

Two of the major strengths of Penn—its long tradition of interdisciplinary teaching and research, and its growing internationalization—converge in four outstanding programs that have been designated National Resource Centers by the U.S. Department of Education. For part of their support, they compete for funding under Title VI of the U.S. Higher Education Authorization Act. The Provost’s Conference on International Education and Research (pages 4-6 of this issue) devoted a whole session to these programs and their future as Congress scrutinizes anew its support of higher education.

The Lauder Institute

A joint venture between Penn’s School of Arts and Sciences and the Wharton School, the Joseph H. Lauder Institute of Management and International Studies was founded in 1984 and has graduated over 500 students. Through in-depth language and culture study combined with managerial training, the Lauder Institute uniquely prepares American managers to function effectively in a global environment.

South Asia

Penn is host to the largest South Asia Regional Studies program in the nation. The program includes research studies in religion, politics, and violence in South Asia. Currently 30 faculty members and 100 graduate students are involved in the program, with approximately 500-600 students taking courses taught by the South Asia faculty each year. The program’s outreach component distributes materials to elementary and secondary schools statewide. The projects and research with which the program is affiliated include: exploring U.S. relations with India, researching mortality and health issues in Bangladesh, and estimating the purchasing power of various forms of currency.

Africa

In a consortial effort with Bryn Mawr, Haverford and Swarthmore Colleges, Penn’s African Studies Program has compiled the largest source of Internet data bases on African studies in the U.S. The African Studies World Wide Web distributes information internationally to schools, libraries, businesses and to the U.S. government, and locally to the Philadelphia public school system, receiving over 100,000 requests each month for its multiple types of information. In addition, the Program teaches courses in the Swahili, Yoruba, Hausa, and Amharic languages. Penn is also one of only a few schools nationwide offering language instruction “on demand.” While there is often insufficient interest to conduct classes in the lesser known languages, a student is able to request individual instruction at the Penn Language Center in any one of more than 15 African languages. The Program is working on a new initiative to send engineering undergraduates to African countries to study developing infrastructures.The African Studies Program currently enrolls 100 graduate and 700-800 undergraduate students.

The Middle East

Providing information to the public during the Gulf War is but one of the major roles played by the Middle East Center. Classified as one of only 13 National Resource Centers for the Middle East, the Center plays a key role in the production and dissemination of expert knowledge about the region. The Center provides crucial support for the teaching of Middle Eastern languages and the training of graduate students for future work in government, business, law and academia. On a day-to-day basis the Center is an important source of information to the media and the public, and offers rich and dependable resources and training to elementary and high school educators. The Center is a member of several overseas research institutes, including units in Morocco, Tunisia, Egypt, Yemen, Syria, Turkey, and Pakistan, and sends students to intensive language programs in Cairo, Amman, Fez, and Istanbul. Penn is unique in offering a joint Hebrew-Arabic program and a joint-degree in Middle East studies and law. Currently the Center is doing extensive studies of water use in the Middle East, research critical to the forging of peace agreements among nations in that region.

Study Abroad: The University administers some 150 study abroad programs for academic credit. The opportunities are worldwide, including programs based on affiliations with universities in other countries for the direct enrollment of qualified students; reciprocal exchange programs; membership in consortia or bilateral affiliations with other U.S. universities or non-profit educational organizations to give Penn students access to outstanding study abroad programs; access to programs of sound academic quality that are not affiliated with Penn; and Penn-designed and managed programs in Mexico, France, Spain and the Czech Republic.

For further information about semester and academic year options, phone Penn Abroad at 898-9073; concerning summer opportunities, phone Penn Summer Abroad at 898-5738.

On the Cover:
Glimpses of three settings where Penn operates its own study abroad programs—a student taking notes in Oaxaca; a distant view of the skyline in Lyon; and (below on this page), a snapshot of Overseas Program Manager Amy Grat at an outdoor market in Prague.

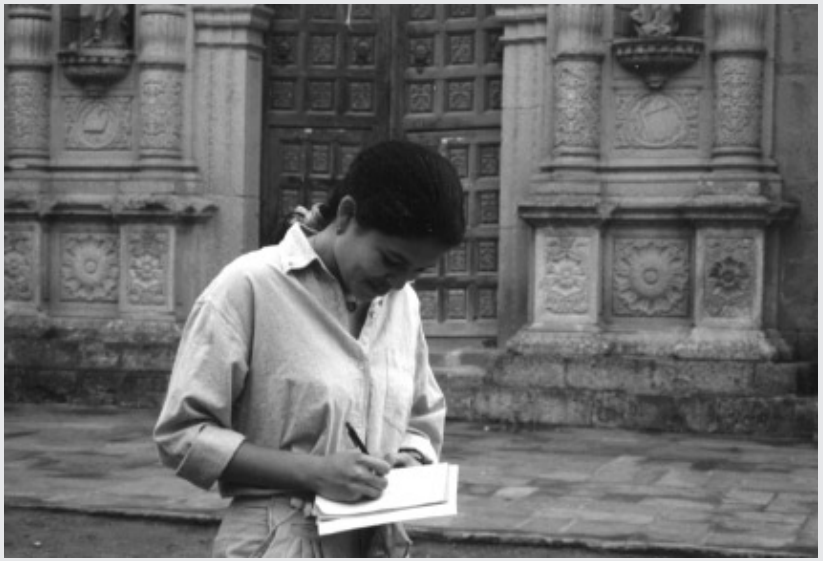
Photos courtesy of the Office of International Programs

Almanac

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In this Issue

2	Honors and News	9	Plaid, Preppy & Proud
3	Death of Mr. Dunlop; Moez Remembered	10	Council: First Fall Meeting; Summary of Steering '94-95; Actions Taken '94-95; Reports on Bookstore, Library, International Programs, Research
4	International Education and Research at Penn	15	OPPORTUNITIES
7	Innovation Corner: John Fry on the Prescription Change	19	Crime Alert — Garages; Update, CrimeStats
8	Three for the Bookshelf		Pullout: October at Penn



The Globalization of Education and Research at Penn



A significant enrollment of international students, a network of study abroad programs in all reaches of the globe, scholarly research in all aspects of international relations and international affairs, and an unprecedented depth and breadth in foreign language programs give Penn a truly world-wide presence and prominence, says Dr. Joyce M. Randolph, Director of Penn’s Office of International Programs.

More than half of the Penn graduate groups ranked in the top ten in their fields by the National Research Council’s recent report are strongly international in their orientation: anthropology, economics, English, French language and literature, history of art, linguistics, music, religious studies, sociology, and Spanish language and literature.

Penn enrolls over 3,100 international students and hosts some 1,100 international scholars each year—which makes its international community one of the largest in the Ivy League. International students represent 8-10% of Penn’s undergraduates, and 17-22% of graduate and professional students.

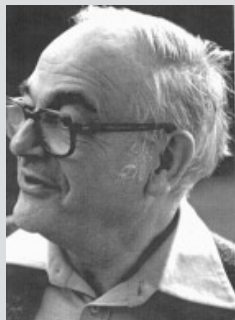
Each year over 550 undergraduate students study abroad for Penn credit, and they choose from over 150 approved programs, including options to study business in Spain, engineering in France, nursing in England, pre-medical science courses in Israel, and language and culture in Japan.

“Penn’s commitment to an international outlook is at the heart of its academic mission,” Dr. Randolph says. She lists just part of Penn’s international inventory in thumbnail sketches on the back page of this issue, and on pages 5-6 with her report on the Provost’s Conference on International Education.

Honors

Medal of Freedom

Three of the 12 distinguished Americans receiving the President's Medal of Freedom at the White House this week are Penn-related: Judge A. Leon Higginbotham, who was a trustee and member of the Law Faculty; Dr. C. Everett Koop, the pediatrics professor who headed CHOP before he served as Surgeon General; and Alumnus William T. Coleman, later U.S. Secretary of Transportation.



Above, Dr. Ostwald
Left, Dr. Selove

Honorary Degrees for Two

Dr. Fay Ajzenberg-Selove, professor emeritus of physics, was awarded the Doctor of Science degree *honoris causa* by Smith College this year, with a citation that begins, "In successfully blending a scientific career of teaching, research, writing, and professional activities, you have not only established a solid reputation in your field, you have paved an important path for women in physics to follow." The Lindback Award winner, Guggenheim Awardee and member of the National Academy of Sciences was cited for organizing the American Physical Society's first panel session on women in the field, and praised for her recent book, *A Matter of Choices: Memoirs of a Female Physicist*.

Dr. Martin Ostwald, a widely recognized scholar of Greek political thought and institutions who is professor emeritus of classical studies, will be awarded an honorary degree from the Université de Fribourg Suisse on November 15, 1995. The ceremony in Switzerland will be in conjunction with the inauguration of the new Dean of Faculty at the University, Dr. Walter Haas. Among the works for which Dr. Ostwald is known is *From Popular Sovereignty to the Sovereignty of Law* (Berkeley, 1986).

Scholarships

John B. Neff (right), the charter trustee who heads Penn's investment committee, was honored with the Philadelphia Scholars Fund's first annual *Giving Forward Award*, for his support of the Philadelphia Scholars Fund, which provides Last Dollar Scholarships to public high school graduates at accredited colleges and universities. Mr. Neff's firm, Wellington Management Company, added to the honor with a gift of \$100,000 to the Fund to endow the John B. Neff Scholarships.



For PennMed:

A \$600 Million Capital Campaign

The University of Pennsylvania Medical Center and Health System has announced a long-term capital campaign of \$600 million with the theme "Campaign for the Future of Medicine: Learning, Discovery, Prevention, Cure." According to Dean William N. Kelley, who is CEO of the Medical Center and Health System, it is the largest announced capital campaign for a major academic health center in the U.S.

"This campaign will determine our ability as a leading academic health center to maintain and enhance our role and stature in academic medicine, both nationally and worldwide," Dr. Kelley said. "The funds raised from now through the end of the century will allow us to continue to advance the institution's 230-year mission for excellence in the delivery of health care by sustaining the high level of teaching standards for which our medical school is known, our scientists who perform groundbreaking medical research, and our learned clinicians who attend to their patients' well-being."

Almost half the goal—\$296.8 million—had been raised by the time its launching had been announced September 15.

Funds are to be used toward all three parts of PennMed's three-tiered mission of education, research and patient care, the announcement said, with priorities including the 21st Century Endowed Scholars fund, endowment for faculty support, and funds to support patient care programs in the clinical areas.

Half the goal—\$300 million—has specifically been earmarked for research. "Never has research held so much promise for the treatment of disease," said Dr. Kelley. "Never have we had the wellspring of intelligence we enjoy today, intelligence focused both on basic research and on translating the findings of that research into bedside treatment. Never have we had the sophisticated technology that enables our investigators to capitalize on their imagination and turn concept into experiment, experiment into discovery, and discovery into patient cure and care."

Trustees: A \$352 Million Capital Budget for FY96

The Trustees Executive Committee opened Friday's meeting with a moment of silence for Robert G. Dunlop, the emeritus trustee who was the Board's senior member in service (see page 3).

As the Trustees passed a capital budget of \$352,057,000 for Fiscal Year 1996, Chairman Roy Vagelos linked its major components to an earlier statement by President Judith Rodin that the coming year would have research issues high on the agenda.

Both at Wednesday's Council meeting and in the Trustees' stated meeting Friday, Dr. Rodin said that after launching the undergraduate initiative last year it was time to turn to research, including its environment and infrastructure. Two of the three major construction items in the capital budget address this, Mr. Vagelos pointed out. The three are the Medical School's next biological sciences unit (known as BRB-2) at about \$100 million; the Institute for Applied Science & Technology at about \$50 million; and the Perelman Quadrangle, at about \$60 million.

In other financial actions, the Trustees voted a \$1.35 million appropriation for Phase I of the renovation of Van Pelt-Dietrich Libraries, and \$1.22 million for the fifth and final phase of Franklin Field's rehabilitation. They also approved the purchase of a 53.8-acre parcel of land in Chester County adjacent to New Bolton Center, at \$1.15, million to be repaid by the School of Veterinary Medicine.

Health System Boards: With the completion of recent steps that make the Presbyterian Medical Center an integral part of the University of Pennsylvania Health System, the Trustees on Friday elected the initial board and chair for the PMC as follows:

Chair: Myles H. Tanenbaum, Esq.
Members: David C. Auten, Esq.
W.W. Keen Butcher
William T. Foley (*ex officio*)
William N. Kelley, M.D. (*ex officio*)
Rev. Dr. William J. Shaw
Donald F. Snell (*ex officio*)
John P. Wynne, Jr. (*ex officio*)

Franklin Physician Services: The Executive Committee also approved the selection of Trustee Raymond H. Welsh as chair of the board of Franklin Physician Services, Inc., and filled vacancies on that board with the appointments of Dr. Kelley, Mr. Wynne, John C.S. Kepner and Leslie A. Dengler, all serving *ex officio*.

New Date for Open House: October 31

The Department of Academic Support Programs' Open House at its new headquarters has been changed from September 27 to *Tuesday, October 31*. All members of the University community are welcome to attend from 3 to 5 p.m., first floor of Harnwell House, 3820 Locust Walk.

Deaths

Robert G. Dunlop, Trustee of 43 Years

Robert G. Dunlop, an alumnus and long-time trustee of the University, died Wednesday night, September 20, at the age of 86.

Mr. Dunlop had served on the board of trustees for 43 years, the longest of any current trustee. He joined the board June 2, 1952, was named a life trustee in 1960 and trustee emeritus from 1979 until his passing. From January to May 1974, he was the Chairman and later Vice Chairman of the Executive Board, Chair of Nominating Committee, Chair of Finance Committee, and a member of the Joint Steering Committee of the Annenberg School for numerous years through 1989. For his strong dedication and commitment as a trustee, Mr. Dunlop was awarded an Honorary Degree of Doctor of Laws in 1972 by his colleagues, and described as having "set a personal and professional example for all individuals to follow."

The Valedictorian of his class, Mr. Dunlop received his B.S. in Economics from the Wharton School in 1931, and went on to become the President of the Sun Oil Company in 1947, fourteen years after he joined the company as an accountant. Through mergers, expanded U.S. and new foreign operations, Sun experienced remarkable growth, including a 50 percent increase in company assets following the merger with Sunray DX Oil of Tulsa in 1968, during Mr. Dunlop's presidency. He also served as Sun's Chairman and Chief Executive Officer from 1970 until his retirement in 1974. He then served on the board of directors until 1991 when he was named Director Emeritus.

Mr. Dunlop was chairman of the American Petroleum Institute from 1965 to 1967 and received the trade group's highest honor, the Gold Medal for Distinguished Achievement in 1971.

He was the first alumnus to receive the Wharton School Alumni Society's Gold Medal of Achievement in 1971. He also received the Gold Medal of Achievement of the Poor Richard Club, which cited him for distinguished accomplishments that "most closely followed the ideals and spirit of Benjamin Franklin" and for being "distinguished in ability, serviceable in public stations and an ornament to the country."

Mr. Dunlop is survived by his wife of 57 years, Emma ("Brownie") L. Brownback Dunlop; son, Richard G. (WG '68); daughter, Barbara E. Dunlop Hauptfuhrer; five grandchildren and one great-grandchild.

Memorial contributions can be made to the University of Pennsylvania c/o Thorne Sparkman, M.D., HUP, 3400 Spruce Street, Philadelphia PA, 19104.



Elijah Major, Sr., an animal care technologist at the School of Veterinary Medicine, died on August 31, at the age 56. Born in Lanes, South Carolina, Mr. Major came to Philadelphia in 1958. He worked for the Hawthorne Construction Company for 17 years, after which he began his 20-year career at Penn. Before joining the Vet School in 1988, Mr. Major also held a position in the Dental School as an animal care technician.

He is survived by his wife, Minnie; four children, Elijah, Jr., an assistant lab technician in the Vet School, Willie Albert, Lucille, and Isaac; a sister, Martha Burroughs; a brother, Leroy Major; twelve grandchildren; and seven great-grandchildren.

In Memory of Moez Alimohamed

A year after his son's death, the father of Moez Alimohamed writes to President Judith Rodin, and, with her permission, shares his letter with the campus community. Further below, Moez's graduate group chairman adds his appreciation.

Dear President Rodin:

On this sad anniversary of the passing of our beloved Moez, I should like, on behalf of the family, to convey the following:

a) our gratitude to all the friends of Moez at the University of Pennsylvania (faculty, staff, students, *et al*) who sent flowers and messages of condolences with which we were all much touched, but could not respond to/acknowledge individually.

b) our appreciation for all that the University of Pennsylvania staff and the faculty have done to deal with various matters relating to Moez's personal effects, finances, etc.

The Memorial Service on October 26, 1994, afforded me and our son, Farouk, the opportunity to meet with many of Moez's friends and well-wishers—both the Service and the individual meetings were a source of much comfort to us in our bereavement.

We have learnt with pleasure that, thanks to generous contributions to the Moez Alimohamed Memorial Fund, the Graduate Student Award for Distinguished Teaching in Mathematics can now be endowed—our congratulations to Scott Pauls as the first recipient. We are also delighted that the Moez Alimohamed Graduate Student Reference Library will be dedicated in the first semester of the new school year.

It is indeed comforting to know that Moez's legacy—his inquisitive spirit, teaching excellence and keen intellect—will always be an important part of the Penn community and an inspiration to all.

*As ever,
Iqbal Alimohamed*

Some Ways Moez Is Remembered at Penn

It is with great sadness that the Penn community observed the first anniversary of Moez Alimohamed's death. Moez, a graduate student in the Mathematics Department, was robbed and killed on August 29, 1994 near his apartment in Philadelphia (see *Almanac* September 13, 1994).

The Department of Mathematics has established a Memorial Fund in his honor (see *Almanac* November 8, 1994) in order to support the Moez Alimohamed Graduate Student Award for Distinguished Teaching in Mathematics and the Moez Alimohamed Graduate Student Reference Library. Thanks to the generous contributions from the Penn community and from Moez's friends all over the world we have been able to collect over \$20,000 towards the Memorial Fund.

This has enabled us to permanently endow the Teaching Award which will be given annually to a graduate student in the Mathematics Department who displays the outstanding commitment to teaching for which Moez was so well known. The first recipient of this prize was Scott Pauls who was presented with the Teaching Award on April 19, 1995.

We are currently in the process of establishing the Moez Alimohamed Graduate Student Reference Library which will be located in the graduate lounge of the Mathematics Department and which will be dedicated later this semester. The library will be stocked, initially, with donated books, including a large selection of Moez's own reference books donated by the Alimohamed family. We intend to buy further books annually for the Reference Library from proceeds of the Memorial Fund.

We are encouraging further financial contributions to the Memorial Fund in order to permanently endow the Reference Library as well. Checks should be made out to the Trustees of the University of Pennsylvania and sent to Professor Wolfgang Ziller, Graduate Group Chairman, Department of Mathematics, University of Pennsylvania, Philadelphia, PA 19104. All donations are tax deductible in the U.S. and Canada.

We would like to thank everybody for their generous contributions to the Moez Alimohamed Memorial Fund. These are greatly appreciated and will help us keep alive the memory of Moez, the warm special person he was, and his commitment to excellence in teaching and research. In tribute to the quality and promise of his work, the University posthumously awarded a Ph.D. degree to Moez in December 1994. His research paper, entitled "A characterization of lambda definability in categorical models of implicit polymorphism" has become a standard reference and was published recently in "Theoretical Computer Science" (Volume 146, 1995), the preeminent journal of this subject in the world.

*— Wolfgang Ziller,
Graduate Group Chairman, Mathematics*

The Director of Penn's Office of International Programs summarizes the ideas and recommendations that emerged from the Provost's first conference on the state of international education at Penn and its potential for University-wide growth. This report is also on the World Wide Web (accessible via the provost's home page, <http://pobox.upenn.edu/provost/>). Questions can be directed to Dr. Randolph at 133 Bennett Hall 6275 (Phone 898-4665, Fax 898-2622, or e-mail randolph@pobox.upenn.edu)

International Education and Research: A Report from the 1995 Provost's Conference

by Joyce M. Randolph

As the world changes rapidly and becomes increasingly complex, and as technological advances create both new opportunities and new challenges with dizzying speed, international education and research continue to be a high priority at the University of Pennsylvania. In accord with its International Mission Statement, the University of Pennsylvania "seeks three main goals: the preparation of its students and faculty to be members of a more cohesive world; the generation of knowledge on a more global orientation; and provision of its academic resources, to the extent feasible, to nations and to institutions involved in international activities."

Provost Chodorow has launched a participatory process to advance Penn's agenda in this regard, by bringing together key people on campus to talk and learn from one another and to create synergies. The First Annual Provost's Conference on International Education and Research was built around two main objectives:

- internationalizing undergraduate education; and
- setting priorities and increasing campus-wide cooperation in international research and institutional linkages abroad.

Approximately eighty faculty members, deans, directors of centers and institutes, and a few students attended the day-long event in April 1995. Featured speakers included members of the Penn community and guests from Stanford University, Wesleyan University, St. Olaf College and the Consortium for Language Teaching and Learning at New Haven, Connecticut. Prior to the conference, participants received summaries of international initiatives from centers, institutes and schools across the University—providing background information about Penn's current programs and short term goals. It was clear that the University has considerable international strengths, but the efforts appear to be somewhat disjointed. The Provost's Conference was intended to raise key issues and begin to mesh agendas while acknowledging individual needs and interests. The morning sessions concentrated on undergraduate education, the afternoon panels on research activities and linkages with institutions overseas.

In the following summary, issues and suggestions to be explored further are numbered sequentially and appear in italics.

— J.M.R

I. How Can We Globalize the Undergraduate Curriculum?

Stanley Chodorow, Provost, Penn

Jane Edwards, Wesleyan University

A central goal at Penn is to make international education the norm for every undergraduate. This encompasses integrating languages, study abroad, course work and advising at all levels. Clearly, the institution should proceed intentionally rather than accidentally, to seek to produce what Richard Lambert calls the "globally competent" graduate. This agenda involves the various components of general education, distribution requirements, majors and minors—all of which must harmonize. In this effort, departments must take the lead. Furthermore, Penn should consider two kinds of institutional strategies, the carrot and the stick:

- influence students to want to have an international experience (in other words, address students' expectations and attitudes);
- establish requirements that force students to have an international experience.

Suggestions warranting further exploration include the following:

1) Add "certificates" in global or cross-cultural or area studies fields (with language requirements in "content" courses). This is a way of validating and "credentialling" international experience.

2) Use maps or model curricula as advising tools. This should begin in freshman advising. One electronic method used successfully at Wesleyan is "Wesmap," whereby each academic department lists information on the campus computer network concerning not only major and minor requirements but also internationally oriented courses, recommended study abroad programs in that subject, and international certificate requirements.

3) Bring internationalization into the margins of every discipline. Learning takes place at the margins in any case. Have departments take the lead in developing strategies to produce "globally competent" students. They should examine who is teaching, what is being taught, what teaching techniques can assist with this agenda, etc.

4) The recruitment and admission process is crucial: broadcast Penn's intent to produce "globally competent" graduates.

II. Where Are the Languages in Internationalization?

Foreign Languages Across the Curriculum

Roger Allen, Asian and Middle Eastern Studies, Penn

Peter Patrikis, Consortium for Language Teaching and Learning

Monolingualism, prevalent in the United States, is a moral and physical barrier for our alumni. Foreign Languages Across the Curriculum (FLAC) courses help students to think differently. Some colleges and universities have introduced these initiatives, with partial support from the National Endowment for the Humanities (NEH) and the Fund for the Improvement of Post-Secondary Education (FIPSE). For example:

Brown University began introducing FLAC seven years ago, and the opportunities for Brown undergraduates are already quite extensive; Princeton is promoting language use by moving languages into preceptorials; Stanford does this; and Harvard is introducing foreign language use into freshman courses: for instance, you can take Government 112 either in Spanish or in English.

5) Introduce Foreign Languages Across the Curriculum (FLAC) in Penn's undergraduate curriculum:

a) Work with students in the admission process. Train freshman advisors to guide people to FLAC courses. Create incentives, including internships. Validate the experience; determine ways to recognize and reward the effort.

b) Rethink the curriculum. FLAC should be at all levels. Do not let textbooks get in the way of implementing a FLAC course. Create avenues for returning study

abroad participants to take FLAC courses in the third and fourth years, including in their major fields.

c) Faculty development is an issue, for FLAC tends to create anxiety and tensions in departments. There must be real commitment for FLAC to succeed, and this is shown in the hiring process.

d) The new Program in International Studies and Business (ISB), with its joint degree between SAS and Wharton and its emphasis on language and area studies, could develop a pilot FLAC program at Penn.

6) *Consider instituting a language use requirement for graduating in specific majors.* A student could demonstrate language use through residence in a language house, study abroad in a language immersion setting, enrollment in FLAC content courses, community service with foreign language groups in Philadelphia, etc.

7) *An even more radical notion is the establishment of a foreign language proficiency prerequisite for admission to Penn.*

III. Undergraduate Study Abroad: Promoting Excellence and Involvement

Mary Naylor, Associate Dean of Nursing, Penn

Karen Jenkins, St. Olaf College

S. Corbin Smith, Stanford University

Comparing Penn's study abroad approach to the experience of two other institutions (St. Olaf College and Stanford University) uncovered issues surrounding academic standards, faculty involvement, number of programmatic options and sites, and the number of student participants. Whereas approximately 20% of each graduating class at Penn has studied abroad for Penn credit, the percentage at St. Olaf is much higher (65%) and at Stanford the representation is slightly higher (25% in Stanford programs; additional students in non-Stanford programs). The St. Olaf model puts faculty at the center and results in programs with built-in sustainability, as well as significant internationalization of on-campus teaching.

8) *There is a need for more active faculty engagement in study abroad at Penn.* One strategy would be to get students more involved in faculty members' research overseas.

9) *Think about study abroad as an integral part of majors (not as part of students' general education).* We should create versions of majors that are international in nature.

IV. Using The New Information Technologies In International Education and Exchange

Peter Patton, Vice Provost for Information Systems and Computing, Penn

Paul Mosher, Vice Provost and Director of Libraries, Penn

Gregory Farrington, Dean, SEAS, Penn

Sandra Barnes, Director of African Studies, Penn

Examples of current use of the new information technologies underscored their enormous potential as well as the challenges facing higher education institutions: Expanding uses:

- information sharing and brokering (for U.S. and international audiences, for the public and private sectors);
- interactive classrooms; distance learning;
- electronic conferencing;
- community outreach;
- teacher training.

Challenges:

- need for staff support in order to maintain data integrity, respond to inquiries, stay abreast of technological developments;
- issue of ownership; charging for access to information.

10) *It behooves Penn to "publish" on the World Wide Web in fields for which we are well noted.* An example is the African Studies Home Page, which had over 100,000 users in March 1995, including governments, businesses (here and abroad), school teachers, colleges and universities.

11) *The communication possibilities offered by the Internet (and PennNet) are creating a revolution in teaching and advising.* Examples are highlighted in the recently produced videotape of teaching innovations in departments at Penn such as English, art history and classics.

(continued next page)

An International Programs Sampler

Some—but by no means all—of the internationally-focused programs at Penn are:

- Four international and area studies centers designated National Resource Centers (see the Lauder Institute, African Studies, Middle East Center and South Asia Regional Studies Center on the back page of this issue). In addition, Penn is building strength in East Asian studies, Latin American cultures, and West European studies.

- A new SAS-Wharton joint undergraduate Program in International Studies and Business, whose students enter Penn with considerable foreign language proficiency and quantitative skills.

- The University of Pennsylvania Museum of Archaeology and Anthropology, preeminent in illumination of the world's cultures.

- The satellite downlink of the Annenberg School for Communication, which brings foreign language programming to 32 campus buildings. This Academic Video Network includes SCOLA, a channel broadcasting live and delayed foreign language news from around the world, 24 hours a day.

- The School of Dental Medicine's international externships for its senior students, at selected dental schools outside the United States.

- The Graduate School of Education's Six-Country Comparative Education research project, involving the ministries of education of China, Hong Kong, Singapore, Japan, Germany and Switzerland.

- The Minority International Research Training Program—an international training program in biomedical research for underrepresented minorities, supported by the National Institutes of Health. A collaborative effort involving Penn, Lincoln and Howard Universities, the program is matching 18 students with internships established by the University in laboratories around the world, including sites in Europe, Asia, Africa and the Middle East.

- The Wharton School's dramatic strides in globalizing its programs, curricula and student body, including the recently introduced Global Immersion Program, in which MBA students are offered an opportunity to participate in four-week study tours at the end of their first year, to China, Europe, South East Asia or South America. (Approximately 160 students enroll each summer in this non-credit option.)

- Research on international subjects, in centers and institutes such as:

- Center for the Advanced Study of India
- Center for Cultural Studies
- Center for Health Sciences and Policy Research
- School of Nursing Center for Low Birthweight Research, Prevention and Care (with the Kamuzu College of Nursing, University of Malawi)
- Center for the Study of Black Literature and Culture
- Emerging Economies Program
- French Institute for Culture and Technology
- Huntsman Center for Global Competition and Leadership
- Institute for Environmental Studies
- International Literacy Institute (jointly sponsored by UNESCO)
- Population Studies Center
- U.S.-Japan Management Studies Center
- Weiss Center for International Financial Research
- Wurster Center for International Management Studies

— J.M.R.

Research Partnerships

Collaborative research is a hallmark of Penn, and nowhere is it more evident than in international projects such as these:

- The Emerging Economies Program, founded at Wharton to assist in the growth of both transitional and emerging economies. Research initiatives have included: analysis of the Russian Federation's transition to a market economy (conducted with the Institute of Economics, Russian Academy of Sciences); and research on World Bank corporate governance and privatization in Russia and Eastern Europe.

- Electrical engineers at Penn have a research/educational connection with institutions in Argentina, Brazil and Chile, under the aegis of a National Science Foundation-sponsored Western Hemisphere Collaboration in Microstructures and Sensors (WHECOMS).

- School of Social Work Dean Ira Schwartz has initiated a comparative study of the impact of immigrants from Russia in Germany, Israel and the United States. The project's multinational collaborators are located at Penn, the University of Tübingen, Haifa University and Tomsk State University.

- The Youth Policy Studies Center (in the School of Social Work) has initiated a comparative study of social welfare policy development in the United States, Germany (University of Bielefeld) and Israel (Haifa University).

- Social Work professors at Penn and Tübingen have developed a framework for comparing delinquency and juvenile incarceration trends in Germany and the United States. The study will be expanded to include colleagues from Bielefeld University.

- The Economics Research Unit at Penn has been collaborating for six years with the International Centre for the Study of East Asian Development (Kitakyushu, Japan), studying many dimensions of East Asian economic development, e.g.: foreign direct investment, econometric modeling of the East Asian countries and the relations between them, studies of the development ladder in East Asia, CGE models linking the various economies and studying the development process between them, studies of total factor productivity in the Asian countries, studies of East Asian industrial policy.

- There are considerable research and educational activities underway in the economics department on micro issues within an international context, primarily with respect to developing economies. Topics include: what determines investments in schooling, health and nutrition; the impact of health, nutrition and schooling on economic productivity; the impact of health, nutrition and schooling on child development; intra-household allocations, including gender and birth order differences; the determinants of human fertility, mortality and migration. Research links are particularly strong within Penn with the Population Studies Center and the Center for the Advanced Study of India. Support has been provided by entities such as the World Bank, the Asian Development Bank, the Inter-American Development Bank and various United Nations organizations, as well as by NIH and NSF.

—J.M.R.

V. International Research and Linkages Abroad: Setting Priorities and Increasing Campus-Wide Cooperation

S. Corbin Smith, Stanford University;

Bruce Kogut, Emerging Economics Program, Penn

Mary Naylor, Penn Nursing and Leonard Davis Institute

The planning process at Penn could be facilitated by answers to four basic questions:

- a) How can faculty members stay abreast of the myriad collaborative research activities of their colleagues across the campus?

- b) How can cooperation among internationally engaged faculty members be increased and encouraged across the campus?

- c) Should Penn have formal University-wide linkage agreements with universities in other countries? If so, what criteria do we apply in identifying potential partner institutions? In Penn's decentralized environment, many school-to-school and department-to-department linkages already exist: Are there advantages to centralizing some of these linkages administratively?

- d) What is Penn's role with respect to developing countries?

Stanford University centralized certain aspects of its internationalization efforts by creating the Institute of International Studies (IIS), reporting to the vice president for research, and funded largely by external sources. The IIS concentrates on selected inter-school, interdisciplinary international programs, and looks primarily at contemporary policy issues. The current foci are the global environment, international security and international political economy.

12) With respect to Penn, strong support was expressed for increased collaboration and cooperation across schools; a key might be establishing a central clearing house for information on collaborative opportunities, as well rethinking the role of the vice provost for research in promoting international collaborative research. However, it was not clear that a centralized institute for international studies would be recommended.

VI. Rethinking Area Studies

Richard Beeman, Associate Dean, SAS, Penn;

Douglas Massey, Professor of Sociology, Penn

Sandra Barnes, Director of African Studies, Penn

Four questions were considered in this discussion:

- a) Is the geographical organization of the programs a good idea?

- b) Historically, area studies developed as a post-World War II/Cold War phenomenon. How should area studies adjust to the new world map and new international climate?

- c) Until recently, area studies programs have focused primarily on graduate and postdoctoral training, and on faculty research. How can area studies transform themselves into active agents in interdisciplinary undergraduate programs?

- d) The Department of Education Title VI budgets (which provide major funding to area studies centers) are under attack as never before. What will happen to area studies if Title VI funds disappear? Will their missions change?

Responses to these challenging questions included the following points:

- Western scholars are now challenged by indigenous scholars. Without the insights gained from a "deep knowledge" of another culture, western scholars risk losing their rights. There exists a "zone of tension" between the "global knowledge or comparative knowledge" gleaned by an elite stratum of the world's population, and the "deep knowledge" acquired only through intensive local experience. Therefore, rethinking area studies may also include realizing that graduate students need this deep knowledge early in their academic careers, in order to move on to comparative or global knowledge later.

- Area studies cannot be a free-floating entity. It must be integrated within the University's schools and disciplines, and it must be an integral part of the curriculum.

- There may be a need for a larger coordinating structure at Penn, and area studies would be a part of this.

13) The challenge facing Penn is: how to retain the area studies' depth of study and also work towards integration (extending area studies across the curriculum and throughout the schools), without creating a formal institute or other institutional structure that becomes a burden.

VII. Conclusion and Next Steps

Stanley Chodorow, Provost, Penn

14) This conference and the follow-up steps to the conference are part of Penn's overall planning efforts:

- defining the 21st Century undergraduate experience;
- reviewing the role of graduate instruction and research;
- developing the next stage of Penn's plan to fulfill its international mission.

Specific follow-up steps include:

- publication of Conference materials, electronically and in hard copy;
- small workshops in 1995-96 on key issues raised in the Conference;
- implementation of selected recommendations;
- plans for the Second Annual Provost's Conference on International Education and Research.

Innovation CORNER

In the April 4th issue of *Almanac*, the executive vice president published the first phase of implementation plans for Penn's administrative restructuring initiative. The plans focused on the divisions of business services, facilities management, finance, information systems and computing, human resources, and public safety.

Since then, a number of plans have been implemented, others are in progress, and additional initiatives have been developed. For example, the University is assessing its procurement practices, risk-management programs and its overall real-estate management function.

"We have seen steady and substantive progress as we move towards our goal of restructuring all of Penn's administrative processes and service delivery

organizations," Executive Vice President John Fry said. "The changes we have implemented so far establish a secure base upon which to build as we move ahead with our long-term, University-wide restructuring plans."

In the coming months, Fry said, the University will focus on delivering significant cost reductions and service improvements in the targeted administrative areas, while laying out an aggressive Phase II plan for administrative restructuring that will guide the University over the next several years.

In order to keep the Penn community informed of the results of restructuring, and other University-wide initiatives that demonstrate Penn's commitment to implementing cost and service improvements, the first of a regular column debuts today in these pages. The column will feature stories that illustrate innovation at Penn, interviews with Penn administrators, and other related news and features.

"We are committed to our goals of reducing costs significantly, and improving the quality of service," Fry said. "At the same time, we intend to invest in and reward our best employees. We need a committed, open, team approach to this effort in order to succeed. Our goals are ambitious, but achieving them is essential if we are to make Penn a stronger university."

CHANGES IN PRESCRIPTION PLAN BENEFIT EMPLOYEES AND THE UNIVERSITY

Penn employees who received prescription coverage from Blue Cross were long accustomed to deductibles, filling out forms, waiting for checks. These inconveniences were all part of the program. Until this summer.



John Fry

Photograph by Addison Geary

On July 1, Penn replaced the prescription portion of Major Medical with a package offered by PCS Health System. The Division of Human Resources describes the new plan as more "user-friendly."

Under the old system, employees paid the full cost for the

medication, then received a reimbursement from Blue Cross. With the new system, they walk into a pharmacy and receive discounts on the spot. They are now paying 20 percent for most drugs, rather than the whole 100 percent and getting the reimbursement later for the 80 percent.

Since reimbursement checks from Blue Cross didn't always make it to the bank, employees benefit from the instant discounts. "Sometimes the check would be for \$10, \$20, so people might forget to cash it," said Fina Maniaci, assistant manager of benefits. "It was such a nuisance to go and deposit it."

The new program offers other perks, as well. As part of Major Medical, for example, Blue Cross set a deductible for prescriptions and other expenses: Until you spent \$200, you were not eligible for reimbursement. Under the PCS plan, the deductible is waived for prescriptions for subscribers who stay within a network of participating pharmacies. This network

comprises 47,000 nationwide pharmacies, including major chains such as Rite-Aid and Thrift Drug.

"We were also able to get HUP's pharmacy as part of the network," Ms. Maniaci said. "That's a special arrangement."

The groundwork for the PCS program was laid last year, after Blue Cross subcontracted its prescription benefits to Medco, a prescription management firm. Blue Cross essentially became a middleman.

After a few initial negotiations with Blue Cross, Human Resources decided that it would be more cost-effective to decouple the prescription coverage from Major Medical. "One of the reasons we hadn't done it in the past was because... we believed that a standalone product was much more expensive than prescription benefits through Major Medical," Ms. Maniaci explained. "But when Blue Cross made it almost similar to a standalone product by going through Medco, we decided to look into it."

After consulting with client references and meeting with other vendors, Human Resources had enough information to present to the Personnel Benefits Committee. Meant to advise administration on benefits policy, the committee of 12 people represents the staff, faculty and student body.

"We rolled it out in front of them to test the waters," Ms. Maniaci said.

The waters were fine. The plan moved on to the vice president of human resources, then the executive vice president. PCS Health System was chosen to run the prescription program, which is included in the rates Penn employees pay for Blue Cross coverage.

By creating the new prescription plan, Human Resources estimates savings of \$200,000 in administrative costs and expects additional savings in utilization costs. Employees have saved money, as well.

"This year, with the Blue Cross Plan 100, there was no increase in cost, and with the Comprehensive Plan, the premiums decreased 5 percent," Executive Vice President John Fry said. "This is probably the first time in 10 years or longer that there wasn't an increase in the Plan 100 rates."



On the Shelf...

As Penn faculty, staff and students publish books, an occasional column will appear on these pages to inform the University community of new releases.

THE REALITIES OF DIVORCE FOR SINGLE MOTHERS

Research indicates that four of 10 American children will witness the divorce of their parents. Care of these children usually falls to the mothers, who compose 60 percent of the heads of households in single-parent families. "For Richer, For Poorer: Mothers Confront Divorce" (Routledge), a new book by Demie Kurz, co-director of Penn's Women's Studies Program, examines the trials that divorced mothers face.

For many women in Dr. Kurz's study, divorce is simply a necessity. "Divorce occurs because of the hardships that contemporary marriages cause for women, due to domestic violence, drug use, and alcohol abuse, as well as for reasons of personal dissatisfaction," she maintains.

Most women in her sample were glad to be out of a problematic marriage, but many encountered serious economic hardship. Lower wages and sexual harassment in the workplace make it difficult for many women to earn enough to support themselves and their children. Divorced fathers generally do not own up to their responsibilities: Fewer than half of all divorced mothers receive child support. Dr. Kurz observes that "...high rates of maternal custody and low rates of child support mean that women bear a disproportionate share of the burden of childrearing without access to a commensurate share of the family's resources."

Political rhetoric citing divorce as a crisis of the nuclear family misses the point, Dr. Kurz finds. She suggests that policy-makers abandon speeches criticizing the deterioration of the family unit and concentrate instead on developing pragmatic solutions to the causes of divorce.

"If we really wish to improve the quality of marriage and lower the divorce rate, we must do far more than make pronounce-

ments about family values," she notes. "We must work for more egalitarian relations in the family—or more sharing of household work, for ending male violence, and for changing the norms that dictate that men should control their female partners."

MED SCHOOL GUIDE FOR MINORITY STUDENTS

Almost everything minority students always wanted to know about getting into medical school is now in a book scheduled to be published next month. Fourteen med students representing different minority groups wrote and edited "Getting into Medical School: A Planning Guide for Minority Students" while attending Penn's Medical School. The book was six years in the making.

Assistant Editor William Hunter, M.D., says the book is a road map for students who "can't pick up the phone and call Aunt Susan or Uncle James and say, 'What do I need to do next?'" because minority students usually come from communities where doctors belonging to their ethnic group are few and far between.

Written by people who have been there/done that, the guide covers important issues in getting a medical degree. Among the many chapters, one addresses the question "Is Medicine for Me?" Another discusses how to beat the MCATs, and a third explains how to finance a medical school education.

The first printing will run 4,000 to 5,000 copies. Each will sell for about \$9, with royalties going to Afrinatio, a nonprofit corporation established by the authors to encourage minority students to join the medical profession.

To order a copy of "Getting to Medical School: A Planning Guide for Minority Students," call Betz Publishing at 1-800-634-4365.

LIFE IN THE BIG CITY

Witold Rybczynski offers a fresh look at urban possibilities in "City Life: Urban Expectations in a New World" (Scribners). "Once we accept that our cities will not be like cities of the past, it will become possible to see what they might become," he writes.

But first, Penn's Martin and Marge Meyerson Professor of Urbanism reveals how they evolved into their present forms. He takes the lucky reader globe-trotting and time-traveling to ancient Greece, present-day Charlotte, N.C., and Chicago of 1896.

Professor Rybczynski could have taken the easy route, plodding from one city to another, chapter by chapter. Instead, he gracefully makes comparisons and packs this concise book—his fifth—with delightful details (Why is the top of New York's Chrysler Building decorated with eagle gargoyles? They mimicked hood ornaments on the company's cars.)

One of the book's pleasures is its seamless weaving of many urban threads. The author links the development of the elevator, for instance, to the skyscraper and explains how the skyscraper didn't just change skylines. By increasing real-estate values, the skyscraper radically altered the character of cities' centers. When land was cheaper and buildings were lower, "the center of all American cities since Williamsburg had been a mixture of commercial, residential, and industrial uses," he writes. Once the price of land was based on renting 20-story office space, only 20-story buildings were constructed—driving low-rise residences, factories, rooming houses, workshops and such to the periphery.

Philadelphians will get a special bonus from this book—it is full of examples from Chestnut Hill's development to the City Beautiful movement, William Penn's grid plan and Fairmount Park.

Plaid, Preppy and Proud of Penn Pigskin

By **Esaúl Sánchez**

Dan Staffieri stands out in almost any crowd. It's easy to spot him among the blue Penn jerseys on the football field. You just look for the red jacket, the plaid beret and plaid pants.

"I like plaid," Dan says. "I like to dress Ivy-like preppy. It's zip and bop, just get it going, be friendly."

He finds the plaid jackets at thrift shops. "This thing here cost me a buck," he says, pointing to the predominantly white jacket with navy blue lines he is wearing.

Chances are you know who Dan is, that you have seen him on Locust Walk on a little cart singing through a megaphone, "Here we go, Quakers, here we go," and instigating everybody to clap three times.

"I love doing this," Dan says. "Football is my life. I care for the players and respect them for their constant giving, for their efforts on and off of the field."

Football has been good to Dan. Coming out of the Great Depression, he wanted to go to college. "But since my parents had no money," Dan says, "I decided to become a good football player and compete for a scholarship."

His football career started in 1941 at Germantown High School. "In 1942 we were the public-league champions of Philadelphia," Dan says. Then came World

War II, and Dan enlisted in the Marines. Four years later he returned to football at the University of Maryland, where he played as a guard and offensive linebacker. Dan eventually became a high-school football coach—and was fortunate enough to find and marry a football-minded woman.

Dan started to coach defensive linemen at Penn in 1977. Since then he has been assistant coach to offensive receivers and more recently to running backs.

Yet his job goes beyond coaching specific skills: He is a motivational engine for the whole team. Before each game, Dan comes up with 20 to 30 motivational slogans that he posts in the lockers to keep players focused on the next game. He even invented the "Atta' Boy Certificate" for players who spot any misspellings.

Through chants and antics, Dan works to keep players motivated at all times. On game day he finds positive things to say to players involved in each play, even if it didn't work for Penn. "We have to keep thinking positive," he says.

Although Dan takes the time to encourage people now, he doesn't forget about them once they move on. "Every morning I wake up at 5 a.m. and write five letters to former players, friends or whatever," he says.

At age 72, Dan is very energetic and enthusiastic. Players ask him when is he going to get out. "When they bury me on the goal line. Then you'll have to come

by and say, 'Gitty-up, gitty-up, gitty-up,' " he answers, referring to "Hang Jeff Davis on a Sour Apple Tree," the song that fans sing every time Penn scores.



Photograph by Mark Garvin

Two linebackers: Dan Staffieri and junior Tim Gage.

Coffee à la Carte at the Dental School

Vending machine coffee may keep students awake to finish papers at 4 a.m., but its flavor—flavor?—well, you've gulped it... Now the specialty coffee craze that swept across the coun-

try from Seattle has breezed onto campus. The latest spot to offer espresso, cappuccino and variously flavored coffees and teas is the Dental School's student lounge. The idea for a coffee

cart to enhance vending machine offerings originated with Associate Dean Jim Galbally and Barb Helpin, director of

student affairs. They approached Sandy Bates, manager of vending services for Hospitality Services, who helped arrange for the new coffee cart that is manned by David Jones.

The Dental School provided a room adjacent to the student lounge with a large sink and new electrical outlets. Mr. Jones can now do catering, as well as supply the coffee cart with sandwiches and Italian drinks.

Hospitality Services, Ms. Bates reports, has also helped set up coffee bars in the Steinberg-Dietrich Halls, Vance Hall, the Veterinary Medicine School's commissary and the Clinical Research Building (CRB). Others are planned for the Nursing and Medical Schools.

Left to right, Jim Galbally, Barb Helpin, David Jones and Sandy Bates.



Photograph by Mark Garvin

First Fall Meeting: Issues and Questions

Provost Stanley Chodorow carried much of the discussion at the University Council's first fall meeting September 20, summarizing the steps taken and projected since the spring's Phase One report on the 21st Century Project, and fielding a host of questions and comments on the new draft Student Disciplinary Charter (*Almanac*, September 19).

Undergraduate Education: Since the dissolution of the special committee structure associated with the Phase One report published in *Almanac* May 25, the revamping of undergraduate education is now led by the Council Undergraduate Deans, with the addition of Dr. Robert F. Lucid, who co-chaired Phase One. The Deans' group, chaired by the Provost, is following through on some 11 items from the report, grouped under such headings as curriculum, advising, international education, research, service/learning, and new collegiate models. Fuller coverage of this topic is projected.

Disciplinary Charter: The new draft of the charter drew recommendations from students and faculty. Rather than debating each at the meeting, the Provost said he would evaluate them carefully as he brings the document to its final form. He reminded that comment is due by October 6. (A summary of Wednesday's discussion is in preparation for *Almanac* October 3.)

Committee Reports: Four of Council's standing Committees issued their year-end reports (see pages 11-14 of this issue), and members of Council suggested some questions for the Bookstore, International Programs, and Research committees in the coming year.

Upcoming Issues: In the opening reports section of the meeting, A-3 Assembly Representative Karen E. Wheeler of Community Partnerships said the Assembly will present the year's agenda soon, but noted that on it will be (1) follow-up on the items in section G of the *Report of the the Commission on Strengthening the*

Community; and (2) the status of a recommendation for portable staff scholarships that put on hold pending a broader review of benefits.

For the PPSA (A-1) Assembly, Ira Winston of SEAS Computing said a number of staff members have expressed concern about restructuring—not only with respect to job security, but out of pride in their service and their “continued ability to provide this service after administrative restructuring is complete. The Penn Professional Staff Assembly Executive Committee feels that the staff is not well enough informed or involved in the administrative restructuring process,” he continued, “and asks that more status updates be provided and that the staff be more involved in the process.”

President Judith Rodin responded that while some of the restructuring committees are not yet under way, the administration does expect to report regularly via *Almanac*, *The Compass* and Penn Web, and will be open to staff input.

UTV: Wednesday's meeting inaugurated an experiment in videotaping Council discussions by UTV for closed-circuit telecasts to the dorms.

Annual Report of the Steering Committee for University Council

This is the 17th annual report of the Steering Committee of University Council, prepared in accordance with a requirement in the Council bylaws that the Steering Committee shall publish an annual report to the University community that reviews the previous year's Council deliberations and highlights “both significant discussions and the formal votes taken on matters of substance.”

September Meeting

Council discussed and did not approve a proposed amendment to the bylaws which would have allocated one of the 15 Undergraduate Assembly seats to the chair of the United Minorities Council.

Council discussed the agenda for the year and its focus on aspects of university life including safety and security, dining services, residences, community relations, the staff scholarship benefit, facilities including the Revlon Center, faculty-staff relations, and the new judicial charter.

Various members of the University community reported on aspects of campus safety and security, and the president stated that she will develop a master plan for University safety and security.

Council endorsed the Final Report of the Committee to Review ROTC Arrangements at Penn with the amendment that option e, to “terminate any relationship with ROTC,” be removed from the Report.

October Meeting

Council discussed at length current staff scholarship benefits, the history and problems with Escort Service, and the state of community relations. Penn Faculty and Staff for Neighborhood Issues (PFSNI) members recommended several actions to improve Penn's relationship with the West Philadelphia community.

November Meeting

Council conducted a preliminary discussion of the proposed revised Code of Academic Integrity and Judicial Charter.

Council held its first “Open Forum” which included presentations and discussions of recreational facilities, the Andres Serrano exhibit at the ICA, minority permanence, the new Penn Watch program, and safety and security.

December Meeting

Council heard extended reports from the president and provost on the state of the University. The president highlighted the University's major initiatives including substantial revision of the Penn undergraduate experience. Several vice-presidents reported on the Penn Health Care System, the Campaign for Penn, administrative restructuring, and Penn's media visibility. The provost reported on behalf of his vice provosts on the topics of minority permanence and faculty development, research funding, graduate education, and undergraduate admissions; the Vice Provost for

University Life outlined recent collaborative initiatives to improve the delivery of student services.

January Meeting

The Council Steering Chair announced that the new Council bylaws were ratified by a mail ballot.

The Committee on Pluralism Chair presented an extended update to Council regarding the implementation of the recommendations of the Report of the Commission on Strengthening the Community.

Council discussed the most recent version of the proposed judicial charter.

February Meeting

Council discussed a revised version of the judicial charter. Council approved an amended substitute motion to remand the proposed judicial charter to the committee for detailed elaboration with consideration of the discussions by Council and provision for the respondent's right to defend him/herself.

The Personnel Benefits Committee reported on extending benefits to part-time professional staff members. A brief discussion by Council followed.

The president and provost presented the initial conceptual plans for the new campus center, the Perelman Quadrangle.

March Meeting

The provost presented an extended report on the budget and plans for the next academic year.

Council heard reports on and discussed the state of graduate education at Penn.

Council approved the following resolution proposed by the Committee on Communications: “The University Council would like to establish a general principle that access to communication and information services be provided to all members of the University community. As the first step towards this goal, the Council urges the expeditious completion of the ResNet project by September 1996.”

April Meeting

Council considered a Personnel Benefits Committee report recommending the increased “portability” of the staff tuition benefit.

Council engaged in an extensive discussion of UTV's request to televise University Council. A straw vote was taken which resulted in support for UTV to televise Council meetings on a trial basis next year. Steering will consider the issue and make a final decision.

In accordance with the new bylaws, Council held a preliminary discussion of possible 1995-96 focus issues.

—Constance C. Goodman, Secretary to University Council
Council reports continue past insert

Summary of 1994-95 Resolutions and Recommendations and Administrative Actions Taken on Them

"Resolved, that at the first fall meeting of the Council, the Secretary shall distribute to the Council the actions of Council passed during the previous academic year, including a list of all recommendations and resolutions, the implementation of which would require administrative action. The president or the provost shall indicate what action they have taken or plan to take with respect to each recommendation and resolution."

(University Council: May 8, 1974)

I. Resolutions from the 1994-95 Academic Year

1. Council endorsed the Final Report of the Committee to Review ROTC Arrangements at Penn with the amendment that option e, to "terminate any relationship with ROTC," be removed from the Report. (September 28, 1994)

Action: The Offices of the President and Provost are discussing the ROTC issue at the federal level.

2. Council approved an amended substitute motion to remand the proposed judicial charter to the committee for detailed elaboration with consideration of the discussions by Council and provision for the respondent's right to defend him/herself. (February 8, 1995)

Action: The draft judicial charter is being developed with the assistance of the Office of the General Counsel. The draft will be published for comment in an early Fall 1995 issue of the *Almanac/Compass*.

3. Council approved the following resolution proposed by the Committee on Communications: "The University Council would like to establish

a general principle that access to communication and information services be provided to all members of the University community. As the first step towards this goal, the Council urges the expeditious completion of the ResNet project by September 1996." (March 15, 1995)

Action: The ResNet project is continuing toward achieving this goal.

4. Professor Gerald Porter proposed a resolution for Council to thank the University Council committees and their chairs for their hard work during the past year. (April 26, 1995)

Action: Members of University Council unanimously approved the resolution.

II. Amendments to Bylaws

1. Council unanimously agreed to delete "one member of the Librarians Assembly" from the required constituency of the Library Committee as stated in the bylaws. (November 9, 1994)

Action: The revised bylaws were ratified by a mail ballot to Council members.

2. Council unanimously agreed to specify that the undergraduate student holding a seat on the Committee on Committees will be a member of the Undergraduate Assembly Nominations and Elections Committee. (November 9, 1994)

Action: The revised bylaws were ratified by a mail ballot to Council members.

— Constance C. Goodman, Secretary to University Council

Year-end Reports of Four Council Committees, 1994-95

Bookstore Committee

The Bookstore Committee was formed in September 1994 to serve two primary purposes. First, the representatives on the committee would convey to the Bookstore's management the concerns, suggestions, and positive and negative feedback of the University community. Second, the Bookstore would be able to communicate its plans and goals to the representatives, who could then collaborate and assist with these plans. The members of the committee included: David O'Connor, Chair; Mike Knezic, Director of the Bookstore; Carl Aronson; Sandra Bates; William Brennan; Deborah Greene, the student representative; Maureen Qulligan; David Reibstein; Illene Rubin; Herbert Smith; Daniel Updegrove; and Patricia Wallace. Meetings were held on a monthly basis throughout the academic year. Velda Bentley Williams recorded the minutes.

Several renovations and alterations of the Bookstore were planned and implemented during the committee's tenure. One such change was the addition of the coffee shop. The committee devoted a significant amount of time to discussing the benefits of this addition, notably the potential of attracting new customers, primarily during evening hours. It also considered possible difficulties raised by the coffee shop, particularly in the area of security.

An issue of considerable importance to the committee was the need to increase the marketing potential of the Bookstore, especially in light of competition from nearby shops not affiliated with the University. As a solution to the problem, the committee looked extensively into the viability of electronic ordering and World Wide Web, and concluded that the latter would be very beneficial for the Bookstore's marketing potential. Concern was expressed that many students were not aware of the accessibility of the Bookstore via PennInfo, and the committee addressed ways to correct this situation. Among the solutions put forth by the committee

was a series of seminars to be established by Daniel Updegrove to instruct interested people in the use of both PennInfo and other electronic information systems.

Several issues relating specifically to the sale of textbooks were identified and addressed. These included the problem of faculty ordering from vendors other than the Bookstore, faculty members ordering books late, and the need to improve the current system of ordering books.

A subcommittee was established to deal with the needs and concerns of the Computer Connection. Mike Knezic of the Bookstore and Jackie Smith of the Computer Connection both expressed a strong need to hear the concerns and ideas of the wider University community, and the committee devoted part or all of several meetings to complying with this request, and to establishing a means by which the Computer Connection could better identify its role on campus, and improve both profitability and customer satisfaction. The subcommittee was designed to include a range of individuals, both members of the Bookstore Committee and others, including students, staff, faculty, and hospital personnel. Approval for the subcommittee was received in April 1995, and among the final acts of the Bookstore committee for this year were plans to advertise more extensively for volunteers to form this subcommittee.

While a considerable amount has been accomplished and decided by the committee during the 1994-1995 academic year, much remains to be completed, in particular with regards to the further development of electronic marketing and ordering systems, improvements in communication between the Bookstore and faculty and students regarding electronic systems, and the continuation of the Computer Connection subcommittee.

— David O'Connor, Chair
Library Committee next page

Library Committee

The Committee on the Library of the University Council took as its central charge the recommendation that it work with the Vice Provost for Libraries to develop specific solutions to current and long-range library space needs and funding strategies.

The members of the Committee learned with great satisfaction of the provost's plan to separate library funding from the pool of allocated costs and to increase support for the libraries in FY96 by 9%. These developments clearly represent an extraordinarily salutary attempt at redressing decades of budgetary neglect from which our libraries have suffered immeasurably. The Committee wishes to commend the provost for his vision and the bold steps that followed in its wake.

At the same time, the Committee wishes to stress that the magnitude of the libraries' budgetary crisis requires ongoing repair, of a sort that can be effective only if it is administered on a sustained basis. The Committee calls, therefore, for the implementation of the Director of Libraries' Eight-Year Plan. This long-range plan has two essential components. The first aims to bring the libraries' share of overall University budgetary resources, at the very least, into line with the levels of support reflected in the national average (i.e., 3.3% of overall University operating expenditures). The second calls for the eventual achievement of parity in acquisitions with the libraries of our closest academic peers.

Beyond the critical matter of rectifying budgetary neglect lurks an even more pressing issue: the acute space crisis that will descend upon the library at the end of the present year when its stacks will effectively be filled. This impending crisis should never have been ignored for decades, as it was, despite constant and timely warnings by the Library Administration over the years. The Committee calls (as did the Faculty petition circulated by the Committee last year) for the immediate resolution of the short-term space crisis with the acquisition of an adequate remote storage facility. (Such opportunities for the acquisition of this type of facility as

were permitted to slip through the University's fingers in recent years cannot be permitted to escape us yet again.) Whatever short-term solution is found for the space crisis, however, it is essential that it not depend at all upon the proposed 9% increase, which the Committee perceives to be designated exclusively for materials and services, as opposed to capital expenses.

It is imperative, finally, that the Central Administration take a long view of the aforementioned "short-term" solution. That is, remote storage buys a solution to the space crisis, but it is a finite solution temporally: the remote storage facility will itself be filled within fifteen or twenty years. Moreover, because it is based upon the principle of dividing the collections, remote storage is laden with the potential to destroy the capacity of the Library to serve the needs of the many users who depend on their research upon a viable proximate collection. The Committee calls, therefore, for the immediate initiation of a feasibility study to determine means of expanding proximate storage, either with the framework of possible additions to the present structure of the Van Pelt Library, or in a major new facility.

Lawrence F. Bernstein (Music), Chair

Paul Edlestein (Pathology)

Peter Fader (Marketing)

Jerry Kazdan (Mathematics)

Robert Kraft (Religious Studies)

Sanguthevar Rajasekaran (CIS)

Amos Smith (Chemistry)

Anne Marie Inglis (Bio/Med '99)

Jeremy Johnson (Col '97)

Peter Kang (Med '96)

Jared Danzinger (Col '97)

Committee on International Programs

Academic Year 1994-95

The charge to the International Programs Committee was "to review and monitor issues related to the international programs and other international activities of the University. The International Programs Committee shall advise and make policy recommendations in such areas as services for international students and scholars, foreign fellowships and studies abroad, faculty, staff and student exchange programs and cooperative undertakings with foreign universities."

The committee's active membership was composed of six standing faculty members (including the chair), two members of the administrative staff and four students, two of whom were undergraduate seniors and two graduate students who will be completing their graduate work this May. The director of international programs was the ex-officio member. The committee met in full session seven times, approximately once a month at which time it received reports from two subcommittees who were charged with discrete responsibilities. The recommendations which follow in this report are from the full committee.

The subcommittee on the Foundation for International Exchange continued work commenced in AY 1993-94 while the subcommittee on Improvement of International Student Life was newly formed this year. The rationale for the subcommittee on the Foundation for International Exchange was expressed in the committee report of AY 1993-94 which advised that while individual schools and/or departments may have their own means to encourage international collaborations, at present there does not exist a centralized unit with this designated responsibility to which any faculty member from any school could apply. The committee was charged to investigate further the need for establishment of this new entity within the University to which existing standing Penn faculty would apply for financial support to bring in foreign faculty to further international collaboration. The guiding principle was that "the establishment of this foundation would further the international mission of the University by 1) raising the awareness of the international scholarly community to the presence and international dedication of the University of Pennsylvania,

and by 2) promoting the internationalization process of the University by creating opportunities for on-site visits by international faculty. Visits may be from scholars of established international reputation and/or grass roots entry level professors whose collaboration would enhance the work of standing faculty at all professional levels" (*Almanac*, April 7, 1994). The intention of the proposal is not for bilateral exchange, but for movement in one direction only. In this regard, it is important that the University community takes note that we currently have about 1,000 visiting scholars at Penn at any one time.

The structure of the Foundation for International Exchange (FIE) continues to be seen as similar to that of the University Research Foundation administered at the university level rather than by departments or schools. A full-time standing Penn faculty member would submit to the FIE an application to invite the foreign faculty with signed approval by his/her department chair and/or dean. International faculty would not apply to the Foundations for International Exchange directly. The selection process would follow the model currently utilized by the Research Foundation. (See 1993-94 report which details the four (4) page proposal whose structure would resemble that of the Type A Research Foundation proposal). Proposals would be reviewed once a year in early fall for stipends beginning the following academic year. The Office of International Programs (OIP) may be the appropriate office to house and administer the new foundation.

This year the subcommittee addressed the question of support, both in principle and/or willingness to commit financial support. This information was necessary before issues of where housing and operational strategies for the foundation could be addressed. Cover letters and a short questionnaire were sent to the Deans of the twelve schools asking for 1) information as to the existence of programs within the school, and 2) interest in and/or willingness to support this proposal in principle and/or financially. Eleven deans responded, but not to all questions. Eight of ten responded that their schools already have programs to increase presence

of international scholars. One of these dean also responded they have projected a plan for a similar program. Six of ten responding expressed interest in creation of a program following the model the committee presented. No dean would commit to financially support such a program, although one dean said "possibly." With the exception of a "not necessarily" from the same dean to the question of greater willingness to support such a program if it did not include a financial burden on the school six of the remaining eight replied yes.

In summary, this very preliminary type of data revealed general support for the foundation with little commitment to financial participation. In part, this is due to schools which already have a rather sophisticated program in place sufficient to meet their international commitments. Nevertheless, since the findings did disclose support in principle for such a foundation, the full committee has charged the subcommittee to continue its work in AY 1995-96. It is charged to further assess university community interest as well as the feasibility of central location within the University. To this end, the subcommittee is further charged to obtain information from the other Ivy League schools as well as other internationally active colleges and universities as to the nature and structure of opportunities for their faculty to collaborate with international colleagues and the location as well as the operation of these offices within their colleges and universities.

The second subcommittee on Improving International Student Life addressed various aspects of life at Penn for international students and considered strategies to encourage current programs and/or implement new programs to enhance the overall quality of life for international students. They administered a survey to international students which revealed two key difficulties for international student life: 1) the isolation they often experience, and 2) in the lack of adequate support for their academic endeavors, given their different backgrounds and academic preparations. The subcommittee together with the full committee identified several critical areas which focused the work of the subcommittee over the academic year: 1) increase interaction of American students, faculty and staff with international students and scholars, and thereby, 2) alleviate difficulties and enhance the quality of university life for both students and faculty.

Recommendations of the full committee are:

I. Establishment of a Language/Country Data Bank

Rationale:

The University needs a comprehensive and up-to-date data bank of the languages and countries of origin of all international students, scholars, staff, and faculty. The presence of so many diverse representatives of language groups and countries is a great resource and strength for this university. Currently, not all this information on this population is collected; if it is collected, access to it and maintenance of the accuracy of the information is problematic. While International Programs Office processes the immigration papers of international students and scholars, and keeps a country list, the task of keeping up to date is very time-consuming. Thus, currently this list is not available to the academic community at large. Furthermore, country of origin does not necessarily indicate native language.

Information about native language(s) and countries of origin would be useful for a variety of functions. To mention a few:

1) it would help those who wish to investigate whether to study a particular language, find a partner for language practice, find a teacher (a current need for the Penn Language Center) or find an interpreter in an emergency situation. Individuals of the particular country could contact compatriots to ease their transition into American academic life;

2) Personal contact with international students and/or scholars could encourage study abroad among American undergraduates. They could contact people from the country they are interested in order to find out more before they make their choice;

3) Members of the university community who want to do research about certain countries or languages could access first hand data through contacts established through the data base;

4) Students who need to pass language proficiency exams in languages currently not offered at Penn could locate appropriate professors and/or students to evaluate them; and 5) A data bank would help various

administrative offices and others in obtaining help in translating documents or papers.

Recommendation

Establishment of a language/country data bank accessible electronically as well as through print. Units such as the Office of International Programs and the Penn Language Center might not be the best place since they do not have the personnel to set up the database and input the data. Other units which already do this might be more appropriate.

Privacy Issues

The right to privacy will be respected. As is currently the case for information collected, such as the Penn phone book, any student, staff, or faculty member could ask not to be included in this data bank. However, since it would be accessible only to the university community, we could expect and hope that most members would be glad to be included.

Future Steps Necessary

Although the committee would like to see a data bank up and running for the fall semester 1995, it is more realistic to hope that it would be in place for the spring 1996. Additional time is needed to set up the fields to contain the new information. We also need to coincide with current cycles of information collection. Once a print copy is available the committee understands that it could be housed at the reference desk in Van Pelt Library as well as in the International Programs Office. The 'Who is' data base may provide a proper vehicle for electronic access of this information.

The subcommittee on Student International Life is charged with continuing to focus on this issue in AY 1995-96.

II. Academic Writing Course for Non-native English Speaking Graduate Students

Rationale:

The University admits international graduate students every year. While diversity and international breadth is added to our programs, certain problems are presented for many students admitted and for professors. The last survey of graduate student concerns conducted by the Office of International Programs found 48% of students surveyed felt that writing poses some or even great difficulty for them. Most international graduate students receive their undergraduate education outside the United States and thus, their writing skills may not conform to the standards expected at the graduate level at a large research oriented university such as Penn. The language proficiency tests (the Test of English as a Foreign Language and Test of Spoken English) do not measure a student's ability to write in English. Lack of proficiency in writing may cause the student to take longer to complete degree requirements and places additional burdens on the professors/advisors. Drop out is also a possible outcome.

The University does address the development of writing skills for undergraduates and offers special sections to deal with problems of non-native writers. To date, however, the University has failed to provide a credit-bearing, writing course for non-native English speaking graduate students. Other resources which offer help with writing skills such as the Writing Center or Penn Learning Resource Center are either not geared to provide the extensive instruction provided by a course or do not have personnel who are trained to teach writing to a number of non-native speakers.

Recommendation

The committee recommends inauguration of an academic writing course for non-native English speaking students. In its current preliminary status the committee is proposing the course for graduate students would carry one (1) credit unit. This would enable students on teaching assistantships or other financial aid to take the course. This credit unit would not count towards a degree. Contact with experts in this field led to the following specifications: the course would 1) teach the students to analyze the English of samples of writing from within their fields, 2) identify areas of difference between the students' own writing and the samples, and 3) provide information on and practice in English structure, word usage, writing conventions, and conventions of American academic discourse. Ideally, students would work on papers for courses they are currently taking. The course would be optional and open to students from any school within the University. Class size should be limited.

Steps Taken

The idea of such a course has been informally and positively received by representatives of GAPSA, Janice Madden, Vice Provost for Graduate Education, and Walter Licht, Dean of the Graduate School of Arts and Science.

Next Steps

Where such a course would be housed needs additional study and consultation as does its precise structure and content. Dr. Licht advises he will investigate the financial ramifications of offering this course through GSAS. The committee looks forward to an early preliminary response.

III. Peer Mentors for International Students: pilot with Global Immersion students or students who have completed study abroad programs.

Rationale

Many international students express feeling very lonely and alienated from the University community notwithstanding the existence and the success of the already existing CHAMP program. This initiative would be another effort in reducing this "loneliness". Secondly, the Office of International Programs would benefit through access to an additional pool of students with overseas experience and interests to provide practical assistance to international students from the countries they have briefly, but intensely studied in and visited.

Steps Taken

The committee has begun a first stage investigation of the feasibility of establishing a liaison relationship between the Office of the Global Immersion Program at the Wharton School and the University's Office of International Programs with the intent of culling potential student mentors and/or "buddies" for international students from the ranks of Wharton graduate students who have participated in the Global Immersion Program.

The Wharton School's Global Immersion Program enables Wharton graduate students to intensively experience one of a number of nations in South America, East Asia, Western Europe and the former Soviet Union. Nations currently visited include Brazil, China, Hong Kong, Japan, Taiwan, Germany and Russia. Students who participate in these visits have clearly demonstrated an interest in the area studied, both in the personal and future professional sense, and are highly likely to maintain their interest in the region upon their return for the second year of the Wharton MBA program. After a full year of study at the University, these second-year students also represent a resource pool about daily life at the University and in the City of Philadelphia. These two factors combine to make these students a valuable resource pool upon which the Office of International Programs can fruitfully draw in its attempt to provide practical assistance to international students.

An announcement to be circulated to Global Immersion Programs participants would offer them the opportunity to mentor foreign students at the University from the regions they visited. Forms signaling their willingness would be returned to their home office, the Office of the Global Immersion Program at Wharton for forwarding to the Office of International Programs. The Office of International Programs should draw

upon these volunteers as a resource base in offering foreign students help, assistance and a student's perspective.

Parker Snowe, coordinator of the Global Immersion Program, has provided a list of participating students to the Office of International Programs and these students have already been contacted by the Office of International Programs.

Future Steps

During AY 1995-96, the committee plans to present the plan to the Wharton School and the Office of International Programs for feedback, elaboration and implementation recommendations. This effort should be completed by AY 1995-96.

Summary of Committee Effort in AY 1994-95

Once again the committee reports an intensive creative working collaboration. We have moved ahead on the work commenced last year and have structured final phases for work of this committee in AY 1995-96. The agenda for next year concentrates on making progress in implementing the recommendations contained in this report. We consider that the work of the committee has spoken to the charge from the Steering Committee as well as to the Goals 6,7,8,9 of the Three-Year Plan to Implement the University's International Mission 1993-96 (providing more opportunities for faculty exchange; developing more opportunities for graduate and professional students to be involved in international programs; enhancing the integration of international students, scholars, and visitors at Penn; providing more and better services to Penn's international community), and in spirit to goals 1-4.

We have acted upon our resolve at the end of AY 1993-94 to bring the project initiated in that year closer to fruition and have as well initiated new recommendations towards easing life for the international student and establishing paths for closer integration of the host population and the international population in our university community. This year we were particularly gratified by the active cooperation between faculty, administration, and students. Each constituency participated equally and enthusiastically in the individual subcommittees as well as in the work of the full committee.

—Vivian C. Seltzer, Chair
(Human Development and Behavior/Social Work)

Subcommittee on the Foundation for International Exchange
Jacques Barber, Subcommittee Co-Chair (Psychology/Psychiatry)
David Luzzi (Materials Science)
Roberto Mariano (Economics)
Eva Redei, Subcommittee Co-Chair (Biochemistry/Psychology)
Subcommittee on International Students
Gene Haldeman (Data Control)
Syed Manir Khasru (Wharton Grad '95)
Clara Kyim (Wharton Grad '95)
Roberto Mariano (Economics)
Donald Smith (Political Science)
Daniel Sonenshine (Col '95)
Cassandra Tryon (Col '95)
Gay Washburn, Subcommittee Chair (English Language Program)
Joyce Randolph (Director, OIP, ex officio)

Committee on Research

The Committee addressed three issues during the 1994-95 academic year.

1. Conflict of Interest Policy

The University's current Conflict of Interest Policy for Faculty was modified to conform to new regulations proposed by the NSF and NIH concerning disclosure of personal financial interests by principal investigators and others engaged in a project proposal submitted to these agencies. A Financial Disclosure Policy for Sponsored Projects was developed in consultation with all appropriate parties and was finalized.

2. Patent Participation Agreement

The agreement was reviewed and the committee concluded that all new faculty should be required to sign the agreement before employment and all present faculty should be required to sign the agreement before grants would be submitted by the University. [See *Almanac Of Record* September 12, 1995.]

3. Ad Hoc Subcommittee on Postdoctoral Fellows Policy

Many meetings were spent by the ad hoc subcommittee (chaired by Dr. John J. Cebra and including seven postdoctoral fellows) to listen to all concerns. The policy developed was published in *Almanac For Comment* on July 18, 1995.

—John A. Quinn, Jr., Chair

Membership of the Committee:

<i>Ruzena Bajcsy</i>	<i>Roselyn Eisenberg</i>	<i>Daniel Malamud</i>
<i>Dorothy Brooten</i>	<i>Martha Farah</i>	<i>Edward Morlok</i>
<i>Julie Carlton</i>	<i>Nabil Farhat</i>	<i>Mark Rosenzweig</i>
<i>John Cebra</i>	<i>Eugene Huang</i>	<i>Babi Sinha</i>
<i>Tatyana Koropecjy-Cox</i>	<i>Kenneth Lande</i>	<i>Steven Sondheimer</i>

Ex-officio: Barry Cooperman, Anthony Merritt

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

PART-TIME (CLERK I) (20 HRS)(09362CP) Charge out and renew library books; shelf and file information into vertical files; copy and collate materials; process new incoming books by affixing library stamp, check out slip and security device and prepare daily newspaper for hanging on racks; answer telephones; help patrons use photocopying machines and prepare items for Reserve; assist patrons with on-line catalog. **Qualifications:** High school diploma; familiarity with library procedures preferred; must be reliable and work well with others, especially the public; must be responsible mature and capable of running the library alone if necessary. **Grade:** G4; **Range:** \$6,264-7,692 9-20-95 Library
WORD PROCESSING OPERATOR II (08296CP) G8;\$17,943-22,400 9-1-95 Annenberg School

ARTS AND SCIENCES

Specialist: Nancy Salvatore

INFORMATION SYSTEMS SPECIALIST III (09375NS) Perform UNIX systems administration, networking, system tailoring, software installation and backup; perform technical consulting; plan upgrades; obtain quotes and coordinate ordering and installation of computer equipment; recommend and track software and hardware and installation of upgrades; write user and system administration applications and interfaces in shell scripts and/or C for a distributed cluster of workstations; coordinate computer hardware/software repairs; operate the SAS Computing WWW server and list server; assist in the maintenance of information in the SAS Computing Web; make policy recommendations required for the operation of the mission critical SAS electronic mail machine; train and coordinate the second level support for the machine. **Qualifications:** BA/BS in computer science or related field plus a minimum of three to five yrs. relevant UNIX experience, including at least two yrs. in system administration; extremely fluent with UNIX scripting languages including sh, csh, ksh, bash, and perl, C (systems and network programming), UNIX system internals, especially SunOS and Solaris (and installing patches), NFS, tcp/ip, networking hardware, including repeaters, bridges and IP routers, majordomo list server, administering large time sharing servers, especially performance tuning and capacity planning; able to develop and maintain software for automated monitoring and enforcement of policies and automated software for client account generation; proven expertise running a mission critical

cluster of UNIX workstations for a large client base, maintaining and modifying send mail configurations files for a customized environment, setting up and running a secure anonymous ftp server and a secure WWW server, X windowing hardware and software, including xdm and X security, html, including secure Web CAI scripts, system security and packages such as topwrapper, COPS, crack and tripwire; detailed knowledge of computer networking including the tcp/ip protocol suite; Ethernet, Fast Ethernet, FDDI and ATM; demonstrated ability to make UNIX kernel operating system and layered product modifications; excellent interpersonal communication, end-user support and goal oriented problem solving skills. **Grade:** P7; **Range:** \$35,000-43,700 9-22-95 SAS Computing

RESEARCH SPECIALIST, JR. (09356NS) Manage a corn genetic laboratory; grow and monitor the production of corn in the field during the summer months; generate and map recombinants of Arabidopsis gene; screen for mutation of Arabidopsis gene; order supplies; maintain records; train lab personnel; supervise student workers and work-study students. **Qualifications:** BA/BS in biology or related discipline; familiarity with field work and ability to operate farm machinery; ability to work independently; training in molecular biology techniques desirable. **Grade:** P1; **Range:** \$19,700-25,700 9-19-95 Biology

OFFICE ADMINISTRATIVE ASSISTANT III (09376NS) Process purchase orders and reimbursements on all department accounts through direct dealings with faculty, students and staff; check budgets to ensure correct expenditures; prepare journals and reallocations as necessary; organize all department functions, including events that involve outside participation; ensure correct procedure through interaction with various University offices; use judgement in processing all requests and prioritizing work. **Qualifications:** High school business curriculum and related post high school training or equivalent; at least two yrs. experience at the OAAII level or comparable background; experience with Lotus 1-2-3 required; additional PC skills and related University experience helpful. **Grade:** G11; **Range:** \$19,900-25,300 9-22-95 Economics

SECRETARY IV (09346NS) Provide general and backup support for business office; answer telephone & provide secretarial support to department; maintain Associate Dean's electronic calendar; process departmental mail; photocopy. **Qualifications:** High school graduate, some college preferred; thorough knowledge of word processing; demonstrated writing skills and entry level accounting skills; ability to learn quickly and work as a team player; minimum of two yrs. clerical/secretarial experi-

ence in a department office, preferably in a University setting. **Grade:** G9; **Range:** \$17,100-21,400 9-18-95 SAS Computing

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 I (08304NS) (*End date: 6/30/96*) P3; \$23,900-31,000 9-7-95 SAS Computing/SSC

MANAGER ADMINISTRATION & FINANCE (08213NS) P7; \$35,000-43,700 8-15-95 Chemistry
PROGRAMMER ANALYST II (09318NS) P6; \$31,900-40,600 9-12-95 IRIS

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

RESEARCH SPECIALIST II (09339NS) P3; \$23,900-31,000 9-14-95 Chemistry

OFFICE ADMINISTRATIVE ASSISTANT II/III (09338NS) G10/G11; \$18,700-23,300/\$19,900-25,300 9-13-95 SAS Administration

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

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

ENGINEERING/APPLIED SCIENCE

Specialist: Clyde Peterson

ADMINISTRATIVE ASSISTANT II (09330CP) Prepare reports and equations using MAC software in a timely and efficient manner; maintain accurate equations; proof-read and edit manuscripts for grammar and spelling; keep contact with students and make certain that faculty are current with developments and requirements of SEAS and the University regarding grade transmittal and information management; interpret University and SEAS policies for students and faculty; maintain rosters of students and courses. **Qualifications:** High school graduate or equivalent required; BA/BS preferred; four yrs. administrative experience in an academic environment required; extensive Mac experience, especially technical typing and manuscript production. **Grade:** G10; **Range:** \$18,700-23,300 9-18-95 MSE

EXECUTIVE VICE PRESIDENT

Specialist: Nancy Salvatore/Susan Curran
ACCOUNTANT/FINANCIAL ANALYST I (08163NS) P6; \$31,900-40,600 8-30-95 Student Financial Services
ASSISTANT MANAGER COMPENSATION (09324SC) (*Application deadline date: 9/27/95*) P8; \$38,500-48,100 9-11-95 Human Resource Services
CONTRACTS ADMINISTRATOR II (09343NS) P5; \$28,800-37,600 9-15-95 Research Administration
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
EXEC. CHEF (08236NS) Blank 8-21-95 Faculty Club
SR. COMPENSATION SPECIALIST (09323SC) (*Application deadline date: 9/27/95*) P6; \$31,900-40,600 9-11-95 Human Resource Services
ADMINISTRATIVE ASSISTANT II (09342NS) G10; \$18,700-23,300 9-15-95 Research Administration
ADMINISTRATIVE ASSISTANT III (40 HRS) (09341NS) G11; \$22,743-28,914 9-15-95 Exec. V. P.
DISPATCHER SR (40HRS) (08292NS) (08291NS) (*Application deadline date: 9/15/95*) G8; \$17,943-22,400 9-1-95 Transportation & Parking
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 Fin. Services

OPPORTUNITIES at PENN

GRAD SCHOOL OF EDUCATION

Specialist: Susan Curran

ADMINISTRATIVE ASSISTANT I (09364SC) Perform administrative clerical duties; handle standard inquiries regarding policies and procedures; suggest and/or implement changes to standard procedures; establish and/or maintain record/filing systems; schedule and coordinate meetings and events; receive, distribute and process information; ensure adherence to established schedules; compose standard forms and correspondence; type and proofread materials; maintain financial records. **Qualifications:** High school graduate or equivalent; at least two yrs. previous administrative clerical experience or equivalent; previous word processing experience (Mac preferred); knowledge of office procedures; familiarity with desktop publishing required. (End date: contingent on funding) **Grade:** G9; **Range:** \$17,100-21,400 9-21-95 ALPIP/PhilWP

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

LAW SCHOOL

Specialist: Clyde Peterson

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

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

BUSINESS ADMINISTRATOR IV (09321JZ) Coordinate \$35 million in department grants, including administration and maintenance of accurate financial records; prepare consolidated research budget for the Department of Medicine; develop, implement and maintain research database; produce monthly reports, grant awards, expenses and projected balances; compare ORA's year-to-date numbers for proposals and awards with database and produce highlight report. **Qualifications:** Bachelors degree in health care administration/finance; four-six yrs. combined experience in finance, payroll systems, salary information, budget preparation, information systems and research grants management required; knowledge of Lotus database software and WordPerfect; basic analytical and detail oriented skills; capable of working independently, under deadlines and ensuring confidentiality; ability to deal effectively with faculty and staff; excellent interpersonal skills. **Grade:** P5; **Range:** \$28,800-37,600 9-19-95 Medicine/Central Admin.

PROGRAMMER ANALYST I (09357JZ) Perform database application development using Ingres under DEC station 5000/Ultrix system; maintain existing database applications and develop new ones; document database applications; provide necessary trainings for end users; support daily operations by installing and updating application software for Mac OS/PC Windows; trouble shoot and solve related problems. **Qualifications:** Bachelors degree in computer science; two yrs. experience in Unix programming environment, including Shell and C language programming; familiarity with relational database application design principles; strong knowledge of structures and algorithms for database design; general knowledge of Mac OS and PC Windows environments; good communication skills; team player and strong ability to learn with minimum supervision. **Grade:** P6; **Range:** \$31,900-40,600 9-20-95 Psychiatry

RESEARCH SPECIALIST, JR. (09360RS) Perform experiments on effect of the hormone-sensitive lipase gene on lipid metabolism in cultured macrophages using variety of techniques including molecular and cell biology, nucleic acid purification, construction of recombi-

nant vectors, tissue culture of mammalian cells, various blotting techniques and hybridization; analyze lab data; write lab reports; work with PI to design experiments; preparation of reagents, record keeping and maintenance; assist in training other laboratory personnel. **Qualifications:** BA/BS or equivalent; laboratory exposure required; ability to work semi-independently; excellent organizational skills and some knowledge of computers required. (End date: 4/30/99) **Grade:** P1; **Range:** \$19,700-25,700 9-20-95 IHGT

RESEARCH SPECIALIST, JR. (09369RS) Keep logs; write reports; plot charts and graphs; minor equipment maintenance and inventories; attend laboratory meetings; perform library bibliographic searches; perform routine to complex procedures; assist in plan for protocol. **Qualifications:** BA/BS in scientific or related field; experience with basic animal handling and animal surgery preferred; must have demonstrated organizational skills; ability to work independently; must be flexible; occasional weekend duties. (On-going contingent upon grant funding) **Grade:** P1; **Range:** \$19,700-25,700 9-22-95 Surgery/HDSR

RESEARCH SPECIALIST II/III (09345RS) Perform experiments to optimize conditions of lymphocyte stimulations of retrovirus mediated gene transduction; optimize culture conditions for expansion and selection of transduced lymphocytes; maintain stocks of retroviral supernatant; maintain lab equipment; supervise technicians and students; write lab reports and plot charts/graphs; monitor expenses and project budget; attend group meeting, informal discussion and local/national professional association meetings; act as primary source for experimental design; perform complex analysis and test new procedures; supervise library bibliographic searches; write/edit procedural section. **Qualifications:**

RES. SPEC. II - BA/BS in biology; minimum three yrs. experience in lab experience with immunology and cell culture techniques; basic tissue culture and basic biology techniques such as Southern blotting, PCR and scientific writing skills. **RES. SPEC. III** - BA/BS degree in biology or related field required; MA preferred; three-five yrs. laboratory experience with immunology and cell culture techniques required. **Grade:** P3/P4; **Range:** \$23,900-31,000/26,200-34,100 9-18-95 Hematology/Oncology

RESEARCH SPECIALIST IV (09372RS) Develop and oversee experiments in Clone T-Cell Receptors from Synovial and other tissues; analyze Gene Rearrangements, Expression Cloning of T-Cell Receptors using PCR Gene splitting; responsible for the intellectual and technical development of exempt and non-exempt staff; ensure staff awareness of latest developments in areas of cellular and molecular biology; attend national conference and group meetings; write new protocol for projects; determine experimental design for future projects. **Qualifications:** BA/BS required; MS in pathobiology or relevant field preferred or PhD preferred; three-five yrs. experience in scientific field working directly with a principal investigator. **Grade:** P6; **Range:** \$31,900-40,600 9-22-95 Medicine/Rheumatology

ADMINISTRATIVE ASSISTANT II (40HRS) (08260JZ) Coordinate work for the Director of Clinical Business Development; transcribe, type, and proofread correspondence, reports, contractual agreements, charts, tables, and graphs; maintain appointment calendar; set up catering and facility services; coordinate travel arrangements; compile and summarize data; prepare, process, and track University forms; answer telephone calls and handle inquiries from outside vendors; open and screen mail; order and maintain supplies; organize, prepare and maintain divisional and departmental budget reports and work on selected projects. **Qualifications:** High school graduate or equivalent; some college preferred; two yrs. experience as AAI or comparable secretarial/administrative assistant experience; proficient with WP 6.1 for Windows, Harvard Graphics or other Graphics packages; Excel, Power Point and Lotus preferred; type 55wpm; experience with dictaphone; excellent verbal and written communication skills, organizational skills, computer skills and attention to detail; ability to interact with executives and staff; ability to handle multiple projects simultaneously in an extremely fast-paced environment; knowledge of University/Medical Center/health System

practices and procedures preferred. **Grade:** G10 **Range:** \$21,371-26,629 9-22-95 Venture & Industry

ADMINISTRATIVE ASSISTANT III (40HRS) (09358JZ) Office telephone reception; perform IBM computer word processing; schedule meetings & seminars; order & inventory control supplies; maintain files & records; assist staff in computer operations; run errands; photocopy and fax; serve as liaison between labs & administrative offices. **Qualifications:** High school graduate; BA/BS preferred; two yrs. experience as AAI; excellent computer skills (WordPerfect, Graphics and Excel); excellent verbal/written skills; medical/scientific terminology. (On-going pending funding) **Grade:** G11; **Range:** \$22,743-28,914 9-20-95 Center for Experimental Therapeutics

CLERK III/IV (09351JZ) Deliver campus mail daily; perform special errands; deliver intra office mail; set-up and break-down conference room, including heavy lifting and audiovisual arrangements; copy and perform library research. **Qualifications:** High school graduate or equivalent required; experience in an academic setting preferred; ability to work with a diverse group of people; ability to work under pressure; proven record of punctuality and dependability; ability to lift & carry 50 lbs.

CLERK III - one yr. of clerical experience required. **CLERK IV** - eighteen mos. clerical experience required. **Grade:** G6/G7; **Range:** \$13,600-16,700/\$14,500-18,100 9-19-95 CCEB

FINANCIAL SERVICES ASSISTANT III (40 HRS) (08290JZ) Counsel patients regarding insurance issues, questions or problems; verify/handle cash flow of all daily encounters; verify/receive pre-approval of all worker's compensation, auto insurance and/or other insurance related questions prior to appointment scheduling; pre-certify all patient procedures; attend HUP Managed Care in-service meetings and update outpatient staff; daily running/recording of patient encounter forms; maintain control log of billing slips, missing chart reports. **Qualifications:** High school equivalent, some college preferred; three yrs. experience in healthcare setting; requires advanced knowledge of BC/BS, Commercial, Auto, Managed Care and Medicare areas; knowledge of IDX/Bar applications; must exercise independent judgment and responsibility with minimal supervision; strong interpersonal skills and telephone skills. **Grade:** G11; **Range:** \$22,743-28,914 9-12-95 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:** High school 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:** \$17,943-22,400 9-22-95 Dermatology

OPERATOR, COMP COMP II (09353JZ) Provide PC applications support in Windows environment for director; use word processing, spreadsheet, database and presentation graphics operations in the preparations of manuscripts, scientific reports, grant proposals, correspondence and memoranda; perform tape transcription; maintain records and files. **Qualifications:** High school graduate or equivalent required, some college preferred; two yrs. related experience in PC applications, including word processing, spreadsheet and database management; knowledge of Microsoft word for Windows; knowledge of Excel or other spreadsheet preferred; good working knowledge of medical terminology; experience with tape transcription; ability to type 65 wpm. **Grade:** G10; **Range:** \$18,700-23,300 9-19-95 CCEB

RESEARCH LAB TECHNICIAN I (09352RS) Prepare simple media/solutions; set-up basic lab equipment for experiment; monitor & maintain basic lab supplies; pour & load PAGE gels. **Qualifications:** High school graduate or equivalent; knowledge of basic lab procedures; science course work. **Grade:** G7; **Range:** \$14,500-18,100 9-19-95 Psychiatry

OPPORTUNITIES at PENN

RESEARCH LAB TECH. I (40 HRS) (09368RS) Keep all supplies stocked, tagged and readily available for investigator use; routine cleaning, maintenance and monitoring of equipment performance; prepare reagents according to established protocols; routine data entry. **Qualifications:** High school diploma or equivalent with proven job record of dependability; previous work in lab environment and some Macintosh computer experience helpful; demonstrated organizational skill a must. (End date: 8/30/97) **Grade:** G7; **Range:** \$16,571-20,686 9-21-95 IHGT

RESEARCH LAB TECHNICIAN II (40 HRS) (09359RS) Prepare media; retrieve oocytes from OR specimens and grade their maturity, place in culture media; perform semen analysis, sperm measurement, antibody testing and sperm preparation for in-vivo or in vitro insemination and cryopreservation. **Qualifications:** High school graduate; Bachelors degree with demonstrated interest in the sciences preferred. **Grade:** G8; **Range:** \$17,943-22,400 9-20-95 OB-GYN

RESEARCH LAB TECH. III (06129RS) Tissue culture technician to conduct experiments involving physical stimulation of bone and cartilage cells; culture bone, cartilage and other cells; apply electrical and mechanical stimuli to cultured cells; analyze the cell cultures for tritiated thymidine and DNA. **Qualifications:** BA/BS in biology or related field required; tissue culture experience desirable but not mandatory. **Grade:** G10; **Range:** \$18,700-23,300 9-20-95 Orthopaedic Surgery

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

CLINICAL SPECIALIST (08280RS) (End date: pending grant support) P6; \$31,900-40,600 9-13-95 Medicine/Gastroenterology

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

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

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

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 Biochemistry & Biophysics

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

RESEARCH SPECIALIST I (09312RS) (On-going contingent upon grant funding) P2; \$21,700-28,200 9-11-95 Pathology & Lab Medicine

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

RESEARCH SPECIALIST II (08239RS) P3; \$23,900-31,000 9-7-95 Radiology

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 II/III (08188RS) (On-going contingent upon grant funding) P3/P4; \$23,900-31,000/ \$26,200-34,100 9-12-95 Surgery

RESEARCH SPECIALIST III (08240RS) P4; \$26,200-34,100 9-7-95 Radiology

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

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

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

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

ADMINISTRATIVE ASSISTANT III (40 HRS) (09320JZ) G11; \$22,743-28,914 9-13-95 Anesthesia

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

CLERK II (40 HRS) (09322JZ) G5; \$14,286-17,486 9-12-95 Dermatology

CONTROL CENTER OPERATOR/SOM SECURITY (08286JZ) (08287JZ) (08288JZ) Work schedules: (M-F,

7:00 AM-3:00 PM & M-F, 11:00 PM-7:00 AM & M-F, 3:00-11:00 PM) G9; \$17,100-21,400 9-8-95 Architecture & Facilities Management

OFFICE ADMINISTRATIVE ASSISTANT I (08301JZ) G9; \$17,100-21,400 9-12-95 Biomedical Grad.Studies

OFFICE ADMINISTRATIVE ASSISTANT II (40 HRS) (08259JZ) G10; \$21,371-26,629 8-29-95 Rehabilitation Medicine

RECEPTIONIST III (40 HRS) (04001JZ) G8; \$17,943-22,400 8-29-95 Ophthalmology

RESEARCH LAB TECHNICIAN I (08275RS) (40 HRS) G7; \$16,571-20,686 8-31-95 Ophthalmology

RESEARCH LAB TECHNICIAN II (40 HRS) (08302RS) G8; \$17,943-22,400 9-7-95 Psychiatry

RESEARCH LAB TECHNICIAN III (40 HRS) (08174RS) G10; \$21,371-26,629 8-8-95 Anesthesia

RESEARCH LAB TECHNICIAN III (08281RS) G10; \$18,700-23,300 8-31-95 Cell & Dev Biology

RESEARCH LAB TECHNICIAN III (09311RS) G10; \$18,700-23,300 9-11-95 Psychiatry

RESEARCH LAB TECHNICIAN III (09310RS) (On-going contingent upon grant funding) G10; \$18,700-23,300 9-11-95 Pathology & Lab Medicine

RESEARCH LAB TECHNICIAN III (40 HRS) (09313RS) (End date: 6/30/96, contingent on funding) G10; \$21,371-26,629 9-11-95 Psychiatry

RESEARCH LAB TECHNICIAN III (09319RS) G10; \$18,700-23,300 9-12-95 PA Muscle Institute

RESEARCH LAB TECHNICIAN III (09336RS) G10; \$18,700-23,300 9-13-95 CDB

SECRETARY IV (40 HRS) (07140JZ) G9; \$19,543-24,457 8-1-95 Psychiatry

SECRETARY IV (40 HRS) (07127JZ) G9; \$19,543-24,457 9-7-95 IHGT

SUPERVISOR/SOM SECURITY UNIT (40 HRS) (08283JZ) (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

TECH PSYCHOLOGY I (08157RS) G10; \$18,700-23,300 8-7-95 Psychiatry

TECH, PSYCHOLOGY I (08274RS) (40 HRS) G10; \$21,371-26,629 8-31-95 Psychiatry

PART-TIME (COLLECTION ASSISTANT) (08276JZ) G10; \$10,275-12,802 8-31-95 Ophthalmology

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

NURSING

Specialist: Janet Zinser

PART TIME (SECRETARY IV) (17.5 HRS) (08165JZ) (End date: 4/30/96) G9; \$9,396-11,758 8-7-95 Nursing

PART-TIME (SECRETARY IV) (21 HRS) (08211JZ) G9; \$9,396-11,758 8-17-95 Nursing

PART-TIME (SECRETARY IV) (21 HRS) (08272JZ) G9; \$9,396-11,758 8-31-95 Nursing

PRESIDENT

Specialist: Susan Curran

ASSISTANT DIRECTOR II (09367SC) Plan, organize and administer cultivation events and publication for 50th reunion programs; organize two annual receptions for Benjamin Franklin Society; administer stewardship events for annual giving volunteers; recruit and train volunteers to staff events; execute cultivation and other stewardship events as assigned. **Qualifications:** BA/BS; two-three yrs. experience in special events planning and/or alumni relations; excellent writing, communication and interpersonal skills; demonstrated ability to handle multiple projects; ability to meet deadlines essential; some evenings/weekend work required. **Grade:** P3; **Range:** \$23,900-31,000 9-21-95 Development & Alumni Relations

ASSOCIATE DIRECTOR INDIVIDUAL GIFTS (09366SC) Identify, cultivate and solicit major gifts for assigned geographic areas on behalf of the School of

Arts and Sciences; recruit, train and staff volunteers; plan outreach and cultivation events; work closely with SAS development team to develop overall fundraising strategy and operating plan for SAS campaign; prepare major gift proposals; work in partnership with central development units to ensure coordination of fundraising efforts.

Qualifications: BA/BS, graduate degree preferred; five yrs experience in development with emphasis on major gift solicitation; excellent organizational, interpersonal and management skills; strong oral and written communication skills; ability to work in goal-oriented and team environment; willingness to travel and work some evenings/weekends; valid driver's license. **Grade:** P7; **Range:** \$35,000-43,700 9-21-95 Development & Alumni Relations

ASSISTANT DIRECTOR IV (08193SC) P5; \$28,800-37,600 8-11-95 Development & Alumni Relations

ASSOCIATE DIRECTOR V (08265SC) P7 \$35,000-43,700 8-29-95 Dev. & Alumni Relations

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

EXECUTIVE DIRECTOR RESOURCE, PLANNING & BUDGET (09344SC) Ungraded; Blank 9-14-95 Office of the President

PROGRAMMER ANALYST I (08194SC) P4; \$26,200-34,100 8-11-95 Development & Alumni Relations

STAFF WRITER III (08199SC) Two writing samples must accompany application. P5; \$28,800-37,600 8-14-95 Office of the President

ADMINISTRATIVE ASSISTANT II (37.5 HRS) (08225SC) G10; \$20,036-24,964 8-17-95 Medical Center Development

ADMINISTRATIVE ASSISTANT II (40 HRS) (08294SC) G10; 21,371-26,629 9-1-95 Development & Alumni Relations

ADMINISTRATIVE ASSISTANT III (07143SC) G11; \$19,900-25,300 8-2-95 Office of Resource Planning and Budget

SECRETARY III (40 HRS) (08293SC) G8; \$17,943-22,400 9-1-95 Development & Alumni Relations

PROVOST

Specialist: Clyde Peterson

PROGRAMMER ANALYST II (09365CP) Plan, design and implement information systems for a higher education research institute and the University's planning office; perform data analysis as required; design and develop office systems using relational data base technology; maintain data sets of students' transcripts using 3GL tools; maintain office network and two IBM RS 6000 workstation; support end-users in MAC OS environment. **Qualifications:** BA/BS degree required; advanced degree preferred; three yrs. programming and/or systems experience in a research environment or equivalent; working knowledge of relational data bases (preferably ORACLE), PASCAL and Macintosh computers; knowledge of SAS and Mac desktop tools are desired; ability to work independently and communicate effectively. **Grade:** P6; **Range:** \$31,900-40,600 IRHE

TECH, VET TRAINEE (40 HRS) (09361CP) Provide veterinary assistance to the veterinary staff; assist with treatments, quarantine procedures and specimen collection for clinical diagnosis; assist with breeding rodents for health surveillance of various animal rooms; collect samples of water & autoclave vials for quality control; assist with training classes for investigators & staff on animal care procedures; grade test papers; prepare paperwork on class materials; transport specimen to VHUP and other University buildings. **Qualifications:** High school graduate or equivalent; one yr. experience working with animals in a clinical or research setting; valid drivers license; ability to lift 50 lbs. (May include overtime, holiday work & weekends) **Grade:** G7; **Range:** \$16,571-20,686 9-20-95 ULAR

ASSISTANT TO PROVOST, EXTERNAL AFFAIRS P10; \$47,400-59,200 8-23-95 Provost's Office

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

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

INFORMATION SYSTEMS SPECIALIST III (09334CP)

OPPORTUNITIES at PENN

P3/P5; \$23,900-31,000/\$28,800-37,600 9-14-95 University Libraries

INFORMATION SYSTEMS SPECIALIST I/II (09335CP) P3/P5; \$23,900-31,000/\$28,800-37,600 9-14-95 University Libraries

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

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

INTERN ATHLETICS (04023CP) (End date: 6/30/96) Blank; \$10,000 9-14-95 DRIA

RESEARCH SPECIALIST IV (08303CP) P6; \$31,900-40,600 9-7-95 LRSM

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

GARDENING AIDE (40 HRS) (09347CP) (End date: 6/30/97) G5; \$14,286-17,486 9-15-95 Morris Arboretum

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

SECRETARY V (09337CP) G10; \$18,700-23,300 9-14-95 Provost Office

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

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

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

LIMITED SERVICE (SALES CLERK) (09307CP) (Work schedule hours: 12:00-6:00 PM, evenings & weekends required) \$10,413-\$12,745 9-11-95 Annenberg Center

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

PART-TIME (ADMINISTRATIVE ASSISTANT II) (20-25 HRS) (08305CP) G10; \$10,275-12,802 9-7-95 Arthur Ross Gallery

SCHOOL OF SOCIAL WORK

Specialist: Clyde Peterson

ADMINISTRATIVE ASSISTANT I (09349CP) Receive, distribute and process information; ensure adherence to established schedules and procedures; compile and summarize data for reports; organize and maintain record/file system; modify and implement changes to routine office and clerical procedures; type and proofread various materials; compose standard correspondence and forms; maintain relatively routine computerized office systems. **Qualifications:** Completions of high school business curriculum and related post high school training or equivalent; at least two yrs. clerical and/or secretarial experience or equivalent; working knowledge of office procedures; Microsoft Word, Word Perfect, Excel and Harvard Graphics knowledge preferred. **Grade:** G9; **Range:** \$17,100-21,400 9-18-95 Youth Policy

VETERINARY SCHOOL

Specialist: Nancy Salvatore

RESEARCH LAB TECHNICIAN III (09377NS) Laboratory research in mammalian fertilization; assist in planning experiments; collect, record and analyze data; prepare media and solutions; maintain supplies and equipment; keep laboratory logs; perform library bibliographic searches. **Qualifications:** BA/BS degree in biology, biochemistry or chemistry; some laboratory experience. **Grade:** G10; **Range:** \$18,700-23,300 9-22-95 Clinical Studies

BUSINESS ADMINISTRATOR III (09340NS) P4; \$26,200-34,100 9-14-95 Animal Biology

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

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

LAB ASSISTANT II (09327NS) G8; \$17,943-22,400 9-13-95 VHUP-CLM

RESEARCH LAB TECH III (40 HRS) (08151NS) (End date: one year; on-going contingent on funding) (Position located in Kennett Square, PA; no public transportation

available) G10; \$21,371-26,629 8-7-95 Clinical Studies, NBC

TECH. VET I/II (40 HRS) (09326NS) (09328NS) (09329NS) (Works schedule: rotating/nights/weekends) G8/G10; \$17,943-22,400/\$21,371-26,629 9-13-95 VHUP

PART-TIME TECH. VET I/II (26 HRS) (09325NS) (Works schedule: Wed., 8:00AM-8:00 PM, Thurs., 8:00AM-4:00 PM & Fri., 12:00-6:00 PM) G8/G10; \$8,626-10,769/\$10,275-12,802 9-13-95 VHUP

VICE PROVOST/UNIVERSITY LIFE

Specialist: Clyde Peterson

COORDINATOR, TUTORING SERVICES (09363CP)

Responsible for overseeing the process of recruiting, interviewing and hiring of tutors for all tutorial programs; oversee the processing of tutor requests and assignments; maintain the Old Exam File and data management; assists in development of peer education/outreach programs. **Qualifications:** Bachelor's degree in liberal arts, education, business or related field required; Master's preferred; two yrs. experience in higher education preferably in academic support services; understanding of pedagogical techniques of tutoring; demonstrated effectiveness in program planning and data management; strong oral and written communication skills. **Grade:** P3; **Range:** \$23,900-31,000 9-21-95 Academic Support Services

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

RECEPTIONIST CLINICAL (08306CP) G8; \$15,700-19,600 9-7-95 Student Health

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

WHARTON SCHOOL

Specialist: Janet Zinser

PROGRAMMER ANALYST I (09308JZ) Develop systems in support of the School network (define, design, code, test and document); evaluate hardware and software products for use in network infrastructure; resolve complex network problems relating to applications, operating systems, protocols, and hardware; develop and install new networking products; track advancements in new networking technology and report findings; manage network independently, in absence of Network Administrator. **Qualifications:** Bachelors degree in computer science or related engineering field or two yrs. experience in design and implementation of network software and hardware, preferably in an Internet-connected environment; two-four yrs. experience in many facets of computing support; operating systems: Unix (HP/UX a plus), MS-Windows, DOS, VMS; Networking: TCP/IP, SNMP, Novell/IPX, NFS, distributed environments, Ethernet LANs and wiring topologies; Languages: Pearl, C, FORTRAN, BASIC, Pascal; familiarity with networking hardware routers, concentrators, repeaters and fiber optics; demonstrated ability to work independently and communicate effectively with clients having a wide range of technical expertise, including faculty, administrators and computing staff. **Grade:** P4; **Range:** \$26,200-34,100 9-19-95 WCIT

PROGRAMMER ANALYST I/II (09354JZ) Support administrative users and their IS requirements for data storage, manipulation, reporting and analysis; perform detailed program design, coding, testing and debugging, documentation and implementation of administrative information systems; provide front-line support to users on PC applications, Novell networks and data access; enable user access to their data through appropriate use of query/analysis tools and training. **Qualifications:** Bachelors degree, preferably in management information systems or computer science or comparable experience; strong customer service skills; user support experience highly preferred; thorough knowledge of Unix or DEC'S VMS operating system, Windows or Novell knowledge a plus; thorough working knowledge of relational database technologies; knowledge of Oracle, Ingres, Informix or Sybase engines with GUI development tools preferred; knowledge of client/server technology and development tools, major relational database engine

tuning or Web programming tools a plus; strong expertise in C and working knowledge of a major 3GL language. **PROG. ANALYST I** - one-three yrs. of progressively responsible programming and system experience. **PROG. ANALYST II** - two-three yrs. of progressively responsible programming and system experience. **Grade:** P4/P6; **Range:** \$26,200-34,100/\$31,900-40,600 9-19-95 WCIT

COORDINATOR IV (09317JZ) Assist with managing and supervising part-time staff and two component programs of the University-Community Outreach Program; plan and execute business-related and recreational activities/workshops; develop and conduct appropriate business-related training for youth, parents and teachers; provide support for mentor-mentee relationships by maintaining contact with program participants and their mentors; develop partnerships with other youth serving organizations and programs. **Qualifications:** BA/BS; Master's preferred or equivalent experience; three-five yrs. experience working with culturally diverse youth and communities; curriculum development and training experience preferred; excellent communication and interpersonal skills; must be very organized with follow-through approach; ability to work independently as well as contribute to a team; ability to interact effectively with high school/middle school youth, undergraduate students, MBA students, parents, teachers and service providers; counseling experience helpful. (On-going contingent on funding) **Grade:** P4; **Range:** \$26,200-34,100 9-12-94 UCOP at Penn

PART-TIME (CLERK III) (28 HRS) (09373JZ) Assist Program Coordinator with day-to-day clerical duties for Multinational Marketing Program; compile student handbooks and program PR materials; handle general correspondence, bulk mailings and routine clerical and office functions; maintain files. **Qualifications:** High school graduate; one-two yrs. clerical and/or secretarial or equivalent work experience; knowledge of IBM compatible systems and experience with Lotus and WordPerfect. (On-going contingent upon funding) **Grade:** G6; **Range:** \$7,473-9,176 9-22-95 Marketing

ASSOCIATE DIRECTOR IV (08203JZ) (On-going contingent upon continuation of funds) P5; \$28,800-37,600 8-17-95 Snider Entrepreneurial Center-Small Business Development Center

BUDGET ANALYST (09316JZ) P5; **Range:** \$28,800-37,600 9-12-95 Finance and Administration

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

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

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

PROGRAMMER ANALYST I/II (08295JZ) P4/P6; \$26,200-34,100/31,900-40,600 9-1-95 Computing & Info Systems

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

SYSTEMS PROGRAMMER I/II (09315JZ) P6/P7; \$31,900-40,600/\$35,000-43,700 9-11-95 WCIT

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

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Update

SEPTEMBER AT PENN

EXHIBIT

30 Art Exhibition and Auction; art in all media and price ranges; preview, 5 p.m.; auction, 6 p.m.; Palestra; \$10; info: 898-5316 (Gymnastics).

Crime Alert—Thefts from Autos in Garages

On Friday, September 15, the Penn Police received multiple reports of thefts from, and criminal mischief to, autos parked in Garage #37, on the east side of 34th & Chestnut. Entry to the autos was gained by breaking windows. Items taken include: cash, mobile phones and assorted personal items. If you have any information about these incidents, please call one of these numbers:

Penn Detectives: 898-4485

Victim Support/Crime Prevention Unit:

898-4481 or 898-6600 (24 hrs.)

On October 12, 8-10 a.m., officers from Victim Support/Crime Prevention will be at Garage #7, near the Museum (South & Convention Avenue) and on October 19, 8-10 a.m., they will be at Garage #14 (northwest corner of 38th & Spruce) to distribute auto-theft prevention literature and sell The Club (an anti-theft device for vehicles) at \$32. Checks will be accepted from faculty, staff and students holding a valid PENNcard.

MEETING

27 Student Activities Council Meeting; all representatives expected to attend; 6 p.m.; Room B-6, Stiteler Hall (SAC).

ON STAGE

Waiting for Godot; 8 p.m., Tues.-Sat.; 2 p.m., Sun.; Harold Prince Theater, Annenberg Center; \$15/Thurs.-Sun., \$7.50/Tues. and Wed.; tickets/info: 898-6791. *Through Oct. 1.*

TALKS

27 Dynamics of Agricultural Space and Nomadic Frontiers in the Indo-Islamic World; Andre Wink, Wisconsin; 11 a.m.; Classroom 2, Museum (S. Asia Regional Studies; Middle East Center).

Speaking of Angels: A 15th-Century Bishop in Defense of Joan of Arc's Mystical Voices; Jane Marie Pinzino, 3-5 p.m.; Room 117, Duhring Wing (Religious Studies).

Building Synapses With Agrin and Dystroglycan; Justin Fallon, Worcester Foundation of Experimental Biology; 4 p.m.; Room 140, Morgan Bldg. (Mahoney Institute of Neurological Sciences).

Recomposing Complexity in Simplicity: A Ghazal by Ghalib; Shamsur Rahman Faruqi; 4 p.m.; 4th Fl. West Lounge, Williams Hall (SARS).

28 Pharmacology and Simplified Clinical Trials; Annette Stenhagen, Philadelphia Association for Clinical Trials; 9-10 a.m.; Rm. 701, Blockley (LDI).

29 Remediation and Reuse—Land Recycling Along the Waterfront; Gary Snyder and Timothy Travers, Black and Veatch Waste Science Inc.; 12:15-1:45 p.m.; Room 209, Steinberg Hall-Dietrich Hall (Inst. for Environmental Studies).

Patronage and Place: Women and Architecture in Pre-modern Iran; Renata Holod, history of art; 3-5 p.m.; Room 113, Jaffe Bldg.; open to PennCard holders only (History of Art).

Al-Farabi: Who Needs Philosophical Ethics?; Therese Druart, Catholic University; 4 p.m.; Room 213, Law School (Philosophy).

Almanac

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The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Society in the campus report for September 11 to September 17, 1995. Also reported were Crimes Against Property including 50 thefts (3 burglaries, 2 of autos, 18 from autos, 9 of bikes and parts); and 12 incidents of criminal mischief and vandalism. Full reports are in this issue of *Almanac* on the web (<http://www.upenn.edu/almanac/v42/n5>).—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 September 11, 1995 and September 17, 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: Simple assaults—1, Threats & harassment—3
09/15/95 10:05 AM Coxe Dorm Obscene phone calls received
09/16/95 2:49 AM Alpha Chi Rho Complainant assaulted during party
09/16/95 9:01 PM Nichols House Threats received
09/17/95 2:50 PM Butcher Dorm Harassing phone calls received

38th to 41st/Market to Baltimore: Robberies (& attempts)—1, Threats & harassment—2
09/11/95 12:25 AM 3900 Blk. Walnut Complainant robbed/no injuries
09/12/95 1:17 AM 417 S. 40th St. Harassing e-mails received
09/17/95 3:44 PM 4309 Walnut St. Harassment/threats received

41st to 43rd/Market to Baltimore: Robberies (& attempts)—1
09/11/95 12:41 AM 43rd & Walnut Attempted robbery with toy gun

Outside 30th to 43rd/Market to Baltimore: Robberies (& attempts)—6
09/11/95 12:38 PM 1000 Blk. S. 48th Complainant robbed via simulated weapon
09/12/95 12:46 AM 200 S. Buckingham Complainant robbed/3 arrests/no injuries
09/13/95 4:05 PM South St. Bridge Male forcibly took bike from complainant/fled
09/13/95 4:32 PM South St. Bridge Suspect forcibly took bike and fled
09/14/95 4:22 PM South St. Bridge Bike taken from complainant
09/15/95 3:25 AM 27th & South St. Robbery at knife point/no injuries

Crimes Against Society

34th to 38th/Market to Civic Center: Disorderly conduct—3
09/14/95 4:59 PM 36th & Locust Citation issued to disorderly male
09/15/95 3:59 PM 3700 Blk. Locust Male exposing self/citation issued
09/15/95 9:38 PM 200 Blk. 38th Disorderly male issued citation

38th to 41st/Market to Baltimore: Disorderly conduct—1, Alcohol & drug offenses—1
09/11/95 9:15 PM 100 Blk. 41st Suspect arrested for drug offense
09/16/95 4:39 PM Locust Footbridge Male causing disturbance/citation issued

30th to 34th/Market to University: Disorderly conduct—1
09/11/95 3:53 PM 3000 South St. Male ripping down fence/citation issued

Outside 30th to 43rd/Market to Baltimore: Weapons offenses—1
09/13/95 4:29 PM 43rd & Chester Sts. Suspect with gun/arrest

October

AT PENN

ACADEMIC CALENDAR

- 13** Drop period ends.
14 Fall Term Break. Through Oct. 17.
20 Family Weekend. Through Oct. 22.
30 Spring Term Advance Registration. Through Nov. 12.

CHILDREN'S ACTIVITIES

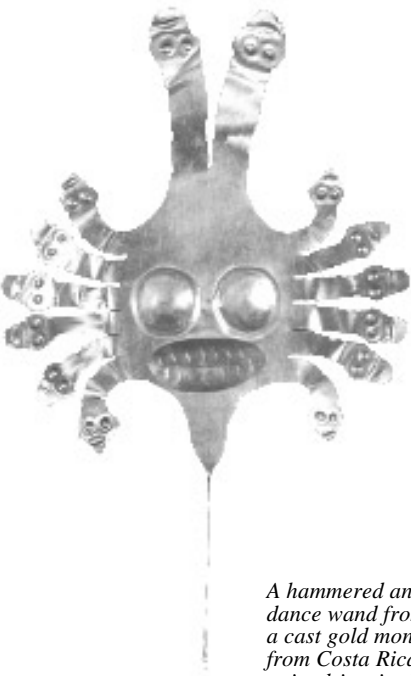
- 6** *Tango X 2*; Discovering Dance Matinee; 11 a.m.; Annenberg Center; \$5; tickets/info: 898-6791.
7 *Birds and Beasts of Ancient Latin America*; tour of the exhibit and craft workshop; for children ages 8-12; 10 a.m.-noon; University Museum; \$5/materials fee; registration: 898-4016.
21 *Family Workshop*; children ages 6-12 and their adult escorts make artwork; in conjunction with *PerForms Exhibit*; 11 a.m.; ICA; \$1/child, free/ICA members and volunteers; reservations: 898-7108. *Repeated Oct. 22.*
27 *Fish Whiskers*; puppet show of a magical underwater world; suggested for preschool-3rd grade; 10 a.m. and 12:30 p.m.; Zellerbach Theatre, Annenberg Center; \$6; tickets/info: 898-6791. *Repeated Oct. 28, 2 p.m.*

EXHIBITS

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

Upcoming

- 3** *Clay Pieces*; works by Thelma McCarty (Penn Fine Arts/Pennsylvania Academy of Fine Arts); reception, 4:30-6:30 p.m.; Burrison Gallery, Faculty Club. Through October 27.
Moving the Fire: The Removal of Indian Nations to Oklahoma; photos of the Native Americans' forced journey from their homelands; see *Talks, Special Events*; Museum. Through Jan. 14.
7 *Birds and Beasts of Latin America*; animal images from Pre-Columbian art of Mexico, Central and South America include gold ornaments, pottery and textiles; see *Children's Activities*; Dietrich Gallery, Museum. Through Dec. 1995.
20 *Saul Steinberg: About America 1948-1995, The Collection of Jeffrey and Sivia Loria*; works on paper, including images from covers of *The New Yorker* by Saul Steinberg, who for almost half a century has recorded the life and times of his adoptive country in instantly recognizable depictions both playful and profound; Arthur Ross Gallery, Furness Bldg. Through Jan. 21
Now
Resistance and Rescue: Denmark's Response to the Holocaust; Arthur Ross Gallery, Furness Bldg. Through Oct. 1.
"Blind Man's Buff": A Rare Tapestry Designed by Francisco Goya y Lucientes (1746-1828); Arthur Ross Gallery, Furness Bldg. Through Oct. 5.
Collaborations; Kamin Gallery, Van Pelt-Dietrich Library. Through Oct. 6.



A hammered and cut-gold dance wand from Peru and a cast gold monkey pendant from Costa Rica join other animal-inspired jewelry and pottery works at the University Museum's Birds and Beasts of Ancient Latin America Exhibit.

Structures; Rosenwald Gallery, Van Pelt-Dietrich Library. Through Oct. 20.
Visual Diaries; Rosenwald Gallery, Van Pelt-Dietrich Library. Through Oct. 20.
Paper, Light and Thought; Esther Klein Gallery, 3600 Market. Through Oct. 27.
Amazonian Photographs; Arboretum; Through Oct. 31.
PerForms: Janine Antoni, Charles Ray, Jana Sterbak; ICA. Through Nov. 5.
Sculpture of Harry Gordon; Arboretum. Through 1996.
Time and Rulers at Tikal: Architectural Sculpture of the Maya; Museum. Through Fall 1997.

Ongoing

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

University Museum Tours

Meet at main entrance; 1:15 p.m. (unless otherwise noted).

- 1** *The Archaeologist at Work.*
7 *Raven's Journey: The World of Alaska's Native People.*
8 *Highlights of Archaeology.*
14 *Ancient Iraq: The Cradle of Civilization.*
15 *Classical Age of the Ancient Greeks.*
21 *Survival vs. Status in Alaska.*
22 *Of Maya Kings and Hieroglyphs.*
24 *Southwest Native Americans Exhibit Tour*; 1 p.m. (Penn Women's Club).
28 *Egyptian Mummies: Secrets and Science.*
29 *Dressed for the Afterlife.*

FILMS

- 18** *Come to the Castle: A Romance of Royal England* (Meyers and Perrigo); Geographical Society Film; 7:45 p.m.; Harrison Auditorium, Museum; \$12 (8-film series: \$80, \$50/members); info/reservations: (610) 436-2155.

Film/Video Project

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

- 1** *I Am Cuba* (Kalatozov, USSR/ Cuba, 1962); 2, 5 and 8 p.m. *Repeated Oct. 2 and 3, 7:30 p.m.*
4 *Through the Olive Trees* (Kiarostami, Iran, 1994); 7:30 p.m. *Repeated Oct. 5, 9:30 p.m.; Oct. 6, 7:30 p.m.; Oct. 7, 6 and 8 p.m.; Oct. 8, 7 and 9 p.m.*
5 *Rome: Open City* (Rossellini, Italy, 1945); 7:30 p.m. *Repeated Oct. 6, 9:30 p.m.; Oct. 8, 5 p.m.*
11 *Black Orpheus* (Camus, Brazil, 1958); 7:30 and 9:30 p.m. *Repeated Oct. 14, 10 p.m.; Oct. 16, 7:30 p.m.; Oct. 17, 7:30 p.m.*
12 *When Pigs Fly* (Driver, USA/ Germany; 1993); with the director; 7:30 p.m. *Film repeated Oct. 13, 10 p.m.; Oct. 14 and 15, 6 and 8 p.m.*
13 *Apollo 13* (Howard, USA, 1995); open captioned; 7 p.m.; *Repeated Oct. 15, 3 p.m.*

I, Worst of All (Bemberg, Argentina,)); 7:30 and 9:30 p.m. *Repeated Oct. nd 23, 7:30 p.m.; Oct. 22, 5 and 7 ; Oct. 24 and 25, 7:30 and 9:30 p.m.*
Clean, Shaven (Kerrigan, USA, 3); with the director; 7 p.m. *Film re-ed Oct. 20 and 23, 9:30 p.m.; Oct. 2 p.m.*



Dr. George Crumb, Penn's Pulitzer Prize-winning Annenberg Professor of Music is honored with a performance of his music by the Orchestra 2001 at the Annenberg School Theater on October 27 (Music). His 1972 piece, Spiral Galaxy (SYMBOL) Aquarius from Makrokosmos, here, illustrates one of Dr. Crumb's unusually creative methods of composition.



- 26** *The Jar/Khomreh* (Forouzesh, Iran, 1992); 7:30 and 9 p.m. *Repeated Oct. 28 and 29, 4 p.m.*
27 *Eyes Without a Face/Les Yeux Sans Visage* (Franju, France/Italy, 1959); 7:30 and 9:30 p.m. *Repeated Oct. 28 and 29, 6 and 8 p.m.; Oct. 28, 10 p.m.; Oct. 30 and 31, 7:30 and 9:30 p.m.*

Independent Film/Video Ass'n

- 3** *Working with AVID*; introductory workshop on using with the non-linear editing system; 6:30 p.m.; \$45, \$30/ members; registration: 895-6594/
28 *Fallout: A Case Study*; workshop led by writer/director/producer Robert Palumbo using his recent film as a framework; 9 a.m.-5 p.m.; \$70/non-members and at the door, \$50/members (by advanced registration); registration: 895-6594.

SPEC Film Society

- Film screenings at 7 and 9:30 p.m.; Irvine Auditorium; \$3, \$2/with PennCard.
6 *Pocahontas.*
12 *Repo Man.*
19 *Div.*
20 *While You Were Sleeping.*
26 *Silence of the Lambs.*
27 *The Hunchback of Notre Dame*; silent with organ accompaniment.

MEETINGS

- 7** *Selected Topics for Ophthalmic Medical Personnel*; CME Meeting; 7:45 a.m.-2:30 p.m.; Scheie Eye Institute; info: 662-8141.
11 *University Council Meeting*; 4-6 p.m.; McClelland Hall, The Quad.
19 *Lesbian, Gay, Bisexual Staff and Faculty Meeting*; noon; room information: 898-5044 or bobs@pobox. Trustees Full Board Meeting; Faculty Club. Through Oct. 20.
21 *Neuro-ophthalmolgy and Systemic Diseases*; CME Meeting; 7:30 a.m.-12:30 p.m.; Scheie Eye Institute; info: 662-8141.
30 *Student Activities Council*; 5 p.m.; Room 17, Logan Hall; all representatives expected to attend; note earlier starting time (SAC). *Meets monthly.*

MUSIC

- 10** *Come to the Cabaret*; Bread Upon the Waters Scholarship Fund Concert by Julie Wilson; 8 p.m.; dessert reception follows; \$75, \$150/patron; info/tickets: 898-6940 (College of General Studies).
21 *Family Weekend Performing Arts Night*; 8 p.m.; Irvine Auditorium (Student Life Activities and Facilities).
The Soul of Greek Music: A Meeting of Generations; music by Greek players living in America: Dimitri Stoyanoff, Pericles Halkias, John Roussous, Gerardo Razumney and Alan Zemel; dancing welcome; 8 p.m.; International House; \$15, \$13/students and seniors, \$10/members (Folklife Center).

- 27** *George Crumb Celebration with Orchestra 2001*; performance of Penn faculty member and Pulitzer-Prize winning composer's *Ancient Voices of Children, Night of the Four Moons and Three Early Songs*; 8 p.m.; Annenberg School Theatre; \$12, \$6/seniors and students; one free ticket with PennCard while supplies last; tickets: 898-6791; info: 898-6244 (Music).

ON STAGE

- 21** *Purush: Expressions of Man*; male dancers and musicians from three generations perform Bharata Natyam, Kathak, Kuchipudi and Kathakali, classical Indian dance forms; 7 p.m.; Harrison Auditorium, University Museum; \$18, \$15/members and seniors, \$10/full-time students with ID; info/reservations: 898-4890.

Annenberg Center

- Tickets/information: 898-6791.
1 *Waiting for Godot*; Lantern Theater production; 2 p.m.; Harold Prince Theater; \$15, special rates for students, seniors and groups.
2 *Previewers*; Philadelphia Festival Theatre for New Plays presents a reading of Bruce Graham's new play Cheap Sentiment; 7 p.m.; \$5, free/students.
5 *Tango X 2*; live orchestra, vocalist and dancers return for Dance Celebration's season opener; 7 p.m.; Gala Party follows, info: 898-4759; Zellerbach Theatre; performance tickets: \$26, \$12/students. *Performance repeated Oct. 6, 8 p.m.; Oct. 7, 2 and 8 p.m.*
30 *Rhythm in Shoes*; traditional square and step dancing blended with modern elements; 8 p.m.; Zellerbach Theatre; \$24, \$12/students.

SPECIAL EVENTS

- 3** *Graduate and Professional Women's Organization Welcome Reception*; 5-7 p.m.; Bowl Room, Houston Hall (Penn Women's Center).
7 *Art and Artists of the Northwest Coast*; World Culture Day features artist George David, carving demonstrations, music and a performance by Thunderbird Native American Dancers; noon-4 p.m.; Museum; free with admission (see *Exhibits*).
17 *Coffee with Dean Rescorla*; 8-9:30 p.m.; CHATS, 1920 Dining Commons (College Office).
19 *Fall Crafts Fair*; 11 a.m.-6 p.m.; Locust Walk (Student Life) Through Oct. 20.
23 *Asian Pacific American Heritage Week* (Student Life). Through Oct. 27.
27 *Welcoming Reception for International Students*; sponsored by Penn and 35 other colleges, universities and exchange organizations; 5-7 p.m.; Chinese Rotunda, University Museum (International Classroom, Museum).
28 *Cultural Exhibition of the World's Ethnic Peoples*; celebration of the 50th Anniversary of the United Nations; 10 a.m.-4:30 p.m.; University Museum (Soka Gakkai International; Penn-SGI).

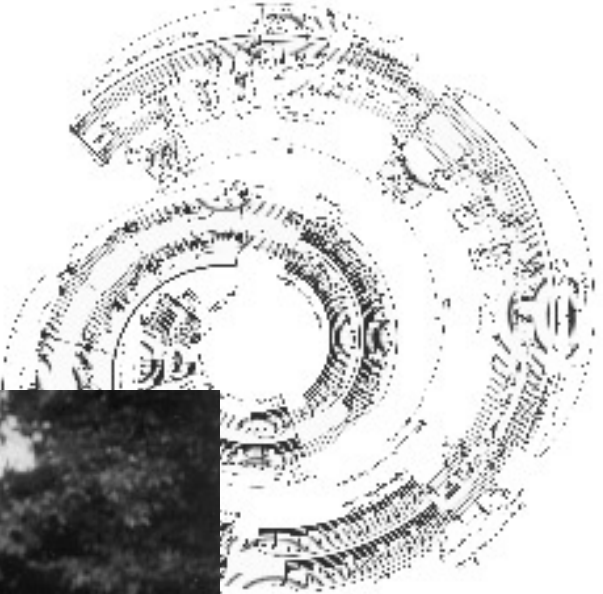
Faculty Club

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

- 4** *Wednesday Buffet. Also on Oct. 11 and 25.*
18 *Oktoberfest Dinner*; 5:30-8 p.m.
21 *Football Brunch.*

Morris Arboretum

- Guided Walking Tours*; Saturdays and Sundays; 2 p.m.; Arboretum hours: Mondays-Fridays, 10 a.m.-4 p.m.; Saturdays and Sundays, 10 a.m.-5 p.m.; admission: *Exhibits.*
7 *Big Tree Festival*; family fun includes: scarecrow building, pumpkin carving, music; 11 a.m-4 p.m.; free with admission fee.
22 *Trees Around the World*; guided tour in honor of United Nations Day; 2 p.m.; Widener Education Center; free with admission fee.

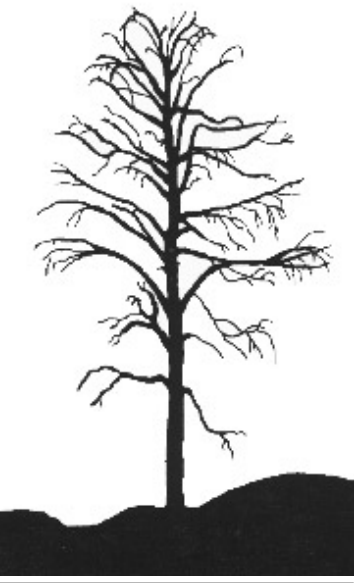


1987 Photo by Sabine Matthes. Music reprinted by permission of C. F. Peters Corporation.

SPORTS

- Tickets for fall sports, except football are free. Football tickets: 898-6151.
Home locations: Crew: Schuylkill River; Field Hockey, Football: Franklin Field; Soccer: Rhodes Field; Volleyball: Palestra; Tennis: Levy Pavilion or Lott Courts.
3 *Field Hockey v. Lehigh*; 3 p.m.
6 *W. Tennis v. West Virginia*, 2 p.m.; *Volleyball v. Harvard*, 7 p.m.; *Ltwt. Football v. Princeton*, 7:30 p.m.
7 *Volleyball v. Hartford*, 11 a.m., v. Dartmouth, 4 p.m.
8 *Field Hockey v. William and Mary*; 1 p.m.
10 *Volleyball v. Princeton*; 7:30 p.m.
13 *W. Tennis: ITA Team Reg. Through Oct. 14.*
14 *Crew: U.S. Navy Day Regatta.*
15 *W. Soccer v. La Salle*; 2 p.m.
20 *M. Tennis: Penn Conference Classic*; through Oct. 22.
21 *V. Brown: W. Soccer*, 11 a.m.; *Football*, 1:30 p.m.; *M. Soccer*, 2 p.m.
24 *Field Hockey v. Maryland*; 7:30 p.m.
25 *Volleyball v. Drexel*; 2 p.m.
27 *Ltwt. Football v. Cornell*; 7:30 p.m.
28 *Crew: Head of the Schuylkill.*

The Annenberg Center's new season of music, dance and stage productions opens with the Lantern Theater's performance of Samuel Beckett's Waiting for Godot; with Dance Celebration's Tango X 2 and Rhythm in Shoes; and with a reading of Bruce Graham's Cheap Sentiment by Previews, a monthly series of readings of new plays. For information on the 1995-96 season, call 898-6791. (On Stage and Music).



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Unless otherwise noted all events are open to the general public as well as to members of the University. For building locations, call 898-5000 between 9 a.m. and 5 p.m. Listing of a phone number normally means tickets, reservations or registration required.
This October calendar is a pullout for posting. *Almanac* carries an *Update* with additions, changes and cancellations if received by Monday noon prior to the week of publication. Members of the University may send notices for the *Update* or *November* at Penn calendar.



A wool and silk tapestry, fashioned after Francisco Goya's cartoon Blind Man's Buff, produced by Madrid's Royal Tapestry Factory in the early 19th century, hangs in the Arthur Ross Gallery through October 5 (Exhibits). In conjunction with the exhibit, the Gallery and the History of Art department sponsor a lecture together on October 2 (Talks).

CONFERENCE

10 Annual Academic Career Conference: A Program for Doctoral Students; *Issues Facing Graduate Education*, Janice Madden, Vice Provost for Graduate Education, 4 p.m.; *Applying for Dissertation and Postdoctoral Fellowships*, Margaret Mills, folklore, Ann Kuhlman, Office of International Programs, Ellen DeMarinis, Van Pelt Reference Department, Julie Vick, Career Planning and Placement, 4:30 p.m.; *The Insiders' Guide to Graduate Education at Penn: A Program for First-Year Students*, Janice Madden and panel of advanced graduate students, 4:30; *Job Search Techniques in the Mid-'90s*, Roger Allen, Arabic/Asian and Middle Eastern Studies, Kyle Vanderlick, chemical engineering, Walter Licht, Associate Dean, Graduate Arts & Sciences and history, Alfred Mann, physics, Sally Zigmond, biology, 5:30-7 p.m.; Houston Hall; registration: 898-7530 or vick@pobox.upenn.edu (CPPS; Vice Provost for Graduate Education).

FITNESS/LEARNING

English Language Programs Evening Course Registration; classes meet 6-8:30 p.m.; *Academic Writing*, Mondays, Oct. 2-Dec. 4; *Language in the Workplace*, Thursdays, Oct. 5-Dec. 14; *Pronunciation Improvement*, Tuesdays, Oct. 3-Dec. 5; *Vocabulary Development*, Wednesdays, Oct. 3-Dec. 12; \$290/course plus \$10 registration fee; information: 898-8681. *Registration throughout Sept. 29.*

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

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

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

Penn Council for Relationships Therapy Groups; topics include separation and divorce, sexuality after sexual abuse, and infertility; info: 382-6680.

Safety in the Streets; October Safety Strategy Series; information: 898-8611 (Penn Women's Center).

3 Brown Bag Mortgage Seminar; noon and 1 p.m.; location TBA; information: 898-7256 (Office of the Treasurer).

4 Quaker Worship Group; silent worship and brown-bag lunch; noon; Christian Association Auditorium. *Meets every Wednesday.*

Buddhist Meditation Practice; chairs and zen benches provided; 1-2 p.m.; Christian Association Chapel. *Wednesdays through Dec. 13.*

14 Create, Connect, Celebrate—A Gathering of Sistuhs; Bright Ideas and Ha-feezah workshop focusing on self-empowerment of women of African ancestry; 2-5 p.m.; Christian Association; \$10; information: 883-6620.

26 Black Women's Health Issues; 1-2 p.m.; Bishop White Room, Houston Hall (Penn Women's Center).

30 Mortgage Counseling Sessions; one-on-one meetings with bank representatives; hourly sessions from 12:15-4:15 p.m.; information/reservations: 898-7256 (Office of the Treasurer). *Repeated Oct. 31 and Nov. 3.*

College of General Studies

Special Programs; unless otherwise noted: courses meet weekly at 6:30-8:30 p.m.; \$85; information/registration: 898-6479.

2 In the Chef's Kitchen; Fritz Blank; 9:30 a.m.-12:30 p.m.; \$50/session, \$150/3 sessions. *Also meets Nov. 6 and Dec. 4.*

Career Strategies for the '90s; Janet Mass; \$130. *Through Oct. 23.*

A Political, Social and Cultural Look at 19th Century Ireland; John Buckley; \$95. *Through Nov. 6.*

Great Wine Varieties; Gregory Moore; 6:30-9 p.m.; \$150. *Through Oct. 16.*

5 The French Impressionists and The Japanese Print; Judith Stone; 10 a.m.-noon; \$90 (price includes Philadelphia Museum of Art entrance fee). *Through Oct. 26.*

A Season of Opera in Philadelphia; David Fox; preview of Opera Company of Philadelphia performances; \$25/session, \$85/4 sessions (price doesn't include opera tickets). *Also meets Nov. 9, Feb. 15, Apr. 18.*

7 Genie in a Box: Interactive Computing; Ron Kanter; FRCP Elective; 9:30 a.m.-4:30 p.m.

Research Methods for Development Professionals; Rosemary Davis; Fundraising Certificate Program; 9:30 a.m.-4:30 p.m.; \$130, \$120/FRCP.

9 Writing for Movies and Television; Marc Lapadula; 6-9 p.m.; \$100. *Through Nov. 6.*

Continuity and Change in the Yucatan; Judith Stornuolo; \$110, \$100/Museum members. *Through Nov. 20.*

In the Company of Giants: Great Artists from the Renaissance to the 20th Century; Victoria Curtin Gardner; \$145. *Through Nov. 20.*

Becoming a Consultant; Kathy Corbett; 6:30-9 p.m.; \$150. *Through Oct. 23.*

10 Writing from Personal Experience; Janice Booker; 1-3:15 p.m.; \$150. *Through Nov. 21.*

Grantsmanship: Developing Winning Proposals; Elizabeth Ostrander; 5-7 p.m.; \$160, \$145/FRCP. *Through Nov. 14.*

Research in the Information Age; Robert Pallone; FRCP Elective; 6-8:30 p.m.; \$150. *Section A: through Nov. 7; Section B: meets Oct. 11-Nov. 8.*

Making it as a Freelance Writer; Pat Shapiro; \$125. *Through Nov. 14.*

Writing a Novel; Bill Kent; \$125. *Through Nov. 14.*

11 Accounting for Non-Financial Managers; Thomas Dowdell; FRCP Elective; \$135 (includes text). *Through Nov. 15.*

Black and White Photography; Lee Wexler; \$125. *Through Nov. 15.*

Creative Writing: The Art and Process; Janet Ruth Falon; \$125. *Through Nov. 15.*

The Greatest Monarchs of England; William Watson; *Through Nov. 1.*

Investing Your Money; Dorothy Lebeau; \$150 (includes text). *Through Nov. 8.*

12 Native Americans of the Southwest; Sandra Francis; \$90, \$80/Museum members. *Through Nov. 9.*

13 Journal Writing Workshop; Janet Ruth Falon; 9:30 a.m.-4:30 p.m.; \$80.

17 Tombs, Temples and Treasures: Egypt's New Kingdom; Janice Kamrin; \$95, \$85/Museum members. *Through Nov. 28 (omit Oct. 31).*

18 Writing Workshop for Fund Raisers; Robin Lebow and Richelle Ogle; 5-7 p.m.; \$135, \$125/FRCP. *Through Nov. 8.*

Leonard Bernstein: Composer and Conductor; David Fox; *Through Nov. 8.*

19 Fiction Writing Workshop; James Rahn; 6-8:30 p.m.; \$145. *Through Nov. 16.*

Oriental Rugs: Reflections on Culture; Jerry Sorkin; 6:30-9 p.m.; *Through Nov. 2.*

21 Time Management; Joan Lerner; 9:30 a.m.-3:30 p.m.; FRCP Elective; \$75.

Producing Special Events for Fund Raising; Mary Helen Madden; 9:30 a.m.-4:30 p.m.; \$120, \$110/FRCP.

25 Stonehenge and Other Megalithic Mysteries; Roslyn Blyn; *Through Nov. 15.*

27 Words at Work; Janet Ruth Falon; 9:30 a.m.-4:30 p.m.; \$90.

28 Low Maintenance Gardening; Margaret Bowditch; 10 a.m.-noon; \$25.

30 Improving Your Speech; Leila Alson; FRCP Elective; \$130. *Continues Nov. 1, 3 and 8.*

Faculty/Staff Assistance Prog.

Noon-time meetings in Houston Hall; information: 898-7910.

5 Stop Dieting to Lose Weight; Dana Lightman; Room 301.

18 Surviving Divorce and Separation; support group for male faculty and staff; Harrison Room.

19 When Someone You Love is Addicted; Sandra Soll; Room 303.

Small Business Development

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

4 Business Basics Seminar; 6:30-9 p.m.; \$50. *Weds. through Oct. 25.*

5 Monitoring Financial Trends (Financial Management II); Mario Vicari, Kreischer Miller; \$150. *Continued Oct. 12.*

11 Entrepreneurial Hiring and Firing: Successful Practices; Joni Daniels, Daniels and Associates; Jeffrey Tucker, Sweet, Stevens, Tucker and Katz; \$205. *Wednesdays through Nov. 1.*

12 Charting New Growth for Your Company; Bill Madway, Madway Business Research; \$185. *Mondays through Oct. 23.*

17 How to Raise Equity Capital for Your Business; Terry Collison, Blue Rock Capital; \$185. *Tuesdays through Oct. 31.*

TALKS

2 TBA; Stephen Roth, Neose Technologies, Inc.; 3:30 p.m.; Room 337, Towne Bldg. (Chemical Engineering).

The Neurobiology of Song Learning in Birds; Fernando Nottebohm, Rockefeller University; 4 p.m.; Room B-26, Stiteler Hall (Psychology).

National Identity, National School and Nineteenth-Century Conceptions of

Goya; Janis Tomlinson, Columbia; in conjunction with *Goya Exhibit*; 5 p.m.; Rich Room, Jaffe Building; open to PennCard holders only (History of Art; Arthur Ross Gallery).

3 Calcium Transport and Substrate Oxidation by Heart Mitochondria in Health and Disease; Richard Hansford, National Institute on Aging, NIH; Raiziss Biochemical Rounds; noon; Clinical Research Bldg. Auditorium (Biochem. and Biophysics).

Remembering the Harem: Revisiting Colonialism; Mona Fayad, Salem State College; 4:30 p.m.; registration: 898-6335 (Middle East Center).

Signal Transduction in Taste: Bitter and Salty; Joseph Brand, Monell Chemical Senses Center; 4 p.m.; Physiology Conference Room, Richards Bldg. (Physiology).

Poetry Reading; Ai, poet and novelist; Mosaic of Black Writing Series; 4:30 p.m.; Penniman Library, Bennett Hall; book signing follows (Afro-American Studies Program).

4 Revisiting a Sufi Shrine Pilgrimage in an 18th Century Text from the Deccan; Carl Ernst, UNC-Chapel Hill; 11 a.m.-12:30 p.m.; Classroom 2, Museum (Middle East Center; South Asia Regional Studies).

Dangerous Liaisons: Church-State and Church-Church Relations in Contemporary Mexico; Michael Tangeman, Catholic and Market News Services; 4 p.m.; Smith-Penniman Room, Houston Hall (Latin American Cultures Program).

5 Diagnostic and Treatment Algorithms for Refractory Depression; Jay Amsterdam, psychiatry; noon-1 p.m.; CRB Auditorium (Psychiatry; PennMed; Child Guidance Center).

Maternal Control of Early Development in Xenopus laevis; Peter Klein, medicine; 12:15-1:30 p.m.; M100, John Morgan Bldg. (Cell and Dev. Biology).

T Cell Development and Signal Transduction; Leslie Berg, Harvard; 1 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

Human Gene Map—Approach and Utility; C. Thomas Caskey, Merck Research Labs; Louis Flexner Lecture; 4 p.m.; Medical Alumni Hall, Maloney Bldg.; cocktail reception and dinner follow; reservations: 898-9695 (Mahoney Institute of Neurological Sciences).

Oliver Stone lectures; 8 p.m.; Irvine Auditorium (Student Life).

6 TBA; Paul Watson, history of art; 3-5 p.m.; Jaffe Building; open to PennCard holders only (History of Art).

9 Neuronal Nicotinic Receptors; Jon Lindstrom, neuroscience and pharmacology; noon; M100-101, John Morgan Building (Pharmacology).

Reactive Processes on Metallic Single Crystal Surfaces; Robert Madix, Stanford; 3:30 p.m.; Rm. 337, Towne Bldg. (ChemE).

Memory Illusions: Remembering Events That Never Happened; Henry Roediger, Rice; 4 p.m.; Room B-26, Stiteler Hall (Psychology).

Blood is Heredity, Heredity is Race, Therefore Blood is Race: The History of Molecular Anthropology; Jonathan Marks, Yale; 4-6 p.m.; Suite 500, 3440 Market St. (History & Sociology of Science).

10 Biochemical Approaches to Mitochondrial Metabolic Disorders; C. P. Lee, Wayne State; Raiziss Rounds; noon; CRB Auditorium (Biochem. and Biophysics).

The Iconography of Ottoman Festivities; Arzu Ozturkmen, Bogazici University; Room 421, Williams Hall (Middle East Center).

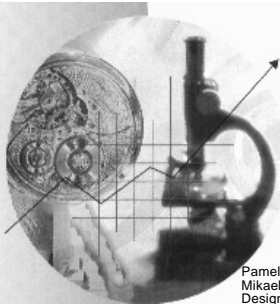
Oral Histories of the Nuu-chah-nulth Northwest Coast People; George David, Nuu-chah-nulth native and artist; Native Voices and Living Masters Lecture; 6 p.m.; Rainey Auditorium, Museum; \$6, \$4/ members, seniors and full-time students with ID (Museum).

11 The Membrane of Tolerance: India's Islamic Edge; Michael Meister, history of art and South Asia Regional Studies; 11 a.m.-12:30 p.m.; Classroom 2, University Museum (Middle East Center; SARS).

A Realistic Model of a Neuronal Oscillator: How Realistic is Real and How Real is Realistic?; Ronald Calabrese, Emory; 4 p.m.; Rm. 140, John Morgan Bldg. (Mahoney Inst. of Neurological Sciences).

Tumor Suppressor Genes in Breast Cancer; Ruth Sager, Dana-Farber Cancer Institute; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

To celebrate its 25th Anniversary, the Wharton Health Care Management Program holds the Robert Eilers Memorial Lecture on October 9 (Talks) and looks forward to the next 25 years at the Redesigning Our Future Conference on October 20 at the Convention Center; information: 898-6861.



Pamela Kerr, Mikaelian Design

TALKS

The Future of Academic Health Centers in a Changing Market; Roger Bulger, Association of Academic Health Centers; 4:30-6 p.m.; Colonial Penn Center Auditorium (Leonard Davis Institute for Health Policy).

Gallery Conversation; A.P. Gorny; in conjunction with *PerForms Exhibit*; 6 p.m.; ICA; free with admission fee: *Exhibits* (ICA).

12 Cultural and Linguistic Barriers to Mental Health Service Access: The Model of Deafness; Annie Steinberg, Children's Seashore House; Vicky Joy Sullivan; Ruth Loew; noon-1 p.m.; Colonial Penn Center Boardroom (LDI of Health Economics).

Shared Blessings: Womanly Arts and Ethnographic Practice in Rajasthan; Ann Gold; 3 p.m.; Room 201, Jaffe Bldg.; open to PennCard holders only (History of Art).

Pygmy POP (A Sketch Toward an Aural History); Steve Feld, UC Santa Cruz; 4:30-6:30 p.m.; Room 329A, 3401 Walnut ; info/materials: 898-5357 or mroth@mail.sas.upenn.edu. (History).

16 Will Oligonucleotides Ever Make It as Pharmaceuticals? The Penn Experience; Alan Gewirtz, pathology and internal medicine; noon; M100-101, John Morgan Building (Pharmacology).

17 Nuclear Gene Products that Regulate Mitochondrial DNA Replication and Transcription; David Clayton, Stanford; Raiziss Rounds; noon; CRB Auditorium (Biochemistry and Biophysics).

The Voyage of the Totoro Balsa "Titi" on Lake Titicaca, the Sacred Lake of the Incas; multimedia presentation by Max-imo and Eric Catori, experts on construction of ancient balsas; Native Voices and Living Masters Lecture; 6 p.m.; Rainey Auditorium, Museum; \$6, \$4/ members, seniors and full-time students with ID (Museum).

18 Insides and Outsides: Personal, Private and Public Spaces in 19th Century India; Jim Masselos, University of Australia; 11 a.m.-12:30 p.m.; Classroom 2, Museum (Middle East Center; SARS).

Urban Social Movements in Chile; Juan Orlando Carrera Garcí'a, Movimiento Pro-Municipio de Lo Espejo, Santiago de Chile; noon; Smith-Penniman Room, Houston Hall (Latin American Cultures Program).

Cell Cycle Regulation; Stephen Elledge, Baylor; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

Molecular Biological Studies of Dopamine Receptor Function: Insights into Schizophrenia; Ian Creese, Rutgers; 4 p.m.; Room 140, John Morgan Building (Mahoney Institute).

Depression in Aging; Ira Katz, VA Medical Center; 4-5 p.m.; 1st Floor Library, Ralston House (Institute on Aging).

19 Genetic Analysis of Cadherin Function in Mice; Glen Radice, obstetrics and gynecology; 12:15-1:30 p.m.; M100, John Morgan Building (Cell and Developmental Biology).

Summer Reports: Samarkand, Yemen and Kurdistan; Nicholas Alexander, anthropology; Alison Mackenzie, history; Denise Natali, political science; Anna Sloan, history of art; 4 p.m.; registration: 898-6335 (Middle East Center).

The Laying on of Invisible Hands: The Emerging Market and the Public Good in Health Care; John Eisenberg, Georgetown; Robert Eilers Lecture; 4:30-6 p.m.; Annenberg School Theatre (LDI of Health Economics; Health Care Systems).

20 Categories of Utility: Cooking for the Gods; Michael Meister, history of art; 3-5 p.m.; Rm. 201, Jaffe Bldg. (History of Art).

23 Ras Signaling Pathways; Jeffrey Field, pharmacology; noon; M100-101, John Morgan Building (Pharmacology).

Thermal Waves; Stuart Churchill, chemical engineering; 3:30 p.m.; Room 337, Towne Bldg. (ChemE).

Mapping Behavior into Regional Brain Function: Findings, Limitations and Potential in Using Resting and Activated Measures of Cerebral Metabolism and Bloodflow; Ruben Gur, psychology in psychiatry; 4 p.m.; Room B-26, Stiteler Hall (Psychology).

Archives in Philadelphia; Jim Green, Library Company; Tom Horrocks, College of Physicians; Martin Levitt, American Philosophical Society; Nancy Shawcross, Van Pelt Library; 4-6 p.m.; Suite 500, 3440 Market St. (H. & S.S.).

The Investigation's Everyday Aesthetics of Itself; Stanley Cavell, Harvard; Series: Wagers of Writing; Wittgenstein, Emerson and Pragmatism; 4:30 p.m.; Room 214, Law School (Philosophy). *Series continues Oct. 25.*

24 Ca²⁺-Dependent Signaling, Mitochondrial Ca²⁺ Accumulation and Cell Injury; Jan Hoek, Jefferson Medical College; Raiziss Rounds; noon; CRB Auditorium (Biochem. and Biophysics).

The Arab Presence in Khurasan and the Revival of the Iranian National Tradition; Parvaneh Pourshariati, Columbia; 4:30 p.m.; Room 421, Williams Hall (Middle East Center).

TALKS

Recent Discoveries at the Metropolis of El Pital; Jeffrey Wilkerson, Institute for Cultural Ecology of the Tropics and National Museum of Natural History, Smithsonian Institution; 6 p.m.; Rainey Auditorium, Museum; \$10, \$8/members, seniors, full-time students with ID (Museum; Mexican Society of Philadelphia).

New Light on Human Origins; Alan Mann, anthropology; 6:45 p.m.; Room 330, Kress Entrance, University Museum; \$10; info/reservations: 898-5262 (College Alumni Society).

Embarrassing Teachers: Censorship in Humanist Education; Rebecca Bushnell, English; 7-8:30 p.m.; \$5, free for fall-term Special Programs students; info/registration: 889-7326 (College of General Studies).

25 The House and Vertical Culture in North Pakistan; Margaret Mills, folklore and folklife; 11 a.m.-12:30 p.m.; Classroom 2, University Museum (Middle East Center; SARS).

Central Neuropeptidergic Control of Thirst and Salt Appetite; Edward Stricker, University of Pittsburgh; 4 p.m.; Room 140, John Morgan Bldg. (Mahoney Inst.).

Itza Maya Kingship, Kinship, and Confederation on the Eve of Spanish Conquest; Grant Jones, Davidson College; 4 p.m.; Smith-Penniman Room, Houston Hall (Latin American Cultures Program).

Stereochemistry of Heterotrimeric G-protein Function; Paul Sigler, Yale; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

Has Pragmatism Inherited Emerson?; Stanley Cavell, Harvard; 4:30 p.m.; Room 2, Law School (Philosophy). *Continued from Oct. 23.*

Linkages Between Competing Forces in Health Care; Pamela Bailey, Health-care Leadership Council; Charles Leighton Lecture; 4:30-6 p.m.; Austrian Auditorium, Clinical Research Building (LDI Center for Health Policy).

Up Against the Wall; Patrick Murphy and Judith Tannenbaum, ICA; in conjunction with *PerForms Exhibit*; 6 p.m.; ICA; free with admission fee: *Exhibits* (ICA).

26 Clinical and Novologic Aspects of Childhood Onset Depression Disorder; Maria Kovacs, University of Pittsburgh; noon-1 p.m.; CRB Auditorium (Psychiatry; PennMed; Child Guidance Center).

Human Genes That Promote Pseudohyphal Growth in Yeast Are Intriguing Regulators of Growth Control in Humans; Erica Golemis, Fox Chase Cancer Center; 12:15-1:30 p.m.; M100, John Morgan Bldg. (Cell Biology Grad Group; Cell and Dev. Biology).

Footprints: The Lives of Jain Ascetics as Ritual Charter; L. A. Babb; 3 p.m.; Room 201, Jaffe Building; open to PennCard holders only (History of Art).

Mechanism of Activation of Transcription Factor NFkB; Ronald Hay, University of St. Andrews; 4 p.m.; Grossman Auditorium, Wistar (Wistar).

27 What Does Music Represent? Emotion and Meaning in Music; Norman Smith, music; Senior Associates Lunch-time Lecture; 12-2 p.m.; Faculty Club; \$14/person (includes lunch); info: 233-0779 (Penn Senior Associates; CGS).

Does Hermetic Cubism Mean...?; John McCoubrey, history of art; 3-5 p.m.; Room 201, Jaffe Bldg. (History of Art).

30 Molecular Biology of Somatostatin and Opiate Receptors; Terry Reisine, pharmacology and psychiatry; noon; M100-101, John Morgan Building (Pharmacology).

Vernacular Architecture in Exile: The "Madafeh" [Guesthouse] in Palestine, Israel and Jordan; Susan Slyomovics, Brown; 4 p.m.; Suite 371, 3440 Market St. (Folklore and Folklife).

When Jobs are Really Jails: Under-standing Nominal Metaphors; Sam Glucksberg, Princeton; 4 p.m.; Room B-26, Stiteler Hall (Psychology).

Dissertations in Progress; Radioactive Ladies and Gentlemen: Women and Men of the Radioactive Community 1919-1939, Theresa Hopper, Princeton, 4 p.m.; *Swimming Against the Tide: Instruments and Interests in the Debate Over Bacterial Flagella, 1946-1956*, James Strick, Princeton; 5 p.m.; Ste. 500, 3440 Market (H. & S.S.).

Industry-University Collaboration in Engineering and Medicine: Opportunities and Challenges; Lewis Edelheit, General Electric; Britton Chance Lecture; 4:30 p.m.; Alumni Hall, Towne Building (ChemE).

31 A New Spin on ATP Synthesis by F₁F₀; Richard Cross, SUNY-Syracuse; Raiziss Rounds; noon; CRB Auditorium (Biochemistry and Biophysics).

My Life as Stories; Hanan al Shaykh, author; 4:30 p.m., place to be determined; reading and booksigning, 8 p.m., Room 17, Logan Hall; info: 898-6335 (Middle East Center; Lebanese Cultural Club).

The 1995 Season in Mendes and Saqqara, Egypt; David Silverman and Donald Redford, Museum; 6 p.m.; Rainey Auditorium, Museum (Museum).

October

AT PENN