

UNIVERSITY of PENNSYLVANIA

Almanac

Tuesday,
December 12, 1995
Volume 42 Number 15

IN THIS ISSUE

- 2 SENATE: New Nominating Committee
MLK Memorial Set
New Faculty Club Director
In Memory of Margaret Allan
- 3 Selling a 'Final Exam' for \$79,000
A-3 Assembly: Invitation
25-Year Club Alert for '96
Penn's Way Report
- 4 Speaking Out: Statements from
Council Speakers on Firing/Layoffs,
Part-Time Benefits, Affirmative Action
- 5 Council: Summary of Public Forum
- 6 Safety Advisory: Winter Break
- 7 Naming an Award for John Chancellor
- 8 Innovation Corner: Energy Savings
- 9 PennVIPS as Santa's Helpers
- 10 Penn in the News
- 11 AIDS, Grantsmanship and
Penn's 'Great for Debate' Bid
- 12 January at Penn
- 14 Holiday Shopping,
Plain and Fancy
- 19 OPPORTUNITIES
- 23 Hansel and Gretel; CrimeStats
- 24 Talk About Teaching: Will Harris
on Teaching in the Constitutional
University

'Tis the Season. . .

'...for giving, especially through PennVIPS' annual drive to bring toys and food to children including 600 with HIV/AIDS. At right, in the Police MiniStation that is one of 11 drop-off points for donations, No. 1 VIP Bonnie Ragsdale is flanked by Bob Zarazowski of Wharton and Trish diPietrae of Vet Medicine (see the Compass Feature on page 9).

It's countdown time for Penn's Way (page 3), and for campus shopping (starting on page 14, with a list of year-long gift ideas on page 18).

'Tis also the season for a short break in publication: from now to January 9, watch the Web for breaking bulletins.



Photograph by Mark Garvin

SENATE

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

To: Members of the Standing Faculty
From: William L. Kissick, Chair

Nominations for Offices Requested

In accordance with the Rules of the Faculty Senate you are invited to suggest candidates for the posts and terms stated below, with supporting letters if desired. Candidates' names should be submitted promptly to the Chair of the Faculty Senate, 15 College Hall/6303, who will transmit replies to the Nominating Committee.

The following posts are to be filled for 1996-97:

Chair-elect of the Senate (1-yr term)
(Incumbent: Peter J. Kuriloff)

Secretary-elect of the Senate (1-yr term)
(Incumbent: David B. Hackney)

Four At-large Members of the Senate Executive Committee (3-yr term)

(Incumbents: Louis A. Girifalco
Mitchell Marcus
Martin Pring
Vivian Seltzer)

Two Assistant Professor Members of the Senate Executive Committee (2-yr term)
(Incumbent: Kathleen McCauley)

Three Members of the Senate Committee on Academic Freedom and Responsibility (3-yr term)

(Incumbents: Frank I. Goodman
Robert F. Lucid
Iraj Zandi)

Three Members of the Senate Committee on Conduct (2-yr term)

(Incumbents: John A. Lepore
Sally H. Zigmond
One to be named)

Two Members of the Senate Committee on the Economic Status of the Faculty (3-yr term)

(Incumbents: Charles E. Dwyer
Jerry S. Rosenbloom)

Nominating Committee Elected

The Senate Executive Committee's slate of nominees for the Senate Nominating Committee was circulated to the Senate Membership on November 14, 1995. No additional nominations by petition have been received within the prescribed time. Therefore, according to the Senate Rules, the Executive Committee's slate is declared elected.

Those elected are:

F. Gerard Adams (prof economics)
Rebecca Bushnell (prof English)
Robert F. Giegengack (prof geology)
Louis A. Girifalco (prof mat sci & engr)
Nancy Hornberger (assoc prof educ)
Abba Krieger (prof statistics)
Phoebe S. Leboy (prof biochem/dental)
Margaret M. Mahon (asst prof nursing)
Yvonne Paterson (prof microbiol/med)

Note: The committee chair will be selected by the Senate Executive Committee at its meeting *December 13, 1995*. The next *Almanac* will be published January 9, 1996. To obtain the name of the Nominating Committee chair immediately after December 13, please contact Carolyn P. Burdon either by telephone at 898-6943 or by e-mail at burdon@pobox.upenn.edu.

Ed. Note: *Almanac* will also post this information electronically upon receipt; open <http://www.upenn.edu/almanac>.

MLK Memorial: January 15

A seven-day schedule of events surrounding the birth date of the late Rev. Martin Luther King, Jr., is announced this week in *January at Penn* (pp. 12-13). Speakers on the key date of January 15 will include Congressman Chaka Fattah; North Carolina Central's Chancellor Julius L. Chambers; and several major civic and religious leaders in this region. The University expects to issue additional program information in *Almanac* January 9, including a statement on released time for staff to attend January 15 events.



Dan Sullivan

Faculty Club Director: Dan Sullivan

Dan Sullivan, interim director of the Faculty Club since the retirement of Tracy Neider in August, has been appointed director. The former general manager for Restaura Inc. at the Philadelphia Civic Center comes to the University with an extensive background in catering, hotel and business management, according to an announcement by the Office of Business Services.

Holiday Hours: The Faculty Club Board will meet on December 18 to decide whether or not to remain closed January 2 through 5. Since no printed *Almanac* is scheduled for December 19, the Board's decision will be announced via Penn Web (Faculty Club home page, under "Schools, Office and Services" on the Penn home page, or at *Almanac* <http://www.upenn.edu/almanac>). Or members can phone the Club at 898-4618; open or closed, Club office staff will be on duty starting January 2.

Margaret H. Allan, 1936-1995

Margaret Hermione Allan, Rare Book Cataloger at the University of Pennsylvania's Van Pelt-Dietrich Library since 1969, died at her Philadelphia home from complications of breast cancer on December 1. She had continued to catalog rare books until two weeks before her death, when her illness demanded further radiation therapy, during the course of which she died. During her long struggle against a cancer which gave her no remissions, she maintained her mobility and her independence virtually to the end.

Margaret was born February 5, 1936, in Edinburgh, Scotland, where she attended secondary school and received an M.A. in Classics from the University of Edinburgh in 1957. After a year spent at the University of Pittsburgh, she worked as a Research Assistant in the National Library of Scotland until 1969. In this position, she supervised completion of the entries and indices of the National Library of Scotland's *Short-Title Catalogue of Foreign Books Printed up to 1600* (Edinburgh: HMSO, 1970), and also prepared the volume for the press. Librarian William Beattie's prefatory note remarked: "The last word must go to Miss Margaret Allan, without whose industry, purpose and learning the catalogue could not have been published either so soon or so well."

Joining Penn in 1969, Margaret assisted in cataloging the Henry Charles Lea Library, working on that project with the late Professor Matthias Shaaber, as well as in cataloging material for the newly-formed Department of Special Collections. She served as Acting Head of the Original Cataloging Department for a year. During the 1980s, Margaret was active in the American Library Association's Rare Books and Manuscripts Section and contributed to a number of rare book thesauri. She also assisted her Penn colleagues in the Original Cataloging Department, who relied on her deep knowledge for reliable answers about the make-up of books and questions of imprint and date. Without her support, the Department would have been unable to catalog as much material as it did in special projects during the past several years.

As emphasis shifted, during her career, from cataloging rare books as artifacts to provision of intellectual access to rare books, Margaret kept abreast of changes. Even after her cancer was diagnosed, over thirty months ago, and while undergoing radiation therapy and neck fusion, she insisted on training in newly-implemented name authority control procedures and mastered their demands. When the Department shifted its workplace technology this fall, Margaret again insisted on being included. In the weeks before her death, she became quite proficient at cataloging with Windows in a new computerized environment.

Strong-minded and independent, Margaret took pride in both her native Scots and in her acquired American identities. One of the last trips she made was a vacation in which she drove by herself through the southeastern states. She was also deeply committed to and active in her church, the First Presbyterian Church in Philadelphia, where she was an Elder and served on its Board of Session, its vestry and its call committee. Margaret was also active in Alcoholics Anonymous and took courses in counseling.

She is survived by her mother, Margaret Shearsby Allan, and her sister, Jeannette MacKinlay, both of Edinburgh, and a large number of friends and colleagues. A memorial service will be held at First Presbyterian Church, 21st and Walnut, at noon on December 15. Margaret requested that any memorial contributions be sent to the Philadelphia Society for Services to Children, 415 South 15th Street, Philadelphia, PA 19146.

—Daniel Traister and Laurence Creider
Van Pelt-Dietrich Library

Selling a Final Exam? If it's a House, It's Okay

In Urban Studies 310, it's a course requirement: Students learn by purchasing, renovating and then—the ultimate “final exam”—selling homes in West Philadelphia.

Last year 30 to 40 students took this hands-on approach to urban renewal—redoing and selling four of the five houses they set out to complete under the guidance of Dr. William Zucker and Lecturer Hanley Bodek. (Dr. Zucker is the Meshulam Riklis professor emeritus of management, and Mr. Bodek is a member of the Philadelphia Construction Company.)

Now the fifth house, a three-story brick twin at 32nd and Spring Garden Streets in Powelton, is also finished and is on the market. With four bedrooms, two-and-a-half baths and a pleasant backyard, it lists for \$79,000. Or, if a buyer meets the City's Section 8 Guidelines (yearly income below \$22,000), the price drops to \$66,000 under an arrangement between the University and the City of Philadelphia.

As part of their coursework the students have also put together packages for several area banks to help buyers initiate the mortgage application process. Under the course's goals the group's first choice would be to sell to a first-time homeowner, although other buyers can be considered—and one group of potential buyers especially high on the students' list are Penn and HUP employees.

“This is a unique opportunity for full-time employees of the University of Pennsylvania,” said College Senior Joshua Senders, who is spearheading the selling phase. “The University Mortgage Program, administered by the Treasurer's Office, provides 105% financing, which means buyers who qualify for a Penn-guaranteed mortgage do not need a down payment and can put closing costs (up to 5% of the purchase price) on the mortgage.” All full-time faculty and staff University and HUP who have completed a six-month probationary period are eligible to apply for such mortgages; Berean Federal Savings and Mellon Bank are the participating lenders.

For more information on this project, Joshua Senders can be reached at 382-9415; or if he is away during the holiday break, those interested can call Mr. Bodek at Philadelphia Construction, 662-1000.

A-3 ASSEMBLY

A-3 Holiday Gathering

The A-3 Assembly will hold its annual Holiday Get-Together on Wednesday, December 20, noon-2 p.m., in the Third Floor Conference Room of Lauder Fischer Hall. All members of the A-3 community are welcome and encouraged to attend.

—Gene N. Haldeman, Secretary,
A-3 Assembly Executive Board

25-Year Club: Hold October 3, 1996

Faculty and staff who joined the University in 1971 or before are asked to note on their calendars that the 1996 reception and dinner for the Twenty Five-Year Club are scheduled for Thursday, October 3, 1996, in the Upper Egypt Gallery and the Chinese Rotunda of the University Museum. Reception begins at 4:30 p.m. and dinner at 6. If there are any questions, please call Duncan Van Dusen at 898-7005.

Nora Bugis, Immediate Past Chair
Patricia M. Hanrahan, Chair
Alfred F. Beers, Secretary
Duncan W. Van Dusen, Chair-elect

Correction re Council Steering Committee

In last week's pullout of Senate and Council lists, two names were missing from the Steering Committee roster. Leaders of the Penn Professional Staff Assembly and A-3 Assembly now serve on Steering, and this year's incumbents are, respectively, Ira Winston and Karen Wheeler.

Photo by Addison Geary



December 15 is the target date for totalling up the proceeds—and more important, the participation—in Penn's Way 1996. As of Friday, the workplace campaign had recorded 1635 participants whose gifts come to more than \$198,000 so far.

Co-chairs of Penn's Way 1996 are Carol Scheman, vice president for government, community and public affairs, and Dr. Ira Schwartz, dean of the School of Social Work.

Anyone who has not received the '96 guidebook explaining options in giving, or who has questions about the program or its payroll-deduction features, should call 898-1733.

Penn's Way '96: As December 15 Approaches...

For me, Penn's Way means giving—giving of myself through my ongoing involvement as a member of the Penn's Way Campaign Committee and giving to those in need through the contributions I choose to make.

Since the University took a major leadership stance in 1991 when we were one of the first local employers to institute a combined charitable campaign, other local institutions have followed in our footsteps. Faculty and staff have given over \$1,000,000 to support the critical work done by human service organizations in the Delaware Valley, but we cannot rest on our laurels. There's much more work to be done.

If you haven't yet returned your pledge card, I hope you will do so today. Join me in making Penn's Way your way.

—Judy Zamost, Training Specialist,
Division of Human Resources and
Member of the Penn's Way Campaign Committee

School/Unit	Employees	Number of Participants	% Participated	Total Contributed
Annenberg Center	27	5	19%	220
Annenberg School	31	11	35%	1,480
Business Services	330	87	26%	4,986
Dental Medicine	406	44	11%	4,804
Development/Alumni Relations	182	57	31%	4,377
Engineering	217	53	24%	11,000
Executive Vice President	161	45	28%	3,025
Facilities	736	88	12%	3,316
Finance	268	90	34%	6,889
Graduate Education	173	37	21%	3,711
Graduate Fine Arts	73	14	19%	920
Human Resources	65	25	38%	4,560
Info Systems & Computing	149	61	41%	3,913
Intercollegiate Athletics	86	10	12%	365
Law School	118	52	44%	13,402
Libraries	232	50	22%	4,343
Medicine	2264	297	13%	68,003
Morris Arboretum	28	13	46%	725
Museum	90	13	14%	1,212
Nursing School	154	11	7%	537
President	84	23	27%	4,018
Provost	219	99	45%	7,693
School of Arts & Sciences	917	165	18%	17,419
Social Work	56	14	25%	1,666
University Life	274	59	22%	4,605
Veterinary Medicine	538	62	12%	7,432
Wharton	570	150	26%	13,743
Total	8448	1635	19%	\$198,364.20

Speaking Out

Following are three statements that originated with the University Council meeting November 29; see coverage, [pages 5-6](#).—Ed.

Ms. Wheeler's remarks were made in the opening section devoted to reports by the constituencies.

Firing vs. Layoff

In recent weeks there have been articles printed in *The Daily Pennsylvanian* (DP) alleging to address the matter of "administrative restructuring." The wording of these articles continue to make reference to employees as being "fired" when they were "laid-off." In reporting on such a sensitive subject such as "administrative restructuring," the content of any article should be clear and accurate. "Fired" and "laid-off" have entirely different implications.

The Executive Board of the A-3 Assembly has an ongoing working partnership with Executive Vice President John Fry and other senior administrators here at Penn. There is already widespread concern within the A-3 community regarding potential layoffs. What cannot come into play is a "brush fire of suspension and mistrust" fueled by articles such as those featured in the DP or any other publication. The Executive Board of the A-3 Assembly will continue our efforts to see that any and all inaccuracies reported in the DP or other publications regarding "administrative restructuring" do not undermine this partnership effort.

—Karen E. Wheeler, Chairperson
A-3 Assembly

Ms. Vick's address was made as part of Council's Public Forum. In Council coverage, [page 5](#), President Rodin gives the status of this proposal.

Benefits for Part-Timers

I am a career counselor in Career Planning and Placement, working with graduate students, and I work part-time. Last February I spoke at a University Council meeting and asked you to make a formal commitment to discussing the extension of full benefits on a pro-rated basis to part-time professional employees.

There are a number of part-time professional employees who have worked at the University for many years and have demonstrated a strong commitment to their positions and the University. In the fall of 1993 several of us began meeting in order to persuade the University to extend full benefits on a pro-rated basis to part-time employees.

We studied materials from Catalyst, a national research organization which works to effect change for women in the workplace, and spoke with representatives from other universities. In doing this we found that many employers, including such peer institutions as Harvard, Yale, Princeton and Brown, provide a full benefits package for their part-time employees.

We met with the former Assistant Vice President of Human Resources and representatives of several schools, and discussed our efforts with the A-1 and A-3. This culminated in a letter from us to Interim President

Claire Fagin to which she responded by asking the Steering Committee to charge the Personnel Benefits Committee to study our proposal and make a recommendation to University Council by February 1995.

After studying benefits for part-time employees, the Personnel Benefits Committee recommended a cost-neutral option which would add one new benefit: participation in health care expense account using tax free salary dollars. However, this recommendation became immaterial because the Coopers and Lybrand report recommended that the total benefits package be restructured.

We think that a formal and thorough survey of part-time professionals should be conducted and that the benefits received by part-time employees at peer institutions should be examined. As benefits become a more significant portion of compensation, the denial of these benefits is a significant wage penalty on part-time employees and their families. As you know, benefits account for 33% of compensation, making it 25% of total compensation.

Before I close, I would like to state that we are your colleagues who, like you, have a long-term commitment to the University. Most of us have worked at the University for at least 5 years while several have worked here 20 years or more.

Finally, we want the University to extend full benefits on a pro-rated basis to part-time professional University employees because it is the right thing to do, because peer institutions do it, and because it will be the best thing for the University if it is to attract and retain the best employees for the 21st century. We ask that Council direct the new Vice President for Human Resources to undertake a serious reconsideration of our proposal during this academic year.

—Julie Miller Vick
Career Planning and Placement

Dr. Crockett's message was interrupted by the clock at Council; it is given in full below. Please see [page 6](#) for the brief response made by President Rodin.

Reaffirmative Action

Affirmative action is under attack in the courts, in Congress, and on university campuses—notably at the University of California. Substantial segments of the general population seem to have bought the idea that affirmative action is reverse discrimination. In this environment, it is important for the supporters of affirmative action to mobilize their response.

Perhaps a reaffirmation of our belief is sufficient, but if dissent is significant on this campus, I believe that a dialogue with the dissenters is desirable. More important, I believe that we must reexamine carefully the groundwork on which our current policies are built in the light of the Supreme Court's move toward closer scrutiny.

I wish to make two points that may be relevant to such a reexamination. With re-

spect to affirmative action in the admission of students, I would make an argument based on the inadequacies of the SATs and other quantitative tests on which admissions decisions are very largely based. These are useful tools, but *even if* we succeed in eliminating any cultural bias, they are still very imperfect measures of the things we are interested in: innate ability, how well the applicant will succeed academically, how well he or she will succeed in life after college.

Suppose that two applicants have identical SAT scores, and I know that one grew up in comfortable financial circumstances, has highly educated parents, and attended an excellent high school, while the other grew up in poverty, has parents who never finished high school, and attended a second-rate high school. I would not conclude from the equality of scores that the two are equal in innate ability. Rather I would conclude that the chances are very good that the disadvantaged student is brighter. This is not just a hunch of mine; there are data to confirm that the factors I have mentioned affect test performance.

It follows that socioeconomic disadvantage should be considered, in addition to test scores, in the admission decision. I would go one step farther. In some cases *present* disadvantage can be related to *past* discriminatory acts by the government against the applicant's parents or grandparents. In the case of disadvantaged African Americans and Native Americans, this seems to me to create a powerful argument for affirmative action—no matter how strict the Court's scrutiny.

My second point relates to affirmative action in the hiring of faculty. I believe that the strongest argument here depends not on a past history of discrimination, but on the University's right to make hiring decisions that meet its own needs.

There is no question at all of hiring faculty who are not well qualified. That is a large red herring. But within the well-qualified pool, the University should give weight to diversity because it needs more diversity than it has to do its job well.

Take women as an example. Women faculty and students share a wide range of gender-related experiences, and that shared experience can give women faculty some special insight into how to present material in a way that will make sense to women students, that will make them comfortable with the subject, and that will arouse their interest. For some women students this is not important; they could not care less if they never had a woman professor. But for many others this special insight does matter.

Exactly the same argument can be made for African Americans or other minorities. It follows that we are not offering equal education to women and minority students unless there is a critical mass of women and minorities among the faculty in all parts of the University. One or two here and there will not do it.

—Jean A. Crockett
Professor Emerita of Finance

Council November 29: Summarizing the 1995 Public Forum Session

The “December” meeting of Council—held on November 29 because of scheduling problems—featured the now-annual Public Forum where members of the University bring questions they believe are within Council’s purview.

Opening reports were brief. President Judith Rodin’s was a call for input (see *Almanac December 5*) on the *Agenda for Excellence* (published November 21/28). Provost Stanley Chodorow was away on University business. Dr. William Kissick reported that Steering will review the UTV experience in Council coverage. GAPSA’s Victor Prince raised cautions on the implementation of the policy on Consensual Sexual Relations, and described national activity to oppose federal cuts in funding for graduate education. The UA’s Lance Rogers praised the resubmission of Dr. Gregg Camfield’s nomination for tenure, and said the UA will follow this and other tenure decisions involving faculty with high ratings as teachers. He also said the UA is trying to identify 24-hour study space.

PPSA’s chair-elect Marie Witt reported that meetings on restructuring are in progress between the A-1 group’s leadership and Executive Vice President John Fry. A-3 Assembly Spokesperson Karen Wheeler raised objections (see *Speaking Out*) to published characterizations of layoffs as “firing.”

Issues in the Public Forum

Limiting each speaker to three minutes, Moderator Will Harris conducted debate on 11 topics. Issues not already being addressed by a Council committee are to be reviewed by Steering for follow-up.

Students and Tenure: Emphasizing that he would “in no way advocate that students be involved in final decisions,” former UA chair Dan Debicella asked that the University develop an institution-wide process for students to offer advice on tenure candidates’ teaching quality. Mechanisms could be: (a) students sit on tenure committees nonvoting (as they are on deans’ reviews or (b) students who have had the professor’s forming committees to write evaluations. Laurie Moldawer said UA has approached NEC about the feasibility of forming evaluation committees, and NEC found it “workable.”

Professor David Hildebrand called graduate students, particularly teaching fellows, “uniquely able to give still another perspective on teaching ability,” and also proposed the use of syllabi and exams as a “written record of the rigor and substance” of candidates’ teaching.

To a query on similar input with respect to visiting faculty, Mr. Debicella said the need was perceived but he could see no practical way.

Pro-Rated Benefits: Julie Vick of the Career Planning/Placement staff made a presentation (see *Speaking Out*) reiterating an earlier plea for pro-rated benefits for part-time professional staff, as supported in a Personnel Benefits Committee study. Senate Chair-elect Peter Kuriloff praised the presentation as one that speaks to “the quality of community, and the danger of making one group invisible.”

President Rodin reminded Council that at the time of Ms. Vick’s initial presentation, and until a few weeks ago, there was no vice president for human resources. “As you recall we were very eager to accept the recommendation of the committee last February, and to commend to the new vice president, when he or she was appointed, that it be taken up with the full consideration of

benefits. It is still our intention to do that; nothing has changed with regard to our recognition of the seriousness of the request and the effort to review benefits.”

UTV / Wade Cablevision: President and General Manager Heather Dorf noted for Council as a whole that the Communications Committee will take up on December 18 a request by UTV (now closed-circuit) to affiliate with Wade Cablevision, making its signal accessible off-campus—as are those of Temple and Drexel. Especially concerned that the prize-winning station cannot be seen by off-campus upperclassmates, she said advertising would also increase, giving UTV the money to be more competitive with other college stations.

Arm’s Length ROTC: Praising Penn’s advances in nondiscrimination on other fronts, Anthony Putz of the Lesbian/Gay/Bisexual Alliance brought to Council what he termed “inaction on enacting the arm’s length relationship with ROTC” recommended by Council in 1993. He reviewed a history of Senate and Council actions and asked that Council set new deadlines, so that ROTC would either be arm’s length, or in a cross-town (consortial) arrangement by fall 1996. In brisk debate, a UA representative urged retention of ROTC, if necessary with a change of University policy to resolve the conflict between Penn’s nondiscrimination policy and the military’s “don’t ask/don’t tell.” When the UA speaker suggested it was inappropriate to keep IAST funds but kick ROTC off campus, Mr. Putz said the Air Force was aware of the arm’s length policy but granted funds for IAST anyway and he believed other services would respect the policy. Lt. Col. Edward Forte, USMC, said he did not believe the NROTC would want to see any deviation from the status quo.

Seating UMC: Onyx Finney of the United Minorities Council asked that Council reconsider the request for a UMC seat—noting that for several years UA had informally reserved one of the undergraduate places for a UMC representative, but when the new bylaws were being written, the request to have that seat made formal was turned down. UA’s Mr. Rogers opposed the proposal. Confirming that the issue would involve the bylaws, and finding in a straw poll “a strong minority, in fact a majority” interested in reopening the issue, Moderator Harris said the issue would go to Steering.

Behavior/Religion Concern: After outlining new mechanisms for coordinating among religious organizations on campus, Acting Chaplain Fred Guyott presented an issue on which the new bodies will soon deliberate and advise the Provost: investigation of reports of what he described as behavioral problems in the activities of an evangelical group called the Greater Philadelphia Church of Christ. Rev. Guyott said consultations with campus religious leaders including CA, Hillel and Newman Center, and with counterparts at other campuses with branches of the GPCC (Brown, BU, Columbia, Harvard and Yale) showed a pattern he characterized as harassment, but in conversations with elders of the GPCC, the elders attributed them to zealotness. As a number of Council members sought clarification on the relationship between this issue and any incursion on freedom of speech, the Rev. Guyott said that an educational approach could concentrate on specific behaviors that students and parents have reported as harm-

ful (harassment, persistent phone calls and visits within dorms) and that he would observe the line between behavioral and theological issues in taking this to the advisory bodies.

Student Disciplinary Charter: Three speakers raised questions about what they perceive as flaws in the proposal under revision by the Provost. (1) Based on a case he outlined, Jonathan Brightbill of Penn Watch asked that the University develop ways to follow criminal cases resulting from campus disciplinary action, and support RAs or others from the University who are involved in the ensuing court proceedings. (2) Undergraduate Hayley Lattman objected to restrictions on advocacy for students in hearings process, and urged President Rodin not to accept any charter that does not provide support for respondents—though she specified she did not mean professional lawyers. (3) Mike Nadel reopened the question of open versus closed hearings, favoring a norm of open hearings (subject to respondent’s choice) except in cases of rape or sexual assault (subject to complainant’s choice).

Mr. Nadel’s overarching proposal—that Council should discuss the proposed Charter at least one more time—led to another straw poll, with a substantial number in favor of returning the Charter for discussion.

President Rodin noted that the Provost has been revising the document in the light of earlier Council discussion and numerous suggestions of the community at large. It is the Provost’s intent once again to publish a draft charter, she said. “The thought was to do this in January since December does not provide a good time for comment. The Charter goes to the Schools, and what they accept as final will give some variety to procedures on a school by school basis. So if Council wants to discuss what will surely be a revised charter, it should be in January.”

Semiautomatic Weaponry: James Gray, A-3 chairperson of the African American Association, opposed a reported plan to arm the University Police with semiautomatic weapons, charging that “raising the level of firepower” would escalate violence and be “a threat to the lives of faculty, staff, administrators, and students.” He also called for examination of University policy on the use of deadly force.

Penn Watch’s Mr. Brightbill supported semiautomatics Penn police, listing incidents in recent weeks in which possession or use of such weapons was reported by Penn Police. He also recalled assaults in recent years on Samir Shah and Keith Campell and the shooting death of Moez Alimohamed. He said other campuses are converting to semiautomatics including Harvard, Yale and Amherst.

On behalf of Public Safety’s Managing Director Thomas Seamon, Maureen Rush conveyed support for conversion from revolvers to semiautomatic weapons, both to protect the Penn community and officers, and to meet industry standards as Penn officers undergo annual training and certification in the Policy Academy.

Dr. Helen Davies urged “careful discussion” and consultation with Penn experts Marvin Wolfgang, the internationally-known criminologist; William Schwab, chief trauma surgeon at HUP and expert on gunshot wounds; Donald Schwarz of pediatrics, an expert on youth and violence prevention. Among questions she listed: Does the use of semi-automatic weapons raise the stakes? How much is such a change needed?

Have semiautomatic weapons been used on the Penn campus in the past? What is the experience of other campuses' police who are using semiautomatic weapons such as Yale and Harvard? Where do officers keep their weapons when not on duty? How will the West Philadelphia community view such a change? And, can Philadelphia do better than New Haven and Boston?

The moderator confirmed for the record that the Council Committee on Safety and Security is considering this issue, that the Committee's report would come back to Council before a decision is made, and that the Committee is willing

to consider the options for discussion and consultation which Professor Davies raised. Added to these in the meantime was Mr. Gray's request that David Rudovsky, a senior fellow in the Law School, also be involved in any discussions.

Sexual Harassment: A former graduate student, Brian Linson, charged that the policy dating from 1988 has been superseded in practice and should be updated or scrapped.

Affirmative Action: Time ran out as Dr. Jean Crockett had delivered the first portion of a statement calling for continued support of affirmative action in the light of external changes.

The full statement is in *Speaking Out*, p. 4.

President Rodin addressed the issue as Council was adjourning, noting that several bodies of university presidents are supporting affirmative action nationally, making their position known "very loudly, nationally" to the Executive Branch and the Congress. "Our own Affirmative Action Council will continue to monitor the national debate and report to the University Community as that debate starts to move in one direction or another. That's not to shortcut discussion by Council or the community at large, but I just want to underscore that there is great attention to these issues in the University and nationally."

SAFETY ADVISORY Winter Break Special Residential Checks

Dear Faculty, Staff and Students:

Winter Break 1995 (12/23/95 to 1/14/96) is approaching quickly. Traditionally, this is a time of lower occupancy and greater opportunity for crime. Therefore, we need to be more safety and security conscious! To reduce the opportunity for crime (especially burglaries and criminal mischief), the Division of Public Safety again offers to conduct Special Checks of Residential Properties from 5 p.m. Friday, December 22, to 7 a.m. Monday, January 15.

Faculty, staff and students who live in the geographical areas bounded by the Schuylkill River and 43rd Street, between Baltimore Avenue and Market Street, may list their residences with the Penn Police Department for Special Checks. Penn Police officers will periodically check the exterior of the property for signs of criminal activity or security breaches. If any are found, the officers will take appropriate action ranging from arrest of the perpetrator to conducting an interior check of the property, with subsequent notifications to the listed occupant.

If you would like to list your residence for Special Checks during Winter Break 1995, please pick up an application at the Penn Police Department Headquarters (3914 Locust Walk) or the Victim Support/Crime Prevention office (3927 Walnut Street). You need to complete and return the application to either location *prior* to vacating the premises. Below you will find Safety and Security Tips to help keep your time away from Penn a safe and happy one.

Wishing you peace and joy this Holiday Season,

*Thomas Seamon, Managing Director, Division of Public Safety
Maureen Rush, Director, Victim Support
George Clisby, Chief of Patrol Operations*

Safety and Security Tips for Winter Break 1995

Winter Break 1995 is almost here! Along with mistletoe and holly, let's also think about safety. To keep the season happy and joyous, and the New Year full of hope and promise, here are some tips to keep in mind:

If you are leaving Penn for Break...

- Secure or remove all valuables (i.e., jewelry, computers, stereos, televisions, etc.). All valuables should already be engraved with your Social Security or other identifying number. Engravers are available at the Victim Support/Crime Prevention office (3927 Walnut Street, 898-4481).
- Close and lock all windows; close all shades, drapes and blinds. Lock and bolt entrance doors to rooms or apartments.
- Use timers on lights and on radios or TVs to give your residence the appearance of being occupied.
- Register your residence with the Penn Police Department for Special Checks during the Break.
- Your answering-device message should *never* indicate that you are not at home. Always use plural nouns even if you live alone (e.g., "We're not available to take your call right now"). Don't use your name(s).
- Make sure that your exterior lighting works and turn all lights on. Preferably, exterior lights should be on a timer or photoelectric cell. If not, contact your landlord about installing these security devices *before* you leave for Break!

If you are remaining at Penn...

- Use one of the ten automated teller machines (ATMs) located inside University buildings and avoid withdrawing money at night. Check the amount withdrawn *only* after you are safely inside your office or residence. Never display money in a crowd.

Please note: More information regarding the specific hours and days of operation for the aforementioned automated teller machines will be forthcoming.

- Carry only necessary credit cards and money.
- Carry your wallet in an inside coat pocket or side trouser pocket. Carry your handbag tightly under your arm with the clasp toward your body. Never let it dangle by the handle.
- Keep your wallet or handbag closed and with you at all times. Never place it on the seat beside you, on the counter next to you or under a seat when dining.
- Be aware of your surroundings and the people around you; trust your instincts. Stay in well-lit and well-travelled areas.
- Walk with your head up, shoulders back and your eyes scanning the people around you.
- Use the "buddy" system or the Penn Transit System when travelling at night. From non-University exchanges, dial 898-RIDE for the vehicular escort service or 898-WALK for the walking escort service between the hours of 6 p.m. and 3 a.m. daily (but see holiday schedules,

in the box below).

- If you are expecting guests or workers, do not open your door until you know it is the right person(s). Always ask to see identification of callers you don't know.
- If accosted, don't resist! Don't panic! Stay calm and get a good description of the assailant (i.e., race, sex, approximate age, height, weight, clothing description, direction travelled, etc.) and report the incident to the police as soon as possible.
- Know the locations of Penn's Blue Light Emergency phones. Open the box, lift the receiver or push the button to talk.
- Report any suspicious person(s) or activities as soon as you can: where, what, who, when and how.
- Know your Emergency Telephone Numbers:

Division of Public Safety

Penn Police Department

3914 Locust Walk

Campus (Exchanges 898, 417 or 573): 511

Off Campus: 573-3333

Non-Emergencies: 898-7297 / 898-7298

Victim Support: 898-4481 / 898-6600

Penn Detectives: 898-4485

Philadelphia Police Department,

18th Police District, 5510 Pine Street

Emergency Telephone Number: 911

General Business: 686-3180

SEPTA Police Department

Emergency Telephone Number: 580-4131

Bus/Escort Services: Holiday Schedules

Both vehicular and walking escort services will be *closed* on the following Mondays:

December 25, 1995

January 1, 1996.

All Transit Stops will be *closed* from Saturday, December 23, 1995 to Monday, January 1, 1996.

However, limited vehicular escort service (i.e., one van) will be available from *Saturday, December 23, 1995 to Sunday, December 31, 1995*.

Walking escort service will also be available from *Saturday, December 23, 1995 to Sunday, December 31, 1995*.

Full vehicular and walking escort services will resume on Tuesday, January 2, 1996.

Award Endowed for John Chancellor

By Sandy Smith

In 1957, Little Rock, Ark., was a city on the verge of a racial explosion. A federal judge ordered all-white Central High School to admit nine black students. Governor Orval Faubus sent the National Guard to keep them out. President Dwight Eisenhower took command away from the governor, and a tense standoff ensued between the troops and an angry white populace.

In the middle were nine brave but terrified black children.

A teenager named Ira Lipman was a friend of one of those nine students. Every night after school, he would go home and watch the news on NBC, which had sent its national reporter, John Chancellor, to cover the crisis.

Sixteen-year-old Lipman was upset by the daily display of bigotry and hate. He felt that, as he would later recall, "the world simply had to know the truth of what was going on inside Central High. I looked up to John Chancellor and knew that he was a fair man—a good man—and that through his reporting, he was certain to have a profound effect on the entire nation."

The press was not allowed inside the school. But young Mr. Lipman, although he attended another school, had easy access. Taking advantage of his position as editor of his school's yearbook, which was printed on Central High's presses, he became a "reliable source" for the NBC newsman and fed him daily information about the situation inside Central High.

Thus began a lifelong friendship between the two men. Now, almost four decades later, Mr. Lipman has decided to honor his hero permanently by endowing a new journalism award to be administered by Penn's Annenberg Public Policy Center.

The "John Chancellor Award for Excellence in Journalism," a \$25,000 prize to be granted annually beginning in 1996, will recognize that reporter who has made the most important contribution to journalism in the past year. The establishment of the award will be officially announced Thursday at a black-tie dinner at the University of Pennsylvania Museum of Archaeology and Anthropology.

The dinner will honor Mr. Chancellor's 45 years of reporting and commentary and the standards of excellence that he set for

the profession.

Mr. Chancellor came to NBC in 1950 after two years with the Chicago Sun-Times and spent all but two years of the rest of his career with the network and retired in 1993. From 1965 to 1967, he served as director of the Voice of America. As a national reporter, an international correspondent, and the senior national affairs correspondent for NBC News, he covered many of the signal events of our time, including school desegregation, the Cuban missile crisis, the fall of the Berlin Wall and the Persian Gulf War.

He has interviewed every U.S. president from Harry Truman to Bill Clinton, every British prime minister from Clement Attlee to Margaret Thatcher, and every Soviet head of state from Nikita Khrushchev to Mikhail Gorbachev. From 1970 to 1982, he held the network's top on-air job as anchorman of the "NBC Nightly News." After stepping down from that post, he became a daily commentator on the program until his retirement.

The Providence Journal's Tom Mooney has called him one of "a few who stand as columns supporting the standards set by Edward R. Murrow." Robert MacNeil, who recently retired as co-host of PBS's "MacNeil/Lehrer News Hour," cited Mr. Chancellor as the broadcaster on whom he modeled his own reporting style.

Mr. MacNeil will be one of the featured speakers at Thursday's event, which will be moderated by former NBC News correspondent Sander Vanocur. Other speakers include syndicated Washington columnists Jules Witcover of the Baltimore Sun and Lars-Erik Nelson of the New York Daily News; journalist and author David Halberstam; writer George J.W. Goodman, also

known as "Adam Smith"; former NBC News head Reuven Frank; and Tom Brokaw, who succeeded Mr. Chancellor as "NBC Nightly News" anchor.

Mr. Lipman, who is the chairman and president of Guardsmark, Inc., a privately owned, national security services firm, and a member of the Board of Overseers of the Wharton School, will serve on the award selection committee along with Kathleen Hall Jamieson, director of the Annenberg Public Policy Center and dean of the Annenberg School for Communication, Mr. Chancellor himself, and two distinguished journalists, one from print and one from broadcasting, to be selected by the committee members.

Dean Jamieson characterized the award as a fitting tribute to one of the country's most distinguished journalists. "John Chancellor set a standard of

journalistic excellence to which the profession ought to aspire," she said. "The award will honor individuals who have met that high standard and in the process will contribute to improving journalism. We at Penn and at the Annenberg School are proud to be associated with this award."

For Mr. Lipman, the award is a personal tribute to a man who made a deep and lasting impression on his life. "John Chancellor is my hero. He was my hero at age 16 in Little Rock, and he is my hero today, because he represents the truth. With this award, I am perpetuating my hero's name in the hopes that it will foster great journalism, which will bring light and truth to the people and make this a better world," Mr. Lipman said in explaining why he decided to endow the award.



Photograph courtesy of Guardsmark, Inc.

Ira Lipman (left) with his hero, John Chancellor



Innovation CORNER

This is the sixth in a series about the results of administrative restructuring initiatives and other related news and features.

Energy Savings

Just about every homeowner has received a whopping electric bill and promptly vowed to cut energy costs. The measures to achieve this are fairly simple—raise the thermostat a bit in the summer, run the dishwasher every few days instead of daily, switch to lower-wattage light bulbs.

For an institution the size of Penn, however, reducing energy costs is more complicated. The University spends between \$33-35 million a year on energy—primarily steam and electricity. With approximately 132 buildings of varying age and size, some containing medical and laboratory facilities, it takes meticulous planning and strategic investments to reduce costs significantly while at the same time becoming more efficient.

Penn's Department of Physical Plant has done just that, with the development of a comprehensive five-year energy plan that has already saved the University some \$3 million, and that will have a value of \$4.26 million in annual savings when projected out to the year 2000. The energy-savings plan covers all University buildings.

"We're always looking for ways to reduce energy costs at the University while improving the quality of life for all our community members," said James Wargo, executive director of the Department of Physical Plant. "Our five-year plan is a component of the University's restructuring effort, and comprises five programs already underway and four proposed projects."

When projected savings for the proposed programs are added to those already in place, the savings to the University by the year 2000 is expected to reach \$8.8 million in annual savings.

The five projects currently underway are the lighting project; capacitor installation; winter free cooling; utility tariff restructuring; and chiller plant Module 6. (See box.)

The lighting project calls for replacing all lights in University buildings with new energy-efficient fluorescent lights.

"Manufacturers of lights are always looking to develop more energy-efficient lights," Mr. Wargo noted. "And our experience has shown that not only are they more energy efficient, but they produce equal- or better-quality light."

Frequently the right time to change lights in a building is when other maintenance or renovation is underway, he said. This was the case with the Evans Building in the Dental School and the Moore building at the School of Engineering and Applied Science. The Nursing Education Building is a large project currently underway.

"When we do projects in buildings we stress the fact that this is the time to install energy-efficient lights," Mr. Wargo said. "We then calculate the savings in those buildings where we've changed lights and project this out to the entire University."

The plan projects savings of \$4.1 million from the lighting project at the end of the five years.

The department estimates some \$400,000 in savings through installation of capacitors in four of the University's five electrical substations, which are fed electricity by PECO. The utility sets a standard for efficient use of the electricity it provides, and the University must pay a penalty if it fails to meet that standard. By installing capacitors, which are pieces of electrical equipment that ensure efficient energy flow, the University was able to improve efficiency and save money.

The department has also responded to the demands from the University's growing research enterprise, where many laboratories require cool, constant temperatures even in winter to assure validity of research results. Because of this need, many research areas had purchased local chillers to keep their labs cool. This equipment was expensive and not particularly efficient, Mr. Wargo said. In response to this, the department developed a "winter free cooling" program, in which water, cooled by the outside air temperature—and already stored in two of the University's six chilled water plants' cooling towers—was winterized to keep from freezing. When labs need cooling, the cooled water is then exported through an exchanger to the building for their winter cooling needs.

This has saved approximately \$150,000, according to Mr. Wargo.

Finally, the University successfully negotiated a new tariff with the electric and steam companies, for a savings of approximately \$1.9 million for University buildings

and an additional \$600,000 for the Hospital of the University of Pennsylvania.

Physical plant's next major energy-saving initiatives are a proposal to complete the lighting-replacement program throughout the entire University; a plan to install more capacitors; and upgrading automated systems to give the department more comprehensive information on how the University's substations and chiller plants are operating, thereby enabling the department to determine the most efficient and cost-effective ways to provide energy throughout the University.

And it doesn't stop there, Mr. Wargo said. "We've started out with the 'macro' view, looking at the whole University," he said. "Next, we will move on to the 'micro' view, that is, working with individual schools to develop their own energy-savings programs."

—Phyllis Holtzman

Making 20,000 Ton-Hours Of Ice as the World Sleeps

The University's newest chilled-water plant (Module 6) is playing a key role in cutting energy costs, Mr. Wargo said. The electric company charges the University a tariff based on 80 percent of the University's peak demand for electricity, or the actual demand, whichever is higher; this rate applies even in the winter, when demand is lower. The result, Mr. Wargo said, is the continuation, using new technologies, of "demand-side management,"—that is, finding ways to reduced demand, thereby reducing the charge from the utility.

This is where Module 6 comes in. The new plant, at 38th and Walnut St., was designed with an ice-producing system. At night, during off-peak hours, the plant produces 20,000 ton-hours of ice. During the day, the ice is "burned," or melted, to produce chilled water for air conditioning, reducing the need to use electrically driven chillers.

The ice-storage system was designed with the capability to produce an instantaneous 4,000 tons of chilled water during designated peak hours, thereby reducing the measured electrical demand, Mr. Wargo said. This has saved the University approximately \$700,000 a year.

Penn Groups Spread Holiday Cheer

If Bonnie Ragsdale were Santa Claus, every Penn faculty and staff member would be airlifted to the North Pole, shod with a pair of elf shoes and put to work on the toy assembly line.

Bonnie isn't Santa, but she comes close. About seven years ago, she and others who work in the Franklin Building informally started collecting toys to distribute to West Philadelphia children whose Christmases would otherwise have been sparse. Their efforts snowballed and, five years ago, became an official toy drive across campus organized by Ms. Ragsdale's army, **Penn VIPS** (Volunteers in Public Service). Ms. Ragsdale has often been called "the mother of Penn VIPS." Her title is director of Penn VIPS, but her day job is staff assistant in the Office of the Executive Vice President.

Penn VIPS is doing it again this year—collecting toys and food for children and adults in need throughout West Philadelphia.

"The need is great out there," Ms. Ragsdale said last week when visiting one of several collection sites, the Police Mini Station at 3927 Walnut St. Children and families at St. Barnabas Mission will receive toys, adult gifts and food, she explained. Toys will also be distributed through Bebashi, a social service agency, to more than 600 children with HIV/AIDS at The Children's Hospital of Philadelphia, St. Christopher's Hospital for Children and the Strawberry Mansion Health Center.

Penn VIPS has 11 drop-off points across campus, and some individual schools and departments have additional collection spots within their locations. (See box.)

Donors are urged to wrap their gifts and indicate the age and gender appropriate to each gift. The collection drive will wind up on Wednesday, Dec. 20. The following day, the Ragsdale volun-

teer army begins sorting and packaging the gifts and food items at the Faculty Club.

Toys collected at President Judith Rodin's holiday reception are also brought to the Faculty Club for distribution with the Penn VIPS items. Last

Dec. 21 at the Faculty Club and gifts from Santa will be distributed.

Volunteers and donations are needed to assure the event's success for the eighth consecutive year.

Contact John DeLong (898-7239) or Yvonne Oronzio (898-4210) in the Student Financial Services office and specify what type of gift you would like to donate. Physical-plant employees can contact George Rael in the Locksmith's Shop.

Gifts suggested for senior citizens include sweat pants/shirts (men's large and XL; women's medium and large); men's socks, T-shirts, undershirts, thermals; women's thermals; dusting powder; slippers without backs (not the sock type) in men's medium and large, women's small, medium and large; men's and women's sweaters and

vests (all sizes); trivia games, puzzles, chess, checkers and card games.

Gifts should be wrapped with an outside label indicating the size and appropriate gender. Monetary donations also are appreciated and will help offset the cost of the luncheon and transportation.



Photograph by Mark Garvin

Wharton's Bob Zarazowski, Bonnie Ragsdale and Trish diPietrae of the School of Veterinary Medicine aid the drive.

year's reception produced "bags and bags of gifts"—500 to 600—Ms. Ragsdale reported.

Operation Santa Claus also brightens the holiday season for youngsters and senior citizens. A party will be hosted for residents of three West Philadelphia nursing homes (Mercy Douglas, The Ralston House and Stephen Smith Nursing Homes) and children from St. Vincent's Orphanage. The luncheon will be held

Donations to the Penn VIPS toy and food drive can be dropped off at the locations listed below. For more information, contact the Penn VIPS volunteer in the right-hand column.

Book Store	Velda Williams	898-5920
College Hall, Rm. 202	Jo-Ann Zoll	898-7599
Franklin Bldg., Rm. 728	Bonnie Ragsdale	898-2020
Houston Hall, Rm. 200	Tania Caceres	898-4831
Museum	Bonnie Crosfield	898-4001
Van Pelt Library	Rachelle Nelson	898-5938
Veterinary School	Trish diPietrae	898-8842
Steinberg-Dietrich Hall	Bob Zarazowski	898-1291
3401 Walnut St., Rm. 234A	Phyllis Vizzachero	898-7903
3401 Walnut St., Rm. 233A	Jeannette Booker	898-1906
3927 Walnut St.	Lt. Sue Holmes	898-4481
(Police Mini Station)		

Penn Faculty and Staff in the News

In the past few weeks, media around the world have interviewed Penn faculty and staff for numerous stories on a broad range of topics—from fats to academic standards. Some samples:

Marvin E. Wolfgang, professor of criminology and of law, was quoted recently in **China Daily**, the major English newspaper circulating throughout China, about the “incredibly low” record of juvenile delinquency in central China’s Hubei Province. With one-fifth of the world’s population, China is facing major social changes, which makes it a critical place to study delinquency, Dr. Wolfgang believes. He began his study in 1990 and expects to finish it in 1997.

.....

The sudden death of Olympic gold-medal skater Sergei Grinkov drew media attention to new ways of detecting early heart trouble. **Dr. Daniel Rader**, director of Penn’s Lipid Clinic, was quoted in **The New York Times** on Sunday, Nov. 26, about predictive tests—genetic and biochemical tests used with ultrafast CT scans—that are still primarily research tools but can identify people in their 20s who are at risk of early death from heart disease.

.....

The Philadelphia Inquirer’s higher-education writer, Howard Goodman, has been writing a series about college admissions. In a feature story on Nov. 27, he took readers along on a recruiting “blitz” and reported that **16 Penn recruiters** visited 1,200 high schools and met with nearly 13,000 students and parents “in seven weeks of hard hoofing this fall” from Puerto Rico, the Virgin Islands, Guam, Tokyo, Hong Kong, Singapore, Manila, Jakarta, Dubai, Istanbul, Athens, Rome, Vienna, Geneva, Frankfurt, Paris, London, Brussels, Mexico City, Bogota to Quito. And, of course, all 50 states from Portland, Ore., to Wichita, Kan., to Gainesville, Fla.

.....

Wistar Institute’s **David Kritchevsky** was quoted in **Knight Ridder** newspapers across the country recently on the merits and demerits of fats in the diet. In an article about the roles of wine, fats

and life-style among the French, Dr. Kritchevsky said that, while the French indeed consume buttery pastries, cheeses and rich cream sauces, they do so in smaller portions than most Americans. “If you eat a small amount of fat, you’ll stop earlier. Fat makes you feel full,” he said, but “one of our problems is that we have these unbelievably huge meals....Today, we still eat like horses, but we don’t work like horses.”

.....

Annenberg professor **Joseph Turow** was surprised to learn that the Dec. 3 **Calgary Herald** noted his views about the language and sexual situations on prime-time television—because he had never been interviewed by a Calgary reporter. But the story was written by a Knight Ridder television writer in Philadelphia who had called Dr. Turow, and the story was picked up by the Herald.

.....

Last week, **Newsweek** quoted at length **George Gerbner**, Annenberg dean emeritus, about the connections between violence portrayed on television and real-life violence. The story cited findings of Dr. Gerbner’s 10-year study of the multiple effects of television violence.

.....

Since the assassination of Israeli Prime Minister Yitzhak Rabin, political science professor **Ian Lustick** has been quoted widely about extremist groups in Israel, most recently by the **Xinhua News Agency**.

.....

The Wall Street Journal reported Nov. 13 on how technology continues to change the nature of instruction on campuses cross the country. The story noted Penn’s leading role in the information age with the development of ENIAC here a half-century ago. **Dan Updegrave**, associate vice provost of information systems, was interviewed and noted that spending on technology is crucial to being competitive in today’s college market. Just as the best students are attracted by the best faculty, libraries and course offerings, he said, so too are they attracted by the best computing facilities.

The story also reported that Penn is

spending \$35,000 to \$40,000 in each of 58 classrooms to create a system that will project a computer screen’s image on a larger screen via an overhead projector. The system will enable teachers to create World Wide Web pages based on lecture presentations that can then be used as class notes.

.....

In the **Inquirer’s** Dec. 3 Sunday magazine Style column, **Thomas Wadden**, the psychologist who heads the medical school’s weight and eating disorders program, was quoted about body image and fat. Dr. Wadden reported that more than one-third of Americans are obese (at least 20 percent over recommended body weight). As real people are getting fatter, and those they see in the media are increasingly thinner, the growing gap between how fat we are and how thin we think we should be “produces a lot of dissatisfaction,...incredible suffering for the national psyche,” Dr. Wadden said.

The **Food** column in the same issue focused on the Museum Catering Co., the in-house caterer at the University of Pennsylvania Museum of Archaeology and Anthropology. The story reported the company’s four-fold growth, “now serving in rentable venues all over town,” since it began in the late 1980s and pictured its executive chef, **Locke Johnston**, with a tray of tasty hors d’oeuvres.

.....

Teacher-education programs may not be adequately preparing prospective teachers to educate students of diverse cultural, racial and ethnic backgrounds, wrote **Marilyn Cochran-Smith**, associate professor of education, in the winter issue of the **Harvard Educational Review**. In its Dec. 6 edition, **The Chronicle of Higher Education** noted her article, “Uncertain Allies: Understanding the Boundaries of Race and Teaching.”

.....

Wharton professors **Bruce Kogut** and **J. Scott Armstrong** were interviewed for a story in **The Wall Street Journal** Dec. 5 about M.B.A. students’ job-hunting, academic standards, admissions standards, and pass/fail grading systems.



Ninety-eight Candles for 98 Lives

World AIDS Day was recognized at the Medical Center with the second annual candlelighting and remembrance gathering on Dec. 1. Dr. Stephen Gluckman, head of the Immunodeficiency Program, helped to organize the event, which was attended by physicians, physicians' assistants, pharmacists, ancillary staff, social workers and residents, as well as about 60 family members and friends of AIDS patients who died over the past year.

"We wanted to celebrate what they gave to us—unbelievably fine and decent examples of how to live and how to die, with class, style and sense of humor," Dr. Gluckman said in an interview after the event.

Many people don't realize, he added, that "most patients with HIV are alive for many years. Over those years, you really establish long-term relationships. You become good friends and become close not only with them, but also with their supporters and families. We thought

it would be useful to the families and for us, too," to remember them on World AIDS Day.

The event at the Penn Tower Hotel included the reading of names of patients who had died and lighting 98 candles, one for each individual. During the commemoration, songs were sung by the United Hospitals Choir, composed of singers who work at various area hospitals. A resident in the Immunodeficiency Program played the piano, and poetry was read. In a particularly moving reading, some members of the group were unable to continue the

poem, and others picked up their places until they, too, couldn't continue. People also spoke spontaneously about individu-



Photograph by Candace diCarlo

Dr. Rob Roy MacGregor, standing at the podium, and Dr. Michael Moore, lighting candle

als who have died.

Another commemoration event, Dr. Gluckman said, will be held next year on World AIDS Day, Dec. 1, 1996.

Dr. Raquel E. Gur on Finding Federal Funding

On campuses across the country, keyboards are tapping out requests for federal funding. Grantseekers new to the game, or who have not enjoyed much success in capturing ever-shrinking federal dollars, can learn from those with more experience.

Last month, Penn Professor of Psychology Raquel E. Gur presented a seminar on "The Art and Science of Obtaining Federal Funding," sponsored by the Penn Medical Center. For those who did not attend the seminar but hope to attract a funding

source's attention and bag a grant, Dr. Gur suggests avoiding these common pitfalls:

- a lack of clear focus;
- no stated hypothesis;
- disorganized text (unrelated paragraphs and sections);
- outdated literature reviews;
- inaccurate citations in the text;
- too much ambition;
- no consideration of alternative methods to the proposed study;
- omission of statistics and plans for data

analysis;

- insufficient discussion of limitations;
- small type font or other gimmicks that make reading the text miserable;
- failure to run the application by a pair of external eyes before sending it to the granting reviewer.

Dr. Gur knows her way through the grantsmanship maze. She has written about 25 federal grant proposals. "Usually I get them," she reports, "so I don't have to write too many."



Photograph by Mark Garvin

Great for a Debate

Penn President Judith Rodin, Mayor Edward G. Rendell and Carol Scheman, Penn's vice president for government, community and public affairs, presented a proclamation to Janet Brown (second from left), executive director of the Commission on Presidential Debates, in late November when Ms. Brown toured Penn, which may be selected as one of the sites for the 1996 presidential debates. Thanks to the work of Annenberg Dean Kathleen Hall Jamieson, Penn is one of 10 university campuses selected as potential debate sites.

January

AT PENN

ACADEMIC CALENDAR

11 Registration for undergraduate transfer students. Through Jan. 12.
16 Spring semester classes begin.
26 Add period ends.

CHILDREN'S ACTIVITIES

5 *Parsons Dance Company*; Discovering Dance Series; see also *On Stage*; 11 a.m.; Annenberg Center; \$5; tickets/info: 898-6791.
6 *Chinese New Year Festival*; children, ages 8-12, hunt for a dragon and learn about the preparations for the festival; see also *Special Events*; 10 a.m.-noon; University Museum; \$5/materials fee; registration: 898-4106.

CONFERENCE

27 *Your Veterinarian and Your Dog: Canine Symposium*; for owners and breeders of companion animals; moderator: Peter Felsburg, immunology and clinical studies/vet; 8:45 a.m.-4 p.m.; Room B101, VHUP; \$45 (incl. parking and lunch); registration/info: 898-8862 (Vet Med.; VHUP).

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: \$4, \$3/seniors, \$2/students, free/with PennCard, children under 6; all other galleries: free.

Upcoming

15 *John W. Mauchly and the Year of the Computer*; an overview of the evolution of computing with an emphasis on Mauchly's involvement in ENIAC's creation; Rosenwald Gallery, Van Pelt-Dietrich Library.
20 *Somewhere East of Suez: People and Places*; photos by Leonard Evelev of his 40 years of travel throughout Asia; see also *Talks*; First Floor Sharpe Gallery, Museum. Through April 7.

Now

Moving the Fire: The Removal of Indian Nations to Oklahoma; Museum. Through Jan. 14.
Cho Duck-Hyun; Lloyd Gallery, ICA. Through Jan. 14.
Boris Mikhailov: After the Fall; Tuttleman Gallery, ICA. Through Jan. 14.
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.
Images of Victory: Woodblock Prints from the Sino-Japanese War (1894-95); Second Floor Changing Gallery, Museum. Through Aug. 31.
Sculpture of Harry Gordon; Arboretum. Through 1996.
Time and Rulers at Tikal: Architectural Sculpture of the Maya; Museum. Through Fall 1997.

Ongoing

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

University Museum Tours

Meet at main entrance; 1:15 p.m.
6 *World of Alaska's Native People.*
7 *Egypt: Land of Mummies, Myths and Hieroglyphs.*
13 *Living in Balance.*
14 *Search for Self: Buddhism Spreads.*
20 *Ancient Iraq: Cradle of Civilization.*
21 *Mexico's Pre-Columbian Cultures.*
28 *China: Land of Bronze and Jade.*

Almanac

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

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 January 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 *February* at Penn calendar.

FILMS

Film/Video Project

Films, film series and programs at International House, 3701 Chestnut Street; film tickets (unless otherwise noted): \$6, \$5/members, students, seniors, \$3/children under 12; foreign language films with English subtitles; information: 895-6542. Repeat dates and times in italics.

12 *Goldeneye* (Campbell, 1995); open captioned; 7 p.m. Jan. 14, 3 p.m.
23 *UFVA Student Film and Video Festival; Program 1*, 7 p.m. *Program 2*, Jan. 24, 7 p.m.

Happy Birthday Buster

Celebration of the centennial of Buster Keaton and cinema; films directed by Keaton, Eddie Cline, Malcom St. Clair, Clyde Bruckman, Edward Sedgwick and Gerald Potterton.

11 *Sherlock Jr.* (B.K., 1924), *The Electric House* (B.K. & E.C., 1922), and *The Blacksmith* (K. & M.S.C., 1922); 7 p.m. Jan. 14, 6 p.m.; Jan. 16, 9 p.m.
Cops (B.K. & E.C., 1922), *Convict 13* (B.K. & E.C., 1920), *The Goat* (B.K. & M.S.C., 1921), and *The High Sign* (B.K. & E.C., 1921); 9 p.m. Jan. 12, 5 p.m.; Jan. 15, 9:15 p.m.
12 *The Cameraman* (E.S., 1928) and *Day Dreams* (B.K. & E.C., 1922); 10 p.m. Jan. 16, 7 p.m.
14 *The General* (B.K. & C.B., 1926) and *The Railrodder* (G.P., 1965); 8 p.m. Jan. 15, 7 p.m.

Hong Kong Style

17 *The Chinese Feast* (Hark, 1994); 7 p.m. Jan. 21, 6:45 p.m.; Jan. 28, 4 p.m.
C'est La Vie, Mon Cheri (Yee, 1993); 9 p.m. Jan. 22, 7 p.m.; Jan. 26, 6 p.m.
18 *Romance of Book and Sword* (Hui, 1987); 7 p.m. Jan. 21, 2 p.m.
Swordsmen II (Hark, 1992); 9 p.m. Jan. 21, 4 p.m.
19 *Heroic Trio* (To, 1994); 6 p.m. Jan. 26, 8 p.m.; Jan. 28, 6 p.m.
My Father the Hero (Kwai, 1994); 8:15 p.m. Jan. 22, 9 p.m.; Jan. 29, 7 p.m.
Return of the God of Gamblers (Jing, 1994); 10:15 p.m. Jan. 25, 9 p.m.
21 *Autumn Moon* (Law, 1992); 8:15 p.m. Jan. 23, 9:15 p.m.
27 Kung Fu Challenge: *Fong Sai Yuk* (Kwai, 1993), 4 p.m. and midnight; *Enter the Dragon* (Clouse, 1973), 6 p.m.; *Cleopatra Jones* (Starett, 1973), 8 p.m.; *Rumble in the Bronx* (Tong, 1995), 10 p.m.; Kung Fu Challenge series: \$12, \$10/students and seniors; advance tickets: 895-6542; limited number of free, first-come first-served tickets for *Rumble* available for non-series-ticket holders. Cleopatra Jones repeated in blaxploitation film fest.

From Caesar to Super Fly

Blaxploitation film series; continues in February; call for remainder of schedule.
24 *Superfly* (Parks, Jr., 1972); 9:15 p.m.
25 *Black Caesar* (Cohen, 1973); 7 p.m.
26 *Foxy Brown* (Hill, 1974); 10:15 p.m. Jan. 30, 7 p.m.
27 *Cleopatra Jones* (Starett, 1973); 8 p.m.
28 *Black Mama, White Mama* (Romero, 1973); 8:15 p.m.
29 *Sheba, Baby* (Girdler, 1975); 9:15 p.m.
30 *The Mack* (Campus, 1973); 9 p.m.

1996 Martin Luther King, Jr. Commemorative Celebration: "Every Person Can Make A Difference"

All events are open to the public unless otherwise indicated. For complete listing: Isabel Sampson-Mapp, Executive Chair, MLK Commemorative Program, 898-0104.

10 *Beverly Daniel Tatum Colloquium*; 10 a.m.; Graduate School of Education (GSE).
13 *Fifth Annual WXPN Martin Luther King, Jr. Concert*; Richie Havens, musical performance; hosted by Arrested Development's "Speech"; benefits Big Brothers & Big Sisters; 7:30 p.m.; Annenberg Student Theater; tickets available for WXPN Members; live broadcast on 88.5 FM; Larry Raybourn, 573-3340. (WXPN).
14 *King's Walk*; paint banners, 2-6 p.m., Houston Hall Auditorium; banners hung on Locust Walk for the week. (Program for Student-Community Involvement).
Eyes on the Prize; Part I shown on ResNet; 8 p.m.; Pam Robinson, 898-8696 (Residential Living). *Parts II-VI screened on January 15-19, respectively.*
15 *King's Breakfast*; with talk, *How Can We Make A Difference Within Our Community?*; 9-11 a.m.; DuBois College House; information: Afi Robertson, 898-0104 (Black Graduate and Professional Student Association; Black Student League; United Minorities Council).

King's Speeches; all day; on College Green and at The Book Store (BGAPSA, BSL, UMC).

Martin Luther King, Jr. Commemorative Program; Celebratory program featuring Reverend Herbert Lusk, the Greater Exodus Baptist Church and Shaw Middle School Winners of an MLK, Jr. essay contest; noon-2 p.m.; Penn Tower Hotel; Afi Robertson, 898-0104.

Martin Luther King, Jr. Luncheon; noon-4 p.m.; Penn TowerHotel; 387-8333 or 898-1492. (Penn Tower Hotel).

Martin Luther King, Jr. Symposium: Are We Really A Community?; 3-5:30 p.m.; DuBois House; Afi Robertson, 898-0104. (BGAPSA, BSL, UMC).

Congressman Chaka Fattah; 3 p.m.; D-9 & 10, Graduate School of Education; Elaine Jenson, 898-9642 (GSE)

Martin Luther King, Jr. Commemorative Evening Program; Chancellor Julius L. Chambers, North Carolina Central University; 7:30 p.m.; Annenberg School Auditorium; Terri White/Robin Read, 898-0809.



A fruit seller on the Mekong River ferry, Vietnam, 1991, from the upcoming photographic exhibition Somewhere East of Suez: Peoples and Places, opening January 20 at the University Museum. See Exhibits and Talks.

Independent Film/Video Ass'n
Registration/information: 895-6594.
17 *PA Humanities Council*; overview of grant application procedures; 6:30 p.m.
31 *Open Screen*; 7 p.m.

FITNESS/LEARNING

English Language Programs Evening Course Registration; classes meet 6-8:30 p.m.; *Academic Writing*, Mon., Jan. 29-Apr. 22; *Pronunciation Improvement*, Tues., Jan. 30-Apr. 23; *Conversation*, Mon. and Weds., Jan. 29-Feb. 28; *TOEFL Preparation*, Tues., Jan. 30-Feb. 29; \$290/course (\$10 fee added for late registrants); info: 898-8681. *Registration starts Jan. 15.*

Ice Skating; public skating: Mon. and Wed., 4-6 p.m.; Tues., 6-8 p.m.; Thurs., 5:30-7:30 p.m.; Fri., 8-10 p.m.; Sat., 12:30-2:30 p.m., 8-10 p.m.; midnight-2 a.m.; Sun., 12:30-2:30 p.m.; \$5, \$3.50/with PennCard, \$1.50/skate rental; *figure skating: patch*: M-F, 12-12:45 p.m.; *freestyle*: M-F, 12:45-1:30 p.m.; \$5/session, \$8/both; *7-week group lessons* (call for dates): Tues., 6-8 p.m.; Wed. 4-6 p.m.; Thurs. 3:45-5:15 p.m. or Sun., 10:45 a.m.-12:15 p.m.; \$70; 1923 Rink; 898-1923. *Open through April 7.*

Jazzercise; 5:30-6:30 p.m.; Mon., Tues. and Thurs.; Philadelphia Child Guidance Ctr.; first class free; \$3.50/class, \$2.50/students; Carolyn Hamilton, 662-3293 (days), 446-1983 (evenings).
Penn Council for Relationships Therapy Groups; info: 382-6680.

Quaker Worship Group; silent worship and brown-bag lunch; noon; Christian Ass'n Auditorium. *Meets Wednesdays.*

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

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

25 *Nursing Home Placement and Other Long-Term Care Issues and Options*; Alzheimer's caregiver support group workshop; 11:30 a.m-1 p.m.; Susan Algieri-Platt; Ralston-Penn Center; registration: 662-2746 (Human Resources).

Reducing the Second Shift: How to Reduce Your Full Time Job at Home Since You Already Have a Demanding Job at Penn; Quality of Worklife Workshop; Marilyn Kraut; noon-1 p.m.; Bishop White Room, Houston Hall; registration: 898-0380 (Human Resources).

MEETINGS

6 *Macular Degeneration 1996*; CME Meeting; 8 a.m.-1 p.m.; Scheie Eye Institute; registration: 662-8141.
17 *University Council Meeting*; 4-6 p.m.; McClelland Hall, The Quad.

18 *Lesbian, Gay and Bisexual Staff and Faculty Meeting*; noon; room info: 898-5044 or bobs@pobox.upenn.edu.
Trustees Full Board Meeting; Faculty Club. Through January 19.
20 *Oculoplastic Grand Rounds*; John Linberg; CME Meeting; 8 a.m.-noon; Scheie Institute; registration: 662-8141.
31 *SAC Meeting*; all reps expected to attend; 6 p.m.; Room B-6, Stiteler Hall (Student Activities Council).

MUSIC

20 *Jazz des Jeunes*; Haitian musical group that brought together African and big band music celebrates its 53rd year; 8 p.m.; Folklife Ctr., Int'l House; \$15, \$13/students and seniors, \$10/members; tickets: 893-1145 (Folklife Ctr.).

ON STAGE

Annenberg Center
Tickets/information: 898-6791. Repeat dates and times in italics.

4 *Parsons Dance Company*; performance *Class Act and Step Into My Dream*; see also *Children's Activities*; 7 p.m.; Zellerbach Theatre; \$26, \$12/students. Jan. 5 and 6, 8 p.m.; Jan. 6, 2 p.m.
11 *The Three Sisters*; Philadelphia Festival Theatre for New Plays performs Carol Rocamora's new translation of Chekov's play; 8 p.m.; Harold Prince Theatre; \$26/Fridays & Saturdays, \$23/all other performances, \$12/students. Jan. 12, 13, 16-19, 20, 23-27, 8 p.m.; Jan. 14, 20, 21, 27, 28, 2 p.m.; Jan. 14, 21, 7 p.m.; Jan. 25, 11 a.m.

SPECIAL EVENTS

17 *Foods of the Forest Dinner*; features charcuterie, venison, pheasant, trout, and vegetables and desserts; 5:30-8 p.m.; Faculty Club; \$18.50 plus 18% service charge; reservations: 898-4618.
18 *Houston Hall Centennial*; SPEC event; Through Jan. 24.
27 *Chinese New Year Celebration: Year of the Rat*; Kung Fu and T'ai Chi, fortune telling, cooking, storytelling, dragon dance and firecracker parade; 11 a.m.-4 p.m.; Museum; free with admission donation: *Exhibits*.

Guided Walking Tours; Sat. and Sun.; 2 p.m.; hours: Mon.-Fri., 10 a.m.-4 p.m.; Sat. and Sun., 10 a.m.-5 p.m.; Morris Arboretum; admission: *Exhibits*.

SPORTS

Tickets for winter sports, except basketball, are free. Basketball: 898-6151.

Home locations: Basketball, Wrestling: Palestra; Fencing: Weightman Gym; Women's Gymnastics: Hutchinson Gym; Squash: Ringe Courts; Swimming: Gimbel Gym-Scheerr Pool.

9 *W. Basketball v. Marist*; 7 p.m.
12 *M. Basketball v. Brown*; 7 p.m.
13 *Swimming v. Dartmouth, M.,* noon, W., 3 p.m.; *Gymnastics v. URI/Towson State*, 1 p.m.; *M. Basketball v. Yale*, 8 p.m.

16 *W. Basketball v. Delaware*; 7 p.m.
20 *Fencing v. Brown/Duke/Haverford*, 11 a.m.; *Swimming v. Brown, M.*, noon, W., 3 p.m.
22 *Basketball v. Lafayette, W.*, 5:45 p.m., *M.*, 8 p.m.
24 *M. Squash v. F&M*; 4:30 p.m.
25 *Fencing v. Rutgers*; 7 p.m.
26 *W. Swimming v. Navy*, 4 p.m.; *Wrestling v. Columbia*, 7 p.m.
27 *Fencing, M. v. Yale, W. v. Yale/ FDU/Cornell*, 11 a.m.; *Wrestling v. Cornell/Seton Hall*, 3 p.m.
30 *W. Squash v. J. Hopkins*; 5:30 p.m.

TALKS

3 *An Etiquette of Form: Cho Duck Hyun Exhibit*; Patrick Murphy, ICA; 6 p.m.; ICA.
10 *Talking about Race, Learning about Racism in College Classrooms*; Beverly Daniel Tatum, Mount Holyoke; 10 a.m.-noon; Room B-26, Grad. School of Education (GSE; Teacher Ed. Prog.).
Altering Photography: On the Cho Duck Hyun and Boris Mikhailov Exhibits; panel discussion; ICA; 6 p.m.
15 *Beyond Vancomycin: A Rational Computer-Aided Strategy for Overcoming Bacterial Resistance*; Paul Axelsen, pharmacology and medicine; noon; Rm. M100-101, John Morgan Bldg. (Pharm.).

17 *Is There a Male Menopause?*; Peter Snyder; endocrinology; 4-5 p.m.; Rm. 202, BRB1 (Institute on Aging).
The Articulation of Islamic Space in the Pre-Modern Deccan; Richard Eaton, University of Arizona; 11 a.m.-12:30 p.m.; Classroom 2, Museum (South Asia Regional Studies).

18 *Managers' Role in Improving Clinical Performance in Health Care Organizations*; Reuben McDaniel, University of Texas; noon-1 p.m.; Boardroom, Colonial Penn Center (Leonard Davis Institute of Health Economics).

20 *Somewhere East of Suez: People and Places*; Leonard Evelev, photographer; 2 p.m.; Rainey Aud., Museum, free with admission: *Exhibits* (Museum).
22 *Adenosine Receptor Subtypes and Preconditioning*; Bruce Liang, medicine and pharmacology; noon; Room M100-101, John Morgan Bldg. (Pharm.).

23 *Thinking Anew About Landscape: Nineteenth Century American and Australian Landscape Painting*; Elizabeth Johns, history of art; 1 p.m.; Faculty Club (Penn Women's Club).
24 *The Space of a Poem: What Happens When You Sing Kabir*; Linda Hess, independent scholar; 11 a.m.-12:30 p.m.; Classroom 2, Museum (SARS).

29 *Genome and Behavior: A Search for Novel Mutations in the Mouse*; Maja Bucan, molecular genetics in psychiatry; noon; Room M100-101, John Morgan Bldg. (Pharmacology).

31 *Cartography and the Implications of Territory in Pre-Colonial and Early Colonial North India*; Sudipta Sen, Beloit; 11 a.m.-12:30 p.m.; Classroom 2, Museum (SARS).

A Mosaic of Black Writing: A Series on Black Writing; program by Terry McMillan, award-winning author and screenwriter of *Disappearing Acts* and *Waiting to Exhale* (film due this month) 5 p.m., booksigning follows; Rm. B-1, Meyerson Hall (Afro-American Studies).

Armchair Adventure Series

Philadelphia and Beyond, archaeologists and a naturalist share their stories about unusual expeditions; 6 p.m.; Rainey Auditorium; series: \$15 (\$6/lecture), \$12/ members, seniors, full-time students with ID (\$4/lecture) (Museum).

23 *Of Cowboys and Caimans: The 1931 Matto Grosso Expedition*; Eleanor M. King, anthropology.

30 *Digging Up Ghosts: The Adventures of Egyptian Archaeology*; David O'Connor, Curator Emeritus, University of Pennsylvania Museum.

Feb. 6 *To the Ends of the Earth for Science*; Robert McCracken Peck, Academy of Natural Sciences.



Martin Luther King, Jr. Anti-Violence Vigil; 9:30 p.m.; DuBois House; Moses Hart, 222-3457 (Alpha Phi Alpha Fraternity, Incorporated).

16 *Voter Registration Drive*; 11 a.m.-2 p.m.; 36th St. & Locust Walk; Akbar Majeed, 898-0104 (African American Resource Center). Repeat January 19.

The Color Of Fear: Video Presentation and Discussion; noon-1:30 p.m.; Room 310, Houston Hall; Kurt Conklin, 573-3525 (Student Health).

Student Social Activism in the '90s; 7:30 p.m.; King's Court English House; Penn ID required; Carla Armbrister, 898-2855 (Residential Living)

17 *Time is Singing*; Freedom Theater's Black History Show; 1:30 p.m.; TBA; open to School of Social Work affiliates; Orneice Dorsey Leslie, 898-5521 (School of Social Work).

Martin & Malcolm: Friends or Foes: Film and Discussion Comparing and Contrasting their Ideas; 7 p.m.; GIC Lounge, Greenfield Intercultural Center; Lawrence Burnley, 898-3357 (GIC).

What Difference Do Differences Make?—Race, Gender, and Sexual Orientation; Marjorie Hill, Commissioner of New York State Worker's Compensation Board, formerly mayor's liaison to the lesbian and gay community of NYC; 7:30 p.m.; Houston Hall; Robert Schoenberg, 898-5044 (Program for the Lesbian, Gay, Bisexual Community at Penn; African American Resource Center).

18 *Reconciliation and Justice: Every Person Can Make A Difference*; Martin Luther King Jr. Interfaith Service; Reverend Dr. James Forbes of Riverside Church, NYC; 4 p.m.; Christian Association Auditorium; reception following, Hillel; Reverend Fredric Guyott, III, 898-8456. (Interfaith Council and the Chaplain's Office).
C. Michael Gooden, President and Chairman of Integrated Systems Analysts; 4 p.m.; Raisler Lounge Room 223, SEAS; Penn ID required; Janet Ackerman, 898-6564 (SEAS; National Society of Black Engineers at Penn).



Holiday Shopping, Plain and Fancy

Every year about this time Almanac's work-study students fan out across campus for an imaginary shopping spree, and the staff join in as helpers. These are some of the ideas we brought back this year.—K.C.G.

Globetrotting Gifts

You don't have to travel the world to make to be an international shopper at Penn. Nestled just a few steps up from the lobby of International House at 3701 Chestnut Street, *The Bazaar Shop* is chock full of gifts for the worldly-wise. Make sure to leave yourself time to browse: it's hard to decide when the selection is so big. And that's not counting special orders they'll take for items that are not available. There's something for every taste at this shopper's paradise—whimsical stocking stuffers to elegant jewelry. Best of all, PennCard holders get a 10 percent discount. Feline fanatics will chuckle at the porcelain teapots from China (\$6)—in the shape of a cat holding a goldfish. West African masks come in a range from the simple to the intricate—\$35 for the lower end, all the way up to \$200. New this year are collectible Delftware houses from Holland; the set of 4 blue and white canal homes is \$75. Adorable duck chopstick rests from Japan are just \$5. Hand-painted papier mâché picture frames from India come in a variety of sizes, including a hard-to-find panorama photograph size (\$10-18.75).

The shop has an extensive collection of museum reproduction jewelry; Ashanti earrings are \$11; a Tuareg cross necklace from the Eastern Sahara is just \$25. A cast iron Japanese lantern spreads holiday light and cheer—a traditional shape is \$50, but a unique owl-shaped version is available for \$40. If someone on your list loves perfume, how about giving her a bottle necklace (\$6) which can hold her favorite scent all day long? Odds-and-ends can be stored neatly away in Egyptian inlaid mother-of-pearl boxes (\$40), lined with a rich red velvet. To wrap up your gift-giving, there's even plenty of paper, cards and ornaments.

The University Museum is renowned for its extensive anthropological exhibits—but savvy shoppers are aware that the *Museum Shop* is a mecca at holiday crunch time. After wandering through the Museum's many halls, you'll want to take a piece of it home with you. For the executives on your list, why not choose official looking chops—these carved Chinese stone insignia are used to place wax seals on envelopes (\$10.95). Stressed out friends will appreciate the Apache burden baskets—they can put all their worries in this artfully woven basket when they go to sleep at night (\$20-200). Pots made by native American artists are beautiful collectors' pieces (\$50-100); bookworms will appreciate the gold-plated bookmarks (\$5.95) of various designs. Museum reproduction art and artifacts from Egypt, South America, the Near East, and the Northwest Coast range from \$20-85. Adven-

turous men on your list will appreciate the silk ties with a Near East or Egyptian hieroglyphics motif (\$40-50). Stretch your ears' horizons with music from various parts of the world (CDs, \$16.50; Tapes, \$10.95). Of course, no mention of the Museum Shop would be complete without a survey of its extensive and exquisite collection of jewelry. From brooches, earrings and necklaces of Baltic amber set in sterling silver (\$30-400) to Chinese beaded pieces (\$50-300), the shop offers a mind-boggling array of adornments both simple and extraordinary. —S.C.M.

Penn Pride

"Come all ye loyal classmates"...and combine your holiday traditions with your campus pride! Gifts for every age and fancy can be found in *The Book Store's* peerless collection of Penn paraphernalia. Of course, everyone knows about the Champion and Gear for Sports clothing, all emblazoned with our favorite school's logo. You could add a treasured sweatshirt to your loved one's closet for less than \$30. Keep someone running right on schedule with a Penn watch (\$146.95) or petite clocks (\$94.95). They'll be more efficient with their correspondence with a letter opener (\$20.95); a gleaming Penn business card holder (\$29.95) will leave no doubts as to their pedigree. An Orrefors crystal paperweight (\$109.95), with a relief of the Penn seal, makes a strong statement about your taste and sophistication as a gift-giver. If you'd like to give a little bit of the campus, how about the famous "Ben on the Bench" (\$495)? Cast in pewter with a bronze finish, each piece is individually numbered and signed by the artist. And don't forget to browse the Book Store's selection of Penn posters, mugs, ties and golf items. —S.C.M.

Fancy Foods & Flowers

Appetizing holiday gift ideas are being cooked up all around campus. From the Sansom Street coffee shops to the Penn Bookstore, the aroma of delicious delicacies is attracting customers looking for tasty gift ideas for this festive season.

At *Bucks County Coffee Co.* (34th & Sansom and 40th & Locust) you'll find great buys for a wide variety of delectable treats. Customers will find holiday Christmas tree pretzels dipped in snowy white chocolate (\$4.99/lb.); packages of jelly beans wrapped in holiday spirit (\$5.25/lb.); '12 cups of Christmas' coupons are the perfect gift for coffee-lovers (\$9.95-3 cups are free); and a caffeine-free alternative of spicy egg nog (\$1.95, \$2.45, \$2.95). Without sacrificing quality, Bucks offers an assortment of foods at all price ranges, also providing options for those that are less budget-conscious. Chocolate-covered espresso beans are wonderful stocking-stuffers (\$11/lb.) and tasty Mistletoe Blend Brew is ideal for those looking for a unique twist (\$9.50/lb.: donated to the Salvation Army). Purchases can be wrapped or put in decorative gift bags for a minimal price (75¢).



Le Bus is yet another Sansom Street coffee shop with marvelous holiday choices. Their savory pies (\$10.7in. & \$14.95/9in.), freshly baked muffins (\$1.40), frosted carrot cake (\$16.95, \$25), and their variety of almond and chocolate croissants (\$1.63) are tasty thoughts for the season. They also offer theme cakes decorated according to the season—available at very few places around campus (\$17.95/8in., \$26/10in.).

Tuscany also offers extraordinary holiday gift ideas, focused on all types of customers—those that are shopping for simple as well as more elegant products. Their whole bean coffee packages, delicious Pernigotti chocolates, and specialty candies are both reasonably priced and can be packaged in holiday gift boxes. For another, more unique alternative, *Tuscany* also offers a four-mug set or two mugs with 1 lb. of whole bean coffee (\$19.95).

A section of *The Book Store*, known as the Candy Cupboard, is simply heaven for both candy and chocolate lovers. Their Capricho Candy Toffees (\$3.95), Lindt chocolate truffles (\$7.29/sm.; \$10.75/med.; \$17.95/lrg.), and Ferrero Rocher chocolates (\$12.95) are tasty delights. In addition, The Book Store also offers Christmas tea bags (\$4.95) at a reasonably low price.

Ah, flowers. They are and have always been the 'ideal' gift, appropriate for almost any occasion, time, or person. Flowers scatter smiles upon faces, pour happiness into the hearts of many, and carry festivity and spirit into the holiday season.

Roses, located at Houston Hall, provides a fantastic variety of floral arrangements for all budgets and tastes. Among their large assortment, they offer seasonal poinsettias (\$2.99-\$12.99), miniature Christmas trees ideal for both dorm room or office (\$7.99-\$20), magnificently decorated wreaths (\$10.99-\$14.99), and a choice of house-plants (\$12.99). The plants can also be purchased with keepsake gifts such as ceramic jars with a gingerbread motif to Christmas tins that can serve as planters. For those that are less budget-conscious, *Roses* offers beautiful fruit and gourmet baskets (\$35-\$150) as well as junk food baskets especially geared towards students (\$35 & up). *Roses* can also take special orders and can decorate offices and parties. Their services include city-wide, country-wide, and world-wide delivery.

Located both at The Book Store and at The Penn Tower Hotel, the *Flower Emporium* offers a wide collection of gift items. During the holidays they have lovely poinsettias, Christmas floral creations for moderate prices, as well as fruit, gourmet and silk baskets which are also very popular (\$25 & up). The holiday gift baskets can also be customized to suit individuals on your shopping list. In addition, they sell a variety of stuffed toys that can wonderfully complement a flower arrangement. Their services are also city-wide, country-wide, and world-wide. —R.C.

Music & Videos

Shopping for music or video gifts is easier than ever at the University. So many music and video stores are located either on or around campus, that one can find something for just about any taste. *Classical Choice*, located at 38th and Walnut, carries new and used jazz and classical CDs. Popular new classical CDs include Cecilia Bartoli's "A Portrait" (\$12.98), Kathleen Battle's "So Many Stars" (\$12.98) and Mandy Patinkin's "Oscar & Steve" (\$13.95), while Tony Bennett's "Here's to the Ladies" (\$12.98) and new issues of some of John Coltrane's old albums (\$12.98 each) are some popular new jazz choices. The store also has a listening bar, so you can listen to any CD in the store before making your selection. If you still can't decide, maybe a membership to the store (\$7), which provides discounts on purchases and more money for trade-ins, would be a perfect stocking stuffer for those classical music and jazz aficionados.

For more diverse tastes, *Vibes*, also located at 38th and Walnut, offers a large selection of smaller label, world music and Latin CDs and tapes (CDs \$10.99-\$14.99; tapes \$9.99). Some best sellers at the store include Joan Osborne's "relish" (\$11.99) and The Smashing Pumpkins' "Mellon Collie and the Infinite Sadness" (\$18.99). *Vibes* has more than just CDs and tapes, including magazines, posters, and T-shirts. If you're unsure about what type of music to give, a simple but useful gift is a CD organizer (\$14.99), which resembles a binder with pouches to store CDs. The store also offers gift certificates and can special order CDs.

Discovery Discs in Houston Hall makes spreading the holiday spirit easier with a nice selection of holiday music. Newly released holiday CDs include "This is Christmas" (\$11.98) by Luther Vandross and "Superstars of Christmas 1995" (\$11.98) which features a collection of popular artists such as Paul McCartney, Frank Sinatra, Nat King Cole and Richard Marx. For a really special gift, the store has two exciting new box sets, Tom Petty and the Heartbreakers' "Playback" (\$56.98) and a Carly Simon box set (\$39.95). The newly released Enya CD, "The Memory of Trees," (\$12.98) is also expected to be a popular choice. The store has a listening bar and is currently offering a \$1 discount off new CDs (not already on sale) to all their members.

If you're looking for that "impossible to find" CD, you might want to try *Spruce Street Records and Tapes* at 40th and Spruce. The store carries a large collection of live CDs and European imports that you won't find anywhere else. And if the store doesn't have it on hand, they can special order it for you within 24 hours. The store also has popular rap CDs, such as Genius/GZA's "Liquid Swords" (\$12.99), Onyx's "All We Got Iz Us" (\$12.99) and Group Home's "Livin' Proof" (\$13.99). Shoppers can listen to their selections at the listening bar or browse over the more than 3,000 used CDs (\$9.99-9.99). If you still can't find what you're looking for, perhaps a gift certificate or tickets to a show at the Trocadero, Khyber Pass or J.C. Dobbs, would make a perfect gift.

The *University Museum Shop's* world music selection offers a wonderful chance to give a unique gift that few of your friends will have. The shop carries CDs (\$16.50) and cassettes (\$10.95) of music from around the world, African drumming, Native American flute music, South American panpipes, music from Egypt, and much more. Shopping for international music has just been made easier with the addition of a new listening station at the shop.

Being able to buy CDs, tapes and videos, for all of your friends and family in one store is definitely a blessing to any holiday shopper, and is quite possible at *Sam Goody*. The store offers a wide array of music, ranging from classical to heavy metal. Some gift ideas include The Beatles' "Anthology" (\$24.99) and the "Waiting to Exhale" soundtrack (\$12.99) featuring music by Whitney Houston, Aretha Franklin and Toni Braxton, just to name a few. The store also has a large selection of holiday music (CDs \$5.99-17.99; tapes \$2.99-11.49). For video lovers, there is an equally wide range of video selections from popular movies to exercise videos. Popular new videos include the *Star Wars Trilogy* (\$36.99), *The Santa Clause* (\$10.99) and *Miracle on 34th Street* (\$10.99). The entire stock of \$14.95 videos is also on sale for \$12.99 each or two for \$22.

If you're looking for a video to spice up the holidays, *Video Library* at 41st and Locust has a large selection of holiday video rentals (\$1.75 and \$2.25/night), including *A Christmas Carol*, *The Nutcracker* and *How the Grinch Stole Christmas*. Customers can also choose from the regular stock (regular rental \$2.25/night; top hit \$2.75/night; budget \$1.75/night) and relax with a movie during the holiday season. —J.T.

Clothing

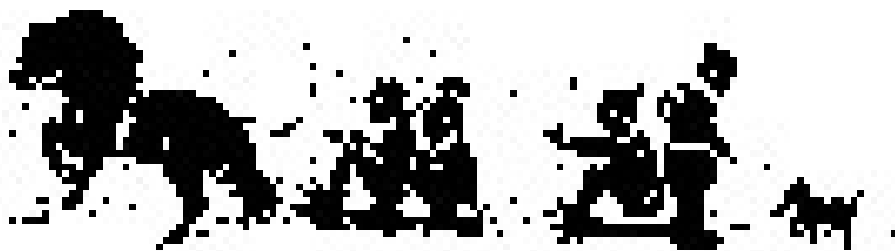
The *Penn Bookstore* and *University Sportswear* (next to Wawa at 38th and Spruce) should be your first stops if you're aching to take home some school gear and accessories. While the basics include the numerous "red & blue" sweatshirts (\$34.95+), t-shirts (\$12.95+) and baseball caps (\$13.95), one can also choose from the wide variety of windbreakers and light/heavy weight jackets (\$34.95+) to "warm up" your family's holidays. For those special nieces and nephews, check out the Bookstore's kids section. Whether it be pleated mini-jumpers and tops for aspiring cheerleaders (\$26.95) or warm-up suits for little athletes-in-training (\$36.95), there's something to bring out the cute and cuddliness in every child. Especially good stocking stuffers: adorable and practical Penn booties/baby shoes (\$16.95).

For a bigger selection of Penn's casual and sports gear, also visit *University Sportswear*. You'll probably find some bargains here on T-shirts (\$10.98) and especially sweatshirts, which are specially marked "buy-one-get-one-free" for the holidays (\$41.98). Embroidery can be made to add a more personal touch to the items (for \$5 extra). Penn flannel boxers, an all-time favorite, not only come in sizes for him and her (\$12.98), but as part of the Penn teddy bears' ensemble (\$17.98 w/ teddy).

For non-Penn clothing, the off-campus favorites include *The Gap* (on Walnut Street right across from the Van Pelt Library) and *Urban Outfitters* (on Locust Street, past 40th).

When shopping for essential mix-n-matches, check out *The Gap's* selection of gray and neutral tone wool polos and sweaters for him (\$48+)—with Argyle socks to match (\$6.50)—and crisp white shirts (\$38) and ribbed turtle-necks (\$34) for her. Look especially for a gorgeous black and white wool sweater with snowflake designs (\$68). *The Gap* also has mini Christmas-colored jumpers (\$48) and long plaid skirts (\$58) that create the perfect ensemble for formal family gatherings or dinners. Comfy pj's—two-piece and long gown flannels, or thermals (\$48)—can definitely help you and yours unwind after a tiring day of festivities. Fur-stuffed mocassins (\$29.99) available in both his and hers (slippers for her) makes the perfect gift for those active late-night "movers & shakers." For the outdoors, pick up a fashionable Gap baseball hat (\$16.50) along with one of the heavy layered jackets, in a variety of bright colors (\$145) or fluffy hooded pullovers (\$45) available in large and x-large sizes. If you have something specific in mind already, join in the holiday fun and indicate what you want by filling out a "Gap Wish List" (available at the counter).

From funk to formal, *Urban Outfitters* has everything that "fits." One can find various t- and v-neck cotton shirts, ranging from basic one-color cotton to ribbed stripe and satiny materials (\$18-\$38). Be sure to check out the sales rack in the back of the store for even more





Holiday Shopping, Plain and Fancy

reduced prices on these, some for as low as \$9.98 (to \$24). If you're into jeans, there are literally stacks of Levi's 501 recycled jeans (\$20-\$30) or—keeping up (or is it back?) with the times—groovy Buffalo wide-bottom jeans (\$46-\$62). Urban's Alpaca wool sweaters (\$45) may do the trick for those looking to keep warm from the winter chill. These waist-length cropped sweaters come in a variety of color and guarantees to please even the pickiest of friends. For fancier styles, there are classic long flaring skirts in a mix of dark, shiny tones (\$38+) and long full-length dresses with or without exotic flowers or ancient Chinese designs (\$130). Long-sleeve shimmering button-down shirts adds a less flashy flair for those holiday functions, (\$38). To top off the ensemble, pick up a set of silver barrettes, a furry ponytail holder or a pretty charm necklace (\$6-\$10). Urban's stylish selection of handbags and backpacks (\$38+) not only lets you carry your books in style but will help immensely when you're lugging home your goodies.

For guys, high recommendations go to the nice wool sweaters—especially the olive green with gray-checked one (\$58). In line with the holiday decor, there are festively colorful long-sleeve, zipper-down shirts (\$38+), lightweight and practical for all seasons. Take advantage of the 25% off sale on a number of men and women's jackets, including black quilted downjackets (\$138, for men and \$85, for women), exaggerated wool collar jackets (\$68), and much more.—S.T.

Books

What better gift is there than a good book? Penn's four campus book stores, The Book Store, The Penn Book Center, Dolby's Medical Books, and House of Our Own Books, offer a plethora of titles and authors, from Karl Marx to Stephen King.

The Book Store, off Locust Walk near 38th, stocks more than just textbooks. With aisles upon aisles of books separated by discipline, The Book Store also has a special Faculty Authors section, a large section on computer sciences, and an exhaustive Cliffnotes section. Some interesting titles sold here include the following: *The Socialist System: The Political Economy of Communism* (Princeton U. Press), by Janos

Kornai, for \$15.95; *Freud and Oedipus* (Columbia U. Press), by Peter L. Rudnytsky, for \$16; Paul Preston's *Franco* (Basic Books) for \$37.50; and, for \$18.95, *Passage Through Armageddon: The Russians in War and Revolution* (Oxford U. Press), by the eminent Russian historian, W. Bruce Lincoln.

The Penn Book Center, behind the Bookstore on Walnut, offers titles separated by discipline, as well as special shelves for university presses, including Harvard, UNC at Chapel Hill, Stanford, LSU, Johns Hopkins, and of course Penn (see *Almanac* November 21/28 for a feature on the Penn Press), as well as a huge alphabetical literature section. The Penn Book Center also does textbook orders. To name a few titles sold here—*Allen Ginsberg: Journals Mid-Fifties 1954-1958* (Harper Collins) for \$27.50; *Oxford Russian-English Dictionary* (Oxford at Clarendon Press), including 82,000 words and phrases, for \$29.95; *Student's Notebook Atlas* (American Map Corporation) for \$2.95; and the Alan C. Kors and Edward Peters *Witchcraft in Europe 1100-1700: A Documentary History* (Penn Press) for \$21.95.

Dolby's Medical Books, on Spruce near the Quad, carries a variety of PennMed sweatshirts, hats, and other such paraphernalia, as well as general supplies (notebooks, highlighters, etc.) and more specific supplies (Stethoscopes, medical textbooks, etc.). *Veterinary Drug Handbook* (Iowa State U. Press), by Donald C. Plumb, sells for \$53.50, and Raymond J. Jerome's *A Practical Anesthesia Information Guide* (Essential Medical Information Systems, Inc.) asks \$12.95.

House of Our Own Books, across from HRS on Spruce, offers a great selection of used books, as well as new. In addition, House of Our Own offers a comfortable atmosphere and friendly attitude. Among their many used titles, *Gulliver's Travels* (Washington Square Press), by Jonathan Swift, sells for a mere \$1.50, and Immanuel Kant's *Critique of Pure Reason* (The Guernsey Press Co.) also asks a negligible price. Among their new books, they offer *Paths in Utopia* (Beacon Press), by Martin Buber, for \$4.45, and Gösta Esping-Andersen's *Politics Against Markets: The Social Democratic Road to Power* (Princeton U. Press), for \$17.95.

So, if you are having trouble coming up with a good gift idea, browse any one of Penn's four fine book stores to find enlightenment.—Z.M.

Gifts for Children

There are a number of treasure troves around campus that have gifts for children. This time of year most of the featured items are fancy but there are also some that are plain and simple—and fun too.

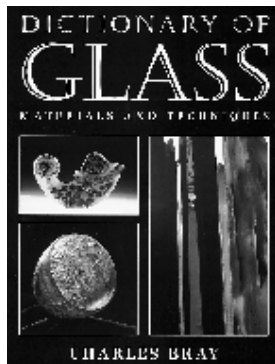
At the *Bazaar Shop* in International House, there is a choice of a set of five ornate, colorful nesting Santas from Russia (\$55) or a pair of small nesting boy/girl dolls from China (\$5). For young girls, there are pretty Cloisonné bracelets from China (\$5) and for infants there are colorful jumpers from Guatemala (\$16). The Shop has an assortment of unique card games, including Black Beans from Mexico (\$11.95), Briscola from Italy (\$9.95) and Black History cards (\$8.95). The Curiosity Kits give children a chance to make their own American Indian Rattle (\$12.96), or African Trading Bead Kit (\$19.95). For a stocking stuffer that could provide year-round exercise, try a hackey sack knit in Guatemala (\$5). From music to math—they have flutes, fancy ones from Bangladesh (\$5) and plain ones from India (\$1), and an abacus from China (\$5) or a set of International Dominos (\$19.95).

The new *Thrifty Drugstore* on Walnut, near 38th St. is big on bears—they have cute bear shaped soaps in red and green (\$4.49), an angel teddy bear with a brass star shaped photo frame (\$5.99) or a big 21" sitting brown bear. No need to have bare feet this Christmas season—they have Christmas socks in many designs (2 pairs/\$5). Know someone who has the munchies and would like their own candy dispenser? There's an M&M Fun Machine with candies (\$8.99), a Peanut M&M Sport Dispenser, limited edition (\$13.99) or a Hershey Kiss Dispenser (\$19.99). For a new twist on an old favorite check out the bubble gum candy canes (79 cents).

Equally big on bears and other cuddlers is the HUP Gift Shop (in its latest, but still not permanent, location near the Ravdin entrance). Though smaller than before this shop still goes in for variety in goods and price range, from the littlest bear (under \$10) to a dreamy white horse (\$..) in the carousel mood.

The Pyramid Shop at the University Museum is enlarged and now carries an expanded book area with topics from all corners of the globe including *Folktales from Around the World*. There are also ornaments from many countries to broaden children's horizons and brighten their tree. A simple paper snake from China (\$2) is one of the most popular novelty items in the shop according to the manager. Origami paper (\$3.95) and book (\$5) will provide children a chance to make all sorts of creatures. For curious kids try a Curiosity Kit—Explore Human Origins (\$26) or make an African Mask (\$12). The Mummy Mysteries, double-sized puzzles (\$19.95) offer plenty of challenge. For children ages 8-80, they have Pyramid Triazole 3-D puzzles (\$19.95). For old fashioned family fun, no batteries required, consider Chinese checkers (\$48). The South American woven barrettes (\$4) and the pewter Zodiac talisman (\$4.95) are among the many assorted adornments and jewelry. For a personalized, unique, yet inexpensive gift, the

Especially from Penn's Press

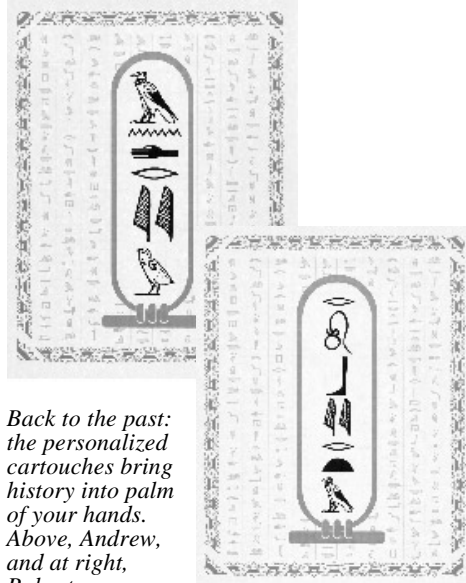


Although a new list for spring-summer 1996 is in the mail, the Press's current one also has lots to offer both scholars and the general public. For information or to place an order, call toll free, 1-800-445-9880.

Museum now offers Cartouches (\$1) from a computerized vending machine. You select the name, up to nine characters, it does the translation in a matter of seconds, and the hieroglyphics are in your hand, suitable for framing.

The *Daisy Shop* at Children's Hospital isn't just for children who are patients. The Shop has some unique items like a Baking Kit for Kids, which consists of baking muffins in flower pots (\$14.95). Want a doctor or nurse in the family? The Shop has mini M.D. and R.N. outfits for girls and boys who can't wait to grow up! They come in sizes small enough for infants and big enough for children (\$17.50). For the truly tiny tots there are delightful, colorful Christmas bibs from Northern Appalachia (\$9). Puzzled about what to get? Why not a 200-piece puzzle for the sports fan on your list—choose from hockey, football and basketball (\$5.50) or a 1000-piece puzzle of U.S. Presidents or American Sports History (\$14.50). Want to give the key to happiness? Attach it to a pretty pewter keyring from Canada (\$5) in the form of a dolphin, dog, cat or ballet slippers.

The *Book Store* naturally has a wide variety of books for kids of all ages—from babies to the baby boomer generation and beyond. *Book Buddy* is a squeezable, huggable first book (\$14.95) for the pre-reader. A title for the 90s generation, *Internet for Kids* (\$8.95), will have your child surfing the Net. A large, completely revised and updated *History of Animation* (\$34.99) is for the big kid who doesn't want to forget the cartoons of their more youthful days. There is also an assortment of books that come with kits to build-your-own things: *Kaleidoscopes* (\$16.95), *Walkie-Talkie* (\$19.95), *Pocahontas Bead Book and Kit* (\$12.95), or *Fun with Beads, Ancient Egypt* (\$29.95) which comes with 3,500 ceramic and metal beads and a book. For the kids who love food, there is *The King of Pizza*, a hardcover book and a colorful pizza plate (\$14.95) or *Pretend Soup and Other Real Recipes* (\$15.95).



Back to the past: the personalized cartouches bring history into palm of your hands. Above, Andrew, and at right, Roberta.

Rather than playing in their food, the creative kid on your list could play with sand—sand art kits (\$9.95-\$10.95) offer an alternative. For the traditional girls there are the *American Girl* books, some sold in sets (\$34.95) for the avid readers; and the *3-D Edwardian Doll House* (\$22.95). Want to satisfy the urge for a pet without all the responsibilities? *In Search of the Amazing Dinosaurs* comes with a 3 ft. inflatable dinosaur to keep your little one company (\$17.99). What about something reminiscent of yesteryear? Gund has come out with Mickey Mouse as he looked when he was first introduced (\$16). There are plenty of teddy bears dressed in Penn T-shirts (\$12-23) and lots of Penn clothing for the next generation of Penn students to wear before they are old enough to even consider matriculating. —M.F.M.

Computer Shopping...

Whether looking for computer hardware, software, or accessories, the high-tech shopper has a variety of options, from plain and simple to the lavish (and expensive!). If you're looking to accessorize your current desktop system with mouse pads and wrist rests, *Software Etc.* and the *Computer Connection* in the Book Store are the best bets. *Software Etc.* offers Mickey "Mouse pads" (\$6.99) in addition to pads that feature scenes from Disney's hit animation movie *The Lion King* (\$7.99). The *Computer Connection* carries a variety of stylish mouse pads and wrist rests—many carry beautiful images from the work of such artists as Monet, Van Gogh, Picasso, and Escher (\$6.95). But if a simple design would look best next to your PC or Mac, the *Computer Connection* also has pads and rests with the Penn logo, or in plain black (\$6.95). Wrist rests in similar styles are \$9.95.

That ubiquitous desktop mouse has spawned another line of computer accessories made for the mouse that is *not* in use. The *Computer Connection* offers many simple and ornate versions. If you're buying for no-nonsense users who need a place to stash their mice, the Allsop Mouse Catch (\$6.95) is a plain plastic case that easily attaches to the side of a monitor and matches the dull, off-white color of most of today's computers. To add a splash of character to your system, try *Computer Expressions'* "Mouse Trap" (\$6.95)—which looks just like a mouse trap and also attaches to the side of your monitor. If you'd rather not stick things to the monitor, then keep your mouse warm with the Franklin Mouse Cover (\$4.99), available at *Radio Shack*—this mouse "cosy" is furry and fuzzy and looks like a lovable little mouse.

As programs get larger and disk space on computers becomes more scarce, many will welcome any extra storage space. The simple floppy disk is always a sure way to go. Environmentally friendly high-density disks are available at the *Computer Connection* for a dollar each. These disks are "recycled" from disks that were unused surplus at software companies and were about to be thrown out. If you need disks in bulk for back-up purposes, go to *Software Etc.* and pick up a package of 50 high-density floppies (\$21.99). And for those who demand more

than just a few megabytes here and there, *Software Etc.* sells the Maxtor Hard Disk Kit, which includes a whopping 1.6 gigabytes of hard disk storage space (\$359.99).

Now that you have enough space on your hard disk, how about buying some entertaining software to fill it? For DOS/Windows compatible systems, "The 11th Hour CD" (\$54.95) will be a sure hit, the sequel to last year's popular *The 7th Guest*. This game features stunning graphics and mind-numbing logic puzzles and is available at the *Computer Connection*. For Mac users shopping at the *Computer Connection*, two interactive adventure games also offer incredible graphics and nonstop action: *Marathon* (\$39.95) and *Marathon II* (\$45.95). Simpler, more relaxing computer games are available, however. At *Software Etc.*, you can buy DOS/Windows compatible versions of "Hoyle's Classic Games" (\$37.99) and "Bicycle Classics" (\$39.99), which offer such card games as poker, gin, solitaire, euchre, and cribbage. Or you could always relax with a simple round of golf, available on PGA Tour Golf III (\$64.99) for the Power PC. —S.S.

Planned Serendipity

Every shop becomes a gift shop at holiday time, making it possible to trip over the perfect-gift-for-somebody on the way to buying a newspaper at Houston Hall. But for those heading out deliberately to buy gifts, a handful of shops stand out either because they are *mainly* gift outlets or because whatever else they sell, the proportion of really good gifts is high.

The *Houston Hall Shop*, a primary destination for cards and wraps, is a good choice because of its buying philosophy: each carefully-chosen gift item stands out as a value for its price. Thus inexpensive ornaments and collectibles, thus stuffed toys from \$10 to \$40; thus flavored teas and boxed candies of an elegant simplicity, and one of the best collections of painted boxes to fill with your own goodies. Down the hall, the *Jewelry Connection* brings in new stock for the holidays and doesn't raise the prices on the abundance of hair ornaments and earrings, scarves and berets that make a miniboutique of the stall. Over at 3401, the *University of Cards* seems to specialize in Pop (cartoon characters show up in figurine, stuffed toy or mechanical clock) with a slight edge to the risqué, but its wraps are elegant and its 3D jigsaw puzzles (Big Ben, the Empire State) could be worth the trip.

To zero in on gifts in the 3401 vicinity, however, there are only two places to go: both decidedly on the fancy side: the tiny jewel box called *Smiles*, on Walnut Street, and the rambling *Black Cat* on Sansom. Different as day and night, they share a sense of abundance and of careful selection of every object in sight. *Smiles* is day: one tiny bright room, glittering with 12 floor-to-ceiling jewelry cases on the walls and a series of *étagères* in the center where candlesticks, small sculptures, decorative boxes and wind chimes delight the eye and ear. Jewelry is mostly \$20 up, and the wind chimes start there but go to \$70 or more for nearly two-footers.

There's also a line of softer goods (pillows and throws) with the occasional hand-woven vest, and plenty of brilliant print scarves.

Around the corner on Sansom, the Black Cat is the *dernier miaou* in eclecticism, but the alert shopper spots the theme right away: animals and food. If the glass angel has wings it has a cat's face, or a cow's. The egg-timer is a chicken-and-egg choice (with an apple for those who can't decide). From modest refrigerator magnets or ceramic salt-and-peppers, to umbrellas, to soft sculptures, quilts or sofa pillows in three figures, zoomorphism is the order of the day. Wandering from one room to another in the nostalgically outfitted shop, one sees an old bathtub filled with plastic frogs, an oven stuffed with rubber chickens, a toy chest where the hand puppets are preying mantises and bees. Animal puppets hang from the ceilings and doorways, and a whole nook is devoted to garden accessories in terra cotta and *verdigris*. When it comes to upscale ceramics for dining, there are kangaroos on some plates and pink pigs with wings on others—all in the best handmade tradition. An especially handsome crow design (in a cereal bowl or the matching small plate) is one of the many items marked 20% off right now.

At the other end of campus, *Urban Outfitters* raises "plain" to the level of high art. If the vast warehouse of household goods, clothing and bric-a-brac has a theme, it is the suggestion that urban equals rustic—but with a flair. *Urban Outfitters* is justly known for its chunky, jewel-tone glass goblets and vases (a two-footer, tall and square, is only \$22); handmade throw rugs and pillows, crafted picture frames and a truly astounding collection of candles and candlesticks. The flavor is from around the world, but not the cities of the world: the working craftspeople of the countryside, weaving color and simplicity together to make their own statements about goods and gifts.—*K.C.G.*

Gifts That Go on All Year

Memberships in Penn organizations are among the most welcome gifts on campus, especially for colleagues and co-workers whose intellectual interests are known. Easy shopping, to find something that is . . .

...on Exhibit: All *Institute of Contemporary Art* members get free admission to exhibits, previews, talks, films, performances, and discounts on catalogues, prints, symposia, and lectures. Membership fees: \$20 (Students, Artists, Senior Citizens, and Penn Faculty and Staff), \$30 (Individuals), \$50 (Family/Household), \$100 (Participating member), \$300 (Contributing member), \$500 (Director's Circle). Information: 898-7108. Or, if you want to help out behind the scenes at events or projects, call the ICA, to find out about joining the volunteer staff as an Avant Guard or Staff Aide.

All *University Museum* members receive these basic benefits: free admission, discounts on programs, events and *Museum Shop* purchases, invitations to tours and previews, and subscriptions to *Expedition* and *What in the World?* Membership fees: \$45 (Individual), \$50 (Family/Household), \$75 (Sustaining), \$125 (Contributing), \$250 (Patron), \$500 (Fellow), \$1,000-10,000 (Loren Easley Society). For information, including additional benefits, or to charge a membership, call: 898-4026.

...from the Earth: Sales of bulb plants from the Association of Alumnae help support activities for women high school juniors in the Philadelphia area. This year's plants: nine purple crocuses (\$13); scarlet, white, or pink amaryllis or four paperwhites (\$16); miniature red amaryllis or five tête-à-tête narcissi (\$18). Shipping/handling charges and taxes (for shipments to Pennsylvania addresses) are additional. Order by December 12 for holiday delivery. Information: 898-7811.

Members of the *Morris Arboretum*, Pennsylvania's official arboretum, receive Morris Arboretum guest passes, benefits at over 100 public gardens and arboreta nationwide, a quarterly newsletter, and discounts on Arboretum classes, the spring plant sale and invitations to lectures and other events. Membership fees: \$20 (Student), \$40 (Regular), \$60 (Franklinia), \$125 (Chestnut), \$250 (Holly), \$500 (Oak), \$1,000 (Laurel). Regular and Franklinia memberships will increase by \$5 on January 1, 1996. Information: 247-5777, Ext. 147 or 155.

...in the Gym: Members of the Nautilus/aerobic machines fitness center at *Hutchinson Gym* can work out from now until August 17 for \$155 or \$100 (students). Information: 898-7452.

Recreation courses are open to PennCard or Recreation Department ID Card holders. Classes, which meet for five or ten weeks, include aerobics, swimming, water safety, jazz, modern and ballroom dance, scuba diving, yoga, karate, and emergency safety (First Aid and CPR). Fees: 5-week classes: \$35, \$20/students; 10-week classes: \$70, \$40/students. Information: 898-6100.

Gift ideas from *The Class of 1923 Ice Rink*: a 10-pass booklet: \$30 with a PennCard, \$45 without; seven weeks of group skating lessons (\$70). For information, to reserve the rink or Quaker Room for a party, or for the extended Christmas-week skating schedule: 898-1923.

Know someone who loves tennis? *Levy Tennis Pavilion* memberships, good through September 1, are \$10 (students), \$20 (faculty and staff), \$35 (alumni) or \$65 (public). Court fees and lessons are available for an additional fee. Information: 898-4741.

...on the Screen: For movie lovers: a discount film pass (\$20) for any five movies shown by the *Neighborhood Film/Video Project* at International House is a \$10 savings over the regular ticket price. Upcoming series include Blaxploitation and Kung Fu movies. Information: 895-6542. Or, trade a few hours of your time as a NFVP volunteer for movie tickets. Information: 895-6593.

For movie makers: a membership (\$25; \$15 for students) with the *Philadelphia Independent Film/Video Association* at International House offers workshops, discussions, screenings and access to the group's library and database and Philadelphia Equipment Bank. Information: 895-6594.

...on the Shelf: *Friends of the Library of the University of Pennsylvania* get a subscription *Bibliotheca* newsletter, sponsor lectures, symposia, exhibits and other events. Membership fees: \$10 (student), \$35 (regular), \$100 (Sponsor), \$250 (Patron), \$500 (Benefactor), or \$1,000

(Benjamin Franklin Society); \$500 and above members get borrowing privileges and \$1,000 and above members are recognized as members of the University's Benjamin Franklin Society. To see some of the projects sponsored by the Friends, or to sign up for your own membership on-line, visit their web site (<http://www.library.upenn.edu/friends/index.html>). Information: 573-3609.

...on Stage: A subscription to ACTS plus—a minimum purchase of four productions—gives discounted prices on theatre, dance and music shows at the Annenberg Center. Subscription benefits include ticket exchanges, additional tickets at discounted rates and a dining guide for University City. Upcoming shows: Chekov's *The Three Sisters*, Bruce Graham's *Cheap Sentiment*, The Parsons Dance Company, Alvin Ailey American Dance Theatre, and Kronos Quartet. Information: 898-6791.

International House's *Folklife Center* has a special mid-season offer: three concerts for \$36. Upcoming concerts feature African, Mexican, Cajun, Indian and Celtic music. For information or a full schedule: 895-6546.

...at the Table: Let someone try out a few meals at Dining Services; dinnertime now features new, do-it-yourself wok stations. 10- and 25-meal coupon packs: breakfasts (\$42/\$98), lunches (\$70/\$168) and dinners (\$105/\$262); 10 Anvil Club lunches are \$70. For information about using coupons for kosher meals, call 898-7013. For information or other gift ideas: 898-7585 or e-mail adam@ dining1.dining.upenn.edu.

Dining Services can also take care of catering holiday parties. Information: 898-7237 or michael@dining1.dining.upenn.edu.

Another Dining Service gift idea: a pre-paid CHATS Value Card. CHATS cafe stays open late (until midnight on Sundays, 1 a.m. Mondays-Thursdays, and 2 a.m. on Fridays and Saturdays) and has Taco Bell Express, Uno's Pizza, Gene's Beans coffee and Vie de France pastries.

For faculty, staff or alumni: give a year's membership at the *Faculty Club* (\$30), gift certificates for a meal in the Hourglass Room, or make a deposit to a member's Declining Balance Account. Information: 898-4620. To reserve a room at the Club for a holiday parties: 898-3464.

...or around the World: *International House* members get discounts on international films, concerts, workshops and Bazaar Shop purchases and learn about other cultures by meeting I-House residents and participating in cultural programs. They can also receive discounts on stays at International Houses in Australia, Korea, the U. K. and U.S. Membership fees: \$25 (Student), \$30 (Individual), \$50 (Family), \$100 (Contributing), \$250 (Sustaining), \$500 (World), \$1000 or more (International). Information: Caren Early, 387-5125 ext. 2279. — *M.S.*



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 the Human Resources Home Page (<http://www.upenn.edu/hr/>). A position must be posted for seven (7) calendar days before an offer can be made. The Job Opportunities Hotline is a 24-hour interactive telephone system. By dialing 898-J-O-B-S and following the instructions, you can hear descriptions for positions posted during the last three weeks. You must, however, have a push-button phone to use this line.

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

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

ARTS AND SCIENCES

Specialist: Nancy Salvatore

ADMINISTRATIVE ASSISTANT III (12634NS) Handle mail, e-mail and phone inquiries; chairman's secretary; coordinate course scheduling on-line SRS; maintain course register and audit inventory files on SRS; supervise work flow of department office; prepare reports and document; facilitate all aspects of faculty searches; assist business administrator with accounting reports, business forms and supervise the office in the absences of the administrator; troubleshoot and solve registration problems with students. **Qualifications:** High school graduate and related post high school training or equivalent; at least two yrs. experience at the AAIL level or comparable experience; thorough knowledge of office procedures; on-line SRS skills; ability to communicate effectively; knowledge of academic activities preferred. **Grade:** G11; **Range:** \$19,900-25,300 12-7-95 Political Science

OFFICE ADMINISTRATIVE ASSISTANT III (1263-5NS) Manage department budget; handle payroll function; hire and supervise support staff; process accounts payable, purchasing and travel forms; maintain personnel and other files; schedule courses; research & prepare reports; assist chairman in administration of department programs & activities; interpret University and departmental policies & procedures to graduate students. **Qualifications:** High school graduate, college preferred; two yrs. experience at the OAAII level or equivalent; basic knowledge of accounting practices and office procedures; familiarity with University computer systems, SRS preferred; experience in an academic environment, with a familiarity University policies and procedures preferred; effective communication and organization skills. **Grade:** G11; **Range:** \$19,900-25,300 12-7-95 Folklore & Folklife
COORD. IV (11559NS) (*End date: 6/30/97*) P4; \$26,200-34,100 11-13-95 Romance Languages
INFORMATION SYSTEM SPECIALIST I (11548NS) P3; \$23,900-31,000 11-8-95 SAS Computing
INFORMATION MANAGEMENT SPEC. I (11589NS) P4; \$26,200-34,100 11-24-95 SAS Computing

DENTAL SCHOOL

Specialist: Clyde Peterson

ADMINISTRATIVE ASSISTANT I (40 HRS) (12626CP) Under general supervision, perform admin./clerical duties unique to assigned area; monitor paper-

work flow to insure timeliness; handle bookkeeping and billing of patients; file claims to insurance companies; set up payment schedules and handle overdue accounts; perform general office duties, may backup receptionist as needed. **Qualifications:** High school graduate; at least two yrs. clerical and/or secretarial experience or equivalent; ability to type 45 wpm; computer skills require; working knowledge of office and dental procedures. (*Work schedule: 8 a.m.-5 p.m., possible Saturdays*) **Grade:** G9; **Range:** \$19,543-24,457 12-8-95 Dental Care Center
RECEPTIONIST II (12629CP) Receive calls; take messages; handle paging for students in 30 chair clinic with patient population of 1000; schedule patient appointments; assign and release graduate students to patient for treatment; type and file materials; answer standard inquiries from patients. **Qualifications:** High school graduate with at least one year receptionist or general clerical experience; dental background preferred; ability to perform light typing, computer experience preferred. **Grade:** G6; **Range:** \$13,600-16,700 12-6-95 Coleman Center
DENTAL ASSISTANT I (40 HRS) (07098CP) G7; \$16,571-20,686 7-24-95 Dental Medicine
OFFICE ADMINISTRATIVE ASSISTANT I (11555-CP) G9; \$17,100-21,400 11-13-95 General Office
RECEPTIONIST, CLINICAL (40HRS) (11556CP) G8; \$17,943-22,400 11-13-95 Dental Care Center
SCIENTIFIC EQUIP. STERILIZATION ATTENDANT (10459CP) G5; \$14,286-17,486 10-11-95 IMS

ENGINEERING/APPLIED SCIENCE

Specialist: Clyde Peterson

OFFICE ADMINISTRATIVE ASSISTANT (11534CP) G11; \$19,900-25,300 11-10-95 CIS/EE/IRCS
OFFICE ADMINISTRATIVE ASSISTANT I (11604CP) G9; \$17,100-21,400 11-30-95 Chemical Engineering
TECH ELECTRONIC II/III (10519CP) G10/G11; \$18,700-23,300/\$19,900-25,300 11-1-95 CETS/SEAS

EXECUTIVE VICE PRESIDENT

Specialist: Nancy Salvatore/Susan Curran

AUDITOR, SR. INFO. SYSTEMS (12632NS) Plan, perform, lead and/or participate in audits of computer-based systems and other information system activities within the entire computer and data processing environment, across a broad range of University and/or Health System activities; supervise other IS Auditors.

Qualifications: Bachelors' degree in computer science, MIS or accounting; CISA, CDP or CI A is desirable; four yrs. as lead IS auditor and/or lead systems analyst required; University and/or health care experience desired; requires broad and diversified work experience and extensive knowledge of computer and computer related hardware and software, computer systems analysis and design, development life cycle and project management and control techniques; knowledge of large complex admin. systems, distributed systems and multiple communications protocols; knowledge of PS/2 using Microsoft Word and Excel; proficiency in verbal and written communications is necessary; supervisory experience desirable. **Grade:** P8; **Range:** \$38,500-48,100 12-7-95 Internal Audit

ADMINISTRATIVE ASSISTANT III (40 HRS) (09341NS) Coordinate work flow for the Associate Executive Vice President; transcribe, type and proof-read correspondence, reports, contractual agreements, charts, tables and graphs; maintain appointment calendar; coordinate travel arrangements; compile and summarize data; prepare, process and track University forms; answer telephone calls and handle inquiries from outside vendors; order and maintain supplies; organize, prepare and maintain divisional/departamental budget reports and work on selected projects in support of four analysts. **Qualifications:** H.S. graduate or equivalent, some college preferred; two yrs. experience at the AAIL level or comparable secretarial/admin. asst. experience; proficient with WP6.1 for Windows, Lotus and Power Point, thorough and comprehensive knowledge of office procedures, practices and methods; excellent verbal and written communication skills, organizational skills, computer skills and attention to detail; ability to handle multiple projects simultaneously in an extremely fast-paced environment; knowledge of University practices and procedures preferred; ability to work independently as well as part of a team. **Grade:** G11; **Range:** \$22,743-28,914 12-4-95 EVP

SUPERVISOR II (PENNWALK SUPERVISOR) (11608NS) Report to the Director of Victim Support/Chief of Special Services; the supervisor is the primary operational liaison between Public Safety and the PennWalk workers; PennWalk workers are responsible for prodding walking escorts, and monitoring of transit stops and academic buildings. **Qualifications:** High school graduate or equivalent; one-two yrs. supervisory experience; working knowledge of WordPerfect, DBASE, Lotus and e-mail systems; ability to work flexible hours both day and night and evenings hrs; excellent problem solving skills and good organizational skills. **Grade:** G11; **Range:** \$19,900-25,300 12-4-95 Division of Public Safety

ACCOUNTANT I (11610NS) P2; \$21,700-28,200 11-30-95 Comptroller's Office

ASSISTANT COMPTROLLER II (10530NS) P11; \$54,500-68,200 11-6-95 Comptroller's Office

ASSOC. DIR., INFO. SYS.-INT. AUDIT (11603NS) P11; \$54,500-68,200 11-29-95 Internal Audit

DIR., FINANCE & INFO. SYSTEMS (11614NS) P8; \$38,500-48,100 11-30-95 Business Services

PROG. ANALYST II (11561SC) P6; \$31,900-40,600 11-15-95 HRIM

MGR. ACCOUNTING OPERATION II (11609NS) P8; \$38,500-48,100 11-29-95 Comptroller's Office

STAFF ASSISTANT IV (11577SC) P4; \$26,200-34,100 11-14-95 Human Resources

ACCOUNTANT JR. (11592NS) G11; \$19,900-25,300 11-29-95 Comptroller's Office

CLERK, STORE II (11593NS) G6; \$14,571-17,893 11-29-95 The Book Store

FINANCIAL SERVICES ASSISTANT II (11615NS) G10; \$18,700-23,300 12-1-95 Student Financial Services

GRAD SCHOOL OF FINE ARTS

Specialist: Clyde Peterson

P-T (OFF. ADMINISTRATIVE ASSISTANT I) (24 HRS) (12631CP) Assist admin. coord. with payroll procedures including collecting supporting documentation, executing studies and statistical analysis on financial operations, maintaining budgeting filing systems; coordinate complex special events, including student competitions, conferences, lecture series

OPPORTUNITIES at PENN

and exhibitions; perform office admin. support including typing, filing, reception, telephone & word-processing. **Qualifications:** High school graduate or equivalent and related post high school training or equivalent experience; BA/BS preferred; two yrs. experience in office administration, preferably in a univ. background; strong interpersonal and oral/written communications skills; leadership skills; exp. with Penn's accounts payable/payroll procedures preferred; must be skilled with PC computers, including word-processing, spreadsheets, databases, electronic resources; expert in WordPerfect, Word, Excel and Dbase preferred. **Grade:** G9; **Range:** \$9,396-11,758 12-7-95 Architecture

P-T (ADMINISTRATIVE ASSISTANT III) (28 HRS) (12637CP) Provide admin./clerical support for the department chair; prepare, proofread and edit standard/complex documents; coordinate appointment scheduling and meetings; handle a wide variety of inquiries and requests from students, faculty and alumni; coordinate special events and lectures; responsible for maintaining departmental files. **Qualifications:** High school graduate or equivalent and related post high school training or equivalent experience; minimum of two yrs. of experience at the AAI level or comparable background, preferably in a university environment; thorough knowledge of office procedures, practices and methods; knowledge of and experience with Windows version of Word and Excel; ability to type 45 wpm; excellent interpersonal and oral/written communications skills; excellent telephone skills and sense of initiative. **Grade:** G11; **Range:** \$10,934-13,901 12-8-95 Landscape Architecture

LAW SCHOOL

Specialist: Clyde Peterson

ANNUAL GIVING OFFICER II (11582CP) P5; \$28,800-37,600 11-22-95 Law Development

MEDICAL SCHOOL

Specialist: Ronald Story/Janet Zinser

MANAGER VI (11619RS) Responsible for the effective and smooth operations of the toxicology operations and programs in support of pre-clinical toxicology studies and animal laboratory research in the Institute for Human Gene Therapy; act as Study Supervisor and is responsible for daily operations and supervision of toxicology studies; directly supervise the technical support staff within the Toxicology Unit of ARAT to include at least one veterinary technician; make work assignments; provide training and development; review performance through the University's appraisal process and provides disciplinary action as needed; develop and implement standard operating procedures in the context of Good Laboratory Practices; work with the Research and Development Committee of the Institute to develop and implement research projects relevant to overall goals of the Institute; maintain current knowledge of technical and regulatory requirements; work in consultation with Director to implement new policies and procedures needed to maintain compliance. **Qualifications:** MS or PhD degree required; experience in a biotechnology/pharmaceutical firm as a study director preferred; must have the ability to prioritize and perform in a busy, rapidly changing environment; experience in operations, supervision and scheduling of staff is required; ability to handle multiple on-going projects required; excellent interpersonal, oral and written communication skills necessary; previous project management experience and the ability to handle conflict required; ability to deal with multiple constituencies (faculty and staff) at various levels within the Institute, the University, external regulatory bodies & vendors. (End date: 12/31/97) **Grade:** P7; **Range:** \$35,000-43,700 12-1-95 IHGT

RESEARCH COORD. (11587RS) Assist in NIH-funded study investigating cause of ovarian cancer; recruit ovarian cases and community-based controls

in the New Jersey/Philadelphia area; visit hospitalized patients & contact their attending physicians for permission; telephone & write potential community controls; visit patients in their homes; conduct personal interviews with participants; collect medical record data abstraction; keep logs; organize schedule; edit; travel to interviews. **Qualifications:** BA/BS preferred; one-three yrs. prior interviewing experience; reliable & ability to work independently; highly organized, attentive to detail; desirable to own a car or be very familiar with public transportation; excellent interpersonal skills; medical terminology skills preferred. (End date: 3/31/98) **Grade:** P3; **Range:** \$23,900-31,000 11-22-95 CCEB

RESEARCH SPECIALIST, JR. (12639RS) Under limited supervision, perform DNA cloning and DNA sequence analysis of muscle genes; transgenic and molecular analysis of muscle gene expression; cell culture of embryonic muscle; embryo isolation and culture and biochemical studies of muscle regulatory proteins; keep logs; write lab reports; maintain and order supplies. **Qualifications:** BA/BS in biology or related field; course work and/or experience in molecular, cell and developmental biology and genetic required. **Grade:** P1; **Range:** \$19,700-25,700 12-8-95 Cell & Developmental Biology

RESEARCH SPECIALIST I/II (11545RS) Make cDNA constructs; run Northern and Southern; perform in situ hybridization & RT-PCR; run sequencing gels and make retroviral constructs; write methods sections of papers and lab reports; oversee lower grade techs and students; assign tasks to student workers; attend lab meetings; assist in plan for protocol and test new procedures. **Qualifications:** BA/BS or equivalent. **RES SPEC. I:** one-three yrs. experience. **RES. SPEC. II:** three-five yrs. experience. (Ongoing contingent upon grant funding) **Grade:** P2/P3; **Range:** \$21,700-28,200/23,900-31,000 11-30-95 Pathology and Lab Medicine

ADMINISTRATIVE ASSISTANT I/II (11567JZ) Type and proofread general and confidential material; organize and maintain records and files; compile and summarize data, specifically grant applications, IACUC protocols and Human protocols; prepare purchase requisitions, C-forms, journal vouchers and related forms; order office supplies and, maintain inventory; record, monitor and verify budget expenditures; reconcile accounting system reports and resolve problems; summarize financial data for reports; set-up conferences/resident lunches; maintain conference room schedule; screen mail and telephone calls. **Qualifications:** High school graduate; two yrs. college preferred; training in accounting and experience in a university setting preferred; strong typing skills; experience with computers, word processing and spreadsheets required; knowledge of WordPerfect and Lotus software preferred; excellent organizational skills; detailed oriented with numerical aptitude; able to work under pressure and handle heavy volume of paperwork. **AAI:** two yrs. secretarial/clerical experience or equivalent. **AAII:** two yrs. at the AAI level or equivalent. **Grade:** G9/G10; **Range:** \$17,100-21,400/\$18,700-23,300 11-30-95 Surgery/HDSR

ADMINISTRATIVE ASSISTANT II (40 HRS) (11594JZ) Compile & summarize data; organize & maintain office records and files; coordinate office workflow; compose correspondence & forms; maintain financial records; maintain complex computerized office systems; respond to inquiries; type and proofread materials; maintain schedules and arrange meetings. **Qualifications:** High school graduate with business curriculum & related post high school training or equivalent; two yrs. experience at the AAI level or comparable background; thorough knowledge of office procedures, practices and methods; type 45 wpm. **Grade:** G10; **Range:** \$21,371-26,629 11-30-95 Psychiatry

ADMINISTRATIVE ASSISTANT II (40 HRS) (11617JZ) Perform admin. clerical duties for Director of Neuro-ophthalmology Service; select, modify and develop office/clerical procedures and prioritize work; maintain complex records, reports and/or other organized systems

of information; follow physician in clinic to assist with obtaining medical data; schedule patients & admin. appointments for physicians; make travel arrangements and coordinate calendar and special events/speaking engagements; prepare correspondence; implement office and clerical procedures. **Qualifications:** Completion of high school business curriculum and related post high school training or equivalent; two yrs. experience at the AAI level or comparable background; thorough knowledge of office procedures, practices and methods; ability to type 45 wpm. **Grade:** G10; **Range:** \$21,371-26,629 12-4-95 Ophthalmology

ADMINISTRATIVE ASSISTANT III (37.5 HRS) (11596JZ) Answer and direct telephone calls, record messages; schedule meetings for Director, manage appointments; maintain documentation and files for accreditation records for CME programs; type and proofread standard and complex materials; maintain inventory of office supplies and stationery; place orders; operate standard and advanced office equipment; maintain equipment supplies and service; maintain office database; organize and maintain office and accreditation files; prepare and process payment forms. **Qualifications:** High school graduate required; college or business school preferred; two yrs. experience at the AAI level or comparable background; strong organizational, oral and communication skills; typing proficiency; detail oriented; ability to work under pressure and handle multiple tasks. **Grade:** G11; **Range:** \$21,321-27,107 11-30-95 Continuing Medical Education

CLINICAL RECEPTIONIST (40 HRS) (11540JZ) Receive and schedule incoming telephone calls regarding patient appointments; obtain and/or confirm patient demographic information; enter information into computer; instruct patients regarding fee policies; schedule appointments; complete forms for special testing; mail cards for future appointments; review schedules; maintain logs; pull and file charts, number and file data in charts; assemble charts; print charts from microfilm and copy charts, provide relief coverage for switchboard operator. **Qualifications:** High school graduate or equivalent; ability to use CRT terminal and demonstrated interpersonal skills. **Grade:** G8; **Range:** \$17,943-22,400 12-8-95 Ophthalmology

OPHTHALMIC ASSISTANT/OPHTHALMIC TECH CERTIFIED (40 HRS) (11570RS) Provide technical/mechanical assistance to ophthalmologist; call/escort patients to exam rooms; document complete medical history and review of medications; perform special testing as needed (vision, treatment, lensometry, tension); explain details; answer patient questions; scribe dictated information; complete treatment slips as instructed by ophthalmologist; complete paperwork required for registering patients for surgery, refills on prescriptions, work/school excuses. **TECH:** In addition, perform highly specialized testing such as Goldman Visual Field, Octopus and refractometry. **Qualifications:** High school graduate or equivalent. **ASSISTANT:** completion of certified one-year ophthalmic technology course; certificate-Ophthalmic Asst.; six months-one year experience. **TECH:** Comple-

Classifieds

FOR RENT

3xx Sloan Street. Charming 2-story rowhome in quiet block close to campus. Architect renovated. 2 large bedrooms, wood floors, skylight, French doors to back yard and patio, wood burning stove, central air conditioning, gas heat, hot water and stove. Washer, full basement, plenty of storage space. \$600/mo. plus utilities. Call (215) 546-7586.

WANTED

Housemate wanted. Manayunk, 3-story house, yard, w/d. \$275. 482-6769.

ATTENTION

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

OPPORTUNITIES at PENN

tion of two year ophthalmic technology course; certificate Ophthalmic Technician; two year ophthalmic experience; proficiency in special testing, especially Goldman Visual Fields preferred. **Grade:** G10/G11; **Range:** \$21,371-26,629/\$22,743-28,914 11-16-95 Ophthalmology

PSYCH TECH I (11595RS) Collect, code and analyze data; coordinate and implement research studies; provide general assistance to professional, research and clinical staff. **Qualifications:** Bachelor's degree in psychology or related field or equivalent in experience; office & research experience in psychology. **Grade:** G10; **Range:** \$18,700-23,300 11-30-95 Psychiatry

RESEARCH LAB TECHNICIAN III (11618RS) Perform sleep studies of animals including electroencephalographical monitoring and blood pressure monitoring by telemetry; analysis of computerized data; will perform immunohistochemistry and neuroanatomy studies. **Qualifications:** BA/BS required (with science or engineering major); must be computer literate and familiar with PC's; experience and some education in biological sciences. (On-going pending funding) **Grade:** G10; **Range:** \$18,700-23,300 12-1-95 Center for Sleep

SECURITY OFFICER/MEDICAL SCHOOL (40 HRS) (11598JZ) Perform facility security tours reporting any irregularities found; greet and assist visitors; communicate by radio and telephone to field personnel, University Physical Plant, University Police and other office personnel; maintain logbook and other records; enforce School and University policies; assist University Police and Philadelphia Fire Department in emergency situations. **Qualifications:** Completion of high school business curriculum and related post high school training; extensive walking and stair climbing required; ability to lift and carry 50 lbs; ability to tolerate unpleasant odors; strong interpersonal skills and customer service orientation; ability to remain alert during periods of low activity; able to work at nights and on weekends; able to work overtime on short notice. (Applicants must pass a Police background security check; position considered "essential" personnel) (Work schedule: M-F, 4 p.m.-1 a.m.) **Grade:** G8; **Range:** \$17,943-22,400 11-30-95 Architecture & Facilities Management

P-T (SCIENTIFIC EQUIPMENT STERILIZATION ATTENDANT) (20 HRS) (11622RS) 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 & unload glassware in drying ovens; maintain the sterilization; pick up and deliver glassware to laboratories. **Qualifications:** High school diploma or equivalent; ability to push and pull up to fifty pounds and able to lift up to twenty-five pounds; ability to exert twenty pounds of pressure on autoclave. **Grade:** G5; **Range:** \$6,868-8,407 12-1-95 Cancer Center

CLINICAL SPECIALIST (10511RS) (End date: 8/31/96) P6; \$31,900-40,600 11-1-95 Radiology

CLINICAL SPECIALIST (11538RS) (End date: pending funding) P6; 31,900-40,600 11-9-95 Medicine/Experimental Therapeutics

DIRECTOR, CLINPATH UNIT (10510JZ) (End date: 6/30/98) Ungraded 11-6-95 IHGT

FISCAL COORD. II (11539JZ) P2; \$21,700-28,200 11-7-95 Hematology

FISCAL COORD. II (11620JZ) (End date: 12/31/97) P2; \$21,700-28,200 12-1-95 IHGT

PROG. ANALYST I (11581JZ) P4; \$26,200-34,100 11-22-95 Psychiatry

RESEARCH COORD. (11543RS) P3; \$23,900-31,000 11-7-95 Pathology & Lab Medicine

RESEARCH COORD., SR. (06006RS) P4; \$26,200-34,100 11-6-95 Radiation Oncology

RESEARCH SPECIALIST I (10448RS) (Ongoing per grant availability) P2; \$21,700-28,200 11-22-95 Medicine/Endocrine

RESEARCH SPECIALIST II (11545RS) (Ongoing contingent upon grant funding) P3; \$23,900-31,000 11-9-95 Pathology and Lab Medicine

RESEARCH SPECIALIST II (11568RS) (On-going contingent upon grant funding) P3; \$23,900-31,000 11-16-95 Pathology & Lab Medicine

RESEARCH SPECIALIST IV (11566RS) (On-going contingent upon grant funding) P6; \$31,900-40,600 11-16-95 OB-GYN

P-T (RESEARCH SPECIALIST II) (10506RS) P3; \$11,950-15,500 11-16-95 Genetics

ADMINISTRATIVE ASSISTANT III (11553JZ) G11; \$19,900-25,300 11-15-95 Office of International Medical Programs

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

RESEARCH LAB TECHNICIAN III (11554RS) (On-going contingent upon grant funding) G10; \$18,700-23,300 11-10-95 Pathology & Lab Medicine

SECRETARY, SR. (09393JZ) G11; \$19,900-25,300 11-20-95 Genetics

SECRETARY TECH/MED (40 HRS) (11613JZ) G9; \$19,543-24,457 12-1-95 Surgery/Neurosurgery

P-T (SUPERVISOR SOM SECURITY UNIT) (22 HRS) (11597JZ) (Applicants pass a Police background security check; position considered essential personnel) (Work schedule: Sun.-Sat., 8 p.m.-8 a.m.) G10; \$10,275-12,802 12-1-95 Architecture & Facilities Management

NURSING

Specialist: Ronald Story

COORD. II (11607RS) Assist faculty, staff and students in the direct use of ITC microcomputer lab hardware and software; coordinate student access to E-mail, PennNet & Internet resources; supervise & coordinate workstudy responsibilities and daily activities of the lab; collaborate with faculty on the use of software for course related programs; maintain ITC software & hardware; troubleshoot computer related technical problems; prioritize and delegate responsibilities and tasks. **Qualifications:** BA/BS or equivalent; minimum three yrs. experience in a computer lab; preparation and production of computer generated materials; broad based and technical knowledge of a variety of hardware systems and software applications; PC and MAC a must; supervisory experience preferred; ability to work and interact with faculty students and staff. **Grade:** P2; **Range:** \$21,700-28,200 11-29-95 Nursing

INFORMATION MANAGEMENT SPECIALIST II (11580RS) Support a consortium of ITC based computer graphics a new media project; design, author & introduce graphics, multimedia, CD-ROM, PennNet and computer based digital media; function as a strong faculty & student advocate for advancing the effective use of these technologies; research new and emerging multimedia technologies and advise on potential direction and standards. **Qualifications:** MA/MS (or BA/BS with extensive experience) in a relevant field with progressive responsibilities; at least three yrs. experience in support operations in an academic environment; technical knowledge of wide range of multimedia hardware systems, software development applications, peripherals and related networking technologies; strong oral and written communication, project management ability and proven organizational skills a must; training development and delivery experience preferred. **Grade:** P6; **Range:** \$31,900-40,600 12-1-95 Nursing

P-T(MANAGER, PROJECT II) (20 HRS) (09420RS) Manage and coordinate day to day activities; maintain records and budgetary forms; oversee the implementation of specified study protocols; identify and recruit subjects; schedule meetings; make travel arrangements; schedule use of equipment and facilities; obtain growth measurements on infants in the study. **Qualifications:** Master's in nursing required, specialization in perinatal or neonatal field preferred; five yrs. experience in a level two or three neonatal intensive care unit; RN licensure in PA; knowledge and clinical experience in counseling mothers who deliver low birthweight or preterm infants in breast-feeding. **Grade:** P7; **Range:** \$17,500-21,850 11-17-95 Nursing

PRESIDENT

Specialist: Susan Curran/Janet Zinser

SENIOR WRITER (11584JZ) Provide senior-level writing services in support of the advancement goals of the University; coordinate planning, editing and production of development newsletters; write copy and collateral material for fundraising programs; work with development officers and faculty to plan and prepare gift solicitations; research and write proposals, speeches and stewardship reports; participate in training workshops; draft gift acknowledgment letters. **Qualifications:** BA/BS; six-eight yrs. experience as a professional writer and editor, with five yrs. direct experience in higher education or related area; excellent command of language, grammar & spelling, with a good eye for detail; demonstrated skill and experience editing and producing publications; knowledge of the University environment; ability to relate comfortably to alumni and volunteers, as well as faculty administrators, executive and other staff. **Grade:** P7; **Range:** \$35,000-43,700 11-22-95 Development and Alumni Relations

ADMINISTRATIVE ASSISTANT III (40 HRS) (11624SC) Handle reception area of President's Office; greet all visitors; answer multiple telephone lines; handle large volume of questions and inquiries; obtain needed information from other areas of the University; proofread daily correspondence and log out on tracking database; maintain correspondence files; order office supplies and maintain inventory; handle maintenance and service calls; receive and distribute all mail, packages and deliveries; provide admin. support to senior staff and to other members of the President's Office when needed. **Qualifications:** High school graduate required; BA/BS preferred; four-six yrs. experience as a receptionist/admin. asst. or secretarial equivalent required; knowledge of Penn and of issues of higher education strongly preferred; must be able to maintain strict confidentiality, must display great maturity and be tactful and skilled in managing delicate situations and coping calmly with a wide variety of people; must be able to make sound professional judgments, be able to work independently while functioning as part of a team and be able to handle a high volume of work in a very fast-paced (and at times stressful) environment; excellent written and oral communication skills are essential, as are strong proofreading and typing skills; must be proficient with Macintosh computer systems and a variety of software, specifically: FileMaker Pro, MS-Word, Excel and Meeting Maker. **Grade:** G11; **Range:** \$22,743-28,914 12-4-95 President's Office

ADMINISTRATIVE ASSISTANT III (40 HRS) (11623SC) Read, route, assign and process presidential mail for appropriate action or response; follow-up daily to ensure responses are completed in a timely manner; respond to routine correspondence; proofread prepared correspondence; log mail and correspondence into tracking database; maintain archives of speeches and media clippings; provide research and admin. support to senior staff and backup other members of the President's Office when needed. **Qualifications:** High school graduate required; BA/BS preferred; four-six yrs. progressively responsible admin. asst. experience or equivalent required; knowledge of Penn and of issues of higher education strongly preferred; must be able to maintain strict confidentiality, must display maturity, make sound professional judgments, be able to work independently while functioning as part of a team and be able to handle a high volume of work in a very fast paced (and at times stressful) environment; excellent written and oral communication skills are essential, as are strong proofreading and typing skills; must be proficient with Macintosh computer systems and a variety of software, specifically: FileMaker Pro, MS-Word, Excel and Meeting Maker. **Grade:** G11; **Range:** \$22,743-28,914 12-4-95 President's Office

DIRECTOR DEVELOPMENT RESEARCH (11585-JZ) P8; \$38,500-48,100 11-22-95 Development & Alumni Relations

OPPORTUNITIES at PENN

EDITOR, ALUMNI MAG. (11572JZ) P9; \$42,300-52,900 11-16-95 Development & Alumni Relations
MANAGER VI (11546JZ) P7; \$35,000-43,700 11-8-95 Development & Alumni Relations
SENIOR WRITER (11584JZ) P7; \$35,000-43,700 11-22-95 Development and Alumni Relations
ADMINISTRATIVE ASSISTANT I (11573JZ) G9; \$17,100-21,400 11-16-95 Development & Alumni Relations

PROVOST

Specialist: Clyde Peterson

SYSTEMS PROG. IV (12633CP) Develop software programs in support of University Network; define, design, code, test, analyze and evaluate network products on the University network; perform system integration and testing of network hardware and software; prepare definition/design specifications; resolve complex problems related to system software; plan and oversee installation and operation of system software; develop standards and incorporate into system. **Qualifications:** Bachelor's degree in computer sciences or engineering; minimum five yrs. experience in design and implementation of software programs; working knowledge of UNIX, TCP/IP, LAN software for IBM PC's and Mac's; good writing skills. **Grade:** P9; **Range:** \$42,300-52,900 12-7-95 DCCS

SECRETARY IV (11606CP) Answer phone; make referrals; schedule appointments; type, compose and proofread highly confidential and detailed correspondence, memoranda, drafts, reports and other complex materials; responsible for receiving and preparing complex student files; perform data entry and basic research functions (SRS) to ensure files are accurate and kept up-to-date; produce weekly and monthly computerized tickler reports; assist in coordinating judicial hearings; responsible for reading all University publications to keep office abreast of current events; open and screen mail. **Qualifications:** Completion of high school with post-related business training; at least three yrs. of secretarial experience; knowledge of University preferred; proficient in Macintosh computer operating system and applications, including Microsoft Word, Excel and FileMaker Pro; experience using database software; familiarity with e-mail; ability to take initiative, work independently; demonstrated integrity and professionalism; good communications, interpersonal and organizational skills essential; must possess sensitivity and concern about student needs; ability to exercise mature judgment and discretion; ability to coordinate and perform multiple tasks under stressful circumstances. **Grade:** G9; **Range:** \$17,100-21,400 12-6-95 Student Dispute Resolution Center/Judicial Inquiry Office
SYSTEMS ANALYST II (11558CP) P7; \$35,000-43,700 11-10-95 UMIS

ADMINISTRATIVE ASSISTANT III (11611CP) G11; \$19,900-25,300 11-29-95 University Libraries/Reference

LIMITED SERVICE (THEATER TECH) (10521CP) (Work schedule: some evenings & weekends) G8; \$13,078-16,327 11-1-95 Annenberg Center

P-T (ADMINISTRATIVE ASSISTANT I) (20 HRS) (07135CP) G9; \$9,396-11,758 11-1-95 South Asia Reading Room

P-T (PHOTOGRAPHER I) (20 HRS) (11605CP) G7; \$7,967-9,945 11-29-95 University Libraries -Fine Arts/Slide Collections

VETERINARY SCHOOL

Specialist: Nancy Salvatore

ADMINISTRATIVE ASSISTANT II (11583NS) Type correspondence, arrange meetings, seminars, conferences; maintain appointment calendar; screen and redirect Director's mail and telephone calls, composes correspondence; type & proofread confidential materials, gather confidential material and maintain files for combined degree applicants; perform word processing for Director and for other genetics center faculty; handle inquiries regarding interpretation of

policies or procedures; perform some admin. duties unique to assigned area; maintain financial records for research grants and order laboratory supplies; make travel arrangements and process and track reimbursements; maintain and organize files and journals; maintain documentation of regulatory matters for research grants. **Qualifications:** Completions of high school business curriculum or equivalent; at least four yrs. of administration asst./secretarial experience or equivalent; ability to type 55 wpm and be computer literate; demonstrated understanding of punctuation and grammar; ability to communicate effectively. **Grade:** G10; **Range:** \$18,700-23,300 12-6-95 Pathobiology
ASSISTANT TO CHAIRMAN (10525NS) P1; \$19,700-25,700 11-6-95 Pathobiology
FISCAL COORD. I (10531NS) P1; \$19,700-25,700 11-6-95 Animal Biology
RESEARCH LAB TECHNICIAN III (10524NS) G10; \$18,700-23,300 11-1-95 Pathobiology
SECRETARY V (11532NS) G10; \$18,700-23,300 11-7-95 Small Animal Hospital
SECRETARY TECH/MED/SECRETARY TECH/MED, SR. (11551NS) G9/G10; \$17,100-21,400/ \$18,700-23,300 11-13-95 Radiology/Cardiology
SECRETARY TECH/MED/SECRETARY TECH/MED, SR. (11552NS) G9/G10; \$17,100-21,400/ \$18,700-23,300 11-13-95 Surgery

VICE PROVOST/UNIVERSITY LIFE

Specialist: Clyde Peterson

PRODUCTION COORDINATOR, WXPN (11563CP) (On-going contingent upon grant funding) P1; \$19,700-25,700 11-15-95 WXPN

WHARTON SCHOOL

Specialist: Janet Zinser

ADMIN. ASST. II (12630JZ) Ensure that all course-related materials are available at the beginning of each term; handle student inquiries and registration problems; provide admin. support to faculty with course-related materials (textbook orders and bulkpack preparation); update and collect all course-related info. for posting and distribution; coordinate room assignments for classes, review sessions and exams; work closely with Academic Affairs Coord. to assist with planning and scheduling using Student Registration System and provide quality dept. services. **Qual.**: H.S. grad., some college pref.; at least two yrs. exp. at AAI level or comparable; strong analytical, organizational & interpersonal skills; ability to deal effectively with diverse clientele; strong written and oral communication skills; word processing and spreadsheet exp., pref. with Microsoft Word & Excel for IBM compatible computers. **Grade:** G10; **Range:** \$18,700-23,300 12-5-95 Finance
EXEC. SECRETARY (N/E) (40 HRS) (12628JZ) Serve as confidential secretary to the dean and the dean's communications director; coordinate with business administrator financial matters; schedule executive meetings, receptions and conferences; arrange locations and menu selections, prepare and distribute invitations and agenda; screen incoming phone calls and correspondence; prepare and review outgoing correspondence; assist in maintenance of the dean's calendar; assist in preparation of itineraries for dean and visitor's, including arrangements for transportation and lodging and meeting schedules; transcribe dictation. **Qual.**: H.S. grad.; Assoc./Bachelor's degree pref.; seven plus yrs. highly responsible secretarial exp. and knowledge of academic environment; superb organizational verbal and written communications skills required; consistent and mature judgment and equanimity under pressure; exemplary ability to handle confidential material; facility with standard computer programs; dependability mandatory; ability to work some overtime if required. **Grade:** G12; **Range:** \$25,371-32,686 12-5-95 Dean's Office

LIMITED SERVICE (AUDIO/VISUAL TECH I/II) (07105JZ) Oversee use of computer and display technology in multi-media presentation; troubleshoot computer software and hardware problems; deliver, set-up

and operate a wide variety of computing systems and audio visual equipment; responsible for inventory control of equipment; oversee daily schedule of equipment set-ups and operate assignments; perform routine maintenance; assist with video and audio tape duplication and editing services; train and supervise work-study and freelance staff. **Qualifications:** H. S. grad. or equivalent; working knowledge of electronics and trouble shooting techniques necessary to maintain and diagnose audio-visual and computer equipment problems; ability to support end users in coordination of PC and multi-media display technology; advanced knowledge of MS-DOS and Windows operations; strong organizational and customer service skills; ability to interact well with faculty, staff, students and corporate clients; ability to lift equipment up to 50 lbs.

A/V TECH. I: one-two yrs. experience in providing end-user support in media technology/computing. **A/V TECH. II:** three-four yrs. experience in providing end-user support in media technology/computing. **Grade:** G10/G11; **Range:** \$18,083-22,532/\$18,945-24,085 12-8-95 Classroom Support Svcs.

ASSOCIATE DIRECTOR V (07066JZ) P7; \$35,000-43,700 11-6-95 External Affairs

COORD. II (11562JZ) P2; \$21,700-28,200 11-29-95 Doctoral Programs

DIR. VII (11535JZ) P10; \$47,400-59,200 11-8-95

MAJOR GIFT OFFICER I/II (11549JZ) (11550JZ) P7/P8; \$35,000-43,700/\$38,500-48,100 11-10-95 External Affairs

PROG. ANALYST II/III (10528JZ) P6/P7; \$31,900-40,600/\$35,000-43,700 11-8-95 WCIT

OPERATOR, DUP. MACHINE IV (10529JZ) (No vacation will be approved during Aug., Sept., Dec. and Jan.) (Overtime is a requirement of this position) (Schedule: 5 p.m.-1 a.m.) G10; \$18,700-23,300 11-3-95 Wharton Reprographics

P-T (ADMIN. ASST. I) (25 HRS) (115616JZ) G9; \$9,396-11,758 12-1-95 Wharton Communications

IIE Fellowships, Eastern Europe

The Institute of International Education (IIE) announces a fellowship program for young American researchers in professional, policy and public administration-related fields who want to develop a specialized knowledge of East Central Europe, the Baltic States and the NIS. Candidates may apply for grants to Albania, Bulgaria, Croatia, the Czech Republic, Estonia, Hungary, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Macedonia, Poland, Romania, Russia, Slovakia, Slovenia or Ukraine.

The program is funded by the Research and Training for Eastern Europe and the Independent States of the Former Soviet Union Act of 1983 (Title VIII).

Application deadline is February 2. Finalists will be selected by a panel of specialists in appropriate fields and interviewed by telephone in March. Notification will be made in April. For application forms, brochures, information:

US Student Programs
 Professional Development Fellowships
 IIE, 809 United Nations Plaza
 New York, NY 10017-3580
 Tel: (212) 984-5330
 Fax: (212) 984-5325

— Office of International Programs

MRI Study of Heart Cases

Wanted: Staff and faculty over 55 who have had a heart attack, to participate in an MRI study. The study requires an MRI and four hours of memory testing. You will be paid \$100 for your participation. If you are in good health, please call Susan at 662-7426.



Opera for All Ages

Hansel and Gretel return to the stage of the Zellerbach Theatre December 15-17 for the 4th annual holiday production co-presented by the Annenberg Center and the Academy of Vocal Arts Opera Theatre. This opera for all ages is sung in English by AVA's artists with Concerto Soloists Chamber Orchestra and students from the Shawmont School and the C.W. Henry School, both in Philadelphia, and the Conrad Middle School in Wilmington. At left, the witch (Melissa Parks) is surrounded by wraiths and angels, played by students from the Rock School of the Pennsylvania Ballet. Tickets: \$25, \$20 Penn faculty/staff, \$12 students/children. Tickets/information: 898-6791.

Photo by Trudy Lee Cohen

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 **November 27, 1995 and December 3, 1995**. Also reported were **Crimes Against Property, including 31 thefts (4 of autos, 7 from autos, 5 of bikes and parts); 1 burglary; 3 incidents of criminal mischief and vandalism; 1 incident of trespassing and loitering.** Full reports are in this issue of *Almanac* on the Web (<http://www.upenn.edu/almanac/v42/n15/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 **November 27, 1995 and December 3, 1995**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Threats & harassment—4

11/27/95	4:56 PM	3600 Blk. Walnut	Complainant followed by unknown male
11/28/95	10:07 AM	Levy Park	Compl. threatened by male who stated he had gun
11/29/95	11:22 AM	Faculty Club	Complainant being harassed
11/30/95	6:12 PM	Kings Court	Unwanted phone calls received

38th to 41st/Market to Baltimore: Robberies (& attempts)—4; Simple assaults—2;

Threats & harassment—1			
11/27/95	11:20 PM	40th & Chestnut	2 males robbed complainant
11/28/95	5:33 AM	300 Blk. 41st	2 males in vehicle robbed complainant
11/28/95	7:11 PM	4000 Blk. Bltme.	Jacket and walkman taken by unknown male
11/30/95	12:54 PM	40th & Sansom	Male struck female
12/01/95	2:44 AM	40th & Market	Wallet taken from complainant by three males
12/03/95	7:44 AM	Phi Kappa Psi	Complainant assaulted by roommate
12/03/95	11:40 AM	High Rise North	Unwanted calls received

41st to 43rd/Market to Baltimore: Robberies (& attempts)—1

12/03/95	2:31 PM	Pine & St. Marks	Complainant robbed by unknown male
----------	---------	------------------	------------------------------------

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

11/30/95	10:13 AM	Lot# 26	Driver of van threatened by passenger
----------	----------	---------	---------------------------------------

Outside 30th to 43rd/Market to Baltimore: Aggravated assaults—2

11/28/95	5:41 PM	Walnut St. Bridge	Compl. struck in head by unk. male w/unk. object
12/03/95	7:41 PM	15th/Tasker	Suspects stopped during assault/arrest

Crimes Against Society

34th to 38th/Market to Civic Center: Alcohol & drug offenses—1

12/03/95	10:00 PM	600 Univ. Ave.	Driver arrested for driving under influence of alcohol
----------	----------	----------------	--

41st to 43rd/Market to Baltimore: Weapons offenses—1

11/28/95	7:29 PM	4100 Blk. Bltme.	3 persons arrested for weapons offense
----------	---------	------------------	--

Outside 30th to 43rd/Market to Baltimore: Disorderly conduct—1

11/27/95	4:23 PM	46th & Walnut	Male arrested for disorderly conduct
----------	---------	---------------	--------------------------------------

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
ASSOCIATE EDITOR
EDITORIAL ASSISTANT
STUDENT ASSISTANTS

Karen C. Gaines
Marguerite F. Miller
Mary Scholl
Radhika Chinai, Suma CM,
Zack Miller, Stephen Sanford,
Sofia Theophilus, Jenny Tran

ALMANAC ADVISORY BOARD: *For the Faculty Senate*, Martin Pring (Chair), Jacqueline M. Fawcett, Phoebe S. Leboy, William Kissick, Peter J. Kurloff, Ann E. Mayer, Paul F. Watson; *for the Administration*, Stephen Steinberg; *for the Staff Assemblies*, Berenice Saxon for PPSSA, Diane Waters for the A-3 Assembly, Susan Williamson for Librarians Assembly.

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

MANAGING EDITOR Martha M. Jablow
ASSISTANT MANAGING EDITOR Jerry Janda

NEWS STAFF: Barbara Beck, Jon Carolulis, Phyllis Holtzman, Carl Maugeri, Esaúl Sánchez, Kirby F. Smith, Sandy Smith.

DESIGNER: Jenny Friesenhahn

CLASSIFIEDS: Ellen Morawetz

The Compass, South 1B, 3624 Market Street,

Philadelphia, PA 19104-2615

(215) 898-1426 or 898-1427 FAX: 898-1203

Classifieds: 898-3632

E-mail: jablow@pobox.upenn.edu

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

Teaching in the Constitutional University

by Will Harris

American universities have recurrently been founded (or re-founded) from inside, at mid-course in their ongoing histories. The University of Pennsylvania seems to be undergoing such a process. Sometimes, this internal re-establishment takes the form of a reinvention of the "original" founders to supply foundations for an institution's re-modeled vision of its nature. Always, this process requires rethinking the commonly used, central concepts about the university in terms of a new set of first principles. What kind of a *university* do we want to be?

Reflecting on some of these concepts, I offer here a set of linked propositions for a well-ordered educational regime—the "Constitutional University"—an institution that takes its scholarship, teaching, and service so seriously that it does not just endorse each one of them authentically. It also embraces their *connectedness* in its self-understanding and its operations. A Constitutional University is attentive not only to its own constitution (the principles and structures that provide for its prosperity and the survival of its identity) but also to the most affirmative accounts of the larger constitutional orders in which it is embedded. For these broader orders, it is an idealized microcosm, a realized exemplary and experimental community, reminding and inspiring them from within.

1. University as Community. In medieval political thought, the Latin term *universitas* did not originally refer to an academic institution, or to an inquiry into the "universe" (the overarching model of unity projected onto the world), or to the study of everything, although our word now partakes of all of these meanings. The initial reference was to a *comprehensive association*, a political community in the full sense, with an understanding of what each member owed the whole body, turning toward the center. The relationship between this complete polity and holistic knowledge, between *comprehensiveness* and *comprehension*, makes the modern American university. It is no surprise, then, when the early 19th-Century founder of the University of Michigan states: "In science, all is a republic." Or when Woodrow Wilson in his reforms at Princeton in the early 20th Century analogizes education in the knowledge of *general things* to the capacity of leadership in a *democratic nation*. In its name, the "university" has borrowed the image of polity.

2. Knowledge as System. The currently prevailing emphasis on dividing up knowledge and absolutizing the parts (as free-standing, or related only to substantively similar parts) undermines the university's most basic constitution. In a well-ordered composition, each of the parts is *proportional* in the classic sense. That is, each carries the pattern of the whole; it is a portion in respect to what it configures, with the other pieces, at a larger scale.

The powerful alternative is to redirect focus to the unity of knowledge, where the objective is to connect disciplines that organize academic inquiry—core to core, not just edge to edge—making a community of prospects on the world. This strategy would

produce not a "core" curriculum or a "general" tour of introductions to the established departments (either of which would launch a later excursion into a specialization), but a curriculum of cores (the broad linkage of deep knowledge from a number of important areas of inquiry). Even if the institutional compartmentalization of knowledge cannot be readily refashioned in the modern university, the education we offer can be reorganized, perhaps making our students better educated than their professors.

In addition to a model of knowledge as constitutive of wholeness, the constitutional perspective emphasizes the interplay between knowing and making. We know in order to make, to decide, to do things. But our truest thinking comes from our involvement in the making, where we become authors not only of the thing but the knowledge of how we brought it into existence by apprehending or creating it. For this enterprise, however, advanced scholarly inquiry

should not take place solely at the *frontiers* of knowledge (another political term), at the "cutting edge" where we add something to a pre-existing collectivity of information. It should also occur at the *center*, the dense heart of civilized knowing, which may otherwise be taken for granted (and whose revision might change the borders of the edge).

"Even if the institutional compartmentalization of knowledge cannot be readily refashioned in the modern university, the education we offer can be reorganized, perhaps making our students better educated than their professors."

3. Citizens as Founders. What is the intellectual quality of mind that a Penn education is designed to cultivate? Is the effect of our education to make our graduates safe for the world, producing efficacious, entrepreneurial functionaries to fill pre-existing slots in the current structure of work and society? And, occasionally, even leaders for these institutions? On a constitutional understanding of community and knowledge, Penn might properly become a school also for founders, in the revived lineage of our institutional founders—

not just Benjamin Franklin, but also William Smith (who designed the College), David Rittenhouse (who modeled the Cosmos), and James Wilson (who theorized the Constitution).

Such graduates would be citizens of the constitutional sort, with a spacious character of mind—not only well suited for taking care of themselves and the institutions of the broader world; *but also* fitted for rethinking the first principles of those institutions, remaking them if our security and happiness require it; *and even* capable of remaking themselves, redesigning their intellects in life's mid-course, if changes in the institutions and the world require it.

To achieve this capacity entails not so much critical reasoning as constitutional thinking: the ability to provide holistic accounts affirming a given order; to imagine systematic alternatives to it—to deliberate at the abstract level of those who would found the structures that establish firm relationships among people or among things. The appropriate education would be, therefore, not specialist, generalist, foundationalist, or even synthesist, but compositional. Even if a single student should not encompass the universe of knowledge, each should comprehend how his or her share fits into the whole, and how it might connect with the other parts—so that the student's intellect carries the image of a comprehensiveness beyond itself.