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**Pullout: February at Penn**

**Performing at Penn:** With over 35 student performing arts groups now active on campus, Penn comes out of the winter doldrums each spring even before Punxatawny Phil checks out his shadow. This week the Mask and Wig Club, the oldest all-male collegiate comedy troupe in the country, opens its 109th annual run with *Mystery Repeats Itself* at the Club House on Quince Street (Thursday, Friday, and an already sold-out Saturday night). Playing the same three late-in-the-week nights throughout February, the troupe comes to campus for two shows in March, then goes back to the Club House for shows the first week of April.

Meanwhile, the Law School Light Opera Company stages *Guys and Dolls* at the Annenberg School Theatre, February 13-15, and the Glee Club presents an original Broadway-style musical revue, *Treble in Paradise*, at Zellerbach February 20-22. For more on these and other performing arts, pull out *February at Penn*.

*Below*, the Mask & Wig's first-act finale, *Just a Little Bit Off*, features Mark Milstein as the stripper who can't quite bare it all, surrounded by tap-dancers (*from left*) Elliot Williams, C '98; Benjy Grinberg, C '00; David Baronoff, C '99; Jeff Klein, W '97; Francis Englert, C '99; Robert Palacios, W '00; Michael Ciani, W '97; Richard Hollman, C '99; Knox Peden, C '99; and Matt Johnson, C '99. *At right*, Milstein again in *This Song is About Jack*.



Photos by Jeffrey Hurok



## News in Brief



### Naming the Writers House

Penn's first House has been named the Kelly Writers House in honor of Rita P. Kelly and the late Thomas J. Kelly, Jr., the parents of an alumnus whose gift of \$1.1 million will be used for renovation of the Gothic Revival house at 3805 Locust walk that was for many years the Chaplain's House (above).

Students, faculty and staff gathered Friday for a ceremony at the house with donor Paul Kelly, who is president and CEO of the investment firm of Knox & Co. and an Overseer of SAS and co-chair of the Agenda for Excellence Council (a group of volunteers formed to support strategic initiatives in the Agenda). Mr. Kelly (C'62, WG'64) is also a visiting lecturer in finance for the Wharton MBA program, a member of the board of directors of the International Studies and Business program, and treasurer of the Penn Club of New York.

"The Writers House is a huge success because of the vision and energy of the students and faculty who have developed its programming," said Provost Stanley Chodorow. Under a student-developed mission the House is to be a space for individual writers—hence the extensive renovations scheduled to rewire and computerize the House this summer—with workshops conducted by Penn writers and visiting editors in the design of electronic texts and Internet publishing.

It is already the scene of readings and seminars, and its first-floor Arts Cafe is open six nights a week for conversation and light fare. And, on Saturday, February 15, it will broadcast "Live from Writers House" in a WXPB pilot for a weekly series.

Directed by Dr. Alan Filreis, professor of English and Master of Van Pelt College House, the Writers House is the first of the "collegiate communities" called for in the strategic plan to aid the "seamless integration of academic and social life" as Penn approaches the 21st Century.

**Correction:** In last week's *Agenda for Excellence: The Strategic Plans of the Schools*, Figure 2 in the School of Nursing report contained an error: Instead of Urban History, the words in the final oval of the graphic should be *Urban Health*. We regret the typo, made by *Almanac* in recasting the School's graphics for print form.—Ed.

## To Council: Early Decisions Fill 35% of Class of 2001

At Council last week, President Judith Rodin announced that 35% of the Class of 2001 has been selected through the early-decisions admissions process. The total of 1829 early-decision applications is down from last year's all-time record of 2046, she said, but represents a 12% increase over the applicant pool of just two years ago.

"Academic indicators for the early decision group equaled or surpassed those of previous classes," Dr. Rodin said. "SAT and achievement test scores are up, and once again our admitted students average in the top four percent of their high school classes. Perhaps even more exciting than the raw data are a few developing trends," she continued, calling the Class of 2001 the "most geographically diverse early-decision group ever," with students from 44 states and 23 foreign nations.

### 'Tangible Change' and Other Initiatives:

In his Council report, Dr. Stanley Chodorow described the work of a new UA "Tangible Change Committee," led by Samera Barend and its work done in partnership with VPUL Valarie Swain-Cade McCoullam and Vice President for Business Services Steve Murray. The committee identifies "immediate campus improvements which students would like to see made" to add, immediately, to the quality of campus life for students, the Provost said.

Some recent examples are the renovation of High Rise East's dance gallery performing arts students, and the adoption of a "late-night dining" schedule which now serves food to 2:00 a.m. in Stouffer Dining Commons under a pilot plan recommended by the students.

Reminding Council of the appointment of an Undergraduate Advisory Board to the 21st Century Project; its creation of a new Web site (<http://www.upenn.edu/provost/21st/>), and its creation of a student project to help faculty and staff create homepages, Dr. Chodorow also noted the creation of the Admissions Data Work Group, which has begun its work by revising a major working tool of Admissions. The "President's Report," which provides data to schools and offices has now been revised and begins circulation shortly to the schools to "increase the quantity and utility of data on the current admissions cycle."

Standing Committees: In progress reports by several standing committees (to be covered in a future issue), Council fine-tuned the 1996-97 agenda of several. In response to the request of Safety & Security Committee's Dr. Sean Kennedy, members expressed a strong preference for timeliness in both neighborhood and campus crime reporting. (Campus police reports based on data from the 18th District are now provided for the same time period as the Community Crime Report; see page 15 of this issue.)

**Moderator:** Dr. David Hildebrand, a former moderator of Council who chaired the Faculty Senate in 1992-93, was nominated by the President and unanimously approved as moderator of Council again. Before receiving Steering Committee Chair Peter Kuriloff's warning to expect of Dr. Hildebrand, "superb leadership and horrible puns," the new moderator had already acknowledged his selection to succeed Dr. Will Harris with the introspective question, "But where there's no Will, can there be a way?"

**Ed. Note:** On the back page of this issue, the University Council's Committee on Committees issues its annual call for nominations (including self-nominations) to serve on key committees of Council.

### The Provost's Cup

The first Faculty-and-Staff vs. the Students Basketball Game, named The Provost's Cup, will be held on Friday, February 21, at 5 p.m. in the Palestra. Faculty and staff interested in playing should call the Athletics Department at 898-4024. Tryouts for students will be held at the Palestra at 8 p.m. on February 5.

Sponsored by the Athletics Department, admission is free and souvenir cups will be given out to the first 100 fans to arrive. This game will precede a 7 p.m. Women's basketball game vs. Dartmouth. For more information call 898-4024.



### A Price on His Head

Dr. Jane P. Davidson, professor of history at the University of Nevada Reno, has written to the Penn Biology Department to offer a \$100 reward for information leading to the return of the Department's missing bust of the late Professor Edward Drinker Cope (*Almanac* December 3, 1996).

Dr. Davidson is the modern biographer of the celebrated 19th Century scientist who was, among other things, one of the founders of American paleontology. When her book, *The Bone Sharp: The Life of Edward Drinker Cope*, comes out this spring from the Academy of Natural Sciences in Philadelphia it will be the first biography of Cope since 1931.

Information leading to the return of the bust should be provided to the Biology Department, 415 University Avenue/6018.

## At the King Memorial: Awards Recognizing Community Involvement

Celebrating the life of the Rev. Martin Luther King, Jr., under the theme "We Must Make A Difference," Penn's commemorative program January 20 singled out four who have made a difference in Philadelphia. Dr. Judith Rodin announced the awards, which were then presented by the co-chairs of the commemorative's Community Involvement Committee.

Presented by Glenn Bryan, Penn's director of community relations, were

- Ms. Evelyn Peterson, who worked to disarm with violent youth and develop "street peace treaties" as a longtime member of the Crisis Intervention Network; at 66 she continues that work in the Philadelphia Anti-Drug, Anti-Violence Network.
- Bilal Qayyum, coordinator of economic development for Philadelphia's Department of Commerce whose work produces start-up funding for small business and who as a volunteer works to promote responsible fatherhood; founder of the annual Father's Day Picnic in Fairmount Park, he has also published, with David P. Richardson, the book on "Rites of Passage" for African-American boys.

Presented by David Grossman, director of student-community involvement here, were

- James Gist, director of technology learning services at Penn and founder of the Saturday Children's Computer Program. A founding member of PennVIPS, he also works with Operation Understanding to foster friendship between Jewish and African Americans.
- Blane Fitzgerald Stoddart, executive director of the West Philadelphia Partnership's Community Development Corporation and author of a strategic plan to bring \$40 million in housing, jobs and economic development to the neighborhood. The Wharton alumnus and Mayor's Scholar established West Philadelphia Town Watch and "Community Night Out" among other ventures.



Above, presenters Glenn Bryan and David Grossman (at left and right, respectively) flank the four winners of Community Involvement Recognition Awards; Blane Stoddart and Evelyn Peterson, left of Dr. Rodin, and Bilal Qayyum and James Gist to her right.



For excerpts from the keynote address of the Rev. Calvin Butts III (inset) see *Compass* feature, p.9.

Photos by Stuart Watson

### Matching Funds for German-American Research Projects

The German-American Academic Council Foundation (GAAC), in agreement with the Alexander von Humboldt Foundation (AvH) and the German Ministry of Education, Science, Research and Technology, will make TransCoop Program funds available in 1997 to support research projects between German, U.S.-American scholars in the humanities and social sciences, economics and law.

The Bonn-based AvH established TransCoop in 1990 to promote transatlantic research cooperation. In July 1994 the GAAC took over the management of the program. The AvH, one of the seven science organizations affiliated with the GAAC, will remain the sponsoring institution of TransCoop.

Projects selected for funding can receive a total of DM 90,000 (US \$60,000) each. Funding has to be applied for in German currency (D-Mark). The maximum duration of sponsorship for each project is three years. TransCoop funds have to be equally matched by funds from U.S. sources. The amount and sources of the matching funds must be detailed in the application and have to be confirmed before TransCoop funding commences.

Complete applications materials and more information about the German-American Academic Council are on the GAAC web site (<http://www.access.digex.net/~gaac/gaachome.html>).

— Elva E. Power,  
Office of International Programs

## Speaking Out

### Donate Leave Time?

The appeal made by Dick Haigh of HUP's Physical Plant in the *January 14 Almanac* raised the following question in my mind. He mentions that the mother of Jeffrey Mosser, Jr., the son of one of his co-workers, is at home with the boy because her colleagues at the hospital at which she works donated their leave time so she could be with her sick son.

My question: Does Penn have a similar program that would allow employees to donate leave time to some kind of pool, which co-workers with critical needs could access

should their own time run out?

Although I realize setting up and maintaining such a system would require a great deal of administrative "care and feeding," I think that the benefits to those who could use the extra time off in a period of crisis would be tremendous. And while I know that the amount of paid time off we receive at the University is a major benefit for those who work here, I can't help but think there would be many among the community of employees at Penn who would give up a day or two each year to help someone who desperately

needed it. I would consider it a privilege to be able to help out a colleague in this way.

I look forward to hearing if Penn has such a program in place, or would consider implementing one.

— Rosemary Connors, Associate Director,  
Wharton Alumni Affairs

**Ed. Note:** *Almanac* was able to determine that there is no such policy now, but has not yet received a response to the proposal to consider one.— K.C.G.

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

## The State of the University: Three Facets of Penn's Academic Life

by Stanley Chodorow

For my report, I have chosen three areas that I've been working on with my colleagues and staff during the last year. I would like to relate them to the *Agenda for Excellence*. Today I will talk about globalization, research and graduate education—three very important areas. As you know, I have already reported on the 21st Century Project.

### Globalization: Educating Leaders of the Nation and the World

Globalization is one of the major goals of the *Agenda for Excellence*. We really have two major subgoals under this goal. The first is to *educate leaders of the nation and the world by creating an international environment at Penn*. It's not enough to increase the number of students who study abroad. The curriculum and the environment at Penn, where most students stay through their entire careers as students, must be internationalized and we're actively working on that. And the second subgoal is to *make Penn an international leader in research and education* not merely by being better at both research and education than anybody else on the planet but also by interacting with, creating exchange agreements and collaborations with, foreign institutions so that we begin to internationalize our programs through these collaborations and exchange agreements.

In order to meet our first goal—to educate leaders of the nation and the world—we need to create curricular/extracurricular programs that prepare students for the international arena. For example, we have just received a report from the committee in the 21st Century project on Foreign Language Across the Curriculum (FLAC). It is the first step in developing a program which will increase and improve our language instruction, which is, of course, crucial to internationalization. At the same time we want to begin to develop a program that integrates language instruction with actual subject matter instruction.

For example, offering courses in substantive disciplines, in which target languages are used. Languages such as French, German, Spanish, Italian, Chinese, Japanese, Russian and so on where the courses taught include political science, economics, anthropology and sociology as well as the literature of the field. This will take advantage of the fact that twenty percent of our students enjoy an international experience and

come back with linguistic capacities which are much enhanced from where they were when they left. We want to take advantage of that.

We also need to develop our language programs so that they create a bridge from the point of proficiency that we require in the schools to the point at which the students can really use the language for substantive activities. And again not just in literature, which is the traditional way in which language has been used in universities, but in a broader array of fields in which this can occur.

The second area is to develop programs like the international studies and business program which already exists. This is a joint program between Wharton and the College which we hope to expand to Engineering and Nursing. We will use the framework which was created for the IS&B program which will provide students of other schools with similar curricular opportunities.

We also want to increase the number of foreign students and visiting faculty at Penn. If you look at the record over the last ten years there has been a very substantial increase in the number of foreign students and visiting post-docs and faculty. But it's leveled off in the past couple of years. And one of the goals of the *Agenda for Excellence* is to pick up that pace and begin to push the numbers up again because the presence of foreign students, faculty and research personnel on the campus is one of the ways in which we can internationalize the campus.

We will also devise programs that will take advantage of our international colleagues so they're not just here passing through but instead play a role in the education of students and in the life of the campus.

We have about 2650 international students at the undergraduate and graduate level. At the undergraduate level that amounts to about 850. And the rest, about 1700 to about 1800, are in the graduate and professional programs. At the undergraduate level, that's the largest number of foreign undergraduate students in the Ivy League. At the graduate level, we are third behind Columbia and Harvard and are on par with MIT and Cornell. What we really wish to do and what several of the deans and other schools are doing is to look into the international arena for recruitment of additional students to increase the presence of the foreign students on the campus.

And finally we are seeking to improve our study abroad programs. This began before the

*Agenda for Excellence* was formulated. It's part of a comprehensive program to increase the quality of our programs. It will probably result in a reduction of the number of our programs. We have established a review process, so that just as our on-campus programs are reviewed on a cycle, our external — our foreign study programs will also be reviewed on a cycle. We have the capacity, as we have formed this, to review two areas a year. This year we are doing Spain and Latin America and the Francophone areas.

We will have a faculty committee that will be a review committee, very similar to a review committee that you have for a department, which will look at all the programs to ensure ourselves that they meet our standards, that they are meeting our goals, that they are high quality and that the students who are taking advantage of them are getting the kind of experience that we really want them to get. So we are increasing the scrutiny and examination of those programs in the hopes that over time we will produce a series of programs that we are very certain are the best in the world.

In terms of making Penn an international leader in research and education, we are refocusing and enhancing our collaboration in two different ways. Internally, we are bringing the different schools and their programs together. One of the problems at Penn has been the distribution of authority and the lack of communication among programs. For example, we discovered that we have a whole series of programs going on in sub-Saharan Africa and very often they know nothing about one another. Furthermore, they are not working with our area studies program in African studies, which is first-rate, to enhance what they do in that part of the world. So one part of what we're doing is coordinating the activities of Penn through the Provost's Council on International Programs.

We are also getting schools to focus on the way in which they have agreements with foreign institutions. We want to make agreements to have collaborations with *peer* institutions abroad not with just any institutions abroad.

We are trying to focus our international activities along the lines of the six initiatives that have been enunciated in the *Agenda for Excellence*. We want to create an effective information system so that the coordination of programs that we create by face-to-face interactions are sustained. We're creating web pages for all the schools in their international programs and a

central web page for the whole University that would be a reference point through which you could reach information about what's going on in the different schools. We're using the Provost's Council on International Programs to coordinate these kinds of communication and also to sponsor the annual Provost's Conference on International Programs which will take place this year on March 21st.

One result of the conference is that we created an international health forum. One of the major areas of the *Agenda for Excellence* is life sciences and health care and health services and we have an enormous number of programs going on in the international arena that have these kinds of projects. We want to coordinate them, focus them, and give them a place to be enhanced.

Finally, we have a small fund now that allows the Provost to provide seed funds for the development of inter-school international programs. We seek to increase the size of that to make it a good strong fund which can increase the pace of development of the programs.

Before I turn to research, are there any specific questions? I'll take just a couple before moving on.

**Q:** Regarding study abroad programs: I will be a study abroad student and I have noticed that on my Penn tuition form I am paying tuition and other general fees for next semester, even though I won't be enjoying the services. Are there any attempts to reform the study program, so you aren't paying for things you aren't even going to be using?

**A:** The basic premise is that your tuition is Penn tuition. As a student abroad, you are still a full-time student: you are going to obtain Penn credit, and, in order to run the programs that I was talking about, which is to say, in order to manage the system, to make certain that the proper reviews take place, that the standards are kept up, and that you get credit when you come back, we believe that is the way we are going to have to finance it. We finance it in the same way we finance on-campus programs, through your tuition and other dollars that we raise, and that is the policy that we have set. We are treating you as a Penn student. You go abroad, you are still a Penn student. And that's why you pay a Penn tuition.

## Research: An Interdisciplinary Approach

One of the things I want to concentrate attention on is the way in which the strategic plan, the *Agenda for Excellence*, is bringing people together and creating an interdisciplinary framework for research at Penn. Some of the things that are going on really are phenomenal. I'll just run through some of these very quickly.

**Cancer Detection:** I'll start with what some of us call our "missiles to mammograms" research program, in which we're taking technology that the CIA developed to detect objects (you can guess what kind of objects) through cloud cover and other debris that would otherwise make it very difficult to tell what was coming. And it turns out that technology can be

transferred and used in mammograms for extraordinarily early detection of breast cancer. It is a project that Mitchell Schnall in the department of radiology is leading. It's a \$2 million effort. It's a multi-institutional clinical trial, which is based here at Penn. It unites radiology with physics, electronics, and all of the engineering disciplines that deal with these detection techniques, which were for completely different functions.

It is a wonderful example of physical sciences and health sciences of the University, and indeed, in this case, of other universities coming together to carry on a program, a research transfer, an *information* transfer. When we talk about the making and using of knowledge, and the way in which use of knowledge often advances knowledge, this is a perfect example of that. Knowledge developed elsewhere for different purposes applied now to a health purpose will in fact increase our knowledge at the same time as it *applies* knowledge.

**The Human Genome:** A group in the Plant Science Institute led by Joe Eckert has worked out the genome of the weed *Arabidopsis* and this project is a wonderful example of the way we are going to have to work out the human genome. Now, the genome of the *Arabidopsis* is about one-thirtieth the size of the human genome, but 80% of that genome has been transferred into us. That is, 80% of that weed is within our genome, so that is not merely a demonstration of how one works out the word called genome, which is a very long word, but it also is a direct contribution to the human genome project. And it brings together not only the group in the Plant Sciences Institute, but also Bioinformatics, a brand new field. At Penn, as people talked about the initiative, they looked over and found that we are incredibly strong in bioinformatics. So that the bioinformatics group that is forming under the initiative is getting together with the plant scientists to begin to understand the *Arabidopsis* genome.

**Medicine & Engineering:** The development of the Institute of Medicine and Engineering is a broad-based collaborative effort between the two schools. It has had as its initial success the recruitment of some spectacular faculty who are coming here because of the institute and its interdisciplinary focus. And it's already beginning projects on cardiovascular bio- and chemical engineering and the study of injury at the cellular level. What happens when a cell is deformed? All cells are deformed from time to time, as when you squeeze your hand you're deforming cells. If you squeeze it too hard, you injure it. Then, something happens to the cells that starts a biochemical cascade, to repair the injury, to take care of the injury. This institute is beginning to look at that moment of injury and the consequences of injury to cells at that level.

The institute is planning to grow at \$7 to \$10 million a year in research activities and involves faculty from pathology in medicine, chemical engineering and mechanical engineering, and bioengineering. It is an absolutely wonderful interdisciplinary program, and is a beautiful example of the kinds of things that are going on

under the *Agenda for Excellence* and will be going on in the future.

**Cognitive Science:** Information science is another area where Penn is pulling together things to change what we're doing and to bring together new activities under the *Agenda*. The Institute for Research in Cognitive Science—IRCS—is not brand new but is growing and is one of the leading centers in the country. It was the first national center in cognitive sciences in the country, and it is a powerful interdisciplinary group that brings together philosophy, linguistics, computer science and neuroscience. It is a case of an initiative taking advantage of Penn's existing strengths.

**Parallel Computing:** Another example is the National Scalable Cluster, which is a remarkable supercomputing project. It just won, by the way, the gold medal from the supercomputing association, at the national supercomputing conference. The cluster links high-speed, desk top or small computers at Penn, at Maryland, and at Illinois-Chicago, and creates from them, using the network, massively parallel computers, for data mining.

One of the problems with a lot of the things that are happening today in our research environment is that we are producing more and more data. And a lot of the time that data is coming at us so fast we can't deal with it; it's like trying to drink from a fire hose. One of the great problems in a lot of modern research programs is: how do you deal with all that data? The national scalable cluster is a major effort to deal with data mining. It has spawned a project called HUBS, (Hospitals, Universities, Business Centers and Schools). It is a development that Penn is supporting, along with Drexel and some of the other local institutions, to create a regional center for this kind of work. It will combine high-powered computing and very advanced knowledge about data mining.

[In concluding this section Dr. Chodorow briefly discussed sources of funding, primarily using slides.]

[He pointed to NIH as the largest source of research funds, and noted that Penn's NIH funding had grown 10% between the year before last and last year. He added that in Education and DOD, and state and local governments, budgetary stresses have reduced the funding available for research, but "in all the other areas, in which funding has stayed constant or gone up, we have also made great progress."

—Ed.]

## Graduate Education: The Survey

Next I'd like to talk about graduate education. One of the things we did this year for the first time was to survey our graduate students. We sent out a survey when the graduate student filed for graduation and asked them to rate and evaluate their experience at Penn. And we collected the replies at the time they handed in their dissertations.

First, we asked the students to evaluate their principal dissertation advisor, where a one score was high and four was low. To the question, *Did*

the advisor spend time necessary for advising? the average was a 1.4 rating. Remember that 1 is high and 4 is low.

Discuss research regularly? 1.5.

Accessible? 1.4.

Knowledge of degree requirements? 1.5.

Interested in student's goals and projects? 1.3.

Critiques helped progress? 1.3.

Work returned on a timely basis? 1.5.

Made an effort to secure financial support? 1.3.

Supportive in the job search? 1.4.

These are very high grades and give us an idea that most of our students felt that they related very well to and got a great deal of support and assistance from their mentors.

The next slide evaluates the graduate group. The survey asked about the quality of advising, the same scale of 1 to 4. You can see that the quality of advising the average is rated around 2, and in fact all of the characteristics that were asked about were given grades around 2. Overall quality of courses, professional relationships with faculty other than the principal advisor, and faculty efforts to assist in job placement, again other than the principal advisor, all rated around 2. And what that means is that on the whole people were satisfied. We would like to do better, and looking at the results for individual graduate groups will help us to focus in our reviews of these groups on specific areas that need some work.

Another area surveyed was the extent to which graduate students were presented with opportunities to present research or to participate in professional meetings. And 84% said that the graduate group sponsored a seminar in which graduate students presented their research, and 73% said they were among the graduate students who presented work at such a seminar. So obviously looking at this carefully, there are some groups that are not allowing or making an opportunity for graduate students to present their research and we want to look into that and improve in that area.

Recipient attended national scholarly meeting—almost 90%. Recipient presented work at a national scholarly meeting—77%. A higher number presented work at national meetings

than at seminars within their groups, which is very interesting, and in some respects encouraging because that is a very high percentage of graduate students presenting at national meetings.

And finally, Recipient submitted work for publication, 70% had submitted work for publication before they got the degree. Again a rather high number. And this will vary, of course, from field to field; in some fields it's extremely common and in other fields it's very rare. We will look at this very carefully to see what it tells us about different groups and what kinds of questions it raises for the review process. So this is a feedback loop that will allow us to make some progress as we move into the review process, which is critical to the *Agenda for Excellence*. It is one of the important goals of the *Agenda* that we will look at and provide criticism of our efforts in all areas, and seek to improve. This kind of information gathering is critical to that.

I will stop there and open to questions.

Q. Do you have any information on how those students who attended those conferences actually paid for it? Whether they received funding?

A. I don't know the answer to that. I don't think Janice Madden is here, but we'll find out. I think most of them are paid for, that is to say, that grants or graduate group funds pay for them; but I don't know the answer in percentage terms.

Q. I applaud your efforts at attracting world-renowned faculty but as many students and the sciences and mathematics already know, a lot of the faculty cannot communicate with them. What efforts are you making to ensure that at least there is some help for the faculty coming from overseas to ensure that they can effectively communicate with the students?

A. That's an ongoing effort. At the graduate student level they have to pass an examination and the standard examination is actually not set by us but is set by the state. We run those programs; we do not allow any student who does not pass those exams to teach. With regard to faculty and deans, I pay a great deal of attention to that. Deans know that is an issue, that the ability to communicate is an issue.

The ability to communicate, by the way, is not merely a language issue; it is also a cultural issue. Some of the schools have already started to develop orientation programs for all new faculty, American or foreign, to orient them toward our standards, what we are looking for in their performance as teachers, as well as to what we are looking for in their performance as scholars, as scientists. I think as that spreads—and again it is part of the *Agenda for Excellence*—we are very supportive of it—you will see a steady improvement in the way in which faculty and graduate students are able to deal with the problems.

One of the things I should have mentioned is that the Vice Provost for Graduate Education and GSAC have joined together to create the Graduate Teaching Resource Center. The Vice Provost put up the funds for a graduate assistant to run the Network. It is mostly mounted on a home page. It has materials, reference, help. The graduate students were the major players; they were the ones who brought the idea to us. We thought it was a great idea and helped to create the Center.

Q. [On whether there will be more surveys.]

A. Yes, this is the first time we did this and I would guess that over time we will both accumulate more information and make the instrument more and more sophisticated. It obviously can't be too long a questionnaire or people will throw it away. But honing the questions, by looking at the results and asking questions about the results, will certainly take place. This is an ongoing project, it is not a one time thing and it's not frozen in this form. It would be very useful to have graduate students help hone that.

Q. Can you talk about the ideas you have for getting students hooked up with professors in doing research in other countries?

A. Part of that is first knowing all the things that are going on and who's involved, which is what the Provost's Council on International Programs is engaged in. It is putting together a really good database of all the faculty and developing programs with foreign institutions. There are both information issues—how you get a student to know who's doing what where—and funding issues. If you identify a student and link him or her up with a faculty member, how do you get the funds to carry out the research?

## May and August 1996 Survey of Penn Doctoral Recipients

### 1. Evaluation of Principal Dissertation Adviser

	Mean	Median
Spent the time necessary for advising	1.4	1.0
Discussed research regularly	1.5	1.0
Accessible	1.4	1.0
Knowledgeable of degree requirements	1.5	1.0
Interested in student's goals/projects	1.3	1.0
Critiques helped progress	1.3	1.0
Work returned on a timely basis	1.5	1.0
Made effort to secure financial support	1.3	1.0
Supportive of job search	1.4	1.0

#### Basis of scoring in tables 1 and 2:

1 = agree    2 = somewhat agree  
3 = somewhat disagree    4 = disagree

### 2. Evaluation of Graduate Group

	Mean	Median
Quality of advising/guidance	2.1	2.0
Overall quality of courses	2.0	2.0
Professional relationships with faculty (other than principal adviser)	1.9	2.0
Faculty efforts to assist in Job placement	2.1	2.0

### 3. Opportunities to Present Research

Opportunity	Proportion reporting yes
Graduate group sponsored a seminar at which graduate students presented their research	84.0%
Recipient presented work at such a seminar	72.9%
Recipient attended a national scholarly meeting	88.8%
Recipient presented work at a national scholarly meeting	76.7%
Recipient has submitted work for publication	70.2%

# The W-2 Form for Calendar Year 1996

The University has recently mailed over 26,000 Calendar Year (CY) 1996 W-2 Forms to our employee's home addresses as they appear on the current Payroll File (Employee Data Base). Accordingly, it is now appropriate to publish an explanation of some of the amounts and other data that appear on your W-2 Form in order to assist you in preparing your Federal and State Income Tax Returns.

An explanation of the contents of the various boxes on the form is as follows:

**A. Wages, tips, other compensation:** this represents the total amount of Federal Taxable compensation paid or imputed to you during calendar year 1996 through the University Payroll System. This amount includes:

a. The value of your taxable graduate and/or professional tuition benefits, if you, your spouse and/or your dependent children have received such benefits;

b. The value of Group Life Insurance coverage for amounts greater than \$50,000. The premium payments for this excess coverage, if any, have been included as imputed income (see Excess Insurance Premium—below);

c. Certain other fringe benefits relating to imputed income are included here as well. If you have received any of these benefits, you will be or were contacted individually concerning their taxability.

Amounts which are excluded from this amount are:

d. Tax deferred annuity contributions (i.e., TIAA/CREF);

e. Health and Dental insurance premiums that have been sheltered;

f. Amounts voluntarily contributed to a dependent care or medical reimbursement account.

**B. Federal income tax withheld:** this represents the amount of Federal Income tax which was withheld from your earnings during the year and paid to the Internal Revenue Service, on your behalf, by the University.

**C. Dependent care benefits:** this represents the total amount which you have voluntarily “sheltered” for dependent care expenses, regardless of whether you have been reimbursed by the University for the expenses associated with this “shelter” as of December 31, 1996.

**D. Social security wages:** this represents the total amount of compensation paid to you during calendar year 1996 which was subject to Social Security (FICA/OASDI) tax, including all of your tax deferred annuity contributions and excess life insurance premiums, if applicable, but excluding health and dental insurance premiums and any voluntary dependent care or medical reimbursement account contributions which you have “sheltered”.

**E. Social security tax withheld:** this represents the total amount of Social Security (FICA/OASDI) tax which was withheld from your earnings during the year and paid to the Social Security Administration, on your behalf, by the University.

**F. Benefits included in box 1:** if you have received certain fringe benefits, the value of such benefits is shown here, and is also included in Box 1, Wages, tips, other compensation. These benefits include the value of taxable graduate

EMPLOYER'S - STATE, LOCAL OR FILE COPY									
1 Form W-2 Wage and Tax Statement 1996				9 Advance EIC payment		11 Unemployment compensation		3 Federal income tax withheld	
2 Employer's name, address, and ZIP code				10 Dependent care benefits		3 Social security wages		4 Social security tax withheld	
The Trustees of the University of Pennsylvania Philadelphia, Pa 19104-6284				12 Benefits included in class I		5 Medicare wages and tips		6 Medicare tax withheld	
				13 Other		5 Employer's name, address, and ZIP code		6	
13 See instructions for box 13				14 Other		6		7	
15 State of Pennsylvania				16 State income tax		17 Name of locality		18 Local income tax	
19 State of Pennsylvania				20 State income tax		21 Name of locality		22 Local income tax	

and/or professional tuition benefits and other benefits relating to imputed income. If you have received any of these benefits the University has recently advised you, individually and personally, concerning their taxability; please refer to those communications specifically.

**G. Medicare wages and tips:** this represents the total amount of compensation paid to you during calendar year 1996 which was subject to Medicare tax, including all of your tax deferred annuity contributions and excess life insurance premiums, if applicable, but excluding health and dental insurance premiums and any voluntary dependent care or medical reimbursement account contributions which you have “sheltered”.

**H. Medicare tax withheld:** this represents the total amount of Medicare tax which was withheld from your earnings during the year and paid to the Social Security Administration, on your behalf, by the University.

**I. Excess insurance premium:** the Internal Revenue Service requires that the premiums paid by an employer for group life insurance coverage in excess of \$50,000 be imputed as income to the employee. The amount which appears in Box 13 and labeled (C) is the value of the premiums paid for this excess insurance coverage. This amount is based on an Internal Revenue Service (IRS) table which identifies premiums for different age groups.

**J. Tax deferred annuity contributions:** this represents the total amount of contributions made by an employee to a retirement plan on a tax deferred basis. The amount is shown in Box 13 and labeled (E).

**K. Excludable moving expense reimbursements:** this represents the nontaxable moving expenditures that were paid to you as a reimbursement or paid directly to a third party. The amount is shown in Box 13 and labeled (P). If any reimbursements or third party payments were deemed to be taxable income you were notified of these amounts under separate cover.

**L. Other:** this is the total amount of State Unemployment Tax (S.U.T.) that was withheld from your earnings during calendar year 1996 and paid to the Commonwealth of Pennsylvania, on your behalf, by the University.

**M. Employee's social security number:** this is the number that the Federal and State Governments use to identify you with the tax returns that you file, so please review it for accuracy. If the number is incorrect, then the University Payroll system is also inaccurate and you should

contact the Payroll Office, immediately, before you file your returns.

**N. State wages, tips, etc.:** this represents the total amount of compensation paid to you during calendar year 1995 which was subject to Pennsylvania State Income Tax, including all of your deferred annuity contributions.

**O. State income tax:** this represents the total amount of Pennsylvania State Income Tax withheld during calendar year 1996 and paid to the Commonwealth of Pennsylvania, on your behalf, by the University. If you do not live in Pennsylvania and if you submitted the "Employee Statement of Nonresidence in Pennsylvania" form to claim exemption from Pennsylvania State Income Tax, no amount will be reflected in this box.

**P. Local wages, tips, etc.:** this represents the total amount of compensation paid to you during calendar year 1996 which was subject to Philadelphia City Wage Tax, including all of your deferred annuity contributions.

**Q. Local income tax:** this represents the total amount of Philadelphia City Wage Tax withheld from your earnings during calendar year 1996 and paid to the City of Philadelphia, on your behalf, by the University.

When you receive your W-2 form, please review it immediately to ensure that your name is spelled correctly and that your Social Security number is correct. If you feel that any information on your W-2 is incorrect, review your calculations carefully and compare the information on the form with your final 1996 pay stub. If you have availed yourself of certain taxable benefits please review any additional information which was provided to you, under separate cover, concerning these benefits and their impact on your tax status. If you still believe that your W-2 is in error, please contact the W-2 Office at 573-3277 or write to Ken McDowell, W-2 Office, Room 310, Franklin Building /6284.

You should have received, via the U.S. Postal Service, your Federal and State Income Tax Forms and related instructions for filing. Federal Tax forms are available at the Internal Revenue Service, 6th & Arch Streets, Philadelphia, and most U.S. Post offices and at certain banks. Pennsylvania Income Tax forms are available at the State Office Building, 1400 Spring Garden Street, Philadelphia, State Stores and may be obtained by writing to the Department of Revenue, Personal Income Tax Bureau, Harrisburg, Pennsylvania 17129.

—Marstin Alexander, Asststant Comptroller

## Compass

## Compass

## Compass

## Compass

# 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*

**ADMIN. ASST I** (121508CP) G9; \$17,614-21,991 ASC

## ARTS AND SCIENCES

*Specialist: Sue Hess*

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

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

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

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

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

**OFFICE SYS. ADMINISTRATOR I** (11431SH) P2; \$22,351-29,098 11-19-96 SAS Computing

**RESEARCH SPEC. JR./I** (111410SH) P1/P2; \$20,291-26,368/22,351-29,098 1-16-97 Biology

**SYS. PROG. 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

**ADMIN. ASST I** (101372SH) G9; \$17,614-21,991 10-31-96 Psychology; **AA I** (111408SH) G9; \$17,614-21,991 11-19-96 English Lang. Prog.; **AA I** (111444SH) G9; \$17,614-21,991 11-20-96 ELP; **AA II** (101344SH) G10; \$19,261-23,999 10-24-96 Ext. Affairs; **AA III** (121548SH) G10/G11; \$19,261-23,999/20,497-26,008 1-3-97 Music; **AA III** (121606SH) G11; \$20,497-26,008 1-13-96 Romance Lang.

**RESEARCH LAB TECH III** (01222SH) G10; \$19,261-23,999 1-13-97 Psychology

**REG. P-T (ASST LAB ANIMAL TECH)** (0120SH) (Wed.-Sun., 9 a.m.-1 p.m.) G7; \$8,206-10,215 1-13-96 Psychology

## DENTAL SCHOOL

*Specialist: Clyde Peterson*

**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 SPEC. I** (04393CP) (End date: 6/98) P2; \$22,351-29,098 5-7-96 Biochem.; **RES. SPEC. I** (091102CP) P2; \$22,351-29,098 9-20-96 Biochem.; **RES. SPEC. I** (121604CP) P2; \$22,351-29,098 1-6-97 Anat/Histology; **RES. SPEC. II** (04394CP) (End date: 6/98) P3; \$24,617-31,982 5-7-96 Biochem.

**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 Ctr.

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

**DENTAL ASST I** (40HRS) (07098CP) G7; \$17,068-21,247 7-24-95 Dental Medicine; **DENTAL ASST I** (40HRS) (10429CP) G7; \$17,068-21,247 10-5-95 Dental Care Center; **DENTAL**

**ASST I** (40 HRS) (121524CP) (office in Bryn Mawr). G7; \$14,935-18,592 12-24-96 Dental Care Ctr.; **DENTAL ASST II** (06628CP) G8; \$16,171-20,240 6-19-96 Orthodontics

**RECEIPT. II** (121544CP) G6; \$14,008-17,201 12-16-96 Perio. Research Lab Tech VII (07831CP) G7/G8; \$14,935-18,592/16,171-20,240 7-31-96 Microbiology; **RESEARCH LAB TECH 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*

**SYS. ANALYST III** (970145CP) Design, extend, develop, implement, maintain & document interactive & real-time 3D modeling, simulation & animation software; assist in management of research software projects & supervise other members of project team including external partners or subcontractors; resolve tech problems, write reports, & create documents as required by funding organizations; integrate software SYS. with new hardware, operating SYS. & app. code as needed; perform demonstrations and train users; travel to installation, sponsor meetings or demonstration sites as req. **Qual.:** BA/BS in computer science or related field; MSE pref.; four years of progressively responsible exp. in large scale computing environment; exp. required with Silicon Graphics Workstations, GL, OpenGL, Performer, X-Windows, Unix, C, C++, Java, Lisp; exp. w/large progs, network interfaces & 3D geometry environments essential; work independently; good interpersonal & organizational skills **Grade:** P8; **Range:** \$39,655-52,015 1-21-97 CIS

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

**FISCAL COORD. III** (0112CP) P1/P2; \$20,291-26,368/22,351-29,098 1-14-97 Moore Business Office

**RESEARCH SPEC. JR.** (111395RS) P1; \$20,291-26,368 11-15-96 IME; **RES. SPEC. IV** (0146CP) P6; \$32,857-42,591 1-17-97 MSE

**TECH, ELECTRONIC II** (101303CP) G10; \$19,261-23,999 1-16-97 Computer & Education Tech Services

## EXECUTIVE VICE PRESIDENT

*Specialist: Sue Hess*

**ACCOUNTANT I** (121585SH) P2; \$22,351-29,098 1-3-97 Office of the Comptroller

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

**ACCOUNTANT ANALYST I** (0104SH) P6; \$32,857-42,591 1-8-96 Student Financial Services

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

**ASSOC. DIR. 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

**COORD. II** (121541SH) P2; \$22,351-29,098 12-19-96 Penntrex

**COORD. II** (10103SH) P2; \$22,351-29,098 1-13-96 Student Financial Services

**DIRECTOR, INTERNAL AUDIT (CORPORATE COMPLIANCE)** (091127SH) P12; \$65,611-80,031 9-20-96 Internal Audit

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

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

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

**FACILITIES PLANNER I** (0108SH) P5; \$29,664-38,677 1-14-97 Facilities Planning

**GRAPHIC DESIGNER II** (0119SH) P4; \$26,986-35,123 1-13-97 Publications

**OFFICE SYS. 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 MGMT.** (07832SH) P8; \$39,655-52,015 8-1-96 Purchasing

**CHEF** (40 HRS) (0140SH) Union 1-17-97 Faculty Club

**PARKING ATTENDANT** (0141SH) Union 1-17-97 Transportation Parking

**TELECOMMUNICATIONS SERVICES ASSISTANT, SR.** (37.5 HRS) (11451SC) (May require some eves & weekends) G11; \$21,961-27,866

## GRAD SCHOOL OF EDUCATION

*Specialist: Clyde Peterson*

**COORD. IV** (0137CP) Coordinate & manage the day-to-day operations of three major multi-year research projects; develop & implement project schedules to ensure the accomplishment of project goals in desired time frames; monitor & report on progress of tasks performed by project researchers & out side consultants; disseminate project results to funding agencies; organize & oversee major conferences & seminars both on & off campus; attend monthly public policy seminars in Washington DC; expedite selection process for a national award recognizing institutional commitment to education reform; supervise graduate students & an ADMIN. ASST. **Qualifications:** BA/BS; three-five yrs. project management & supervisory experience, preferably in research of University environment; strong organizational, communication & interpersonal skills; interest in public policies affecting higher education desirable; ability to manage multiple tasks & meet deadline under pressure; proficient with Macintosh computers. **Grade:** P4; **Range:** \$26,986-35,123 1-23-97 IRHE

**ADMINISTRATIVE ASSISTANT III** (0136CP) Provide high-level administrative & clerical support to senior staff team; responsible for development & management of three major, multi-year research grant dealing with basic reform in post-secondary education; perform data entry, database queries & create customized reports from database maintained in SAS & Excel; coordinate complex travel arrangements, schedule & monitor appointments; coordinate meetings & conferences on & off campus, handle inquiries relating to all projects. **Qualifications:** High school graduate, some college preferred; at least six yrs. increasingly responsible secretarial/administrative experience; knowledge of & experience with word processing & spreadsheet software (Macintosh environment); familiarity with databases essential; ability to work independently; ability coordinate multiple tasks & prioritize workload; ability to work with diverse personalities & meet deadlines under pressure; good communication & organizational skills. **Grade:** G11; **Range:** \$20,497-26,008 1-23-97 Institute for Research in Higher Education

**ADMINISTRATIVE ASSISTANT III** (0155CP) Provide high level administrative assistant & clerical support to senior staff team responsible for management of a major multi-year project involving senior leadership (Principally Presidents & Provosts) of 135 colleges & universities; perform data entry, database queries & create customized reports from database maintained in SAS & Excel; coordinate complex travel arrangements, schedule & monitor appointments; coordinate meetings & conferences on & off campus, handle inquiries relating to all projects. **Qualifications:** H.S. grad, some college preferred; at least six years; increasingly responsible secretarial/administrative experience; knowledge of & experience with word processing & spreadsheet software (Macintosh environment); familiarity with databases essential; ability to work independently; ability coordinate multiple tasks & prioritize workload; ability to work with diverse personalities & meet deadlines under pressure; good communication & organizational skills. **Grade:** G11; **Range:** \$20,497-26,008 1-23-97 IRHE

**COORD. II** (121927CP) P2; \$22,351-29,098 12-24-96 International Programs

**REGUL. P-T (ADMIN. ASSISTANT I/II)** (121564CP) G9/G10; \$10,568-13,195/11,557-14,399 1-3-97 Phila. Writing Proj.

## LAW SCHOOL

*Specialist: Clyde Peterson*

**INFO SPEC. II** (0105CP) P5; \$29,664-38,677 1-9-97 Computer Services; **INFO SPEC. II** (0106CP) P5; \$29,664-38,677 1-9-97 Computer Services

**ADMIN. ASST VII** (121555CP) G9/G10; \$17,614-21,991/19-261-23,999 12-24-96 Law School

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

## MEDICAL SCHOOL

Specialist: Ronald Story/Janet Zinser

**FISCAL COORD. I** (0177JZ) Assist in preparation & submission of Sponsored Program projects; monitor budget expenses & prepare adjusting journal entries; prepare & distribute expenditure reports; prepare & submit close-out documents for Sponsored Prog. projects; process all purchasing & reimbursements using University/HUP/CPUP policies & procedures; assist in annual Univ./CPUP budget preparation; design/maintain spreadsheet & databases; serve as liaison with Business Services, Comptroller's Office, Research Accounting, ORA & vendors; process weekly payroll; oversee facilities & equipment & initiate service request. **Qualifications:** BA/BS or equiv. exp.; one-three yrs. exp. in fiscal operations; working knowledge of FinMis pref.; familiarity of Univ. policies & procedures; excellent computer skills; ability to prioritize work; sound judgement; good communication & interpersonal skills. (On-going contingent on grant funding) **Grade:** P1; **Range:** \$20,291-26,368 1-24-97 Cr. for Experimental Therapeutics

**RES. SPEC., JR.** (0170RS) Recruit, retain & track subjects; assist in protocol planning; data collection, mgmt. & analysis; maintain subject log; assist in preparing papers for publication & lab reports; do library searches; administer diagnostic interviews. **Qualifications:** BA/BS in scientific or social sciences field; exposure to lab work & computer skills. **Grade:** P1; **Range:** \$20,291-26,368 1-23-97 Psychiatry

**RESEARCH SPEC. II** (96111479RS) Maintain clinical activities of the Center; screen patients; maintain records; coordinate patient activity; design & develop various experiments for biomedical engineering measures; conduct electrophysiological testing including ERG, VER, EOG, 100 HUE dark & light adapted perimetry & D-15 color testing & dark adaptometry; perform complex data analysis; develop design of electrophysiological equipment; supervise & inform support staff in proper biohazard procedures; utilize multiple computing skills (incl. programming) in an IBM-PC environment. **Qualifications:** BA/BS in scientific or related field; three to five yrs. exp. in image processing and SYS.; thorough knowledge of standard office procedures for research labs; knowledge in areas of electrophysiology & visual psychophysics pref.; knowledge of diagnostic testing equip., computers, database & Lotus 1-2-3. **Grade:** P3; **Range:** \$24,617-31,982 1-21-97 Ophthalmology

**P-T CLINICAL SPEC.** (20 HRS) (96101325) Scheduling of patients for clinic visits & tests; conduct physiological testing; recruitment of patients for studies to include contact with physicians, patients, GI staff, marketing & public relations dept.; interview patients per protocol; collect lab specimens upon blood drawing, handle processing & send out; use computer. **Qualifications:** Assoc. or BS in nursing with at least two years exp. in outpatient setting; prior research exp. pref.; expertise in blood drawing; attention to detail concerning study protocol; knowledge of database entry. **Grade:** P6; **Range:** \$18,775-24,338 1-21-97 Med.

**ADMIN. ASST II** (40 HRS) (0165JZ) Organize & maintain office records & files; create new system; arrange events & meetings; coordinate office work flow; type & proofread materials; compose correspondence & forma; may maintain & modify routine to complex computerized office system; may maintain financial records; may train & oversee work of clerical staff. **Qualifications:** Completion of h.s. business curriculum & related post-h.s. training or equiv.; two yrs. exp. at AAI level or comparable background; thorough knowledge of office procedures, practices & methods; type 45 wpm.; extensive exp. with research grants preferred; Lotus 1-2-3 &/or Excel exp.; thorough knowledge of Mac computers, Microsoft Word. **Grade:** G10; **Range:** \$22,013-27,427 1-22-96 Med./Hematology/Oncology

**ASST TO CHAIRMAN II** (121603JZ) P2; \$22,351-29,098 1-6-97 Neuroscience

**ASST DIR. VI** (111461JZ) P7; \$36,050-46,814 11-26-96 Resource Planning & Analysis; **ASSOC. DIR. VI** (06551JZ) P8; \$39,655-52,015 8-22-96 Cancer Center

**BUSINESS MANAGER IV** (121505JZ) P7; \$36,050-46,814 12-12-96 CCEB; **BUSINESS MANAGER IV** (0129JZ) P7; \$36,050-46,814 1-15-97 Radiation Oncology

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

**COORD. II** (06556JZ) P2; \$22,351-29,098 6-20-96 Cancer Center; **COORD. III** (111416JZ) P3; \$24,617-31,982 11-13-96 Pathology & Lab Medicine; **COORD. IV** (0134JZ) P4; \$29,986-35,123 1-15-97 Faculty Affairs; **COORD. IV/V** (091191JZ) P4/P5; \$29,986-35,123/\$29,664-38,677 12-19-96 Cancer Center

**DATABASE TECH II** (091139JZ) P7; \$36,050-46,814 1-13-97 CCEB

**EDITORIAL SUPERVISOR/EDITOR/MANAGING CLINICAL EDITOR** (12024JZ) P7/P8; \$36,050-46,814/39,655-52,015 10-24-96 Radiation Oncology

**FISCAL COORD. I** (0107JZ) P1; \$20,291-26,368 1-8-97 CDB

**INFO MANAGEMENT SPEC. I** (06611JZ) P4; \$26,986-35,123 6-20-96 Information Technology

**INFO SYS. SPEC. I** (03233JZ) P3; \$24,617-31,982 11-7-96 Otorhinolaryngology

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

**PROG. ANALYST** (121591JZ) P6; \$32,857-42,591 1-6-97 Psych.; **PA I** (101355JZ) P4; \$26,986-35,123 11-1-96 Radiology; **PA II** (101262JZ) P6; \$32,857-42,591 10-18-96 Radiol.; **PA III** (091101JZ) P6; \$32,857-42,591 11-19-96 Genetics; **PA IV** (0120JZ) P6/P7; \$32,857-42,591/\$36,050-46,814 8-27-96 Psych.; **PA IV** (111472JZ) P8; \$39,655-52,015 Genet.; **PA IV** (1117JZ) P8; \$39,655-52,015 Gen. Med.

**RESEARCH SPEC., JR.** (07795RS) P1; \$20,291-26,368 9-19-96 IHGT; **RES. SPEC., JR.** (091204RS) (On-going contingent on grant funding) P1; \$20,291-26,368 10-3-96 Surgery; **RES. SPEC., JR.** (121521RS) P1; \$20,291-226,368 12-11-96 Pharm.; **RES. SPEC., JR.** (121589RS) P1; \$20,291-26,368 1-3-97 Pathology; **RES. SPEC., JR.** (0116RS) (0118RS) P1; \$20,291-26,368 1-10-97 Med.; **RES. SPEC. I** (03208RS) P2; \$22,351-29,098 3-8-96 Med./Rheumatology; **RES. SPEC. I** (08932RS) P2; \$22,351-29,098 8-22-96 Radiology; **RES. SPEC. I** (101240RS) P2; \$22,351-29,098 10-11-96 Med./Rheumatology; **RES. SPEC. I** (101261RS) (Position requires travel to multiple study sites, must have access to a car). P1; \$20,291-26,368 10-22-96 Psychiatry; **RES. SPEC. I** (101339RS) (End date: 10/31/98) P2; \$22,351-29,098 10-22-96 IHGT; **RES. SPEC. I** (07794RS) (On-going contingent upon grant funding) (weekends as needed) P2; \$22,351-29,098 7-26-96 Path. & Lab Med.; **RES. SPEC. I** (101245RS) P2; \$22,351-29,098 11-6-96 Med.-Pathology; **RES. SPEC. I** (121582RS) P2; \$22,351-29,098 12-23-96 Endocrin.; **RES. SPEC. I/II** (091141RS) P2/P3; \$22,351-29,098/\$24,617-31,982 9-24-96 Path. & Lab Med.; **RES. SPEC. I/II** (101386RS) (On-going contingent on grant funding) P2/P3; \$22,351-29,098/\$24,617-31,982 11-5-96 Med.; **RES. SPEC. II** (101326RS) P3; \$24,617-31,982 10-18-96 Med.-Hem./Oncol.; **RES. SPEC. II** (101241RS) P3; \$24,617-31,982 11-6-96 Med.-Path.; **RES. SPEC. II** (121514JZ) P3; \$24,617-31,982 12-12-96 Radiology; **RES. SPEC. II** (121529RS) P3; \$24,617-31,982 12-12-96 Biochem. & Biophys.; **RES. SPEC. I/III** (06641RS) P3/P4; \$24,617-31,982/\$26,986-35,123 9-23-96 Derm.; **RES. SPEC. II** (091096RS) P4; \$26,986-35,123 9-16-96 Med.-Renal; **RES. SPEC. III** (121532RS) P4; \$26,986-35,123 12-16-96 Path. & Lab Med.; **RES. SPEC. IV** (101210RS) (End date: 10/31/98) P6; \$32,857-42,591 10-4-96 IHGT; **RES. SPEC. IV** (111460RS) P6; \$32,857-42,591 11-25-96 Pharm.; **RES. SPEC. IV** (091095RS) P6; \$32,857-42,591 1-17-97 Radiol.

**STAFF ASST III** (121573JZ) P3; \$24,617-31,982 12-20-96 IHGT; **STAFF ASST IV** (111475JZ) P4; \$26,986-35,123 11-27-96 Ophthalmology

**VICE DEAN, ADMINISTRATION** (07722JZ) Ungraded 7-9-96 Vice Dean for Administration

**ADMIN. ASST I** (40 HRS) (121571JZ) G9; \$20,130-25,133 IHGT; **AA II** (111478JZ) (40 HRS) G10 \$22,013-27,427 12-3-96 Anesthesia; **AA II** (40 HRS) (121597JZ) G10; \$22,013-27,427 1-3-97 Endocrinology

**CLERK II** (40HRS) (101275JZ) (On-going contingent on 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 TECH II** (40 HRS) (101330RS) G10; \$22,013-27,427 10-22-96 Ophthalmology

**LAB ANIMAL TECH** (40HRS) (0111RS) (End date: 12/31/98) G9; \$20,130-25,133 1-9-97 IHGT

**OFFICE ADMIN. ASST II** (0109JZ) G10; \$19,261-23,999 1-8-97 CDB; **OAA III** (37.5 HRS) (0131JZ) G11; \$20,497-26,008 1-15-97 Biochem. & Biophys.

**PROG. I** (40 HRS) (091136JZ) (End date: 9-30-97) G10; \$22,013-27,427 12-23-96 Anesthesia

**PSYCH TECH I** (37.5 HRS) (121522RS) G10; \$20,637-25,713 12-11-96 Psych.; **PT I** (40 HRS) (081042RS) (On-going contingent on funding). G10; \$22,013-27,427 12-23-96 Psych.

**RESEARCH LAB TECH II** (121557RS) G8; \$16,171-20,240 12-23-96 Physiology; **RES. LAB TECH III** (40HRS) (121596RS) G8; \$18,481-23,132 1-6-97 Neuroscience; **RES. LAB TECH II** (40HRS) (0151RS) (0152RS) (On-going contingent upon grant funding) G8; \$18,481-23,132 1-17-97 Psychiatry; **RES. LAB TECH III** (091169RS) G10; \$19,261-23,999 9-27-96 Radiology; **RES. LAB TECH III** (101383RS) G10; \$19,261-23,999 11-5-96 Pathology & Lab Medicine; **RES. LAB TECH III** (101378RS) (101379RS) G10; \$19,261-23,999 11-5-96 Pathology & Lab Med.; **RES. LAB TECH III** (40 HRS) (101385RS) (On-going contingent on grant funding) G10; \$22,013-27,427 11-5-96 Center for Experimental Therapeutics; **RES. LAB TECH III** (40 HRS) (111439RS) (End date: 12/1/97) G10; \$22,013-25,133 11-18-96 Anesthesia; **RES. LAB TECH III** (121581RS) G10; \$19,261-23,999 12-24-96 CCEB

**SEC Y IV** (091152JZ) G9; \$17,614-21,991 9-24-96 Inst. for Neuroscience

**P-T (ACCOUNTANT JR.)** (20HRS) (08906JZ) G11; \$11,262-14,290 10-30-96 Continuing Med. Educ.

**P-T (ADMIN. ASST II)** (25 HRS) (07810JZ) (Schedule: Sept.-May) G10; \$10,583-13,186 7-25-96 Admin.

**REG. P-T (SUPERVISOR/SOM SECURITY UNIT)** (22HRS) (07802JZ) (Able to work overtime on short notice; must pass police background security check; position considered essential personnel) (Schedule: Sat-Sun 8 p.m.-8 a.m.) G10; \$10,583-13,186 11-4-96 Arch. & Facilities Mgmt.

**REG. P-T (TECH OPHTHALMIC)** (24-28 HRS) (121551RS) (121552RS) G11; \$11,262-14,290 12-18-96 Ophthalm.

## NURSING

Specialist: Ronald Story

**ADMIN. ASST** (40 HRS) (0157RS) Compose, type & proof-read standard & confidential materials incl. memos, reports & letters; complete forms; facilitate the work of the Undergrad Curriculum Cmte. by typing & distributing agendas; attend meetings, take minutes & prepare for review, approval & distribution; prepare materials for presentation utilizing graphics software; respond to & allow follow-ups as appropriate to wide variety of requests & inquiries; participate in & organize special projects; coordinate arrangements for events; maintain schedule, appts. & mtgs.; make travel & lodging arrangements; coordinate grant submission process; maintain filing SYS.; make recommendations for changes; assist in supervision of work study student; provide back-up support. **Qualifications:** H.S. grad & related post-h.s. secretarial training; college degree pref.; three or more progressively responsible admin. clerical support exp. in fast paced work environment; demonstrated word processing & PC skills; strong organizational & interpersonal skills; must be detail oriented; oral & written communication skills with ability to compose correspondence & draft minutes of mtgs. on own; pref. SRS exp. **Grade:** G11; **Range:** \$23,425-29,723 1-20-97 Nursing

**ASSOC. DIR.** (0126RS) P7; \$36,050-46,814 1-14-97 Nurs. **ASSOC. DIR. V/VI** (101251RS) P7/P8; \$36,050-46,814/\$39,655-52,015 11-6-96 Nursing

**ADMIN. ASST II** (40 HRS) (111393RS) G10; \$22,013-27,427 12-4-96 Nursing; **ADMIN. ASST III** (40 HRS) (111420RS) (End date: 8/31/99) G11; \$23,425-29,723 11-15-96 Nursing

**SECRETARY IV** (40HRS) (08910RS) G9; \$20,130-27,425,133 8-13-96 Nursing

**P-T (ADMIN. ASST I)** (20 HRS) (07826RS) G9; \$9,678-12,083 7-30-96 Nursing

**P-T (SECRETARY IV)** (21 HRS) (0140RS) G9; \$9,678-12,083 1-18-96 Nursing; **P-T (SECRETARY IV)** (20HRS) (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

**COORD. III** (970160JZ) Manage office SYS. including gift transmittal, pledge tracking, gift acknowledgment, records, custom donor databases, telecommunications, campus networking & desktop support; hire, train & supervise student & temporary workers; coordinate all special events, manage all mailings; manage production of printed and electronic materials; work with designers, printers & vendors on publication materials; participate in planning sessions for public relations activities; act as a liaison with other University departments. **Qualifications:** BA/BS or equivalent; significant exposure to a college or university setting & to an academic or research library strongly preferred; two to three yrs. experience of office or business management; one-two yrs. exp. planning/managing special events, pref. in a development setting; excellent computer skills, including word processing & database management; ability to interpret development/financial reports; excellent interpersonal skill; strong writing ability, with demonstrated business writing exp.; marketing, fundraising, or p.r. exp. a plus. **Grade:** P3; **Range:** \$24,617-31,982 1-21-97 School/Center Programs

**RADIO HOST** (0156SH) Work with senior host & music DIR. to plan & execute daily music program; assist in selecting, schedule & present music & special features; interview & host national programming as needed; represent station at concerts & events; provide production assistance for local & national productions. **Qualifications:** BA/BS or equivalent experience; at least three yrs. on-air experience required; experience in public broadcasting essential; demonstrated ability to represent WXPXN appropriately to prominent artists & performers, industry representatives, community & government officials & public radio affiliates expert knowledge of production, vocal & on-air hosting techniques essential; exceptional ability to select music & programming elements that appeal to specifically defined target audience; must have strong written & oral communication skills required. **Grade:** P4; **Range:** \$26,986-35,123 1-24-97 WXPXN

**ALUMNI OFFICER I** (01151JZ) P3; \$24,617-31,982 1-9-97 Development & Alumni Relations

**ANNUAL GIVING OFFICER III** (121563JZ) P6; \$32,857-42,591 12-19-96 Development & Alumni Relations

**ASST DIR. INDIVIDUAL GIFTS** (06672JZ) P5; \$29,664-38,677 8-23-96 Dev. & Alumni Relations

**ASST MANAGER II** (121495SH) P2; \$22,351-29,098 12-3-96 University Archives

**ASST MANAGER WXPXN-MARKETING/DEVELOPMENT** (121509SH) P7; \$36,050-46,814 12-19-96 WXPXN

**ASSOC. DIR. III** (0142JZ) P5; \$29,664-38,677 1-15-97 Development & Alumni Relations

**DEV. OFFICER II** (121512JZ) (Applications deadline: 12/16/96) P10; \$48,822-64,066 12-10-96 Dev. & Alumni Rels.

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

**DIR., PLANNED GIVING** (0114JZ) P10; \$48,822-64,099 1-9-97 Dev. & Alumni Relations

**EXECUTIVE ASST I** (05508JZ) P6; \$32,857-42,591 11-20-96 Development & Alumni Relations  
**EXEC. DIR., DEVELOPMENT** (121559JZ) P11; \$56,135-70,246 12-23-96 Medical Center Development; **EXEC. DIR., DEV.** (121560JZ) P11; \$56,135-70,246 12-23-96 Medical Center Development  
**FINANCIAL ADMINISTRATOR I** (0150SH) P3; \$24,617-31,982 1-17-97 Office of the Secretary  
**MANAGER, ALUMNI RECORDS** (121545JZ) P6; \$32,857-42,591 1-8-97 Dev. & Alumni Relations  
**ADMIN. ASST I** (40 HRS) (111468JZ) G9; \$20,130-25,133 11-27-96 Dev. & Alumni Rels.; **AA I** (121546SH) G9; \$17,614-21,991 12-18-96 Secretary; **AA I** (121546SH) G9; \$17,614-21,991 12-18-96 Secretary; **AA II** (40 HRS) (121561JZ) (*Flexible & available to work occasional evenings*) G10; \$22,013-27,427 12-19-96 Dev. & Alumni Rels.; **AA II** (121562JZ) G10; \$19,261-23,999 12-19-96 Dev. & Alumni Rels.; **AA III** (40 HRS) (101260SH) (*Some nights & weekends required*) G11; \$23,425-29,723 10-14-96 President; **AA III** (40 HRS) (121535SH) G11; \$23,425-29,723 1-3-97 President; **AA III** (37.5 HRS) (0139SH) (*Schedule may require evening hours & weekends as needed to complete assignment*) G11; \$20,297-26,008 1-17-96 University Press

## PROVOST

*Specialist: Clyde Peterson*

**ASS'T COACH III** (970147CP) Assist Head Football Coach in administration of football programs with specific position duties as assigned, including recruiting & counseling players & off-season activities; report to the Head Football Coach and designated COORD. (Offense/Defense). **Qualifications:** BA/BS required; must have three yrs. of football coaching experience & working knowledge of NCAA rules & regulations; ability to counsel & advise players; ability to motivate recruits, players, & alumni to support program. **Grade:** P6; **Range:** \$32,857-42,591 1-21-97 Football  
**COORD. III** (070148CP) Coordinate football administration including game responsibilities; act as a general liaison with Alumni & Development office; recruit, organize & assist with recruitment data and coordinate on-campus visits; maintain records during contact periods; act as liaison to athletic & University administration; coordinate potential summer employers with athletes; act as a liaison to HS coaches. **Qualifications:** BA/BS or equivalent; football playing &/or coaching background; proficient in Microsoft Windows, Word & Excel; strong ADMIN., organizational & interpersonal skills; ability to deal with a wide variety of constituents. **Grade:** P3; **Range:** \$24,617-31,982 1-21-97 Football  
**DATA ANALYST II** (970132CP) Provide data & tool support for data warehouse users; maintain Oracle data repository; prepare & coordinate data documentation; provide primary support for access & use of data warehouse query tool; support application developers in creation of data files via Predict and Oracle's Designer. **Qualifications:** BA/BS or equiv.; two yrs. information & SYS. exp. with administration info. SYS. & databases in a large university or similar complex organization; good general knowledge of university ADMIN. data; exp. in end user data access; experience with data dictionaries & data documentation; good written & verbal communication; ability to work well with others; good analytic ability. **Grade:** P6; **Range:** \$32,857-42,591 1-21-97 Data Administration  
**INFO. SYS. SPEC. II** (0175CP) Provide micro-computing & networking support for students & staff at client site (Athletics dept.); install, configure & support network cards & related software; advise & assist users in planning, selection & use of computing hardware & software; provide training to end-users on supported hardware & software; serve as liaison to integrate other central IT services & resources; serve as necessary on internal & inter-departmental teams. **Qualifications:** BA/BS or equivalent exp.; four yrs. exp. with a variety of computer SYS. with at least three yrs. supporting computing in networked environment, pref. at a University; support-level skills in Windows networking hardware & software (incl. IPX & IP protocols) & Internet service (Internet & e-mail SYS.); broad-based knowledge of Windows 3.1/95 desktop computer hardware, operating SYS., mainstream software & peripherals; strong communication, interpersonal & organizational skills; customer orientation; ability to work independently & as part of a team; knowledge of Novell or NT a must. **Grade:** P5; **Range:** \$29,664-38,677 1-24-97 ISC  
**SYS. ANALYST II/SYS. ANALYST, SR.** (0159CP) (0159CP) Responsible for technical & functional analysis of information processing & management SYS., complete feasibility studies, design SYS. & identifying the inter-relationship among SYS.; develop system design specification & cost benefit estimates; ensure adherence to departmental technical & quality assurance standards; maintain thorough knowledge of system development tools; determine functional requirements for client offices; organize, plan & manage within the scope of responsibility. **Qualifications:** BA/BS; detailed knowledge of database design concepts & development methodologies; expertise in Oracle required; knowledge of UNIX & exp. with Adabas/Natural a plus; excellent written, verbal & interpersonal skill; demon-

strated planning & organizational skills; working knowledge of LAN project mgmt. software & desktop presentation tools helpful. **SYS. ANA. II:** 4 yrs. progressively responsible exp. with a large ADMIN. computing environment, including a minimum of three yrs. in system design & analysis. **SYS. ANA. SR.:** 6 yrs. progressively responsible exp. with large admin. computing environment, incl. min. three yrs. in system design & analysis. **Grade:** P7/P8; **Range:** \$36,050-46,814/39,655-52,015 1-24-97 ISC/AD  
**ASST TO DIR. I** (111430CP) (*May require some evening & weekend hours*) P1; \$20,291-26,368 11-20-96 ICA  
**ASST JUDICIAL INQUIRY OFFICER** (0143CP) (*Schedule may require some evenings & weekend hrs.*) P5; \$29,664-38,677 1-17-97 Office Student Conduct  
**ASSOC. DIR. RADIATION SAFETY** (121503CP) P10; \$48,822-64,066 12-10-96 Radiation Safety  
**CRC COMPUTER TECH SPEC. II** (101258CP) P6; \$32,857-42,591 10-17-96 Computing Resource Ctr.  
**DIR., MARKETING** (091065CP) P7; \$36,050-46,814 12-10-96 University Press  
**EXEC. DIR., ISC OPERATIONS** (06715CP) P12; \$65,611-80,031 7-3-96 Vice Provost ISC  
**INFO. SYSTEM SPEC. II** (101323CP) P5; \$29,664-38,677 10-25-96 Undergraduate Admissions  
**LIBRARIAN III** (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  
**PROG. ANALYST I** (081027CP) P4; \$26,986-35,123 9-6-96 Libraries; **PA III** (03274CP) P6/P7; \$32,857-42,591/\$36,050-46,814 3-26-96 Libraries; **PA III** (091119CP) P6/P7; \$32,857-42,591/36,050-46,814 9-20-96 ISC/App. Dev.  
**RESEARCH SPEC. IV** (101349CP) P6; \$32,857-42,591 10-31-96 Museum  
**SYS. ANALYST II/SR.** (091113CP) (091118CP) P7/P8; \$36,050-46,814/39,655-52,015 9-20-96 ISC/App. Dev.; **SA II** (0911374CP) P7/P8; \$36,050-46,814/39,655-52,015 11-1-96 ISC/App. Dev.; **SA, SR.** (091112CP) P8; \$39,655-52,015 9-20-96 ISC/App. Dev.; **SA SR.** (091150CP) P8; \$39,655-52,015 9-24-96 ISC/App. Dev.; **SA, SR.** (0133CP) P8; \$39,655-52,015 1-17-97 ISC/App. Dev.  
**SYS. PROG. III** (03228CP) P7; \$36,050-46,814 3-19-96 Sys./Univ. Libraries; **SYS. PROG. III** (03273CP) P8; \$39,655-52,015 9-6-96 DCCS  
**VICE PROVOST FOR INFORMATION SYS.** (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  
**ADMIN. ASST I** (0138CP) G9; \$17,614-21,991 1-17-97 ULAR; **AA III** (101320CP) G11; \$20,497-26,008 10-21-96 Undergrad Admission; **AA III** (0113CP) G11; \$20,497-26,000 1-9-97 Undergrad Admin.  
**BIBLIOGRAPHIC SPEC.** (101256CP) Union 10-22-96 University Libraries  
**CLERK, SR. LIBRARY** (121593CP) (*May need to work some evs. and weekends*) Union 1-3-97 Univ. Library  
**CURATORIAL ASST** (111429CP) G11; \$20,497-26,008 11-19-96 ICA  
**GARDENING AIDE** (40 HRS) (121542CP) (*End date: 6/30/97*) G5; \$14,714-18,069 12-17-96 Arboretum  
**LAB ANIMAL AIDE** (40 HRS) (081031CP) G5; \$14,714-18,069 11-20-96 ULAR  
**SECRETARY IV** (0144CP) G9; \$17,614-21,991 1-17-97 Office of Student Conduct  
**LIMITED SERVICE (THEATRE TECH)** (0218CP) G8; \$8,885-11,121 1-15-97 Annenberg Center  
**REG. P-T (ADMIN. ASST I)** (20 HRS) (101213CP) G9; \$9,678-12,083 10-9-96 Biomed Library; **REG. P-T (AA I)** (111492CP) (*End date: 12/31/97*) G9; \$9,678-12,083 12-10-96 Libraries; **REG. P-T (AA II)** (101257CP) G10; \$10,583-13,186 10-17-96 Libraries  
**REG. P-T (CLERK V)** (121538CP) G8; \$8,885-11,121 12-16-96 University Libraries

## VETERINARY SCHOOL

*Specialist: Ronald Story*

**NURSE VET ASST/NURSE VET ASST II** (40 HRS) (0154RS) Act as ASST or primary operator of high speed treadmill; duties in treadmill, ultrasound & cardiology include patient record; maintain, schedule & coordinate movement of horse through specialty areas; prepare patient for exams, meet clients, owners & trainers; assist/perform exams, echocardiograms, EKG's, radiotelemetry EKG's & Holter ECG monitoring; assist in maintenance of equipment & supplies; interact with & teach fourth yr. Veterinary students, interns & residents; assist in research applications & studies. **Qualifications:** High school graduate; ability to prioritize effectively; familiarity with general computer use and spread sheets; good interpersonal skills with ability to communicate effectively, both orally and written; position may involve the use of radioactive materials; experience in general and diagnostic ultrasound preferred experience in

general and diagnostic ultrasound preferred. **NV ASST.:** Minimum one year exp. handling & working with horses in a Large Animal Hospital environment; **NV ASST.:** Minimum three yrs. exp. handling & working with horses in a Large Animal Hospital. (*Schedule may require occasional overtime*) **Grade:** G5/G7; **Range:** \$14,714-18,069/\$17,068-21,247 1-20-97 Large Animal Hospital  
**VET TECH/VET TECH II** (40 HRS) (0169RS) **TECH I:** Administer treatments, injections & medications as prescribed; assist with diagnostic & therapeutic procedures; monitor vital parameters; observe & record symptoms, reactions of patients. **TECH II:** Same as above, as well as, perform diagnostic & therapeutic procedures; assist in the instruction of nursing & veterinary students (may have direct teaching responsibility). **Qualifications:** **TECH I:** Completion of accredited Animal Health TECH program or degree in Animal science or three yrs. Vet Tech experience State certification/licensure may be necessary. **TECH II:** Same as above, as well as, at least two yrs. experience as a Vet Tech I or equivalent required. (*Work schedule may require rotating/nights/weekends*) **Grade:** G8/G10; **Range:** \$18,481-23,132/\$22,013-27,427 1-23-97 VHUP Wards  
**ASST DIR., FACILITIES/PLANNING & CONSTRUCTION** (111442RS) (*Position in Kennett Square, PA - there is no public transportation*) P5; \$29,664-38,677 1-17-97 NBC/Administrative Services  
**DAIRY MANAGER** (0124RS) (*Position in Kennett Square, PA; no public transportation*) P3; \$24,617-31,982 1-5-97 New Bolton Center  
**NURSE, VET HEAD** (03276RS) P4; \$26,986-35,123 3-28-96 VHUP-ICU  
**RES. SPEC. I** (091092RS) (*On-going contingent on grant funding*) (*Position in Kennett Square; no public transportation*) P2; \$22,351-29,098 9-16-96 Clinical Studies  
**ASST SUPER. CUSTOD. (NBC)** (40 HRS) (111490RS) (*Position in Kennett Square; no public transportation*) G9; \$20,130-25,133 12-6-96 Large Animal Hospital  
**CLINICAL LAB TECH** (111489RS) (*May require working every other weekend/two days off during alternate week 9:30 a.m.-5:30 p.m.*) G10; \$19,261-23,999 12-6-96 VHUP-CLM  
**CUSTODIAL WORKER** (40 HRS) (121528RS) (*On-call duty & occasional wknds.*) (*Position in Kennett Square; no public transportation*) G5; \$14,714-18,069 12-11-96 NBC  
**LAB ANIMAL TECH** (40 HRS) (111488RS) (*Position in Kennett Square; no public transportation*) G9; \$20,130-25,133 12-6-96 New Bolton Center  
**NURSE, VET ASST** (40 HRS) (111491RS) (*Position located in Kennett Square; no public transportation*) G5; \$14,714-18,069 12-6-96 Large Animal Hospital  
**SECRETARY III** (40 HRS) (0101RS) (*Position located in Kennett Square; no public transportation*) G8; \$18,481-23,132 1-9-97 Large Animal Hospital-NBC  
**TECH, VET IMAGING III** (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

## VICE PROVOST/UNIVERSITY LIFE

*Specialist: Clyde Peterson*

**INFO. MANAGEMENT SPEC. II** (08922CP) P6; \$32,857-42,591 8-19-96 OSIS  
**MANAGER END-USER SUPPORT SERVICES** (121594CP) P8; \$39,655-52,015 1-9-97 OSIS  
**PROG. 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 and Placement Service  
**STAFF ASST V** (05424CP) P5; \$29,664-38,677 7-24-96 VPUL  
**LTD. SVC. (OFFICE ADMIN. ASST II)** (121517CP) G10; \$10,583-13,186 12-17-96 Student Life Activities & Fac.

## Classifieds

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

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

**RESEARCH SUBJECTS WANTED:** People with high blood pressure taking only Cozaar or Vasotec are being recruited for a research study at the University of Pennsylvania. A cash stipend will be provided to eligible participants. Call (215) 596-8768.

## WHARTON SCHOOL

Specialist: Janet Zinser

**INFORMATION SYS. SPEC. III** (96111301JZ) Provide research and instructional computing expertise and coordinate services & resources in support of Accounting Department faculty; assist faculty in use of software & hardware used in research, including workstations, and mainframe computers; write programs, acquire data, or otherwise assist with research projects; formulate instructional & research data analysis delivery system using Web, NT server, & other client-server technology; formulate/implement computing solutions & strategies; instruct faculty on use of available new computing technologies; maintain expertise with existing and emerging technologies; maintain contact with all service vendors; evaluate software and computing SYS.; troubleshoot hardware and software problems; initiate corrective measures, coordinate contacts with service vendors; supervise student ASST; act as a liaison between the Accounting Department, WCIT & University; support analysis of financial databases; support SAS statistical programming and SAS data delivery SYS.. **Qualifications:** BA/BS in computer science or equivalent; four to six years experience in computing support; familiarity with end-user computing requirements in an academic environment preferred; knowledge of MS-DOS, Windows, Unix, especially HP-UX, NT, Mac-OS, TCP/IP, NFS, Novell, distributed environments, Fortran, Pascal or C, SAS, IMSL; extensive knowledge of PC and Macintosh computers, including software and peripherals; familiarity with financial data, such as CRSP or Compustat, World Wide Web development-HTML, & CGI. **Grade:** P7; **Range:** \$36,050-\$46,814 1-20-97 WCIT **ASSOC. DIR. VI** (091121JZ)P8; \$39,655-\$52,015 9-24-96 WCIT; **ASSOC. DIR. VII** (101219JZ) P8/P9; \$39,655-\$52,015/\$43,569-\$57,217 10-9-96 Undergrad Division **BUDGET ANALYST** (08886JZ) P5; \$29,664-\$38,677 8-8-96 Finance & Administration

**COORD. II** (111423JZ) (111425JZ) P2; \$22,351-\$29,098 11-15-96 Aresty Institute; **COORD. III** (121578JZ) P3; \$24,617-\$31,982 1-10-97 Wharton External Affairs; **COORD. V** (121579JZ) P5; \$29,664-\$38,677 12-24-96 External Affairs **DIR. VIII** (101324JZ) P11; \$56,135-\$70,246 10-18-96 Finance & Administration **INFO. SYS. SPEC. II** (111301JZ) P5; \$29,664-\$38,677 11-12-96 WCIT; **ISS II** (101212JZ) P5; \$29,664-\$38,677 12-11-96 WCIT; **ISS II** (121576JZ) P5; \$29,664-\$38,677 12-24-96 WCIT **MAJOR GIFT OFFICER III** (11549JZ) P7/P8; \$36,050-\$46,814/\$39,655-\$52,015 11-10-95 External Affairs **MANAGER IV** (111440JZ) (Schedule may required that no vacation can be taken during August, September, January & May; minimum work week of 40 hours required to manage the function which is open 8 a.m.-5:30 p.m.) P5; \$29,664-\$38,677 11-18-96 Facilities Svcs. **MANAGING DIR.** (101208JZ) (On-going contingent upon grant funding) P11; \$56,135-\$70,246 12-18-96 Risk Management & Decision Processes Center **PROG. ANALYST VII** (05456JZ) P4/P6; \$26,986-\$35,123/\$32,857-\$42,591 5-16-96 WCIT **SYS. PROG. VII** (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 **ADMIN. ASST III** (02151JZ) G11; \$20,497-\$26,008 2-19-96 Health Care SYS. **ADMIN. ASST III** (111426JZ) G11; \$20,497-\$26,008 11-18-96 Steinberg Conference Center **BUILDING SERVICES ASST** (40 HRS) (111413JZ) G8; \$18,481-\$23,132 11-13-96 Wharton Facilities Svcs. **SUPERVISOR II** (08873JZ) (Position requires periodic overtime on evenings, Saturdays, Sundays, University holidays; production cycle of the department requires that no vacation be taken during Dec., Jan., Aug. & Sept.; availability for overtime a requirement of position) G11; \$20,497-\$26,008 11-15-96 WCIT

# Update

JANUARY AT PENN

## FITNESS/LEARNING

**29 Francophonie;** food, conversation for Francophiles and Francophones; 5:30-7:30 p.m.; Ben Franklin Room, Houston Hall (French Institute).

**30 Stress Management Through Bodywork;** 12-1 p.m.; Bodek Lounge, Houston Hall (Faculty/Staff Assistance Program).

## MUSIC

**31 Pennchants and Pipers Jam Wars;** male à cappella groups sing hits from the '70s and '80s and barbershop-style music; 8 p.m.; Annenberg Studio Theater; \$5; tickets: 898-6791. Repeated Feb. 1.

## TALKS

**29 A Novel Technique for Genetic Analysis: High Density Fluorescent DNA Microarray;** Vivian Cheung, CHOP; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

**30 HPA Axis/Dopamine Interactions in Psychotic Depression;** Alan Schatzberg, Stanford; 12-1 p.m.; Austrian Auditorium, Clinical Research Building (Psychiatry; Philadelphia Child Guidance Center).

**Is Protein "Structure" a Prerequisite for Function?**; Richard Kriwacki, Scripps Research Institute; Young Investigator Research Seminar; noon; Johnson Foundation Library, Richards Bldg. (Biochemistry and Biophysics).

**TBA;** Robert Foster, Rochester University; Ethnohistory Workshop; 4:30-6:30 p.m.; History Lounge, 3401 Walnut St. (History).

**Deadline:** The deadline for this weekly column is the Monday of the week prior to publication (e.g., February 3 for the February 11 issue).



Suite 211 Nichols House  
3600 Chestnut Street, Philadelphia, PA 19104-6106  
Phone: (215) 898-5274 or 5275 FAX: 898-9137  
E-Mail: almanac@pobox.upenn.edu  
URL: <http://www.upenn.edu/almanac>

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**ASSOCIATE EDITOR** Marguerite F. Miller  
**EDITORIAL ASSISTANT** Mary Scholl  
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The Compass stories are written and edited by the Office of University Relations, University of Pennsylvania.

**ACTING MANAGING EDITOR** Libby Rosof  
**NEWS STAFF:** Jon Caroulis, Phyllis Holtzman, Carl Maugeri, Esaúl Sánchez, Kirby F. Smith, Sandy Smith  
**DESIGNER** Alese Dickson  
**CLASSIFIEDS** Ellen Morawetz

The Compass, Suite 210 Nichols House,  
3600 Chestnut Street, Philadelphia, PA 19104-6106  
(215) 898-1426 or 898-1427 FAX: 898-1203  
Classifieds: 898-3632  
E-mail: [rosfof@pobox.upenn.edu](mailto:rosfof@pobox.upenn.edu)

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## 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 **January 13 through 19, 1997**. Also reported were **Crimes Against Property**, including **24 thefts (including 2 burglaries, 1 theft of auto, 2 thefts from auto; 1 of bicycles & parts); 8 incidents of criminal mischief and vandalism; 1 of forgery & fraud**. Full crime reports are in this issue of *Almanac* on the Web ([www.upenn.edu/almanac/v43/n19/crimes.html](http://www.upenn.edu/almanac/v43/n19/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 **January 13 and 19, 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:** Threats & harassment—1  
01/14/97 2:13 PM Butcher Dorm Obscene message written on note board  
**38th to 41st/Market to Baltimore:** Threats & harassment—1  
01/14/97 2:34 PM 3917 Pine St. Unwanted phone calls/letters and visit  
**41st to 43rd/Market to Baltimore:** Robberies (& attempts)—2, Purse snatches—1  
01/13/97 7:47 PM 4200 Blk. Spruce Currency taken at gunpoint/no injury  
01/15/97 12:54 PM 4101 Spruce St. Wallet taken by force from complainant  
01/16/97 12:38 AM 4200 Blk. Walnut Purse snatch  
**Outside 30th to 43rd/Market to Baltimore:** Sexual assaults—1, Threats & harassment—1  
01/13/97 5:43 PM 3309 Baring Harassment by unknown person  
01/15/97 11:47 AM Off Campus Confidential report

### Crimes Against Society

**38th to 41st/Market to Baltimore:** Disorderly conduct—1  
01/16/97 1:58 AM 3900 Blk. Sansom Male arrested after urinating on vehicles

### 18th District Crimes Against Persons

7 incidents, 3 arrests reported between **January 13 and 19, 1997**, by the 18th District; covering Schuylkill River to 49th Street, Market Street to Woodland Avenue.

1/13/97	7:25 PM	4100 Spruce Street	Robbery	
1/15/97	12:45 PM	4101 Spruce Street	Robbery	
1/16/97	9:30 AM	4300 Locust Street	Robbery	Arrest
1/18/97	3:10 AM	4900 Baltimore Ave	Aggravated Assault	Arrest
1/18/97	3:45 PM	2970 Market Street	Aggravated Assault	Arrest
1/18/97	11:20 AM	3400 Civic Center Blvd.	Rape	
1/18/97	8:40 PM	1000 47th Street	Robbery	

## Call for Volunteers for 1997-98 Committee Service: Deadline February 14

**TO:** University Faculty,  
Penn Professional Staff  
Assembly, and A-3 Members

**FROM:** 1996-97 University Council  
Committee on Committees

**RE:** Volunteers Needed for  
Committee Service

With many important University initiatives underway and a strong commitment from the administration to involve our community in their guidance, this is an excellent time for you to consider serving on a University Council committee. The standing committees described at the right serve as advisory bodies in shaping academic/administrative policy relating to international programs, community relations, pluralism and diversity in our own community, recreation and intramural athletics, safety and security issues, and many other aspects of University life. Take a moment to familiarize yourself with the Council committees and their areas of interest; you will readily see how essential their work is.

We invite individuals who have previously served to volunteer again. We also encourage new people to volunteer so that we may have a vital and progressive blend of new ideas and experience. Moreover, we urge you to think of others who could contribute meaningfully to our work, speak to them about serving, and have them submit their names for consideration.

For a better idea of a particular committee's work, you may review the annual reports published in *Almanac* on the following dates: **International Programs and Open Expression**, 10/3/96; **Research**, 10/8/96; **Bookstore, Safety/Security, and Community Relations**, 9/24/96; **Recreation and Intercollegiate Athletics**, 4/23/96. These published reports can be found on the PennWeb via the *Almanac* homepage: <http://www.upenn.edu/almanac>; or you may FAX requests for back issues to *Almanac* at 898-9137.

Membership on the committees listed, except as noted, is open to both faculty and staff. (Most committees are also open to students; their participation is being solicited through other channels.) Using the form at the right, please submit nominations through the appropriate channels no later than *February 14, 1997*.

### 1996-97 University Council Committee on Committees

**Chair:** Arnold J. Rosoff (legal studies)

**Faculty:** Larry Gladney (mathematics)

Edward C. Raffensberger (medicine)

Robert Regan (English)

Guy R. Welbon (S. Asia regional studies)

**Administration:** Catherine C. DiBonaventura  
(coordinator ISC Outreach)

**A-3:** Vicki Lopez (admin asst  
Career Planning and Placement)

**Students:** Michael V. Braginsky (grad SEAS)  
Nehan Champaneria (Wharton undergrad)

**Ex officio:** Faculty Senate Chair-elect  
Vivian Seltzer (social work)

**Staff to the Council Committee on Committees:**  
Constance C. Goodman (Office of the Secretary)

**Staff to the Faculty Subcommittee:**  
Carolyn P. Burdon (Office of the Faculty Senate)

### Committees and Their Work:

**Admissions and Financial Aid Committee** considers matters of undergraduate and graduate/professional recruiting, admissions, and financial aid that concern the University as a whole or those that are not the specific responsibility of individual faculties.

**Bookstore Committee** considers the purposes of a university bookstore and advises the director on policies, developments, and operations.

**Communications Committee** has cognizance over the University's electronic and physical communications and public relations activities.

**Community Relations Committee** advises on the relationship of the University to the surrounding community.

\* **Disability Board** continually evaluates the disability plan, monitors its operation, and oversees the processing of applications for benefits and the review of existing disability cases.

**Facilities Committee** keeps under review the planning and operation of the University's physical plant and all associated services.

**Honorary Degrees Committee** does most of its work, intensively, during the fall term; solicits recommendations for honorary degrees from faculty and students and submits nominations to the Trustees.

**International Programs Committee** is advisory to the director of international programs in such areas as international student services, foreign fellowships and studies abroad, exchange programs, and cooperative undertakings with foreign universities.

**Library Committee** is advisory to the directors of libraries on policies, development and operations.

**Personnel Benefits Committee** deals with the benefits programs for all University personnel. Special expertise in personnel, insurance, taxes or law is often helpful.

**Pluralism Committee** advises on ways to develop and maintain a supportive atmosphere for all members of the University community.

**Recreation and Intercollegiate Athletics Committee** has cognizance of all programs in recreation, intramural and club sports, and intercollegiate athletics; advises the athletic director on operations and recommends changes in policy when appropriate.

**Safety and Security Committee** considers and recommends the means to improve safety and security on the campus.

**Student Affairs Committee** has cognizance of the conditions and rules of undergraduate and graduate student life on campus.

**Student Fulbright Awards Committee** evaluates applications from graduating seniors and graduate students and makes recommendations to the Institute of International Education, which awards Fulbright grants on behalf of the State Department; all of its work is done intensively, in October.

\* *Open to faculty only; one or more administrators serve as liaison to most.*

**Note:** Faculty who wish to serve on the Research Committee or Committee on Open Expression should not use the form below, but forward names to Carolyn P. Burdon, Faculty Senate Office, Box 12 College Hall/6303, telephone 898-6943; fax 898-0974; e-mail [burdon@pobox.upenn.edu](mailto:burdon@pobox.upenn.edu).

For **Faculty** volunteers, mail to:

Carolyn P. Burdon, Faculty Senate Office, Box 12 College Hall/6303

For **Penn Professional Staff Assembly** volunteers, mail to:

Marie Witt, Suite 440A, 3401 Walnut St/6228.

For **A-3** volunteers, mail to: Karen Wheeler, 133 S. 36th St., 5th Fl/3246

Committee(s) of interest: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Candidate: \_\_\_\_\_

Title or Position: \_\_\_\_\_

Campus Phone: \_\_\_\_\_ E-mail Address: \_\_\_\_\_

Campus Address: \_\_\_\_\_

*Please specify if you think that you are especially qualified for a particular committee.*

# February

## AT PENN

### ACADEMIC CALENDAR

**14** Drop Period Ends.

### CHILDREN'S ACTIVITIES

**1** *Burmese Puppet Workshop*; kids ages 8-12 see puppets from the Museum's collections, listen to stories and make puppets; 10 a.m.-noon; University Museum. \$5 materials fee; registration: 898-4015.

**20** *How Come You So Stuck Up This Morning?*; focuses on life in the Tremé section of New Orleans, America's oldest African-American neighborhood; 10 a.m. & 12:30 p.m.; Zellerbach Theatre, Annenberg Center; \$6; tickets: 898-6791. *Repeated Feb. 21, 10 a.m. & 12:30 p.m.; Feb. 22, 1 p.m.*

### EXHIBITS

Admission donations and hours:

*University Museum*: \$5, \$2.50/seniors and students with ID, free/members, with PennCard, children under 6; Tues.-Sat., 10 a.m.-4:30 p.m., Sunday, 1-5 p.m.; closed Mon. and holidays. *Institute of Contemporary Art*: \$3, \$1/students, artists, seniors, free/members, children under 12, with PennCard, and Sun. 10 a.m.-noon; Thurs., 10 a.m.-7 p.m.; Wed.-Sun., 10 a.m.-5 p.m.; closed: Mon. & Tues. *Morris Arboretum*: \$4, \$3/seniors, \$2/students, free/with PennCard, children under 6; Mon.-Fri., 10 a.m.-4 p.m.; Sat. & Sun., 10 a.m.-5 p.m. *Other galleries*: free.

### Upcoming

**3** *The Fantasy Masks of Edythe Krieger*; mask-making taken beyond traditional ceramic and papier-mache techniques; reception, Feb. 4, 4:30-6:30 p.m.; Burrison Gallery, Faculty Club. *Through Feb. 28.*

**5** *Cathleen Hughes: Earth Notes*; reception, 5-7 p.m.; Esther Klein Art Gallery, 3600 Market St. *Through March 5.*

**8** *Three Video Installations by Maureen Connor, Tony Oursler and Winifred Lutz*; preview party, Feb. 7, 9-11 p.m.; see also *Talks*; Institute of Contemporary Art. *Through April 13.*

**12** *Treasures of Asian Art: Masterpieces from the Mr. and Mrs. John D. Rockefeller 3rd Collection of the Asia Society*; works of Asian art from all parts of the continent exemplifying Buddhist and Hindu sculpture, ceramics and screens; Arthur Ross Gallery. *Through April 20.*

### Now

*Mysteries of the Maghreb: Tribal Weavings of North Africa*; Arthur Ross Gallery. *Through February.*

*Women in the Civil Rights Movement*; Seminar Room 403, Van Pelt-Dietrich Library. *Through March.*

*Mongolia Observed: Photographs by Robert McCracken Peck*; Sharpe Gallery, Museum. *Through April 20.*

*Fort Mose: Colonial America's Black Fortress of Freedom*; Dietrich Gallery, Museum. *Through April 27.*

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

*Watercolors: Medicinal Plants of Shespeare*; Morris Arboretum. *Through 1997.*

### Ongoing

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

*Healing Plants: Medicine Across Time and Cultures*; Morris Arboretum.

### University Museum Tours

Meet at the main entrance, 1:30 p.m.

**1** *Death in Mesopotamia: The Woolly Excavations of Ancient Ur.*

**2** *Realm of the Jaguar: Ancient Mesoamerica in the University Museum.*

**8** *Ancient China.*

**9** *The Sounds of Africa.*

**15** *Eros and Aphrodite: The Classical World.*

**16** *The Archaeologist's Work.*

**23** *Ancient Egypt.*

### FILMS

**7** *Ni travail, ni famille, ni patarie*; with Mosco Boucault, French Public Television; 6-7:30 p.m.; Lauder Fischer Auditorium (French Institute).

**12** *The Color of Fear*; film and discussion; 5 p.m.; Greenfield Intercultural Center (United Minorities Council; African-American Resource Center).

**26** *Seppuku (Hara-kiri)* (Masaki, Japan, 1962, with English subtitles); with lecture: *The Samurai in Japanese History and Culture*, G. Cameron Hurst, Japanese Studies; 4 p.m.; Rm. 23, Moore Bldg. (Ctr. for East Asian Studies).

### MARGARET MEAD



TRAVELING FILM & VIDEO FESTIVAL

**28** *Focus on Peter Adair: Holy Ghost People* (US, 1967) and *Absolutely Positive* (US, 1992); part of Margaret Mead Traveling Film and Video Festival; 8 p.m.; University Museum; evening admission: \$5; \$2.50 students and seniors, free with Museum membership or donation. *Series continues through March 2.*

### Film/Video Project

Films and programs at International House, 3701 Chestnut St.; full descriptions: [www.libertynet.org/~ihouse](http://www.libertynet.org/~ihouse); tickets: \$6.50, \$5.50/members, students, seniors, \$3.50/kids 12 and under; foreign language films with subtitles (unless noted); info/tickets: 895-6542. Repeat dates and times in italics.

**1** *Ransom* (Howard, USA, 1996); open-captioned; 6:30 p.m. *Feb. 2, 2 p.m.*

*Troublesome Creek: A Midwestern* (Jordan and Ascher, USA, 1995); 4:30 & 9 p.m. *Feb. 2, 4:30 & 6:30 p.m.; Feb. 3, 7:30 p.m.*

**5** *Sirga, The Lion Child* (Grandperret, France, 1993); 7 p.m. *Feb. 9, 2 p.m.; Feb. 14, 4 & 8 p.m.; Feb. 15, 4 p.m.; Feb. 16, 4 & 6 p.m.*

### Independent Film/Video Ass'n

Registration: 895-6594.

**1** *Documentary Filmmaking*; with Steven Ascher; 10 a.m.-4 p.m.; \$55, \$45/PIFVA members and students.

**15** *From Page to Screen: The Independent Filmmaking Process*; with Nick Stagliano; 10 am.-5:30 p.m.; registration before Feb. 7: \$65, \$55/members and students; after Feb. 7: \$75, \$65.

**26** *PIFVA Open Screen*; works completed and in progress; 7 p.m.

### Philadelphia Connections

**7** *Yearbook—Class of '65* (Jimenez, USA, 1996); 1 & 7 p.m. *Feb. 9, 6 p.m.*

**19** *When Mother Comes Home for Christmas...* (Vachani, India/Greece, 1995); 7 p.m.

### Seeking Inspiration

Films from the African Diaspora.

**6** *Frantz Fanon: Black Skin, White Mask* (Julien, GB, 1995); 7:30 p.m. *Feb. 9, 4 & 8 p.m.*

**12** *From Where to Here: Sister Stories; Picking Tribes* (Sharp, USA, 1988), *Mother of the River* (Davis, USA, 1995), *Home Away from Home* (Blackwood, GB, 1994), *Remembering Wei Fang: Remembering Myself* (Welbon, USA, 1996); 7:30 p.m. *Feb. 14, 1 p.m.; Feb. 15, 6 p.m.*

**13** *Lumumba: A Death of a Prophet* (Peck, France/Haiti, 1992); 7:30 p.m. *Feb. 16, 8 p.m.*

**15** *Place of Rage* (Parmar, GB, 1991); with *Black Panther* (Newsreel, USA, 1968); 8 p.m. *Feb. 20, 9 p.m.*

**20** *Conjure Women* (Royals, USA, 1995); 7 p.m. *Feb. 21, 9 p.m.; Feb. 23, 4 p.m.*

**21** *God's Will* (Achkar, Guinea/France, 1991); 7 p.m. *Feb. 23, 6 p.m.*

### Contemporary Egyptian Cinema

Co-sponsors: Middle East Center and American Research Center in Egypt. *Series continues through March 4.*

**27** *Terrorism and Kebab* (Arafa, 1992); 7 p.m.

**28** *America Abracadabra* (Bishara, 1993); 7 p.m. *March 2, 5 p.m.*

*On Boys/Girls, and the Veil* (Nasrallah, 1995); 1 p.m. *March 3, 7 p.m.*

### MUSIC

**2** *Gregory Fulkerson, violinist, and Charles Abramovic, pianist*; presented by Penn Contemporary Music; 3 p.m.; Curtis Institute of Music, 1726 Locust St.

**8** *Ladysmith Black Mambazo*, Grammy Award winning music explores day-to-day existence in black South Africa; 7:30 & 10 p.m.; Folklife Ctr., International House. \$20, \$18/students and seniors, \$15/members; tickets: 893-1145.

**9** *New Music by Student Composers*; presented by Penn Composers Guild; 8 p.m.; Curtis Institute of Music.

**14** *A Program of Art Songs and Spirituals by African-American Composers*; performance by Rickie Cameron, John Adractus and Michael Guilot; 8 p.m.; Harold Prince Theatre; \$6, \$4/students and seniors.

*Valentine's Day Concert*; Ricardo Averbach conducts the University Symphony Orchestra; 8 p.m.; Zellerbach Theater.

**16** *Sunday Concerts in the Galleries: The Jerry Gordon Trio*; contemporary jazz sounds reflecting his intense style, rhythmic drive and harmonic ingenuity; 2:30 p.m.; University Museum.

*Early Music at Penn*; directed by Gwyn Roberts; 8 p.m.; Van Pelt-Dietrich Library; \$8, \$4/students and seniors.

**20** *Treble in Paradise*; a Broadway-style musical revue, Glee Club Spring Show; 8 p.m.; Zellerbach Theatre, Annenberg Center; \$8, \$6/Penn students. *Through Feb. 22.*

**21** *Orchestre de Université de Technologie de Compeigne*; 8 p.m.; Annenberg School Theater.

**22** *Odadaa!* Ghanaian musicians and dancers led by master-drummer, composer and choreographer Yacub Addy; 8 p.m.; Folklife Center, International House. \$15, \$13/students and seniors; tickets: 893-1145.

**23** *Cavani String Quartet with James Primosch, pianist*; presented by Penn Contemporary Music; 8 p.m.; Annenberg School Theater.

**27** *The James Carter Quartet*; 7:30 p.m.; Harrison Auditorium, University Museum; \$10, \$5/with PennCard.

**28** *Relâche*; celebration of Women's History Month highlights female composers and Philadelphia premiere performance of a new opera by Vivian Fine; Harold Prince Theatre; \$25/first row, \$15/all others, \$10/students; info: 574-8246. *Through March 1.*

### ON STAGE

**Now** *Mystery Repeats Itself*; Mask and Wig Club's 109th annual production. Tickets: \$50 dinner shows, \$25 & \$20 theater shows; Mask and Wig Club House, 310 S. Quince St.; tickets/info: 898-6791. *Through April 5.*

**13** *The Comedy of Dave Chappelle and Tony Woods*; 8 p.m.; Irvine Auditorium; \$10, \$5/with PennCard.

*Guys and Dolls*; performed by the Law School Light Opera Company; 8 p.m.; Annenberg School Theater; \$10; tickets: 898-9571. *Through Feb. 15.*

### Annenberg Center

Tickets/info: 898-6791 (unless noted).

**Now** *Bare-Knuckle*, Philadelphia Festival Theatre for New Plays; written by Art Becker; directed by Eugene Nesmith; Prince Theatre; \$15/previews, \$26/Friday and Saturday nights, \$23/all other times, \$12/students. *Through Feb. 9.*

**3** *The Whirling Dervishes of Turkey*, performance with the Mevlevi Ensemble which includes some of Turkey's most outstanding classical musicians; 8 p.m.; Zellerbach Theater. \$24, \$16/students and seniors.

*Previewers*; Philadelphia Festival Theatre for New Plays' monthly reading of a new play; Annenberg Center.

**6** *Doug Elkins Dance Company*; mix of Hip Hop, modern, ballet, martial arts, Flamenco and humor into irrepressible dances; Zellerbach Theatre; \$28/evenings, \$26/matinee, \$12/students. *Through Feb. 8.*

**10** *Merce Cunningham Dance Company*; premiere performance featuring the art of Robert Rauschenberg; Zellerbach Theatre; \$38, \$18/students (at press-time: show sold out).

**11** *The Way We Live Now*; about HIV/AIDS and its effect on a circle of young friends; 7 p.m.; Annenberg Center Studio Theater; tickets: \$3 at Health Education Office, Houston Hall, or call 573-3525.

### SPECIAL EVENTS

**1** *Memorial Service for Cissie Leary*; remembering the coach of the women's tennis team; 11 a.m.; Annenberg School Theater.

**14** *Valentine's Day Buffet*; 5:30-8:30 p.m.; reservations: 898-4618; Faculty Club.

**18** *Francophonie*; Réunion des francophiles et francophones de Penn. Vin, pâté et bonne compagnie; 5-7:30 p.m.; Ben Franklin Room, Houston Hall (French Institute).

**22** *World Culture Day: A Celebration of African Cultures*; discover the vastness of Africa and the diversity of its cultures; 11 a.m.-4 p.m.; Museum; free with admission donation.

### SPORTS

Tickets for all events, except basketball, are free. Basketball tickets: 898-6151. *Home locations*: basketball, Palestra; fencing, Weightman Hall; tennis, Levy & Lott courts; squash, Ringe court; gymnastics, Hutchinson Gym; swimming, Scheer Pool.

**1** *Squash vs. Harvard*, W.; 11 a.m., M.; 1 p.m.; *W. Basketball vs. Cornell*, 7 p.m.

**2** *Women's All-Star Tennis Invitational*, 10 a.m.-1 p.m.; *W. Squash vs. Dartmouth*, 11 a.m.; *W. Swimming vs. Harvard*, noon.; *M. Squash vs. Dartmouth*, 1 p.m., vs. Navy, 5 p.m.

**6** *M. Tennis vs. American & WVU*; 9 a.m.

**7** *M. Basketball vs. Harvard*, 7 p.m.; *Wrestling vs. Harvard*, 9:15 p.m.

**8** *Wrestling vs. Princeton*, noon, vs. Brown, 1:30 p.m.; *M. Basketball vs. Dartmouth*, 7:30 p.m.

**11** *M. Basketball vs. Princeton*; 7 p.m.

**12** *W. Tennis vs. Temple*, 2 p.m.; *Gymnastics vs. West Chester, Ursinus & Wilson*, 6 p.m.

**14** *M. Basketball vs. Brown*; 7 p.m.

**15** *M. Swimming vs. Harvard*; noon; *Basketball Centennial Celebration: Men's Basketball vs. Yale*, 7 p.m.

**19** *M. Tennis vs. Temple*; 3 p.m.

**21** *The Provost's Cup Basketball Game: Faculty & Staff vs. Students*; 5 p.m. (try-outs: Feb. 5, 8 p.m.; at the Palestra); *W. Basketball vs. Dartmouth*, 7 p.m.

**22** *M. Fencing vs. Columbia, Penn State & Rutgers*, 10 a.m.; *W. Fencing vs. Cornell & Temple*, 10 a.m.; *W. Squash vs. Trinity*, 11 a.m.; *W. Basketball vs. Harvard*, 7 p.m.

**25** *W. Basketball vs. Princeton*, 7 p.m.

**28** *M. Tennis vs. Richmond*, 4 p.m.; *M. Basketball vs. Cornell*, 7 p.m.



*The Arthur Ross Gallery shows items from the Mr. and Mrs. John D. Rockefeller 3rd Collection of the Asia Society, New York. Included (top to bottom):*  
*Bodhisattva Avalokiteshvara in the Form of Khasarpana Lokeshvara (India, late 11th-early 12th century, schist);*  
*Storage Jar (Vietnam, 15th century, porcelain);*  
*Bottle (Korea, mid- to late-18th century, porcelain);*  
*Bodhisattva Avalokiteshvara (Tibet, 15th-16th century, copper alloy).*  
*Works on display February 12 through April 20.*

## Almanac

Suite 211 Nichols House, 3600 Chestnut St.  
Philadelphia, PA 19104-6224  
(215) 898-5274 or 5275 FAX 898-9137  
E-Mail ALMANAC@POBOX.UPENN.EDU  
URL: [www.upenn.edu/almanac](http://www.upenn.edu/almanac)

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

This February calendar is a pull-out for posting. *Almanac* carries an *Update* with additions, changes and cancellations if received by Monday noon prior to the week of publication. Members of the University may send notices for the *Update* or *March at Penn* calendar.



In concert February 23: The Cavani String Quartet (clockwise from top: Merry Peckham, cello; Mari Sato, violin; Kirsten Docter, viola; and Annie Fullard, violin) with James Primosch, chair and associate professor of music, on piano.

FITNESS/LEARNING

English Language Programs Evening Course Registration; classes meet 6-8:30 p.m.; Academic Writing, Mon., Feb. 3-Apr. 14, \$290; Pronunciation Improvement, Tues., Feb. 4-Apr. 15, \$290; \$10 fee for late registrants; info: 898-8681.

Guided Walking Tours; Saturdays and Sundays; 2 p.m.; admission and hours: see Exhibits; Morris Arboretum.

Ice Skating; public skating, figure skating sessions and hockey sessions; Class of 1923 Ice Rink; admission \$5, \$4.50 with PennCard; info: 898-1923. Jazzercise; 5:30-6:30 p.m.; Mon., Tues., Thurs.; Philadelphia Child Guidance Center; first class free; \$3.50/class, \$2.50/students; info: Carolyn Hamilton, 662-3293 (days), 446-1983 (evenings).

Buddhist Meditation Instruction and Practice; Wed., 1-2 p.m. and Fri., 12-1 p.m.; Christian Ass'n. Through May 2.

Home Buying Information Sessions; with representatives from Commerce Bank; noon and 1 p.m.; Room 720, Franklin Bldg.; information/registration: 898-7256 (Office of the Treasurer). With Arlington Capital, Feb. 26, noon & 1 p.m.

Career Planning & Placement

Graduate Study and Academic Careers Series; 4-5:30 p.m.; Ben Franklin Room, Houston Hall (Ben Franklin Scholars/General Honors, CPPS, College, International Programs).

Fellowships; Ann Kuhlman, OIP & Nick Soules, finance.

Why Get a Ph.D.? panelists: Alan Filreis, English; Walter Licht, history; Janice Madden, regional science & sociology; Nelson Wicas, Vanguard Group.

College of General Studies

Special programs; courses meet weekly (unless noted); registration: 898-6479.

Grantsmanship: Developing Winning Proposals; 6-8 p.m.; \$160, \$150/Fundraising Cert. Prog. Through March 25.

A Season of Opera in Philadelphia; 6:30-8:30 p.m.; \$25/session or \$45/both. Continues on April 16.

Art History Sampler Series; 10:30 a.m.-12:30 p.m.; \$150. Continues March 1, April 5, 12 & 19, May 3, 10, 17, & 24.

Writing from Personal Experience; 1-3 p.m.; \$160. Through April 15.

Using and Choosing Market Research; FRCP elective; 6:30-8:30 p.m.; \$145. Continues March 8, 13 & 20.

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

Library Computer Courses

Courses meet in Class of '55 Conference Room; Van Pelt-Dietrich Library (Van Pelt Reference).

LEXIS/NEXIS; 7-8 p.m. Repeated Feb. 10 & 24, 12 p.m.; Feb. 19, 7 p.m.

ERIC; 3-4 p.m. Repeated Feb. 13, 12 p.m.

Internet Search Tools; 7-8 p.m.

Small Business Development

Courses meet weekly from 6:30-9 p.m. (unless noted); info/re.: 898-1063 (Wharton).

Business Basics Seminar; \$50. Through Feb. 26.

From Entrepreneur to Leader: Grow Your Skills with the Company; \$185. Through March 6.

Entrepreneurial Hiring & Firing: Successful Practices; \$205. Through March 19.

Using and Choosing Market Research; 6:30-8:30 p.m.; \$145. Continues March 13 & 20.

FITNESS/LEARNING

Faculty/Staff Assistance Program

Noon workshops in Houston Hall; registration/room info: 898-7910 (F/SAP).

Surviving Divorce and Separation; call for details.

Caregivers. Meets every first Tuesday.

Sobriety Group. Meets Wednesdays.

Constructive Discipline for Children; Bishop White Room.

Making Stepfamilies Work; Bishop White Room.

Computer Courses

Hands-on courses for Penn faculty, staff and students; registration/prerequisite info: 573-3102, tls@isc.upenn.edu or www.upenn.edu/tls (Info. Systems & Computing; Tech. Learning Services).

DOS/Windows Users Courses

Intro. to Windows; 9:30 a.m.-12:30 p.m.

Intro. to Windows 95; 1:30-4:30 p.m.

Intro. to Word 6.0; 1:30-4:30 p.m.

Intermed. Word 6.0; 9:30 a.m.-12:30 p.m.

Intro. to HTML; 9:30 a.m.-12:30 p.m.

Intermed. HTML; 9:30 a.m.-12:30 p.m.

Macintosh Users Courses

Introduction to HTML; 1-4 p.m.

Intermed. Word 6.0 ; 1:30-4:30 p.m.

Bits and Pieces Seminars

File Transfer Using Fetch; 1-2 p.m.

File Transfer Using WS\_FTP; 1-2 p.m.

Browsing Using Netscape; 12-1 p.m.

Newman Center

Bible Study—Together with the Word; 8-9 p.m.; 4th Fl. Lounge, High Rise North. Meets Mondays & Thursdays.

Coffee, Croissants and Christianity; 7:45-9 a.m.; Newman Center, 3720 Chestnut St. Continues Feb. 10, 18, and 25.

Life, Universe and Dinner; Charismatics in the Catholic Church: What's New?; 6:15-9 p.m.; Newman Ctr. (Newman Grad Activities Council).

CONFERENCE

The Future of Fact; info: 898-9032; Annenberg School (ASC). Through Feb. 28.

TALKS

Glaucoma 1997; 8 a.m.-noon; Scheie Eye Inst., info: 662-8141 (Ophthalmology).

Thrombin Receptors, G Proteins and Integrins: Opening the Lines of Communication; Skip Brass, medicine; noon; M100-101, John Morgan Bldg. (Pharmacology).

The Making of Sister Kenny (RKO, 1946); Hollywood and American Medicine in the 1940s; Naomi Rogers, Yale; 4 p.m.; Suite 500, 3440 Market (History & Sociology of Science).

Joint Actions in Using Language; Herbert Clark, Stanford; 4 p.m.; Rm. B-26, Stitler Hall (Psychology).

Genetics of Taste; Alexander Bachmanov, Monell Chemical Senses Center; 11:30 a.m.; Monell Center, 3500 Market St. (Monell Center).

The Culture of Urgency in the Latin American Metropolis: Malandros, Gangs, and Street Kids; Magaly Sanchez R., Universidad Central de Venezuela; noon; Bowl Room, Houston Hall (Latin American Cultures Program).

Coordinate Movement of Proteins and RNAs Between the Nucleus and the Cytoplasm; Pamela Silver, Dana-Farber Cancer Inst.; noon; Austrian Aud., Clinical Research Bldg. (Biochem. & Biophysics).

TALKS

Nuclear Protein Import: Involvement of the GTPase Ran and a Novel Ubiquitin-related Protein; Frauke Melchior, Scripps Research Institute; 12:15-1:30 p.m.; Wood Room, John Morgan Bldg. (Cell & Developmental Biology).

A Field Trip to the Moon; Harrison Schmitt, Apollo 17 Astronaut; Annual Leon Lecture; 3 p.m.; Harrison Auditorium, University Museum (Physics).

Properties and Functions of InsP3 Signaling in the CNS; Kamran Khodakhah, Physiology; 4 p.m.; Physiology Conf. Rm., Richards Bldg. (Physiology).

Situating Arabic Science: Locality vs. Essence; Abdelhamid Sabra, Harvard; 4:30 p.m.; Rm. 214, Roberts Hall, Law School (Middle East Ctr. & Philosophy).

Readings from Martin Luther King, Jr. & Langston Hughes; Danny Glover and with Felix Justice; 8 p.m.; Irvine Auditorium(Connaissance).

The History of the Moon and Its Implications; Harrison Schmitt, Apollo 17 Astronaut; 4 p.m.; DRL (Physics).

Formation and TCR Signaling Properties of Peptide-MHC Molecule Ligands; Ronald Germain, NIH; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

Selective Mutism in Young Children; Harry Wright, University of South Carolina; noon-1 p.m.; Austrian Aud., CRB (Psychiatry; Philadelphia Child Guidance Center).

Géométrie et Informatique; Jean-Henri Gallier, computer and information science; noon-1:30 p.m.; Room 405, Lauder Fischer Hall (French Institute).

Modern Mongolia: Realities and Hopes; slide presentation by Paula Sabloff, museum; 12:45 p.m.; Classroom 2, University Museum (Museum).

Alhazen's Revolution in Optics: Triumph and Tragedy; Abdelhamid Sabra, Harvard; Provost's Seminar; 4:30 p.m.; B-26, Stitler Hall (Institute for Research in Cognitive Science).

Class of 1954 Lecture in Honor of Dr. Anita Faatz; Lorraine Gutierrez, Michigan; 7-9 p.m.; Alumni Hall, Faculty Club (Social Work).

Cézanne, Zola and Médan in 1880; John McCoubrey, history of art; 3-5 p.m.; Rich Seminar Room, Jaffe Bldg.; open to Penncard holders (History of Art).

Fort Mose: Colonial America's Black Fortress of Freedom; Kathleen Deagan, Florida Museum of Natural History; in conjunction with exhibit; 2 p.m.; Rainey Aud., University Museum, free with Penncard or Museum donation; registration: 898-4890 (Museum).

Moral Characters: Calligraphy in Han China; Adriana Proser, Philadelphia Museum of Art; noon; Room 421, Williams Hall (Ctr. for East Asian Studies).

The Role of Voltage Dependent Calcium Channels in Neuronal Signal Transduction; Ji-fang Zhang, pharmacology; noon; Rm. M100-101, John Morgan Bldg. (Pharmacology).

Zeolite Adsorbents: Cation and Framework Influences on Selective Adsorption of Nitrogen from Air; Thomas Gaffney, Air Products and Chemicals, Inc.; 3:30 p.m.; Room 337, Towne Bldg. (Chemical Engineering).

Issues in the Japanese Debate About Brain Death and Organ Transplants; William Laffleur, Asian & Middle Eastern Studies; 4 p.m.; Ste. 500, 3440 Market (H & SS).

Inaction; Tom Gilovich, Cornell; 4 p.m.; Rm. B-26, Stitler Hall (Psychology).

The Three Democratic Political Cultures in Europe; Henry Teune, political science; 4 p.m.; Anspach Lounge, Stitler Hall (Political Science).

Voices of Africans and African Americans

...on Stage

The Junebug Theatre Company (at left) performs How Come You So Stuck Up This Morning?! February 20-22 as part of the Annenberg Center's Theatre for Children Series.

...on Screen

International House's Neighborhood Film/Video Project's series — Seeking Inspiration: Telling Stories, Sharing Lives — explores filmmakers, artists and thinkers of the African Diaspora, February 6-23.

The African-American Resource Center and the United Minorities Council sponsor at viewing and discussion of The Color of Fear, February 12.

TALKS

Chemosensory Transduction in Taste Cells; Sue Kinnamon, Colorado State; 11:30 a.m.; Monell Chemical Senses Center (Monell Center).

Antibiotics and Anticancer from Sharks, Frogs and Man: From Discovery to into Development Therapeutic Agents; Michael Zasloff, Magainin Pharmaceuticals, Inc.; noon; Austrian Auditorium, CRB (Biochemistry and Biophysics).

Biogenesis of Golgi: From Vesicles to Stacks; Usha Acharya, UC-San Diego; 12:15-1:30 p.m.; Rm. M100-101, John Morgan Bldg. (Cell & Dev. Biology).

Calreticulin Modulates Calcium Release and Uptake From Intracellular Stores; Patricia Camacho, UVA Health Sciences Ctr.; 4 p.m.; Physiology Conference Room, Richards Bldg. (Physiology).

Problems in the Analysis of Violence; Michael Gilsenan, NYU and Brian Spooner, anthropology; 4:30 p.m.; pre-registration required: 898-6335 (Middle East Center).

Is Integration a Hinderance/Benefit for People of Color?; 7 p.m.; Greenfield Intercultural Center (GIC).

Crystal Structures of Tyrosine-specific and Dual Specificity Phosphatases; Mark Saper, Michigan; 4 p.m.; Grossman Auditorium, Wistar (Wistar).

My Life and Literature; Kenzaburo Oe, Nobel Laureate; 4:30 p.m.; Room 110, Annenberg School (Center for East Asian Studies).

PTSD in Female Assault Victims: Psychopathology & Treatment; Edna Foa, Allegheny University; noon-1 p.m.; Austrian Aud., CRB (Psychiatry; Philadelphia Child Guidance Center).

Protein Biogenesis and Maintenance of the Endoplasmic Reticulum; Davis Ng, UCSF; 12:15-1:30 p.m.; Class of '62 Rm., John Morgan Bldg. (Cell & Dev. Bio.).

Histories of African Leisure; Charles Ambler, University of Texas, Austin; noon; Room 421, Williams Hall (African Studies Center).

TBA; Kamala Visweswaran, University of Texas; noon; Rm. 111, Annenberg School (ASC).

The Nature of Environmental Values and Its Implications for Environmental Ethics; Douglas MacLean, Univ. of Maryland; 12:15-1:45 p.m.; Room 109, Steinberg Hall-Dietrich Hall (Institute for Environmental Studies).

The Latest Twist on Orphan G Protein-Coupled Receptors; Jeffrey Stadel, SmithKline Beecham; noon; Room M100-101, John Morgan Bldg. (Pharmacology).

Polymer Adsorption Dynamics Measured by Direct Interfacial Techniques; Maria Santore, Lehigh; 3:30 p.m.; Room 337, Towne Bldg. (ChemE).

Removing Dead Babies and 'Trouble, Trouble': Obstetrics in Colonial Zaire, 1910-1960; Nancy Hunt; 4 p.m.; Suite 500, 3440 Market St. (H&SS).

Predicting and Preventing Depression; Martin Seligman, psychology; 4 p.m.; Rm. B-26, Stitler Hall (Psychology).

Molecular Cloning of a Voltage-Dependent Potassium Channel Expressed in Taste Buds of Channel Catfish; Jiesheng Kang, Monell Chemical Senses Center; 11:30 a.m.; Monell Center (Monell Center).

Genes of Youth: Genetic Analysis of Aging Using Yeast; S. Michal Jazwin-ski, Louisiana State; noon; Austrian Aud., CRB (Biochem. and Biophysics).

TBA; Lynne Cassimeris, Lehigh; 12:15-1:30 p.m.; Rm. M100-101, John Morgan Bldg. (Cell & Dev. Biology).

Grassroots Democracy in the Iranian Constitutional Revolution; Janet Afary, Purdue; 4:30 p.m.; Room 421 Williams Hall (Middle East Center).

Cyclins and Tumor Suppressors Regulated by Growth Factors and the Extracellular Matrix; Richard Assoian, University of Miami; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

Matsuoka Yosuke and the Failure of "Pacific Co-Prosperity," 1919-1941; Susumu Sako, Osaka Gakuin University; 4:30 p.m.; Room 421, Williams Hall (East Asian Studies).

Provincial Intellectuals and the Sociology of the So-Called 'Deep Mexico'; Claudio Lomnitz, Chicago; 4 p.m.; Smith-Penniman Room, Houston Hall (Latin American Cultures Program).

Conversation with artist Maureen Connor and Judith Tannenbaum; in conjunction with ICA exhibit; 6 p.m.; Institute of Contemporary Art (ICA).

Re-Representing the City: Arts, Culture and Community in Philadelphia; Mark Stern, social work; 7-9 p.m.; Rm. 306, Furness Bldg. (Urban Studies).

Analyzing Environmental Justice: Some Conceptual and Methodological Issues; Rae Zimmerman, NYU; 12:15-1:45 p.m.; Rm. 109, Steinberg Hall-Dietrich Hall (Inst. for Environmental Studies).

TALKS

Frank Furness: The Poetry of the Present; George Thomas, urban studies; 3-5 p.m.; Rich Seminar Rm., Jaffe Bldg.; open to PennCard holders (History of Art).

Ophthalmic Plastic Surgery for the General Ophthalmologist; Scheie Eye Institute, info. & registration: 662-8141 (Ophthalmology).

ADP Ribosylation Factors (Arf): Roles in Membrane Traffic; Richard Kahn, Emory; noon; Room M100-101, John Morgan Bldg. (Pharmacology).

Adsorbent Pore Structure and the Prediction of Adsorption Equilibrium; Nigel Seaton, Cambridge; 3:30 p.m.; Room 337, Towne Bldg. (ChemE).

Monstrosity/Machinery/Modernity: Or Object Lessons in Victorian Selfhood; Erin O'Connor, English; 4 p.m.; Suite 500, 3440 Market St. (H&SS).

Explanation, Cause, and Mechanism in Conceptual Development; Frank Keil, Cornell; 4 p.m.; Rm. B-26, Stitler Hall (Psychology).

Mammalian Receptors for Amino Acid Taste; Nirupa Chaudhari, University of Miami; 11:30 a.m.; Monell Chemical Senses Center (Monell Ctr.).

TBA; noon; Austrian Auditorium, CRB (Biochemistry and Biophysics).

Regulation of the Metaphase-Anaphase Transition by Spindle Assembly Checkpoint; Rey-Huei Chen, UCSF; Room M100-101, John Morgan Bldg. (Cell & Developmental Biology).

Everything You Want to Know About Dictionaries; Mortimer Benson, Slavic languages and literature; 1 p.m.; Faculty Club (Women's Club).

Amplification of Sr Calcium Release During the Calcium Transient in Ventricular Myocytes; C. Ian Spencer, Bockus Institute; 4 p.m.; Physiology Conference Rm., Richards Bldg. (Physiology).

Developing an Agenda for Inclusion in the University of Pennsylvania's Planning for the Martin Luther King, Jr. Commemoration; panel discussion; 4 p.m.; Greenfield Intercultural Center; information: Isabel Sampson-Mapp 898-0104 (African-American Resource Center, GIC, Hillel).

Globalization and the Emergence of Islamic Party Rule in Turkey; Fatma Muge Gocek, Michigan; 4:30 p.m.; Room 421, Williams Hall (Turkish Student Association; Middle East Center).

The Painted Vaults of Albi Cathedral; Jean-Louis Biget, Fontenay Str. Cloud; 5 p.m.; Rm. 210, Music Bldg. (French Institute).

La Politique Linguistique en France; Harold Schiffman, Penn Language Center; noon-1:30 p.m.; Room 405, Lauder Fischer Hall (French Institute).

Chemokine receptors and HIV: Their role in virus entry and disease; Robert Doms, pathology and lab medicine; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

Quality Indicators: Where Do We Go From Here?; Margaret O'Kane, National Committee for Quality Assurance; 4:30-6 p.m.; Colonial Penn Center Auditorium (Leonard Davis Center for Health Economics).

Binge Eating and Night Eating Syndrome; Albert Stunkard, psychiatry; noon-1 p.m.; Austrian Auditorium, Clinical Research Building; (Psychiatry; Philadelphia Child Guidance Center).

Self-assembly of Bipolar Spindles Around Chromatin Beads in Xenopus Egg Extracts; Rebecca Heald, European Molecular Biology Laboratory, Germany; 12:15-1:30 p.m.; Class of '62 Room, John Morgan Bldg. (Cell & Developmental Biology).

The Invention of Society in Early Modern Japan; Mary Elizabeth Berry, UC-Berkeley; 4:30-6:30 p.m.; History Lounge, 3401 Walnut (SAS).

The Statues of the Choir and the Ambulatory of Albi Cathedral; Jean-Louis Biget, Fontenay St. Cloud; 5 p.m.; Rich Seminar Room, Jaffe Bldg. (French Institute; History of Art).

After Mapplethorpe: Photography and Deviant Bodies; Deborah Bright, Rhode Island School of Design; 6 p.m.; Institute of Contemporary Art; in conjunction with exhibit (ICA).

Rudeness as a Communicative Competence; Leslie Beebe, Columbia; Wolfson Colloquium; 2:30-4 p.m.; Room B-26, Stiteler Hall (Graduate School of Education).

Signaling Pathways Involved in Oncogenic Transformation by p21Ras; Chris Marshall, Institute of Cancer Research, London; Sterling Lecture; 4 p.m.; Class of 1962 Hall, John Morgan Building (Center for Experimental Therapeutics).

Muted Poetry: Leonardo's Ginevra and Raphael's Galatea; Sheila Ffolliott, George Mason University; 5:30 p.m.; Room 200, College Hall; open to PennCard holders (History of Art).

photo by Lloyd Dennis



...in Folktales

Karen Abdul-Malik (at right), founder of Duinsity Storytelling and Lecturing performs traditional African and African-American folktales with percussionist O.T. Young at the University Museum's Celebration of African Cultures on February 22. The day-long event, sponsored by WRTI Jazz FM also includes music, dance, fashion displays, arts and crafts, cooking and workshops.

...and in Music

Art Songs and Spirituals by African-American Compersers performed by Rickie Cameron, John Adractus and Michael Guilot, February 14; music of South Africa by Ladysmith Black Mambazo, February 8; Songs and rhythms of Ghana by Odadaa!, February 22; jazz by the Jerry Gordon Trio, February 16 and by the James Carter Quartet, February 27.



# February

## AT PENN