24-95 Insurance and Risk Management

AUDIO VISUAL TECH III (40 HRS) (07104JZ) G9/G11; \$19,543-24,457/\$22,743-28,914 7-25-95 Classroom Support Services

LIMITED SERVICE (AUDIO VISUAL TECH III) (40 HRS) (07105JZ) G9/G11; \$16,279-20,373/\$18,945-24,085 7-25-95 Classroom Support Services

PART-TIME (A/V TECH I) (28 HRS) (07106JZ) G9; \$9,396-11,758 7-25-95 Classroom Support Services

Scam Alert:

Targeting International Students

The University of Pennsylvania Police Department is currently investigating incidents involving charity fraud. On or about August 26, 1995 at approximately 1:30 a.m., telephone calls were placed to international students from a woman who said she represented a local charity, that funds were immediately needed in response to an emergency, and that she would meet with the students at their home addresses to collect the donations.

If you have received a call similar to the one described above, or if you can provide *any* information regarding such calls, please contact one of the below-listed telephone numbers:

Penn Police, 898-7297, or
Victim Support/Special Services,
898-7297 or 898-6600

Safety Tips

- Charities *do not* solicit during the late night or early morning hours. If you receive a solicitation call at an unusual time, write down everything you remember about the call and contact the police.
- To verify the legitimacy of any charity, request the name of the caller and the name of the charity that they represent. Check the White Pages or contact Directory Assistance for the telephone number of the charity. Then contact the charity and confirm that said person is authorized to collect funds on their behalf.
- *Do not* give your credit card number or automated teller machine personal identification number (ATM PIN) to unknown persons who call over the telephone.
- For information regarding how to restrict access to your local address and telephone number, please contact the Victim Support and Special Services office (3927 Walnut Street) at 898-4481.

OF RECORD

Correction: In the following re-published policy, spacing has been corrected to reflect that the last sentence is an integral part of the policy. Otherwise the language is identical with that published September 5.—Ed.

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 (Voice) 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).

Opportunities in International Study

Annual Competition For Fulbright Grants

United States Information Agency (USIA), the J. William Fulbright Foreign Scholarship Board and the Institute of International Education (IIE) announce the 1996-97 competition for Fulbright Grants and other grants for graduate study abroad in academic fields and for professional training in the creative and performing arts.

The purpose of these grants is to increase mutual understanding between the people of the United States and other countries through the exchange of persons, knowledge and skills. Fulbright Grants are funded under the Mutual Educational and Cultural Exchange Act of 1961 through an annual appropriation made by Congress to USIA and by foreign governments, universities, corporations and private donors. Fulbright Grants are available for study or research. Travel grants are available to selected countries to supplement maintenance awards from other sources that do not provide funds for international travel or to supplement the applicant's personal funds. The J. William Fulbright Foreign Scholarship Board, composed of 12 educational and public leaders appointed by the President of the United States, establishes criteria for the selection of candidates and has final authority for the awarding of grants.

For all grants, applicants must be U.S. citizens at the time of application and hold a bachelor's degree or its equivalent by the beginning date of the grant. Creative and performing artists are not required to have a bachelor's degree, but they must have four years of relevant training or study. Candidates in medicine must have an M.D. or equivalent (e.g., D.D.S., O.D., etc.) at the time of application.

All applicants are required to have sufficient proficiency in the language of the host country to carry out their proposed study or research.

Full grants provide round-trip international travel, maintenance for the tenure of the award a research allowance, and tuition waivers, if applicable. Travel grants provide round-trip international travel to the country where the student will pursue study or research. All grants include health and accident insurance.

Complete program and application information is contained in the brochure, "Fulbright Grants and other grants for graduate study and research abroad, 1996-97."

Students currently enrolled at Penn should contact, Ann Kuhlman, OIP, the Fulbright Program Adviser on campus, located in 133 Bennett Hall for brochures, application forms and further information. The deadline for the receipt of applications is *October 2, 1995*. Applications will be reviewed on campus prior to being forwarded to IIE for the October 23, 1995 deadline.

Lady Davis Fellowships in Israel: November 30 Deadline

Awards for study, research or teaching on graduate, post-doctoral or professorial levels at the Hebrew University of Jerusalem or the Technion-Israel Institute of Technology, Haifa, are available for the 1996-97 academic year.

Lady Davis Fellows are selected on the basis of demonstrated excellence in their studies and promise of distinction in their chosen field of specialization, as well as on qualities of mind, intellect and character.

Graduate Fellowships—only students who are enrolled in a Ph.D. program overseas are eligible to apply for the Fellowship at the Hebrew University. Applicants for the Technion must have completed their studies with excellent marks.

Post-Doctoral Fellowships—candidates may apply not later than 3 years after completion of their Ph.D. dissertation. The grant is intended to defray the cost of the Fellows' travel, tuition (where applicable) and to meet reasonable living expenses.

Visiting Professorships—are intended for candidates with the rank of Full or Associate Professor at their own institution. They are tenable for one or two semesters. The grant includes a professorial salary and travel.

All Fellows are subject to acceptance and approval by the respective institutions. Application forms can be obtained directly from the

Lady Davis Trust,
P.O. Box 1255,
Jerusalem 91904, Israel.

Completed applications for all levels of the Fellowship must reach the office of the Trust not later than *November 30, 1995*.

Berlin Funds for Ph.D. Candidates: February 1, 1996 Deadline

Scholarships for one-year dissertation research or coursework at the Free University of Berlin (F.U. Berlin) are available October 1996 to July 1997 for Ph.D. candidates in the School of Arts and Sciences.

The student must be proficient in German since all instruction is in German. Also, the student's field of study must be available at F.U. Berlin. F.U. Berlin will provide ten months' support to cover housing, meals, health insurance, fees and books. Total value is DM 12,800 (approximately \$8,000). An application and supporting documents should be submitted to the Office of International Programs by *February 1, 1996*. For more information contact either the home department chair, graduate chair, or Ms. Amy Grat, Overseas Program Manager, Office of International Programs, 133 Bennett Hall/6275, 898-4665.

Update

SEPTEMBER AT PENN

EXHIBIT

15 *Paper, Light and Thought*; paper, sculpture and drawings by Joy Smith; reception, 5-7 p.m.; Esther Klein Gallery, 3600 Market St. *Through October 27.*

MEETING

13 *Penn Quaker Worship Group*; one-half hour of silent worship followed by brown-bag lunch; noon; Christian Association Auditorium; information: 898-5012. *Meets every Wednesday.*

SPECIAL EVENT

20 *Penn Women's Center Beginning-of-the-Year Reception*; the PWC welcomes the new academic year with food, fun, and friends; 4-6 p.m.; Bowl Room, Houston Hall; information: 898-8611 (Penn Women's Center).

TALKS

13 *Developmental Biology of Aging*; Peter Kline; 4 p.m.; Rm. 104, BRB1 (Inst. on Aging) *Scuds, Lies and Videotape*; a technical assessment of the Gulf War experience with missile defense; Theodore Postol, M.I.T.; 4 p.m., Rm. A-2, David Rittenhouse Lab (Physics).

Serotonin-Mediated Gene Regulation in the Myometrial Smooth Muscle Cell; John J. Jeffrey, Albany Medical College. noon; Hirst Auditorium, HUP (Reproductive Biology).

15 *The History and Future of Linear Programming*; George B. Dantzig, Stanford; 1995 Harold Pender Lecture; 1:30 p.m.; presentations on linear programming; 3-5 p.m.; Alumni Hall, Towne Building (SEAS).

18 *The Role and Significance of Animals in European Witchcraft Lore*; James Serpell, Vet School; 4-6 p.m.; Suite 500, 3440 Market Street (History and Sociology of Science).

Deadlines: For the September 19 issue, the deadline is *September 13*. For the *October* at *Penn Calendar*, the deadline is September 12.

For Newcomers: A Faculty Club Gift

The Faculty Club is now offering a one-year honorary membership to *new permanent full-time Penn faculty and staff*. Visiting scholars are also eligible for an honorary membership (which waives the normal \$30 annual fee). The Club also has reciprocal arrangements with more than 100 campus clubs throughout the U.S., Canada, England, Australia and Israel.

Membership forms are available at the Club, 200 South 36th Street (corner of 36th & Walnut).

CALENDAR CHANGE

Oct. 3 *Moving the Fire: The Removal of Indian Nations to Oklahoma*; University Museum exhibit opening date changed from September 16 to October 3. *Through January 14.*

Corrections to the September 5 Issue

In the Speaking Out letter on Postdoctoral Benefits by Dr. Shapiro (*Almanac* September 5), the amount of the Research Foundation should have read "\$11 1/2 million."

In the back page box on Job Opportunities, Susan Curran's title was out-of-date. She is now assistant manager, Human Resource Services.

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 **August 21 to September 3, 1995**. Also reported were Crimes Against Property including 67 thefts (11 burglaries, 4 of autos, 14 from autos, 13 of bikes and parts); 8 incidents of criminal mischief and vandalism; 1 of forgery and fraud; 3 of trespassing and loitering. Full reports are in this issue of *Almanac* on the web (<http://www.upenn.edu/almanac/v42/n3>).—Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of August 21, 1995 and September 3, 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)—1, Purse snatches—1, Threats & harassment—3

08/24/95	11:07 PM	3600 Blk. Walnut	Purse snatch
08/29/95	12:51 PM	Science Ctr.	Staff threatened via phone
08/31/95	11:02 PM	3744 Spruce St.	Employee threatened
09/02/95	10:40 AM	36th & Walnut	Threat over phone
09/03/95	1:30 PM	3437 Walnut St.	Robbery by 2 males

38th to 41st/Market to Baltimore: Robberies (& attempts)—6, Aggravated assaults—1, Simple assaults—3, Threats & harassment—2

08/22/95	2:10 AM	39th & Baltimore	Robbery w/simulated weapon
08/24/95	12:38 AM	119 S. 39th St.	Minor disturbance/fight
08/25/95	12:18 AM	206 S. 41st St.	Robbery of car by 2 males w/gun
08/25/95	12:01 PM	231 S. 41st St.	Threats on voice mail
08/25/95	10:37 PM	40th & Spruce	Assault by male/female w/knife/arrests
08/25/95	10:48 PM	3915 Walnut St.	Threats received
08/27/95	4:26 AM	4006 Spruce St.	Robbery at gunpoint
08/27/95	11:26 PM	3900 Chestnut St.	Attempted robbery by 2 males w/gun
09/01/95	11:43 PM	Harrison House	Water balloon thrown from building
09/03/95	1:35 AM	3900 Chestnut St.	2 females assaulted restaurant employee
09/03/95	1:40 PM	Lot # 40	Robbery of watch/arrest
09/03/95	11:42 PM	3901 Chestnut	2 males w/gun robbed restaurant

41st to 43rd/Market to Baltimore: Robberies (& attempts)—2

08/23/95	2:46 AM	43rd & Locust	Robbery of currency & watch by 2 males
08/31/95	10:07 AM	4300 Blk. Locust	Attempted robbery by 5 male juveniles

Outside 30th to 43rd/Market to Baltimore: Robberies (& attempts)—3, Aggravated assaults—1, Threats & harassment—5

08/23/95	3:48 PM	507 S. 42nd St.	Harassing phone calls
08/23/95	6:22 PM	24th & Walnut	Bike taken by unknown male/bike recovered
08/23/95	9:15 PM	47th & Osage	Robbery at knife point
08/24/95	9:43 AM	4400 Blk. Spruce	Robbery of currency at knife point
08/24/95	1:25 PM	124 W. Nippon	Harassing phone calls
08/28/95	11:09 AM	South St. Bridge	Male harassed employee
08/28/95	4:06 PM	2320 Spruce	Harassment
08/29/95	1:03 PM	509 S. 41st St.	2 juveniles shot complainant
09/02/95	7:53 PM	Rochelle Park, NJ	Numerous harassing phone calls received

Crimes Against Society

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

09/03/95	4:02 AM	3700 Blk. Locust	Disorderly conduct/male cited
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38th to 41st/Market to Baltimore: Disorderly conduct—1, Weapons offenses—1

08/23/95	12:53 PM	3923 Walnut St.	2 males w/bad checks/gun/arrests
08/26/95	5:00 PM	4040 Locust St.	Disorderly conduct/male arrested

Almanac

3601 Locust Walk Philadelphia, PA 19104-6224
(215) 898-5274 or 5275 FAX 898-9137
E-Mail: almanac@pobox.upenn.edu

The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Guidelines for readers and contributors are available on request.

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

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A Teaching Strategy to Increase Student Understanding of Fundamental Concepts

by Ingrid Waldron

In order to increase student understanding of fundamental concepts, Eric Mazur, Professor of Applied Physics at Harvard, has developed a teaching strategy which is particularly useful in lecture courses in scientific and quantitative disciplines. This strategy involves the use of concept questions, multiple choice questions designed to test the students' understanding of fundamental concepts.

Using Concept Questions: After an important concept has been explained in lecture, a multiple-choice concept question is displayed, and each student indicates which answer he or she believes is correct (high-tech method: computer terminal at each seat, or low-tech method: show of hands). If most students choose the correct answer, the lecturer may give a brief explanation and move on. However, if a substantial proportion of students have chosen a wrong answer, then the students discuss the question with their immediate neighbors in the lecture hall, explaining the concept(s) and their reasoning to each other and trying to agree on the correct answer.

At the end of these brief student discussions, the lecturer again asks the students to choose the answer for the concept question. The proportion of students who chose the correct answer increases after the student discussions, which suggests that the students are successfully teaching each other. In addition, the lecturer provides further explanation of the concept(s) to clarify misunderstandings indicated by the students' choice of answers or by students' comments in the small-group or class discussions.

An easy way to use concept questions is to include them in your lectures occasionally, when they seem particularly appropriate for the material being discussed. A more ambitious approach uses multiple concept questions in each lecture; a typical lecture period might consist of several segments of 10-20 minutes of lecture, each followed by one or more concept questions. For this latter approach to succeed, it is advisable to make several related changes in course

design. If you are interested, please contact the faculty members listed in the last paragraph.

Advantages: There are several advantages to the use of concept questions. Students are actively engaged with the material and encouraged to think about the fundamental concepts. The discussions among students can help to clarify concepts and identify fundamental misconceptions which generally are not discovered or addressed in a typical lecture setting. At least one controlled study shows that teaching based on concept questions results in improved student understanding of fundamental concepts. Another advantage of the use of concept questions is that the change of pace and active student participation helps to maintain student interest and attention, in contrast to the substantial decrease in students' attention which has been found to occur as early as fifteen minutes into a typical lecture hour. Also, the lecturer gets immediate and useful feedback about what the students understand and what they don't.

The concept question approach seems particularly useful in large lecture courses in the sciences and other quantitative disciplines, and I encourage lecturers in such courses to try it at least once.

Additional Information: If you would like more information, you are invited to call me (8-8396), or Larry Gladney (8-4683) or Dennis DeTurck (8-9748), who have also used concept questions in their

teaching. You are also invited to call or e-mail Eric Schneider in the College Office (8-6341/eschneid@sas.upenn.edu) to borrow an 18-minute video entitled *Thinking Together: Collaborative Learning in Science*, which includes a segment on Mazur's use of concept questions. Additional suggestions for other useful methods to encourage active learning are included in this video and in a book, *Active Learning: Creating Excitement in the Classroom*, which is also available from the College Office. The video can also be used as an effective stimulus for a discussion of teaching methods at a departmental meeting of faculty and graduate students.

This teaching strategy uses concept questions during lecture to engage students in active discussion of challenging questions which require students to understand and apply fundamental concepts.

This piece begins the second season of the Talk About Teaching series, developed by the Lindback Society and the College of Arts and Sciences. Dr. Waldron is professor of biology in the School of Arts and Sciences and a former chair of the Lindback Society.