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Pullout: November at Penn

Looking east from Blanche Levy Park, the three foreground buildings are Meyerson, Fisher Fine Arts Library and Irvine. Just beyond Fisher is the IAST, with Chemistry to its right.

IAST's First Unit: The Vagelos Laboratories

In a unanimous resolution passed at the Trustees' stated meeting on Friday, the first phase of the Institute for Advanced Science and Technology was named The Roy and Diana Vagelos Laboratories, honoring the Trustees Chairman and his wife, who announced their \$10 million gift to the project. Poised for the groundbreaking, below, are Congressman Tom Foglietta and President Judith Rodin at left, and Dr. and Mrs. Vagelos at right. In the background, seen through the clear plastic "wall" of a tent set up for the rainy-day ceremony, is the Fisher Fine Arts Library.

Photograph by Tommy Leonardi



SENATE

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

Actions Taken by the Senate Executive Committee Wednesday, October 18, 1995

1. Academic Planning and Budget Committee and Capital Council. Past Chair David Hildebrand reported that the committee has been considering a draft of a proposed strategic plan. He urged SEC members to communicate any ideas they had on Penn's future either through him or the provost.

Capital Council approved a plan for substantial renovation of the Annenberg School for Communication.

2. Senate Nominating Committee. SEC voted for eight members from a slate of nominees. One SEC member will be elected to the committee at the next meeting.

3. Proposed Revised Judicial Charter. Extended discussion centered around whether lawyers should be involved in the process or internal advisors only and whether the student should be permitted to have an adviser and one who could speak for the student. Among other points raised were whether: the disciplinary hearing officer should be appointed by the Faculty Senate; hearing panels should be selected randomly; panel decisions that find a student not responsible for a violation should be final; limitations should be placed on the provost's ability to suspend, modify, or supersede the Charter; and whether the Charter should be separated from the Code of Academic Integrity.

SEC agreed that a subcommittee of SEC would propose revisions at the November SEC meeting. It was moved and adopted that "The Senate Executive Committee requests that the provost postpone a decision on the proposed revised Student Disciplinary System and Proposed Code of Academic Integrity pending receipt of Senate Executive Committee proposals that will be made following its November 8, 1995 meeting."

4. Informal Discussion with the Provost. Provost Chodorow stated that he would await the Senate Executive Committee's proposals on the Charter. He reported on progress of the 21st Century Project committees and charges and on plans for the Perelman Quadrangle.

Council: An E-mail Experiment

The University Council voted at its October 11 meeting to experiment for a semester with the use of e-mail in sending its agenda and minutes to members. Dr. David Hildebrand introduced the initial motion from the Steering Committee

"...to distribute the Council minutes and agenda by e-mail for this semester on a trial basis. Agenda would also be distributed by intramural mail, preliminary documents would continue to be distributed by intramural mail, and final reports would be published in *Almanac* in advance of Council discussion. Copies of reports would be available at the meeting."

A friendly amendment provides paper copies to those who do not have access to e-mail (estimated to be about seven).

Another proposal called for development of a Council Home Page on the Web and the placement of the Council mailings on it, but Dr. Helen Davies questioned the appropriateness of sending minutes beyond the mailing list before they have been corrected and approved. Moderator Will Harris said it would be contrary to the bylaws to do so.

Suggestions made during discussion of the draft charges to committees, (*Almanac* October 10) will go to the Steering Committee for consideration, Mr. Harris said.

African American Resources: Jeanne Arnold, '80 SSW

Jeanne Arnold, a 1980 alumna of Penn's School of Social Work, who was chief of services for two Navy Family Services Centers in Virginia and is now director of human resources and community relations for the Crime Prevention Association of Philadelphia, has been named Director of the African American Resource Center.

She will take office November 27 to succeed Isabel Sampson-Mapp, who has been acting director since Dr. Allen Green was named dean of the college at Wesleyan in the spring of 1994.

"I am delighted that Jeanne Arnold has accepted our offer to become the new Director of the African-American Resource Center," President Rodin said. "She will bring a wealth of talent and experience to the job and, as a Penn alumna, she knows the University very well. I am grateful to the search committee—which did great work in this process—for finding and nominating Jeanne. I think she will accomplish a great deal at the Center. I also want to thank Isabel Sampson-Mapp and the Center staff for their leadership and dedication during this lengthy search process."

Ms. Arnold, who received her B.A. in Psychology and Social Welfare from Penn State in 1977, took a specialization in urban family when she joined Penn for the M.S.W. After serving locally at the Women's Christian Alliance and Pennsylvania Hospital, she was named an Outstanding Young Woman of America and won the Chapel of the Four Chaplains Award in 1982. The following year she became an adoption and foster care specialist for the Children's Home Society of Jacksonville, Florida, and in 1985 she relocated to Virginia as a clinical social worker for the Norfolk Department of Public Health. Three years later she joined Navy Family Services, where she moved from social work supervisor to chief of services for a small center in Virginia Beach, then to the larger Norfolk Center where she oversaw eight departments with a staff of 55. She returned to Philadelphia in 1994.

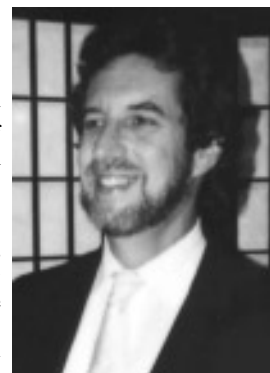


Jeanne Arnold

Acting E.D. of Budget: Mr. Stupine

Barry Stupine, associate dean for administration at the School of Veterinary Medicine and director of the Veterinary Hospital, will add the post of Acting Executive Director of Resource Planning and Budget to his roles while the search continues for a permanent executive director, President Judith Rodin has announced.

This is the third major extra-duty assignment for Mr. Stupine since 1991, when he was named Interim Vice President for Human Resources while continuing his Veterinary School roles. He also held the post of Special Assistant to the Executive Vice President in 1992-94. A 1964 Temple alumnus with an M.B.A. in Health Care Administration from George Washington University, Mr. Stupine completed an Administrative Residency at HUP in 1968. He was assistant executive director of HUP in 1969-71, then joined the Medical College of Pennsylvania as associate hospital administrator. He returned to Penn in his present capacities at the Veterinary School in 1978.



Barry Stupine

Practice Professors in GSE; Other Trustee Actions

At the Stated Meeting on Friday, the Trustees approved a motion by the Provost to establish the position of Practice Professor in the Graduate School of Education, consistent with that position at Wharton and the Law School. At GSE, the resolution allows for two full-time positions. Practice professors will provide graduate instruction in education, including supervision of internships and other field experiences; appointments are for five years, renewable for five years, and are without tenure or tenure-accruing status.

Finance Committee resolutions included funding for renovations to Chemistry's Cret Building (33rd and Spruce) for the Center for Molecular Modeling, which involves chemistry and other SAS faculty and members of SEAS and Medicine; design fees toward the creation of the Annenberg Public Policy Center in the Annenberg School; and renovations to create modern laboratories for Biochemistry/Biophysics on the third floor of AnatChem, funded at \$1.53 million by the School of Medicine.

Reception for Mike Huber

On Friday, November 3, the General Alumni Society and Development and Alumni Relations Offices will hold a reception honoring Michel T. Huber (W'53, ASC '61) as he retires. All members of the University are welcome to attend, 4:30 p.m.-6:30 p.m. in the Faculty Club, but must R.S.V.P. to Alumni Relations at 898-7811.

As a tribute to his enduring interest in University history, tradition and memorabilia, friends and colleagues are invited to make contributions towards preserving and restoring the archival collections at the University Archives through the Michel T. Huber Fund. Donations may be made payable to the University of Pennsylvania and sent c/o Alumni Relations, E. Craig Sweeten Center, 3533 Locust Walk/6226

As the University broke ground for the Institute for Advanced Science and Technology last week, the President outlined the state of science in the nation—and a Penn response to its plight.

IAST and the Vagelos Laboratories: The Sign and Symbol of a New Research Agenda

by Judith Rodin

I welcome all of you to this celebration. This is a significant moment in Penn history. Today's groundbreaking signals our renewed commitment to the spirit of discovery and experiment that has distinguished this University since Benjamin Franklin, America's first scientist, called it into being here.

This groundbreaking is both a sign and a symbol of Penn's agenda as a great research university—in facilities, in direction, in goals and priorities.

Research universities are small in number, enormous in influence. Of the more than 3,000 institutions of higher learning in the United States, only 170 universities produce most of the nation's doctorates in science and engineering and perform most of the research.

An even smaller number—30—account for most of the federal funds for academic research. Penn is proudly among this highly select group of research-intensive universities.

Research universities are one of America's greatest resources and truly the envy of the world. We serve the national interest at many levels. The new knowledge and the new talent that we produce touches every sector of American life, from the well-being of our people to the strength of our national economy and our global competitiveness.

And this brings me to some very serious concerns in academic research today. To understand one aspect of these concerns, we need to go back to 1944.

Ten months before the end of World War II, President Roosevelt asked his chief science adviser, Vannevar Bush, how science might be used in peacetime to improve the national health, create new enterprises and new jobs, and better the standard of living.

Bush's report, *Science—The Endless Frontier*, effectively promised the nation that science could yield enormous benefits if three conditions were met. What were these conditions?

- First, that the nation make a substantial commitment to basic research;
- Second, that higher education take on the job of providing the nation with new scientific and engineering knowledge and talent; and,
- Finally, that the federal government provide funds to enable higher education to meet those new responsibilities.

It was a visionary idea. The policy makers in Washington understood what was at stake and acted. Investment of tax dollars led to the establishment of the largest and strongest scientific and higher education enterprise that the world has ever known. An enterprise that today carries out half of all federally-funded basic research.

The American taxpayers' investment has paid off handsomely. We are the nation that gave the world the electronic computer and medical technologies, cured polio, and walked on the moon.

Yet, our leadership role in science and engineering is being seriously challenged. In the last twenty years, America's investment in research and development has remained flat while that of Western Europe and Japan has almost doubled. And now, there is pressure building in Congress to cut billions in funding for basic research.

These cuts do not make economic sense.

As my colleague, Thomas Everhart, president of CalTech recently wrote in *The Wall Street Journal*: "One of the worst cases of 'waste, fraud, and abuse' that a society can commit is the failure to invest in its own future sustainability."

Ironically, the public and the policymakers seem to think research universities are doing just fine: "Look at the Nobel prizes we win in science! Look at the billions of dollars the government pours into our research!"

All right, let's look at Nobel prizes: What few realize is that, in recent years, most U.S. Nobel prizes in science have been based on work done before 1975.

Or, let's look at funding: Government support for academic research, when adjusted for inflation, is only 20% higher than it was in the golden age of the 1960s—about \$10 billion today. Yet there are twice as many researchers competing for a pot of money that has grown little in the past thirty years. Some of them work in new fields of research that didn't even have a name thirty years ago—fields like molecular biology, organometallic chemistry, and cybernetics.

Another problem is the cost of doing science and engineering research today. The more complex the work, the more sophisticated the equipment we need. And today's research is incredibly complex. As an example, back in the 1920s, scientists laid the foundation of modern physics. The most expensive equipment they used—and I am talking in terms of current dollars—cost less than one tenth of one percent of what is needed today to build a single particle accelerator.

What is true of physics is true in different ways for almost every field of science and engineering. A former president of the NAS once said: "In science, the best is vastly more important than the next best."

Quality does count. A research university cannot produce the best work with outdated labs and equipment any more than it can produce the best science without the best scientists. Yet, according to the NSF, more than half of the laboratory facilities at our research universities were built before 1970. Ten years ago, it was estimated that it would cost \$10 billion to replace outdated university research equipment. Little has been done since then. Can you imagine what that figure is now?

But our country's circumstances and commitments have changed, and we must be prepared to address that. What is needed now is a new vision—a long-term vision—of the research enterprise. And a new model of how we do—and pay for—science and engineering research.

Rethinking the Research Enterprise

At this critical time, the University is especially fortunate to have at its helm a Chairman fully committed to the task ahead. Under Roy's visionary leadership, Merck was named "America's Most Admired Corporation" time and time again. That same leadership and vision, on Roy's part and that of our Trustees, is certain to make Penn "America's Most Admired Research University of the 21st Century." And I cannot think of a more appropriate occasion than the groundbreaking for The Roy and Diana Vagelos Laboratories to announce that Penn intends to redouble its efforts and commitment to science and engineering.

It is important for us as an institution. It is critical to us as a nation.

Realizing our vision will require resources, energy, some fearlessness, and a look to the distant future, rather than just tomorrow.

Having said that, we are going to make certain that what we do, we do brilliantly—and with a full financial, personnel, and infrastructure commitment. In an increasingly competitive and demanding research environment, we cannot afford to do less.

And we must begin by rethinking the research enterprise as we have known it. We must adopt more highly selective strategies in determining where we invest and how we invest. We must commit ourselves to only world-class standards in every program that we undertake. We must use our resources wisely to assure the most important aspect of our research—quality.

We must recruit, retain, and support innovators who are working across the boundaries of disciplines and schools. And we must continue to link our research enterprise with the process of educating the next generation.

Finally, we must become ingenious entrepreneurs of our own intellectual capital. Current levels of funding for science and engineering are far below what is needed for healthy, even lean, research. We must therefore identify new revenue streams. We will seek investments by those in the private sector who recognize the long-term importance of our research enterprise to the nation and to society—corporations, foundations, and alumni and friends of Penn.

We will take full advantage of mechanisms that connect research results with economic utility such as technology transfer, marketing, licensing, and patents. You can be certain that if ENIAC were invented at Penn today, the University would hold the rights.

Today we begin anew to invent our future in research with The Roy and Diana Vagelos Laboratories, the first phase of The Institute for Advanced Science and Technology.

When completed, this facility will house faculty members in chemistry, chemical engineering, and bioengineering, and two interacting research groups: The Center for Excellence in Chemistry and Chemical Engineering and the Institute for Medicine and Engineering. Here researchers from our Schools of Arts and Sciences, Engineering and Applied Science, and Medicine—all at the lead in their field—will collaborate on cutting-edge research that ranges from the understanding of biological functions to bioengineering approaches to human injury and aging.

I mentioned previously that we would seek the support of those who recognize the value of IAST to the nation and society. We have with us

today two remarkable people who responded immediately and generously to this vision: Roy and Diana Vagelos.

I could tell you that Penn alumnus Roy Vagelos is the former chairman and CEO of Merck, chair of the University of Pennsylvania Board of Trustees, recipient of the Enzyme Chemistry Award, and member of the National Business Hall of Fame. I could tell you that Diana Vagelos, a Barnard alumna and a former teacher of French in a special program for elementary school children, is a Trustee of Barnard College, Chair of its Student Life Committee, and President of the Women's Board of the New Jersey Performing Arts Center.

I could tell you all that. But I would rather tell you that Diana and Roy have always been a team—at home, in work, in their community—and in their unselfish commitment to higher education and academic science.

One sign of this marvelous partnership will be their names together on Penn's newest scientific and engineering facility, The Roy and Diana Vagelos Laboratories of the Institute for Advanced Science and Technology—named in recognition of their extraordinary commitment of \$10 million.

The other sign of this extraordinary partnership will be in the research performed, the new talent developed, and the contribution to national well-being made possible by their generosity. On behalf of the University of Pennsylvania, our faculty and our students, thank you, Diana and Roy, for your confidence, your support, your faith in us, and your unwavering vision.

The former Vice Provost for Research, on whose watch the IAST was planned, gave the talk below at the groundbreaking. Dr. Cooperman continues as professor of chemistry and director of the French Institute.

'We Did It' by Barry S. Cooperman

This is a great day for Penn and in particular for research at Penn. In breaking ground for the Vagelos Laboratories, we are making a tangible commitment to a principle we have long espoused—that of the value and importance of interdisciplinary research.

A modern research university has two major functions: through its teaching programs, to prepare the coming generations for their responsibilities and opportunities as they go forth; and through its research programs to develop fundamental new knowledge, in part simply to enrich the human experience and in part to generate practical benefits for society.

Our organizational structure has historically been based on our teaching role; thus we divide our faculty into schools of medicine, of engineering, of arts and sciences.

But knowledge has no boundaries; and the challenge for Penn as a modern, research university has been to create mechanisms for pursuing research that overcome organizational boundaries, and allow collaborative efforts to thrive.

The Vagelos Laboratories will house chemists, engineers, and medical doctors. Through their joint efforts we can look forward to important new discoveries, particularly in the development of new therapeutic agents and materials, as experts in the synthesis and characterization of these new agents and materials, the chemists and engineers, are placed in a close working relationship with doctors seeking new solutions to unsolved clinical problems.

The site of the Laboratories themselves, which earlier provoked some controversy on campus, but which was maintained because of its optimum fit with program, can itself be recognized as a fitting metaphor for the im-

portance of interdisciplinary research, situated as it is along the axis between the Medical School and the Physics Department, at the precise point of junction between the natural and biomedical sciences.

In formulating the research agenda of the Vagelos Laboratories the University has been mindful of its proximity to many of our nation's largest pharmaceutical and chemical companies. We fully expect that the research conducted in these laboratories, and the new young investigators, Ph.D.'s and postdoctoral fellows that are trained within its walls, will serve to increase the ties and cooperation between Penn and these companies, to the mutual benefit of all.

As the person who has shepherded the IAST since its inception, I want to extend my

thanks to several people who made this day possible. To Roy Vagelos, Reg Jones and Don Langenberg, three trustees who early on understood the promise of the project and supported it; to Former President Hackney who approved its going forward under difficult circumstances; to several current and former members of the Pennsylvania Congressional delegation, in particular Representative Foglietta, who joins us today, and representatives Murtagh and Gray, who aided in securing federal funding; To Roy and Diana Vagelos for their generosity; and finally to President Rodin for the courage and vision she has demonstrated in making the final decision to proceed at a time of uncertainty regarding the future financial health of the scientific enterprise.



Deans at Work

At Friday's ceremony on the IAST site, Dr. Cooperman (left) joined the three deans whose faculties and students will collaborate in research in the Vagelos Laboratories: Dean Gregory Farrington, School of Engineering and Applied Science; Dean Rosemary Stevens, School of Arts and Sciences; and Dean William Kelley, School of Medicine. The target date for completion of the Laboratories is October 1997.

Photograph by Tommy Leonardi

The Research Foundation: Application Deadline November 1

The Research Foundation

Statement Of Purpose

The Research Foundation encourages the exploration of new fields across a broad spectrum of disciplines. In doing so, the Foundation expands opportunities for faculty to attract support and resources from external sources while encouraging work in fields that are traditionally underfunded.

The Foundation supports two levels of grants. The first level, Type A grants, provide support in the range of \$500 to \$5,000. The second level, Type B grants, provide support in the range of \$5,000 to \$50,000. The standard application for a Type A grant is briefer than that for a Type B grant, reflecting respective funding levels. However, the review criteria for Type A and Type B grants are similar, and several general factors are considered in evaluating an application for either type of grant. They are:

- Its contribution to the development of the applicant's research potential and progress.
- The quality, importance and impact of the proposed research project.
- Its potential value for enhancing the stature of the University.
- Its budget appropriateness in terms of the project proposed, including consideration of need and availability of external support.

The Application Process

The Research Foundation Board will review both Type A and Type B applications in the fall and spring of each academic year. Applications for the fall cycle are due on or before *November 1* of each year, while spring cycle applications are due on or before *March 15* of each year. All research projects involving human subjects or animals *must* receive Institutional Board approval *prior* to funding. Questions concerning humans/animal research should be directed to Ruth Clark at 898-2614. All research projects involving the use of hazardous or biohazardous materials must receive approval from the Office of Environmental Health and Safety (OEHS) prior to initiation of experimentation. Questions about this approval process should be directed to Harriet Izenberg at 898-4453.

An Original And Ten Copies of both Type A and Type B proposals should be submitted to the Office of the Vice Provost for Research, 212 College Hall/6381.

Type A Proposals should contain a brief description of the research and the specific needs which the grant will cover. The proposal should include:

- I. Cover page(s)
 1. Name, Title, Department, School, Campus Mailing Address, Signatures of Department Chairperson and Dean.
 2. Title of proposal.
 3. Does the project utilize human subjects or animals?
 4. Does the project involve the use of any of the following:
 - potentially infectious agents including human blood, blood products, body fluids or tissues?
 - in vitro formation of recombinant DNA?
 - hazardous chemicals (acutely toxic chemicals, reproductive hazards, carcinogens)?
 5. Amount requested.
 6. 100-word abstract of need.
 7. 100-word description of the significance of the project for the educated non-specialist.
 8. Amount of current research support.
 9. Other pending proposals for the same project.
 10. List of research support received during the past three years. Include funds from University sources such as schools, department, or Research Foundation. If you were funded by the Research Foundation in the last three years, please submit a brief progress report with publications and grants proposed or received (no more than one page).
 11. A one-page biographical sketch of the investigator(s) listing educational background, academic positions held, and five recent publications.

II. A back-up of the 100-word abstract in the form of a 3 or 4 page mini-proposal.

III. A budget list that justifies the specific items requested and assigns a priority to each item. Budgets should not exceed a two-year maximum time period.

Categories of Research Foundation support for Type A proposals will focus on:

- Seed money for the initiation of new research.
- Limited equipment requests directly related to research needs.
- Summer Stipends, with preference for applications from Assistant Professors.
- Travel expenses for research only.
- Publication preparation costs.

Type B Proposals are limited to ten single spaced pages in length. The following format is suggested for Type B proposals:

- I. Cover Page(s)
 1. Name, Title, Department, School, Campus Mailing Address, Signatures of Department Chairperson and Dean.
 2. Title of proposal.
 3. Does the project utilize human subjects or animals?
 4. Does the project involve the use of any of the following:
 - potentially infectious agents including human blood, blood products, body fluids or tissues?
 - in vitro formation of recombinant DNA?
 - hazardous chemicals (acutely toxic chemicals, reproductive hazards, carcinogens)?
 5. Amount requested.
 6. 100-word abstract of need.
 7. Amount of current research support.
 8. Other pending proposals for the same project.
 9. Listing of publications and research support, including titles, amounts, and grant periods, received during the past three years. Include funds from University sources such as schools, department, or Research Foundation.
 10. A brief curriculum vitae for the principal investigator.
- II. Introduction (2 to 3 pages)
Statement of the objectives and scholarly or scientific significance of the proposed work.
- III. Methods of Procedure (3 to 4 pages)
Description of the research plan and methodologies to be employed.
- IV. Description of the significance and impact of the project.
- V. Description of how a Research Foundation grant will facilitate acquisition of future research funds.
- VI. Budget (one page) 2 year maximum. Each budget item should be listed in order of priority.

Categories of Research Foundation support for Type B proposals focus on several areas of need.

These are:

- Matching funds, vis-a-vis external grant sources.
- Seed money for exploratory research programs.
- Support for interdisciplinary research initiatives.
- Faculty released time.

Requests for student tuition and dissertation fees will not be considered by the Foundation.

Trying to Free Young Muscles from Rare Bone Disorder

By Carl Maugeri

In Michelangelo's "The Captives," a human figure struggles heroically to free itself from solid stone. It is difficult to tell where the stone ends and the human figure begins.

Dr. Fred Kaplan, associate professor of orthopedics, uses this image to describe a genetic abnormality that causes bone to form in the muscle and connective tissue of young children. In a bizarre twist of nature's ability to build the supple architecture of the human skeleton, this rare disorder turns the process upside down or, more correctly, inside out, leaving children with an exoskeleton.

For the last six years, Dr. Kaplan and his colleagues at the University's Medical Center have been studying the abnormality, Fibrodysplasia Ossificans Progressiva (FOP). In this extremely rare disorder, bone forms in odd places—in shoulder and knee joints, along the spinal column and between ribs. FOP can change normal fibrous tissue found in joints to solid bone, leaving limbs, the spinal column, the jaw or even the muscles between the ribs frozen forever. The renegade bone is indistinguishable from normal bone and even heals normally if fractured.

The condition is incurable and does not respond to treatment, but it is not fatal in itself. Most patients succumb to complications, the most frequent arising from FOP's ability to interfere with muscles that control breathing. FOP strikes only about one in 2 million children, or 100 to 200 in the United States.

Dr. Kaplan has probably seen them all. In his office in HUP's Silverstein Pavilion during a recent interview, he leafed

through neat rows of color-coded files on FOP patients, referring to each by first name, belying the tremendous number of hours spent pouring over details of each case that has made him the world's authority on the disease.

While he and colleague Michael Zasloff, a scientist and former Penn professor of pediatric genetics, have produced the most comprehensive scientific research to date on the disease, Dr. Kaplan is credited with doing as much to put patients in contact with other patients, creating networks for information that have helped them and their families cope better with the isolation that comes with such a rare disorder.



In this rare disorder, the rib cage can "freeze."

"Without question, Fred Kaplan is at the center of the establishment of an extraordinary care network that has given every affected individual access to a physician," Dr. Zasloff said.

Families of young patients are now able to speak to older patients who can give advice on care, and most importantly, first-hand information about what to expect as the disease progresses.

Jeannie Peeper, a 37-year-old FOP patient who lives in Florida, knows how important contact with others can be. "I was 29 and had lived my whole life without speaking to anyone with the disease," she said. "It's much better [now] to talk with others and get advice, exchange knowledge of what you go through."

Ms. Peeper, who has a degree in social work and has been employed as a travel agent, works full-time as president of the International FOP Association. She publishes a newsletter that highlights research breakthroughs and gives information to

FOP patients and their families.

One of her most difficult tasks, she said, is meeting the parents of young children who have been diagnosed with the disorder. "It can sometimes be frightening when looking at older patients with the disease because they are looking at the future," she said. Still, she believes that support from her network can make a significant difference.

Patients and researchers from around the world will meet in Philadelphia, Oct. 29-31, at the Wyndham Franklin Plaza Hotel for the second international symposium on FOP sponsored by Penn's School of Medicine.

Penn established the first FOP research laboratory in 1992 and was the site of the first International Symposium in 1991. Since then, Dr. Kaplan's lab has been at the forefront of scientific and clinical discovery on the disease.

Dr. Kaplan hopes the second symposium will bring patients together and put a human face on the disorder. He wants to bring researchers together from a variety of bone biology fields to brainstorm new approaches to understanding the disease. He noted that one of the more exciting topics of the meeting will involve updates on efforts to create an animal model for the condition, which should spur new progress in testing treatments. He also would like to see young researchers take up the study of FOP.

According to Dr. Zasloff, understanding FOP will produce more than a treatment for a single rare disease. He sees tremendous spin-off potential in this research for determining the exact mechanism of normal bone formation, which is still poorly understood. Other short-term payoffs could include finding ways to treat other abnormal bone formation that sometimes occurs after hip replacement operations.

FOP is initially detected in the first decade of life. Usually there are signs even in infancy, the most notable being the absence of a joint in the large toe. An

(continued on page 7)

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otherwise normal child develops what appears to be a swelling on the back or the back of the neck, which is actually fibrous tissue. Through a series of steps that are identical to normal bone formation, the affected muscle and connective tissue then become ossified—transformed into bone.

“These children literally develop an exoskeleton,” Dr. Kaplan said. The appearance of the dense tissue where it should never be brings to mind images found only in mythology where characters have been transformed into statues.

Dr. Kaplan noted that there have been instances of misdiagnosis in which FOP was mistaken for cancer. “Children have been given chemotherapy and, in at least one instance, have had a limb amputated,” he said. “Surgical or invasive procedures are the worst thing to do. Doctors removed the tumor and then found that bone formed where scar tissue should be.” Children have been given injections, sometimes for normal immunizations and found that bone has formed around the site of the injections.

For now, researchers are looking at the molecular level for answers. One of the most promising areas of study involves the bone forming proteins in certain white blood cells that have been linked to the early stages of the disease.

“This is our best clue because, if this bears out that circulating cells are responsible, that raises the possibility of bone marrow transplant,” Dr. Kaplan said. Researchers have positively observed the white cells in the muscle tissue in only one case, but the clue is tantalizing.

“It’s like an arson attack. By the time you see the flames, the arsonist is gone,” he said, referring to the suspected role of the white cells in the tissue undergoing the transformation into bone.

The best hope for a cure lies in the possibility of interfering with the protein’s actions. That’s why scientists have been working so hard to identify the gene responsible, something that may still be several years off.

“We have to go step by step through the dark with a flashlight with this,” Dr. Kaplan said.

Prenatal Perks and Special Delivery for Penn Babies

“It’s a girl!”

The Penn Special Delivery Plus program proudly announced the arrival of its 250th baby, Taylor Breanna Brightman, daughter of Crystal Holley, a telephone operator in the telecommunications department of HUP, and Maurice Brightman.

Special Delivery Plus is a program available to all University employees, students and their spouses, as well as the University Health System, The Children’s Hospital of Philadelphia and Presbyterian Medical Center.

Taylor was born at 4:58 a.m. on August 23. As the 250th arrival, she was greeted with a dozen roses, a silver cup engraved with the “Penn Special Delivery Plus” stork and a \$250 savings bond.

Less than four hours later—at 8:29 a.m.—Andrew Singleton Oliver, son of Brad and Suzanne Oliver, arrived. For placing such a close second, Andrew and his mother, who is a staff nurse in the HUP operating room, were presented with flowers.

Families who participate in the Penn Special Delivery Plus program receive no personal balance billing for obstetrical and anesthesiology services and fees not covered by insurance, as well as free childbirth education classes, free television and basic phone service during the hospital stay, free parking for delivery and discharge, and first priority for a complimentary private room.

Prenatal perks also include a beeper for

“Dad” during the ninth month of pregnancy, convenient appointments during the work day with minimal waiting, free prenatal book and quarterly newsletter with health information, and a personalized tour of the obstetrical areas. When the baby is born, a baby T-shirt, birth



Photograph by Tommy Leonardi

Taylor Breanna Brightman entered the world to fanfare and roses as she became the 250th baby delivered since the Penn Special Delivery Plus program began. Surrounding Taylor are (left to right) Sue Stabene, RN, program coordinator; Pam Mack Brooks, labor and delivery nurse; proud father Maurice Brightman; mother, Crystal Holley, operator in HUP’s telecommunications office; and Dr. W. Carey Tucker, OB/GYN associate clinical professor.

announcements and diaper bag are presented, along with special PSD shirts for the parents.

Since Taylor Breanna’s birth in August, another 30 “special delivery” babies have been born. As of mid-October, a total of 380 families have participated.

Eligibility for the program requires that parents have health insurance that allows obstetrical care at HUP. Registration in the PSD program is necessary prior to delivery. To confirm eligibility and for more information, call PENN-Health at (215) 662-PENN (7366). After eligibility is confirmed, call Sue Stabene, RN, the coordinator of the program, at (215) 662-3243.

Everything you Wanted to Know About West Philly—on the Web

By Sandy Smith

The idea has been kicked around for several years: Wouldn't it be handy to have a single source for information about West Philadelphia—its schools, churches, libraries, businesses, residents, history and future—that Penn researchers, students and community members alike could use?

Thanks to the World Wide Web, that idea has taken its first giant step towards becoming reality. Stimulated in part by the prospect of a U.S. Department of Education Technology Challenge Grant to the School District of Philadelphia (*see last week's issue, page 9*), Penn's Center for Community Partnerships and Office for Information Systems and Computing joined forces over the summer to produce a West Philadelphia home page on the Web.

The West Philadelphia Web site emerged from a serendipitous junction of two different Penn initiatives. Cory Bowman, assistant director of the Penn Program for Public Service, explained, "People at the Center had been talking about having a West Philadelphia bibliography for a number of years. This would be useful for Penn academics, who could get information by geographic area and also by type."

The Center's vision for this resource was paperbound, though. "We were totally Web-illiterate," Mr. Bowman said, "and it was [Vice Provost for Information Systems and Computing] Dan Updegrove's initiative to help introduce the Internet to a number of our School District partners that really kicked it off."

As Chris Hiester, the ISC network services coordinator who handled the technical side of the Web site, put it, "The concept had been around for some time; it just happened that the Web was the right tool at the right time."

The project dovetailed with ISC's efforts to give Internet access to teachers in the West Philadelphia public schools that the University assists. Mr. Updegrove had spoken with Ira Harkavy, director of the Center for Community Partnerships, about adding an Internet component to Penn's West Philadelphia community-school programs, an idea Dr. Harkavy

quickly embraced. The first phase of that project began in 1994, when Penn provided 45 teachers with dial-up Internet access via PennNet. As part of the local match that enabled the School District to obtain the federal grant, Penn will provide 100 more dial-up connections for neighborhood schools.

The Web site will offer the teachers and students local content to use in their classes. It already offers information about West Philadelphia schools and colleges, libraries, community services, cultural resources, and Penn community initiatives, plus information about the West Philadelphia Partnership and the City Planning Commission's Plan for West Philadelphia.

Mr. Hiester and a team of Penn undergraduates spent most of the summer gathering the information and formatting it for use on the Web. The CCP staff provided much of the material and key contacts for the team, but there was still a good deal of legwork involved. One of the students who coded the data, Henry Liang (CAS '95), said, "We had to drive all over West Philadelphia, taking pictures of the schools, visiting fire and police stations for information about the districts they served and other neighborhood information."

One of the hardest jobs, he said, was finding suitable maps for the school pages on the Web. "We went to everyone from Rand McNally to the U.S. Geological Survey, and nobody had a map that would look good on the Web." The maps that the team settled on were adapted from SEPTA's Philadelphia street and transit map, which was the only map that had the level of detail the team desired.

The West Philadelphia Web site is by no means a finished product. Several major improvements and additions are already in the works. Mr. Bowman stated that the recently approved Spruce Hill Community Association neighborhood-revitalization plan will soon be available, and more informative maps incorporating City Planning Commission data are being developed.

Mr. Updegrove feels that the Web site

may be just as useful for the broader Penn community as it is for scholars. "A lot of Penn students and faculty are, or will be, new to the area or live in the suburbs," he said. "What if we published everything we knew about West Philadelphia on the Web?"

If we did, that would be fine with Mr. Bowman. His office's goal from the start has been to have a single, comprehensive source for information about West Philadelphia, including research. But CCP and ISC have more ambitious plans for the Web site. As Mr. Bowman sees it, the Philadelphia public-school students who will be trained in use of the Internet will form the foundation on which the community part of the West Philly web is built.

"While [the ISC team] have created the structure, and are doing the ongoing work with the West Philadelphia bibliography and city services, the vibrancy of the community and cultural links will be maintained because the students in the schools will have access during the school day and be able to change it," he said. To that end, several student groups at Penn, including the Dining Philosophers, Penn's undergraduate computer-science society, have volunteered to provide HTML training to students and teachers.

Community access outside the schools is also part of the plan. The Free Library of Philadelphia already plans to install public Internet terminals in its branches, and ISC is currently talking with the School District and Bell Atlantic Corporation about providing "public access kiosks" in a variety of neighborhood locations. The idea behind these plans, Mr. Updegrove said, is "to provide resources to those without the ability to pay for them."

Similarly, as 'Net-literacy spreads throughout the area, community organizations might consider establishing their own presence on the Web. Mr. Hiester said, "I envision that we'd probably work more closely with LibertyNet in the future and try to encourage people who are interested in becoming providers of information on the Web to get started there."





Tony Kushner's Angels in America ties together marital problems, drugs, politics, and AIDS. (See On Stage).

ACADEMIC CALENDAR

Spring Term Advance Registration. Through Nov. 12.
4 Homecoming.
22 Thanksgiving Break begins at end of classes. Classes resume 8 a.m., Nov. 27.

CHILDREN'S ACTIVITIES

4 Discover the Maya; introduction to deciphering hieroglyphs and a tour of Mesoamerican galleries for kids, ages 8 to 12; 10 a.m.-noon; University Museum; registration: 898-4016; materials fee: \$5.
12 Traveling the Ages; Klezmer, Middle Eastern, Sephardic and North African music by Atzilut play for children, ages 6 to 12 and their families; see also Music; 1-2 p.m.; International House; \$6, \$3/children under 12; tickets: 895-6546.

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

2 Sylvester Urquhart and Robert T. Smalls; paintings and mixed media by Urquhart, a Wharton graduate, and oil paintings by Smalls, an employee of Penn-Med's Office of Architecture and Facilities Management; opening reception, 4:30-6:30 p.m.; Faculty Club. Through Nov. 28.
3 Flowers in Print: Works by Contemporary Japanese Artists; wood-block, mezzotint and silk-screen works; see also Talks (Nov. 15); Widener Gallery, Morris Arboretum. Through Dec. 15.
4 Images of Victory: Woodblock Prints from the Sino-Japanese War (1894-95); rare prints showing the battle to control the Yellow Sea, Korea and Northeast China; Second Floor Changing Gallery, Museum. Through Aug. 31, 1996.
12 Codes and Traces; Art-in-Sciences XIII exhibit by Sue Patterson and Gerd Maul with text by A.R. Ammons; lecture, 2 p.m.; Wistar Institute; opening reception, 3-5 p.m., Esther Klein Gallery, 3600 Market (Klein Gallery; Wistar Institute). Through Dec. 29.
16 ARTifacts in Bloom; works by Delaware Valley floral arrangers shown in the Museum galleries; see also Conferences (Nov. 18) and Talks (Nov. 17); reception, 6-8:30 p.m.; Ikebana Demonstration, Nov. 19, 2 p.m., Buddhism Gallery; Museum; info: 898-9202. Through Nov. 19.
17 Cho Duck Hyun; "history paintings" (photographs transformed into black and white drawings) illustrate transitions in Korea's recent past; opening reception, Nov. 16, 5:30-7:30 p.m.; Lloyd Gallery, ICA. Through Jan. 14, 1996.
Boris Mikhailov: After the Fall; the Ukrainian photographer captures post-Soviet political and social changes in his hometown, Kharkov; opening reception, 5:30-7:30 p.m.; Tuttleman Gallery, ICA. Through Jan. 14, 1996.

Almanac

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

This November 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 December at Penn calendar.

November
AT PENN

15 Hungary: Land of Promise (Phil Slayton); Geographical Society Film; 7:45 p.m.; Harrison Auditorium, Museum; \$12 (8-film series: \$80, \$50/members); info/reservations: (610) 436-2155.

29 America's Favorite Places (Ed Lark); Geographical Society Film; time, location and tickets: above.

Film/Video Project

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

8 anchoress (Newby, UK/Belgium, 1993); 9:15 p.m. Repeated Nov. 9, 9:15 p.m.; Nov. 12, 6 and 8 p.m.; Nov. 13 and 14, 7:30 p.m.

10 Pocahontas (USA, 1995); open captioned; 7 p.m. Repeated Nov. 12, 3 p.m.

15 Sonic Outlaws (Baldwin, USA, 1995); 9 p.m. Repeated Nov. 18 and 20, 7:30 p.m.; Nov. 19, 8 p.m.; Nov. 21, 9 p.m.

16 From Bombay to Hanoi; Hello Photo (Davenport, USA, 1994); Which Way is East (Sachs, USA, 1994); with Sachs; 7:30 p.m.

22 Arizona Dream (Kusturica, France, 1993); 6 and 9:15 p.m. Repeated Nov. 23, 24, 27 and 28, 6 and 9 p.m.; Nov. 25, 4, 7 and 10 p.m.; Nov. 26, 5 and 8 p.m.



The Loria Connection

What does Saul Steinberg's whimsical American Corrida, above, have to do with Alexander Archipenko's grave King Solomon, at right? Answer: Collectors Jeffrey and Sivia Loria brought them both to the University for all to enjoy.

The Steinberg painting is one of 50 Steinberg works from their collection on view in the Arthur Ross Gallery (see Exhibits)—but only through January 21.

King Solomon, however, is here to stay. The 14-foot bronze, completed by the renowned cubist in the year before his death in 1964, has been on loan since 1984—but was formally dedicated on October 19 as a gift to the University in honor of President Judith Rodin. Sivia Loria called it a "Solomonic decision" to give the sculpture to Penn, since she went to Wisconsin and her husband to Yale (but their daughter went to Penn and met her husband here.) Mr. Loria explained more seriously at the time of their decision, "Art deepens the dimensions of the education we offer to our brightest young minds. Dr. Rodin has articulated a bold new vision for reshaping the learning environment at Penn. We share a commitment to challenging students to use their eyes in ways that go beyond simply scanning the horizon." King Solomon stands in the heart of the campus, on 36th Street between Locust Walk and Walnut Street, opposite the Hillel Foundation.

Saul Steinberg: About America 1948-1995, The Collection of Jeffrey and Sivia Loria; Arthur Ross Gallery, Furness Bldg. Through Jan. 21.

Lewis Mumford at 100; Kamin Gallery, Van Pelt-Dietrich Library. Through Jan. 26.

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

Ongoing

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

University Museum Tours

Meet at main entrance; 1:15 p.m.
4 Reflections on the Spread of Buddhism. Repeated Nov. 19.
5 Living in Balance: The World of the Hopi, Zuni, Navajo and Apache.
11 Of Palaces and Kings of Egypt.
12 Pomp and Circumstance in Ancient Iraq.
18 Classical Age of the Ancient Greeks.
26 Listening for Music in the Artifacts.

FILMS

7 Utamaro and His Five Women (Mizoguchi, Japan, 1946); Life and Culture of Japan (film and 4 talks); 6 p.m.; Harrison Auditorium, Museum; Series: \$25, \$15/members, seniors, full-time students with ID; each film or lecture: \$6, \$4 (Museum).

18 Cutting Edge; Surveillance (Petit, Art War (Keen), A Proposition is A Picture (Hawley); 9:30 p.m.

21 Modern Times; Video Nation (BBC), A Concise History of How Wilkie Discovered England (Wilkie), The Sound of Music (Mulloy), Smart Alek (Kotting), The Take Out (Leigh); 7:30 p.m.

Independent Film/Video Ass'n

1 PIFVA Open Screen; Family Fugue (Borden), Tales of Ragpicker Woman (Braemer), Unresolved Incidents (Plummer); 7 p.m.

28 Pennsylvania Council on the Arts Workshop; Caroline Savage, PCA; 6:30 p.m.; register by Nov. 27:895-6594.

SPEC Film Society

Film screenings at 7 and 9:30 p.m.; Irvine Auditorium; \$3, \$2/with PennCard.

3 Olivier, Olivier.

9 The Godfather.

10 Clueless.

16 The Untouchables.

17 Apollo.

30 The Killing.



MUSIC

2 Dance Hall Crashers; SPEC Concert; 1-2:30 p.m.; Hall of Flags, Houston Hall (Social Planning and Events Cmte.).

5 Penn Composers Guild; new music by Penn grad student composers; 8 p.m.; Curtis Institute of Music, 1726 Locust St. (Music).

The Inter-Galactic Jewish Music Festival; workshops, 3-6 p.m.; concert: Benny and the Vildachayas, Atzilut and The Klezmatics, 7 p.m.; see also Children's Activities; International House; \$20, \$18/students, seniors, \$15/members; tickets: 893-1145 (Folklife Ctr.; Jewish Community High School-Gratz College).

9 Early Music at Penn; Gwyn Roberts directs the Penn Baroque Ensemble and Recorder Ensemble, and William Parberry directs the Penn Madrigal Singers; 1 p.m.; Bodek Lounge, Houston Hall (Music). Repeated Nov. 13, 8 p.m.

17 Aloha! The Hawaiian Music and Dance Festival; slack key guitar music by Ray Kane, Keola Beamer and George Kahumoku, Jr. and dancing by Moana Beamer and the Ku'u Lei Aloha Hula Dancers; 8 p.m.; Int'l House; \$20, \$18/students and seniors, \$15/members; tickets: 893-1145 (Folklife Center).

18 University Choir Concert; William Parberry conducts Henry Purcell's Celebrate this Festival and other works; 8 p.m.; Cathedral Church of the Savior, 38th and Chestnut (Music).

19 String Trio of New York with Anthony Davis; Regina Carter (violin), James Emery (guitar) and John Lindberg (bass) per-

form a jazz program including Davis's Sounds Without Nouns; 7 p.m.; Zellerbach Theatre, Annenberg Center; \$18, \$12/students; tickets: 898-6791.

ON STAGE

4 Homecoming Comedy Jam; 7:30-11 p.m.; Irvine Auditorium (SPEC-trum).

11 Vanessa Hollingshead; Still Standing Comedy Series; 8 p.m.; Bowl Room, Houston Hall (Student Life).

Annenberg Center

Tickets/information: 898-6791.

Angels in America; Part 1: Millennium Approaches; Part 2: Perestroika; Tony Kushner's Pulitzer Prize, Drama Desk and Tony Award-winning play; Zellerbach Theatre; \$65, students: \$25/orchestra, \$12/balcony. Part 1: Nov. 7, 7 p.m.; Nov. 8 and 9, 7:30 p.m.; Nov. 11 and 12, 1:30 p.m.; Part 2: Nov. 10, 7:30 p.m.; Nov. 11 and 12, 7:30 p.m.

6 Previewers; Philadelphia Festival Theatre for New Plays gives a reading of a new play; 7 p.m.; \$5, free/students.

13 Doug Elkins Dance Company; hip-hop and breakdancing combined with ballet, tap, and post modern dance; 8 p.m.; Zellerbach Theatre; \$24, \$12/students.

15 Romeo and Juliet; five classically trained British actors stage the tragedy without traditional sets or costumes; 10:30 a.m. and 7 p.m.; Zellerbach Theatre; \$26, \$12/students. Repeated Nov. 17, 8 p.m.

SPECIAL EVENTS

3 Tiger Death Fest Carnival; 4 p.m.-midnight; Superblock (SPEC).

4 Homecoming Open House; 11 a.m.-1 p.m.; Penn Women's Center.

A Celebration of Japan; folk dancing, music, Aikido demonstration, Origami and Orizomegami, tea ceremony, sushi sampling and Ikebana arrangement; in conjunction with opening of the Images of Victory exhibit; 12-4 p.m.; Museum; free with admission donation: Exhibits.

Baseball Team Fund-raiser; guest speaker: Tommy Lasorda, Los Angeles Dodgers manager; 6:15 p.m.; Penn Tower Hotel; information: 898-6282.

Art for Children's Sake; art sale to benefit ICA and CHOP; preview party, 7-11 p.m., \$45, \$40/members, patrons: \$100, \$140/couple; sale, Nov. 5, 12-5 p.m.; ICA; info: 898-7108.

The Arcadia Project

Steinberg Symposium events:

1 Faculty Panel Discussion; Stuart Curran and Robert Lucid, English; Dennis DeTurck, math; John Dixon Hunt, landscape architecture and regional planning; 4 p.m.; Annenberg School Auditorium.

Dinners with Faculty Panelists; 6 p.m.; dining halls; sign up: 898-5551.

28 Arcadia Onstage; actors from the Lincoln Center production meet with classes and workshops; 12-3 p.m.

Scenes from Arcadia; actors from the Lincoln Center production meet with classes and workshops; 12-3 p.m.

Homecoming: Alumni Events

All events on Nov. 4; info: 898-7811.

Perelman Quad Exhibit; 10-11:30 a.m.; Houston Hall Lobby.

Sporting Gentlemen: Men's Tennis from the of Honor to the Cult of the Superstar; booksigning by E. Digby Baltzel (W '39, Hon '89); 10-11:30 a.m.; Bookstore.

Homecoming Festival; 11 a.m.-1:45 p.m.; College Green.; Grill-on-the-Green Picnic: \$15, \$12/by Oct. 27; picnic rain location: Bodek Lounge, Houston Hall.

Postgame Reception; 4:30 p.m.; Sweeten Center.

Organ Concert; 4:30 p.m.; Irvine Auditorium.

Young Alumni Get-Together; 4:30 p.m.; The Palladium.

Open AA Meeting; 5 p.m.; Room 1206, Steinberg Hall-Dietrich Hall.

Faculty Club

Buffets, 5:30-8 p.m., call for menus and prices; Brunches, 11 a.m.-1:30 p.m.; 18% service charge; reservations: 898-4618. Closed Nov. 22, 5 p.m. to Nov. 27, 8 a.m.

1 Wednesday Buffet.

4 Homecoming Brunch.; \$13.50.

8 Wednesday Buffet.

15 Prime Rib Buffet; 5:30-8 p.m.; \$18.50.

18 Football Brunch; \$12.50.

29 Wednesday Buffet.

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.

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. Princeton; 7:30 p.m. W. Tennis ITA/Rolex.Through Nov. 6.

4 V. Princeton: W. Soccer, 11 a.m.; Football (Homecoming), 1:30 p.m., Diabetes Fund-Raiser; Lwt. Football v. Navy, 7:30 p.m.

5 M. Soccer v. Princeton, 1 p.m.

10 Volleyball Ivy Championships. Through Nov. 12.

11 M. Soccer v. Dartmouth, noon; Crew Frostbite Regatta.

18 Football v. Cornell; 1:30 p.m.

TALKS	TALKS	TALKS	CONFERENCES	FITNESS/LEARNING
<p>1 <i>Bangladesh Beyond India and Islam</i>; Kazi Ashraf, Penn; 11 a.m.-12:30 p.m.; Classroom 2, Museum (South Asia Regional Studies).</p> <p><i>The Hand of the Cathars</i>; Marco Frascari, architecture; 3-5 p.m.; Room 117, Duhring Wing (Religious Studies).</p> <p><i>A Cell Surface Protein and an Oligosaccharide that Mark Position in the Nervous System and Signal in the Immune System</i>; Paul Patterson, CalTech; 4 p.m.; Rm. 140, John Morgan Bldg. (Mahoney Institute of Neurological Sciences).</p> <p><i>Ikaros, A Finger on the Switch of Lymphocyte Development</i>; Katia Georgopoulos, Mass. General Hospital; 4 p.m.; Grossman Auditorium, Wistar (Wistar).</p> <p><i>Effects of Different Payment Mechanisms on Pharmaceutical Use and Cost</i>; Joel Bobula, Pharmaceutical Research and Manufacturers of America; 4:30-6 p.m.; Colonial Penn Center Auditorium (LDI Center for Health Policy).</p> <p><i>Gallery Conversation</i>; Kate Moran; in conjunction with <i>PerForms</i>; 6 p.m.; ICA.</p> <p>2 <i>Antibody and Genetic Targets in Blistering Skin Diseases</i>; John Stanley, dermatology; Samitz Lecture; 10 a.m.; Medical Alumni Hall, HUP (Dermatology).</p> <p><i>Madness and Modernism: Reflections on Schizophrenia and Consciousness</i>; Louis Sass, Rutgers; 12-1 p.m.; Clinical Research Bldg. Auditorium (Psychiatry; Philadelphia Child Guidance Center).</p> <p><i>Differential Control of Actin Filament Assembly in Platelets by D-3 and D-4 Polyphosphoinositides</i>; John Hartwig, Brigham and Women's Hospital; 12:15-1:30 p.m.; M100, John Morgan Bldg. (Muscle Institute; Cell and Dev. Biology).</p> <p><i>The War Against the Poor: The Revenge of a Suburban Society?</i>; Herbert Gans, Columbia; 4 p.m.; Rm. B-1, Meyer-son Hall (Urban Studies).</p> <p><i>Istanbul as the Urban Center of the Ottoman Empire</i>; Abtullah Kuran, Bosphorous University; 6 p.m.; Rainey Auditorium, Museum; \$10, \$8/members, seniors, full-time students with ID (Museum; American-Turkish Friendship Council; American Research Institute in Turkey).</p> <p><i>Racism in the 21st Century</i>; John Baker, SUNY-Albany; A. Leon Higginbotham Lecture; time and location TBA (Afro-American Studies).</p> <p>3 <i>Institute for Research in Cognitive Science Colloquia</i>; Jim Anderson, Brown; 12-1:45 p.m.; 401C, 3401 Walnut (IRCS).</p> <p><i>The Friends of the Wissahickon: A Volunteer Effort to Restore & Preserve an Urban Forest</i>; David Pope, materials science and engineering; 12:15-1:45 p.m.; Rm. 209, Steinberg Hall-Dietrich Hall (Inst. for Environmental Studies).</p> <p><i>Interpreting Winslow Homer</i>; Elizabeth Johns, history of art; 3-5 p.m.; Rich Rm., Jaffe Bldg.; open to PennCard holders (History of Art).</p> <p><i>TBA</i>; Warren Motte, University of Colorado-Boulder; Claude Imbert, Ecole Normale Supérieure; 4-6 p.m.; Cherpak Lounge, Williams Hall (French Institute).</p> <p><i>Wings of Morning</i>; reading by Thomas Childers, history; Arts & Sciences Coffee House; 4:30-6 pm.; Smith-Penniman Rm., Houston Hall (SAS).</p> <p>4 <i>The Responsibility of Time in Designed Landscapes</i>; Michel Conan, Ecole d'architecture de Paris-La Vilette, France; time TBA; Landscape Architecture, Meyerson Hall (French Inst.).</p> <p><i>Kobayashi Kiyochika and the Satirical Prints of the Sino-Japanese War</i>; Frank Chance, Japanese House and Garden, Fairmount Park; 11 a.m.; Rainey Auditorium, Museum; free with admission donation: see <i>Exhibits</i> (Museum).</p> <p>6 <i>Investigation of Enzyme Inhibitors Using Positron Emission Tomography</i>; Michael Welch, Washington University; noon; M100-101, John Morgan Bldg. (Pharmacology).</p> <p><i>Outcome of Brief Psychoeducation Training of Families of Adults with Severe Mental Disorders</i>; Phyllis Solomon, social work; 12-1:30 p.m.; CPC Boardroom (LDI-Penn Medical Center for Mental Health Policy and Services).</p> <p><i>Relationship between Microstructure and Catalytic Activity of Ti-Si Mixed Oxide Catalysts</i>; Robert Davis, UVA; 3:30 p.m.; Rm. 337, Towne Bldg. (Chemical Engineering).</p> <p><i>Responsibility for Wrongdoing in Organizational Settings: Who's to Blame?</i>; V. Lee Hamilton, University of Maryland; 4 p.m.; Rm. B-26, Stiteler (Psychology).</p> <p><i>Cancer in Nazi Germany</i>; Robert Proctor, Penn State; 4-6 p.m.; Suite 500, 3440 Market (History & Sociology of Science).</p> <p>7 <i>Mitochondrial DNA and Non-Insulin Dependent Diabetes Mellitus</i>; Carol Berdaniel, University of Georgia; Raiziss Rounds; noon; CRB Auditorium (Biochemistry and Biophysics).</p> <p><i>Blues for Atticus Finch</i>; Eric Sundquist, UCLA; 4:30 p.m.; 3808 Walnut St. (Center for the Study of Black Literature and Culture).</p> <p><i>Multicultural Teacher Education: Who Needs It?</i>; Sonia Nieto, Amherst; 4:30 p.m.; Rm. 110, Annenberg School; reservations: 898-9794 (Graduate School of Education).</p>	<p>8 <i>Muslims Worshipping in Hindu Shrines</i>; Richard Davis, Yale; 11 a.m.-12:30 p.m.; Rm. 2, Museum (SARS).</p> <p><i>La limitation des naissances dans la littérature du passé</i>; Etienne Van de Walle, demography/population studies; 12-1 p.m.; Meeting Rm., 4th floor, Lauder-Fischer Hall (French Institute).</p> <p><i>Critical Issues in An Aging Population</i>; Richard Browdie, Pennsylvania Secretary of Aging; 2-4 p.m.; Alumni Hall, Faculty Club (Social Work).</p> <p><i>Meetings with Remakable Women: Four Sufi Shaykhahs in Modern Syria</i>; Barbara von Schlegell, Penn; 3-5 p.m.; 117 Duhring Wing (Religious Studies).</p> <p><i>Glutamatergic Synapses in the Retina: How Many Kinds Are There and How Do We Learn What They Do?</i>; Thomas Hughes, Yale; 4 p.m.; Rm. 140, John Morgan Bldg. (Mahoney Inst.).</p> <p><i>Molecular Genetic and Mutational Analysis of Patterning in the Mouse Nervous System</i>; Alexandra Joyner, NY Medical Center; 4 p.m.; Grossman Auditorium, Wistar (Wistar).</p> <p><i>Wings of Morning: Personal History, Popular History, Professional History</i>; Thomas Childers, history; 7-8 p.m.; \$5, free/fall term CGS Special Program students; registration: 898-6479 (CGS).</p> <p><i>Autoroutes et Paysages</i>; Bernard Lasus; time and location TBA (French Inst.).</p> <p>9 <i>Unraveling the Molecular Structure and Function of Human Centromeres</i>; Tim Yen, Fox Chase Cancer Ctr.; 12:15-1:30 p.m.; Rm. M100, John Morgan Bldg. (Cell and Developmental Biology).</p> <p><i>The Lives of a Hindu Religious Image: Divinized, Desecrated, Redeemed</i>; Richard Davis, Yale; Pilgrimage, Art and Ritual: Ethnography and Art History Series; 4:30-6 p.m.; Rm. 102, Jaffe Bldg. (History of Art; Center for the Advanced Study of India).</p> <p><i>Budget Update: What Has the 104th Congress Wrought?</i>; June O'Neill, Congressional Budget Office; Public Policy Forum Series/Gross Public Management Fellowship Program; 4:30-6 p.m.; Rm. 215, Steinberg Hall-Dietrich Hall (PPM).</p> <p><i>Making the National Geographic: Changing Images of Territory in Colonial India</i>; Arjun Appadurai, Chicago; 4:30-6:30 p.m.; Rm. 329A, 3401 Walnut; registration/materials: 898-5357 or mroth@mail.sas.upenn.edu (History).</p> <p><i>A Mosaic of Black Writing: A Series on Black Writing</i>; reading by poet Elizabeth Alexander (GAS '91), author of <i>The Venus Hottentot</i>; 4:30 p.m.; booksigning follows; Room 341B, 3401 Walnut (Afro-American Studies).</p> <p>10 <i>SAS Alumni Lecture Series</i>; Neil Braun. C '74, NBC TV Network; 2:30 p.m.; Rm. 110, Annenberg School (SAS).</p> <p><i>On Cladding</i>; David Leatherbarrow, architecture; 3-5 p.m.; Rich Rm., Jaffe Bldg.; open to PennCard holders (History of Art).</p> <p><i>Genetic Mechanisms Controlling Excitatory Neurotransmission</i>; Peter Seeburg, University of Heidelberg; Dolan Pritchett Lecture; 4 p.m.; CRB Auditorium (Pharmacology).</p> <p><i>Humanitarian Action in Contemporary Conflicts</i>; Rony Brauman, Doctors Without Borders; time and location TBA (French Institute).</p> <p>13 <i>Regulation of DNA Replication in Mycobacteria and Malaria</i>; Harvey Rubin, medicine and microbiology; noon; M100-101, John Morgan Bldg. (Pharm.).</p> <p><i>George Starkey and Alchemical Laboratories</i>; Bill Newman, Harvard; 4-6 p.m.; Suite 500, 3440 Market (H. & S.S.).</p> <p>14 <i>Molecular Genetics of Human Mitochondrial Disease</i>; Eric Schon, Columbia; Raiziss Rounds; noon; CRB Auditorium (Biochem. and Biophysics).</p> <p><i>Advancing 'Civilization' in Asia: Japanese Imperialism in the Nineteenth Century</i>; Frederick Dickinson, history; 6 p.m.; Rainey Auditorium, Museum; lecture/series fee: see <i>Films</i> (Museum).</p> <p><i>The Future of Education in the Information Age</i>; David Farber, computer science and Center for Communications and Information Science and Policy; Al Filreis, English; Andrea MacDonald, Annenberg School; 8-10 p.m.; Rm. B-21, Stiteler Hall (Phi Sigma Pi National Honor Fraternity).</p> <p>15 <i>Reconciling the Local and the Global: The Ritual Space of Indo-Trinidadian Shi'i Islam</i>; Frank Korom, Museum of New Mexico; 11 a.m.-12:30 p.m.; Classroom 2, Museum (SARS).</p> <p><i>Public Opinion Polls: Who's Listening?</i>; Peter Hart, Peter Hart Research Associates; 3-4 p.m.; Rm. B-6, Stiteler Hall (Social Work).</p> <p><i>Star Trek: The Cosmology</i>; Ross Kraemer, Penn; 3-5 p.m.; 117 Duhring Wing (Religious Studies).</p> <p><i>The Role of Floral Images in Japanese Culture Through the Ages</i>; Tomoko Torii; see also <i>Exhibits</i>; 3 p.m. or 8 p.m.; Widener Center, Morris Arboretum; reservations: 247-5777 (Morris Arboretum).</p> <p><i>Restraint Reduction</i>; Neville Strumpf, nursing; 4-5 p.m.; Rm. 202, BRB1 (Institute on Aging).</p> <p><i>Gross Lecture in Talmudic Civil Law</i>; speaker TBA; 4-5:15 p.m.; Law School (Law School).</p>	<p><i>Identifying New Genes that Regulate Apoptosis: There Is More to Life than bcl-2</i>; Craig Thompson, Chicago; 4 p.m.; Grossman Auditorium, Wistar (Wistar).</p> <p><i>How Big A Deal Are Marketplace Changes?</i>; Mark Pauly, Wharton; 4:30-6 p.m.; CPC Auditorium (LDI Center for Health Policy).</p> <p><i>A Mosaic of Black Writing: A Series on Black Writing</i>; talk by Octavia Butler, Nebula and Hugo Award-winning science fiction writer; 5 p.m.; booksigning follows; Lauder-Fischer Hall; <i>An Evening with Octavia Butler</i>; Nov. 16; 7:30 p.m.; DuBois House (Afro-American Studies).</p> <p>16 <i>Relative Prices and Relative Quantities: How Have Physicians Responded to RBRVS (Resource-Based Relative Value Scale) Price Reforms</i>; Gerard Wedig, health care systems; 12-1 p.m.; CPC Boardroom (LDI of Health Economics).</p> <p><i>Illusions of Memory</i>; Elizabeth Loftus, University of Washington; 12-1 p.m.; CRB Aud. (Psychiatry; PennMed; PCGC).</p> <p><i>Fibrinogen as a Risk Factor</i>; Jeanette Soria, Laboratoire Sainte Marie, Paris; 12:15-1:30 p.m.; M100, John Morgan Bldg. (Cell & Dev. Biology; French Inst.).</p> <p><i>Whither Affirmative Action?</i>; Anita Jenious, Office of Affirmative Action; 4 p.m.; Rm. 319, Williams Hall (Ass'n of Women Faculty and Administrators).</p> <p>17 <i>Institute for Research in Cognitive Science Colloquia</i>; Brian Wandell, Stanford; 12-1:45 p.m.; Rm. 401C, 3401 Walnut St. (IRCS).</p> <p><i>Some Unusual Mechanisms of Chromium Toxicity</i>; Charlotte Witmer, Rutgers 12:15-1:45 p.m.; Rm. 209, Steinberg Hall-Dietrich Hall(Institute for Environmental Studies).</p> <p><i>Technological Means and Technological Meaning in 19th-Century Architecture</i>; David Brownlee, history of art; 3-5 p.m.; Rich Rm., Jaffe Bldg.; open to PennCard holders (History of Art).</p> <p>20 <i>Pleckstrin, Pleckstrin Homology Domains, and the Regulation of PIP2 Signaling</i>; Charles Abrams, medicine; noon; M100-101, John Morgan Bldg. (Pharm.).</p> <p><i>Structural Effects on the Adsorptive Properties of Molecular Sieves for Air Separation</i>; Charles Coe, Air Products and Chemicals; 3:30 p.m.; Rm. 337, Towne Bldg. (ChemE).</p> <p><i>What Do Expressions Express?</i>; Paul Ekman, UCSF; 4 p.m.; Rm. B-26, Stiteler Hall (Psychology).</p> <p><i>Official and Popular Medicine in France: In Search of a Narrative</i>; Matthew Ramsey, Vanderbilt; 4-6 p.m.; Suite 500, 3440 Market St. (H. & S.S.).</p> <p>21 <i>Mitochondrial Genetics and Human Disease</i>; Salvatore DiMauro, Columbia; Raiziss Rounds; noon; CRB Auditorium (Biochemistry and Biophysics).</p> <p><i>Battle Scenes and Love Scenes: Theatrical Representations of Japanese Imperialism</i>; Ayako Kano, Asian and Middle Eastern Studies; 6 p.m.; Rainey Auditorium, Museum; lecture/series fee: see <i>Films</i> (Museum).</p> <p><i>Curator's Perspective</i>; 5:30 p.m.; ICA.</p> <p>22 <i>Platelet-derived Growth Factor in Normal Growth Control and Oncogenesis</i>; Bengt Westermark, University of Uppsala; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).</p> <p>27 <i>Can We Create More Headaches Than We Cure? Probing the Structural Basis of Anti-Inflammatory Drug Action via Crystallography</i>; Patrick Loll, pharmacology; noon; M100-101, John Morgan Bldg. (Pharmacology).</p> <p><i>DNA Analysis as Molecular Bioengineering</i>; Steven McKenzie, CHOP; 3:30 p.m.; Rm. 337, Towne Bldg. (ChemE).</p> <p><i>Lords of the Fly</i>; Robert Kohler, history and sociology of science; 4-6 p.m.; Suite 500, 3440 Market St. (H. & S. S.).</p> <p>28 <i>A Novel Genetic Relationship Between a Subunit of the Mitochondrial Cytochrome bcl Complex and a Gene Implicated in Differentiation and Tumorigenesis</i>; Bernard Trumpower, Dartmouth; Raiziss Rounds; noon; CRB Auditorium (Biochemistry and Biophysics).</p> <p><i>Ethnic Cleansing in 19th Century America: Jefferson, Jackson, and Indian Removal</i>; Anthony Wallace, anthropology and psychiatry; 1 p.m.; Faculty Club (Women's Club).</p> <p><i>Collecting Woodblock Prints: The View from Japan</i>; Christine Guth; 6 p.m.; Rainey Auditorium; lecture/series fee: see <i>Films</i> (Museum).</p> <p>29 <i>The Musical Encounter: Muslims and Music in 14th Century Gujarat and Bengal</i>; Allyn Miner, Indian Music; 11 a.m.-12:30 p.m.; Classroom 2, Museum (SARS).</p> <p><i>Lutheranism, Anti-Judaism, and Bach's St. John Passion</i>; Michael Marissen, Swarthmore; 3-5 p.m.; 117 Duhring Wing (Religious Studies).</p> <p><i>Genetic Control of Early Mouse Development</i>; Janet Rossant, Samuel Lunenfeld Research Institute; 4 p.m.; Grossman Auditorium, Wistar (Wistar).</p> <p><i>Ion Channel Structure and Function (Without Structure)</i>; Christopher Miller, Brandeis; 4 p.m.; Rm. 140, John Morgan Bldg. (Mahoney Institute).</p> <p><i>Gross Lecture in Talmudic Civil Law</i>; speaker TBA; 4-5:15 p.m.; Law School (Law School).</p> <p><i>Slide Lecture</i>; Boris Mihailov, photographer; 6 p.m.; ICA.</p> <p>30 <i>Group Psychotherapy with Severely Disturbed Adolescents</i>; Paul Kymissis, NY Medical College; PCGC Penn Grand Rounds; 12-1 p.m.; CRB Auditorium (Psychiatry; PennMed; PCGC).</p> <p><i>Regulation of Sister-Chromatid Separation</i>; Sandra Holloway, genetics; 12:15-1:30 p.m.; M100, John Morgan Bldg. (Cell and Dev. Biology).</p>	<p>2 <i>Feminist Perspectives on Welfare</i>; Women & Welfare Conference; Linda Gordon, Wisconsin; Penn and Temple; info: 898-8740 or 204-6954 (Women's Studies). <i>Through Nov. 3.</i></p> <p>6 <i>Molecular Analysis of Muscle Development</i>; Yale Goldman, Muscle Institute and physiology; 9 a.m.-9 p.m.; CRB Auditorium; reception, dinner, lecture: \$30/senior investigator, \$20/junior investigator; reservations: 898-4543 by Oct. 26 (Muscle Institute).</p> <p><i>The Art and Science of Obtaining Federal Funding</i>; Claude Lenfant, National Heart, Lung and Blood Institute; 1-4 p.m.; Dunlop Auditorium, Stemmler Hall; info/registration: 898-1205 (Vice Dean for Research; Research Training).</p> <p>10 <i>Informed Consent in Health Care: Who Really Decides?</i>; 9 a.m.-4 p.m.; Annenberg School Theatre; info: 573-9378 (Informed Consent Project, Ctr. for Bioethics; Annenberg Public Policy Foundation).</p> <p>17 <i>Treating Couples: Integrating Spirituality and Therapy</i>; Bishop C. Milton Grannum and Stephen Treat; Ken and Betsy Balin Conference; 8:15 a.m.-3 p.m.; Sheraton University City; \$125, \$90/students; info/registration: 382-6680 (Penn Council for Relationships).</p> <p>18 <i>Gardens of the Roman Empire</i>; in conjunction with ARTifacts (<i>Exhibits</i>); Museum; \$60, \$50/members, seniors, full-time students w/ID; info: 898-4890.</p> <p>30 <i>The Albert R. Taxin Brain Tumor Symposium</i>; Giovanni Rovera and Dorothee Herlyn, Wistar; 9 a.m.-6:15 p.m.; Grossman Auditorium, Wistar (Wistar).</p>	<p><i>Eight Great Short Stories</i>; 6:30-8:30 p.m.; \$60. Weds. through Nov. 15.</p> <p>4 <i>Leadership in Non-Profit Organizations: Boards, Committees and Volunteers</i>; Fund-raising Certificate Program; \$120, \$110/FRCP.</p> <p><i>PowerSpeaking</i>; Elective FRCP; \$120.</p> <p><i>Tour of Philadelphia Galleries</i>; 1-5:30 p.m.; \$45.</p> <p>6 <i>In the Chef's Kitchen</i>; 9:30 a.m.-12:30 p.m.; \$50/session. <i>Also Dec. 4.</i></p> <p>9 <i>Internet Workshop for Fund-raisers</i>; \$135, \$125/FRCP.</p> <p>11 <i>Pre-Retirement Financial Planning</i>; \$85 (includes text).</p> <p>18 <i>Decision Making Skills</i>; 9:30 a.m.-3:30 p.m.; \$75.</p> <p><i>How to Maximize Annual Giving Support</i>; \$120, \$110/FRCP.</p> <p><i>Designing a Perennial Garden</i>; 10 a.m.-noon; \$25.</p> <p><i>The Business of Freelance Writing</i>; 6:30-8:30 p.m.; \$65.</p> <p>Faculty/Staff Assistance Prog. Noon; Houston Hall; info: 898-7910.</p> <p>1 <i>Sobriety Group. Meets Wednesdays.</i></p> <p>2 <i>Surviving Your Child's Adolescence.</i></p> <p>7 <i>Caregivers. Meets every first Tuesday.</i></p> <p>14 <i>Setting Limits in Our Personal and Professional Lives.</i></p> <p>15 <i>Surviving Divorce and Separation; group for men. Every third Wednesday.</i></p> <p>28 <i>Coping With Depression.</i></p> <p>Newman Center</p> <p>Events at 3720 Chestnut unless noted.</p> <p>1 <i>All Saints Day Masses</i>; 7:30 p.m. and noon at St. Agatha St. James Church</p> <p>2 <i>Newman Community Mass</i>; 7 p.m.</p> <p>4 <i>Homecoming Brunch</i>; 11 a.m.</p> <p>7 <i>Coffee, Croissants and Christianity</i>; faculty, staff, student discussion; 7:45 a.m. <i>Meets weekly.</i></p> <p>11 <i>Newman Center Community Outreach Day at Ralston House</i>; meet at Newman Center, 2 p.m.</p> <p>12 <i>Sunday Night Student Dinner</i>; with Peter Dodson, veterinary school; 6 p.m.</p> <p>15 <i>Fall Wine and Cheese Mixer</i>; 5-7 p.m. (Graduate Activities Council).</p> <p>16 <i>Life, Universe and Dinner</i>; with Ann Matter, religious studies; 6:15 p.m.</p> <p>School of Social Work</p> <p>Continuing Education Series; 9 a.m.-4:30 p.m., unless noted; \$85/full-day seminar, \$50/half day; info/registration: 898-5526.</p> <p>3 <i>Case Work Models in Juvenile Justice Settings</i>; 9 a.m.-noon.</p> <p><i>Kinship Care.</i></p> <p><i>The Juvenile Court: Not Dead But Dying</i>; 1:30-4:30 p.m.</p> <p><i>We Are Family: Lesbian Women and Gay Men in Families.</i></p> <p>6 <i>Computer Phobia: How to Survive the 1990s.</i></p> <p><i>Diagnostic Assessment; Using the DSM-IV.</i></p> <p><i>Preventing Youth Violence: Communication and Coordination Among the Private Sector, the Public Sector, and the News Media.</i></p> <p><i>Why Geriatric Care Managers and Financial Planners Must Talk to Each Other</i>; 9 a.m.-noon.</p> <p>10 <i>Crisis Intervention Techniques for the Social Work Practitioner</i>; 9 a.m.-noon.</p> <p><i>Family Preservation and Family Reunification: Families Belong Together.</i></p> <p><i>Spirituality.</i></p> <p><i>Strategies for Managing Conflict and Disagreement Constructively.</i></p> <p><i>Understanding the Insurance Maze.</i></p> <p>13 <i>Best Practices in Early Interventions: Collaborative Relationships for Infants and Toddlers with Developmental Disabilities</i>; 9 a.m.-noon.</p> <p><i>Developing Culturally-Sensitive Services Through Self Exploration.</i></p> <p><i>Philanthropy: The New Face of Fund-raising.</i></p> <p><i>Welfare Reform: Politics, Policies and Prospects</i>; 9 a.m.-noon.</p> <p>17 <i>Adult Certification for Juvenile Offenders: Implications for Social Work Practice.</i></p> <p><i>Federal Research Grant Writing</i>; 1:30-4:30 p.m.</p> <p><i>Health Policy in the '90s: What Every Social Worker Needs to Know</i>; 9 a.m.-noon.</p> <p><i>The Tools of Afrocentric Social Work.</i></p> <p>Small Business Development</p> <p>Wharton courses; info/reg.: 898-4861.</p> <p>1 <i>Business Basics Seminar</i>; 6:30-9 p.m.; \$50. Wednesdays through Nov. 22.</p> <p>2 <i>Managing and Forecasting Cash Flow</i>; 6:30-9 p.m.; \$185. <i>Thurs. through Nov. 16.</i></p> <p>6 <i>Direct Response Marketing Tactics</i>; 6:30-9 p.m.; \$185. <i>Mon. through Nov. 20.</i></p> <p>18 <i>Negotiating Skills for the Entrepreneur</i>; 9 a.m.-4 p.m.; \$205 (incl. lunch).</p> <p>27 <i>What is Your Business Really Worth?</i>; 6-8:30 p.m.; \$90.</p>
<div>MEETINGS</div> <p>1 <i>University Council Meeting</i>; 4-6 p.m.; McClelland Hall, Quad. <i>Also Nov. 29.</i></p> <p>16 <i>Lesbian, Gay, Bisexual Staff and Faculty Meeting</i>; noon; room info: 898-5044 or bobs@pobox.</p> <p>18 <i>Outcomes Assessment and the Impact on Clinical Management: The Future of Eye Care Delivery</i>; 8-11:30 a.m.; Scheie Eye Institute; registration: 662-8141.</p> <p>20 <i>Penn Professional Staff Assembly (PPSA) Meeting</i>; noon; Bodek Lounge, Houston Hall.</p>				

November

AT PENN

Innovation CORNER

This is the third in a series of stories highlighting the results of administrative restructuring initiatives and other related news and features.

Penn Students Make a Good Call

For many Penn students, large phone bills are a fact of life. Between calls to family members, friends and sweethearts scattered across the country, or even abroad, those monthly bills can add up. And for students living off campus and sharing a house with several others, the bills can be a source of friction and confusion when the time comes to figure out who made what calls, and when.

But those bills have now become less costly—and less difficult to decipher—thanks to a new long-distance calling plan available to Penn students living off campus anywhere in Philadelphia. Named OCP (Off-campus Penn-trex), the program provides a 25 percent discount on both domestic and international calls to students through an agreement between AT&T and the University.

"This is the first such arrangement of its kind on any college campus," said

Marie Witt, director of support services in Penn's Division of Business Services. "We are able to provide a unique service to students that they would otherwise not be able to obtain."

The program was initiated as a pilot project last year, Ms. Witt said. At that time, more than 800 students signed up. This year, that number has doubled to approximately 1,600.

Students living in University residence halls already receive this service through the Penn-trex system, which serves as the "telephone company" for residence halls.

"For some time, students had been asking why they couldn't get Penn-trex when they moved off-campus," Ms. Witt explained. "In addition, the University had been looking for ways to enhance its calling power with AT&T. This partnership with a world-class service provider enables us to get a deeper discount for all of our phone service, offer a service to students they would not ordinarily get, and return revenue to the University."

Calling it a "win-win-win" situation, Ms. Witt said that approximately \$200,000 in net revenue has been returned to the University through the new contract with AT&T, and that revenue is being used to fund student programs.

Another attractive feature of the program, Ms. Witt noted, is that each roommate gets his or her own bill even if they all use the same phone line. This is possible, she explained, because each OCP customer in a house uses a PIN (personal identification number) whenever they

make a long-distance call. All charges are billed to the student's bursar bill.

"If students pick their own long-distance plan, they can't get a separate bill for each member of the house," she said.

The program applies to both domestic and international calls. "This is across the board—whenever you call, wherever you call," she said.

Debra White, a senior chemical engineering major from Texas, quite naturally makes a lot of long-distance calls. She says her phone bills have been about one-third less through the new OPC program.

The service is also a plus for students who don't make a lot of long-distance calls. One such student, Kirk Lehneis, a senior political-science major, said that he is "absolutely satisfied" with the program.

"It takes care of all the needs I have," he said. "I don't do a lot of long-distance calls, but with this program I get the same discount as those who do. Most other programs require that you meet a minimum amount of long-distance calling to qualify for a discount."

Living with several roommates in a house that sees a lot of traffic in and out, Mr. Lehneis said he appreciates the security of having to use a personal authorization code to make long-distance calls.

"No one else can run up my bill," he said.

—Phyllis Holtzman



Series Explores Contemporary Black Writing

Some prominent literary names have been lined up for the Afro-American Studies Program's series, "A Mosaic of Black Writing." Novelist and short-story writer Randall Kenan will be here Oct. 25-26. Poet Elizabeth Alexander, who did her doctoral work in English at Penn, will be on campus Nov. 9; science-fiction writer and MacArthur Award winner Octavia Butler on Nov. 15-16; and best-selling novelist and screenwriter Terry McMillan on Jan. 31.

Program director Dr. John Roberts explains, " 'A Mosaic of Black Writing' will examine the art, craft and state of black writing as well as highlight various genres of black writing today." While on campus, the writers will present a public reading or

lecture, and participate in one or two small-group sessions.

Dr. Roberts has called Randall Kenan "one of the bright young stars of African-American literature today, and it is an honor to be able to bring him to Penn for an exchange with the community." Mr. Kenan will read at 4:30 p.m. on Oct. 25 in Room 341B, in the "B" wing of 3401 Walnut Street. A book signing will follow the reading, which is free and open to the public.

The series, which will run through the academic year, explores several categories of creative and nonfiction writing. The poet Ai launched the series on Oct. 3.

Gale Ellison, program coordinator, explained that Penn professors will lead dis-

cussions on the state of black writing in March, and a program on nonfiction writing is slated for April.

More information about "A Mosaic of Black Writing" is available from the Afro-American Studies program office at (215) 898-4965.



Terry McMillan

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.

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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

P-T (BUS. ADMINISTRATOR III) (20 HRS) (10438CP)
 (Work schedule: M-F, 4 hrs. daily) P4; \$14,976-19,490 10-10-95 Annenberg School

ARTS AND SCIENCES

Specialist: Nancy Salvatore

ASST. DEAN ACAD. ADVISING I (08214NS) (Minority candidates encouraged to apply) P5; \$28,800-37,600 8-15-95 CGS

COORD. II (10465NS) (Minority candidates are especially encouraged to apply) P2; \$21,700-28,200 10-12-95 CGS

COORD. III (09384NS) P3; \$23,900-31,000 9-26-95 Linguistics/LDC

EDITOR, SR. (09404NS) P6; \$31,900-40,600 9-29-95 Economics

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

PROG. ANALYST II (09318NS) P6; \$31,900-40,600 9-12-95 IRIS

PROG. ANALYST III (10469NS) P7; \$35,000-43,700 10-13-95 Linguistics /LDC

RES. SPEC., JR. (10468NS) P1; \$19,700-25,700 10-13-95 Chemistry

RES. SPEC. II (09339NS) P3; \$23,900-31,000 9-14-95 Chemistry

ADMIN. ASST. I (09385NS) G9; \$17,100-21,400 9-26-95 English Language Programs

ADMIN. ASST. II (06117NS) G10; \$18,700-23,300 6-27-95 Psychology

ADMIN. ASST. II (10433NS) G10; \$18,700-23,300 10-5-95 College

ADMIN. ASST. III (09386NS) G11; \$19,900-25,300 9-26-95 Linguistics/LDC

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

OFFICE ADMINISTRATIVE ASST. III (09376NS) G11; \$19,900-25,300 9-22-95 Economics

OFFICE ADMIN. ASST. III (37.5 HRS) (10437NS) G11; \$21,321-27,107 10-5-95 Chemistry

TECH. AUDIO VISUAL I (10436NS) (End date: 6/30/96) G9; \$17,100-21,400 10-5-95 SAS Computing

P-T (TECH. ASST. LAB ANIMAL) (08241NS) (20 HRS) Grade: G7; Range: \$7,967-9,945 8-22-95 Psychology

DENTAL SCHOOL

Specialist: Clyde Peterson

RES. COORD. (10472CP) Serve as primary research assistant for research subjects; coordinate internal and external recruiting of suitable research subjects; assist in collecting, coding and tabulation of research data; monitor progress of all human research under the direction of PI; administer or provide for appropriate pre-op, intra-op and post-op care to research patients; dispense study medication and alternate medications; in case of emergency, follow study protocol and clinic procedures; responsible for proper billing procedures and for arranging patient reimbursement; monitor inventory of all study supplies. **Qualifications:** High school diploma or equivalent; graduate of an accredited medical assistant program; three yrs. of related clinical research experience preferred. **Grade:** P3; **Range:** \$23,900-31,000 10-16-95 Oral Surgery/Pharmacy

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

ADMIN. ASST. II (09407CP) G10; \$18,700-23,300 9-28-95 International Relations

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

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

DENTAL ASST. I (40 HRS) (10429CP) G7; \$16,571-20,686 10-5-95 Dental Care Center

SCIENTIFIC EQUIPMENT STERILIZATION ATTENDANT (10459CP) G5; \$14,286-17,486 10-11-95 IMS

ENGINEERING/APPLIED SCIENCE

Specialist: Clyde Peterson

INFO. MANAGEMENT SPEC. I (10464CP) P4; \$26,200-34,100 10-12-95 CETS

RESEARCH SPECIALIST IV (09403CP) (End date: duration of funding) P6; \$31,900-40,600 10-2-95 Bioengineering

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

SYSTEMS PROG. III (10440CP) P8; \$38,500-48,100 10-9-95 CIS

P-T (EDITOR ASST. II) (20 HRS) (09414CP) P3; \$13,655-17,711 10-3-95 Systems Engineering

ADMIN. ASST. II (09330CP) G10; \$18,700-23,300 9-18-95 MSE

ADMIN. ASST. III (10439CP) G11; \$19,900-25,300 10-9-95 CIS

EXECUTIVE VICE PRESIDENT

Specialist: Nancy Salvatore/Susan Curran

ACCOUNTANT II (10476NS) Under general supervision within the sponsored programs accounting area, prepare working papers, financial statements, reports, cash requests and journal entries; examine financial statements for accuracy, completion and compliance with accounting standards and sponsor requirements; implement approved changes and/or maintain systems and procedures; answer inquiries regarding accounting procedures; assist auditors and/or special examiners; oversee a small group of accounting personnel. **Qualifications:** BA/BS in accounting or equivalent; two -four yrs. experience as an accountant; ability to effectively communicate both verbally and in writing. **Grade:** P4; **Range:** \$26,200-34,100 10-17-95 Comptroller

GRAPHIC DESIGNER II (10479NS) Responsible for the development and production of a wide range of communication materials using conventional methods as well as computer generated design and production techniques; responsibilities include: design consultation, conceptual design development and production implementation of catalogues, brochures, advertisements, flyers, logos, newsletters and direct mail pieces. **Qualifications:** BA/BS or equivalent experience in graphic design; minimum of three yrs. experience as a graphic designer; thorough knowledge of computer design and Macintosh equipment and programs; experience with Quark Xpress, Aldus PageMaker, Aldus Freehand, Adobe Illustrator, Adobe Photoshop; ability to develop creative concepts; interact with clients in a consultative mode; handle multiple projects; maintain budgets and meet deadlines. **Grade:** P4; **Range:** \$26,200-34,100 10-19-95 Publications

ASST. SUPERVISOR, TRANSPORTATION & PARKING (40 HRS) (10478NS) Enforce parking regulations by monitoring parking facilities on a routine basis, issuing warnings and authorizing the towing of illegally parked vehicles; make daily patrols of all parking facilities inspecting and reporting to the Parking Office any unsafe conditions; assist in the supervision of union employees; maintain proper staffing needs; enforce parking attendant rules and regulation, functional procedures and parking lot guidelines and adherence to the respective collective bargaining agreement; assist management in revenue control on a daily basis by monitoring the activities of all full-and part-time staff working on the parking lots, selling of parking tickets, collections and disbursement of cash and flow of vehicles on and off the parking lots; in the absence of parking supervisors, provide adequate supervision and staffing both on a daily basis and during special events; assist management in the maintenance and control of the department's vehicle fleet and equipment. **Qualifications:** High school graduate; one-three yrs. parking experience; strong customer service, people and organizational skills required; valid driver's license; must be able to lift up to 100 lbs.; must be able to drive vehicles with clutch/manual transmission. (May be required to be on-call 24 hours per day, seven days a week) **Grade:** G10; **Range:** \$21,371- 26,629 10-19-95 Transportation & Parking

ACCOUNTANT/FINANCIAL ANALYST I (08163NS) P6; \$31,900-40,600 8-30-95 Student Financial Services

ASST. MANAGER COMPENSATION (09324SC) 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 VI (07041NS) P9; \$42,300-52,900 7-13-95 Student Financial Services

DIRECTOR, CENTER TECHNOLOGY TRANSFER (06043NS) Blank; 6-13-95 Ctr. for Tech. Transfer

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

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

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

SR. COMPENSATION SPEC. (09323SC) (Application deadline date: 9/27/95) P6; \$31,900-40,600 9-11-95 Human Resource Services

ADMIN. ASST. I (37.5 HRS) (09413NS) G9; \$18,321-22,929 10-5-95 The Book Store

ADMIN. ASST. II (09342NS) G10; \$18,700-23,300 9-15-95 Research Administration

ADMIN. ASST. III (40 HRS) (09341NS) G11; \$22,743-28,914 9-15-95 Executive Vice President

EXECUTIVE SECRETARY (40 HRS) (07077NS) G12;\$25,371-32,686 7-17-95 Executive Vice President
ELECTRICAL OPER. (08220NS)(08221NS)(08222NS) (08223NS) Union 8-18-95 Physical Plant
FINANCIAL SERVICES ASSISTANT II (08251NS) G10; \$18,700-23,300 8-30-95 Student Financial Services

GRAD SCHOOL OF EDUCATION

Specialist: Clyde Peterson

INFO. MANAGEMENT SPEC. I (10490CP) Provide technical support for DOS/Windows 3.1/Windows 95/OS/2 users; installation of NETWORK client and support network applications running over PennNet; maintain network administrator, support network fax server, remote access server, support e-mail systems, hardware and software installations for faculty and staff; coordinate with other campus groups; support research projects in technical matters and support LANtastic peer-to-peer network. **Qualifications:** BA/BS preferably in computer science; three yrs. experience in computing support; expertise in DOS/Windows, and OS/2 from user and trouble-shooting perspective required; experience with NETWORK 3.x as administrator, CNE is an advantage; expertise with Word Perfect for Windows, LANtastic and SAS an advantage; good interpersonal skills in providing technical support. **Grade:** P4; **Range:** \$26,200-34,100 10-20-95 GSE/Computing Resources

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

COORD. III (09396CP) (*On-going contingent upon funding*) P3; \$23,900-31,000 9-28-95 NCAL

PROJECT COORD. (08266CP) (*On-going contingent upon grant funding*) P4; \$26,200-34,100 10-2-95 Center on Adult Literacy

ADMIN. ASST. I (09364CP) (*End date: contingent on funding*) G9; \$17,100-21,400 9-21-95 ALPIP/PhilWP

TECH. PSYCHOLOGY I (09394CP) (*On-going contingent upon funding*) G10; \$18,700-23,300 9-28-95 CHANGES/PED

GRAD SCHOOL OF FINE ARTS

Specialist: Clyde Peterson

LTD. SERVICE (MACHINIST, JR.) (09410CP) (*End date: 6/30/96*) G9; \$16,279-20,373 10-3-95 Office of the Dean

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

SECRETARY IV (09408CP) G9; \$17,100-21,400 10-2-95 Law School

P-T (ADMIN. ASST. 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

ADMIN. COORD. (10462JZ) Manage the interface between offices for student and resident education and the office; provide primary care clinical education experiences; organize and staff meetings; oversee processes of securing the involvement of faculty and identification of off-campus teaching sites; coordinate student schedules in several courses and programs involving primary care experiences; coordinate residents' primary care electives; develop related operating procedures; oversee systems for monitoring and evaluating the educational experiences; prepare and distribute information about educational programs and teaching opportunities. **Qualifications:** BA/BS degree; three yrs. professional administrative experience; excellent organizational abilities and interpersonal skills; excellent ability to deal effectively with diverse constituencies; excellent oral, written and interpersonal communication skills; excellent computer skills, including ability to work with communications, spreadsheet, database and word-processing software; familiarity with an academic medical environment preferred. **Grade:** P4; **Range:** \$26,200-34,100 10-13-95 Academic Programs/Network and Pri-

mary Care Education

COORD. I (10489JZ) Oversee and coordinate data management unit; supervise part-time employees; serve as liaison between DMU and CPR employees; assist in testing and implementation of database; assist in grant preparation and data analysis; maintain all data handling systems for study on cocaine abuse. **Qualifications:** High school graduate; BA/BS preferred; one yr. data entry experience; familiarity with psychological assessment instruments such as SCID, ASI, BDI; extensive understanding of Paradox for DOS data management software; ability to handle complex and confidential data under pressure of deadlines. **Grade:** P1; **Range:** \$19,700-25,700 10-19-95 Psychiatry

RES. SPEC., JR. (09405RS) Extract DNA; conduct PCR's; test for microsatellite polymorphisms; order supplies; maintain radiation safety records; assist in protocol design and data analysis. **Qualifications:** BA/BS or related field work required, biology or chemistry preferred; exposure to lab work. **Grade:** P1; **Range:** \$19,700-25,700 10-13-95 Genetics

RES. SPEC., JR. (10488RS) Routine molecular biological techniques (DNA/RNA isolations, Southern/Northern blotting, PCR, gel electrophoresis); careful record keeping and computer analysis of data; assist in plan for protocol and tests new procedures. **Qualifications:** BA/BS in science or related field required; experience with molecular biological techniques preferred. **Grade:** P1; **Range:** \$19,700-25,700 10-20-95 Genetics

RES. SPEC. JR./I (10481RS) Research molecular engineering of the immune system; perform a wide variety of immunological and molecular biological experiments using mouse models of autoimmune disease and gene therapy; write lab reports; analyze data and perform computer searches; maintain lab; train lab personnel. **Qualifications:** BA/BS in scientific field and knowledge of molecular and cell biology required; ability to work independently; excellent organizational skills and knowledge of computers required. **RES. SPEC. JR.** - exposure to lab work. **RES. SPEC. I** - one-three yrs. laboratory experience in working with recombinant DNA techniques and immunology assays. **Grade:** P1/P2; **Range:** \$19,700-25,700/\$21,700-28,200 10-19-95 IHGT

RES. SPEC. II (09418RS) Perform wide range of techniques in cell physiology including digital imaging of single living cells using light, fluorescence and confocal microscopic approaches, microinjection, transepithelial electrophysiology of intact tissues and cultured cells, patch clamp electrophysiology, immunolocalization, tissue culture of mammalian cells and dissection of frogs and rodents to harvest cells; assist in planning experiments and implement new protocols; perform experiments; write lab reports; analyze data and perform computer searches and analyses; order and maintain supplies and equipment; assist in training other laboratory personnel including students. **Qualifications:** BA/BS or MS in scientific field required; knowledge and three yrs. laboratory experience in cell physiological or cell biological techniques; experience in electrophysiology, computer programming or optical imaging is desirable; ability to work independently; good interpersonal and organizational skills and knowledge of computer required. (*End date: two yrs. limit, then contingent on funding*) **Grade:** P3; **Range:** \$23,900-31,000 10-6-95 Physiology

RES. SPEC. II (10457RS) Perform molecular biology/immunology and animal work; work on HPV (no live virus); emphasis on cloning, DNA maxipreps, PCR cell culture transfection & protein expression; projects will include vaccinating animals, screening for immune response with ELISA and T-cell proliferation studies; extract genomic DNA from human tumors and extract serum from blood samples; supervise and coordinate student workers; animal subject coordinator for vaccination, small animal procedures and phlebotomy. **Qualifications:** BA/BS in molecular biology & physiology, immunology, biochemistry and Master's in science required; one-three yrs. of experience. **Grade:** P3; **Range:** \$23,900-31,000 10-12-95 Otorhinolaryngology

STAFF ASST. III (10458JZ) Schedule and coordinate travel and meetings; compose correspondence for Director's review; Independently initiate office projects and procedures to ensure high level of operational effectiveness; handle personnel matters including the development of hiring materials, documentation of staff time and related University procedures; act as liaison for the Center to internal and external offices, constituencies and individuals; supervise clerical staff; assist center faculty in all aspects of publication and grant submission; provide financial oversight to all budget functions, in-

cluding revenues and expense justification and annual budget. **Qualifications:** Bachelor's degree required; three yrs. progressively responsible administrative experience; familiarity with University policy and procedures and experience in an academic setting related to psychiatry preferred; proficiency in Windows and Microsoft Word and Excel; excellent oral and written communication skills; demonstrated organizational skills; ability to work with limited supervision. **Grade:** P3; **Range:** \$23,900-31,000 10-19-95 Psychiatry

RES. LAB TECH. III (40 HRS) (10444RS) Assist in development of new method for evaluating comprehensive pulmonary function; duties include extraction and gas chromatographic analysis of trace amounts of inert gases, in liquid samples and the amount of a new gas with mass spectrometer; maintain general laboratory equipment; stock and order supplies; perform variety of computer applications. **Qualifications:** BA/BS in scientific or related field; laboratory experience preferred. (*End date: 10/1/96*) **Grade:** G10; **Range:** \$21,371-26,129 10-10-95 Anesthesia

RES. LAB TECH. III (10475RS) Conduct routine experiments in biochemical and molecular research, including mechanisms of insulin action; keep logs and write lab reports; maintain lab equipment and order supplies; input data; demonstrate techniques to student workers; perform bibliographic searches; assign tasks to students and student workers. **Qualifications:** BA/BS in biological sciences; exposure to lab work; one year experience in research preferred. (*On-going contingent upon grant funding*) **Grade:** G10; **Range:** \$18,700-23,300 10-16-95 Pathology & Lab Medicine

SERVICE ASST. II (40 HRS) (10480JZ) Perform prompt accurate handling of, and dispatch service requests; review and update status of service requests; inform customers of progress; maintain and update data involved in facilities management/maintenance systems and issues; prepare outgoing correspondence, management reports and other documentation; perform data entry and data searches; create and update charts and logs; notify users of utility service shut-downs; maintain all Operations & Engineering office files; sort and distribute mail; prepare out-going mail. **Qualifications:** H. S. graduate or equivalent, with business curriculum; two yrs. experience in clerical/administrative capacity; similar experience preferred; ability to work under high levels of stress and pressure; superior verbal communication skills; demonstrated computer competence (preferably Macintosh); proficiency in Microsoft Word, Excel and File Maker Pro preferred; knowledge of office automation equipment; type 45 wpm. **Grade:** G10; **Range:** \$21,371-26,629 10-19-95 Architecture & Facilities Management

TECH PSYCHOLOGY I (10486RS) Assist with psychotherapy research on a variety of treatment studies; administer and score battery of psychological tests to patients; compile and analyze data; assign tasks to undergraduate students; perform administrative tasks related to grants and assist in the preparation of research reports. **Qualifications:** BA/BS in social sciences required; BA in psychology or related field desired; demonstrated organizational skills; ability to work independently; familiarity with Microsoft Word for Windows, Microsoft Excel, SPSS for Windows, SAS and other statistical software desired. **Grade:** G10; **Range:** \$18,700-23,300 10-20-95 Psychiatry

P-T (RES. LAB TECH. III) (20-25 HRS) (10443RS) Follow established protocols; perform biochemical radioimmuno assays and operate and maintain laboratory equipment; keep logs and prepare reports; keep inventory and order supplies; input computer data; perform library searches. **Qualifications:** BA/BS in scientific or related field, preferably in biology or biochemistry; experience with lab work. **Grade:** G10; **Range:** \$10,274-12,802 10-10-95 Clinical Research Center

P-T (SCIENTIFIC EQUIPMENT STERILIZATION ATTENDANT) (28 HRS) (10474RS) Operate high pressure autoclave, high temperature automatic washing machines, deionizer machines and drying ovens; prepare contaminated glassware for automatic washing; clean machines periodically and report and/or correct operating malfunctions; load and unload glassware in drying ovens; maintain the sterilization; pick up and deliver glassware to laboratories. **Qualifications:** High school diploma or equivalent; ability to push or pull up to 50 lbs. and able to lift up to 25 lbs.; ability to exert 20 lbs. of pressure on autoclave. **Grade:** G5; **Range:** \$6,868-8,407 10-16-95 Pathology and Lab Medicine

ASST. MANAGER II (05057JZ) P2; \$21,700-28,200 5-18-95 Ophthalmology
BUS. ADMINISTRATOR IV (09321JZ) P5; \$28,800-37,600 9-19-95 Medicine/Central Administration
FINANCIAL ADMINISTRATOR II (09406JZ) P4; \$26,200-34,100 10-3-95 CCEB
FISCAL COORD. II (10435JZ) P2; \$21,700-28,200 10-10-95 Cancer Center
MEDICAL DEPARTMENT ADMIN. OFFICER (07053JZ) Blank 7-21-94 Rehab Medicine
NURSE II (09423RS) (On-going pending funding) P4; \$26,200-34,100 10-6-95 Infectious Diseases
PROG. ANALYST I (09357JZ) P6; \$31,900-40,600 9-20-95 Psychiatry
PROG. ANALYST III (10447JZ) (End date: 12/31/96) P7; \$35,000-43,700 10-10-95 General Medicine
PROJECT MANAGER II (10445RS) P7; \$35,000-43,700 10-10-95 Cancer Center
REIMBURSEMENT ANALYST I (05104JZ) P6; \$31,900-40,600 9-8-95 Medicine/Billing
RES. COORD. (10442RS) P3; \$23,900-31,000 10-10-95 Cancer Center
RES. COORD., JR. (07038RS) (Week-ends may be required, hours vary between 6:00 AM-9:00 PM) (End date: 9/30/96) P2; \$21,700-28,200 10-5-95 Anesthesia
RES. SPEC., JR. (07138RS). (On-going contingent on funding) P1; \$19,700-25,700 8-3-95 Surgery/HDSR
RES. SPEC., JR. (09397RS) (End date: 9/30/97) P1; \$19,700-25,700 10-2-95 IHGT
RES. SPEC., JR. (10428RS) (End date: 10/31/97) P1; \$19,700-25,700 10-6-95 IHGT
RES. SPEC., JR. (10456RS) P1; \$19,700-25,700 10-12-95 Physiology
RES. SPEC., JR./I (09426RS) (End date: 6/30/98) P1/P2; \$19,700-25,700/\$21,700-28,200 10-6-95 Molecular and Cellular Engineering
RES. SPEC. I (03098RS) (On-going contingent upon grant funding) P2; \$21,700-28,200 8-23-95 Pathology & Lab Medicine
RES. SPEC. I (08278RS) P2; \$21,700-28,200 8-31-95 Center for Sleep
RES. SPEC. I (09312RS) (On-going contingent upon grant funding) P2; \$21,700-28,200 9-11-95 Pathology & Lab Medicine
RES. SPEC. I (08206RS) P2; \$21,700-28,200 9-26-95 Medicine/Renal
RES. SPEC. I (09370RS) (End date: 8/31/96) P2; \$21,700-28,200 10-5-95 General Internal Medicine
RES. SPEC. I (08172RS) P2; \$21,700-28,200 10-10-95 Genetics
RES. SPEC. I (10448RS) (Ongoing per grant availability) P2; \$21,700-28,200 10-10-95 Medicine/Endocrine
RES. SPEC. II (08232RS) (End date: 9/30/97) P3; \$23,900-31,000 8-22-95 IHGT
RES. SPEC. II (08239RS) P3; \$23,900-31,000 9-7-95 Radiology
RES. SPEC. II (04098RS) P3; \$23,900-31,000 10-2-95 Hematology
RES. SPEC. II/III (06106RS) P3/P4; \$23,900-31,000/\$26,200-34,100 6-26-95 Hematology/Oncology
RES. SPEC. II/III (08188RS) (On-going contingent upon grant funding) P3/P4; \$23,900-31,000/\$26,200-34,100 9-12-95 Surgery
RES. SPEC. II/III (09345RS) P3/P4; \$23,900-31,000/26,200-34,100 9-18-95 Hematology/Oncology
RES. SPEC. III (08240RS) P4; \$26,200-34,100 9-7-95 Radiology
RES. SPEC. III (09421RS) (End date: two yrs. limit, then contingent on funding) P4; \$26,200-34,100 10-6-95 Physiology
RES. SPEC. IV (09372RS) P6; \$31,900-40,600 9-22-95 Medicine/Rheumatology
SUPERVISOR (EXEMPT) (09350RS) (Off-site location on Girard Avenue at AIDS/drug treatment center) (On-going contingent on grant funding) P2; \$21,700-28,200 9-25-95 Psychiatry
SYSTEMS ANALYST II (05026JZ) P7; \$35,000-43,700 5-10-95 Ophthalmology
P-T (ASSOCIATE DIRECTOR IV) (17.5 HRS) (02089JZ) P6; \$13,100-17,050 3-1-95 CCEB
P-T (RES. SPEC. I) (20 HRS) (09379JZ) (End date: 8/31/96) P2; \$12,400-16,114 10-2-95 Geriatric Medicine
ADMIN. ASST. II (40 HRS) (08260JZ) G10 \$21,371-26,629 9-22-95 Venture & Industry
ADMIN. ASST. II (10446JZ) G10; \$18,700-23,300 10-10-95 General Internal Medicine
ADMIN. ASST. III (40 HRS) (08273JZ) G11; \$22,743-28,914 8-31-95 Ophthalmology

ADMIN. ASST. III (08279JZ) (40 HRS) G11; \$22,743-28,914 8-31-95 Pulmonary
ADMIN. ASST. III (40 HRS) (09320JZ) G11; \$22,743-28,914 9-13-95 Anesthesia
ADMIN. ASST. III (40 HRS) (09358JZ) (On-going pending funding) G11; \$22,743-28,914 9-20-95 Center for Experimental Therapeutics
ADMIN. ASST. III (40 HRS) (09371JZ) G11; \$22,743-28,914 9-25-95 Medicine/Rheumatology
CLERK II (40 HRS) (09322JZ) G5; \$14,286-17,486 9-12-95 Dermatology
FINANCIAL SERVICES ASST. III (40 HRS) (08290JZ) G11; \$22,743-28,914 9-12-95 Rehabilitation Medicine
OFFICE ADMIN. ASST. I (08301JZ) G9; \$17,100-21,400 9-12-95 Biomedical Graduate Studies
OFFICE ADMIN. ASST. III (40 HRS) (02030JZ) (Ongoing Contingent on Grant Funding) G11; \$22,743-28,914 2-9-95 Surgery/Neurosurgery
OFFICE SYSTEMS COORD. (10467JZ) G11; \$19,900-25,300 10-13-95 CCEB
OPER., COMP COMP II (09353JZ) G10; \$18,700-23,300 9-19-95 CCEB
RECEPTIONIST III (40 HRS) (04001JZ) G8; \$17,943-22,400 8-29-95 Ophthalmology
RES. LAB TECH. III (03032RS) (Ongoing Contingent on Grant Funding) G10; \$18,700-23,300 3-14-95 Pathology and Lab Medicine
RES. LAB TECH. III (40 HRS) (06019RS) (Ongoing contingent upon grant funding) G10; \$21,371-26,629 6-7-95 Surgery/Neurosurgery
RES. LAB TECH. III (40 HRS) (08174RS) G10; \$21,371-26,629 8-8-95 Anesthesia
RES. LAB TECH. III (08281RS) G10; \$18,700-23,300 8-31-95 Cell & Dev Biology
RES. LAB TECH. III (09311RS) G10; \$18,700-23,300 9-11-95 Psychiatry
RES. LAB TECH. III (09310RS) (On-going contingent upon grant funding) G10; \$18,700-23,300 9-11-95 Pathology & Lab Medicine
RES. LAB TECH. III (09319RS) G10; \$18,700-23,300 9-12-95 PA Muscle Institute
RES. LAB TECH. III (06129RS) G10; \$18,700-23,300 9-20-95 Orthopaedic Surgery
RES. LAB TECH. III (09382RS) G10; \$18,700-23,300 9-26-95 Neuroscience
SCI. EQUIPMENT STERILIZATION ATTENDANT (09391RS) G5; \$12,500-15,300 9-27-95 Genetics
SECRETARY IV (40 HRS) (07127JZ) G9; \$19,543-24,457 9-7-95 IHGT
SECRETARY V (40 HRS) (07140JZ) G10; \$21,371-26,629 10-2-95 Psychiatry
SECRETARY, SR. (05083JZ) G11; \$19,900-25,300 5-22-95 Vice Dean for Education
SECRETARY, SR. (09393JZ) G11; \$19,900-25,300 10-2-95 Genetics
TECH PSYCHOLOGY I (08157RS) G10; \$18,700-23,300 8-7-95 Psychiatry
TECH, PSYCH I (09398RS) G10; \$18,700-23,300 10-5-95 Psychiatry
PART-TIME (COLLECTION ASSISTANT) (08276JZ) G10; \$10,275-12,802 8-31-95 Ophthalmology
P-T (CONTROL CENTER OPER.) (24 HRS) (08284JZ) (08285JZ) Work schedule: (S-S, 7:00 AM-7:00 PM & S-S, 7:00 PM-7:00 AM) G9; \$9,396-11,758 9-8-95 Architecture & Facilities Management
P-T (SECURITY OFFICER) (22 HRS) (05073JZ) (Considered essential employee & as such is required to make it to work regardless of weather or other factors) (Saturday & Sunday, 9 a.m.-9 p.m.) G8; \$8,626-10,769 9-28-95 Architecture & Facilities Management

NURSING

Specialist: Ronald Story

PRACTICE DIRECTOR (NURSING SCHOOL) (10460RS) Provide day-to-day management, budgetary oversight and operations of consultative clinical practices and geriatric education center in multiple sites, both local and distance; provide direct supervision of programmatic activities; direct supervision of programmatic activities; recruit, hire/appoint and evaluate staff; provide primary leadership and direction for development, implementation, coordination and maintenance of program plans for GNCS and GEC; chair and serve on planning groups and committees; assumes responsibility for development and maintenance of GNCS and GEC budgets; exercise resource stewardship; ensure compliance; identify practice development needs; review, re-

vises and evaluate performance of the GNCS and GEC; development and implementation of quality assurance functions; develop, implement and/or facilitate research activities to evaluate program services; facilitate and participate in evaluation of GEC outcomes and in educational and research activities of faculty and staff; responsible for data management and analysis; participate in training programs to facilitate programmatic and individual staff development needs; maintain contact and liaison with participating agency administrators and conduct workshops. **Qualifications:** Bachelor's and Master's degree in gerontologic nursing required; five yrs. of progressively responsible administrative experience or equivalent combination of education or experience; at least two yrs. of supervisory experience; experience with program design, organization and coordination of multiple programs which are implemented simultaneously; Pennsylvania registered nurse license, with speciality license/certification as appropriate. (End date: depends on viability of practice) **Grade:** P10; **Range:** \$47,400-59,200 10-13-95 Nursing
ADVANCE PRACTICE NURSE (NURSING SCHOOL) (09348RS) P9; \$42,300-52,900 10-3-95 Nursing
MANAGER, PROJECT II (09420RS) P7; \$35,000-43,700 10-5-95 Nursing
ADMIN. ASST. II (10434RS) G10; \$18,700-23,300 10-11-95 Nursing
P-T (ADMIN. ASST. I) (20 HRS) (08209RS) G9; \$9,396-11,758 10-2-95 Nursing
PART TIME (SECRETARY IV) (17.5 HRS) (08165RS) (End date: 4/30/96) G9; \$9,396-11,758 8-7-95 Nursing
P-T (SECRETARY IV) (21 HRS) (08211RS) G9; \$9,396-11,758 8-17-95 Nursing

PRESIDENT

Specialist: Susan Curran/Janet Zinser

DIRECTOR, UNIVERSITY COMMUNICATIONS (10473SC) As a key member of the President's senior management team, develop and manage a University communications and press strategy; work with local, national and international media; establish external and internal relation functions; create mechanisms for improved internal communications; advise the president and the senior team regarding the external environment. **Qualifications:** Advanced degree; seven-ten yrs. of progressively responsible experience or equivalent; demonstrated creative leadership in management of public relations, communications and institutional marketing functions; ability to understand Penn's diverse internal and external constituencies; must have an established network of national and international media contacts; ability to function at a senior level in a complex environment; superb written and oral communication skills. **Grade/Range:** Blank 10-18-95 U. Relations
ANNUAL GIVING OFFICER II (10427JZ) P5; \$28,800-37,600 10-5-95 Development & Alumni Relations
ASST. DIRECTOR II (06055JZ) P3; \$23,900-31,000 6-14-95 Medical Center Development
ASST. DIRECTOR II (09367JZ) P3; \$23,900-31,000 9-21-95 Development & Alumni Relations
ASSOCIATE DIRECTOR V (08265JZ) P7 \$35,000-43,700 8-29-95 Development & Alumni Relations
ASSOCIATE DIRECTOR VI (09416JZ) (Position located in New York) P8; \$38,500-48,100 10-3-95 Development & Alumni Relations
ASSOCIATE DIRECTOR INDIVIDUAL GIFTS (03029JZ) P7; \$35,000-43,700 3-10-95 Development and Alumni Relations
ASSOCIATE DIRECTOR INDIVIDUAL GIFTS (09366JZ) P7; \$35,000-43,700 9-21-95 Development & Alumni Relations
ASSOC. EXEC. VP MEDICAL CENTER DEVELOP-

Classified

FOR SALE
Lansdowne Must Sell. Newly renovated spacious twin. First floor family room, 2-car garage, fenced yard, new roof. Close to Philadelphia. 10 min. to U. of P., transportation and shops. Call (610)622-7391. Leave message.

To place a classified ad, please call 898-8721 for rates and deadlines.

MENT (05044JZ)Ungraded; Blank 5-15-95 Medical Center Development
DEVELOPMENT OFFICER II(07082JZ) P10; \$47,400-59,200 7-19-95 Development & Alumni Relations
DIRECTOR ALUMNI RELATIONS(09309JZ)P11; \$54,500-68,200 9-7-95 Dev. & Alumni Relations
EXEC. DIRECTOR RESOURCE, PLANNING & BUDGET (09344SC) Ungraded; Blank 9-14-95 Office of the President
MAJOR GIFTS OFFICER II (06054JZ)P8; \$38,500-48,100 6-14-95 Medical Center Development
PROG. ANALYST I (08194JZ) P4; \$26,200-34,100 8-11-95 Development & Alumni Relations
PUBLICATIONS DESIGN SPEC. (10449JZ) P5; \$28,800-37,600 10-10-95 Dev. & Alumni Relations
STAFF RES. ER I (05046JZ)P1; \$19,700-25,700 5-15-95 Development and Alumni Relations
STAFF WRITER II (04062JZ) *(Two Writing Samples Must Accompany Application)* P3; \$23,900-31,000 4-24-95 Development and 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 (08225JZ)(37.5 HRS) G10; \$20,036-24,964 8-17-95 Medical Center Development
ADMIN. ASST. II (03041JZ) G10; \$18,700-23,300 10-10-95 Development & Alumni Relations

PROVOST

Specialist: Clyde Peterson

EDITORIAL ASST. I (10461CP) Perform routine clerical duties; prepare completed manuscripts for transmittal into the production, which involves significant telephone contact with authors and careful attention to details of manuscript preparation, includes permission clearances; type and mail routine editorial correspondence; locate and contact readers for manuscripts and complete paperwork to pay fees or send complimentary copies of books to readers when review is completed; prepare, photocopy and distribute docket material for monthly editorial board meetings and provide assistance in organizing meeting; maintain editorial filing system; maintain office equipment used in the editorial department; assist in the preparation of a monthly editorial status report; select and supervise work-study students to assist in the above duties. **Qualifications:** High school graduate; one-two yrs. of administrative assistant experience or equivalent required; good office skills (especially accurate typing); experience with Word Perfect or similar word processing software highly desirable; experience in publishing, communications or education preferred. **Grade:** G10; **Range:** \$18,700-23,300 10-16-95 University Press
HELP DESK ANALYST (10477CP) As a member of the First Call support team, under the general supervision of the First Call Director, provide assistance to customers who use ISC supported computing products and services; trouble shoot problems, answer questions or make referrals using telephone, e-mail and other communications media; work on projects designed to increase the team's effectiveness and efficiency; develop projects for on-line documentation, team performance metric collection and reporting, common problem identification and resolution and customer follow-up; provide technical support, training and supervision for First Call student workers. **Qualifications:** BA/BS or Associates degree or equivalent experience; two yrs. experience supporting a variety of computing systems and a wide range of application packages and with at least one yr. of performing end-user support, preferably in an academic environment; strong customer service orientation; strong written/verbal communication skills; support level experience with either Macintosh or DOS/Windows desktop systems; familiarity with network applications such as TCP/IP, FTP, TELNET, SLIP, PPP and Fetch; familiarity with Elm electronic mail, POP mail (Eudora), World-Wide-Web, PennInfo (Techinfo), Gopher or Kermit; knowledge of WordPerfect, Microsoft Word and Excel desirable. **Grade:** P4; **Range:** \$26,200-34,100 10-18-95 Information Systems and Computing
ASST. COACH I (07132CP) P3; \$23,900-31,000 7-28-95 DRIA
ASST. REGISTRAR, UNIVERSITY MUSEUM (06047CP) P2; \$21,700-28,200 6-14-95 Museum
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
INFO. SYSTEMS SPEC. I/II (09334CP) P3/P5; \$23,900-31,000/\$28,800-37,600 9-14-95 University Libraries
INFO. SYSTEMS SPEC. I/II (09335CP) P3/P5; \$23,900-31,000/\$28,800-37,600 9-14-95 University Libraries
INFO. MANAGEMENT SPEC. II (08191CP) P6; \$31,900-40,600 CRC
INFO. MANAGEMENT SPEC. II (08192CP) P6; \$31,900-40,600 8-14-95 CRC
INFO. SYSTEMS SPEC. II (000439CP) P5; \$28,800-37,600 6-16-95 Biomed Library
INTERN ATHLETICS (07110CP) *(End date: eleven months from start date)* Blank; \$10,000 7-27-95 DRIA
PROG. ANALYST II (09365CP) P6; \$31,900-40,600 9-21-95 IRHE
RES. SPEC. IV (08303CP) P6; \$31,900-40,600 9-7-95 LRSM
SYSTEMS PROG. IV (01040CP) P9; \$42,300-52,900 5-1-95 DCCS
TECHNOLOGY TRAINING SPEC. (06085CP) P5; \$28,800-37,600 6-21-95 Technology Learning Services
VICE PROVOST FOR RES. (08248CP) Ungraded 8-25-95 Provost's Office
AIDE LAB ANIMAL (40 HRS) (07016CP) (07017CP) *(May include shifts other than M-F, overtime, weekends and holiday work)* G5; \$14,286-17,486 7-10-95 ULAR
GARDENING AIDE (40 HRS) (09347CP) *(End date: 6/30/97)* G5; \$14,286-17,486 9-15-95 Morris Arboretum
OFFICE ADMIN. ASST. I (08228CP) G9; \$17,100-21,400 8-18-95 Annenberg Center
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
TECH, VET TRAINEE (40 HRS) (09361CP) *(May include overtime, holiday work & weekends)* G7; \$16,571-20,686 9-20-95 ULAR
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
P-T (ADMIN. ASST. I) (20 HRS) (07135CP) G9; \$9,396-11,758 7-31-95 South Asia Reading Room
P-T (ADMIN. ASST. II) (20-25 HRS) (08305CP) G10; \$10,275-12,802 9-7-95 Arthur Ross Gallery

VETERINARY SCHOOL

Specialist: Nancy Salvatore

RES. SPEC. I (08190NS) P2; \$21,700-28,200 8-11-95 Pathobiology
RES. SPEC. III/IV (07136NS) *(Position located in Kenneth Square, PA. There is no public transportation)* P4/P6; \$26,200-34,100/\$31,900-40,600 10-13-95 Clinical Studies-NBC
RES. SPEC. IV (07136NS) *(Position located in Kenneth Square, PA. There is no public transportation)* P6; \$31,900-40,600 8-3-95 Clinical Studies-NBC
STAFF VETERINARIAN (07101NS) *(Position located in Kenneth Square, PA. There is no public transportation)* Blank 7-25-95 Clinical Studies-NBC
ADMIN. ASST. I (07102NS) *(On-going contingent on funding)* *(Position located in Kenneth Square, PA. There is no public transportation)* G9; \$17,100-21,400 7-25-95 Clinical Studies-NBC
LAB ASST. II (09327NS) G8; \$17,943-22,400 9-13-95 VHUP-CLM
RES. LAB TECH. III (40 HRS) (06040NS) *(Position located in Kenneth Square, No Public Transportation)* G10; \$21,371-26,629 6-12-95 Clinical Studies/NBC
RES. LAB TECH. III (40 HRS) (07025NS) *(End date: one year, continuation contingent on funding)* *(Position Located in Kenneth Sq., PA; No Public Transit)* G10; \$21,371-26,629 Clinical Studies/NBC 7-11-95
RES. LAB TECH. III (40 HRS) (07100NS) *(Position located in Kenneth Square, PA; no public transportation)* G10; \$21,371-26,629 7-25-95 Clinical Studies-NBC
RES. LAB TECH. III (09377NS) G10; \$18,700-23,300 9-22-95 Clinical Studies
TECH, VET. I/II (40 HRS) (09326NS) (09328NS) (09329NS) *(Work schedule: rotating/nights/weekends)* G8/G10; \$17,943-22,400/\$21,371-26,629 9-13-95 VHUP
TECH, VET. III (40 HRS) (09411NS) G8/G10; \$17,943-22,400/\$21,371-26,629 10-4-95 Large Animal Hospital
P-T (PHARM. T ASST. I) (27 HRS) (07050NS) *(Schedule: M-F 4-8 p.m., Sun 8 a.m.-3 p.m.)* G8; \$8,626-10,769 7-14-95 VHUP-Pharmacy
P-T TECH. VET I/II (26 HRS) (09325NS) *(Work schedule: Wed., 8:00 AM -8:00 PM, Thurs., 8:00 AM-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

ASST. DIRECTOR RESIDENTIAL MAINTENANCE (07043CP) *(End date: 6/30/97)* P6; \$31,900-40,600 7-13-95 Residential Maintenance
COORD. V (09389CP) P5; \$28,800-37,600 9-28-95 Student Performing Arts
COORD., TUTORING SERVICES (09363CP) P3; \$23,900-31,000 9-21-95 Academic Support Services
ADMIN. ASST. II (08250CP) G10; \$18,700-23,300 8-25-95 Academic Support Programs
SECRETARY IV (08202CP) G9; \$17,100-21,400 8-14-95 Academic Support

WHARTON SCHOOL

Specialist: Janet Zinser

RES. SPEC. I (09370RS) Collect data; perform quality control of data; assist in data analysis; design surveys and questionnaires; conduct interviews; draft papers; prepare and edit statistical tables; create and manage large projects, data files and document; conduct information searches; participate in preparation & submission of contract & grant application, renewal & progress reports; handle routine project correspondence, telephone calls and proof papers; primary source experience design. **Qualifications:** BA/BS or equivalent required preferably in economics; three-five yrs. experience in similar project; knowledge of statistical packages and management of very large databases; aptitude for quantitative work; demonstrated written & oral communication skills; organizational ability and knowledge of word processing & spreadsheet software. *(End date: 8/31/96)* **Grade:** P2; **Range:** \$21,700-28,200 10-19-95 General Internal Medicine
ASSOCIATE DIRECTOR IV (08203JZ) *(On-going contingent upon continuation of funds)* P5; \$28,800-37,600 8-17-95 Snider Entrepreneurial Center- PA Small Business Development Center
ASSOCIATE DIRECTOR IV (07040JZ) P6; 31,900-40,600 7-13-95 External Affairs
ASSOCIATE DIRECTOR V (07066JZ) P7; \$35,000-43,700 7-18-95 External Affairs
COORD. IV (09317JZ) *(On-going contingent on funding)* P4; \$26,200-34,100 9-12-94 UCOP at Penn
DIRECTOR EUROPEAN REGION (07001JZ) *(Position is located in Paris, France)* P11; \$54,500-68,200 7-6-95 International Relations
DIRECTOR, WHARTON DEVELOPMENT SERVICES (08170JZ) P10; \$47,400-59,200 8-18-95 External Affairs
INFO. SYSTEMS SPEC. I (08253JZ) P3; \$23,900-31,000 8-24-95 WCIT
INFO. SYSTEMS SPEC. II (08161JZ) P5; \$28,800-37,600 8-7-95 WCIT
PROG. ANALYST I (09308JZ) P4; \$26,200-34,100 9-19-95 WCIT
PROGRAMMER ANALYST I/II (08295JZ) P4/P6; \$26,200-34,100/\$31,900-40,600 9-1-95 Computing & Info Systems
PROG. ANALYST III (09354JZ) P4/P6; \$26,200-34,100/\$31,900-40,600 9-19-95 WCIT
PROG. ANALYST II (04012JZ) P6; \$31,900-40,600 4-10-95 WCIT
PROG. ANALYST II (09387JZ) P6; \$31,900-40,600 9-28-95 Statistics
SYSTEMS PROG. I/II (07021JZ) P6/P7; \$31,900-40,600/\$35,000-43,700 8-9-95 WCIT
SYSTEMS PROG. I/II (09315JZ) P6/P7; \$31,900-40,600/\$35,000-43,700 9-11-95 WCIT
TECHNICAL WRITER (09417JZ) *(Final candidates may be asked to submit a writing sample)* P6; \$31,900-40,600 10-4-95 External Affairs
TECH, WRITER/EDITOR (09419JZ) *(Final candidates may be asked to submit writing sample)* P8; \$38,500-48,100 10-4-95 Deputy Dean
CUSTOMER SERVICE ASSISTANT II (37.5 HRS) (10441JZ) *(Periodic overtime on evenings and Saturdays required; no vacations during the months of September, October, January and February allowed)* G9; \$18,321-22,929 10-9-95 WCIT

As Daylight Saving Time Comes to an End, Some Tricks for Traveling More Safely

Yes, it is that time again: the clock goes back one hour at 2 a.m. on Sunday, October 29. Everybody loses an hour of daylight at the end of the day, just when most of us are homeward bound—and the criminal gains an hour of prime-time darkness in which to work. From the Penn Police's Victim Support and Special Services unit, here are some tips for everyone who uses public transportation to get home.

Public Transportation Safety Tips

- Become familiar with the different bus and trolley routes and their schedules. SEPTA schedules and general information are now posted (although "under construction") on the Web—the URL is <http://www.libertynet.org/~septa/>. [See also footnote below.] The Victim Support office, located at 3927 Walnut Street, has print copies of the following SEPTA schedules:
21, 42, 40, and 48 bus schedules
10, 11, 13, 34, and 36 trolley schedules
- When traveling at night it is better to use above-ground transportation systems. Buses, the above-ground stretches of subway/surface lines and elevated lines give less cover for criminal activity.
- If you do travel underground, be aware of the emergency call boxes on the platform. These phones contact the SEPTA Police. The phones operate much like the University's Blue Light Phones. To operate the SEPTA Phone, push the button. A SEPTA operator will identify your transit stop and assist you immediately.
- Whenever possible, try to sit near the driver.
- In the subway station stand back from the platform edge.
- Don't fall asleep! Stay Alert!

Emergency Phones at Subway Stops

- 30th & Market Street** — Subway surface SEPTA Emergency Phone located near the middle of the platform on the wall.
- 33rd & Market Street** — SEPTA Emergency Phone on both the east and west platforms on the wall near the middle of the platform.
- 34th & Market Street** — SEPTA Emergency Phone on the (E) platform for east- and west-bound trains.
- Blue Light Emergency Phone located at 34th & Chestnut outside of the lot on the northeast corner; also on the Law School's southwest corner of 34th & Chestnut.
- 36th & Sansom Street** — SEPTA Emergency Phone on both the east and west platforms on the wall near the middle of the platform.
- Blue Light Emergency Phone located at King's Court/English House on the northeast wall above the subway entrance.
- 37th & Spruce Street** — SEPTA Emergency Phone near the middle of the west bound platform on the wall. SEPTA Emergency Phone near the middle of the east-bound platform.
- Blue Light Emergency Phone located across the street at the entrance to the Quad. In Dietrich Gardens near the east-bound entrance to the subway. Also, outside on the wall to the entrance of the Steinberg-Dietrich cafeteria.
- 40th & Market Street** — El subway stop; SEPTA Emergency Phone located on the platform on the wall near the cashier.

For additional safety tips contact Victim Support at 898-4481/6600, 3927 Walnut Street. The unit is staffed from 8:30 a.m. to 11 p.m. Mondays through Fridays and its 898-6600 line is a 24-hour one.

For emergencies contact the University of Pennsylvania Police Department by using the Blue Light Phones or call 511 on campus, or call 573-3333 for off-campus.

To contact the Philadelphia Police Department call 911.

During Peak Hours: Watch Out for Pickpockets

Here are eight things pickpockets don't want you to know.

1. Never display money in a crowd. (Think this through *before* you leave the safety of your office, so you aren't fumbling in public with your purse or wallet.)
2. Never wear necklaces, chains or other jewelry in plain view.
3. Handbag: Carry tightly under your arm with the clasp toward your body. Never let it dangle by the handle. Keep it with you at all times and always keep it closed. Never place it on a seat beside you.
4. Wallet: Carry in an inside coat pocket or side trouser pocket.
5. Immediately check your wallet or purse when you are jostled in a crowd. (And then be doubly watchful, because the jostling may have been a ploy to get you to reveal where you carry your money.)
6. If your pocket is picked, call out immediately to let the operator and your fellow passengers know there is a pickpocket on the vehicle.
7. Beware of loud arguments and commotions aboard vehicles or on station platforms. Many times these incidents are staged to distract your attention while your pocket is picked.
8. If you suspect pickpockets at work on a particular transit route or subway station, call SEPTA Police Hotline, 580-4131. It's answered 24 hours a day. You do not have to give your name. Trained personnel will take your information and see to it that something gets done. Also, notify Penn Police at 511 or Victim Support at 898-4481.

Traveling During Non-Peak Times

- If possible use above-ground transportation.
- If you use subways, stand near the SEPTA call box.
- If possible use the Market-Frankford El (elevated lines). In case of an emergency there is a cashier's booth staffed during hours of operation.
- If possible travel with a companion(s).

Halloween Safety, Too

This is also a good weekend to pass along to your children and the neighbors' some Halloween Safety Tips:

- Trick-or-treat in your neighborhood.
- Only call on people you know.
- Never go out alone. Go with friends. Ask your mom or dad, older sister or brother, or a neighbor to go along.
- Stay in well-lighted areas.
- Wear white or reflective clothing.
- Carry a flashlight, glowstick, or reflective bag.
- Watch out for cars.
- Have your parents inspect all treats before you eat them.

In the event of an emergency call:

Philadelphia Police	911
University of Pennsylvania Police	573-3333
Children's Hospital of Philadelphia	590-3480
Poison Control Center	386-2100

— Maureen Rush,
Director of Victim Support and Special Services

* Or, from Penn's Home Page, search on the search word SEPTA.

Update

OCTOBER AT PENN

EXHIBITS

30 MFA Fall Show; works by Master of Fine Arts student of the Graduate School of Fine Arts; gallery hours, Monday-Friday 9 a.m.-5 p.m.; reception, November 3, 5-7 p.m.; Meyerson Hall Gallery. *Through November 14.*

FITNESS/LEARNING

30 Francophonie; French conversation meeting; vin, paté and bonne compagnie; 5-7 p.m.; Ben Franklin Room, Houston Hall.

TALKS

25 Gene Expression in Preimplantation Mouse Embryos; Diane Worrada, biology, Penn; noon; Hirst Auditorium, First Floor Dulles Bldg., HUP; (Reproductive Biology).

Social Equality, Physical Restraints on Mobility, and the Black Public Sphere; Regina Austin, Law School; 4:30 p.m.; 3808 Walnut Street (Center for the Study of Black Literature and Culture).

26 Ockham's Razor and Chemistry; Roald Hoffmann, 1981 Nobel Prize Laureate in Chemistry, Cornell; DuPont-Marshall Lecture, 5 p.m.; reception follows; Room 102, Chemistry Building (Chemistry).

27 Development of Mechanistic Biomarkers for Lead Toxicity; Joel G. Pounds, Wayne State University; 12:15 p.m.-1:45 p.m.; Room 209, Steinberg Hall-Dietrich Hall (Institute for Environmental Studies).

30 Modern Ways to Tick Off the Immune System or Novel Vaccine Approaches; Dr. Hildegund C.J. Ertl, Wistar Institute; 4 p.m.; Grossman, Auditorium, Wistar (Wistar).

31 Mechanisms Underlying Subconductance

States in Voltage-Dependent Ion Channels; Edward Moczydlowski, Yale; 4 p.m.; Physiology Conference Room, 4th Floor Richards Building; (Physiology)

Title TBA; Marle Ndlaye; time TBA; Cherpak Lounge, Williams Hall; information: 573-3350 (French Institute).

TIME CHANGE

26 Footprints: The Lives of Jain Ascetics as Ritual Charter; L.A. Babb; Room 201, Jaffe Bldg.; open to PennCard holders only (History of Art, SAS Center for the Advanced Study of India). *Originally scheduled for 3 p.m.; changed to 4:30 p.m.-6 p.m.*



Bike Auction: October 28

The University Police Department's annual bike auction will be held Saturday, October 28, at 10 a.m. in front of High Rise North, 3901 Locust Walk. Bikes may be inspected starting at 9:30 a.m. Checks with ID and cash accepted. Auction will be held rain or shine. Victim Support & Safety Services will have bike locks for sale and bike registration available during the auction. For more information: 898-4485.

Sexual Abuse Survivors Group: Registration by October 31

A confidential Childhood Sexual Abuse Survivor's Group is forming at the Penn Women's Center. Registration deadline is Tuesday, October 31. The group begins its Wednesday meetings on November 1, and continues through Wednesday, December 6.

To register, call or visit the Penn Women's Center, 119 Houston Hall (898-8611), Monday through Friday, 9 a.m.-5 p.m.

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 **October 9 to October 15, 1995**. Also reported were Crimes Against Property including 65 thefts (2 burglaries, 2 of autos, 26 from autos, 24 of bikes and parts); 13 incidents of criminal mischief and vandalism. Full reports are in this issue of *Almanac* on the Web (<http://www.upenn.edu/almanac/v42/n9/crimes.html>).—Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **October 9, 1995 and October 15, 1995**. The University police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Robberies (& attempts)—2, Threats & harassment—6

10/09/95	3:10 PM	Vance Hall	Juvenile had bike taken by other juveniles
10/11/95	1:55 AM	McIlhenny Dorm	Complainant reports ongoing harassment
10/12/95	1:23 AM	McIlhenny Dorm	Liquid poured on door sign
10/12/95	3:49 AM	3604 Chestnut St.	Attempted robbery by unknown male w/ knife
10/12/95	4:01 PM	Medical School	Complainant reports being harassed
10/12/95	9:38 PM	Van Pelt Library	Complainant harassed by male
10/12/95	11:33 PM	Cleeman Dorm	Harassing phone calls received
10/13/95	2:01 PM	Nichols House	Complainant reports being harassed

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

10/09/95	1:57 PM	Sigma Alpha Epsilon	Complainant struck during party
10/10/95	9:45 PM	Harrison House	Unwanted calls received
10/12/95	11:51 AM	Pi Kappa Alpha	Complainant reports being harassed
10/14/95	7:47 PM	4000 Blk. Pine	Wallet taken by unknown actors

30th to 34th/Market to University: Threats & harassment—1

10/12/95	5:39 PM	3300 Blk. Walnut	Aggressive panhandler harassing passersby
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Crimes Against Society

30th to 34th/Market to University: Disorderly conduct—1

10/12/95	5:19 PM	34th & Walnut	Disorderly male arrested
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Outside 30th to 43rd/Market to Baltimore: Alcohol & drug offenses—1

10/15/95	9:49 PM	47th & Springfield	Male arrested for drunk driving
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Almanac

3601 Locust Walk Philadelphia, PA 19104-6224
Phone: (215) 898-5274 or 5275 FAX: 898-9137
E-Mail: almanac@pobox.upenn.edu
URL: <http://www.upenn.edu/almanac>

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

EDITOR Karen C. Gaines
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A Vision of the Classroom *by Kyle Vanderlick*

One of my goals, as a teacher, is to change the classroom from merely a room where students come to take notes to a forum where learning on the spot takes place, where self-confidence is built and exercised, where personal interactions with others are nurtured and developed. Sadly, the classroom is one of the most underutilized resources in teaching. Instead of being the engine of education, it often takes the back seat role.

In developing my teaching philosophy, I have taken cues from innovative educators (like Richard Felder, Professor of Chemical Engineering at North Carolina State University, and Eric Mazur, Professor of Applied Physics at Harvard), found inspiration from those who have taught me, and basically listened to my own instincts. Described below are some of the different strategies that I follow to create my vision of the classroom.

The classroom should be inviting. Establishing a personal and individual rapport with the students sets the stage for this environment. At minimum, I learn the names of all the students in the course. I take advantage of opportunities, like time right before and after class, to mingle with the students. I also hold office hours on the student's turf—in the undergraduate chemical engineering lounge—so that the atmosphere is informal and inclusive.

The classroom should be a place where success can be achieved by all. I use an absolute scale, rather than a curve, to assign grades. Of course it is especially critical to design fair and “doable” exams to make this work, but everyone benefits from it. I believe it is essential that the students feel that their achievements are not linked to the failure or inabilities of others.

The classroom must be a place where not just one person does the teaching. The best person to explain a new concept is someone that has just understood it—not someone who “got it” over ten years ago. And, of course, the best way to cement new ideas is to teach them to others. To promote this, I randomly partition the class into “learning teams” consisting of three members. Over the semester, students will belong to three different learning teams: new ones formed for each period of time between exams. I do not enforce any structure upon the operation of the teams, nor demand any group

product or level of commitment. I simply establish a good reason for the students to care about the welfare of their compatriots: if all members of the learning team score above a certain grade on the exam (corresponding to B or better), then all members receive three additional points, added directly to their raw score. Since grading is not performed on a curve, this inducement is effective. Moreover, it establishes the principle that an individual's achievements can arise from the achievement of others (this is often a revelation for some of the smartest students). In addition to facilitating learning, I have found that the teams promote socialization and class bonding, integrating the less dynamic and introverted students.

The classroom must be a place where learning is actually accomplished, not saved for later. Lectures should not amount to a transcription of the material as presented in the textbook. I try to design lectures that focus on concepts, not details; that allow me to express and share my perception of the topic. As often as possible I think of analogies that can be used to develop insight and a fuller understanding of concepts. I try to promote thinking and immediate digestion of material by asking questions, and stopping to have the students work on quick problems along the way.

The classroom must be a place where feedback and exchange is frequent and non-threatening. I encourage the students to ask questions, and I ask questions of them. I try hard to include all class members. One easy method is to pose each question to a different subset of people: requesting an answer from those wearing white socks; left-handed folks; those without a date on Friday night (always a big response). Students who never get the chance often pipe up. This method also makes it easy to subtly call on certain people.

The classroom is not limited to those enrolled in the course. Learning has been the most stimulating and empowering experience of my life; teaching has been the most rewarding. I especially enjoy bringing science and engineering into the lives of non-majors. I have found that office staff are always eager to know what lies behind the mumbo-jumbo they are typing, and members of my softball team become better hitters when they understand some simple physics. If I try hard enough, I truly believe that I could explain anything to anyone. Every day I have fun trying.

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The Talk About Teaching series was developed by the Lindback Society and the College of Arts and Sciences. Dr. Vanderlick is an associate professor of chemical engineering who is the first holder of the Class of 1942 Term Chair. She won the Lindback Award for Distinguished Teaching in 1993.