



People born in the Year of the Ox (1913, 1925, 1937, 1949, 1961, 1973, 1985, 1997) are patient, speak little, and inspire confidence in others. They tend, however, to be eccentric and bigoted, and they anger easily. They have fierce tempers and although they speak little, when they do they are quite eloquent. Ox people are mentally and physically alert. Generally easy-going, they can be remarkably stubborn, and they hate to fall or be opposed. They are most compatible with Snake, Cock, and Rat people.  
—from The Chinese Zodiac

People born in the Year of the Ox are bright, patient and inspiring to others. You can be happy by yourself, yet make an outstanding parent. Marry a Snake or Cock. The Sheep will bring trouble.

— from a local placemat (The Beijing)



Chinese New Year at the University Museum

It’s a Penn tradition born sixteen years ago when the Chinese Student Association and the University Museum’s International Classroom first joined forces. CSA still spearheads the program (the Year of the Ox’s chair is Annie Fu), and students give many of the demonstrations and performances—among other things they teach the handling of chopsticks. But the festivities involve a wider community, with local and regional masters and organizations demonstrating their skills in arts and crafts, music and dance, games and sports that make the day especially appealing to children. A HUP physician gives the acupuncture lecture, while others contribute their expertise on healing herbs, on fitness (via QiGong or T’ai Chi, on harmony through feng shui). A gold-medalist is one of three chefs giving demonstrations on cookery (one does vegetable carving). The Museum Cafe adds some Chinese specialties to the menu, and both the Museum Shop and Pyramid Shop feature Chinese craft items for sale. It’s all free with admission to the Museum (which is also free for those holding a PENNcard and those under 6); otherwise, \$5 adults, \$2.50 seniors and students with ID.

To Welcome the Year of the Ox

Saturday, January 25, 1997  
33rd and Spruce Streets

- 11:30 a.m. Chinese Music
- 11:30 a.m. Cooking Demo with Mei Ling Moi
- 12:30 p.m. Mandarin Squares Demonstration
- 12:30 p.m. Chinese Music
- 12:30 p.m. Cooking Demo with Mei Ling Moi
- 1:00 p.m. T'ai Chi Demonstration
- 1:20 p.m. Acupuncture Lecture
- 1:30 p.m. Chinese Music
- 1:30 p.m. Cooking Demo with Gold Medal Winner
- 1:45 p.m. Yardley Language School Dancers
- 2:00 p.m. Feng Shui Lecture
- 2:00 p.m. Qi Gong Demonstration
- 2:30 p.m. Cooking Demo with Gold Medal Winner
- 2:30 p.m. Holy Redeemer Dancers
- 3:00 p.m. Kung Fu Demonstration
- 3:30 p.m. Lion Dance Finale

Continuous Activities 11:00 a.m.—3:00 p.m.  
Video of China and Taiwan  
Chinese Food: Show and Tell  
Chinese Calligraphy  
Display of Beijing Opera Masks  
Display of Martial Art Swords  
Dragons from the Zodiac Workshop  
Firecracker Children’s Workshop  
Medicinal Herbs  
Museum Shop  
Pyramid Shop and Game  
Ribbon Weaving Demonstration  
Traditional Arts and Crafts  
Amazing Vegetable Carving with Joe Poon  
Play Mah Jong, Go & Chinese Chess  
Dragon Mask Workshop  
Ping Pong Game & Demonstration  
Children’s Workshops  
(Rainbow Child International)  
Brush Painting Adult Workshop

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The Year of the Ox

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## News in Brief

### MLK Events Reminder

All faculty and staff are encouraged to participate in the Martin Luther King Jr. Day commemorative programs being held throughout the spring semester.

Release time has been authorized for staff to attend Martin Luther King Jr. Day commemorative programs on January 20, and supervisors are encouraged to be flexible in granting release time and making arrangements for coverage of responsibilities.

— Judith Rodin, President

— Stanley Chodorow, Provost

— John Fry, Executive Vice President

**Ed. Note:** A list of January's commemorative events is in *January at Penn*, the pullout published in *Almanac* December 17 and available online. Penn's current homepage features MLK activities through April 23. Enter <http://www.upenn.edu/>, or go directly to <http://www.upenn.edu/VPGE/mlk.html>.

### Memorial Day/Summer Sessions

Beginning this spring, Summer Session I classes will not be held on Memorial Day, which is a holiday recognized by the University.

Losing this day of classes will require summer school instructors to make some adjustments in scheduling; most probably will decide to hold the missed class on a Friday, a day when summer school classes normally are not held.

A revised, three-year academic calendar will be published in *Almanac* this semester.

— Stanley Chodorow, Provost

## SENATE From the Chair

### The Senate Prepares to Meet the Benefits Redesign Challenge

*Dear Faculty Colleagues:*

In my welcome back column last September, I wrote that the University would be redesigning its benefits packages this year. In part, redesign is being driven by concern that Penn may not be in compliance with federal guidelines regarding comparability between its retirement plans for faculty and support staff, or among its plans and those of its hospitals. In part too, redesign is being pursued to determine what the University community wants its benefits package to accomplish as well as to make sure it remains competitive for attracting faculty without being overly costly.

Once the administration's proposal for redesigned benefits is presented, it will be the job of the Senate Executive Committee to make sure that the faculty understands the proposed package and is clear about its implications for our well being. SEC must then provide a voice for the faculty to say whether the package meets our needs—as individuals and as a collective with a major stake in keeping Penn competitive among the premier research universities in the country. SEC must then help the faculty articulate what it wants in terms of benefits in such a reasoned and persuasive fashion that we can affect the shape of the redesign in an appropriate and responsible fashion.

Crunch time is fast approaching. The administration expects to go public with its redesign in January or February. To meet our duty to the faculty, SEC has authorized me to appoint a committee of faculty experts who have the intellectual background and skills to thoroughly examine the proposed benefits package. They will be asked to examine its premises, ferret out and test its underlying assumptions and then help us understand its implications for both our welfare and the long-term welfare of the University. The administration has been apprised of the charge of the committee and has agreed to give it sufficient time to do its work.

I am pleased to announce that a splendid group of faculty have agreed to serve on the Faculty Senate Ad Hoc Committee to Review the Benefits Redesign Report. The members include Mark Pauly, Bendheim Professor of Health Care Systems; Jerry Rosenbloom, Frederick H. Ecker Professor of Insurance and Risk Management; Erling Boe Professor of Education and former member of the Academic Planning and Budget Committee and the Committee on the Economic Status of the Faculty; and Sheila Murnaghan, Associate Professor of Classical Studies and Chair, Senate Committee on the Faculty.

I believe we can all have confidence that this group of trusted colleagues will help us respond vigorously and appropriately to the administration's proposed benefits package. They will keep us informed of their work. When their report is ready, SEC will review it and will then propose what further actions the faculty should take to guard both Penn's interests and our own.

*Cordially,*

*Peter J. Kuriloff*

## Al Beers to Associate VP . . . Ken Campbell to Comptroller

Vice President for Finance Stephen Golding has announced the appointment of Comptroller Alfred F. Beers to a new post, Associate Vice President for Finance, and the selection of Associate Comptroller Kenneth B. Campbell as Comptroller. The changes support the Division of Finance's recently adopted strategic plan. Mr. Golding said, permitting the Division to "continue restructuring Penn business processes both centrally and in partnership with the schools and centers."

In his new position Mr. Beers, Penn's comptroller for 15 years, will serve as financial operations officer of the University, reporting directly to Mr. Golding and coordinating the day-to-day operations of school and central financial administrative offices as they relate to financial policies and prescribed business practices. He will also coordinate and integrate the business practices of the Office of the Comptroller, Office of Research Administration, Center for Technology Transfer, Acquisition Services, Risk Management, and Student Financial Services.

"Al will play a critical role in moving the Division forward with its plans to develop a service delivery and business model that will enable Penn to achieve its restructuring goals, and also serve as a model for higher education," Mr. Golding said. "We are fortunate to have someone with Al's exceptional abilities, proven record of success and breadth of knowledge of the University and higher education able to step into this important position."

Mr. Beers is a Muhlenberg College alumnus who came to Penn in 1966 from KPMG Peat Marwick, where he had been a senior accountant on the audit staff. After a series of

increasingly responsible positions he was named University Comptroller in 1982. He is a certified public accountant, and a member of the Pennsylvania Institute of Certified Public Accountants, the Society of Research Administrators, and past chairman of the Costing Policies Committee of the Council on Governmental Relations.

**The New Comptroller:** Ken Campbell is a Penn alumnus who joined the staff in 1972 after three years in the U.S. Navy. Beginning as assistant manager of Sponsored Program Accounting, he moved through several posts to become associate comptroller in 1983. A key figure in the development and implementation of FinMIS, "Ken has done a tremendous job facilitating the development and implementation of a state-of-the-art financial management system at Penn," Mr. Golding said. "Under his tireless stewardship, we have moved forward into a new business environment where we are now positioned for even greater achievement in the future. Ken's expertise and innovative ideas make him the ideal person to carry the Comptroller's Office forward as we continue to build on our progress."

As Comptroller, Mr. Campbell will be the University's chief accounting officer, reporting directly to the Vice President for Finance. His primary responsibilities will include establishing and maintaining policies and procedures with regard to internal accounting controls and University accounting and disbursement practices; coordinating the planning for and maintenance of the University's financial management information systems; and monitoring and reporting on the University's financial operations to both internal and external constituencies.



*Mr. Beers*



*Mr. Campbell*

# WELCOME BACK

From the President

## A Roiling and Robust Exchange of Ideas

*Dear Colleagues:*

Two years ago, I wrote in this space that “the University administration’s job is to support . . . dialogue and debate, not to cut it off; to create an environment in which we can educate each other, not one in which doctrine or orthodoxy is legislated from on high.” The start of a new semester is an especially appropriate time to reflect on the educational value of such a vibrant, ever-stimulating campus community, an environment in which the exchange of ideas is roiling and robust.

A diverse, excellent, and intellectually-engaged faculty and student body are essential elements of such an educational environment. As I wrote two years ago, “we are a community of different identities, and we must create a context in which a true diversity of views and opinions, persons and groups, politics and perspectives, is nurtured, valued and shared.” Creating together such a model community, in which individual and group differences form a mosaic (not a melting pot), enriches the education Penn offers.

Penn’s efforts to recruit and retain the most excellent and diverse students and faculty contribute directly to the vitality of campus discourse and the quality of the educational experience. Diversity in all its forms—diversity of academic interests, religious beliefs, political viewpoints, cultural heritages, social attitudes, geographic origins, races, and ethnicities—is an essential component of the collegiate experience of our students, the educational mission and resources of the University, and Penn’s strategic drive toward comprehensive excellence.

There are, of course, those who doubt that we *should* pursue this conjoined goal of excellence and diversity. I believe that they have failed to recognize the real, *educational* value of faculty and student diversity to Penn and to our students, today and into the next century. Diversity in the composition of the faculty and the student body is an educational asset of the first order. We all learn most from those who see the world differently than we do, from those whose life-experiences, heritage, beliefs, and attitudes may seem—at first—strange and inexplicable. Only in exploring those differences do we truly come to understand ourselves and our own heritage and beliefs. That is why our commitment to diversity is an essential component of Penn’s strategic commitment to educational excellence.

But even as we appreciate the value of a diverse and stimulating educational environment, it is important to remember that the goal of such diversity is *not* to achieve or impose some sort of politically-correct orthodoxy—of the left or the right. Quite the contrary. Diversity on campus will only achieve its full educational potential when it leads to intensified debate, engagement, and encounters across the boundaries of our differences. Ideally, such encounters should be occurring with *greater* frequency, not less, as the excellence and diversity of our faculty and student body continue to increase.

We do not seek an educational environment of bland conformity or cloying consensus, but a stimulating, challenging environment of civil, but energetic, contention and even confrontation, in which ideas and perspectives are robustly debated and compellingly argued, in which preconceptions are challenged, individual and social isolation impossible and experiential learning maximized. We seek to create an energetic educational environment, full of conflicting ideas and differing opinions.

To achieve this ambitious vision, we must all work together. Each of us has a role: I have made the institutional commitment as clear as I know how. The Deans and senior administrators are pledged to do their part. Our students play a critical role in telling the Penn story and bringing it to life on campus.

Every faculty member and department chair must also lend a hand: in identifying and recruiting outstanding and diverse colleagues and students; in making Penn a place where diversity is not only valued but put to work as an educational resource; and in overcoming cynicism and inertia. We all have a stake in this strategic commitment. We all stand to gain from Penn’s greater diversity of students and faculty; it does not have to be a zero-sum game in which we take from one group to give to another, but a “win-win” from which every student and faculty member stands to gain.

Last month, the Penn National Commission on Society, Culture and Community convened on campus to consider the deepening pattern of social fragmentation, ideological extremism, and “in-your-face” incivility that seems to have become a dominant feature of our culture, social interactions and politics as we close the 20th century. Though the Commission is only beginning its three-year investigation, it is already clear at this very early stage that alienation from institutions and isolation from those who are different from us play major roles in fostering the indifference and insensitivity that is expressed in hostility, incivility, extremism, and fearful absolutism.

On the other hand, cross-cultural contacts, shared experiences, and honest communication build a sense of community that leads—not necessarily to agreement or compromise—but to a “reasoned and reasonable discourse” in which substantive arguments can be made, reasons advanced, and new ideas generated. Such a discourse, in which mass participation, leadership, and academic expertise all have important roles to play, will be an essential feature of a successful democratic society in the complex, culturally-diverse world of the 21st century. And Penn must prepare its students for the dual roles of citizens and leaders that they will play in that world.

To that end, the Penn National Commission on Society, Culture and Community plans to sponsor activities during 1997-98 to demonstrate that campus diversity, robust competition of ideas, and civil discourse are necessary concomitants of the educational experience—not competing priorities subservient to a pragmatic, short-term interest in quietude and consensus. The Commission will then use the Penn experience as a model for a program of outreach to campuses across America.

This will be but one way in which Penn puts its growing faculty and student diversity to work in the service of its educational mission. I encourage each of you to think about other ways in which you can further that end, both within and outside the classroom. We will all be better educated for the experience.

To each of you, too, go my best wishes for a productive, safe, and successful semester.

— Judith Rodin



## New Loan Program for Penn Students

The Trustees have agreed to a very exciting new loan plan for at least half-time graduate and professional students attending the University. When combined with Penn's Keystone Direct Rewards Federal Stafford Loan, the "package" is likely the best loan program in the country. With the cost of attendance an important consideration when selecting a school, the new program should come as a welcome relief from the more expensive plans on the market.

Penn's new loan plan will carry an interest rate of the 91-day U.S. Treasury bill plus 2.75%. It will have an origination fee of only 5% and have no fees when the student enters repayment. Depending on the amount borrowed, it will have repayment terms as long as 20 years. *Most important*, since the loan will be guaranteed by the University, Penn students will be approved for this loan up to the amount of the annual cost of attendance less federal loan eligibility and other financial aid, unless there is some *serious* previous negative credit history or the student's level of accumulated debt is unreasonable.

The Office of Student Financial Services will manage reserves developed from the program itself which should be sufficient to offset losses. Therefore, schools will not be expected to absorb any losses as in previous programs.

The design of the program will minimize the administrative hassles students experience when borrowing. Loan notes and disclosure statements will be prepared on campus. This will shorten the time between application and disbursement.

For undergraduates, we are also implementing a new supplemental loan plan with the same interest rate but with no origination fee. Borrowing under this program will be limited to amounts approved in the student's financial aid package.

Since 1984 when the Penn Plan was offered as the nation's first comprehensive educational financing plan, Penn has been a leader in helping students and their families cope with the cost of attendance. Together with the outstanding parental loan programs still part of the Penn Plan, the new loan plans will set a new standard and be a benefit to students and the schools. Both plans will be available for the 97-98 academic year.

— Frank Claus, Associate VP, Finance

### Returned Checks

Effective February 1, 1997, any department submitting a check for deposit that is returned by the issuing bank due to a "stop payment" or "account closed" status will be assessed a fee of \$25 per returned item by the Cashier's Office. This fee, assessed by journal entry through FinMIS, will be used to offset the fee charged by the bank and to cover the cost of processing by the University. This fee, which originally covered checks returned for insufficient or non sufficient funds, will be expanded to include stop payment/account closed checks due to the significant increase in the number of these checks being received.

The Office of the Treasurer encourages departments to institute procedures that discourage their customers from writing "bad" checks. These procedures may include charging a returned check fee.

— D-L Wormley, Associate Treasurer

### For Graduate and Professional Students: New Loan Plan Comparison

	Penn Guaranteed Loan Program	Access Loan Program (Competitive Program)
ELIGIBILITY	A Graduate/ Professional student enrolled at least half-time in a degree program No negative credit  PGL aggregate limit set according to University division	A Graduate/ Professional student enrolled at least half-time in a degree program Must Meet ACCESS program criteria Aggregate debt cannot exceed \$120,000 May borrow with a credit worthy cosigner to reduce origination fee
ANNUAL LIMIT	Cost of education less other aid	Same
INTEREST RATE	91 Day TBill + 2.75%	91 Day TBill + 3.25% up to repayment 91 Day TBill + 3.40% during repayment
ORIGINATION FEE	Interest capitalized at repayment 5%	Interest capitalized at repayment 7% Student borrower without cosigner 6% Student borrower with cosigner 3%
FEE AT REPAYMENT	0%	3%
REPAYMENT TERMS	6 month grace period; up to 20 years to repay	9 month grace period; up to 20 years to repay

### For Graduate and Professional Students: Stafford Loan Comparison

	Penn Stafford Loan Program	Federal Stafford Loan Program Eligibility
ELIGIBILITY	A Graduate/ Professional student enrolled at least half-time in a degree program making satisfactory academic progress	Same
ANNUAL LIMIT	Up to \$18,500 per year with a maximum subsidized loan of \$8,500 per year Aggregate limit is \$127,650 including undergraduate borrowing	Same
INTEREST RATE	91 day TBill + 3.1% with 8.25% cap 91 day TBill + 2.5% on unsubsidized loans during in-school, grace and deferment periods	Same
FEES	Subsidized: 2% origination fee .75% insurance fee Unsubsidized: 3% origination fee 0% insurance fee	3% origination up to 1% insurance up to 1% insurance fee  3% origination up to 1% insurance up to 1% insurance fee
REPAYMENT TERMS	6 month grace period up to 10 years to repay \$50 minimum monthly payment 2% interest rate reduction after 48 consecutive on time payments .25% interest rate reduction for ACH payments	Same Same Same Not available from all lenders Not available from all lenders

### For Undergraduate Students: Stafford Loan Comparison

	PHEAA Keystone Direct rewards Stafford Program	Federal Stafford Loan Program
ELIGIBILITY	An undergraduate student enrolled at least half-time in a degree program making satisfactory academic progress	Same
ANNUAL LIMIT	From \$2,625 - \$5,500 in subsidized loan eligibility based on financial need and grade level Students ineligible for subsidized funds may received unsubsidized loan up to the grade level maximum	Same Same
INTEREST RATE	91 day TBill + 3.1 % with 8.25% cap 91 day TBill + 2.5% on unsubsidized loans during in-school, grace and deferment periods	Same
FEES	Subsidized: 2% origination fee 1% insurance fee Unsubsidized: 3% origination fee 0% insurance fee	3% origination fee 1% insurance fee  3% origination fee 1% insurance fee
REPAYMENT TERMS	6 month grace period up to 10 years to repay \$50 minimum monthly payment 2% interest rate reduction after 48 consecutive on time payments .25% interest rate reduction for ACH payments	Same Same Same Not available from all lenders Not available from all lenders

# Speaking Out

## More on INS/IRS Red Tape

I have just finished reading the letter from Dr. David White of the Chemistry Department concerning his nightmarish experience in trying to pay the travel costs of a French scientist who agreed to come to Penn for a lecture and conference. We are in the midst of a similarly incredible and frustrating experience in our department.

Early last spring we invited a noted British urban designer to visit Penn, in October, for a lecture/seminar on the latest developments in the UK and Europe. We promised him a nominal honorarium of \$150 for all his efforts and expenses. In the fall just before the lecture, the INS entered the picture, it seems, with new regulations, the complexity of which no one could fathom. These new regulations, imposed with the help of our tax office, succeeded to produce an immense level of embarrassment and frustration for all who tried to meet the obligations of the department. In vain, we sought help from our own legal eagles. If anything, we only experienced indifference to the plight of our department in carrying out its obligations and in meeting its mission.

The situation is really dire. It seems that Washington's technical bureaucrats are determined to define educational and social policies in the country. In their parochialism they can, with a stroke of their pen, prevent all the universities in the country from deriving any benefit from lectures, seminars, and personal interaction with visiting foreign scholars and scientists. The letter Mr. John Butler sent addressing Dr. White's complaints makes it perfectly clear that even some of our colleagues have very limited understanding of the mission of the University and see nothing wrong with federal bureaucratic mischief, even when it is as obvious as in this case. His concluding paragraph reveals the true spirit of our own tax office. "We intend to review our policies, procedures, and practices in consultation with the Provost's Office and key school personnel, to determine what relief, if any, is available within the current INS/IRS regulations and we will keep the University community informed of the result of those deliberations."

The purpose of this letter is not, of course, to respond to Mr. Butler, an individual who seems to be from another planet, but to first inform, our colleagues that any ideas that they may have of inviting any foreign scholars and scientists for a lecture/seminar at Penn should be forgotten, lest an immense amount of grief befall them. Second, this letter seeks to alert the Provost and the President that the plans and aspirations they have announced recently for an "international," "global" university don't have much of a chance to succeed with the kind of regulations the INS and IRS want to implement. To paraphrase Dr. White, they seem to be ready to burn down the house in order to catch a tiny mouse. There surely must be simpler ways to collect the taxes due on the \$150 honorarium our visitor was going to receive.

—Anthony R. Tomazinis, Professor and  
Chair of City & Regional Planning

## Penn's Westward Planning

President Rodin and her associates should be commended for tackling the challenging job of the Campus Master Plan. A dynamic view of planning, one that recognizes the changing character of the University's needs and of the surrounding community, is central to Rodin's thinking.

Despite the best intentions, in my view, the proposed plan is sadly lacking from that perspective. The proposed development of the campus fails to take into account the University's most serious current problem: the wave of crime that reflects the University's inadequate integration to the poor areas of West Philadelphia. Unless we are to be a disembodied presence there, separated from it by walls, we must seek to build the West Philadelphia community and to integrate the western edges of the campus into it.

Today's need is not "...to visibly link Center City and West Philadelphia, stressing the importance of the Schuylkill River as the University's Eastern boundary" (*Almanac* November 19/26). Frankly, I can't imagine what that statement can possibly mean. Center City is a long way away, separated from us not only by the river, but by the expressway and railway tracks. The University is unavoidably a part of West Philadelphia. That is precisely the problem. If there is to be a visible linkage, it must be with West Philadelphia.

The plan proposes to *expand* the campus to the East and South. To the North and West the target is only *enhancement*. This strategy follows the path of least resistance, using land that is vacant or becoming vacant to the East or South. That may indeed be the way to avoid controversy: no need to deal with community groups, no need to pay high prices for occupied land. But is it the wisest? In the North, East and South, there are natural boundaries to the campus. Our problem lies to the West.

A cursory look at the map published in the *Inquirer* suggests that the University's crime problem is largely to the West, along 40th Street and then along the residential blocks in a southwesterly direction. We may never be able fully to explain the reasons for the crime wave nor to do away with crime entirely. But I believe it is caused by the rapid deterioration of economic and social conditions in West Philadelphia. People lacking in economic opportunity have little choice but to exploit the middle-class population of students, staff, faculty, and other residents. As crime increases, faculty and students have left the area for Center City and the suburbs. Street life has diminished, especially at night. The University's Escort Service takes still more people off the street. The housing stock deteriorates. Streets are not cleaned properly. Property values decline. Those of us who live in West Philadelphia have witnessed this progressive deterioration and see no end to it unless some action is taken. There is no lack of police—we hear the sirens every night! But added police and improved street lighting go only a little way to solve the underlying economic and social problems.

The University is damaged—directly in terms of losses to students and faculty, and the murder of a researcher! More generally, the University is seen as a dangerous place to be avoided—with the result a 10% decline in early admission applications.

What can be done about it? We can turn the University to the East and to the South as the Master Plan proposes. We can rely on still more police or even build a wall around the University as was suggested to me by an earlier University provost—in jest, I hope! The message of the Master Plan to faculty and staff is "move to Center City."

What ever happened to older schemes to expand the westward reach of the University and to use this expansion to upgrade the West Philadelphia community? To create a lively middle-class community this area? Only a multipronged plan will work. We need to infiltrate University life into the community by:

- extending University buildings along Locust Street for example, where the University already owns the magnificent Divinity School block and where the Acme property is vacant. (also southwest to 4200 Pine, another University-owned property).

- rebuilding the middle-class population of West Philadelphia. More than thirty years ago, Provost Goddard and President Harnwell must have had such ideas in mind when they encouraged the construction of the University Mews. It is still a good idea. Yale University, faced with similar problems, has taken decisive action to encourage its faculty and staff to live in New Haven. The rehabilitation of the area is possible the "beige block" is a good example. This will call for financial support, careful property purchases, and rebuilding.

- developing the commercial properties in the area to attract of high-class commercial tenants: craft shops, restaurants, clothing stores, antique dealers. This will require provision for parking and police protection.

- providing economic opportunity, employment and business to West Philadelphia. The fact is that the University and the Medical Center are already the largest employers in the city. It is not so much a question of providing more employment, as one of urging employees to live close by. (Special mortgage provisions should apply only in a limited area of West Philadelphia.) On the other hand, I am doubtful that efforts to order supplies in West Philadelphia are economically sound, either in terms of the interests of the University or of the surrounding community.

- upgrading the schools. The University is already making efforts in that direction. Education is one of the reasons that many live in the suburbs. Clearly, much more must be done for the schools.

- improving the infrastructure and public services in the area. Rehabilitation of the neighborhood; tearing down decrepit buildings, cleaning debris off the streets, better lighting are all efforts which should be encouraged as a part of a community special services district.

Building the University's links to West Philadelphia calls for very different view



Dr. Pritchard, c. 1971

For forty years, James Bennett Pritchard has illuminated Near Eastern archaeology for his colleagues and students with erudition and charm. His excavations, classrooms and lecture halls have been lively fora, where he has shared his knowledge and insight with friends of many nationalities. In all his professional activities, he has been a model of unfailing generosity, stimulation and grace, a proud record for a scholar of broad achievement.

—*Archaeological Institute of America, 1983*

## Death of Dr. Pritchard, Biblical Archaeologist

Dr. James B. Pritchard, the eminent Biblical archaeologist who excavated some of the major sites of the ancient Near East—and through his findings illuminated the daily lives of those who had lived in Old Testament times—died on New Year's Day at the age of 87.

An Albany College and Drew College alumnus who took his Ph.D. at Penn in 1942, Dr. Pritchard became affiliated with the University Museum in 1950 as a research associate. In 1962 he became the Museum's first curator of the Biblical Archaeology Section and also joined the SAS faculty as professor of religious thought. In 1967-76 he was also Associate Director of the Museum, and he served as Director in 1976-77. He became Emeritus Professor of Religious Studies and Emeritus Curator of Syro-Palestinian Section in 1978, a much-honored archaeologist whose writing and lectures were widely recognized in the field.

But James Pritchard had not set out to be an archaeologist.

After taking an A.B. in 1930 at Albany College near his birthplace of Louisville, Kentucky, he had enrolled for a bachelor of divinity degree at Drew College in New Jersey. There his intense interest in the Bible, its lands and people, led him to join a University of Wisconsin expedition to Bethel (at his own expense—\$285—a not inconsiderable sum in 1934). Though he returned to complete the divinity degree, served as pastor at two Philadelphia area churches, and was a professor of Old Testament Literature at

both Crozier Theological Seminary and the Church Divinity School of the Pacific in Berkeley, he has been quoted as saying that “after Bethel, my career was in ruins.”

Among the best-known “ruins” of that distinguished career was his excavation of el-Jib, which he was able to document as Gibeon, the Biblical city where “the sun stood still.” He also unearthed what is believed to be the winter palace at Jericho where King Herod murdered his brother-in-law Aristobalus, and led excavations at Tell es-Sa’idiyeh, where he found an early example of city planning, and to Sarepta (Zarephath) in Lebanon, where the Bible locates King Solomon’s bronzeworks.

Throughout his career he has related his findings to the literature of the Old Testament, breathing new life into its personalities and places and satisfying his own ambition to me more than a “textbook expert,” said Lorraine Hannaway in a 1992 article for the *Institute On Aging Newsletter*. But, she went on, he “writes with equal clarity and grace for expert and general reader.” He published over 20 books and monographs as well as dozens of articles during his active career.

Two of his best-known works are *The Ancient Near East Texts* and a companion *The Ancient Near East in Texts and Pictures*, two prime examples of work that is important to scholars but also accessible to the general reader. Two general works on his own excavations are *Gibeon, Where the Sun Stood Still* (1962) and

### Speaking Out *continued*

than the Master Plan. Thoughtful planning and financial encouragement could extend safe, busy tree-lined streets from the main campus like branches—President Rodin speaks of “pathways” into the surrounding community. Such an approach will cost lots of money, but it is a necessary investment, unless the University is to be depreciated and engulfed by its declining neighborhood.

— *F. Gerard Adams*  
*Professor of Economics*

### Response to Dr. Adams

In his thoughtful letter on the University’s campus master planning efforts, Professor Adams raises questions about the University’s plans to expand the campus to the east while enhancing the community to the west. Planning for the future of the Penn campus requires the University to choose the best possible courses of action in all areas surrounding our campus. We do not believe that potential expansion to the east entails the passive role Professor Adams fears for Penn’s efforts to enhance the vital neighborhoods to the west in which he and so many of our faculty, students and staff have made their homes.

The University’s efforts to enhance the residential neighborhoods and commercial areas west of campus will remain a major and continuing priority, one that will require Penn

to play a complex role in neighborhood preservation and development. In the past Penn, like many urban universities, aggressively expanded into residential areas, largely to the west, and the expansion was not always for the best. Going forward, we must remember that stability and improvement in the residential neighborhoods near our campus will require more multi-faceted efforts than unilateral expansion. It is for this reason that we have used the term enhancement, rather than expansion, to describe our western strategies.

A number of the enhancements we intend to make will be those mentioned by Professor Adams. They include revitalization of commercial and residential markets in West Philadelphia, improvement of school choices, and cleaner and safer streets. Penn cannot be, and is not, the only stakeholder in these efforts, but Penn will be a strategic, pro-active and important player.

To this end, we have redoubled efforts to revitalize the University’s commercial real estate in West Philadelphia with a goal of increasing quality and choice. We are collaborating with other local institutions to establish a safe and clean “special services district” in University City. We are working with neighborhood property owners to light up West Philadelphia after dark. And we are developing a strategic plan for the other key investments that Penn must make to enhance the attractiveness of our community. With

focus and sustained commitment, these actions will make our West Philadelphia neighborhood a safer, cleaner and more attractive place for all of our students, faculty, staff and neighbors.

At the same time, it is a fact today that the largest available properties that Penn could develop without disrupting existing neighborhoods — for potential recreational facilities, academic and institutional facilities — lie to the east. Changes in land use in this area now present Penn with opportunities to acquire and develop its campus in a dramatic fashion over the next 20 years. These are opportunities we should not ignore.

In addition, linking Penn more successfully with Center City serves our institution. Professor Adams dislikes this idea and suggests that Center City is “a long way away,” yet thousands of our students, faculty and staff live there, at least in part, because of its proximity to campus. Indeed, part of the appeal of our campus is its ready access to the attractive commercial, cultural and residential opportunities of downtown Philadelphia. Rather than ignore this, we should pay attention to the recent improvements that have made Center City an increasing draw — high quality housing, good retail choices and a safe and clean environment. And we should — and we will — do everything we can to make University City just as appealing in both its residential and its commercial areas.

— *Judith Rodin, President*

*Speaking Out welcomes reader contributions. Short timely letters on University issues can be accepted Thursday noon subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated.—Ed.*



*Recovering Sarepta, a Phoenician City* (1978). To make Biblical archaeology scholarship accessible in other ways, Dr. Pritchard was advisor/participant in a 12-part BBC documentary series, and served as consultant on several projects of the National Geographic Society, Time-Life Books, and the *Reader's Digest*. He was also Hays-Fulbright Professor of Archaeology at the American University of Beirut in 1967, and served as a trustee there in 1970-79.

Among his numerous honors have been a medal from King Hussein for the achievements made during his seven excavations in Jordan; the gold medal of the Archaeologists Institute of America, where he was once president; the Franklin Medal of the American Philosophical Society; the 500th Anniversary medallion of the University of Uppsala in Sweden; and an honorary degree from Penn.

More recently, SAS and the Museum named an endowed chair the James B. Pritchard Chair for Biblical Archaeology and Related Fields, a Curator/Professor position with Biblical archaeology on its curatorial side.

In retirement Dr. Pritchard continued to write and publish (*Tell es-Sa'idiyeh, Excavations on the Tell* came out in 1985 and *Sarepta 4* in 1988) and to work on two Atlases of the Bible (a full-size one published in 1987, a concise edition in 1991). By the time the second came out, the first was appearing in five languages with more translations to come.

Dr. Pritchard is survived by his wife of more than 50 years, Anne Cassidy Pritchard; two daughters, Sally Hayman and Mary Mitchell; four grandchildren; and a sister.

### Fundraiser: A HUP Staffer's Son with Leukemia

A fundraiser has been organized to help defray medical expenses incurred by Jeffrey Mosser, Jr. a 10-year-old boy with leukemia whose father works at HUP in heating, ventilation and air conditioning.

Jeffrey has been house-bound for more than a year and is tutored at home. His mother, a nurse at another hospital, is on family care leave, since co-workers donated their leave so she could spend more time with her son. However, her paid leave will soon end.

Friends and colleagues of Jeff Mosser, Sr., invite the Penn community to attend the beef and beer fundraiser, complete with buffet, dancing and d.j. It will be held January 31, 8 p.m. until midnight at the Whitman Square Fire Hall in Washington Township, New Jersey.

Tickets are \$25 per person and can be reserved by calling Michelle Buonastore at (609) 881-0401, Lorna Kershaw, (609) 228-6387, Rose Fazzio (609) 881-5612 or John Szczerbinski at 228-6580.

Direct contributions are also being accepted. Send contributions to: Jeff Mosser Fund c/o John Szczerbinski, 904 Acadia Drive, Turnersville, NJ 08012. The organizers hope to raise \$4,000 for Jeffrey Mosser's family.

Tickets for a basket of cheer will also be on sale now through the end of the month. Call Dick Haigh at 662-2549 or Tim Quinlin at 898-5160. The winning ticket will be drawn at the event.

— Dick Haigh, HUP Physical Plant

*The following was sent to Mrs. Ekaterina V. Sled' in Moscow on December 10, 1996.*

It is now over a month since the tragic death of your son. As you may have heard, Volodya's death was met with outrage from the University and Philadelphia communities. Even though the assailants have been arrested, this gives no relief to the sense of loss felt by Volodya's close friends and colleagues in the Johnson Foundation, the Department of Biochemistry and Biophysics, and the University. Many of us here feel especially bad when thinking about you, and how you must feel. All we can do is let you know how sorry we are that this tragedy has happened and to give you our deepest condolences.

Even though I am Chairman of this Department and, hence possibly removed from day-to-day research activities, it was in fact my privilege to know Volodya quite well in the laboratory. He regularly used the instrumentation in the laboratory next door to my office. Over the past two years, we worked together on an idea about how the proteins that he focused his research upon might work. This activity allowed me to get to know how his mind worked in a way that people that worked together in this way can know. The pleasure of interacting with Volodya did not arise from the fact that he was very clever and creative and neither was it his obvious intelligence when it came to passing ideas around. It was because he was a lot of fun, with a special dry sense of humor that I enjoyed immensely.

Volodya was a gentle man who affected all of his colleagues in the same way that he did me. This was clearly apparent and expressed by many people. His memorial service, held in November, was very, very moving, as one by one, his friends and colleagues expressed to the gathered assembly how Volodya had affected their lives. From the presentations made it was clear that he universally made this world a better place. I enclose several copies of the program.

Volodya's memory and the time he spent here will be rekindled every year in this Department. Next year we shall start a special lecture in his name, the Vladimir Sled' Memorial Lecture. We shall invite young scientists with similar promise of the kind displayed by Volodya to come to the University of Pennsylvania to speak on a topic that was close to Volodya's heart.

We shall all miss Volodya and never forget that he had been an important part of our working family in the Johnson Foundation and the Department. To others with whom he had become close friends while here in Philadelphia, the sense of loss is even greater. Once again, we in this Department would like to send our condolences to yourself and other members of his family and his friends.

*Yours sincerely,  
P. Leslie Dutton, Eldridge Reeves Johnson Professor  
and Chair of Biochemistry and Biophysics*

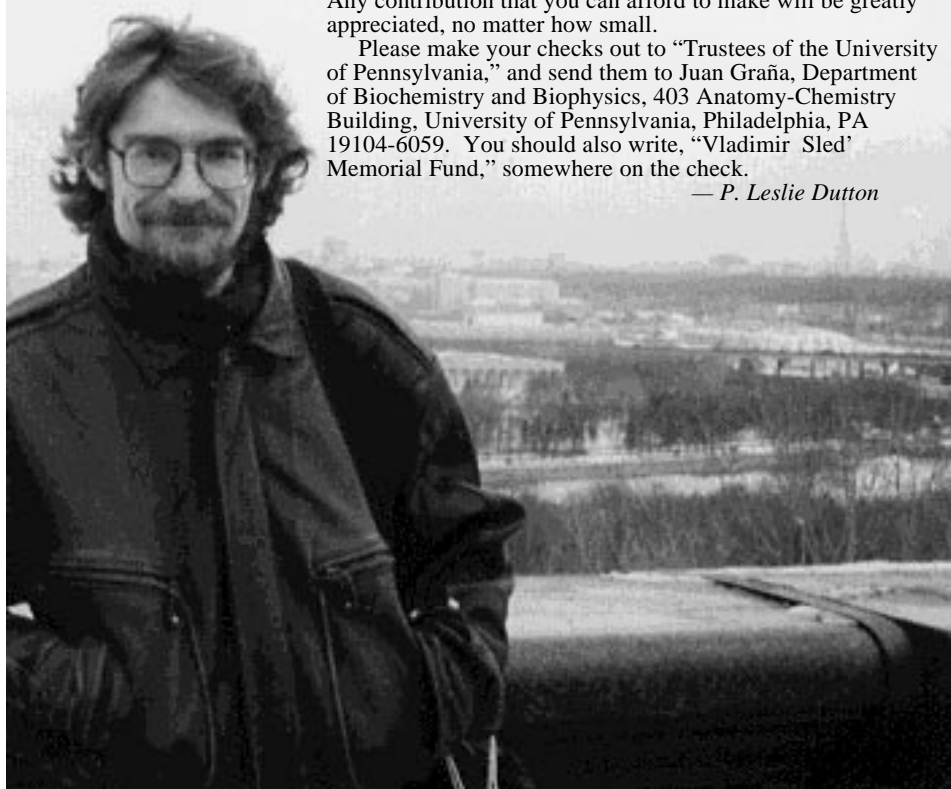
*Dear Friends:*

We have just sent the above letter to Volodya's mother. I am sure that it speaks not just for myself, but for many of us. However, after one month it is now time to return our thoughts to Volodya's son, Dima. Although Dima is living in the family of his mother, we are concerned about his future welfare here in the United States.

An account has been set up to which you can send a donation that will be put into a fund for Dima's future education. Any contribution that you can afford to make will be greatly appreciated, no matter how small.

Please make your checks out to "Trustees of the University of Pennsylvania," and send them to Juan Graña, Department of Biochemistry and Biophysics, 403 Anatomy-Chemistry Building, University of Pennsylvania, Philadelphia, PA 19104-6059. You should also write, "Vladimir Sled' Memorial Fund," somewhere on the check.

— P. Leslie Dutton



## Compass



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# 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 on the Human Resources web page ([www.upenn.edu/hr/](http://www.upenn.edu/hr/)). A position must be posted for seven (7) calendar days before an offer can be made.

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

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

## ANNENBERG SCHOOL

*Specialist: Clyde Peterson*

**ADMINISTRATIVE ASSISTANT I** (121508CP) G9; \$17,614-21,991 Annenberg School

## ARTS AND SCIENCES

*Specialist: Sue Hess*

**ADMINISTRATIVE ASSISTANT II/III** (121548SH) Responsible for entire departmental graduate admissions process; send applications; organize and maintain files; prepare required reports for faculty; register students and make arrangements for visiting students; create and maintain databases for graduate student files; greet public; answer telephones and type letters and memos. **Qualifications:** HS diploma and related post HS training or equivalent; AAII: At least two yrs. exp. at AAII level or comparable background; AAIII: At least 2 yrs. exp. at AAII level or comparable experience; knowledge of SRS system preferred and FileMaker Pro required; ability to work independently with all aspects of job; ability to deal with diverse constituencies. **Grade:** G10/G11; **Range:** \$19,261-23,999/\$20,497-26,008 1-3-97 Music

**ASSISTANT DIRECTOR II** (121496SH) P3; \$24,617-31,982 12-6-96 External Affairs

**ASSOCIATE DIRECTOR VI** (101211SH) P8; \$39,655-52,015 10-4-96 SAS Computing

**COORDINATOR II** (101026SH) P2; \$22,351-29,098 10-16-96 History

**COORDINATOR IV** (101223SH) P4; \$26,986-35,123 10-8-96 African Studies Center

**ELECTRONICS ENGINEER I** (101236SH) P4; \$26,986-35,123 10-10-96 Physics & Astronomy

**EXECUTIVE ASSISTANT II** (121504SH) P8; \$39,655-52,015 12-6-96 Office of the Dean

**LANGUAGE SPECIALIST** (091108SH) P3; \$24,671-31,982 12-5-96 English Language Programs

**OFFICE SYSTEMS ADMINISTRATOR I** (111431SH) P2; \$22,351-29,098 11-19-96 SAS Computing

**SYSTEMS PROGRAMMER I** (08916SH) P6; \$32,857-42,591 8-16-96 Linguistics/LDC

**SYSTEM PROG. I/II** (091086SH) P6/P7; \$32,857-42,591/36,050-46,814 9-16-96 SAS Computing

**ADMINISTRATIVE ASSISTANT I** (101372SH) G9; \$17,614-21,991 10-31-96 Psychology

**ADMINISTRATIVE ASSISTANT I** (111408SH) G9; \$17,614-21,991 11-19-96 English Language Programs

**ADMINISTRATIVE ASSISTANT I** (111444SH) G9; \$17,614-21,991 11-20-96 English Language

**ADMINISTRATIVE ASSISTANT II** (101344SH) G10; \$19,261-23,999 10-24-96 External Affairs

## DENTAL SCHOOL

*Specialist: Clyde Peterson*

**RESEARCH SPEC. I** (121604CP) Maintain animal colony; perform experiments using transgenic mice; maintain primary cell & organ cultures; perform molecular analysis of RNA and DNA; employ & develop analytical procedures; present results of experiments at research mtgs. **Qual.:** BA/BS in bio. science or equiv.; 1-3 years exp. with tissue culture and biochem. assays; exp. w/lab mice; ability to work independently. **Grade:** P2; **Range:** \$22,351-29,098 1-6-97 Anat/Histology  
**COORD. I** (08901CP) P1; \$20,219-26,368 8-13-96 Biochem.  
**MANAGER I** (121523CP) P2; \$22,351-29,098 12-24-96 Dental Care Center

**RESEARCH SPECIALIST I** (04393CP) (End date: 6/98) P2; \$22,351-29,098 5-7-96 Biochemistry

**RESEARCH SPECIALIST I** (091102CP) P2; \$22,351-29,098 9-20-96 Biochemistry

**RESEARCH SPECIALIST II** (04394CP) (End date: 6/98) P3; \$24,617-31,982 5-7-96 Biochemistry

**STAFF DENTIST** (091199CP) (091200CP) Blank 10-2-96 Dental Care Center

**STAFF HYGIENIST** (091149CP) P3; \$24,617-31,982 9-24-96 Dental Care Center

**STAFF HYGIENIST** (121525CP) (office in Bryn Mawr). P3; \$24,617-31,982 12-24-96 Dental Care Center

**ADMINISTRATIVE ASSISTANT II** (07830CP) G10; \$19,261-23,999 12-13-96 Pediatric Dentistry

**CLERK II** (121516CP) G6; \$16,010-19,658 12-20-96 Clinic Management

**DENTAL ASSISTANT I** (40 HRS) (07098CP) G7; \$17,068-21,247 7-24-95 Dental Medicine

**DENTAL ASSISTANT I** (40 HRS) (10429CP) G7; \$17,068-21,247 10-5-95 Dental Care Center

**DENTAL ASS'T I** (40 HRS) (121524CP) (office in Bryn Mawr). G7; \$14,935-18,592 12-24-96 Dental Care Ctr.

**DENTAL ASSISTANT II** (06628CP) G8; \$16,171-20,240 6-19-96 Orthodontics

**RECEPTIONIST II** (121544CP) G6; \$14,008-17,201 12-16-96 Periodontics

**RESEARCH LAB TECH I/II** (07831CP) G7/G8; \$14,935-18,592/16,171-20,240 7-31-96 Microbiology

**RESEARCH LAB TECHNICIAN III** (03213CP) G10; \$19,261-23,999 3-8-96 Pathology

**TECH. X-RAY (CERTIFIED)** (121526CP) G9; \$17,614-21,991 12-12-96 Radiology

## ENGINEERING/APPLIED SCIENCE

*Specialist: Clyde Peterson*

**ASSISTANT TO CHAIRMAN I** (101225CP) P1; \$20,291-26,368 12-11-96 Electrical Engineering

**RESEARCH SPECIALIST, JR.** (111395RS) P1; \$20,291-26,368 11-15-96 IME

**RESEARCH SPECIALIST IV** (121588CP) P6; \$32,857-42,591 12-24-96 Materials Science & Engineering

**ADMINISTRATIVE ASSISTANT III** (091167CP) G11; \$20,497-26,008 9-26-96 Student Services

## EXECUTIVE VICE PRESIDENT

*Specialist: Sue Hess*

**ACCOUNTANT ANALYST I** (0104SH) Under supervision of Director of Accounting Operations, responsible for financial mgmt. of Univ. & fed. student loan programs; student accounts receivables & student income & liability accounts; do monthly reconciliations & reports & monitor operational processes; assist in analysis of new student loan prog. viability, through data modeling & projection of revenue & expenses. **Qual.:** BA/BS in acctg. or finance with min. three-five yrs. exp. in acctg. or fin. analysis & in prep. of financial statements; demonstrated knowledge of general acctg. principals, fin. models & acctg. principals; proficiency in Excel, Lotus, WP or Word; strong oral & written skills. **Grade:** P6; **Range:** \$32,857-42,591 1-8-96 Student Financial Svcs.  
**ACCOUNTANT, JR.** (111450SH) (Mon.-Fri., 8:30 a.m.-4:30 p.m.) G11; \$20,497-26,008 11-20-96 Comptroller  
**ACCOUNTANT I** (111448SH) P2; \$22,351-29,098 12-6-96 Office of the Comptroller  
**ACCOUNTANT I** (121585SH) P2; \$22,351-29,098 1-3-97 Office of the Comptroller

**ACCOUNTANT CLERK III** (111449SH) G9; \$17,614-21,991 11-20-96 Office of the Comptroller

**ACCOUNTANT II** (101267SH) P4; \$26,986-35,123 10-16-96 Office of the Comptroller

**ACCOUNTANT, FIXED ASSIST** (101266SH) P5; \$29,664-38,677 10-16-96 Office of the Comptroller

**ASSOCIATE DIRECTOR VI** (091054SH) P8; \$39,655-52,015 9-9-96 Student Financial Services

**BUYER II (PRODUCTION BUYER)** (121494SH) P4; \$26,986-35,123 12-6-96 Publications

**COORDINATOR II** (121541SH) P2; \$22,351-29,098 12-19-96 Penntrax

**DIR., INTERNAL AUDIT (CORP. COMPLIANCE)** (091127SH) P12; \$65,611-80,031 9-20-96 Int. Audit

**DIRECTOR, INTERNAL AUDIT (HEALTH SYSTEMS)** (091129SH) P12; \$65,611-80,031 9-19-96 Int. Audit

**DIRECTOR, INTERNAL AUDIT (INFO. SYSTEMS)** (091128SH) P12; \$65,611-80,031 9-19-96 Int. Audit

**DIRECTOR, INTERNAL AUDIT (UNIVERSITY)** (091130SH) P12; \$65,611-80,031 9-19-96 Int. Audit

**OFFICE SYSTEMS ADMINISTRATOR II** (03197SH) P3; \$24,617-31,982 6-20-96 ORA

**PROPERTY ADMINISTRATOR** (04339SH) P3; \$24,617-31,982 4-23-96 Risk Management

**PURCHASING AGENT, FACILITIES MANAGEMENT** (07832SH) P8; \$39,655-52,015 8-1-96 Purchasing

**TELECOM. SVC. ASS'T, SR.** (37.5 HRS) (111451SC) (May require some eves & weekends) G11; \$21,961-27,866

## GRAD SCHOOL OF EDUCATION

*Specialist: Clyde Peterson*

**COORDINATOR II** (121527CP) P2; \$22,351-29,098 12-24-96 International Programs

**REG. P-T ADM. ASS'T III** (121564CP) G9/G10; \$10,568-13,195/\$11,557-14,399 1-3-97 Phila. Writing Proj.

## GRAD SCHOOL OF FINE ARTS

*Specialist: Clyde Peterson*

**MANAGER, ADMIN. & FINANCE** (111404CP) P7; \$36,050-46,814 12-10-96 Finance Office

## LAW SCHOOL

*Specialist: Clyde Peterson*

**INFORMATION SPECIALIST II** (0105CP) Evaluate School's presence on Internet; develop faculty WWW

# OPPORTUNITIES at PENN

pages; develop empowerment programs for information providers in school; evaluate new Internet information technology; develop shared resources for information providers; lead WWW providers task force. **Qualifications:** BA/BS in computer science or equivalent; at least four yrs. experience in computer support with two yrs. Internet technology; strong communication skills; expertise in HTML & CGI (Computer Graphics Imaging) programming in C & Perl. **Grade:** P5; **Range:** \$29,664-38,677 1-9-97 Computer Services

**INFORMATION SPECIALIST II** (0106CP) Evaluate, maintain & improve portfolio supported software in School; maintain software installation kits, desktop & network software, including CD Rom databases; evaluate new technologies for end users; develop utilities to improve software support; investigate support alternatives for end users; monitor software & maintain licenses. **Qualifications:** BA/BS in computer sciences or equivalent with at least four yrs. experience in software support; excellent troubleshooting & planning skills; expertise in DOS, Windows, UNIX; expertise in C & Perl programming. **Grade:** P5; **Range:** \$29,664-38,677 1-9-97 Computer Services

**ADMINISTRATIVE ASSISTANT I/II** (121555CP) G9/G10; \$17,614-21,991/\$19,261-23,999 12-24-96 Law School

**AUDIO VISUAL TECH** (121607CP) G11; \$21,961-27,866 1-6-97 Media Technology Center

**CLERK IV** (121554CP) G7; \$14,935-18,592 12-24-96 Law School

## MEDICAL SCHOOL

*Specialist: Ronald Story/Janet Zinser*

**FISCAL COORDINATOR I** (0107JZ) Perform financial & administrative duties; assist in budget preparation & preparation of initial projections; monitor budgets reallocate funds; prepare summary activity reports, prepare & authorize financial forms & reports; exercise resource stewardship; serve as liaison with Business Services, Comptroller's, Budget office & vendors, process payroll, coordinate services center billing. **Qualifications:** BA/BS, preferably in business or equivalent; knowledge of accounting principles & experience with computerized accounting systems/Lotus 123; familiarity with University policies & FinMis systems preferred; strong communication & interpersonal skills. **Grade:** P1; **Range:** \$20,291-26,368 1-8-97 CDB

**RESEARCH SPECIALIST, JR.** (0116RS) (0118RS) Responsible to PI for funded research involving transgenic model, using standard molecular biological, cell culture & immunological procedures; perform experiments; maintain records, present results at research meetings; maintain equipment & laboratory; order supplies; perform library bibliographic searches; assist with planning & testing new procedures. **Qualifications:** BA/BS in scientific or related field; previous laboratory experience required. **Grade:** P1; **Range:** \$20,291-26,368 1-10-97 Medicine

**STAFF ASSISTANT III** (121573JZ) Manages the central office; ensure the efficient & effective daily operations; manages office records, reports, files & other systems of information; use discretion in handling storing & discussing confidential information; provide support to Associate Director, Research Administration & IHGT Director; assist with calendar management; assist with coordination & preparation of program project grant application; provide supervision to Receptionist, Research Secretary & AA. **Qualifications:** BA/BS or equivalent; four-five yrs progressively responsible experience in office administration; excellent oral & written communication skills & organizational abilities; previous supervisory experience; ability to deal effectively with diverse constituencies & work well under constantly changing deadlines & priorities; word processing experience & strong typing skills; familiarity with an academic medical environment desirable; previous experience &/or exposure to the grant application process highly desirable. **Grade:** P3; **Range:** \$24,617-31,982 12-20-96 IHGT

**ADMINISTRATIVE ASSISTANT I** (40 HRS) (121571JZ) Type & proofread standard & confidential material;

transcribe dictated material; draft routine correspondence/forms; handle itineraries of visiting post doctoral fellow recruits; complete travel itineraries for IHGT Director & supervisor & prepares travel & entertainment reimbursement forms for same; maintain database on expenses & reimbursements; follow through/trouble-shoot reimbursement payments; provide back-up assistance to the receptionist; screen incoming telephone calls & determine routing. **Grade:** G9; **Range:** \$20,130-25,133 IHGT

**ADMINISTRATIVE ASSISTANT III** (40 HRS) (121599JZ) Provide administrative support to Vice Dean for Administration; manage calendar of the Vice Dean; apprise him/her of issues & actions on his/her agenda; serve as his/her primary liaison to external, University, Health System, Medical Center, School & Department office; review confidential correspondence & documents & prepare responses for signature & approval; monitor office expenses; supervise office equipment operation; collect & compile data; problem-solve & process & route documents. **Qualifications:** High school graduate; BA/BS or equivalent preferred; professional training in field helpful; two yrs. experience at the AA II level, preferably in senior management level/CEO office; excellent organizational abilities & excellent oral & written communication skills; ability to deal effectively with diverse constituencies; word processing experience, excellent typing skills & knowledge of Macintosh, including Microsoft Word (6.0.1 or higher), spreadsheet & calendaring software; use & familiarity with LANs & e-mail; familiarity with an academic medical environment preferred. **Grade:** G11; **Range:** \$23,425-29,723 1-8-97 Vice Dean for Administration

**LAB ANIMAL TECH** (40 HRS) (0111RS) Provide care to laboratory animals including husbandry (i.e.: feeding, cage cleaning & record maintenance) & enrichment of various species; help maintain rodent breeding colonies & inventories of colonies; provide technical assistance to investigators, including venipuncture; knowledge of working Biosafety level 2 (BSL2+) agents; maintain knowledge of & compliance with USDA, AAALAC regulations & FDA's Good Laboratory Practices. **Qualifications:** High school graduate required; AALAS certification at the Technician (LAT) level highly desirable; at least one-two yrs. experience working with laboratory animals, including non-human primates, necessary; knowledge of & experience with BSL2+ agents; experience with technical procedures as described; must be able to lift 40 lbs. above shoulders & catch & restrain lab animals; excellent interpersonal skills & communication skills required. (End date: 12/31/98) **Grade:** G9; **Range:** \$20,130-25,133 1-9-97 IHGT

**OFFICE ADMINISTRATIVE ASSISTANT II** (0109JZ) Record, monitor & verify budget actions via FinMis; compile financial data for reports, maintain records & files; type & proofread financial forms; assist with data input in computer office systems. **Qualifications:** High school graduate with some college preferred; two yrs. accounting & Office experience; knowledge of PC's & Lotus 1-2-3 required; knowledge of FinMis preferred. **Grade:** G10; **Range:** \$19,261-23,999 1-8-97 CDB

**SECRETARY** (40 HRS) (121570JZ) Assist with the preparation of manuscripts; work closely to coordinate preparation of manuscripts; proofread manuscripts before final submission; manage & maintain manuscript files; work with supervisor to prepare graphic materials for presentations; act as liaison with internal & external graphic artists; prepare slides & graphic materials including external slides & other presentation materials; serve as the editorial Assistant of the Director in his capacity as an Assistant Editor for the scientific journal, human Gene Therapy; act as the liaison with the editorial office & with publisher. **Qualifications:** High school graduate required; strong background in English language & grammar; some exposure to the biological sciences; two yrs. clerical/secretarial experience required equivalent; word processing & database systems experience; excellent typing skills; solid telephone experience, professional, courteous phone manner; good verbal & written communication skills; ability to handle multiple tasks simultaneously & work under tight time frames; excellent organizational skills. **Grade:** G09; **Range:** \$20,130-25,133 IHGT

**ASSISTANT TO CHAIRMAN II** (121603JZ) P2 ;

\$22,351-29,098 1-6-97 Neuroscience

**ASSISTANT DIRECTOR VI** (111461JZ) P7; \$36,050-46,814 11-26-96 Resource Planning & Analysis

**ASSOCIATE DIRECTOR VI** (06551JZ) P8; \$39,655-52,015 8-22-96 Cancer Center

**BUSINESS MANAGER I** (081028JZ) P4 \$26,986-35,123 9-3-96 Gastroenterology

**BUSINESS MANAGER IV** (121505JZ) P7; \$36,050-46,814 12-12-96 CCEB

**CLINICAL SPECIALIST** (40HRS) (121598RS) P6; \$32,857-42,591 1-6-97 Ctr. for Exp. Therapeutics

**COORDINATOR** (121549JZ) (End date : 9/30/99) P3; \$24,617-31,982 12-18-96 Psychiatry

**COORDINATOR II** (06556JZ) P2; \$22,351-29,098 6-20-96 Cancer Center

**COORDINATOR III** (111416JZ) P3; \$24,617-31,982 11-13-96 Pathology & Lab Medicine

**COORDINATOR III/IV** (121513JZ) P3/P4; \$24,617-31,982/\$26,986-35,123 12-11-96 CEO/Dean

**COORDINATOR IV/V** (091191JZ) P4/P5; \$29,986-35,123/\$29,664-38,677 12-19-96 Cancer Center

**DATABASE TECHNICIAN II** (091139JZ) P7; \$36,050-46,814 11-12-96 CCEB

**EDITORIAL SUPERVISOR/EDITOR/MANAGING CLINICAL EDITOR** (101234JZ) P7/P8; \$36,050-46,814/39,655-52,015 10-24-96 Radiation Oncology

**INFORMATION MANAGEMENT SPECIALIST I** (06611JZ) P4; \$26,986-35,123 6-20-96 Information Tech

**INFORMATION SYSTEMS SPECIALIST I** (03233JZ) P3; \$24,617-31,982 11-7-96 Otorhinolaryngology

**NURSE II** (121506RS) P4; \$26,986-35,123 12-6-96 Infectious Disease

**PROGRAMMER ANALYST** (121591JZ) P6; \$32,857-42,591 1-6-97 Psychiatry

**PROGRAMMER ANALYST I** (101355JZ) P4; \$26,986-35,123 11-1-96 Radiology

**PROGRAMMER ANALYST II** (101262JZ) P6; \$32,857-42,591 10-18-96 Radiology

**PROGRAMMER ANALYST III** (091101JZ) P6; \$32,857-42,591 11-19-96 Genetics

**PROGRAMMER ANALYST III/III** (0120JZ) P6/P7; \$32,857-42,591/\$36,050-46,814 8-27-96 Psychiatry

**PROGRAMMER ANALYST IV** (111472JZ) P8; \$39,655-52,015 Genetics

**RESEARCH COORDINATOR, JR.** (121550RS) (End date : 9/30/99) P2; \$22,351-29,098 Psychiatry

**RESEARCH SPECIALIST, JR.** (08925RS) (08926RS) (End date: one year) P1; \$20,291-26,368 8-20-96 Medicine/Cardiology

**RESEARCH SPECIALIST, JR.** (07795RS) P1; \$20,291-26,368 9-19-96 IHGT

**RESEARCH SPECIALIST, JR.** (091204RS) (On-going contingent upon grant funding) P1; \$20,291-26,368 10-3-96 Surgery

**RESEARCH SPECIALIST, JR.** (111395RS) P1; \$20,291-26,368 11-15-96 IME

**RESEARCH SPECIALIST JR.** (121521RS) P1; \$20,291-26,368 12-11-96 Pharmacology

**RESEARCH SPECIALIST, JR.** (121589RS) P1; \$20,291-26,368 1-3-97 Pathology

**RESEARCH SPECIALIST, JR./I** (111474RS) P1; \$20,291-26,368/22,351-29,098 12-19-96 Genetics

**RESEARCH SPECIALIST I** (03208RS) P2; \$22,351-29,098 3-8-96 Medicine/Rheumatology

**RESEARCH SPECIALIST I** (08932RS) P2; \$22,351-29,098 8-22-96 Radiology

**RESEARCH SPECIALIST I** (101240RS) P2; \$22,351-29,098 10-11-96 Medicine/Rheumatology

**RESEARCH SPECIALIST I** (101271RS) (Flexibility to work beyond requisite scheduled hours, share on-call responsibilities for after hours, weekends & holidays) (End date: 10/31/98) P2; \$22,351-29,098 10-18-96 IHGT

**RESEARCH SPECIALIST I** (101261RS) (Position requires travel to multiple study sites, must have access to a car.) P1; \$20,291-26,368 10-22-96 Psychiatry

**RESEARCH SPECIALIST I** (101339RS) (End date: 10/31/98) P2; \$22,351-29,098 10-22-96 IHGT

**RESEARCH SPECIALIST I** (07794RS) (On-going contingent upon grant funding) (week-ends as needed) P2; \$22,351-29,098 7-26-96 Pathology & Lab Medicine

**RESEARCH SPECIALIST I** (101243RS) (101245RS) P2; \$22,351-29,098 11-6-96 Medicine-Pathology

**RESEARCH SPECIALIST I** (121582RS) P2; \$22,351-29,098 12-23-96 Endocrinology

**RESEARCH SPECIALIST III** (091141RS) P2/P3; \$22,351-29,098/\$24,617-31,982 9-24-96 Pathology & Lab Medicine



**RESEARCH SPECIALIST VII** (101386RS) (*On-going contingent upon grant funding*) P2/P3; \$22,351-29,098/\$24,617-31,982 11-5-96 Medicine  
**RESEARCH SPECIALIST II** (101326RS) P3; \$24,617-31,982 10-18-96 Medicine-Hematology/Oncology  
**RESEARCH SPECIALIST II** (101241RS) P3; \$24,617-31,982 11-6-96 Medicine-Pathology  
**RESEARCH SPECIALIST II** (121514JZ) P3; \$24,617-31,982 12-12-96 Radiology  
**RESEARCH SPECIALIST II** (121529RS) P3; \$24,617-31,982 12-12-96 Biochemistry & Biophysics  
**RESEARCH SPECIALIST II/III** (06641RS) P3/P4; \$24,617-31,982/\$26,986-35,123 9-23-96 Dermatology  
**RESEARCH SPECIALIST III** (091096RS) P4; \$26,986-35,123 9-16-96 Medicine-Renal  
**RESEARCH SPECIALIST III** (121532RS) P4; \$26,986-35,123 12-16-96 Pathology & Lab Medicine  
**RESEARCH SPECIALIST IV** (101210RS) (*End date: 10/31/98*) P6; \$32,857-42,591 10-4-96 IHGT  
**RESEARCH SPECIALIST IV** (111460RS) P6; \$32,857-42,591 11-25-96 Pharmacology  
**STAFF ASSISTANT IV** (111475JZ) P4; \$26,986-35,123 11-27-96 Ophthalmology  
**STAFF ASS'T IV** (121580JZ) (*On-going contingent upon funding*) P4; \$26,664-38,677 12-23-96 Pharm.  
**VICE DEAN, ADMINISTRATION** (07722JZ) Ungraded 7-9-96 Vice Dean for Administration  
**ADMINISTRATIVE ASSISTANT II** (111478JZ) (40 HRS) G10 \$22,013-27,427 12-3-96 Anesthesia  
**ADMINISTRATIVE ASSISTANT II** (121547JZ) G10; \$19,261-23,999 12-18-96 Neuroscience  
**ADMINISTRATIVE ASSISTANT II** (40Hrs) (121597JZ) G10; \$22,013-27,427 1-3-97 Endocrinology  
**CLERK I** (40 HRS) (101373JZ) G4; \$13,420-16,538 11-20-96 Neurology  
**CLERK II** (40 HRS) (101275JZ) (*On-going contingent upon grant funding*) G5; \$14,714-18,069 10-17-96 Smell & Taste Center  
**CLERK V** (111415JZ) G8; \$18,481-23,132 11-13-96 Pathology & Lab Medicine  
**HISTOLOGY TECHNICIAN II** (40 HRS) (101330RS) G10; \$22,013-27,427 10-22-96 Ophthalmology  
**OFFICE ADMINISTRATIVE ASSISTANT II** (40 Hrs) (101376JZ) G10; \$22,013-27,427 1-3-97 Rehabilitation Medicine  
**PROGRAMMER I** (40 HRS) (091136JZ) (*End date: 9-30-97*) G10; \$22,013-27,427 12-23-96 Anesthesia  
**PSYCH TECHNICIAN I** (40 HRS) (081042RS) (*Some weekends, evenings*) (*On-going contingent upon funding*) G10; \$22,013-27,427 9-4-96 Psychiatry  
**PSYCH TECH I** (37.5 HRS) (121522RS) G10; \$20,637-25,713 12-11-96 Psychiatry  
**PSYCH TECH I** (40 HRS) (081042RS) (*On-going contingent upon funding*) G10; \$22,013-27,427 12-23-96 Psychiatry  
**RESEARCH LAB TECH II** (121557RS) G8; \$16,171-20,240 12-23-96 Physiology  
**RESEARCH LAB TECH II** (40HRS) (121596RS) G8; \$18,481-23,132 1-6-97 Neuroscience  
**RESEARCH LAB TECHNICIAN III** (091169RS) G10; \$19,261-23,999 9-27-96 Radiology  
**RESEARCH LAB TECHNICIAN III** (101383RS) G10; \$19,261-23,999 11-5-96 Pathology & Lab Medicine  
**RESEARCH LAB TECH III** (101378RS) (101379RS) G10; \$19,261-23,999 11-5-96 Path. & Lab Medicine  
**RESEARCH LAB TECH III** (40 HRS) (101385RS) (*On-going contingent upon grant funding*) G10; \$22,013-27,427 11-5-96 Center for Experimental Therapeutics  
**RESEARCH LAB TECHNICIAN III** (111433RS) G10; \$19,261-23,999 11-14-96 Psychiatry  
**RESEARCH LAB TECHNICIAN III** (40 HRS) (111439RS) (*End date: 12/1/97*) G10; \$22,013-25,133 11-18-96 Anesthesia  
**RESEARCH LAB TECH III** (121581RS) G10; \$19,261-23,999 12-24-96 CCEB  
**SECRETARY IV** (091152JZ) G9; \$17,614-21,991 9-24-96 Institute for Neuroscience  
**SECRETARY V** (40 HRS) (111446JZ) (*On-going contingent upon grant funding*) G10; \$22,013-27,427 11-20-96 Center for Sleep  
**P-T (ACCOUNTANT JR.)** (20 HRS) (08906JZ) G11; \$11,262-14,290 10-30-96 Continuing Medical Educ.  
**PART TIME (ADMINISTRATIVE ASSISTANT II)** (25 HRS) (07810JZ) (*Work schedule is from September - May*) G10; \$10,583-13,186 7-25-96 Administration  
**REGULAR PART TIME (SUPERVISOR/SOM SECURITY UNIT)** (22 HRS) (07802JZ) (*Able to work overtime on short notice; must pass police background security*

*check; position considered "Essential" personnel*) (*Work schedule: Sat-Sun 8:00 pm-8:00 am*) G10; \$10,583-13,186 11-4-96 Architecture & Facilities Management  
**REGULAR PART-TIME (TECH OPHTHALMIC)** (24-28 HRS) (121551RS) (121552RS) G11; \$11,262-14,290 12-18-96 Ophthalmology

## NURSING

*Specialist: Ronald Story*

**ASSOCIATE DIRECTOR V/VII** (101251RS) P7/P8; \$36,050-46,814/\$39,655-52,015 11-6-96 Nursing  
**P-T (ADVANCED PRACTICE NURSE)** (101231RS) (*Must be able to make home visits within 25 mile radius of HUP, Presbyterian, Phoenixville & Nazareth Hospitals or any additional research sites*) (*End date: 6/30/99*) P9; \$19,917-26,156 10-10-96 Nursing  
**ADMINISTRATIVE ASSISTANT II** (40 HRS) (111393RS) G10; \$22,013-27,427 12-4-96 Nursing  
**ADMINISTRATIVE ASSISTANT III** (40 HRS) (111420RS) (*End date: 8/31/99*) G11; \$23,425-29,723 11-15-96 Nursing  
**SECRETARY IV** (40 HRS) (08910RS) G9; \$20,130-27,425,133 8-13-96 Nursing  
**PART-TIME (ADMINISTRATIVE ASSISTANT I)** (20 HRS) (07826RS) G9; \$9,678-12,083 7-30-96 Nursing  
**PART-TIME (SECRETARY IV)** (21 HRS) (0140RS) G9; \$9,678-12,083 1-18-96 Nursing  
**PART-TIME (SECRETARY IV)** (20 HRS) (101233RS) (*Some weekend work may be required*) (*End date: 6/30/00*) G9; \$9,678-12,083 10-8-96 Nursing

## PRESIDENT

*Specialist: Sue Hess/Janet Zinser*

**ALUMNI OFFICER I** (01151JZ) Organize, motivate train & service alumni class officers; plan & execute programs, reunions, special events & class activities; develop, organize & facilitate programmatic content for Alumni/Faculty Exchange; facilitate writing, editing & production of class newsletter & other printed materials; facilitate in-house design & layout of newsletter; act as liaison with alumni, caterers, vendors & suppliers; maintain budget. **Qualifications:** BA/BS; one-three yrs. experience in alumni relations, public relations, marketing &/or similar activities; experience in desktop publishing or newsletter design/layout, printing/graphics & in servicing volunteer organizations preferred; knowledge of WordPerfect, FileMaker Pro & Meeting Maker; demonstrated public speaking experience helpful; exceptional; written, administrative & interpersonal skills required; willingness to work evenings & weekends; valid driver's license. **Grade:** P3; **Range:** \$24,617-31,982 1-9-97 Development & Alumni Relations  
**ANNUAL GIVING OFFICER III** (121563JZ) Plan & manage the undergraduate component of the Benjamin Franklin Society Program; formulate program objectives & goals; act as an integral member of the Penn Fund in all aspects of the program & as liaison to graduate/professional school & resource centers annual giving officers on matters pertaining to the Society; develop strong external contacts; identify, cultivate & solicit prospects; coordinate program with annual giving officers; oversee & coordinate the Penn Fund's volunteer program, develop communication materials for stewardship & solicitation of gifts to the Penn Fund. **Qualifications:** BA/BS; five yrs. progressively responsible development experience, including individual gift solicitation, preferably in higher education fundraising; demonstrated ability to plan, organize & coordinate fundraising programs; willingness to work in a goal-oriented environment; excellent oral & written communication & organizational skills; willingness to travel frequently; valid driver's license required. **Grade:** P6; **Range:** \$32,857-42,591 12-19-96 Dev. & Alumni Relations  
**DIRECTOR, PLANNED GIVING** (01141JZ) Direct the University's program for generating support through wills & bequests, trusts, pooled income funds, insurance & other forms of non-cash support; serve as the University's spokesperson on planned giving; oversee marketing program for planned gifts; meet with prospects to close planned gift agreements & assist others in such meetings; to specify &, in collaboration with Treasurer's office & University counsel, oversee procedures for the acceptance, service & administration of all planned & non-cash gifts. **Qualifications:** BA/BS required; advanced degree, JD preferred; seven-ten yrs. of progressively responsible development experience, in-

cluding four yrs. of planned giving experience; strong track record in soliciting major & planned gifts; proven leadership ability, demonstrated administrative/management skills, & ability to establish objectives & set performance standards & goals; knowledge about tax considerations of gifts including federal income, estate & gift taxes desirable; familiarity & experience with sale, purchase & transfer of securities, tangible personal property & real estate; demonstrated ability to market planned gifts within large research university; travel & weekend work required, including valid driver's license. **Grade:** P10; **Range:** \$48,822-64,099 1-9-97 Dev. & Alumni Rels.  
**MANAGER, ALUMNI RECORDS** (121545JZ) Responsible for the integrity of the alumni/donor database & operations of a records management office; sort, prioritize & delegate incoming work; formulate University policy on storage & dissemination of sensitive data & implement department procedures to maintain those policies; represent both the department & the University, interact with school/center staff & outside offices; determine appropriate technologies for department usage in maintaining database integrity & accuracy; monitor budget & expenditures; oversee the supervision of staff, including hiring, performance management & disciplinary actions. **Qualifications:** BA/BS or equivalent; minimum of five yrs. experience in database management, preferably in a University fundraising environment, including two-three yrs. staff management experience; solid understanding of large database; excellent customer service skills; demonstrated ability to work under pressure & handle multiple priorities. **Grade:** P6; **Range:** \$32,857-42,591 1-8-97 Dev. & Alumni Relations  
**ADMINISTRATIVE ASSISTANT I** (121546SH) Greet visitors, answer telephones, handle inquiries about diplomas, ceremonial events & provide timely & accurate information to members of the Office of the Secretary, University constituency, Trustees, Overseers, students, alumni & the public at large: screening & redirecting all inaccurately addressed incoming University mail to the proper departments; prepare appointments & promotions letters to University faculty; prepare appointments & promotions letters to University faculty; prepare greetings that University delegates deliver to heads of other institutions at ceremonial occasions; order ceremonial costumes for University delegates; provide administrative/secretarial support requiring judgment & initiative to several staff members; type & proofread; photocopy & operate automated office equipment; keep inventory of office supplies. **Qualifications:** High school graduate & post high school training or equivalent; at least two yrs. secretarial experience or equivalent; ability to type at least 55 wpm; excellent written & oral communication skills; excellent interpersonal skills; ability to handle multiple projects simultaneously; sensitivity to confidential information; knowledge of Microsoft Word for the Macintosh preferred. **Grade:** G9; **Range:** \$17,614-21,991 12-18-96 Office of the Secretary  
**ASS'T DIRECTOR INDIVIDUAL GIFTS** (06672JZ) P5; \$29,664-38,677 8-23-96 Dev. & Alumni Relations  
**ASSISTANT TO DIRECTOR I** (121501JZ) P1; \$20,291-26,368  
**ASSISTANT MANAGER II** (121495SH) P2; \$22,351-29,098 12-3-96 University Archives  
**ASS'T MANAGER WXPEN-MARKETING/DEVELOPMENT** (121509SH) P7; \$36,050-46,814 12-19-96 WXPEN  
**DEVELOPMENT OFFICER I** (121595JZ) P7; \$36,050-46,814 1-3-97 Development and Alumni Relations

## Classifieds

**FOR SALE:** House in Bala Cynwyd: 3 BR, deluxe kitchen, deck, fenced-in yard. Move-in condition. Quiet street, near school, 20 min. to Penn. By owner. Call 610-668-1774.

**FOR RENT:** 4700 Springfield Avenue. 2 bedrooms, second floor, modern kitchen and bathroom, hardwood floors, large backyard. \$600 includes all utilities. 724-7102.

**SERVICES:** Shari D. Sobel, Ph.D. Psychotherapy. University of Pennsylvania Alumna (215) 545-4744

**VACATION:** Pocono Chalet, 3BR/1B, near Jack Frost/BB; Firewood included. \$375/weekend, 215-898-9928

# OPPORTUNITIES at PENN

**DEVELOPMENT OFFICER II** (121512JZ) (*Applications deadline: 12/16/96*) P10; \$48,822-64,066 12-10-96 Development & Alumni Relations

**DIRECTOR IV/V** (121574JZ) P7/P8; \$36,050-46,814/\$39,655-52,015 12-23-96 Dev. & Alumni Relations

**EXECUTIVE ASSISTANT I** (05508JZ) P6; \$32,857-42,591 11-20-96 Development & Alumni Relations

**EXECUTIVE DIRECTOR, DEVELOPMENT** (121559JZ) P11; \$56,135-70,246 12-23-96 Medical Center Development

**EXECUTIVE DIRECTOR, DEVELOPMENT** (121560JZ) P11; \$56,135-70,246 12-23-96 Medical Center Development

**ADMINISTRATIVE ASSISTANT I** (40 HRS) (111468JZ) G9; \$20,130-25,133 11-27-96 Development & Alumni Relations

**ADMINISTRATIVE ASSISTANT I** (121546SH) G9; \$17,614-21,991 12-18-96 Office of the Secretary

**ADMINISTRATIVE ASSISTANT II** (40 HRS) (121561JZ) (*Flexible & available to work occasional evenings*) G10; \$22,013-27,427 12-19-96 Development & Alumni Relations

**ADMINISTRATIVE ASSISTANT II** (121562JZ) G10; \$19,261-23,999 12-19-96 Dev. & Alumni Relations

**ADMINISTRATIVE ASSISTANT III** (40 HRS) (101260SH) (*Some nights & weekends required*) G11; \$23,425-29,723 10-14-96 Office of the President

**ADMIN. ASSISTANT III** (40 Hrs) (121535SH) G11; \$23,425-29,723 1-3-97 Office of the President

## PROVOST

*Specialist: Clyde Peterson*

**ADMINISTRATIVE ASSISTANT III** (0113CP) Main-tain high volume of public contact with prospective applicants, parents, high school counselors & alumni; schedule meetings; arrange school visits & extensive recruitment travel itineraries; meet, greet & talk with prospective students & their parents; implement details of travel itineraries for admissions staff; handle daily administrative activities for recruitment regions; compile & maintain reports & records; train & supervise work-study assistants. **Qualifications:** High school graduate, college preferred; two yrs. experience at the AAII level or comparable background; strong organizational, interpersonal, verbal & written communications skills; ability to coordinate diverse activities & the work of others; sensitivity, understanding of genuine interest in working with students from diverse backgrounds. **Grade:** G11; **Range:** \$20,497-26,000 1-9-97 Undergraduate Admissions

**ASS'T TO DIRECTOR I** (111430CP) (*Work schedule may require some evening & weekend hours*) P1; \$20,291-26,368 11-20-96 Institute of Contemporary Art

**ASSOCIATE DIRECTOR RADIATION SAFETY** (121503CP) P10; \$48,822-64,066 12-10-96 Radiation Safety Office

**CRC COMPUTER TECH SPECIALIST II** (101258CP) P6; \$32,857-42,591 10-17-96 CRC

**COORDINATOR II** (111435CP) P2; \$22,351-29,098 11-20-96 Learning Technology Administration

**DIRECTOR, MARKETING** (091065CP) P7; \$36,050-46,814 12-10-96 University Press

**EXEC. DIRECTOR, ISC OPERATIONS** (06715CP) P12; \$65,611-80,031 7-3-96 Vice Provost ISC

**INFO. SYSTEM SPECIALIST II** (101323CP) P5; \$29,664-38,677 10-25-96 Undergraduate Admissions

**LIBRARIAN I/II** (091122CP) P4/P5; \$26,986-35,123/29,664-38,677 9-20-96 University Libraries

**LIBRARIAN I/II** (101340CP) P4/P5; \$26,986-35,123/29,664-38,677 10-30-96 University Libraries

**MANAGER, MUSEUM SALES** (091094CP) P3; \$24,617-31,982 9-17-96 Museum

**MANAGER, OPERATIONS PREPnet** (05446CP) P8; \$39,655-52,015 5-16-96 PREPnet

**PROGRAMMER ANALYST I** (081027CP) P4; \$26,986-35,123 9-6-96 University Libraries

**PROG. ANALYST I/III** (03274CP) P6/P7; \$32,857-42,591/\$36,050-46,814 3-26-96 Univ. Libraries

**PROG. ANALYST I/III** (091119CP) P6/P7; \$32,857-42,591/36,050-46,814 9-20-96 ISC/Application Dev.

**RESEARCH SPECIALIST IV** (101349CP) P6; \$32,857-42,591 10-31-96 Museum

**SYSTEMS ANALYST II/SR.** (091113CP) (091118CP) P7/P8; \$36,050-46,814/\$39,655-52,015 9-20-96 ISC/Application Development

**SYSTEMS ANALYST II/SR.** (101374CP) P7/P8; \$36,050-46,814/\$39,655-52,015 11-1-96 ISC/Application Development

**SYSTEMS ANALYST, SR.** (091112CP) P8; \$39,655-52,015 9-20-96 ISC/Application Development

**SYSTEMS ANALYST SR.** (091150CP) P8; \$39,655-52,015 9-24-96 ISC/Application Development

**SYSTEMS PROGRAMMER II/III** (03228CP) P7; \$36,050-46,814 3-19-96 Systems/University Libraries

**SYSTEMS PROGRAMMER III** (03273CP) P8; \$39,655-52,015 9-6-96 DCCS

**VICE PROVOST FOR INFORMATION SYSTEMS** (04337CP) Ungraded 4-26-96 Provost's Office

**PART-TIME (COORDINATE I)** (17.5 HRS) (091197CP) P1; \$10,145-13,319 10-2-96 Museum

**ADMINISTRATIVE ASSISTANT III** (101320CP) G11; \$20,497-26,008 10-21-96 Undergraduate Admission

**BIBLIOGRAPHIC SPECIALIST** (101256CP) Union 10-22-96 University Libraries

**CLERK, SENIOR LIBRARY** (121593CP) (*May need to work some evenings and weekends*) Union 1-3-97 University Library

**CURATORIAL ASSISTANT** (111429CP) G11; \$20,497-26,008 11-19-96 Institute of Contemporary Art

**GARDENING AIDE** (40 HRS) (121542CP) (*End date: 6/30/97*) G5; \$14,714-18,069 12-17-96 Morris Arboretum

**LAB ANIMAL AIDE** (40 HRS) (081031CP) G5; \$14,714-18,069 11-20-96 ULAR

**REGULAR PART-TIME (ADMINISTRATIVE ASSISTANT I)** (20 HRS) (101213CP) G9; \$9,678-12,083 10-9-96 Biomedical Library

**REGULAR PART-TIME (ADMINISTRATIVE ASSISTANT I)** (111492CP) (*End date: 12/31/97*) G9; \$9,678-12,083 12-10-96 University Libraries

**REGULAR PART-TIME ADMINISTRATIVE ASSISTANT II** (101257CP) G10; \$10,583-13,186 10-17-96 University Libraries

**REGULAR PART-TIME (CLERK V)** (121538CP) G8; \$8,885-11,121 12-16-96 University Libraries

## VETERINARY SCHOOL

*Specialist: Ronald Story*

**SECRETARY III** (40 HRS) (0101RS) Perform routine secretaries/clerical duties for vacationing &/or absent secretaries; perform a variety of secretarial duties including typing of letters, charts & memos from dictating equipment or handwritten material on hospital cases; type grant proposals & manuscripts for research grants; handout for classes, prepare exams & grades as directed by clinicians; arrange appointments, conferences, schedules, make travel arrangements; open & screen mail; compose routine correspondence; maintain records & files. **Qualifications:** High school graduate with advance course work in business/secretarial courses desirable; two-four yrs. experience with computer/word processor; experience with PowerMac 6100 system or equivalent required; familiarity with MS Office; knowledge of medical terminology plus excellent spelling & typing required; ability to work under pressure with minimum supervision; good organizational skills; ability to work with confidential material. (*Position in Kennett Square, there is no public transportation*) **Grade:** G8; **Range:** \$18,481-23,132 1-9-97 Large Animal Hospital-NBC

**CUSTODIAL WORKER** (40 HRS) (121528RS) (*On-call duty & occasional weekends*) (*Position in Kennett Square, PA-There is no public transportation available*) G5; \$14,714-18,069 12-11-96 New Bolton Center

**NURSE, VET HEAD** (03276RS) P4; \$26,986-35,123 3-28-96 VHUP-ICU

**RESEARCH SPECIALIST I** (091092RS) (*On-going contingent upon grant funding*) (*Position located in Kennett Square, PA- there is no public transportation*) P2; \$22,351-29,098 9-16-96 Clinical Studies

**ASSISTANT SUPERVISORY CUSTODIAL (NBC)** (40 HRS) (111490RS) (*Position located in Kennett, Square,*

*PA-there is no public transportation*) G9; \$20,130-25,133 12-6-96 Large Animal Hospital

**CLINICAL LAB TECHNICIAN** (111489RS) (*Work schedule may require working every other weekend/two days off during the week alternate week 9:30AM-5:30PM*) G10; \$19,261-23,999 12-6-96 VHUP-CLM

**LAB ANIMAL TECHNICIAN** (40 HRS) (111488RS) (*Position located in Kennett, Square, PA-there is no public transportation*) G9; \$20,130-25,133 12-6-96 New Bolton Center

**NURSE, VET ASSISTANT** (40 HRS) (111491RS) (*Position located in Kennett, Square, PA-there is no public transportation*) G5; \$14,714-18,069 12-6-96 large Animal Hospital

**TECHNICIAN, VET I/II** (40 HRS) (111401RS) **TECH I:** (*Work schedule requires rotating/nights/weekends*) G8/G10; \$18,481-23,132/22,013-27,427 11-13-96 VHUP-Wards

**TECHNICIAN, VET I/II** (40 HRS) (111455RS) G8/G10; \$18,481-23,132/22,013-27,427 11-25-96 Emergency Service

**TECHNICIAN, VET IMAGING I/II** (40 HRS) (081014RS) (081017RS) (*Assigned to emergency call evenings, weekends, & holidays; may be assigned to weekends*) G8/G10; \$18,481-23,132/22,013-27,427 9-4-96 VHUP

**PART-TIME (TECH, VET I/II)** (111487RS) (*Work schedule: Wednesday-Thursday, 8 a.m.-8 p.m.; Friday 12-6 p.m.*) G8/G10; \$8,885-11,121/\$10,583-13,186 12-6-96 VHUP-Emergency

## VICE PROVOST/UNIVERSITY LIFE

*Specialist: Clyde Peterson*

**MANAGER END-USER SUPPORT SERVICES** (121594CP) Responsible for the management of computing services for the Division of University Life; directs technical operations for the Computer Labs in Residence; provides technology planning for administrative & lab computing; responsible for development of policies & procedures related to these areas. **Qualifications:** Baccalaureate degree required with five-seven yrs. experience in computer systems management or administration with an emphasis on desktop environments; experience with management of Novell Network & TCP/IP network environments required; CNE (Certified Network Engineer or equivalent helpful; must have demonstrated excellent problem solving, planning & analysis skills; must be self-motivated & well organized & must possess excellent communication skills; ability to work well under conditions of stress is imperative; supervisory experience necessary. **Grade:** P8; **Range:** \$39,655-52,015 1-9-97 OSIS

**INFORMATION MANAGEMENT SPECIALIST II** (08922CP) P6; \$32,857-42,591 8-19-96 OSIS

**PROGRAMMER ANALYST II** (08921CP) P6; \$32,857-42,591 8-16-96 OSIS

**SENIOR PLACEMENT COUNSELOR** (0102CP) P5; \$29,664-38,677 1-6-97 Career Planning & Placement Service

**STAFF ASSISTANT V** (05424CP) P5; \$29,664-38,677 7-24-96 VPUL

**LIMITED SERVICE (OFFICE ADMINISTRATIVE ASSISTANT II)** (121517CP) G10; \$10,583-13,186 12-17-96 Office of Student Life Activities & Facilities

## WHARTON SCHOOL

*Specialist: Janet Zinser*

**ASSISTANT DIRECTOR IV** (121601JZ) Direct 15 county procurement technical assistance programs; develop/direct programs in conjunction with Dept. of Defense for technical assistance specialists & small business clients; prepare proposals and performance reports for funding agencies; monitor performance and compliance with contractual requirements; correlate program activities with government agencies; establish program goals, policies, & procedures. **Qualifications:** BA/BS or equivalent; MBA preferred, NCMA certification in contract management; three-four yrs. exp. in procurement management, federal contracts, proposal prepara-



tion, contract negotiation, project team management; knowledge of federal products/services, acquisition processes, federal regulations, procurement organization, and strategic planning; exceptional communication skills and travel required; valid driver's license required; ability to visit subcenter locations throughout the state on a routine basis. **Grade:** P5; **Range:** \$29,664-38,677 1-3-97 SEC/PASBDC

**COORDINATOR III** (121578JZ) Implement system for tracking donor records, handle gift & pledge processing, documentation, accurate recording keeping & file maintenance; manage pledge receivables process, reporting & monitoring; create reports (standard & ad hoc report generation); perform report analysis & data entry; develop expertise in fundraising donations guidelines; act as liaison with Central Gifts Processing. **Qualifications:** BA/BS or equivalent; three yrs. related experience; accounting skills, analytical ability & computer system literate; able to synthesize data & produce reports. **Grade:** P3; **Range:** \$24,617-31,982 1-10-97 Development Services

**DIRECTOR VI** (121602JZ) Oversee consulting & educational seminars of SBDC; responsible for quality control of all SBDC activities; hiring & evaluation of Associate Directors; manage electronic network or SBDC; represent SBDC in community. **Qualifications:** BA/BS in business or equivalent; MBA or related degree preferred; five-seven yrs. related experience; previous consulting experience; excellent public speaking skills; expertise in computers. **Grade:** P9; **Range:** \$43,569-57,217 1-8-97 Management

**ASSISTANT DIRECTOR IV** (121601JZ) P5; \$29,664-38,677 1-3-97 SEC/PASBDC

**ASSOCIATE DIRECTOR VI** (091121JZ) P8; \$39,655-52,015 9-24-96 WCIT

**ASSOCIATE DIRECTOR VI/VII** (101219JZ) P8/P9; \$39,655-52,015/\$43,569-57,217 10-9-96 Undergraduate Division

**BUDGET ANALYST** (08886JZ) P5; \$29,664-38,677 8-8-96 Finance & Administration

**COORDINATOR II** (111423JZ) (111425JZ) P2; \$22,351-29,098 11-15-96 Aresty Institute

**COORDINATOR V** (121579JZ) P5; \$29,664-38,677 12-24-96 Development Services

**DIRECTOR VII** (11535JZ) P10; \$48,822-64,066 11-8-95

**DIRECTOR VIII** (101324JZ) P11; \$56,135-70,246 10-18-96 Finance & Administration

**INFORMATION SYSTEM SPECIALIST II** (111301JZ) P5; \$29,664-38,677 11-12-96 WCIT

**INFORMATION SYSTEMS SPECIALIST II** (101212JZ) P5; \$29,664-38,677 12-11-96 WCIT

**INFORMATION SPECIALIST II** (121576JZ) P5; \$29,664-38,677 12-24-96 WCIT

**FINANCIAL ADMINISTRATOR II** (111457JZ) P4; \$26,986-35,123 12-12-96 External Affairs

**MAJOR GIFT OFFICER III** (11549JZ) P7/P8; \$36,050-46,814/\$39,655-52,015 11-10-95 External Affairs

**MANAGER IV** (111440JZ) (Work schedule may required that no vacation can be taken during the months of August, September, January & May; minimum work week of 40 hours is required to manage the function which is open 8:00AM-5:30PM) P5; \$29,664-38,677 11-18-96 Facilities Services

**MANAGING DIRECTOR** (101208JZ) (On-going contingent upon grant funding) P11; \$56,135-70,246 12-18-96 Risk Management & Decision Processes Center

**PROGRAMMER ANALYST III** (05456JZ) P4/P6; \$26,986-35,123/\$32,857-42,591 5-16-96 WCIT

**SYSTEMS PROGRAMMER III** (08954JZ) P6/P7; \$32,857-42,591/\$36,050-46,814 8-23-96 WCIT

**TECHNICAL WRITER** (09417JZ) (Final candidates may be ask to submit a writing sample) P6; \$32,857-42,591 7-18-96 External Affairs

**ADMINISTRATIVE ASSISTANT III** (02151JZ) G11; \$20,497-26,008 2-19-96 Health Care Systems

**ADMINISTRATIVE ASSISTANT III** (111426JZ) G11; \$20,497-26,008 11-18-96 Steinberg Conference Center

**BUILDING SERVICES ASSISTANT** (40 HRS) (111413JZ) G8; \$18,481-23,132 11-13-96 Wharton Facilities Services

**SUPERVISOR II** (08873JZ) (This position requires periodic overtime on evenings, Saturdays, Sundays, University holidays; production cycle of the department requires that no vacation be taken during the months of December, January, August & September; availability for overtime is a requirement of this position) G11; \$20,497-26,008 11-15-96 WCIT

## The University of Pennsylvania Police Department Community Crime Report

**About the Crime Report:** Below are all Crimes Against Persons and Crimes Against Society from the campus report for **December 9, 1996 through January 5, 1997**. Also reported were **Crimes Against Property**, including **88 thefts (including 6 burglaries, 3 thefts of auto, 19 thefts from auto, 7 thefts of bicycles & parts); 26 incidents of criminal mischief and vandalism; 6 of forgery & fraud, 4 of trespassing and loitering**. Full crime reports are in this issue of *Almanac* on the Web ([www.upenn.edu/almanac/v43/n17/crimes.html](http://www.upenn.edu/almanac/v43/n17/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 **December 9, 1996 and January 5, 1997**. 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:** Sexual assaults—1, Robberies (& attempts)—3,

Purse snatches —1, Threats & harassment —11	
12/09/96 1:01 AM	Speakman Dorm Unwanted calls received
12/09/96 9:59 AM	College Hall Offensive letters received in mail
12/09/96 10:45 PM	Grad B tower Harassing calls received
12/10/96 9:04 AM	Warwick Dorm Unwanted calls received
12/10/96 11:33 AM	3700 Blk Chestnut Complainant insulted in foreign language
12/11/96 7:27 PM	Houston Hall Male assaulted by female worker
12/12/96 11:16 PM	Hopkinson Dorm Unwanted emails received
12/13/96 6:24 PM	Hopkinson Dorm Unwanted message received on computer
12/13/96 5:47 PM	Butcher Dorm Threat via computer
12/14/96 9:21 AM	3437 Walnut St. Attempted robbery at gunpoint
12/16/96 4:26 PM	Irvine Auditorium Unknown suspect took wallet by force
12/17/96 3:09 PM	Houston Hall Homeless male reported harassing staff
12/20/96 6:23 AM	McKean Dorm Threats received on telephone
12/22/96 11:40 PM	38th & Chestnut Male threatened to stab guard/no charges
12/29/96 1:51 PM	3423 Walnut St. Attempted robbery/employees assaulted
12/30/96 12:09 PM	37th & Sansom Purse taken by force

**38th to 41st/Market to Baltimore:** Robberies (& attempts)—5, Purse snatches—1,

Simple assaults—1, Threats & harassment—7	
12/10/96 3:16 PM	3900 Blk Spruce Unknown male following complainant
12/10/96 8:52 PM	Pi Kappa Alpha Harassment by nonresident/removed
12/12/96 1:08 PM	Penn police HQ Unwanted calls received
12/12/96 2:45 PM	Harrison House Complainant harassed by ex-boyfriend
12/12/96 10:40 PM	39th & Baltimore Robbery by simulated weapon
12/14/96 5:56 PM	33 S. 40th St. Robbery at gunpoint by 2 persons
12/14/96 7:45 PM	40th & Market Robbery at gun point/shot in leg/arrest
12/19/96 1:03 AM	3943 Chestnut Robbery by unknown suspect
12/19/96 1:21 AM	Mayer Hall Unwanted calls received
12/19/96 2:36 AM	4002 Chestnut Disturbance between male and female
12/25/96 3:37 PM	40th & Market 2 robbed by unknown person/s
12/28/96 12:26 PM	200 Blk 40th Confrontation btwn. Asian/white vendors
12/28/96 1:21 PM	41st & Walnut Male took purse/fled in vehicle
12/30/96 3:12 PM	200 Blk 40th Vendor harassed by store owner

**41st to 43rd/Market to Baltimore:** Purse snatches—1, Threats & harassment—1

12/10/96 6:22 PM	4221 Osage Unwanted phone calls received
12/23/96 10:01 AM	4200 Blk Spruce Purse taken by unknown person by force

**30th to 34th/Market to University:** Threats & harassment—2

12/17/96 9:01 PM	Hill House Unwanted calls received
01/04/97 7 58 AM	34th & Spruce Complainant harassed by unknown male

**Outside 30th to 43rd/Market to Baltimore:** Aggravated assaults—1,

Simple assaults—1, Threats & harassment—2	
12/12/96 4:29 PM	329 Colonial Dr. Unwanted items received in mail
12/12/96 11:45 PM	4417 Sansom St. Complainant shot in thigh area
12/20/96 4:57 PM	2501 Christian Disturbance between acquaintances
01/02/97 10 20 AM	Narberth, PA Harassing phone calls received

### Crimes Against Society

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

12/18/96 9:04 PM	3600 Blk Locust Disorderly male cited /arrest
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**38th to 41st/Market to Baltimore:** Alcohol & drug offenses—1

12/14/96 5:14 AM	3900 Blk Baltimore Male cited for underage drinking
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**41st to 43rd/Market to Baltimore:** Disorderly conduct—1

12/16/96 8:50 PM	4237 Walnut Male cited for disorderly conduct/arrest
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**30th to 34th/Market to University:** Disorderly conduct—2

12/27/96 12:01 AM	33rd & Market Disorderly conduct/vehicle operator cited
01/03/97 7 33 AM	3200 Blk Market Male cited for disorderly conduct

# PENNPRINTOUT

## Modem update

Penn has taken the following steps to alleviate the number of busy signals that users receive when dialing-in to PennNet.

- Negotiated fee-based dial-in access with a local service provider; see Penn DCANet Dialup Program below.
- Added 128 modems to the 60-minute PPP modem pool, bringing the total in that pool to 384 modems.
- Revised Penn's PPP software and documentation to allow modem users to switch easily between different modem pools. Software and documentation are available at the CRC, 3732 Locust Walk.

All modems in the 60-minute PPP pool (573-4777) and the 30-minute express PPP pool (573-9773) are now capable of speeds up to 33.6 Kbps. Further details can be found on the web page "Planning for Remote Access to PennNet via Modem" ([www.upenn.edu/dccs/remotel.html](http://www.upenn.edu/dccs/remotel.html)).

## Penn DCANet Dialup Program

For-fee dial-up access to PennNet and the Internet is now available to the Penn community. The University has contracted with DCANet, a local Internet provider, to offer Penn users a full range of services and support at very attractive rates. The highlights of the Penn DCANet Dialup Program are:

- No session limits.
- No busy signals.
- No toll charges from Philadelphia and suburbs, South Jersey, and Delaware.
- Fast connection rates: modem speeds up to 33.6 Kbps and ISDN speeds up to 128 Kbps via a dedicated connection between PennNet and DCANet.
- Low prices: The regular access plan includes 90 hours of modem connect time per month at \$14.95/month, and the extended access plan includes 180 hours of modem connect time per month at 16.95/month. ISDN connect time accrues at a different rate. A \$14.95 startup fee is charged for each new account.
- Same PPP software that is used to access Penn's modem services.

While the program provides an attractive alternative to those who wish to avoid Penn modem pool busy signals and session limits, or who have been paying long-distance charges to access PennNet, it does not currently permit access to all University services. FinMIS, NetNews via a graphical client, some Library services, and some School and departmental services cannot be accessed from a DCANet account. DCANet subscribers will need to dial in to a Penn modem pool whenever they need to access such services. Because the DCANet service and Penn's modem services use the same PPP software, switching among services is easy. NetNews access to Penn newsgroups from DCANet is currently possible by telnetting to a Penn host computer and then using a host-based newsreader, such as tin.

Penn users can sign up for the Penn DCANet Dialup Program from DCANet's Web site (<http://upenn.dca.net>). Those who cannot sign up online should contact DCANet at 302/654-1019 or [help@dca.net](mailto:help@dca.net). A PennNet Network ID and password are required in order to sign up. Software and documentation are distributed at the CRC, 3732 Locust Walk. Technical support is provided by DCANet; please see the DCANet Web site for details and additional information.

## ISC support services

ISC has reorganized and renamed several of its support services.

- ISC's First Call help line and CRC walk-in support services have combined to form the ISC Client Services Group, headed by First Call's founding Director, Michael Kearney. The new group consolidates all of ISC's direct client contact operations, placing walk-in, telephone, and electronic-mail help services under one organizational umbrella. It completes a two-year plan to unify these activities across the ISC, streamlines client contact operations, and aligns these services for future development under the campus computing restructuring plan. The ISC Client Services Group will continue to provide services through existing channels. Clients will continue to receive telephone support at 573-4778 (57-FIRST), e-mail assistance from "help@isc", and walk-in services at the Computing Resource Center, 3732 Locust Walk.
- ISC's distributed staffing program, which places computing specialists at client sites under tailored contract arrangements, serves as the foundation of a new group, ISC Support-On-Site, headed by former CRC Director Don Montabana. The distributed staffing program has incubated within the CRC for the past two and one-half years under Don's leadership. It now serves 1500 computer users in 4 organizations across campus. The campus computing restructuring plan emphasizes the benefit of placing computing support close to computer users, and campus units interested in exploring the possibility of contracting for support services at their location are encouraged to contact Don at 898-7205 or [montaban@isc](mailto:montaban@isc).
- ISC's Technology Learning Services, or TLS, headed by James Gist, has changed its name to ISC Training Group. The group continues to provide a range of resources to assist individuals and organizations in acquiring and maintaining technology skills. Services include instructor-led courses and self-paced tutorials at the Computing Resource Center on Locust Walk, technology learning needs assessment, and customized training programs. Contact the Training Group at 573-3102 for further information.

## Penn Printout Online

Penn Printout Online ([www.upenn.edu/pennprintout/](http://www.upenn.edu/pennprintout/)) features an article about Open Transport, a tip on getting Netscape to print the URL of the page you are viewing when you print the text, and a pointer to the newest web page from the Penn Web Providers, "Color Tags and Codes in HTML." Also included is a selection of tips from ISC's help line, for instance, the ever popular "What should I do if I forget my e-mail account password." And the answer is:

If you have an e-mail account provided by one of Penn's Schools, call the appropriate number below. Others should call the ISC help line, 573-4778 (57-FIRST).

Arts & Sciences	573-HELP	Medical School	898-INFO
Dental School	898-8957	Nursing	898-1616
Engineering	898-4707	Social Work	898-5506
Grad Fine Arts	898-9344	Vet School	[221]-HELP
Grad Ed	898-1847	Wharton	898-8600
Law School	898-2679		

## Computer Courses for Penn Faculty, Staff and Students

The Office of Information Systems and Computing, Technology Learning Services, offers computer courses to Penn faculty, staff and students with a valid PENNCARD. All classes and seminars are held at the Computing Resource Center, 3732 Locust Walk (across from the Penn Bookstore).

Registration is required for all hands-on courses. Individuals must register themselves by calling 573-3102 (no third party registration). Registration for January classes begins on January 7, 1997.

All prerequisites must be satisfied before registering for any course. For more information, course descriptions, and prerequisites call 573-3102, send email to [tls@isc.upenn.edu](mailto:tls@isc.upenn.edu) or visit our web site at <http://www.upenn.edu/tls>.

### Hands On Courses for Dos/Windows Users

<i>What you really need to know about DOS</i>	January 14; 12-1:30 p.m.
<i>Introduction to Windows</i>	January 22; 1:30-4:30 p.m.
<i>Introduction to Excel for Windows</i>	January 28; 9:30 a.m.-12:30 p.m.
<i>Introduction to HTML</i>	January 30; 9:30 a.m.-12:30 p.m.

### Hands on Courses for MAC Users

<i>Introduction to Word for MAC</i>	January 16; 1:30-4:30 p.m.
<i>Introduction to Excel for MAC</i>	January 24; 9:30 a.m.-12:30 p.m.

### Bits and Pieces Seminars

<i>Accessing the Internet via PennNet</i>	January 14; 1-2 p.m.
<i>File Transfer using WS_FTP</i>	January 24; 12-1 p.m.
<i>Browsing Using Netscape</i>	January 28; 1-2 p.m.



## Ring in the New Year with the Department of Recreation

The Department of Recreation would like to wish everyone a Happy New Year, and highlight some upcoming programs for faculty and staff:

**1. Instructional Programs** begin on Monday, January 27. Classes offered include Aerobics, Jazz Dance, Yoga, Squash, Tennis, Self-Defense, and Aquatics. You can register at either Gimbel or Hutch Gym. For more information, please call 898-6101.

**2. Aerobics Open House.** Come out and meet the Spring Semester Aerobics instructors at one of three Aerobics Open Houses:

Thursday, January 16, 11 a.m.-1 p.m.  
Monday, January 20, 4-6 p.m.  
Wednesday, January 22, 11 a.m.-1 p.m.

All will take place at Gimbel Gym.

**3. Wellness/Fitness Program.** The Penn Fitness Center is offering Body Composition testing in the Penn Fitness Center. Come and meet certified personal trainers. For information on the Penn Fitness Center, call 898-8331.

**4. Intramural Sport Information.** For all information on upcoming programs, tournaments, and events, please call the Intramural Office at 573-5330.

**5. Recreation on the Web.** Check out the newest Web page on the net. Point and click to <http://www.upenn.edu/recreation>.

— Stu Gelfond, Recreation

## HERS Summer Institute: Information Session February 5

The 22nd annual Summer Institute for Women in Higher Education Administration (HERS) will be held Sunday, June 22, 1997, through Friday, July 18, 1997. HERS is a residential program on the Bryn Mawr College campus offering women faculty and administrators intensive training in educational administration. The curriculum prepares participants to work on issues currently facing higher education.

An information session will be held on Wednesday, February 5, at 4 p.m. in the Faculty Club. Recent participants will be sharing their experiences and answering questions about the application process.

The Summer Institute accepts women who are actively seeking increased administrative responsibilities and provides training in the management and governance of institutions of higher education, with special attention to accounting and budgeting, strategic planning, information technology, decision-making processes and implementation. One objective of the Summer Institute is to foster a network of peers and mentors who provide information, resources, contacts and support for one another.

There are two ways for women at Penn to apply to the HERS Summer Institute. First, the University will sponsor two participants chosen in a campus-wide selection process. Second, individuals may be sponsored by their own deans or departments. The deadline for application through the University selection process is Monday, March 3, 1997. For more information about the HERS Summer Institute, please contact me at Ext. 8-7256 or you can send an e-mail to [WORMLEY@POBOX.UPENN.EDU](mailto:WORMLEY@POBOX.UPENN.EDU).

— Diane-Louise (D-L) Wormley,  
Associate Treasurer

**CrimeStats:** The University Police's Community Crime Report, normally on this page, is on page 17 this week because of its length. It covers incidents that occurred over a 4-week period, December 9, 1996 through January 5, 1997.

## Update

JANUARY AT PENN

### TIME & LOCATION CHANGE

**23** *Martin Luther King, Jr. Interfaith Observance;* 7:30 p.m.; Christian Association Auditorium; *not* 7 p.m. at the University Museum.

### EXHIBIT

#### Now

*Contemporary Art from Israel: Nine Women Artists;* Esther Klein Art Gallery, 3600 Chestnut St. Through January 31.

### TALKS

**15** *myoD Regulation and Myogenic Lineage Determination;* Charles Emerson, cell and developmental biology; 2 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

*An Employer Purchaser Perspective on Quality and Technology;* Anthony Knettel, ERISA; 4:30-6 p.m.; Colonial Penn Ctr. Aud. (Leonard Davis Institute/Health Economics).

**20** *Trans[homo]sexuality: Double Inversion, Psychiatric Confusion and Hetero-hegemony;* Vernon Rosario, history and sociology of science; 4 p.m.; Suite 500, 3440 Market St. (H&SS).

**21** *Transport of Proteins Across the Endoplasmic Reticulum Membrane;* Tom Rapoport, Harvard; Raiziss Rounds; noon; Austrian Aud., Clinical Research Bldg. (Biochemistry & Biophysics).

*New Perspectives on Israeli History;* Benny Morris, Ctr. for Judaic Studies and Ben-Gurion Univ.; 4:30-6 p.m.; Rm. 421, Williams (Middle East Ctr.).

**Calendar deadline:** Items for the February at Penn calendar are due today, January 14.



*Almanac*

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