

Campus-Wide Policy for Parking Nights and Weekends

Access to parking on the campus of the University of Pennsylvania is provided through the Department of Transportation and Parking which operates a series of visitor and permit parking facilities. Penn’s visitor (cash) lots located in and around the campus are open to the general public for daily fees ranging from \$4.00 to \$9.00 (visitor lots include lots #5, 6, 7, 8, 13, 30, 37, 40, 48). Most of these lots operate between the hours of 6:00am-10:45pm on weekdays and at various times on weekends. The balance and majority of Penn’s parking lots are restricted to permit parking only and are reserved primarily for university faculty, staff and students.

The demand for parking on campus during regular (weekday) business hours has always been far greater than the supply of available spaces which is why parking has been strictly regulated and enforced. Conversely, the availability of parking on nights and weekends is more than sufficient for the demand and, therefore, regulation and enforcement has been minimal. However, illegal parking in the core areas of campus has caused congestion, safety concerns for emergency vehicular access and the subsequent need for parking regulation and enforcement.

In an effort to contribute to a safer and more secure campus environment while meeting the access needs of the community, the Department of Transportation and Parking is implementing the following night and weekend parking policy. This new policy will become effective and enforced beginning March 1, 1997.

Night and Weekend Parking Policy

On nights (Monday-Friday) and weekends (Saturday and Sunday) many of Penn’s parking lots are available for parking to anyone with a current and valid University issued parking permit. The permits described below are issued by the Department of Transportation and Parking and are the only permits honored in University parking lots designated with the “N” (night/weekend) symbol posted next to the lot number on the large red and blue parking signs located at the entrance to each parking lot. All valid and current permits are honored on a first-come, first-served basis provided space is available and vehicles are parked in legitimate striped parking spaces.

- Night Parking Permits are honored in “N” designated parking lots between the hours of 4:00pm-6:00am on weekdays and all day Saturday and Sunday, provided space is available. Night Parking Permits may be purchased by faculty, staff, students and the general public per semester (Sept-Dec, Jan-May) or annually (Sept-Aug). Permit fees are prorated on a bi-weekly basis. (FY’97 Rates = \$125 one semester, \$243 two semesters, \$300 annually)
- Research Parking Permits are honored in “N” designated parking lots between the hours of 6:00pm-6:00am on weekdays and all day Saturday and Sunday, provided space is available. Research Parking Permits are available only to Graduate Students who are required to utilize various Penn facilities for university related research. A letter (verification of need) from the student’s graduate group chair is required to obtain a research parking permit and a nominal fee per semester (Sept-Dec, Jan-May) or annually (Sept-Aug) will be assessed at the time of issuance. (FY’97 Rates = \$20 one semester, \$40.00 two semesters, \$50.00 annually)
- Faculty, staff and students who have been issued daily parking permits in assigned University parking facilities and who work late or stay for night classes may as an additional safety measure move their vehicles after 5:00pm from their assigned parking lot to any of the “N” designated parking lots, provided space is available.

“N” Designated Parking Lots

All parking lots that have been designated as “N” (night/weekend) parking lots will have the “N” symbol posted next to the lot number on the large red and blue signs located at the entrance to each parking lot. The “N” designated lots include the following open surface lots (#1, 9, 15, 16, 17, 18, 19, 21, 22, 23, 24, 25, 31, 38, 40) and garages #7 and #44 (a card key/deposit may be required for these two garages). Unless otherwise noted, “N” (night/weekend) parking is prohibited in all other University lots and garages where access is controlled by a parking attendant, a barrier gate or an overhead garage door, and during special events (e.g. sporting events, graduation) when some “N” designated lots may be operated as cash lots. A regularly updated master list/map of all Penn parking lots (describing which permits are honored in which lots) will be maintained in the Parking Office (Suite 447A, 3401 Walnut Street) and available to the public.

Enforcement of Parking Regulations

Parking on private property owned by the University of Pennsylvania is by permit only. Parking permits may be obtained from the Department of Transportation and Parking. Permit holders agree to abide by the rules and regulations governing permit parking. The University has contracted with a private towing company which patrols campus and all thoroughfares including parking lots, private streets, walkways, loading docks, etc., 24-hours per day, seven days per week. Vehicles that are parked in University parking lots under the following conditions will be subject to towing at the owner’s expense: 1) vehicles not displaying current and valid parking permits issued by the Department of Transportation and Parking, 2) vehicles that are parked in areas other than in legitimate striped parking spaces, 3) vehicles that are blocking the right-of-way of any vehicle or facility, or 4) vehicles that are parked in restricted areas. Vehicles that are making deliveries to University buildings are regularly instructed not to park in University parking lots, but they are afforded a one-time fifteen (15) minute courtesy if they are parked in legitimate striped parking spaces.

Please direct parking inquiries to:
University of Pennsylvania
Department of Transportation and Parking
Suite 447A, 3401 Walnut Street
Philadelphia, PA 19104-6228
tel: (215) 898-8667 fax: (215) 573-2127
www.upenn.edu/transportation/

What’s a McClelland Market?

On March 4 when the Provostial team ends its presentation on the Perelman project (*page 1*), the audience will adjourn not to nibble but to nosh, moving a few steps away to the grand opening of a new Quad eatery called the McClelland Market. In it are three installations:

Tomassito’s Italian Cafe (varieties of pizza/stromboli, including a breakfast pizza; fountain sodas and coffee);

Block & Barrel Deli (fresh sandwiches, salads, yogurt and fruit, with designer soft drinks; to come are hot breakfast items and cook-at-home entrees); and

Deb’s Concessions (beef hotdogs and the sausages of many ethnicities, plus nachos, pretzels, popcorn and candy, cookies and pastries).

A project of the UA’s Committee for Tangible Change led by Samara Barend, the Market was planned by a Dining Service/VPUL team including Dining’s Bill Canney, Pam Lampitt, Addie Flowers, Wayne Timm, and Adam Sherr; VPUL Valarie Swain-Cade McCoullum; Rebecca Perry of Residential Living; and Kathy Poindexter of McClelland Hall.

Although particularly convenient for Quad residents who needn’t take to the public streets to get there, the Market is open open to anyone who has access to Dining Services in any of the four standard forms now available, Mr. Sherr said: SFS, ADM, Meal Redemption and, for the broader use of anyone with a valid PennCard, the Dining Dollar\$ program of declining balance accounts. (Call 898-7585 or see the web site www.upenn.edu/dining/units/mcclelland.html for details on opening these accounts.)

General Hours:

Because of the Market, the Quad’s visitor-closing time of 1 a.m.has been extended to 2 a.m. seven days a week. The Market opens at 8 p.m. Mondays through Fridays, and at noon on Saturdays and Sundays.

Almanac

Tuesday,
February 25, 1997
Volume 43 Number 23

Town Meeting: The Perelman Quad

On Tuesday, March 4, in McClelland Hall’s South Lounge, Provost Stanley Chodorow will hold a Town Meeting to report on progress-to-date toward the Perelman Quadrangle—the ambitious project that calls for renovating some of Penn’s oldest and most central buildings to create a unified student activities center anchored on the nation’s oldest student center, the 100-year-old Houston Hall. With Dr. Chodorow will be the Vice Provost for University Life, Dr. Valarie Swain-Cade McCoullum, and Dan Gutin, an undergraduate who has been closely involved in the planning. Slides will show the overall design, space uses, and the physical changes being made to College Hall, Logan Hall, Houston Hall, Williams Hall, and Irvine Auditorium (*left*). Dr. Chodorow will also outline contingency plans for any transitional space needed during construction.

All members of the University are invited to attend the Town Meeting, which begins at 7 p.m. and concludes at 8:30 p.m., when the audience is invited to join President Judith Rodin and the Quad community at the grand opening of McClelland Market, the new late-night food complex in McClelland (*see back page*).

Note: *University members show PennCards to enter the Quadrangle, accessible at 36th Street or 37th Street on Spruce. McClelland Lounge is in the Lower Quad under the Junior Balcony.*

Inside Irvine Auditorium

In this cutaway, Irvine Auditorium is seen from the west, facing the stage of the central performance hall—more compact than the present hall but acoustically improved and air-conditioned for year-round use. The design by Architects Venturi, Scott Brown and Associates retains the venerable Curtis Organ, one of the world’s largest, and adds recital space on one side of the hall, a cafe on the other.

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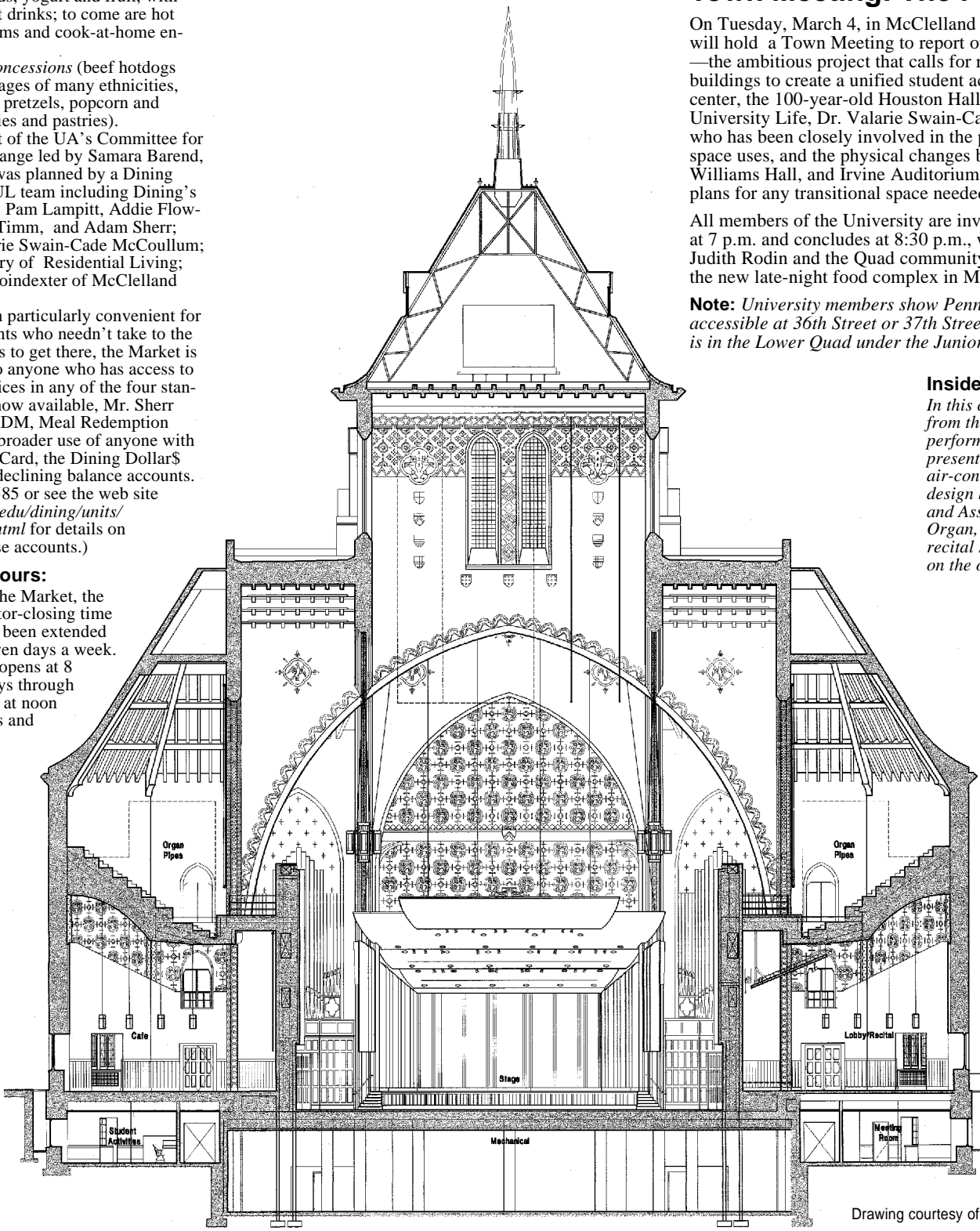
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Drawing courtesy of Venturi, Scott Brown and Associates

TO: The Faculty

FROM: Senate Committee on Academic Freedom and Responsibility

SUBJECT: Procedural Principles for Handling Complaints Concerning Academic Freedom and Responsibility

Since the Fall of 1995 the Senate Committee on Academic Freedom and Responsibility (SCAFR) has been engaged in drafting a set of procedural principles to guide the activities of the school Committees on Academic Freedom and Responsibility (CAFRs). In these principles SCAFR has sought to capture the long-established consensus concerning the fundamental elements of such procedures. The development and planned dissemination of these principles is in accord with SCAFR's responsibility to "advise and consult with each faculty's (CAFR), and with administrative officers, on the establishment of appropriate procedures to be followed in the event of a claim of violation of academic freedom or responsibility" (*Handbook for Faculty and Academic Administrators*, Section A2, p. 20).

SCAFR is submitting the statement of procedural principles to the Senate Executive Committee (SEC) for its consideration and endorsement, and requesting that, in order to call attention to these principles and their annual dissemination, SEC approve the insertion of a footnote in section A2 of the Handbook, "Academic Freedom and Responsibility," (p. 20), following the second sentence in the second paragraph ("This Committee shall advise and consult . . ."). The text follows:

"At the beginning of each year, the Senate Committee on Academic Freedom and Responsibility shall distribute the 'Procedural Principles for Handling Complaints Concerning Academic Freedom and Responsibility' to the members of each faculty's Committee on Academic Freedom and Responsibility."

The statement of principles is at right, for faculty consideration and comment. The absence of such a statement presenting the long-standing principles that have governed SCAFR and CAFR proceedings contributed, in our view, to a challenge to SCAFR's jurisdiction and procedures that arose in the context of a case considered in 1995-96. In response to the claims by several faculty members and a senior administrator in one school that SCAFR was acting in a fashion inconsistent with prior practice and unsupported by statutory authority, Faculty Senate Chair Peter Kuriloff, at the request of SCAFR convened an ad hoc committee of all available former SCAFR chairs, and asked them to consider the challenges against SCAFR's operations and jurisdiction. The statement by the former SCAFR Chairs is on the next page.

Comments may be sent to Larry Gross, either by mail to the Faculty Senate, Box 12 College Hall/6303 or by e-mail at flg@asc.upenn.edu.

— Larry Gross (communication),
Chair, SCAFR, 1996-97

Academic Freedom and Responsibility: Procedural Principles for School Committees

*A Special Report of the Senate Committee on Academic Freedom and Responsibility
February 10, 1997*

The purpose of a procedure for handling complaints of violations of academic freedom is to give all parties a fair, impartial hearing. There has long been a general consensus concerning the fundamental elements of such a procedure, a consensus that is reflected in the principles that follow. Each school faculty should establish and disseminate standing procedures for handling complaints concerning academic freedom and responsibility that are consistent with these principles.¹

1. The procedures should assure impartiality. The school Committee on Academic Freedom and Responsibility (CAFR) and any body that the CAFR constitutes must both be impartial and appear to be impartial. This requires recusal in cases where a member of the CAFR has been involved in the controversy, has a special relationship with one of the parties, or otherwise is not able, or does not appear to be, impartial. The school CAFR should establish standing procedures allowing complainants and respondents to challenge the members of the school CAFR, for cause, and for replacing members who are successfully challenged or who recuse themselves. We recommend that a pool of potential replacements be constituted of former members of the school CAFR who do not hold administrative positions and are otherwise in a position to be impartial in the matter;

2. The procedures should allow the complainant an opportunity to state succinctly and in non-technical language the facts that form the basis of the complaint, the policies, regulations, and traditions of the University that have been allegedly violated, and the remedy sought;

3. The procedures should allow the person(s) complained against an opportunity to respond to the complaint, setting out their views of the facts or the policies, regulations, and traditions of the University;

4. The procedures should provide that the school CAFR will carry out a preliminary investigation of the complaint to determine whether there is reasonable cause to believe that a violation may have occurred. The school CAFR, where consistent with academic responsibility, may explore the possibility of mediation in order to reach a resolution of the dispute to the satisfaction of the parties that is not offensive to principles of academic freedom and responsibility;²

5. The school CAFR should establish standing procedures that will be followed at a hearing, if the matter cannot be resolved amicably. They should include an opportunity for both sides to testify, present witnesses and documentary evidence, and cross-examine the witnesses of the other side. The rules should make clear that no evidence will be considered without disclosure to both sides. If a witness does not wish such disclosure, he or she will not be permitted to testify and the proffered testimony will not be considered by the CAFR. Proceedings should be tape-recorded, and the recordings made available to the parties;

6. The CAFR should prepare a written decision setting forth the facts upon which it is based, the policies, regulations or traditions of the University that are at issue, and its conclusions with the reasoning underlying the conclusions reached. Subsequently, both sides should have an opportunity to respond to the opinion, giving their reasons for believing that it is erroneous, if any exist. The CAFR should disseminate its decision, or a summary report thereon, if doing so would promote the goals of academic freedom and responsibility;

7. The school CAFR should make clear to the various parties that full participation in the dispute resolution processes of the CAFR and SCAFR is an important obligation of faculty members and constitutes a central responsibility under the system for faculty self-governance that is in effect at the University;

8. The school CAFR shall maintain confidentiality to the fullest extent possible, consistent with carrying out its duties.

1996-97 Senate Committee on Academic Freedom and Responsibility

Charles Bosk (sociology)

David Brownlee (history of art)

Larry Gross (communication), Chair

Rubin C. Gur (psychiatry)

John C. Keene (city & regional plng.)

Vicki Mahaffey (English)

Ruth J. Muschel (pathol & lab med)

Samuel H. Preston (sociology)

Susan Sturm (law)

Vivian Seltzer (social work) ex officio

¹ Members of school Committees on Academic Freedom and Responsibility should be elected for staggered terms so as to provide continuity from one year to the next.

² Other resources are available, such as the Faculty Grievance Commission, the Senate Committee on Academic Freedom and Responsibility, the Ombudsman, and other dispute-resolving bodies at the University and in the school.

To the University Community

A case considered by the Senate Committee on Academic Freedom and Responsibility (SCAFR) in 1995-96 gave rise to a challenge to the committee's authority and jurisdiction that we believe requires a clear and firm response. In the case in question SCAFR determined that a school Committee on Academic Freedom and Responsibility (CAFR) had not afforded the complainant due process, in that it had (1) failed to conduct a hearing at which the parties would have an opportunity to hear (or read), cross-question, and respond to one another's oral or written testimony; and (2) failed to provide the complainant with an adequately explicated rationale for its finding that his academic freedom had not been infringed.

SCAFR requested the school CAFR to reopen the case and afford the parties the hearing previously denied them. When the school CAFR declined to do this, SCAFR proceeded to hold the hearing *de novo*. The three faculty members named in the complaint refused to participate in SCAFR's proceedings. Writing individually they also challenged SCAFR's authority, jurisdiction and procedures, and they were joined in this challenge by a senior administrator of the school. The refusal of these faculty members to participate in the hearing process (though they requested, and were permitted to send an "observer" and to hear the tape recording of the proceedings), materially hampered SCAFR's fact-finding process.

As former chairs of SCAFR we wish to state unequivocally that the 1995-96 SCAFR actions in this case were consistent with SCAFR's long-standing practices and procedures and well within its authority under the Statutes of the University. Article 10 of the Statutes authorizes SCAFR to "make investigations, reports and recommendations on any matter relating to academic freedom and responsibility within the University" (*Handbook for Faculty and Academic Administrators*, page 20). The power to make investigations necessarily includes the power to conduct evidentiary hearings in individual cases; otherwise both SCAFR and the school CAFRs (whose statutory authority is framed in the same terms) would be precluded from using the method fairest to all the parties and best calculated to ascertain the truth. Further, what is anomalous about this case is the refusal of University faculty to participate in the hearing of the case. In past cases University faculty and administrators, including the President and Provost, have participated in SCAFR proceedings when requested, and have not challenged the Committee's authority.

The breadth of the authority given to SCAFR by the trustees and the Faculty Senate stands in considerable contrast to the much more detailed procedures for other governance bodies (e.g., the Faculty Grievance Commission). We assume that the University community deliberately distinguished between issues of academic freedom and responsibility and those that come before other bodies. While SCAFR has generally not conducted *de novo* hearings, whenever circumstances suggested that this was appropriate, SCAFR has done so.

Over the past year SCAFR has drafted a statement of procedural principles to guide the proceedings of school CAFRs, reflecting the long-standing, albeit tacit practices that have governed SCAFR's proceedings. These principles will be disseminated at the beginning of each academic year to the newly elected CAFR in each school. We hope that these principles will be widely respected and will preclude the repetition of the problems that engendered this letter.

The viability of our system of University governance depends on the cooperation by all members of our community with such vital bodies as the Senate Committee on Academic Freedom and Responsibility.

*Chairs, Senate Committee on
Academic Freedom and Responsibility*

Regina Austin (law), 1986-87

Helen C. Davies (microbiology/med), 1970-71

Frank Goodman (law), 1992-94

Larry P. Gross (communication) 1996-97

Peter J. Kuriloff (education), 1990-91

Phoebe S. Leboy (biochemistry/med), 1975-77

Seymour J. Mandelbaum (city & regional planning), 1984-86

Jack Nagel (political science), 1994-95

James R. Ross (philosophy), 1991-92

SENATE: From the Senate Office

The following agenda is published in accordance with the Faculty Senate Rules. Questions may be directed to Carolyn Burdon either by telephone at 898-6943 or by e-mail at burdon@pobox.upenn.edu.

Agenda of the Senate Executive Committee Meeting

Friday, February 28, 1997, 9-10:30 a.m.

1. Approval of the minutes of January 15, 1997
2. Chair's Report
3. Past Chair's Report on activities of the Academic Planning & Budget Committee and on the Capital Council
4. Discussion on Benefits Redesign Report (*Almanac* February 11, 1997)
5. Proposed nominees from the Senate Committee on Committees for 1996-97 vacancies
6. Discussion on proposed Faculty Exit Questionnaire
7. Other new business
8. Adjournment by 10:30 a.m.

Benefits & Timing: Open Enrollment April 21-30

Open Enrollment, when University faculty and staff have a one-week window for choosing among benefits options, will be *April 21 through 30* this year, and detailed, personalized information for each faculty and staff member is to be mailed by the first week in April. Human Resources Vice President Clint Davidson announced last week.

That timing drives the schedule for decision-making on elements of the new package proposed by the Benefits Advisory Committee (*Almanac* February 11). Provost Stanley Chodorow said earlier this month in urging Council to put the document on the agenda for March 5. Other consultations about the report are in progress now:

Over 200 attended the Penn Professional Staff Assembly's Q & A session last week (see detailed report, pp. 4-5).

The Senate Executive Committee has scheduled a discussion for *Friday, February 28* (see above), and the deans of the schools are expected to announce consultation meetings directly to their faculties.

The A-3 Assembly will hold an open meeting for support staff on *Thursday, February 27* (see p.14 for a sampling of members' advance questions). Additional A-3 and A-1 staff presentations are scheduled by the Human Resources Office (see p.15 for a list to date).

Individual faculty/staff are invited to send their questions by email to benefits@pobox, Associate Provost Barbara Lowery reminded; or, they may address questions to her or to Mr. Davidson at their campus offices.

AAUP: Call for Nominations

The nominating committee of the University of Pennsylvania Chapter of the AAUP (American Association of University Professors) has proposed the following slate for the Executive Board for 1997-98.

President: Elsa Ramsden

Vice-President: Morris Mendelson

Secretary: Ira M. Cohen

Treasurer: Erling Boe

Board members: Helen Davies, Janet Deatrack, Marten Estey,

Peter Freyd, Reuben Kron, Charles Mooney.

Nominations will be open for Board or Officer positions for two weeks following the publication of this notice. Nominations must be submitted to the Secretary via e-mail at imcohen@eniac.seas.upenn.edu or by phone at 8-7076. If no other nominations are received by *March 11*, this slate will be declared elected. If other nominations are received an election will be held.

— Ira M. Cohen, Secretary, AAUP Penn Chapter

'Red Flags' for Early Warning

Dear Colleagues,

Spring term is well under way: the deadline for finishing last semester's incompletes has just passed; first midterms or assignments are completed. Now is just the time to catch students who are showing signs of trouble so that they can turn themselves around.

One might think that a poor grade would be warning enough, but often a guide toward appropriate assistance is needed to help students change poor study methods or deal with personal problems that are interfering with success. Do speak to those whose work seems in any way shaky.

Refer them to student services (see my home page <http://dept.english.upenn.edu/~akelley/> for the Faculty Resource Guide); notify their school advising offices (forms for each school should be available in your department's office); or drop me a line. Here is one of those situations in which a stitch in time really does save nine.

— Alice Kelley, Faculty Liaison to Student Services

The following exchanges took place Monday, February 17, at a membership meeting of the Penn Professional Staff Assembly. Some 200 members attended the meeting where Human Resources Vice President Clint Davidson and members of the HR staff responded to questions. Part I below shows a compilation of questions shown as overhead slides at the meeting. Part II gives questions that members sent to the podium on cards during the meeting. Some questions have been condensed for space. The answers in Part II are based on notes taken by several PPSA members, and may not be verbatim but have been reviewed with members of HR for technical accuracy. Brackets are used where there has been significant editorial paraphrase, or updating after review. —Ed.

Part I: Advance Queries

1. Are there decisions about my benefits I need to make now? If not, when?

Answer: You do not have to make any decisions about your benefits until open enrollment.

2. I'm interested in understanding, in detail, what my benefit options will be and what decisions will be best for me. When will I receive that information?

Answer: Detailed and personalized information will be mailed to all faculty and staff during the first week of April. In advance of the open enrollment period of April 21st to April 30th, numerous workshops and information sessions will be held so that employees can make informed decisions by April 30th.

3. This is a lot of information and some of it seems complex, particularly the health care options. How do I get detailed information?

Answer: You will get detailed information during the first week of April when the materials for open enrollment are released.

4. If I have questions or feedback for consideration, what do I do?

Answer: You should send all your questions and feedback to the e-mail address given in the *Almanac* article. While much study, analysis and consideration went into the review and resultant recommendations, other insights and perspectives are welcome and will be considered in making final decisions.

5. When will these changes become effective?

Answer: All of the changes will be effective by July 1, 1997 except for the changes to the graduate tuition benefit which will apply to those not enrolled in the program by the fall semester of 1998.

6. Will I have a chance to consider changing my health care option before July 1, 1997?

Answer: All changes in the health care options will be effective on July 1, 1997.

7. When will the salary increase that is equivalent to life insurance net flex credits be implemented, and how do I know how much it will be?

Answer: Your salary increase will be equivalent to what would have been your net flex credits on July 1, 1997. We are still evaluating alternative ways of processing the additional pay.

8. Will this increase reduce my annual salary increase due July 1, 1997?

Answer: This one-time adjustment will not affect your annual merit increase.

9. Will there be further benefit changes and additional cost increases next year?

Answer: Benefit programs are subject to annual reviews because of legal and market changes as well as budget considerations. It is difficult to predict the changes that may be recommended for next year.

10. Is there a relationship between these changes and the staff classification and pay study?

Answer: These changes, as well as the staff classification and pay study, will be reviewed in the context of total compensation.

11. Are part-time benefits competitive with the regional market?

Answer: An extensive review of local employers determined that, in fact, Penn is generally competitive when compared with local employers, both profit and non-profit.

12. Has a phasing approach been considered for implementation of these benefit changes?

Answer: Yes, this was reviewed and considered by the committee. However, in light of health care trends, it was recognized that future cost increases could exacerbate the problem and make it more difficult rather than less.

13. Will any one group of individuals be affected more than others?

Answer: The committee extensively sought to balance the impact of these changes over all groups. Every effort has been made to provide both choices and low-cost options, including costs for health care that are on the low side of the competitive market.

Part II: From the Floor

1. Why didn't you grandfather the tuition remission, graduate level, for dependent children?

Answer: The benefit is partially grandfathered, in that admission open until September 1, 1998, and students have until 2002 to finish. The federal government will end any funding of graduate tuition remission as overhead recovery in the year 2000, placing the full cost—now at \$1.7 million/year—on the University. Moreover, few others offer such a benefit.

2. What were the criteria for your comparisons with other nonprofit and profit institutions/companies? Did you consider benefits and salaries?

Answer: If I were to give the local companies we included, it would be a list of all the major employers in the region; we didn't ask the same things of every one, however. We asked a whole range of universities, large and small, and all of the Ivies; and we found we were competitive with all of them.

3. What is going to happen to New Jersey HIP? It is not mentioned. How many are in it?

Answer: We are keeping the plan. [From *Fina Maniaci, Benefits Accounting*: "It has about 50 people in it."]

4. Will the 40% tuition remission for children of staff not attending Penn remain in effect?...the 75% tuition for children attending Penn?

Answer: Yes to both. Those are undergraduate, and not affected.

5. In my department there is no Masters Degree program and one must be a full-time student to work on a Ph.D.; but Ph.D. students cannot be full time employees. So there's no benefit unless I wished to study in Education or Wharton, which would lead to my leaving Penn. No benefit to Penn!

Answer: That is true. There is not necessarily a program readily available in every field, so the benefit is not an advantage to everyone.

6. Why is PennCare going to be more expensive than an HMO? Aren't Penn's health-care facilities cost-competitive?

Answer: The differences in premium costs reflect differences in levels of benefit and the degree of *managed care*. When PennCare was set up about 18 months ago, it wasn't clear how they should price it; but the idea was to adjust cost in the light of experience; it was felt that in the future the cost could come closer to that of the HMOs. We're not sure what the pricing may be in the future; it's complicated. But basically, the more choice you have, the more you pay.

7. What happens to the FlexDollars for medical benefits? [A separate question "What tax liability will occur when flex credit dollars are added to income?" is also covered here.]

Answer: There will be no more FlexDollars; it all returns to pay, where it is subject to taxation unless you put it in a before-tax health care account or use it to buy additional life insurance [Ms. Maniaci adds that about 700 faculty/staff presently take no health care through Penn, and receive the cash equivalent already.]

8. As a result of benefit cuts, will there be an increase in yearly salaries? Benefits were closely tied to salary increase.

Answer: Only what comes from the life insurance change, when Flex Dollars are converted to cash and added to base pay.

9. Did you discuss the possibility of "selling" back a week's vacation for medical benefits costs? What about unused vacation? [A later question about donating unused sick leave to others received an answer similar to this one.]

Answer: That's a very creative suggestion, and we will take a look at it. The federal government is considering some new legislation for buyback of vacation in the retirement program, and a suggestion was made [Speaking Out, *Almanac* January 28] for being able to donate time to a colleague who had run out of disability; we should look at that seriously.

10. Will specific coverages be changed, particularly with PennCare, Blue Cross or POS plans—i.e., will we have to read the fine print to find out that "xyz" is no longer covered [cites other examples]?

Answer: Absolutely not. We are changing the materials to increase the clarity; they are hard to understand. Bruce Fisher [*Employee Communications*] is redesigning all of them to make them easier to use.

11. The party line when hiring has always been "Penn may not pay as well as other institutions, but our benefits are better than most." Now that our benefits are decreasing, e.g., time off, what is the benefit to working at Penn now? How are

we staying competitive? Will we be getting more holidays to compete with other institutions?

Answer: This is not not about equity, point by point, with the competition; but when you balance it all out our package a superior one, and even with the changes Penn will still be competitive in the marketplace.

12. If life insurance changes from approximately 3.5 times annual salary to 1 times annual salary, is salary being increased to make up the difference? Will the amount increase annually as you get older and insurance goes up?

Answer: You'll have a one-time increase in your base salary [as *FlexDollars* are applied]. Overall, since other benefits such as social security and retirement are calculated on that higher base, you gain something for the long term. We ran a model for people in various age groups to verify this assumption.

13. Now that time off is being simplified, will Penn keep track of time balances for monthly paid employees and print it on pay stubs like HUP does?

Answer: At Penn this whole program of timekeeping and tracking needs to be upgraded—for monthly and for hourly-paid as well. Systems are in place but are not used. We see departments where there is *no* leave time recorded all year. If records are not kept properly people who are ready to leave the institution find that they can't be credited for vacation days.

14. Is there a possibility of grandfathering QualMed? Or setting criteria for them to improve?

Answer: We've had many, many discussions with them about faculty and staff complaints; and I know there are people who are very satisfied with QualMed, but we were unable to get the reassurance or change of behavior we felt we should have. [He later clarified that the service has been dropped.]

15. How many employees are affected by the termination of QualMed?

Answer: 1100.

16. Can we access the list of institutions with which Penn was compared in your studies?

Answer: I can give the names but not the information they provided. We asked different things of different institutions. (See also Q#2.)

17. I currently get *FlexDollars* for not enrolling in any of the University's health-care plans. Will I lose this money?

Answer: No. You'll get it all back.

18. I am an A-1 employee who started this year. I will have accrued 22 vacation days as of July 1. Will I receive fewer days in years 2 through 5 of my employment at Penn?

Answer: No. Present employees get the old or new, whichever is better. New hires will only get the new plan.

19. Can you clarify the time limitation for the graduate tuition for dependents?

Answer: By June 30, 2002, wherever you are, this benefit ends. September 1, 1998, is the last date you can enroll. If you are *in* the program, you have until June of 2002 to finish.

20. How long before the part-time employee benefits program will be implemented?

Answer: July 1, 1997.

21. Please discuss the University's policy regarding flex-time for work hours. Is this a formal policy for Penn? What are the options?

Answer: *was to the effect that supervisors have always had the option to consider flexible schedules where workable, and these may be a variety of arrangements more suitable to individual needs than summer hours. It's to the benefit of both the University and the employee that those who value flexible work schedules look at this. But there's a lot to worry about, including system interface problems. It should be a higher priority.]*

22. Why, when tuition is cheaper at local schools such as Temple, is Penn not taking advantage of potential savings by making tuition transferable for employees?

Answer: That would mean letting real dollars go out of the institution, and that is different from internal transfers; we try *not* to write checks to other institutions.

23. Why doesn't Penn offer a discount if we decide for PennCare? K-Mart gives discounts to their employees!

PennCare may or may not be recovering all its costs even now [see also Q #6]. PennCare rates are actually very attractive, but if you start with no charge and go to some charge you see a real cost increase.

24. Why does Plan 100 go up by \$5-\$6, and PennCare from \$0 to \$104? Is there anything in place that will help offset this cost?

Answer: [See under Q # 23.] As for offsetting: Pre-tax health care accounts could help. We hope some of our health promotion and wellness programs will help reduce medical plan costs in the long run. These are things Marilyn Kraut [HR Faculty/Staff Recognition Programs] is working on.

25. Will the Benefits-at-a-Glance booklet be updated soon?

Answer: Yes. We are redesigning all the material, and it should be out by late March.

26. Why doesn't Penn give employees more affordable child care options? Why is this not part of the benefits package?

Answer: I can't tell you historically, but it is one of the options that ought to be there.

27. There appears to be a "flattening" of benefits to A1s and A3s. A3s are the winners as they still are eligible for overtime pay and compensatory time. A1s get less [time off] but aren't compensated for routine 10 to 14-hour days.

Answer: We may have to take a look at this, but we tried not to think in terms of who's winning or losing so much as making the best benefits package for all.

Speaking Out

Why Not Pro-rata for Part-Time?

I find it disappointing that the University, in revising its benefit, did not provide pro-rata benefits for permanent part time employees. The explanation that the University benefits match those of "peer institutions" is inadequate. The "peer institutions" appear to be private employers who predominately provide few if any benefits to part-time employees.

University pay policies should not be narrowly conceived to simply mirror the private labor market, but should shaped by important considerations of fairness. At the present time, the prevailing practices in the private labor market are grossly unfair to part-time employees.

It is important to recognize the unfair characteristics of the labor market which University policies would use as a guide. Part-time employees are generally paid fifteen percent less than full time workers doing the same work, and they are commonly denied benefits given to full time employees, such holiday pay, sick leave, medical insurance and pensions. Many employers use part-time employees rather than full-time employees simply because they are cheaper. In some cases, employers have dismissed their full-time employees and replaced them with part-time employees, sometimes hiring

back previous full time employees at lower rates and without benefits. Two-thirds of part-time workers are women—housewives, and mothers with small children. The disparity in wages and benefits of part-time employees thus has a disparate impact on women. I suspect, though I do not know, that this is also true in the University. This is the market which the University would use as a guide.

The University pay policies, I believe, should not mirror such an unfair market, but should seek to treat its employees fairly and equally. Part-time employees should be paid on the same basis for the hours they work as full-time employees, and they should share all of the benefits on a pro-rata basis. If the University is to budget for employee benefits, the money budgeted should be fairly distributed among all its employees.

Some employers in the private sector provide benefits to part-time employees on a pro-rata basis. We should look to these as our "peer institutions".

— Clyde Summers,
Professor of Law, Emeritus

Ed. Note: In response to an offer of space to reply to Professor Summers, *Almanac* has been advised that all comments are being considered seriously as final decisions are made.

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.

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OPPORTUNITIES at PENN

Listed below are the job opportunities at the University of Pennsylvania. To apply please visit:

University of Pennsylvania Job Application Center
Funderburg Information Center, 3401 Walnut Street, Ground Floor
Phone: 215-898-7285

Application Hours: Monday through Friday, 9 a.m.-1 p.m.

Positions are posted on a daily basis, Monday through Friday, at the following locations:

Application Center—Funderburg Center, 3401 Walnut Street (Ground level) 9 a.m.-1 p.m.

Blockley Hall—418 Guardian Drive (1st Floor and 2nd Floor)

Dental School—40th & Spruce St. (Basement-across from B-30)

Houston Hall—34th & Spruce St. (Basement-near the elevators)

Wharton—Steinberg Hall-Dietrich Hall (next to Room 303)

Job Opportunities and daily postings can also be accessed on the Human Resources web page

(www.upenn.edu/hr/). A position must be posted for seven (7) calendar days before an offer can be made. Full descriptions of jobs posted prior to this week can also be found on the H.R. web page.

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.

ENGINEERING/APPLIED SCIENCE

Specialist: Clyde Peterson

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

DIRECTOR VI (02158CP) P9; \$43,569-57,217 2-11-97 Dean's Office

FISCAL COORDINATOR I/II (0112CP) P1/P2; \$20,291-26,368/22,351-29,098 1-14-97 Moore Business Office

RESEARCH SPECIALIST 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

SYSTEMS ANALYST III (0145CP) P8; \$39,655-52,015 1-21-97 CIS

EXECUTIVE VICE PRESIDENT

Specialist: Sue Hess

TELECOMMUNICATIONS Service Assistant Sr. (111451SH) (37.5 Hrs.) Provide customer support and implement assistance for telephony and voice processing products and services. **Qualifications:** HS diploma and some college or equivalent; minimum 2 years experience in telephony and/or voice processing; computer literacy, strong oral and written communications; experience with Octel voice processing systems strongly desired. **Grade:** G11 **Range:** \$21,961-27,866 2-21-97 Telecommunications

OFFICE SYSTEMS COORDINATOR (02210SH) Use MAC based software to import data from billing program; manage data for activation, deactivation and transfer of student telephone services; assist system administrator with monthly billing process; provide technical support for telecommunications management software programs desktop applications and hardware and local area network; coordinate Customer Direct application provided by AT&T for off-campus program; develop and run reports to track errors, revenue, expenses and related data; handle customer service requests and questions generate by walk-in and telephone; assist with high volume of student transactions during move-in and move-out; some overtime, evening and weekend work required, especially during August and September. **Qualifications:** degree in Computer Science, Business or related field or equivalent experience; advance MAC skills with background in UNIX and networking highly desirable; strong skills w/ desktop applications such as spreadsheets and relational database management; previous experience with billing applications or financial systems preferred; strong communications and customer skills a must. **Grade:** G11; **Range:** \$21,961-27,866 2-18-97 Penntrx

TELECOMMUNICATIONS Service Assistant Sr. (111451SH) Provide support for voice processing and telecommunications systems installation, training, and system management. **Qualifications:** High School graduate required; some college education or equivalent experience required; minimum 2 years responsible customer service experience with telecommunications experience required; minimum 1 year experience as Telecom Services Assistant I, or equivalent experience in telephony required; experience with Octel voice processing systems, Norstar key systems and Centrex strongly desired; excellent demonstrated customer relations skills required; project management and organizational skills required; attention to detail and good computer literacy required with knowledge and use of spreadsheet, word processing and database applications; strong verbal and written communications skills required. **Grade:** G11; **Range:** \$21,961-27,866 2-18-97 Telecommunications

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

ANNENBERG SCHOOL

Specialist: Clyde Peterson

ADMINISTRATIVE ASSISTANT I (121508CP)

G9; \$17,614-21,991 Annenberg School

ADMINISTRATIVE ASSISTANT I (02185CP)

G9; \$17,614-21,991 2-14-97 Annenberg School

OFFICE SYSTEMS TECH (02153CP) (End date: 7/99) G10; \$19,261-23,999 2-10-97 ASC

ARTS AND SCIENCES

Specialist: Sue Hess

TECHNICIAN, COMPUTER ELECTRONICS (02212SH) Assemble and test complex high density circuitry for particle detectors. Design, code and fabricate test jigs, fixtures and other support devices for this circuitry. Provide technical support for faculty/staff, provide training for undergraduate/graduate students. On occasion, travel to remote locations to work on the final detectors to install or repair Penn provided systems. **Qualifications:** 2 to 3 years experience (and/or training) in working with high speed integrated circuits, high density circuitry and in the design and debugging of digital and analog circuitry. Must understand basic electrical techniques, transistor theory and use, RF theory and practice, use of operational amplifiers and must have extensive familiarity with surface mount technology, automated test equipment and basic digital logic design and debugging techniques. Must also be facile in one or more real time data acquisition programming environments and C or C++. Extensive experience debugging and repairing complex systems is a significant plus. Experience in laboratory work and scientific measurements is also a plus. **Grade:** G12; **Range:** \$20,497-26,008 2-21-97 Physics and Astronomy

DENTAL SCHOOL

Specialist: Clyde Peterson

DENTAL ASSISTANT I (022002CP) Sterilization and instrument control; assist in surgeries, ordering supplies, and students in clinic; maintain X-ray processor; backup to other assistants. **Qualifications:** High school diploma; vocational training in dental assisting, Certified Dental Assistant, Certified Radiology required; experience in endodontics helpful; ability to work in fast-paced environment; 1-2 years direct experience may be substituted for formal education; **Grade:** G8; **Range:** \$16,171-20,240 2-18-97 Endodontics

DEVELOPMENT/ALUMNI RELATIONS

Specialist: Janet Zinser

ASSOCIATE DIRECTOR IV (02222JZ) Plan and design programs and events to involve and engage alumni classes with emphasis on quinquennial reunions. Identify, recruit and provide staff to a network of alumni volunteers involved with organizing class-focused initiatives and activities. Develop and oversee a calendar of communications, meetings and events with emphasis on Homecoming and Alumni Weekend. **Qualifications:** BA/BS; Knowledge of the University and its alumni programs preferred. 5 to 7 years experience in alumni relations, public affairs, teaching, hospitality, marketing or related fields. Experience in managing volunteer organizations preferred. Capacity to deploy technological tools and electronic communications. Demonstrated knowledge of WordPerfect or similar software programs. Desk top design and publications experience desirable. Demonstrated ability to manage staff and resources for effective performance; public speaking experience helpful; excellent organizational and oral and written communication skills and demonstrated ability to provide service under pressure. (Evening and weekend work and periodic travel required) **Application deadline:** One week from posting date. **Grade:** P6; **Range:** \$32,857-42,591 2-21-97 Alumni Relations

ASSOCIATE DIRECTOR IV (02221JZ) Lead, plan, design and implement a series of programs, events and communications which involve and engage segments of the alumni constituency with special emphasis on targeted leadership groups. Identify, recruit and provide staff service to alumni relations, admissions and development. Serve as chief administrative liaison between alumni groups and the various campus departments and offices. Develop and manage budget for affinity and interest groups. **Qualifications:** BA/BS; Knowledge of Penn's alumni program preferred. 5 to 7 years experience in alumni relations, public affairs, marketing, teaching or hospitality. Demonstrated experience in volunteer management, events/project/conference planning and management. Strong financial acumen to oversee revenue and expense budgets for disparate groups and events. Excellent organizational and interpersonal skills. Capacity to deploy technology enhanced performance. Demonstrated knowledge of WordPerfect for Windows or similar software programs and database packages. Excellent communications skills, both oral and written. (Evening/weekend work and periodic travel required) **Applications deadline:** One week from posting date. **Grade:** P6; **Range:** \$32,857-42,591 2-21-97 Alumni Relations

OPPORTUNITIES at PENN

GRAD SCHOOL OF EDUCATION

Specialist: Clyde Peterson

COORDINATOR III (02156CP) (One year contingent upon funding) P3; \$24,617-31,982 2-10-97 NCOFF
ADMINISTRATIVE ASSISTANT III (0136CP) G11; \$20,497-26,008 1-23-97 IRHE
ADMINISTRATIVE ASSISTANT III (0155CP) G11; \$20,497-26,008 1-23-97 IRHE

GRADSCHOOL OF FINE ARTS

Specialist: Clyde Peterson

COORDINATOR II (02203CP) Act as chief-of-staff for graduate program; responsible for providing the director with appropriate & timely management information; manage program office; develop & maintain annual program calendar & related schedules of appointment & events; coordinate with central office in areas of budget, admissions, financial aid, registration, records, development, public relation & facilities management; coordinate with teaching staff; communicate with applicants, sponsors, current students & graduate; track & assist current students & graduates; coordinate internship & placement initiatives. **Qualifications:** BA/BS or equivalent; minimum of one-two yrs. experience in administration involving planning, scheduling, organization & analysis; proficient with Excel, Access & Word required; familiarity with University of Pennsylvania systems & procedures preferred. **Grade:** P2; **Range:** \$22,351-29,098 2-17-97 Fels Center of Government
COORDINATOR II (0183CP) (End date: 1/30/98) P2; \$22,351-29,098 1-29-97 Architectural Archives

LAW SCHOOL

Specialist: Clyde Peterson

DIRECTOR IV (02187CP) P7; \$36,050-46,814 2-12-97 Law Development & Alumni Relations
INFORMATION SPECIALIST II (0105CP) P5; \$29,664-38,677 1-9-97 Computer Services
INFORMATION SPECIALIST II (0106CP) P5; \$29,664-38,677 1-9-97 Computer Services

MEDICAL SCHOOL

Specialists: Ronald Story/Janet Zinser

RESEARCH SPECIALIST II (02231RS) Under general supervision, perform immunohistochemical tissue staining and specialized microdissection of human tissue using microtome. Study cell adhesion, angiogenesis and tumor biology. Develop and implement protocols for experiment design as well as present and attend lab meetings. **Qualifications:** BS/BA degree required; experience in biochemistry, parasitology, anatomy and physiology; thorough understanding of laboratory practices and procedures. **Grade:** P3 **Range:** \$24,617-31,982 2-21-97 Pulmonary Vascular
FISCAL COORDINATOR I (0107JZ) Perform financial & administrative duties; assist in budget preparation of initial projections; monitor budgets & reallocate funds; prepare summary activity reports, prepare & authorize financial forms & reports; exercise resource stewardship; serve as liaison with Business Services, Comptroller's, Budget Office & vendors; process payroll; coordinate service center billing. **Qualifications:** BA/BS, preferably in business or equivalent; knowledge of accounting principles & experience with computerized accounting systems/Lotus 1-2-3; familiarity with University policies & FinMis system preferred; strong communication & interpersonal skills. **Grade:** P1; **Range:** \$20,291-26,368 2-20-97 CDB
DIRECTOR VII (02214JZ) Oversee network and computer system operations at five practice locations, supervise network and computer system personnel, serve as primary liaison with HISS, DCCS and Ven-

dor Service Management, serve on applicable HISS and DCCS committees, prepare disaster response plan and oversee implementation, implement and maintain hardware/software tracking system, prepare and oversee annual operating budget, analyze current and future hardware/software requirements and make recommendations, support treatment planning network development activities, supervise response to hardware/software problems, oversee the monitoring of network performance, reliability and integrity, provide hardware/software training, create and modify user accounts, establish and maintain systems' security, prepare and maintain network architecture, management and utilization documentation, facilitate intradepartmental and WAN communications using existing and new technologies. **Qualifications:** BA/BS; MS preferred in a computer related field; 7-10 years experience in information systems; Windows NT 3.51 or 4.0 certification; experience with web-based environments and TCP/IP; knowledge of VMS, OSF/1 (Digital Unix) and Unix; experience with P.C. and Macintosh based environments. **Grade:** P10; **Range:** \$48,822-64,066 2-20-97 Radiation Oncology
INFORMATION SYSTEMS SPECIALIST II (02213JZ) Assist in establish project committee & hold regular meetings; conduct database searches on relevant medical topics; work with physicians, pharmaceuticals industry staff, information technologist, elders & others to identify & gather research, education & clinical data on selected medical topics; responsible for writing text & developing graphics for Web modules; responsible for HTML & JAVA coding of material & creation of CGI survey forms. **Qualifications:** BA/BS; Master's in science field preferred; one-three yrs. working in computer graphics related position, with at least one yr. experience creating Web sites; demonstrated writing ability; strong communications, organization & interpersonal skills essential; knowledge in software applications. (End date: 3/31/98) **Grade:** P5; **Range:** \$29,664-38,677 2-19-97 Institute on Aging

RESEARCH SPECIALIST II (111479RS) Perform specialized visual electro-physical & psycho-physical testing on patients hereditary visual impairment; interpret & analyze patient data using ERG, VER, EOG, perimetry & color testing; coordinate related patient activity; maintain records, prepare & assist with reports & letters; may supervise clinical personnel fellows; perform inventory control. **Qualifications:** BA/BS or higher degree in science-related field, preferably engineering; three-five yrs. experience in visual electro-physical or psycho-physics or related topics preferred; demonstrated interpersonal & organizational skills. **Grade:** P3; **Range:** \$24,617-31,982 2-19-97 Ophthalmology
RESEARCH SPECIALIST II (01110RS) Responsible for designing and modifying electro-physiological, optical and computerized equipment; ability to utilize multiple computing skills (including programming) in an IBM-PC environment; perform complex data analyses from biomedical engineering measurements; ability to handle mechanical and optical engineering. **Qualifications:** BA/BS or higher degree in engineering or science related field; three-five yrs. experience in computer programming, mechanical engineering and optics; knowledge of diagnostic testing equipment, databases and spreadsheets; knowledge in the area of electro-physiological and visual psychophysics preferred; knowledge of standard office procedures for research labs. **Grade:** P3; **Range:** \$24,617-31,982 2-19-97 Ophthalmology

RESEARCH SPECIALIST IV (121572RS) Design and implement development activities related to the production and purification of Adeno-associated virus (AAV); works with the development of new production and purification techniques for Adenoviruses; implement large scale growth; test the utilization of devices and processes designed for large volume, high

cell mass production; design and implement other steps in purification of AAV, Adenovirus and other viruses, such as Dnase treatment, column chromatography, and other viral purification methods; perform analysis on vectors produced, including PCR, functional assays, protein and immunological assays (Immunofluorescent Staining, ELISA and Western Blots, as needed); perform standard cloning and molecular biological techniques to construct the necessary plasmids, viral vectors, new cell lines and master cell banks (for the efficient packaging or preparation of AAV vectors); design and perform in vitro and in vivo functional assays for transgene expression. **Qualifications:** PhD in biological sciences with relevant Postdoctoral training and working knowledge of virology and molecular biology required; proven track record of research in viral based DNA vectors, such as AAV, preferred; knowledge of regulatory issues; excellent organizational, written, and oral communication skills required; ability to thrive in a challenging and fast-paced environment needed. (End date: 12/31/98) **Grade:** P6; **Range:** \$32,857-42,591 2-20-97 Institute for Human Gene Therapy

RESEARCH LAB TECHNICIAN III (02224RS) Study the effect of targeted mutations on both embryogenesis and postnatal development in the mouse; apply histological techniques such as immunohistochemistry and in situ hybridization for analysis of mutations; order supplies; make solutions; maintain mouse genotyping records; perform tissue culture and mouse embryo dissection. **Qualifications:** BA/BS in biology/chemistry or related field; course work in Genetics and Cell Motility; previous experience in laboratory is not required, but is preferred. **Grade:** G10; **Range:** \$19,261-23,999 2-20-97 Cell & Dev. Biology

NURSING

Specialist: Ronald Story

ADMINISTRATIVE ASSISTANT II (111393SH) (40 Hrs.) Coordinate administrative clerical support for the BSN/MSN Program. Respond to inquiries from undergraduate through PhD program, schedule interviews, facilitate application process and interface with program directors and other offices. Prepare mass mailings for registration and orientation. Collect student related data, compile statistics and prepare reports. Participate in on-campus recruiting events. **Qualifications:** HS diploma or related training. 2-3 years at the Administrative Assistant I level or comparable. Experience in a fast-paced environment. Strong organizational and interpersonal skills, both written and oral. Excellent telephone skills. Strong PC related skills including word processing experience at the intermediate level or above. WordPerfect for Windows 6.1 preferred. Ability to type at least 50 wpm. Familiarity with database programs, knowledge of e-mail and SRS or related tracking system. **Grade:** G10 **Range:** \$22,013-27,427 2-21-97 Nursing

PRESIDENT

Specialists: Sue Hess/Janet Zinser

ALUMNI DIRECTOR (MEDICAL DIVISION) (02219JZ) Responsible for fundraising activities with Medical School alumni including cultivation and solicitation of major gifts, annual giving, and planned gifts; directly responsible for a top campaign priority, The Twenty-First Century Endowed Scholars Fund; interact with institutional officials and faculty to stay abreast of priorities and needs; identify, enlist, motivate, and support volunteers in the overall fundraising process; direct the preparation of major proposals, solicitation letters and other cultivation and information materials for alumni prospects; assure coordination of student aid programs, Medical School annual giving, alumni major gifts and alumni donors relations. **Qualifications:** BA/BS, advanced degree desirable; 7-10 years development experience including individual major gift solicitation, preferably in an academic medical center or large scientific/health care research institution; experience with alumni

OPPORTUNITIES at PENN

fundraising, preferably for a professional school; experience in the management of a comprehensive development program and capital campaign preferable; excellent organizational skills, and communication skills - both oral and written; solid administrative skills, and capacity to work in an intensely goal-oriented environment; travel and valid driver's license required. **Grade:** P10; **Range:** \$48,822-64,066 2-20-97 Development & Alumni Relations

STAFF ASSISTANT III (02220JZ) Support the Office of the Associate Executive VP for Med Center Development and Alumni relations; organize projects; staff campaign committees; schedule meetings; prepare agendas; take minutes; draft comments; prepare written materials; oversee production of slide presentations; research, write and produce presentations and reports for AEVP; in conjunction with Executive Secretary, coordinate all activities involving Exec VP for Med Center and Health System and top volunteers; organize paper flow to ensure timely review and response on key items received; draft correspondence for AEVP and EVP as appropriate; serve as primary contact person for requests made by other offices; work with and support both executive directors on special projects. **Qualifications:** BA/B.S.; three years in an academic development setting with primary writing and special project responsibilities; excellent organizational skills, and communication skills - both oral and written; demonstrated ability to function independently, and participate in contributing to a team effort; solid computer skills; knowledge of software programs such as WordPerfect, Excel, Filemaker Pro. **Grade:** P3; **Range:** \$24,617-31,982 2-20-97 Development & Alumni Relations

ADMINISTRATIVE ASSISTANT I (02200JZ) Provide administrative clerical support to the Director of Med Alumni Events and Financial Administrator for Med Center Development; compose, proof and edit correspondence; schedule and coordinate meetings; coordinate events mailings; establish guidelines for receipt of event registrations; coordinate and process financial paperwork and purchasing requests using FinMIS; process telecommunications and facilities requests; order and maintain office supplies; answer telephones. **Qualifications:** High school diploma; 2 years of administrative clerical experience; knowledge of University financial policies and procedures a plus; sensitivity to confidential materials; ability to handle multiple projects simultaneously; excellent organizational and interpersonal skills; proficient in the use of Macintosh computers and related database/office software (Filemaker Pro, Label Maker, Microsoft Office - Word and Excel); willingness and availability to work occasional evenings and weekends. **Grade:** G9; **Range:** \$20,130-25,133 2-20-97 Development & Alumni Relations

PROVOST

Specialist: Clyde Peterson

CUSTODIAL WORKER (0226RS) Perform variety of custodial tasks under supervision of contractual supervisor; keep floor equipment, operating rooms, recovery stalls, and related areas clean; maintain laboratories, offices, and public areas etc; report malfunctioning equipment; work schedule 3-11 pm. **Qualifications:** High school grad or equivalent; familiarity with all types of cleaning equipment; experiences in hospital cleaning environment preferred; able to lift up to 50 lbs; able to work flexible schedule; valid driver's license required; ability to tolerate post surgical clean-up required; on-call duties and occasional weekends may be required. **Grade:** G5; **Range:** \$14,714-18069 2-20-97 Large Animal Hospital

ASSOCIATE DIRECTOR VII (02190CP) Assist in the management & production of the statistical analysis of the Office of Institutional Research & Analysis; consult with users & providers to assess their specific data needs & availability of data; lead com-

puter programming of three research analysts & review results of this work; supervise activities of AA in the assembly, printing & dissemination of statistical analyses; assist in preparing budget for the Office & suggest ways to improve resource utilization; engage in original research using an array of scholarly statistical software; responsible for leading the staff in preparing reports for senior managers & external agencies. **Qualifications:** Master's degree; PhD preferred; five or more yrs. experience in higher education preparing analyses in support of institutional planning; extensive knowledge of University administrative issues, research design, analysis & presentation required; strong skills in research methods & data analysis including use of descriptive & inferential statistics & statistical forecasting; strong writing & oral communication skills required; managerial experience in an educational institution, experience in use of SAS or other statistical packages, ability to use graphical software on variety of platforms; previous work with large relational databases & extracted flat files. **Grade:** P10; **Range:** \$48,822-64,066 2-17-97 Institute for Research & Analysis

COORDINATOR I (02186CP) Assist with general organizational & maintenance of the collections in storage; facilitate movement of collection between museum departments; supervise on-going collection computer inventory project on Argus database; assist with cataloguing of new acquisitions & update files (on paper & on-line) In America Section & Registrar's Office; assist with daily supervision of interns, work-study & volunteer working on variety of projects involving computer inventory, registration & collections research; assist keeper in providing access to collections for visiting researchers, student & faculty; respond to written inquiries about collections; coordinate with Photo Archives & Photo Studio in granting reproduction rights & photographic services. **Qualifications:** BA/BS with work in anthropology preferred; minimum one yr. museum experience desirable; Argus skills helpful; ability to work under pressure; good interpersonal, organizational & writing skills essential; general knowledge of America cultures preferred. (*On-going contingent upon grant funding*) **Grade:** P1; **Range:** \$20,291-26,368 2-17-97 Museum

COORDINATOR I (02201CP) Organize collection in storage with view to maximize preservation & accessibility; plan, along with Conservation Department numbers & type of storage units required; help to prepare grant proposals; order supplies; monitor physical condition of collection; supervise volunteers & work-studys; design program for Section's inventory & oversee entry of inventory data into Argus database as storage is reorganized; answer scholarly requests for information about collection & arrange access to collection for visiting scholars; respond to preliminary inquiries from potential borrowers regarding scope of collections & availability of specific artifacts; when loan agreed upon, locate objects & supply information about them for borrower; appraise collections for insurance purposes. **Qualifications:** BA/BS; preferably graduate work in anthropology or art history; one yr. experience in collections management, preferably with ethnographic collections; knowledge of Argus preferred; broad knowledge of material culture Africa; organizational, supervisory & collaborative abilities necessary. (*On-going contingent upon grant funding*) **Grade:** P1; **Range:** \$20,291-26,368 2-17-97 Museum

HEAD COACH B (02206CP) Manage, direct & coach the Men's Squash team; responsible for the recruitment, training & counseling of student-athletes & actively participate in alumni relations & fund raising for the squash programs; work closely with the women's squash coach to coordinate program needs. **Qualifications:** BA/BS; previous experience playing & coaching required, preferably on college or national level; must possess ability to counsel students & motivate recruits, players, students & alumni to sup-

port program; demonstrated management skills & experience w/academic advising desirable. **Grade:** P6 **Range:** \$32,857-42,591 2-18-97 DRI

HEAD COACH B (02207CP) Manage, direct & coach the Women's Tennis program; responsible for the recruitment, training & counseling of student-athletes & actively participate in alumni relations & fund raising for women's tennis; cooperate with the men's tennis & Men's and Women's Squash coaches to coordinate programs. **Qualifications:** BA/BS; previous experience playing & coaching required, preferably on college level; must possess ability to counsel students & motivate recruits, players, students & alumni to support program; experience w/ facility management & computer systems preferred. **Grade:** P6 **Range:** \$32,857-42,591 2-18-97 DRIA

INTERN ATHLETICS (02208CP) assist Associate Director with maintenance of compliance & eligibility files & records; develop & update computer programs for use in the data collection & processing of information pertinent to the department's compliance function with regard to Ivy, NCAA and ECAC policies, rules & regulations; coordinate meetings with coaches & student-athletes; monitor distribution and/or collection of eligibility & compliance forms. **Qualifications:** BA/BS; strong computer skills required; demonstrated ability to handle database & word-processing programs; knowledge of the full Microsoft Office package helpful; experience with NCAA Compliance Assistance Software Program preferred; willingness to work evenings & weekends essential. **Grade:** Range: \$10,000 2-18-97 DRIA

PROGRAMMER ANALYST II (02204CP) Responsible for development & support of Network applications which service the University & Internet communities; applications include authentication, authorization, directory & list services; position will analyze, design, program & maintain client & web-based applications which rely heavily on database & network interfaces; assist in database design & maintenance; maintain working knowledge of system development tools; participate in question/answer reviews; oversee service-specific user committee. **Grade:** P6; **Range:** \$32,857-42,591 2-17-97 Networking

LIMITED SERVICE (SALES CLERK) (02194CP) Responsible for ticket sales through window, telephone & mail orders; reconcile money taken in with ticket audit stubs; prepare statistical reports & mailing lists. **Qualifications:** High school graduate or equivalent, college degree preferred; demonstrate ability to reconcile money taken in with ticket stubs; previous sales experience in similar setting helpful; good telephone manner & ability to work under pressure required; willingness to learn computerized box office system. (*Work schedule: 12:00-6:00 PM, some evenings & weekends required*) **Grade:** G5; **Range:** \$7,074-8,687 2-17-97 Annenberg Center

LIMITED SERVICE (THEATRE TECHNICIAN) (02195CP) Assist in various technical & support functions; work with theatrical equipment; assist student & professional groups with preparing their presentations; routine maintenance of theatrical & associated shop equipment; oversee rehearsals. **Qualifications:** BA/BS or equivalent; preferably in theatre or technical theatre; at least two yrs. experience working in technical aspects of theatre required; experience with industrial shop & technical equipment shop. **Grade:** G8; **Range:** \$8,885-11,121 2-20-97 Annenberg Center

VETERINARY SCHOOL

Specialist: Ronald Story

LARGE ANIMAL ATTENDANT I (02209RS) Perform variety of duties involving the daily care & feeding of animals & the cleaning and upkeep of stall facilities; assist in moving large animal patients; feed animals & assist in monitoring of general health condition; assist in positioning animals in operating room; assist w/ removal of down or dead animals; operate motorized equipment, including fork lift, tractor, & standard dump truck; related duties as assigned. (*Position located in Kennett Square - No public transpor-*

OPPORTUNITIES at PENN

tation available) **Qualifications:** HS grad; 1-3 years experience working with large animals; mechanical aptitude; flexibility in hours as overtime may be required; valid driver's license required; ability to perform strenuous work. **Grade:** G5; **Range:** \$14,714-18,069 2-18-97 Large Animal Hospital-NBC

VICE PROVOST/UNIVERSITY LIFE

Specialist: Clyde Peterson

PLACEMENT COUNSELOR SR. (02205CP) Advise students on career interests and admissions criteria for graduate & professional schools (pre-health/pre-law); keep abreast of info about trends in these professions and requirements for admission; organize and lead seminars; counsel students and alumni; interact with University personnel and graduate school representatives to learn information and to advocate for Penn affiliates; participate in the writing of Health Professions Advisory Board letters. **Qualifications:** Masters degree required; strong counseling skills, with sensitivity to the needs of diverse student populations essential; excellent writing and analytical skills are a must; computer experience desirable; willingness to learn essential; knowledge about law and health professions desirable; experience in student services or academic advising; knowledge of other graduate programs a plus. **Grade:** P5; **Range:** \$29,664-38,677 2-18-97 Career Planning & Placement

WHARTON SCHOOL

Specialist: Janet Zinser

INFORMATION SYSTEMS SPECIALIST II/III (92227JZ) Provide computing consulting support for faculty in the Legal Studies Department. Assist faculty in the use of computing systems, software and hardware, including PCS and UNIX workstations. Manage local area network for department, Novell with migration to NT. Supervise student workers. Plan and deploy computing resources to support faculty and augment existing computing environment. Formulate and implement computing solutions and strategies for department faculty. Provide computing support for Wharton faculty and student instructional requirements. Assist students and faculty in the use of computing systems, software and hardware, including PCS, Local Area Networks and UNIX workstations, laboratory computers and classroom stations. **Qualifications:** Strong interpersonal skills. Ability to work and communicate with users with a wide range of technical expertise. Strong organization and leadership aptitude. Ability to deliver quality service while working independently. P5 position: 4 years progressively responsible experience required. P7 position: 5 years progressively responsible experience in many facets of computing support and/or programming. Familiarity with end-user computing requirements in a teaching and research environment. BA/BS degree or equivalent. Operating Systems: MS-DOS, UNIX, MAC OS, Windows; Networking Systems and Standards: TCP/IP, IP, X-windows, Ethernet; Languages: C++, Visual Basic; PC Applications: Extensive experience with many PC applications, eXceed/W or other X server software; Statistical and Modeling Software: SAS, Mathematics, Gauss, Matlab; Hardware: Knowledge of IBM PCS compatibles, Macintosh computers, UNIX workstations, including peripherals. **Grade:** P5/P7; **Range:** \$29,664-38,677/\$36,050-46,814 2-21-97 Wharton Computer and Information Technology

INFORMATION MANAGEMENT SPECIALIST I (02229JZ) Provide technical support for classroom technology to faculty, students and corporations. Resolve desktop, network and multimedia hardware and software problems. Evaluate and recommend new technology. Ensure systems function properly on

a day to day basis. Train faculty on the use of classroom systems. **Qualifications:** Bachelor's degree preferred. 2-3 years experience in computing and multimedia support. In-depth knowledge of Windows/Intel computer systems. working knowledge of word processing, spreadsheet, electronic mail and WWW. Demonstrated skill in computer troubleshooting and diagnostics. Knowledge of data networks, telecommunications or electronics helpful. Experience with projections and video editing useful. Excellent customer service skills. Exceptional organizational and communication (both oral and written) skills. Ability to work independently and as a member of a team. Ability to work well under stress, work extended hours and occasional weekends. Physical able to lift 50 pounds (Due to academic calendar, vacation may not be taken from August through September) **Grade:** P4; **Range:** \$26,986-35,123 2-21-97 Wharton Computer and Information Technology

ASSOCIATE DIRECTOR V (02217JZ) Responsible for the design, development & implementation of customized executive education programs; work with client & Academic Director to develop a program & ensure accomplishments if its objectives; manage program delivery team & ensure smooth implementation of program. **Qualifications:** BA/BS; advance degree in education or business related field or equivalent; five-seven yrs. experience in designing & or teaching middle to senior level executives; innovative approach to educational & management problems; strong business & computer skills. **Grade:** P7; **Range:** \$36,050-46,814 2-20-97 Aresty Institute

COORDINATOR III (01141JZ) Oversee day-to-day management of a significant new research program being jointly sponsored by two of Wharton's research Centers, Risk Management & Decision Processes Center & Financial Institutions Center; administrative logistic support including budgets, data bases & conferences; coordinate internal & external communications, including meetings, program reports & publications. **Qualifications:** BA/BS; two-four yrs. administrative experience; previous Wharton or university of Pennsylvania work experience a plus. (*On-going contingent upon grant funding*) **Grade:** P3; **Range:** \$24,617-31,982 2-5-97 WFIC

PROGRAMMER ANALYST II/III (02216JZ) Develop & maintain On-line Trading System in support of Trading & Investing curriculum; develop & maintain high-profile school-wide applications to enhance the value of computing environment; interact with high level students & faculty; provide high level, expert problem solving for other technical professionals. **Qualifications:** BA/BS in computer science or related fields; demonstrated ability to work in a team; creative ability to take full advantage of new technologies; demonstrated self-starter; ability to work independently. **PROG. ANA. II:** Two-three yrs. progressively responsible experience. **PROG. ANA. III:** Four yrs. progressively responsible experience. (*Grade level will depend on expertise & years of experience*) **Grade:** P6/P7; **Range:** \$32,857-42,591/\$36,050-46,814 2-20-97 WCIT

RESEARCH SPECIALIST I (01140JZ) Participate on research teams & support preparation of related research papers, industry presentations & academic convocations; perform searches & data analysis. **Qualifications:** BA/BS in economics, business of engineering; one yr. related experience or equivalent: strong quantitative (some statistics-economics & mathematics-calculus) & computer skills (WordPerfect & Excel) familiarity with Lexis/Nexis, ABI & Internet a plus. (*On-going contingent upon funding*) **Grade:** P2; **Range:** \$22,351-29,098 2-17-97 Finance Institution Center

Classified

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

A-3 Assembly

For the February 27 Meeting, Some Members' Questions on the Benefits Redesign Plan

Following are some of the questions and comments received by A-3 Assembly Chair Karen E. Wheeler in advance of the open membership meeting scheduled for Thursday, February 27, noon to 1:30 in the Bowl Room of Houston Hall. See also school and center meetings scheduled for staff, page 15. —Ed.

- How do the proposed changes in the benefits redesign plan fit into President Rodin's *Agenda for Excellence* plan?
- How is it that the high level of current employee benefits cost negates Penn's ability to meet such priorities as...competitive salaries for faculty/staff?
- I'm concerned about the phrase used with regard to making benefits "more cost-effective." It's used many times when referring to downsizing/restructuring.
- The report mentions...employee payroll contributions for all health insurance plans returning to the University's policy in effect between 1980 and 1994. Exactly what was the University's policy at that time?
- What are the "special qualifying courses" being developed regarding CGS/Wharton? And what is meant by "developed"?
- Who will mandate/oversee these special qualifying courses? The Deans of Wharton/CGS, academic advisors?
- How many courses will be required to take before acceptance into CGS or Wharton? And, will there be a required sequence of classes to take in order to meet the qualifications of acceptance into these two schools?
- Why are graduate tuition benefits for spouses and dependents being eliminated? Why not "grandfather" the benefits....? [Ed. note: This question was also among those asked at PPSA; see p. 4.]
- On page S-3 top right, what is meant in the wording "tuition benefits should be available only to employees whose salary is subject to the University's employee benefits rate?"
- Why are "summer hours" being eliminated? The elimination of summer hours in the long run is not in the best interest of employees, but more so to the University.
- On page S-3...it is stated that "summer hours" has contributed to the costly administrative complexity of accounting for employee time off. In plain English what does this mean? Are you saying that the University is "losing" money? If so, how is that? If anything, I would think that this helped the University not lose money.
- Why are personal days and floating days being combined with regular vacation time off?
- Why has it been 15 years since the benefits package been reviewed? What is the "norm" with regard to a time frame in which the benefits package will be reviewed in a timely fashion for the future and not let another 15 years pass by?
- It's mentioned...that employee contribution [to health benefits] in the private sector ranges up to 20% or higher with limited choices. In that case, let's be mindful that private sector salaries in comparison to salaries of A-3's at Penn are higher too!

Benefits Redesign Briefing Schedule for Staff *

Date	Time	Group	Location
Meetings Held to Date			
2/13	3:00-4:00 PM	A-1 Executive Council	Business Services Conference Room
2/17	12:00-1:00 PM	A-1 staff (PPSA)	Houston Hall, Bodek Lounge
2/18	12:00-1:30 PM	A-3 Executive Council	Franklin Bldg., 1st Floor
2/18	1:30-3:00 PM	Development staff	Faculty Club, Alumni Hall
2/19	9:00-10:30 AM	Development staff	Faculty Club, Alumni Hall

Upcoming Meetings (as scheduled 2/24; groups will be notified if changes are made)

2/25	3:00-4:30 PM	VP Finance staff	Faculty Club, Alumni Hall
2/26	2:00-3:00 PM	GSE staff	213 Steinberg Conference Center
2/27	9:00-10:30 AM	CGS staff	TBA
2/27	12:00-1:30 PM	A-3 staff (A-3 Assembly)	Houston Hall, Bowl Room
2/27	9:00-10:00 AM	Facilities Management	Faculty Club, Alumni Hall
2/28	9:30-11:00 AM	Law School staff	TBA
2/28	3:00-4:30 PM	School of Social Work staff	TBA
TBA	TBA	Presidents Office staff	TBA
3/03	3:00-4:00 PM	School of Nursing staff	Room 216 NEB, 2nd Floor

* School briefings for faculty members are being announced to the faculties by their deans.

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 **February 10 through February 16, 1997**. Also reported were **Crimes Against Property**, including 26 thefts (including 2 burglaries, 2 thefts of auto, 5 of bicycles & parts, 5 incidents of criminal mischief & vandalism; 1 incident of trespassing & loitering. Full crime reports are in this issue of *Almanac* on the Web (www.upenn.edu/almanac/v43/n23/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 **February 10 and February 16, 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-3

02/13/97	6:22 PM	Grad B	Unwanted phone calls received
02/14/97	2:44 AM	Grad B	Unwanted phone calls received
02/14/97	5:28 PM	3423 Walnut St.	Gap/employee threatened by patrons.

38th to 41st/Market to Baltimore: Robberies (& attempts)-1; Threats & harassment-3

02/13/97	1:14 AM	3900 Blk Sansom	Various items taken
02/13/97	4:07 AM	Harrison House	Unwanted phone calls received
02/13/97	4:25 AM	Low Rise North	Unwanted e-mails received
02/13/97	10:20 AM	Harnwell House	Unwanted phone calls received

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

02/15/97	11:57 PM	4201 Chestnut	Diner & customers robbed/ 4 apprehensions
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30th to 34th/Market to University: Threats & harassment-1

02/10/97	11:15 AM	LRSB	Complainant reports threat note left in desk
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Outside 30th - 43rd/Market-Baltimore: Sexual assaults-1; Robberies (& attempts)-1; Simple assaults-1; Threats & harassment-1

02/10/97	5:23 AM	College of NJ	Unwanted e-mail sent from Penn account
02/11/97	2:21 AM	20th/Walnut	Male assaulted by bouncer
02/11/97	1:45 PM	4311 Locust St.	Complainant reports being assaulted
02/14/97	11:16 AM	1300 Blk Spruce	Wallet taken

Crimes Against Society

38th to 41st/Market to Baltimore: Disorderly conduct-1

02/14/97	11:42 PM	230 s 40th St.	Male arrested/transported to 18th/ released
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41st to 43rd/Market to Baltimore: disorderly conduct-1

02/12/97	10:38 PM	43rd & Pine	Male assaulted by suspect
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18th District Crimes Against Persons

6 Incidents, 2 Arrests reported between **February 10 and 16, 1997**, by the 18th District; covering Schuylkill River to 49th Street, Market Street to Woodland Avenue.

02/11/97	9:00pm	4838 Spruce	Robbery	
02/12/97	2:59pm	808 47th	Robbery	Arrest
02/13/97	1:14am	3900 Sansom	Robbery	
02/15/97	11:00pm	3300 Market	Robbery	
02/15/97	12:01pm	4201 Chestnut	Robbery	Arrest
02/16/97	7:30pm	1300 Melville	Aggravated Assault	

Gyms' Special Schedules

Gimbel Gym and Sheerr Pool will be closed to users all day Friday, *February 28* and Saturday, *March 1* (for the PIAA Swimming Championship), but the Hutchinson pool will be open Friday, *February 28*, 7-8:30 a.m., and noon-7 p.m. On *March 1*, both the gym and pool at Hutchinson will be open noon-7 p.m.



Reminder: Spring Break

Spring Break 1997 begins with the close of classes on *Friday, March 7*, and concludes with the start of classes *Monday, March 18*. *Almanac* will publish during the break this year.

Update

FEBRUARY AT PENN

TALKS

26 *What Is A Narrative Fact?*; Jerome S. Bruner, NYU; 5 p.m., Room 110, Annenberg School (Annenberg Scholars Conference).

27 *The New Consensual Banality*; Joe Klein, C'68; *New Yorker* columnist; author of *Primary Colors*; 4 p.m.; Room 110, Annenberg School (SAS Alumni Lecture Series).

Acts of the Apostle Philip, the Story of a Recent Discovery; François Bovon, Harvard; 7-9 p.m.; Woody Room, Van Pelt Library (Religious Studies).



Almanac

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

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March

AT PENN

ACADEMIC CALENDAR

7 Spring Break begins at close of classes. Classes resume March 17.
24 Advanced Registration for fall and summer classes. Through April 6.

CHILDREN'S ACTIVITIES

1 Foreign Fashions; kids ages 8-12 learn about clothing and textiles from Southeast Asia and make a *kalaga* (Burmese wall hanging); 10 a.m.-noon; University Museum; registration: 898-4016; \$5/materials fee.

Everybody Makes Music

Concerts for kids, accompanied by an adult; 1 p.m.; \$6, \$3/children under 12.
8 Leon Bates; concert pianist who studied at Settlement Music School and Temple's Boyer College of Music compares classical Western music and traditional jazz; Hopkinson Hall, International House, 3701 Chestnut St.
22 Native American Traditions; Troy Richardson performs on Native American instruments and Mardella Lowry and her granddaughter demonstrate legend-telling and lead the audience in traditional dances; MTI, 3700 Chestnut St.

EXHIBITS

Admission donations & hours

Arthur Ross Gallery, Fisher Fine Arts Library: free, Tues.-Fri., 10 a.m.-5 p.m., Sat. & Sun., 12-5 p.m.
Burrison Gallery, Faculty Club: free, Mon.-Fri., 9:30 a.m.-7:30 p.m.
Esther Klein Gallery, 3600 Market: free, Mon.-Fri., 9 a.m.-5 p.m.
Institute of Contemporary Art: \$3, \$1/students, artists, seniors, free/members, children under 12, with PennCard, and on Sundays 10 a.m.-noon; Thurs., 10 a.m.-7 p.m.; Wed.-Sun., 10 a.m.-5 p.m.; closed: Mon. & Tues.
Meyerson Hall Galleries: free, Mon.-Sat., 9 a.m.-5 p.m.
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.
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.

Upcoming

3 Woods, Rocks—Earth's Treasures; photographs by Jeannette Flamm, former Grad School of Fine Arts development officer, who now teaches photography in the Philadelphia School System in association with the Graduate School of Education's "Say Yes to Education" program; opening reception, March 4, 4:30-6:30 p.m.; Burrison Gallery, Faculty Club. Through March 28.
17 Graduate School of Fine Arts MFA Thesis I Exhibition; sculpture, painting and mixed media works by the nine 1997 MFA candidates; reception, March 21, 5:30-8 p.m.; Meyerson Hall Gallery. Through March 26.

Now

Cathleen Hughes: Earth Notes; reception, 5-7 p.m.; Esther Klein Art Gallery. Through March 5.
Women in the Civil Rights Movement; Seminar Room 403, Van Pelt-Dietrich Library. Through March.
Three Video Installations by Maureen Connor, Tony Oursler and Winifred Lutz; ICA. Through April 13.



Obie Award-winner, actor, writer and performer, Spalding Gray brings his latest in a series of monologues, *It's A Slippery Slope*, to the Annenberg Center for two wry, satiric performances. The latest chapter in the ongoing story of his life recounts his efforts to learn to ski late in life and works in accounts of his struggle to keep his balance during the major turbulence in his personal life. See On Stage.

Mongolia Observed: Photographs by Robert McCracken Peck; Sharpe Gallery, Museum. Through April 20.
Treasures of Asian Art: Masterpieces from the Mr. and Mrs. John D. Rockefeller 3rd Collection of the Asia Society; Arthur Ross Gallery. Through April 20.
Fort Mose: Colonial America's Black Fortress of Freedom; Dietrich Gallery, Museum. Through April 27.
Watercolors: Medicinal Plants of Shakespeare; Morris Arboretum. Through June 1997.
Time and Rulers at Tikal: Architectural Sculpture of the Maya; Museum. Through Fall 1997.

Ongoing

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

University Museum Tours

Meet at the main entrance; 1:30 p.m.
1 The Kingdoms of Africa.
2 Dragons and Dynasties: The Chinese Collection.
8 Egypt: The Land of the Pharaohs.
9 Ritual and Survival in Alaska.
16 Highlights of the Collection.
22 The World of the Hopi, Zuni, Navajo and Apache.
23 Ancient Iraq: Cradle of Civilization.

FILMS

Margaret Mead Film Festival

Screenings at the University Museum; daytime films: free with admission donation (see Exhibits), evening films: \$5, \$2.50/Museum members, full-time students with ID and seniors.
1 Pacific Island Cultures; Singsing Tumbuan/Mask Dance (Berman, 1995), Islands on the Edge of Time (Heddle, 1995), Then There Were None (Lindsey, 1995); 1:30 p.m.
Reevaluating Traditional Roles; White Shamans and Plastic Medicine Men (Macy and Hart, 1996), Me and My Matchmaker (Wexler, 1996), Chastie/Paradise (Dvortsevov, 1995); 7:30 p.m.
2 Fake Documentary; Bontoc Eulogy (Fuentes, 1995), My Life as a Poster (Talukdar, 1995), The WAPRA Report (Koesis, 1996); 1:30 p.m.
From the Point of View of Women; Hopes Soaring High (Drishi Collective, 1994), Margaret Mead: An Observer Observed (Yans-McLaughlin, 1996); 7:30 p.m.

Neighborhood Film/Video Proj.

Neighborhood Film/Video Project (NFVP) films and film series and Philadelphia Independent Film/Video Association (PIFVA) programs at International House; full descriptions: 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.

• NFVP Film Screenings

7 One Fine Day (Hoffman, 1996, USA); open captioned; 6 p.m. March 8, 3:30 p.m.



Old favorites and newcomers from both sides of the Atlantic bring the sounds of Ireland to the Folklife Center's Tenth Annual Celtic/Appalachian Celebration. In its Philadelphia debut, critically acclaimed Sligo band, Dervish—(above, left to right) Brian McDonagh, mandola; Liam Kelly, flute; Shane McAleer, fiddle; Shane Mitchell, accordion; Cathy Jordan, vocals, bodhran and bones; and Michael Holmes, bouzouki—plays fast and highly skilled traditional Irish music. Also in the line up: perennial hosts Mick Moloney on tenor banjo and mandolin and fiddler Eugene O'Donnell; singer/songwriter Tommy Sands; piper Gerry O'Sullivan; and percussive dance group Footworks. Show on March 16, two performances only. See Music.

MUSIC

12 Anna (Mikhalkov, Russia, 1996); 7 p.m.; March 13, 9 p.m.; March 14, 1 & 6:30 p.m.; March 15, 2:30, 6:30 & 8:30 p.m.
27 Umm Kulthum: A Voice Like Egypt (Goldman, USA, 1996); with the director on March 27; 7 p.m. March 28, 1 p.m.; March 29, 5:30 p.m.; March 30, 7:30 p.m.
Halfaouine—Boy of the Terraces (Boughedir, Tunisia/France, 1990); 9 p.m. March 29, 9:30 p.m.; March 30, 5:30 p.m.
28 The Silences of Palaces (Tlatli, Tunisia, 1994); winner 1994 Camera d'Or at Cannes; 7 & 9:30 p.m. March 30, 3 & 9 p.m.; March 31, 6 & 8:30 p.m.

• NFVP Film Series

◦ Contemporary Egyptian Cinema
Co-sponsors: Middle East Center and American Research Center in Egypt.

1 Life...My Passion (Ali Ahmed, 1995); 2 p.m. March 2, 7:30 p.m.
Beggars and Noblemen (al-Bakri, 1991); with the director; 5 p.m.
Asphalt Kings (Fawzi, 1995); with the director, Mar. 1; 8 p.m. Mar. 4, 7 p.m.
2 Filmmakers Roundtable; discussion with Khairy Bishara, Usama Fawzi and Asma al-Bakri; 2-4 p.m.
America Abracadabra (Bishara, 1993); 5 p.m.
3 On Boys, Girls, and the Veil (Nasrallah, 1995); 7 p.m.
4 Contemporary Egyptian Cinema; seminar with Yehia Azmi, High Cinema Institute in Cairo and Viola Shafik, authority on Khair cinema, discuss Egyptian film from 1980 to the present; 4:30-6:30 p.m.
◦ Philadelphia Connections
6 Girls Like Us (Wagner and DiFelicianantonio, 1996); with the directors on March 6; winner of the Grand Jury Prize for Documentary at the 1997 Sundance Film Festival; 7:30 p.m. March 7, 1 & 8:15 p.m.
18 Gone West! Works from the Philly Indie Diaspora; Bottoms Up (Saunders & Seckinger, 1996), Egyptland (Kowalski & Bridges, 1996), Happily Ever After (Perlson, 1996); with Kowalski and Perlson; 7:30 p.m.

◦ Films by Russian Women: The Best of Three Decades

8 Brief Encounters (Muratova, 1967/86); 7:30 p.m. March 14, 8:30 p.m.
The House Built on Sand (Adomenaite, 1991); 9:30 p.m. March 13, 7 p.m.
12 Elixir (Eytteeva, 1995); with shorts Larisa (Klimov, 1980) and One Doll's Story (Sviridova, 1995); 9 p.m. March 15, 4:30 p.m.

◦ Classic Academies Weekend

14 Suspicion (Hitchcock, UK, 1941); 10:30 p.m.
15 Casablanca (Curtiz, USA, 1942); noon.
The Wizard of Oz (Fleming, USA, 1939); 10:30 p.m.
17 Citizen Kane (Welles, USA, 1941); 7 p.m.

• PIFVA Programs

Info/registration: 895-6594.
2 ITVS Open Meeting; 10 a.m.-noon; Register by February 28.
8 Producing the Documentary; with Lise Yasui; 10 a.m.-4 p.m.; register by Feb. 28: \$45, \$35/members and students with ID; after Feb. 28: \$55/\$45.
15 Business & Legal Pitfalls of Independent Filmmaking; with Alexander Murphy, Jr., Esq.; 10 a.m.-4 p.m.; register by Mar. 7: \$45, \$35/members and students with ID; after Mar. 7: \$55/\$45.
26 PIFVA Open Screens; works completed and in progress; 7 p.m.

MUSIC

1 Relâche; highlighting female composers and Philadelphia premiere of a performance of Vivian Fine's new opera; Harold Prince Theatre; \$25/first row, \$15/all others, \$10/students; information: 574-8246.
9 Huun-Huur-Tu; Tuvan group performs multiton throat singing celebrating the natural beauty of their republic which borders Mongolia and Siberia; 7 p.m.; International House; \$15, \$13/students and seniors, \$10/members; tickets: 893-1145 (Folklife Center).
16 10th Annual Celtic/Appalachian Celebration; music and dance by artists from Ireland and America; 2:30 and 7 p.m.; International House; \$15, \$13/students and seniors, \$10/members; tickets: 893-1145 (Folklife Center).
23 Members of Atzilut; ancient and contemporary musical traditions of the Middle East; Museum Sunday Concerts in the Galleries series; 2:30 p.m.; University Museum; free with admission donation (see Exhibits).

Curtis Organ Concerts

Recitals at Irvine Auditorium; 12:05 p.m.
5 Ron Coles.
19 Steven Henley with guest flautist.
26 Peter Stickney and Diane Legnini.

ON STAGE

1 Mystery Repeats Itself; Mask and Wig Club's 109th annual production; dinner show; cocktails, 6:30 p.m.; dinner, 7:30 p.m.; curtain, 8:30 p.m.; \$50; Mask and Wig Club House, 310 S. Quince St.; tickets/information: 898-6791. Show repeated March 21 & 22, 8 p.m., Annenberg Center, \$20. Club House Show repeated April 3 & 4.
3 Previewers; Philadelphia Festival Theatre for New Plays' monthly reading of a new play; 7 p.m.
5 It's a Slippery Slope; storyteller Spalding Gray's newest work; 8 p.m.; Zellerbach Theatre. Repeated March 6, 8 p.m.

• NextMove Festival '97

Dance performances at 8 p.m.; Harold Prince Theatre; \$15, \$10/students and seniors.
4 Philly Up First: "15 Minutes"; solo performances by Karen Bamonte, Robert Burden, Jr., Rennie Harris, Hiroko Kawai, Ilse Pfeifer and Melanie Stewart representing major local dance influences (Asian, German Expressionist, Hip Hop and more) and paying tribute to Warhol's "fame" quote. Repeated March 5 & 6.
7 Perks Dance Music Theatre; illusionary pieces by the innovative New York dance troupe from the same background as Pilobolus, Momix and Iso. Repeated March 8 & 9.
11 Kabuki-Menco Visual Theatre; multimedia dance artist Kathy Rose's new work Kleopat' Ra combines movement and film. Repeated March 12 & 13.
14 Jan Erkert & Dancers; Philadelphia debut of this rising dance star who expands the art's subtle language. Repeated March 15 & 16.

SPECIAL EVENTS

5 Calligraphy Presentation with Visiting Zen Master; gallery demonstration features Fukushima Keido, Chief Abbott of the Tofokuji sect of Rinzaï Zen Buddhism, and one of Japan's leading calligraphers; 12-2 p.m.; Chinese Rotunda, University Museum (Museum; Center for East Asian Studies).

14 Beer Dinner: America Knocks Off Belgium; beer expert Michael Jackson hosts the dinner and beer tasting featuring Belgian brews and Belgian-style American microbrews; 7 p.m.; University Museum; \$150/couple, \$85/person; Museum members: \$135/couple; \$75/person; reservations: 898-4890.
15 Beer Tasting: America Knocks Off Belgium; Book and the Cook event; Michael Jackson hosts the informal tasting of over 100 microbrews; sessions at 1, 3:30 and 6 p.m.; University Museum; \$30/person, \$25/Museum members and seniors; must be at least 21 years old to attend; reservations: 898-4890.
17 St. Patrick's Day Buffet; 5:30-8:30 p.m.; Faculty Club; price/reservations: 898-4618.
25 African American Music and Dance: Scattin', Steppin' & Tappin'; 1997 Scholar-in-Residence Program; Robert O'Meally, Columbia, and author of Lady Day: The Many Faces of Billie Holiday and The Craft of Ralph Ellison, and Jacqui Malone, CUNY-Queens, and author of Steppin' On the Blues: The Visible Rhythms of African American Dance, give lectures and lead workshops; see also Talks and Fitness/Learning; information: 898-4965 (Afro-American Studies). Through March 26.

SPORTS

1 Men's Tennis vs. George Washington, noon; Men's Tennis vs. St. Bonaventure, 5 p.m.; Levy/Lott Courts.
Men's Basketball vs. Columbia, 7 p.m.; The Palestra.
PIAA Swimming Championship; Gimbel Gym.
7 EIWA, Wrestling, 10:30 a.m.; The Palestra. Continues March 8.
22 ECAC, Women's Gymnastics, 1 p.m.; Hutchinson Gym.



At the Burrison Gallery in the Faculty Club, Jeannette Flamm shows Woods, Rocks—Earth's Treasures. The photos show her love of discovering unusual examples of natural beauty: heart-shaped rocks, landscapes changed by the seasons. See Exhibits.

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

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 March 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 April at Penn calendar.

FITNESS/LEARNING

English Language Programs Evening Course Registration; classes meet 6-8:30 p.m.; TOEFL Preparation, Mon. & Wed., Mar. 24-Apr. 23, \$290; Speaking and Listening, Tues. & Thurs., Mar. 25-Apr. 24, \$290; Business Writing, Thurs., Mar. 27-Apr.24, \$145; \$10 fee for late registrants; info: 898-8681.

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).

Internet Search Tools; 7-8 p.m.; Class of '55 Conf. Room, Van Pelt-Dietrich Library (Van Pelt Reference).

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

Confidential Childhood Sexual Abuse Survivors' Group; 6-7:30 p.m.; Penn Women's Center; register: 898-8611; registration deadline: March 18. Weekly through April 17.

Winter Kayaking; 7:30-9:30 p.m.; Gimbel Gym; \$300, \$250/Penn faculty, staff & students; registration: 898-6101; info: 1-800-20KAYAK. Continues March 22 & 23, 8 a.m.-noon (Recreation).

Dance Workshop with Jacqui Malone; 7:30 p.m.; Multipurpose Room, DuBois House (Afro-American Studies).

College of General Studies

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

Time Management; Fund-Raising Certificate Program elective; 9:30 a.m.-3:30 p.m.; \$75.

Look Good, Sound Great, Act Smart: A Practical Guide for Business Professionals; FRCP elective; 9:30 a.m.-4:30 p.m.; \$120.

Mahler, Strauss and Klimt: Music and Art in Fin-de-Siècle Vienna; 10 a.m.-3:30 p.m.; \$45.

Writing for Fund-Raisers; 5:30-7:30 p.m.; \$135, \$125/FRCP. Through March 24.

Writing a Novel; 6:30-8:30 p.m.; \$125. Through April 7.

Overview of Fund-Raising; FRCP; 6:30-8:30 p.m.; \$180, \$150/FRCP. Through April 30.

Eight Great Short Stories; 6:30-8:30 p.m.; \$60. Through March 19.

Discovering Your Own Photographic Style; 6:30-8:30 p.m.; \$125. Through April 10.

The Enduring Navajo; 6:30-8:30 p.m.; \$110, \$100/Museum members. Through April 10.

The Internet in Fund-Raising: An Introduction; 9:30 a.m.-4:30 p.m.; \$135, \$125/FRCP.

Improving Your Speech and Voice; elective FRCP; 6:30-8:30 p.m.; \$130. Continues March 20, 25 & 27.

Preparing and Delivering Professional Presentations; 6:30-8:30 p.m.; \$265. Through April 23.

Into the Limelight: Women Artists in the Late 19th & 20th Centuries; 6:30-8:30 p.m.; \$95. Through April 23.

Children's Book Production and Illustration I; 6:30-9 p.m.; \$165. Through May 7.

Introduction to the Internet; 6-8:30 p.m.; \$160. Through April 10.

Screenwriting Master Class; 9 a.m.-6 p.m.; \$225. Continues March 23. Power Speaking; elective FRCP; 9:30 a.m.-4:30 p.m.

Raising Money from Individuals; FRCP; 9:30 a.m.-4:30 p.m.; \$120, \$110/FRCP.

Outdoor Container Gardening; 10 a.m.-noon; \$25.

Computer Courses

Registration/prerequisite/fees: 573-3102, tls@isc.upenn.edu or www.upenn.edu/tls (Info. Systems & Computing; Tech. Learning Services).

DOS/Windows Courses

What you Really Need to Know about DOS; noon-1:30 p.m.

Introduction to Windows 95; 9:30 a.m.-12:30 p.m.; fee.

Introduction to Word 7.0 For Windows 95; 1-4 p.m.; fee.

Introduction to Excel 5.0 for Windows 3.1; 9:30 a.m.-12:30 p.m.

Macintosh Courses

Intro to Word 6.0 for MAC; 1-4 p.m.

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

Intermediate HTML; 1-4 p.m.; fee.

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

Bits and Pieces Seminars

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

Browsing Using Netscape; 1-2 p.m. Repeated March 27, 12-1 p.m.

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

MARCH AT PENN

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.

Sobriety Group. Meets Wednesdays.

Intercultural Communications in the Workplace; Harrison Room.

Consuming Passions: A General Theory of Addictive Disorders; Bishop White Room.

Christian Association

Muslim Student Association; 1-5 p.m.; Chapel. Meets Mondays, Tuesdays, Thursdays & Fridays.

Quaker Meetin' & Eatin'; noon; Auditorium. Meets weekly. Lenten Gathering; 12:15-12:45 p.m. Also meets March 19 & 26.

Buddhist Meditation for Westerners; Wednesdays, 1 p.m.; Fridays, noon; Chapel.

Early Morning Prayers; 8 a.m.; Conference Room. Meets weekly. Sister Circle; noon; Conference Room. Meets weekly.

Ecumenical Service/Dinner; 5-6:30 p.m.; Auditorium.

Newman Center

Weekly Bible Study—Together with the Word; 8-9 p.m.; 4th Fl. Lounge, HRN

Augustine's City of God; reading discussion group; 7:30-8:30 p.m.; Newman Center. Meets weekly.

Morris Arboretum

Call 247-5777 for information, class times and registration: 247-5777.

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

Guide Training Program; \$40. Meets on Tuesdays.

Alpine Plants of the Himalayas and Their Cultivation; 7:30 p.m.; \$18, \$15.50/members.

Art from Nature; course for artists of varying skill levels; \$167, \$142/members. Meets 5 Tuesdays and 3 Saturdays.

Tree Protection During Construction; 9 a.m.-4 p.m.; \$80.

The Well-Mannered Perennial Garden; 7:30-9 p.m.; \$13.50, \$11.50/members.

Constructing the Landscape; \$117, \$100/members. Meets 5 Thursday evenings, plus Saturday morning, April 12.

Planting Trees for Performance: Techniques for Creating Successful Landscapes; 10 a.m.-3 p.m.; \$60.

Pruning Shrubs: Broad-Leaved and Needle-Leaved; 9 a.m.-4 p.m.; \$80, \$40/ morning only. Raindate: March 20.

Pruning: What the Homeowner Needs to Know; 7-9 p.m.; \$40, \$35/ members. Continues March 22, 10 a.m.-12:30 p.m.

Tree Cabling & Bracing; 9 a.m.-4 p.m.; \$80, \$70/non-climbers. Raindate: March 27.

CONFERENCES

American Archaeology in Classical Lands: The Next 100 Years; centennial celebration of the American School's Excavations in Corinth focuses on the future of large-scale American archaeological exploration in the classical world; participants from sites in Athenian Agora, Caesarea, Carthage, Corinth, Rome, Gordion, Pompeii and Sardis; registration, 8-9 a.m.; lectures, 9 a.m.-noon and 1:30-5 p.m.; University Museum; \$20, \$5/full-time students with ID; registration required (seating limited to 250; no walk-ins). (609) 683-0800 (University Museum; American School of Classical Studies at Athens).

Inaugural Dorothy Everett Martin Lectureship in Human Sexuality; workshops and lecture; keynote address: Demystifying Human Sexuality: Toward More Effective Social Work Practice, Elizabeth Rice Allegeier, Bowling Green State; 9 a.m.-3 p.m.; Sheraton University City, 36th & Chestnut; \$25, \$15/students; seven continuing-education credits; registration: 898-5526 (Social Work).

The Virtual Dig: Computers and the Pursuit of the Past; honoring ENIAC's 50th anniversary; registration, 8 a.m.; welcome, 9 a.m.; presentations, 9:15-10:30 a.m., 11 a.m.-noon, 1:30-3 p.m.; tech fair and reception, 3 p.m.; full schedule on-line: www.upenn.edu/museum/zgroup/VirtualDig/VirtualDig.html; Museum; \$60, \$50/members & seniors, \$40/full-time students w/ID; registration: 898-4890 (Univ. Museum; MUSEE).



CONFERENCES

Intersections 1997; third annual German Studies graduate student conference; 9:30 a.m.-6 p.m.; keynote speaker: Marc Silberman; Max Kade German Center, 3905 Spruce St. (German)

Année Descartes: Le Corps et le Cerveau: Consciousness and Unconsciousness; Descartes Seen by Humanists, 1:30-3:30 p.m.; Descartes Influences on Science, 3:30-5 p.m.; public lecture, Margaret Jacob, history & sociology of science, 6-7:30 p.m.; reception follows; Room 405, Lauder-Fischer Hall (French Institute).

Yiddish in the University; moderator: Dan Ben-Amos, folklore & folklife; speakers: Kathryn Hellerstein, German; Hannah Kliger, Annenberg School and UMass-Amherst; Anita Norich, Center for Judaic Studies and Michigan; Rakhmiel Peltz, CJS and Columbia; Ellen Prince, linguistics; Jeffrey Shandler, CJS and Columbia; Kutchin Conference, 2-4:30 p.m.; Rosenwald Gallery, Van Pelt-Dietrich Library (Jewish Studies).

TALKS

The Horned Dinosaurs: A Natural History; book signing and discussion with Peter Dodson, animal biology and geology; 12:15-1:30 p.m.; Class of '38 Lounge, Kings Court/English House (KC/EH Forum for Penn Authors; Perspectives in Humanities).

Governments and NGOs: Antagonistic Cooperation; Bishwapriya Sanyal, MIT; 3-5 p.m.; Room 103-105, Williams Hall (South Asia Regional Studies).

The Formation of Semiconductor Nano- and Micro-structures through Chemical Vapor Deposition; Thomas Kuech, University of Wisconsin; 3:30 p.m.; Room. 337, Towne Bldg. (Chemical Engineering).

Chemesthetic Pain From Analgesics: Where Does it Hurt and Why?; Paul Breslin, Monell Chemical Senses Center; 11:30 a.m.; Monell Chemical Senses Center, 3500 Market (Monell Chemical Senses Center).

Taste Acceptance and Taste Rejection in the Mirror of Orofacial Behavior-Stereotypes in Man and Animals; Jacob Steiner, Hebrew University; noon-1 p.m.; Auditorium, Nursing Education Bldg. (School of Nursing).

TBA; noon; Austrian Auditorium, Clinical Research Bldg.; (Biochemistry & Biophysics).

Issues of Identity in First-Person Narrative in Caribbean Literature; Mildred Rivera-Martínez, Moravian College; noon; Bowl Room, Houston Hall (Latin American Cultures Prog.).

Development of DNA Vaccines for Viruses and Bacteria; Jeffrey Ulmer, Merck Research Laboratories; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

Molecular Dynamics of Neuronal Growth and Guidance; Paul Forscher, Yale; 12:15-1:30 p.m.; Class of '62, John Morgan Bldg. (Cell & Molecular Biology Graduate Group).

Cornea and External Disease for the General Ophthalmologist; 8 a.m.-noon; Scheie Eye Institute (Scheie Inst.).

Pheromone Transduction by Vomeronasal Sensory Neurons; Emily Liman, Harvard; 11:30 a.m.; Monell Chemical Senses Center, 3500 Market (Monell Chemical Senses Center).

1-D and 2-D Nuclear Magnetic Resonance Studies of Alkali Metal Fullerenes; Ferid Rachdi, l'Université de Montellier; 4 p.m.; LRSM Auditorium (French Institute).

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

Signaling Centres in the Gastrulating Mouse Embryo; Janet Rossant, Samuel Lunenfeld Research Institute; 4 p.m.; Class of '62, John Morgan Bldg. (Cell & Development Biology).

Who Empowers Whom? Some Reflections on Gender, Agency and Institutional Interventions in the South Asia Context; Naila Kabeer, University of Sussex; 3-5 p.m.; Room 103-105, Williams Hall (South Asia Regional Studies).

Measurements of Photon Migration for Characterization of Pariticulate and Dispersed Phase Systems; Eva Sevick-Muraca, Purdue; 3:30 p.m.; Room 337, Towne Bldg. (Chemical Engineering).

Place and Truth, or: The Architecture of Authenticity; Tom Gieryn, Indiana Univ.; 3:45 p.m.; Suite 500, 3440 Market (History & Sociology of Science).

Reciprocal Horizons; Marion Weiss & Michael Manfredi, Weiss/Manfredi Architects; 6 p.m.; Room. B-3, Meyerson Hall (GSFA).

At the Institute of Contemporary Art: Three Artists/Two Exhibits

Threshold/Interface/Transition New Installation by Winifred Lutz

ICA-commissioned work by the chair of the sculpture department at Temple University's Tyler School of Art takes advantage of the Tuttleman Gallery's two quadrants. In the site-specific exhibit, a thirty-foot tree reaches up from a gold-leafed floor towards the naturally lit tall space, while a large tree root and surrounding split concrete (at left) consume the space in the low, darker gallery where changes in the sunlight are reflected onto a platinum-leafed panel.

TALKS

Eating Behavior and Energy Metabolism in Liver; Hong Ji, Monell Chemical Senses Center; 11:30 a.m.; Monell Center (Monell).

TBA; Joe Gall, Carnegie Institution of Washington; noon; Austrian Auditorium, CRB (Biochem. & Biophysics).

Footbinding is History; Dorothy Ko, Rutgers; 4:30 p.m.; Room 329A, 3401 Walnut (East Asian Studies).

The Gentle Art of Subversion: Women's Oral Narratives in Tunis; Hejaiej Mounira, UC-Berkeley & Bour-giba Institute, Tunis; 4:30 p.m.; Rm. 421, Williams Hall (Middle East Ctr.).

El Día del Emigrante y el Retorno del Purgatorio: Iglesia Católica, cambio cultural y migración transnacional en el Occidente de México; Víctor Espinosa, Centro de Estudios de Población; noon; Bodek Lounge, Houston Hall (Latin American Cultures Program).

Discussion and Reading of Doing Battle: The Making of a Skeptic; Paul Fussel, emeritus professor of English; noon-1:30 p.m.; Warwick Hotel; \$20; info.: 898-5262 (College Alumni Soc.).

Effects of Nuclear Compartmentalization on DNA Virus Transcription and Replication; Gerd Maul, Wistar Institute; 4 p.m.; Grossman Aud., Wistar (Wistar).

Molecular Genetics of Skeletal Patterning and Growth; Bjorn Olsen, Harvard; 4 pm.; Vet School (Cell & Dev. Bio.).

The Sung-Tale Metaphor: Protest Discourse in Contemporary Ghana; Kwesi Yankah, University of Ghana; 4 p.m.; Room. 421, Williams Hall (African Studies Center).

Women and War; Drew Faust, history; noon; Faculty Club; \$14, includes lunch; more info. & reservations: 233-0779 (CGS Senior Associates).

TBA; Tony Wynchaw-Boris; 12:15-1:30 p.m.; Wood Room., John Morgan Bldg. (Cell and Molecular Biology Graduate Group).

Off the Wall; Alison Saar, artist; 6 p.m.; Room B-3, Meyerson Hall (GSFA).

Education and Inheritance; Murray Murphey, history; 7-8:30 p.m.; \$5, free/CGS Special Program Students; registration: 898-6479 (CGS).

Common Ground: The Future Shape of Boston; Anne Whiston Spirn, landscape architecture & regional planning; 7-9 p.m.; Room 306, Furness Bldg. (Urban Studies).

Gender, Nation, and Reconfiguring Power in the Ugandan Radio Song; Helen Mugambi, Cal State-Fullerton; noon; Room. 421, Williams Hall (African Studies Center).

Preventing Occupational Exposure to Blood-Borne Pathogens in Health Care Workers; James Grosch, National Institute for Occupational Safety & Health; 12:15-1:45 p.m.; Room 109, Steinberg-Dietrich Hall (Institute for Environmental Studies).

With a Pretty Whisper: Deception and Transformation in David's 'Cupid and Psyche' and Apulius's 'Metamorphoses'; Mary Vidal, history of art; 3-5 p.m.; Rich Seminar Room., Jaffe Bldg. (History of Art).

Material Thinking: The Anatomy of Nature in Early Modern Europe; Pamela Smith, Pomona College; 10 a.m.-noon; Room 329A, 3401 Walnut (H & SS).

NGOs, States & Markets in Development; Paul Streeten, UN Human Development Report; 3-5 p.m.; Rm. 103-105, Williams Hall (SARS).

The Rheology of Strongly Interacting Colloidal Dispersions: Experimental Elucidation of Reversible Shear Thickening and Theoretical Predictions for Percolation and Gelatin; Norman Wagner, University of Delaware; 3:30 p.m.; Room. 337, Towne Bldg. (ChemE).

Changing Perspectives on the Collapse of Classic Maya Civilization; Jeremy Sabloff, University Museum; 3:45 p.m.; Suite 500, 3440 Market (H & SS).

Minimalist Gardens; Peter Walker, Peter Walker Assoc.; 6 p.m.; Room B-1, Meyerson Hall (GSFA).



March ICA Programs

For information and reservations for these events, call 898-7108. For ICA admission fees, see Exhibits.

Tour of Maureen Connor exhibit; with lunch at the White Dog Cafe with video presentation and a discussion about eating disorders led by Demie Kurz, co-director, Women's Studies Program; 11 a.m.

Slide Lecture; with artist Winifred Lutz; 6 p.m.

Program on Multiple Personality Disorder; with David Fink and art therapist Judy Lieberman; 6 p.m.

Walk-Through Tour of Winifred Lutz Exhibit; with Patrick Murphy, ICA director; 6 p.m.

TALKS

The Growth Hormone Neuroendocrine Axis: Hypothalamic Peptides, Receptors and Cross-Talk; Gloria Tannenbaum, Montreal Children's Hospital/ McGill; 11:30 a.m.; Monell Ctr. (Monell).

La Dimension Sociale de l'Union Européenne; Betty Slowinski, Center for Human Resources; noon-1:30 p.m.; Rm. 405, Lauder Fischer Hall (French Inst.).

Infectious Diseases about Which Everyone Should Know; Helen Davies, Microbiology; 1 p.m.; Faculty Club (Women's Club).

Literacy and the Mage of Writing in the 16th Century Ottoman Empire; Cornell Fleischer, Chicago; 4:30 p.m.; Rm. 421, Williams Hall (Middle East Ctr.).

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

Stepping: Regeneration Through Dance; Jacqui Malone, CUNY Queens College; see Special Events; 5 p.m.; Room 111, Annenberg School (Afro-American Studies).

The Discovery of a Third Millen-nium BCE Trading Post in Northern Mesopotamia; Michel Fortin, Laval University, Quebec; Kevorkian Lecture; 6 p.m.; Rainey Auditorium, University Museum (Museum).

Discussion with Robert O'Meally and Jacqui Malone; professors at Columbia & CUNY Queens College, respectively; see Special Events; noon; Center for the Study of Black Literature & Culture (Afro-American Studies).

La Règle du Jeu de Jean Renoir"; Kenneth Reader, University of New-castle, UK; 3-4 p.m.; Cherpack Lounge, Williams Hall (French Institute).

Function of the SWI/SNF Complex and Histone Acetylation in Chromatin Re-modeling; Jerry Workman, Penn State; 4 p.m.; Grossman Aud., Wistar (Wistar).

Managed Care & Technology Assessment; Joe Carver, US HealthCare; 4:30-6 p.m.; Colonial Penn Ctr Aud. (LDI).

Eight Ways of Singing Jazz; Robert O'Meally, Columbia; see Special Events; 5 p.m.; Room 111, Annenberg School (Afro-American Studies).

Indigenous Movements and Their Critics: Pan-Mayanism and Ethnic Resurgence in Guatemala; Kay Warren, Princeton; 10:30 a.m.; Room 329, Museum (Anthropology; Latin American Cultures Program).

Signaling Processes in Drosophila Oogenesis; Trudi Schupach, Princeton/ HHMI; 12:15-1:30 p.m.; Class of '62, John Morgan Bldg. (Cell & Dev. Bio.).

TBA; Deborah Poole, New School; 4:30-6:30 p.m.; History Lounge, Room 329A, 3401 Walnut (History).

Power of Sight Seminar; David Summers, UVA; 3-5 p.m.; Rich Seminar Room., Jaffe Bldg. (History of Art).

Role of NGOs in Health Systems; Mitchell Weiss, Swiss Tropical Inst.; 3-5 pm.; Rm. 103-105, William Hall (SARS).

Adsorption Separations Using Molecular Sieves; John Sherman, UOP; 3:30 p.m.; Rm. 337, Towne Bldg. (ChemE).

Mice for Men: The Production and Uses of Genetically Controlled Animal Models in Biomedicine after World War II; Jean Paul Gaudillere, Université Rene Descartes; 3:45 p.m.; Suite 500, 3440 Market (H&SS).



Video Installations: Maureen Connor, Tony Oursler

Oursler's Judy (above) is a look at Multiple Personality Disorder; exploring not only the trauma of this disorder, but how it reflects current culture. Narrow Escape (at left) is part of Connor's study of self-control and desire in women; looking at cultural influences on body image, early sexual experiences and gender roles.