

Almanac

UNIVERSITY of PENNSYLVANIA

Tuesday,
April 1, 1997
Volume 43 Number 28

Netscape: The Perfect Baby - Rowman & Littlefield, 1997

Reload Images Open Print Find Stop

enn.edu/~bioethic/baby.html

Destinations Net Search People Software

The Perfect Baby

A Pragmatic Approach to Genetics
by Glenn McGee, Ph.D.

[Click here if you are interested in obtaining a copy of *The Perfect Baby*](#)

American pragmatism has had a fresh life in recent years. In McGee's hands it is richer, more suggestive ... Not every
ll give the opponents reason to pause. We need that kind of initiative, and McGee's book will provoke some useful, r
tings Center

ly well-informed and sensitive exploration of the opportunities and challenges presented by the new genetics. McGee'
y with his exquisitely refined intuitions about the many meanings of parenthood, are organized under the philosophies

r of the myths that have grow up about the power of
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University of New York Health Sciences Center

st energetic and inquisitive writers in the emerging
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: kind of self-reflective courage we need to

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instructive, and enjoyable. He combines
with informed, pragmatic critique."

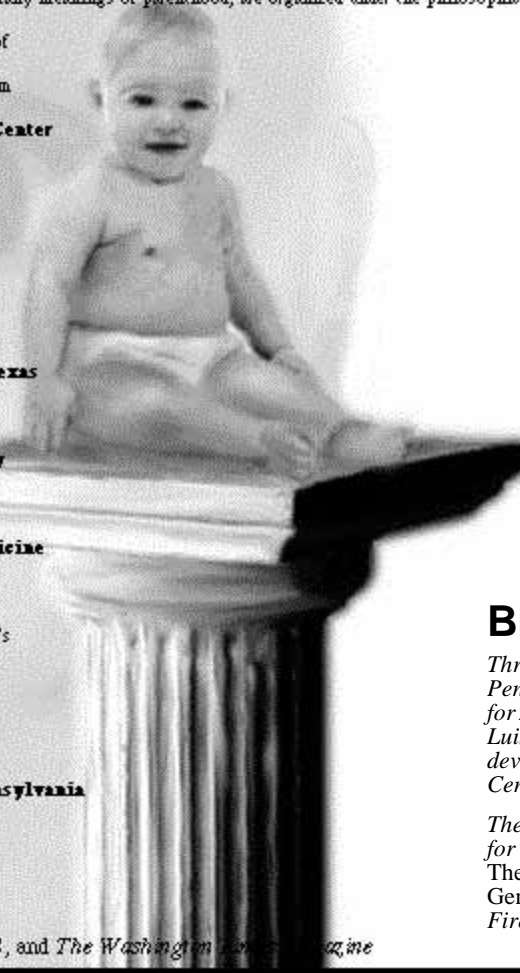
rsity of Chicago Pritzker School of Medicine

nd provocative book. It succeeds at something
ve ever attempted: to speak in ordinary language
out the nest of subtle issues ... in genetics. McGee's
am James and John Dewey, would be proud of this
American pragmatism at its best."

a Reserve University

ie in the 21st century."

or, Institute for Human Gene Therapy
ne Vector Laboratory, University of Pennsylvania



Recently Featured on NPR, CBS, and *The Washington Post Magazine*

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Birth of a New Degree

Through a new master's degree program in bioethics, Penn will "train 20th Century medical professionals for 21st Century problems," according to CGS Spokesman Luise Moskowitz. The new degree, M.Bioethics, has been developed by SAS/CGS in partnership with PennMed's Center for Bioethics. See [page 4](#) for details.

The baby at left is from the website of the Center for Bioethics, where Dr. Glenn McGee's book, *The Perfect Baby: A Pragmatic Approach to Genetics*, was one of the readings used in the new *Fireside Chats* series, also noted on [page 4](#).

News in Brief

Pretrial Events in Sled' Murder Case

In a pretrial conference last week for attorneys in the murder case of biochemistry/biophysics research associate Dr. Vladimir Sled', Philadelphia Court of Common Pleas Judge Carolyn Temin rejected defense attorney Lee Mandell's motion to throw out the indictment of Yvette Stewart, the alleged driver of the getaway vehicle.

Earlier Ms. Stewart, along with Bridget Black and Eugene "Sultan" Harrison, pleaded not guilty at their arraignments.

The pretrial conference for Ms. Black, who is alleged to have stabbed Dr. Sled' last Halloween night as he walked home with his fiancée on the 4300 block of Larchwood Avenue, has been rescheduled to May 22 because her attorney reportedly cannot appear until then. Mr. Harrison, who was caught after he was recorded on bank surveillance cameras attempting to use ATM cards stolen from Dr. Sled's fiancée, did not attend the pretrial conference and will be tried separately from the two women suspects.

According to District Attorney Dick Carroll, the trial is to begin in a matter of months.

Renters' Housing Fair: April 8

Those planning to rent off-campus in the near future can meet property owners and managers at the Annual Housing Fair '97 Tuesday, April 8, from 11 a.m.-2 p.m. on Locust Walk. More than 50 realty companies will be represented, along with tenants' right groups, utility companies and other organizations involved in off-campus living. More information: Office of Off-Campus Living, 898-8500.

Focus Groups on F/S Housing

As part of the University's review of the residential housing system, the consulting firm of Biddison Hier will conduct focus groups this week to assess the need for, and interest in, either on-campus or near-campus housing specifically for faculty and staff. All interested faculty and staff are invited to participate in the focus groups, to be held April 2, 3, 7 and 8 at times and locations to be chosen, based on the number of faculty and staff who respond. To sign up, contact the Associate VPUL, Dr. Larry Moneta; his e-mail address is moneta@pobox.

Ivy Stone Design: April 16

Any member of the University community can enter the competition to design the 1997 Ivy Stone, which carries an award of \$50 and the placement of the stone in a campus location on Ivy Day.

Designs must be rectangular, 2' x 1', and must include the words "Ivy Day 1997" and a simulation of ivy leaves. The designer's name, address, phone number, e-mail address and social security number must be on the back of the design. Submit by April 16 to the Office of Student Life, 110 Houston Hall.

Human Origins: April 8

Dr. Yves Coppens, the noted French paleoanthropologist most recently involved in the discovery and naming of *Australopithecus* fossil finds in the Republic of Chad, will lecture on "East Side Story: East Africa and Human Origins" April 8 at 6 p.m. in the Rainey Auditorium of the University Museum. Dr. Coppens is Professor of Anthropology at the Collège de France in Paris.

Admission is \$5 (free to members and PennCard holders). Visitors should enter the Museum through the Kress (east side) entrance of the building.

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 Senate Executive Committee Meeting

Wednesday, April 2, 1997, 3-5:30 p.m.

1. Approval of the minutes of March 19, 1997
2. Chair's Report
3. Past Chair's Report on activities of the Academic Planning and Budget Committee and on the Capital Council
4. Proposed Procedural Principles for School Academic Freedom and Responsibility Committees (*Almanac* February 25, 1997)
5. Just Cause Revision
6. Informal discussion with Provost Chodorow
7. Progress report from the Senate Committee on the Economic Status of the Faculty
8. Progress report from the Senate Committee on the Faculty
9. Proposed Faculty Exit Questionnaire
10. Other new business
11. Adjournment by 5:30 p.m.

Greenfield Intercultural Center: Valerie De Cruz

Valerie De Cruz, former assistant dean for multicultural affairs at Princeton, became the new director of the Greenfield Intercultural Center last month. A 1986 graduate of the University of Calgary with a B.S. in Psychology, Ms. De Cruz received her Masters of Education in Counseling from the Wichita State University in 1988.

Previously, Ms. De Cruz had served as assistant dean of students at Oberlin College from January 1989 to July 1993. During her tenure, she also took on the roles of director of Asian American affairs and coordinator of the counseling component at the college.

Her goals for the Center involve "understanding the complexities which surround race in American societies, while actively supporting students and minority communities." She also hopes to continue the Center's role in "fostering collaborations among different minority organizations in organizing activities and programs and with graduate and undergraduate students working together on various minority issues."

She succeeds the Rev. Lawrence Burnley, who served as the Center's director from 1994-96 before leaving for Cleveland, Ohio, where he continues in the ministry as Secretary for Racial and Ethnic Constituency Education and Development for the Common Global Mission Board of the United Church of Christ and the Christian Church.



Ms. De Cruz

Inaugurating the Crystal Stair Award

The Alumni Association and the Board of Overseers of the School of Social Work have created a new prize, the Crystal Stair Award, to recognize "natural social workers"—volunteers and professionals from any discipline who have "worked passionately for social justice and the elimination of prejudice and oppression," as the School defines it.

The Award is named for the central image in the Langston Hughes poem "Mother to Son":

Don't you fall now—
For I'se still goin', honey,
I'se still climbin'
And life for me ain't been no crystal stair.*

The award will be inaugurated at a reception Wednesday, April 16, honoring four recipients—Marian Wright Edelman, founder and president of the Children's Defense Fund; C.B. Kimmins, executive director and chief of staff of Mantua Against Drugs; and the New York-based attorneys Jeffery D. Lobach and Craig T. Trebilcock, who have provided *pro bono* advocacy for the past several years on behalf of Chinese refugees from the freighter *Golden Venture*.

The reception will begin at 5 p.m. in the Park Hyatt Philadelphia at the Bellevue. Attendance is limited and tickets, which begin at \$125, must be purchased by April 8. For more information, call 898-5518.

* From *Collected Poems*, by Langston Hughes, © 1994 by the Estate of Langston Hughes. Reprinted by permission of Alfred A. Knopf, Inc.

HONORS & Other Things

Memorial for Dr. Koelle: April 25

The Pharmacology Department will hold a ceremony honoring the memory Dr. George Koelle, to be held on April 25, from 4 to 6 p.m. at the Clinical Research Building's Austrian Auditorium. Dr. Koelle, who was the Distinguished Professor Emeritus of Pharmacology, died on February 1 at the age of 78 (*Almanac* February 18, 1997).

In Honor of Nursing: May 2

The Center for the Study of The History of Nursing sponsors the traditional spring procession through Woodland Cemetery on May 2, noon to 2 p.m. Starting from the cemetery entrance at 40th Street and Woodland Avenue, the procession stops at the grave of Alice Fisher (1839-1888) to hear the story of her life in England as a student of Florence Nightingale, and ends with a tea. To join the march: RSVP by *April 18* to 898-4502.

Death of Dr. Carol Brainerd

Dr. Carol Paxon Brainerd, a retired economic analyst and the widow of John Grist Brainerd, the ENIAC project manager, died March 23 at her home at the Crosslands in Kennett Square at the age of 91.

Dr. Brainerd was a research assistant here while earning her doctorate in economics, awarded in 1950. Earlier she had earned a B.A. in English literature from Swarthmore in 1926, and an M.A. in English literature from Radcliffe College.

She is survived by a sister, Margaret P. Jacob, and 11 nieces and nephews.

The family suggests that memorial contributions may be made to the John Grist Brainerd Doctoral Scholarship at the University of Pennsylvania, School of Engineering and Applied Science, 123 Towne Building, 220 S. 33rd Street, Philadelphia, PA 19104-6391. The scholarship honors her husband of over 50 years, who died in 1988.

Corrections to March 25 Issue

On last week's page 9, the date and phone number listed for the 1997 *Poster Session on Aging* was incorrect. The session will be on *May 15*, not May 8, from 4-6 p.m. at Ralston House, 3615 Chestnut Street. The number to call for further information is 898-3188.

In the pullout calendar, the caption for the photograph at the top of *April at Penn* was lost in a computer error. The photograph (below) is from a puppet show for grown-ups—"The Nightclub," to be performed by Neville Tranter and his Stuffed Puppet Theatre at the Annenberg School Theatre April 16, 18 and 19.



For Work in Artificial Intelligence: Dr. Joshi

Dr. Aravind Joshi, co-director of the Institute for Research in Cognitive Science, is the 1997 recipient of the International Joint Conference on Artificial Intelligence (IJCAI) Award for Research Excellence. Dr. Joshi, the Henry Salvatori Professor of Computer and Cognitive Science as well as Professor of Linguistics, will accept the award at the 1997 IJCAI Conference in Nagoya, Japan. The award, given only once every two years, is the highest honor given in the field of artificial intelligence and was last received by Nobel Prize winner Herbert Simon in 1995; other past recipients include Ray Reiter (1993), Marvin Minsky (1991), Allen Newell (1989), and John McCarthy (1985).

Dr. Joshi was chosen for his fundamental contributions to computational linguistics and natural language processing. He particularly known as the inventor of tree-adjoining grammars (TAGs), and as a leader in the investigation of computationally tractable syntactic formalisms. He has also been a significant contributor to computational research on discourse, and he is extremely active in fostering interdisciplinary research and educational establishments in artificial intelligence and cognitive science in the United States and India.



Dr. Joshi

International Programs Fund Awards

Three members of the faculty are winners of awards from the International Programs Fund, which supports area and international studies within the context of Penn's Agenda for Excellence. The winners and their projects:

Dr. Peter Berthold, professor of restorative dentistry, for "A study of the incidence of HIV related oral lesions in pregnant women in selected antenatal clinics in Malawi";

Dr. Susan Gennaro, associate professor of nursing and director of the Perinatal Nursing Program, for "Women teaching women—an evaluation of an educational intervention in Malawi";

Dr. Barbara Medoff-Cooper, professor of nursing, for "Nutritive sucking: physiologic and behavioral correlates" (with Hadassah Hospital, Hebrew University).

For information on applying to this fund for 1998, please see [page 5](#).

Gimbel Award to Dr. Carino

Dr. Constance Carino, the emeritus professor of nursing who founded The Wellness Community in Philadelphia, was the 1996 recipient of the Allegheny University/Gimbel Philadelphia Award. Through the Wellness Community, created in 1993 on the premise that "Cancer patients who participate in their fight for recovery along with their health care team will improve the quality of their lives and may enhance the possibility of their recovery," over 1500 patients and family members have participated, free of charge, for a total of 14,450 visits.

Festschrift for Dr. Freyd

For the sixtieth birthday of Dr. Peter Freyd, professor of mathematics, the Journal of Pure and Applied Algebra (116, 1997) has published a Festschrift in his honor, citing his influence on category theory especially through two of his books, *Abelian Categories* and *Categories, Allegories*, as well as influential papers such as *Aspects of Topoi*—and for his "... unstinting support for young mathematicians who come up to his exacting standards (coupled with an eagerness to debunk those who do not)."

....Among Other Things

The Association of Collegiate Schools of Planning gave its annual educator award to Penn's President Emeritus Martin Meyerson at the recent meeting in Toronto. Professor Meyerson, who chairs the Monell Chemical Senses Center, has also become chair of the Guglielmo Marconi International Fellowship Foundation and has been reappointed to the board of overseers of Turkey's Koç University. In addition, he was named an honorary professor of Beijing University; and is one of the few Americans appointed to the advisory group for the Japan Foundation/Center for Global Partnership.

Dr. Neal Nathanson, professor emeritus of microbiology/med, has been named to the National Institutes of Health's new AIDS vaccine committee, known as the Baltimore Committee for its head, the Nobel laureate David Baltimore. The 11-member body has a wide charge that includes "the possibility of creating a centralized AIDS vaccine institute," according to *Science* February 21.

Note: Some foundations, such as the Guggenheim, notify the University centrally of awards made to Penn faculty, while others tell only the individual. Thus *Almanac* sometimes publishes piecemeal. Fulbright Awards are among those we cannot get from a central source unless we wait for a booklet due in August. We have been advised of one 1997 Fulbright Award to a faculty member (in neurosurgery) and are interested in knowing if there are others.—Ed.

From CGS and PennMed: A Cross-Disciplinary Master's Degree in Bioethics

The first national code of medical ethics was adopted in Philadelphia in 1847, but when the code's 150th anniversary was celebrated last month in Philadelphia, the program looked at the present and future challenges even more than at the past*.

Meanwhile, back on campus, the School of Arts and Sciences' College of General Studies and PennMed's Center for Bioethics were putting the finishing touches on a new professional master's degree that is geared particularly to those challenges as they are faced by today's health care professionals.

The new program, one of several innovative master's degrees coming up for approval by the Trustees this spring, has an enrollment deadline of May 1.

The Master's in Bioethics is not intended as a first professional degree, nor as a prelude to doctoral training in bioethics, the CGS course description notes carefully.

Instead, the program is designed to combine bioethics with another discipline or with professional practice. Bioethics is by its nature a subject that crosses traditional boundaries between academic disciplines. The advanced study of bioethics at Penn brings together liberal arts disciplines including philosophy, history and sociology of science, psychology, sociology, and anthropology, with the expertise of Penn's professional schools including medicine, law and health economics. Thus the Master's in Bioethics program is designed to provide its graduates with the interdisciplinary training they will need in order to address the moral challenges in health care today and tomorrow.

Who Can Enroll?

The new degree program is not open to undergraduates, but is open to:

— Mid-career and senior health care professionals, including physicians, nurses, health care administrators, social workers, other allied health professionals, and other practitioners and teachers;

— Students already enrolled or admitted to a graduate or professional degree program, such as medicine, law or a Ph.D. program, who want to combine bioethics with their primary training;

— Postbaccalaureate students with a special interest in the field itself—but who understand that the degree is “not designed to be sufficient training for job placement.”

The Program Committee and the Graduate Studies Director will admit students based on their academic records, and on their professional experience where applicable. Preference will be given to students who bring some health care experience to the program. Admission to the M.Bioethics program requires a bachelor's degree with a strong academic record from an accredited college or university. Students having only an undergraduate degree will be required to have at least a 3.3 g.p.a. Standardized tests like the GRE or the MCAT will not be required for admission to the Master's in Bioethics program.

Students may be either part-time or full-time, and will pay regular SAS graduate tuition on a per-course basis. It should be possible for full-time students to complete the program in one calendar year, including summer. Part-time students may choose to complete the program over a more extended time (two-three years). Students will not be eligible for University fellowships or teaching assistantships. Full-time students may be eligible for limited guaranteed student loans; part-time students may be eligible for partial loans. University of Pennsylvania undergraduate students will not be admitted to the M.Bioethics program on a sub-matriculation basis.

Inquiries should be directed to Dr. Glenn McGee, acting Graduate Studies Director at the Center for Bioethics, (215) 573-8103; or Dr. Monique Borque, Assistant Dean of the College of General Studies, (215) 898-7326; or by email to cgs@sas.upenn.edu.

Program

Each student in the M.Bioethics program will work with the Graduate Studies Director who will guide student course selection and research, and direct an internship in research or clinical ethics. Additional student supervision will be given by members of the Center faculty as well as other faculty at Penn working in various areas of bioethics. The program will seek to provide students with a broad range of experience, both in the classroom and in health care settings. Individual students will be able to place particular emphasis on areas of special interest through work in elective courses or in the selection of a research or clinical internship.

'Distance Learning' in Bioethics

A measure of the growing public interest in bioethics is the website phenomenon wrought by PennMed's Center for Bioethics at <http://med.upenn.edu/bioethics>. With information on genetics, bioethics for beginners, gene therapy and a virtual library, it has reportedly served over a million people throughout the world since its inception in 1993.

And just last month it expanded: The site now offers “Fireside Chat”: a four-part, state-of-the-art Internet Course about ethical issues in genetic testing, gene therapy, and the Human Genome Project. Combining live, one-on-one learning with a “virtual classroom,” written lectures and an email listserv, the site allows live conversation among geneticists, public policy makers, Penn alumni and others—including Nobel prize winners and members of the media. Dr. Glenn McGee, assistant professor of bioethics and director of the Internet Project, calls it the beginning of distance learning in bioethics, a program that “allows students to enroll in a Penn course from where the live.” The most recent Fireside Chat was held March 22, led by Dr. Arthur Caplan, director of the Center.

Coming April 5 is “Threats to the Privacy of Information in a Genetic Era.”

A project involving either a substantial research paper or a clinical internship in a health care setting is also required for completion of the program.

Nine course units are required for the degree, including:

- A Proseminar which will be coordinated by the Graduate Studies Director and jointly taught by faculty from several disciplines within the University. The course is designed to acquaint students with the multiple approaches to issues in health care ethics and policy.
- One course in Ethical Theory (Conceptual Foundations of Bioethics), which surveys the philosophical tradition in ethics and deals with its relationships to medical ethics and health care policy.
- One course dealing with specific issues and topics in bioethics from a philosophical perspective.
- At least one contextual course dealing with the historical, sociological, or anthropological conditions of medicine.
- At least one policy course dealing with the legal background and/or economic conditions of health care provision.
- Two or three additional courses to be selected from a list of approved courses normally offered in SAS or other schools
- A practicum and final project, which may take the form of either a clinical internship project or a research project, depending on the student's background and interests; this project, to be approved by the Director of Studies, will be equivalent to one or two courses.

Program Leadership

The Center will shortly announce the appointment of a Graduate Studies Director who will work with Dr. Monique Borque, assistant dean of CGS, in administering the program.

Dr. Samuel Freeman of Philosophy chairs the Program Committee for the new degree, and is on the program faculty along with ten other members of SAS, nine from the Center, three from PennMed, two from Nursing, and one each from Law, Wharton and the Leonard Davis Institute. The complete faculty roster:

Mark Adams, History & Sociology of Science
Robert Aronowitz, Center for Bioethics
David Asch, School of Medicine
Jonathan Baron, Psychology
Charles Bosk, Sociology
Arthur Caplan, Center for Bioethics
Mildred Cho, Center for Bioethics
Janet Deatrick, School of Nursing
Zoltan Domotor, Philosophy
Renee Fox, Sociology
Samuel Freeman, Philosophy
Alan Hillman, Leonard Davis Institute of Health Economics
David Hufford, Folklore and Folklife
Rebecca Huss-Ashmore, Anthropology
William Kissick, School of Medicine
Paul Lanken, School of Medicine
Susan Lindee, History & Sociology of Science
Richard G. Lonsdorf, Law School (emeritus)
Glenn McGee, Center for Bioethics
Jon F. Merz, Center for Bioethics
Jonathan Moreno, Center for Bioethics
Charles Rosenberg, History & Sociology of Science
Arnold J. Rosoff, Wharton School
Pamela Sankar, Center for Bioethics
Rosemary Stevens, History & Sociology of Science
Joyce Thompson, School of Nursing
Peter Ubel, Center for Bioethics
Paul Wolpe, Center for Bioethics

* On the panel on challenges in the 1990s were Drs. Rosemary Stevens and Charles Rosenberg of History & Sociology of Science and Paul Roote of the Center for Bioethics. Dr. Arthur Caplan of the Center led the Roundtable on Future Challenges.

Call for Proposals: Research Pilot Projects in Community-Based Primary Care

Community-Based Primary Care

The Office of the Associate Dean for Health Services Research (OADHSR) encourages innovative patient-oriented research. By funding pilot studies, the OADHSR seeks to help UPHS researchers attract external support for large-scale studies. The OADHSR is requesting proposals for pilot research, demonstration, and evaluation projects examining issues of direct relevance to community-based primary care. This call for proposals is intended to stimulate projects that inform primary care practice and that will provide the pilot data necessary for subsequent peer-reviewed external grant funding. Up to five pilot projects of up to \$20,000 each will be competitively awarded under this initial solicitation. The nine-month project period begins September 1, 1997. Projects must be completed by May 30, 1998.

Background

The Office of the Associate Dean for Health Services Research coordinates the UPHS Practice-Based Research Network. The network is composed of community physicians in Clinical Care Associates (CCA) and Clinical Practices of the University of Pennsylvania (CPUP). Our goal is to facilitate interdisciplinary research on the organization, delivery, and quality of health care, using its clinical practices as a model.

The Program

Proposals will be evaluated on their potential to inform and enhance patient care and to acquire future peer-reviewed external funding. No specific University investigators, topics, or type of research are excluded. *However, proposals should address issues of importance to community-based primary care physicians.*

Examples of issues that pilot projects might address are: 1) analysis of referral behaviors among community-based and hospital-based physicians; 2) differences in physician practice patterns in treating common chronic and acute conditions; 3) evaluating the feasibility of a

clinical trial of a new technology; or 4) the relationships between primary care and specialty care practice. The investigator must collaborate with CCA or CPUP community practices in some way, such as recruiting community physicians as co-investigators and/or recruiting CCA and CPUP patients as study participants. (These examples are *not* exhaustive.)

Eligibility and Selection Criteria

Any UPHS clinician, UPHS-affiliated faculty member, or a faculty-sponsored UPHS Fellow is eligible to apply. Investigators who have already received funding for their proposed projects are not eligible for this solicitation.

For favorable consideration under this solicitation, proposals must examine important issues in community-based primary care (or in specialty care as they relate to primary care) and their effects on outcomes, quality, access and/or costs. Proposals will be assessed using the following criteria:

- timeliness of the project for informing community-based primary care practice;
- quality and availability of the data to be used;
- strength of the proposed methodology;
- uniqueness of the study;
- project's potential to attract future peer reviewed external funding;
- investigators' experience and qualifications for conducting the proposed project.

Other Requirements

All investigators receiving Pilot Project grant funds must submit a final report to the Office of the Associate Dean for Health Services Research at the end of the funding period. Investigators must also present their findings at a Practice-Based Research Network CME event. All publications resulting from this study must acknowledge the Office of the Associate Dean for Health Services Research's Pilot Projects Program and CCA/CPUP. Investigators should send a copy of these publications to the OADHSR.

Use of Grant Funds

Funds may be used to support project staff salaries and benefits (up to 0.5 FTE), consultant fees, data management, supplies and other direct expenses. Funds may not support faculty or fellow salaries.

How to Apply

UPHS investigators should submit 10 copies of a project proposal to the OADHSR. This proposal must contain the following items:

- Completed, signed OADHSR Pilot Projects Program cover sheet (download the cover sheet from our Web site at www.med.upenn.edu/hsr or call 898-9412);
- Project abstract (not to exceed 250 words);
- Project description (up to three pages) containing the following information:
 - description of the topic to be addressed and its significance;
 - statement of project's principal objectives;
 - description of the research or evaluation methodology;
 - clear discussion of how the data will be collected;
 - timetable;
- Project budget (not to exceed one page);
- Principal Investigator's C.V. or biosketch with selected relevant publications (not to exceed two pages);
- *One copy* of appendices (if included).

Do *not* send this proposal to the University Office of Research Administration before submitting it to the OADHSR.

The deadline for submitting applications is **May 30, 1997**. Send applications to:

Office of the Associate Dean for Health Services Research
Ralston House
3615 Chestnut Street, Room 247
Philadelphia, PA 19104-2676

For additional information, please contact the Office of the Associate Dean for Health Services Research by telephone (215) 898-9412, fax (215) 573-6423 or e-mail hsr@www.med.upenn.edu. You can also write to the OADHSR at 3615 Chestnut Street, Philadelphia, PA 19104-2676 or visit us on the World Wide Web at www.med.upenn.edu/hsr.

International Programs Fund: 1998 Applications

The University of Pennsylvania's endowment fund for international programs provides support for area and international studies within the context of Penn's Agenda for Excellence. The fund is used as seed money to initiate projects or experimental programs on a short-term basis, not to maintain ongoing programs. The International Programs Fund primarily supports faculty activities. Faculty are encouraged to conduct collaborative research with colleagues abroad, especially at institutions with which Penn has formal cooperative agreements. Awards are normally in the range of \$10,000-15,000. For application guidelines, please see the announcement on the World Wide Web:

http://www.upenn.edu/provost/P_fund.html.

The deadline for 1998 applications is January 20, 1998.

— Joyce M. Randolph, Director
Office of International Programs

Pennsylvania Muscle Institute Mini-Research Grants

Statement of Purpose

Motility of cells, organelles, membranes and molecules underlies the behavior of living systems. The proteins effecting this complex variety of motile events in cells range from motor proteins like kinesin, dynein and myosin, their filamentous partners, tubulin and actin, their regulatory and modulatory factors, controllers of spatial targeting within the cell, to mechanisms that coordinate motility with specific events such as mitosis and establishment of cell polarity. To encourage Penn researchers to explore novel approaches to studies of motility in their fields of interest, the Pennsylvania Muscle Institute (PMI) has initiated a new Mini-Research Grant Program.

The PMI will award one-year grants of seed funds up to \$10,000 to successful proposals that explore novel aspects of skeletal, cardiac and smooth muscle, non-muscle cell motility, development, expression and assembly of contractile and motile organelles. Preference will be given to new initiatives, new collaborations and junior faculty.

The Application Process

The application consists of a three-page proposal, giving the background, objectives, experimental approach and discussion of expected results. In addition an abstract, budget (one page), brief curriculum vitae including recent publications, current research support and list of other pending proposals should be submitted. Applications are due by *June 1, 1997*. Successful applications will be funded as early as July 1, 1997, for a one-year period.

All applications involving human subjects, animals, and hazardous or radioactive materials must receive institutional approval prior to funding.

Please send the original and 4 copies of the grant application to Dr. Yale E. Goldman, Director, Pennsylvania Muscle Institute, D-700 Richards Building, School of Medicine, 19104-6083.

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OPPORTUNITIES at PENN

Where to Find the Job Opportunities—Here and Elsewhere

Listed below are the *new* job opportunities at the University of Pennsylvania. Where the qualifications are described in terms of formal education or training, prior experience in the same field may be substituted.

There are approximately 280 additional open positions for examination at the Job Application Center, Funderberg Information Center, 3401 Walnut St. (215-898-7285). Hours of operation are Monday through Friday, 9 a.m.-1 p.m. New openings are also posted daily at the following locations:

Blockley Hall, the Wharton School and the Dental School.

A full listing of job opportunities is at the Human Resource Services website: www.upenn.edu/hr/. Current employees needing access to the web, may go to the Computer Resource Center at 3732 Locust Walk with your PENNCARD to obtain a list of computer labs on campus available for your use.

In addition, almost every public library in the Delaware Valley now provides web

access. In the near future, as our office remodels the Job Application Center, we hope to have computers available for current employees and others to peruse the current job openings. Openings are also mailed to approximately 50 community sites weekly.

Please note: Faculty positions and positions at the Hospital and Health Systems are not included in these listings. For Hospital and Health System openings, contact 662-2999.

New Jobs for the week of April 1, 1997

ARTS AND SCIENCES

Specialist: Sue Hess

RESEARCH SPECIALIST, JR. (03391SH) Assist in literature review & design of studies on thinking about contagion in human studies; carry out design studies (both laboratory & interview) & participate in data analysis; oversee functioning of laboratory. **Qualifications:** AB in psychology or biological basis of behavior; basic secretarial & computer skills; organized, interpersonal skills. **Grade:** P1; **Range:** \$20,291-26,263,68 3-28-97

DENTAL SCHOOL

Specialist: Clyde Peterson

ANNUAL GIVING OFFICER I/II (03327CP) Administer annual fund program; along with Director, plan, organize & implement alumni special events using direct mail, telephone & personal solicitations for selected constituents; formulate program concepts & objectives & adopt procedures as needed; develop strong external contacts. **Qualifications:** BA/BS; excellent oral & written communication skills; excellent interpersonal & persuasive skills; ability to work with significant degree of independence; good organizational skills, ability to handle multiple tasks simultaneously; thorough knowledge of accepted fundraising principles, concepts & techniques. **Annual Giving Officer I:** one-three years of related experience; experience with University setting or direct sales/marketing desired. **Annual Giving Officer II:** three-five years of related experience; demonstrated ability to organize and administer annual fund program along with solicitation experience. **Grade:** P3/P5; **Range:** \$24,617-31,982/\$29,664-38,677 3-25-97 Development & Alumni Relations

EXECUTIVE VICE PRESIDENT

Specialist: Sue Hess

INFORMATION MANAGEMENT SPECIALIST I (03380SH) Administer University's Facilities Management Systems; maintain & develop improvements to computing network & database; organize & oversee collection of data on University buildings & rooms; prepare special reports on

space usage to assist planning processes; collect information on developments, products & trends to improve departments operation & collection, storage & reporting of campus & facilities information. **Qualifications:** BA/BS in architecture or other design related discipline; three yrs. experience in using computer assisted drafting & design software; excellent oral & written communication abilities; ability to work with a variety of University staff. **Grade:** P4; **Range:** \$26,986-35,123 3-27-97 Facilities Planning

INFORMATION MANAGEMENT SPECIALIST I (03387SH) Rewire/reconfigure hardware/software Ethernet connection for networking; set up client/server system & develop PC system for client/server environment; enhance office automation using Windows based software; maintain office computer hardware/software; consult with nontechnical users on use of systems; assess existing mainframe FOCUS & PC FOCUS reporting & reporting requirements; determine modification needs; write reports; trouble shoot network/PC problems. **Qualifications:** BA/BS in computer science or management info. system or equivalent exp.; thorough knowledge of office related computer equipment, incl. maintenance; exp. with mainframe & PCFOCUS programming; management &/or accounting background helpful. **Grade:** P4; **Range:** \$26,986-35,123 3-27-97 Construction Finance & Real Estate

LICENSING ASSOCIATE (02274SH) (02275SH) Assist technology managers in the marketing and licensing of the intellectual property assets of the University; assist in the determination of commercial potential of invention disclosures and the development of commercialization strategies and marketing plans; assist in the negotiation and drafting of agreements. (*Positions are one year, entry level, term appointments with possibility of renewal*). **Qualifications:** BA/BS in life, physical or engineering science; advanced degree or three to five yrs. experience in business, law or a technician field; excellent communication and interpersonal skills; independent self-starter with a strong work ethic. (*End date: 3/98*) **Grade:** P6; **Range:** \$32,857-42,591 3-28-97 Center for Technology Transfer

OFFICE ADMIN. ASSISTANT I (03381SH) Organize & process capital project development; cre-

ate purchase orders through FinMis; process charges for printing documents; maintain database for tracking expense information; process & track capital project budget approval & funding process; process & track invoices; type & proof-read materials; compose standard correspondence; schedule & coordinate meetings; respond to standard inquiries; regarding department policies & procedures; receive, distribute & process information & communications to include phone calls & correspondence. **Qualifications:** HS grad; post HS training desirable; three yrs. admin./clerical exp.; able to type 55 wpm; Mac computer & related database/office software (MacWrite Pro, Panorama, Excel, Now Up to Date Calendar pref.; knowledge of Univ. financial policies & procedures a plus; (FinMis Purchasing/General Ledger); able to handle multiple projects simultaneously; creative problem solving; proven communication & organizational skills; demonstrated interpersonal & phone skills. **Grade:** G9; **Range:** \$17,614-21,991 3-27-97 Facilities Planning

GRAD SCHOOL OF EDUCATION

Specialist: Clyde Peterson

P-T (PSYCH TECH I) I (25 HRS) (03352CP) Assist in organization & maintenance of large computer-based data files; draft brief reports of statistical out (procedures & findings); write & perform statistical analyses. **Qualifications:** BA/BS; post-grad training in social science field; two yrs. of statistical exp. using SAS for OS2; or equivalent; excellent organizational skills; experience with WordPerfect 6.1; good interpersonal skills for team project. (*End date: 6/30/97*) **Grade:** G11; **Range:** \$11,262-14,290 3-25-97 GSE

MEDICAL SCHOOL

Specialist: Ronald Story

RESEARCH SPECIALIST, JR. (0188RS) Perform biochemical assays; prepare immunohistochemical slides; raise monoclonal antibodies; keep inventory & order supplies; maintain lab records & computer data files; write papers; make photomicrographs & handle other darkroom procedures. **Qualifications:** BA/BS; research & computer experience (Mac & PC). **Grade:** P1; **Range:** \$20,291-26,368 3-25-97 Neurology/Medicine

OPPORTUNITIES at PENN

RESEARCH SPECIALIST, JR. (03372RS) Perform transfections to create vectors; expand vectors; use combination of virological, immunological, histological & molecular biology techniques to characterize vectors; maintain Vector Core inventory; perform quality control analysis; assist in maintenance of equipment & reagents in Vector Core; maintain, catalogue & cryopreserve viral vectors, cell lines & plasmid. **Qualifications:** BA/BS required; lab work exposure in cell culture desired; experience in virology & molecular biology preferred. **Grade:** P1; **Range:** \$20,291-26,368 3-25-97 Med/Renal

RESEARCH SPECIALIST, JR. (03374RS) Perform routine cell cultures & immunological studies; work with post-doctoral fellow in flow cytometry. **Qualifications:** BA/BS with major

in biologic science; experience with cell culture useful, but not required. **Grade:** P1; **Range:** \$20,291-26,368 3-25-97 Med/Renal

RESEARCH SPECIALIST, JR. (03375RS) Perform laboratory procedures using standard molecular biological, cell culture & immunological procedures; handle small animals & radioactive isotopes; maintain lab records & general lab equipment. **Qualifications:** BA/BS, preferably in science; one-two yrs lab experience; previous experience in cell culture & molecular biology. *(On-going contingent upon grant funding)* **Grade:** P1; **Range:** \$20,291-26,368 3-25-97 Med/Renal

RESEARCH SPECIALIST, JR. (03383RS) Perform protein purification, DNA preparations & experiments using liquid chromatography, gel electrophoresis, cell culture, basic enzymology & basic molecular biology; maintain records; order supplies; present results at research meetings & maintain lab equipment & lab. **Qualifications:** BA/BS in related scientific field; previous lab exp. required; basic knowledge of molecular biology, cell bio. & cell culture are required. **Grade:** P1; **Range:** \$20,291-26,368 3-26-97 Physiology

RESEARCH SPECIALIST I (03361RS) Perform experiments & develop new techniques as directed by PI; assist PI in mouse husbandry; maintain a safe & efficient laboratory; order supplies & equipment; maintain purchasing records; teach rotating students & undergraduate volunteers. **Qualifications:** BA/BS with science major required; previous working laboratory experience; one-three yrs. working experience. **Grade:** P2; **Range:** \$22,351-29,098 3-25-97 Medicine

RESEARCH SPECIALIST II (03382RS) Perform morphological techniques, histochemistry, immunohistochemistry, in situ hybridization & microscopy; assist & train users on CMC equipment & facilities; assist during necropsies & dissection; provide technical support in Cell Morphology Core; interface with faculty & staff; assist with developing & implementing scientific protocols; perform general lab duties; maintain accurate logs & records techniques as needed; assist with project planning & protocol development. **Qualifications:** BA/BS in scientific field required; knowledge & experience in cellular immunological techniques & molecular biology & theory required; three-five yrs. lab experience required; good organizational skills, ability to work with limited supervision & knowledge of Macintosh computers; ability to work independently on multiple projects, including development of technology to implement new experimental procedures; ability to handle multiple on-going projects simultaneously; demonstrated organization & communication skills. *(On-going contingent upon grant funding)* **Grade:** P3; **Range:** \$24,617-31,982 3-26-97 IHGT

RESEARCH SPECIALIST IV (03373RS) Develop & implement research projects involving application of sophisticated cellular & molecular techniques in cancer; serve as Co-PI on research project by independently designing, implementing & analyzing data from research plans & ideas to monitor expenses & budgets; responsible for writing grant proposals & manuscripts with minimal supervision; supervise & teach research specialist, post docs, residents, students & lab aides. **Qualifications:** PhD or VMD; minimum of three yrs. experience; expertise in wide variety of tech-

niques incl. tissue culture, protein biochemistry, molecular biology & animal modeling. *(End date: 6/30/99)* **Grade:** P6; **Range:** \$32,857-42,591 3-25-97 Medicine-Pulmonary

HISTOLOGY TECHNICIAN III (40 HRS) (03370RS) Maintain function of pathology laboratory; participate in routine staining and sectioning of histology specimens; perform special stains as requested, cut animal specimens and perform immunohistochemistry as required; complete laboratory paper work; maintain quality control and follow safety standards necessary for licensure; maintain all laboratory functions; update and maintain laboratory manual; utilize computer database for specimen logging and tracking; provide assistance in budget formulation for long-term projects. **Qualifications:** Board certification as histotechnologist; three-five years minimum experience in histopathology and laboratory techniques; ocular experience preferred. **Grade:** G11; **Range:** \$23,425-29,723 3-25-97 Ophthalmology

OFFICE ADMINISTRATIVE ASSISTANT II (40 HRS) (03371RS) Review purchase request; perform purchase order completion & FinMis data entry, obtain bids from vendors; confirm pricing commitments, follow up on variances; prepare monthly account summary reports; perform key assistance to new labs for startup supply & equipment requirements; assure payment of all non-P.O. expenses; inform employees methods of procurement & reimbursements; train & oversee clerical staff; prepare & input journal entries; verify budget transactions & funds availability. **Qualifications:** HS graduate; BA/BS preferred; two-three yrs. experience in accounting or finance; familiarity with Univeristy purchasing & ordering essential; FinMis training preferred; knowledge of University financial policies & procedures preferred; knowledge of Mac computers, MS Word & Excel & data entry pref.; excellent organizational & communication skills necessary. *(On-going contingent upon grant funding)*

Opportunities continue on page 12

How to Apply

- **Current Employees** can call 898-7285 to obtain the name of the hiring officer for the available position, (please provide your social security number for verification and the position reference number). Internal applicants should forward a cover letter and resume directly to the hiring officer. *A transfer application is no longer needed!*

- **External Applicants** should come to the Application Center to complete an application. Applicants interested in secretarial, administrative assistant, or other office support positions, will have an appointment scheduled for a technology assessment as part of the application process.

Schools and Centers

Penn is a large community made up of many schools and centers which have their own character and environment. The openings listed here are arranged by School or Center.

Staff Recruiters have been assigned to Schools and Centers as follows:

Alicia Brill:
Wharton School
Susan Hess:
Development,
School of Arts & Sciences,
Executive Vice President, and
Nursing School
Clyde Peterson:
Annenberg School,
Dental School,
Graduate School of Fine Arts,
Graduate School of Education,
Law School,
Provost,
School of Engineering & Applied Science,
School of Social Work, and
Vice Provost for University Life

Ronald Story:
Medical School
The initials of the Staff Recruiter are indicated at the end of the position reference number.

Human Resources Q & A

- *Do you have a question about employment at Penn?*

You can e-mail your question to askhr@pobox.upenn.edu. We hope to answer the most frequently asked questions in this space soon in order to keep you up-to-date about Employment at Penn!

- *Interested in temporary employment? Or, temporary employment while you look for a full-time position at Penn?*

Contact Today's Penn Temps, the sole-source provider of temporary services at Penn. Contact Today's Penn Temps at 573-9600, or stop by their office in the Funderburg Information Center.

OPPORTUNITIES at PENN

continued from page 11

ing) **Grade:** G10; **Range:** \$22,013-27,427 3-25-97 IHGT

SECRETARY IV (40 HRS) (03376RS) Type materials for several physicians, prepare manuscripts, grant proposals, patient correspondence & various forms; organize & maintain files; receive & screen phone calls & visitors; respond to inquiries; perform general office procedures, including photo copying, distribution of mail & back-up to administrative assistant; independently compose, edit proofread & word process business correspondence & reports from dictation, notes or verbal instruction; organize, schedule & solicit agenda items & status reports. **Qualifications:** BA/BS in related field; two yrs. progressive experience, preferably in an academic health care setting; working knowledge of Macintosh & Excel required; knowledge of medical & scientific terminology desired. **Grade:** G9; **Range:** \$20,130-25,133 3-25-97 Med/Rheumatology

NURSING

Specialist: Sue Hess

INFORMATION MANAGEMENT SPECIALIST II (03365SH) Develop & manage all technology, design & administrative structure required to deliver an "intranet" & external web site to support Penn's School of Nursing; design both new webs, administer & implement a secure web server & establish web technology to support administration, research, instruction & practice; requires a unique combination of first rate technical, design & management skills to develop the platform for information & computing for the school. **Qualifications:** BA/BS, preferably in Computer Science, MIS or comparable experience; 4-5 years of progressively responsible experience in computing support including programming, system analysis & end-user computing support; at least 2 years creating an organization's intranet in addition to WWW development with responsibility for site structure; one or more years working with Windows NT server (or more years of experience administering Novell networks & working with UNIX systems); minimum of four years of design experience using computers (a portfolio will be required); 2-4 years managing large scale projects, long term planning, and dealing with direct and indirect management responsibilities. **Grade:** P6; **Range:** \$32,857-42,591 3-24-97 NEB

PRESIDENT

Specialist: Sue Hess

ASSISTANT DEVELOPMENT OFFICER I (03357SH) Assist ICA development director to plan & execute fundraising activities to attract increased gift support; coordinate all aspects of Annual Benefit; work closely with chairperson and Board committee; develop grant proposals; oversee stewardship activities; identify & develop opportunities for increased prospect & volunteer involvement in ICA activities; research & analyze data on potential donor sources; coordinate all aspects of new corporate members program; work with development director to revise & streamline internal mechanisms; interact with central development staff to enhance coordination of ICA's efforts with University's overall fundraising operation. **Qualifications:** BA/BS; 1-3 years experience in development setting; grant

writing & proposal development experience preferred; excellent communications skills both oral & written; computer proficiency, with preferred experience working with WordPerfect & FileMaker software, as well as, in creating & maintaining Web site; position requires attendance at annual benefit & other annual events, evening & weekend work and valid driver's license. **Grade:** P3; **Range:** \$24,617-31,982 3-24-97 Development & Alumni Relations

ASSOCIATE DIRECTOR CORPORATE & FOUNDATION RELATIONS (03359SH) Along with Director, identify funding sources for Medical Center geared toward institutional donors, i.e. corporations, foundations, associations & other organizations; define annual funding goals form institutional donors; create annual schedule for proposal submission to key donors; coordinate stewardship activities; meet with faculty/directors to define funding priorities & to plan outreach; draft proposals; collaborate efforts with other development officers & with central development; scheduled plan visits to prospects; maintain personal portfolio of prospects. **Qualifications:** BA/BS; 3-5 years experience in development, preferably in soliciting major gifts form institutional donors, including experience in proposal writing and prospect research; knowledge of corporate & foundation prospects for major medical centers, including medical research and education; demonstrated ability to focus funding strategies based on donor & funding priorities; excellent oral & written communication skills; effective team worker. **Grade:** P7; **Range:** \$36,050-46,814 3-24-97 Dev. & Alumni Rels.

ASSOCIATE SECRETARY/SPECIAL PROJECTS COORDINATOR (03360SH) This position is shared between the Offices of the President and the Secretary; responsibilities include: strategic planning; develop, prepare & grant applications & partnership agreements for community development; research & report on various University issues & initiatives. **Qualifications:** BA/BS required; advance degree preferred; 5-7 years professional administrative experience; demonstrated experience in planning & implementing projects; excellent written & oral communication skills; excellent organizational analytical skills. **Grade:** P10; **Range:** \$48,822-64,066 3-24-97 President & Secretary

DIRECTOR VIII (03366SH) Coordinate & oversee office tasks that support development of University's operating budget; tasks include, allocation of administrative operations & maintenance costs; distribution of undergrad tuition & financial aid; review revenue projections & expenditure of University's operating units; integration of each unit's capital project planning & development planning with construction of unit's annual operating budget; prepare final budget document for presentation to & approval by the Board of Trustees. **Qualifications:** MBA or related Master's degree required; seven years or more experience in area directly related to budgeting, resource planning or strategic planning; experience working in university or government agency preferred; technical competency in use of microcomputers, computer network & leading business software applications; excellent writing & oral communication skills essential; ability to work in complex environment & willingness to work with limited supervision. **Grade:** P11; **Range:** \$56,135-70,246 3-25-97 Office of Budget & Management Analysis

DIRECTOR CORPORATE & FOUNDATION RELATIONS (03358SH) Plan, implement & manage all institutional gift appeals for the Medical Center; coordinate all special program activities, i.e. special events, stewardship & donor recognition programs, for institutional donors; coordinate private funding efforts with Medical Ctr. efforts to seek corporate sponsorships & support through venture projects & technological transfer activities. **Qualifications:** BA/BS, advance degree desirable; 7-10 yrs. progressively responsible development experience with emphasis on major gifts solicitations from corporate & foundation relations; 3 yrs. exp. in academic medical ctr. of a large scientific/health care research institution; strong admin./supervisory exp.; excellent organizational & oral & written communications skills; ability to interact effectively with senior level corporate & foundation officials; able to travel both locally & nationally; valid driver's license. **Grade:** P10; **Range:** \$48,822-64,066 3-24-97 Development & Alumni Relations

STAFF RESEARCHER I (03385SH) Conduct research & analysis projects & compile detailed research profiles & reports for staff in center using departmental & external information sources; prepare analyses that assess giving ability of potential donors; interpret information & assist individuals in using department's library; oversee projects & serve on committees at Director's request. **Qualifications:** BA/BS in related field &/or equivalent work experience in research & writing required; knowledge of

Classifieds

FOR SALE

— Home for Sale! 6 BR, 2.5 BA, updated kitchen, 2 car garage, photographic darkroom, security system, an ideal home in University City. \$129,900 with 3% SA. Call Todd (610) 394-6888

HELP WANTED

— University of Pennsylvania—American Musicological Society: Secretary/Receptionist (part-time, temporary). Duties: receptionist (telephone, mail, general inquiries); basic accounts payable/receivable; routine correspondence; publications preparation; sales fulfillment. **Qualifications:** high school diploma or equivalent; one year secretarial experience; excellent communication skills; PC skills, including accounting and word processing; database experience preferred. EOE/ADA. Send cover letter, resume to: American Musicological Society, 201 S. 34th St., Philadelphia, PA 19104-6313.

WANTED

— Native Chinese looking for students studying Chinese language for conversation and language partner. (302) 292-8821 or qwang@hopi.dtcc.edu

SERVICES

— Upstart Lawn and Landscape Maintenance Service looking for new clients in Delaware County. Will meet or beat your present lawn maintenance costs. For service and attention that cannot be beat call 215-386-3136. Hurry spring clean up and fertilizing time is here!

OPPORTUNITIES at PENN

fundraising principles & exp. using computer databases desirable; strong communications, both oral & written; good analytical & interpersonal skills. **Grade:** P2; **Range:** \$22,351-29,098 3-28-97 Development & Alumni Relations

ADMIN. ASS'T II (03369SH) Under limited supervision, provide secretarial & administrative support to two senior level administrators; receive, screen & handle inquiries & respond &/or redirect as appropriate; compose, word process, proof-read & edit correspondence; greet visitors; develop & maintain filing system & correspondence log; compile complex briefing materials for meetings & conferences; prepare travel arrangements, incl. transportation & lodging accommodations, meeting schedules & itineraries; prepare expense forms; monitor & reconcile expenditures & generate reports; prepare agendas, minutes, notices, charts & reports; compile & summarize data; do preliminary analysis of reports. **Qualifications:** HS grad; post-H.S. training; min. 2 yrs. exp. as AA I or equivalent exp.; proficiency in WordPerfect/Windows, Microsoft Word/Windows & Excel essential; willingness to learn new technologies as needed; accurate typist; ability to organize & prioritize assignments; work effectively with diverse groups; detail oriented; flexible & productive under pressure; willingness & availability to work extended hours as needed. **Grade:** G10; **Range:** \$20,637-25,713 3-24-97 Development & Alumni Relations

PROVOST

Specialist: Clyde Peterson

BUSINESS MANAGER III (03350SH) Develop financial & admin. plans; set financial goals; develop budgets & forecast; maintain financial control systems; supervise payroll; calculate commissions; oversee all financial transactions; manage receivables & manage annual audit; coordinate station hiring & manage EEO programs; supervise reception area. **Qualifications:** BA/BS in accounting or business; MBA or CPA pref.; significant exp. in budgeting, forecasting; able to function well under pressure & interact productively with wide variety of personalities; excellent computer skills incl. spreadsheet skills; able to present complex data clearly to non-financial staff; excellent customer service skills. **Grade:** P6; **Range:** \$32,857-42,591 3-27-97 WXP

ADMINISTRATIVE ASSISTANT II (03386SH) Perform administrative/clerical duties in support of three regional officers; prepare correspondence & reports; respond to high volume of inquiries from alumni & other constituents; coordinate & prioritize work assignments; handle gift transmittal process & acknowledgments; take minutes of meetings; transcribe dictated material; coordinate travel arrangements; prepare expense forms; access gift information using alumni database; prepare spreadsheets; screen mail; file, take messages; collect & organize data for meetings & reports. **Qualifications:** HS grad & related post-HS secretarial training; minimum two yrs. exp. at AA I level or comparable background incl. taking minutes; demonstrated experience in exercising judgment, creativity, analysis & initiative; proven ability to work with significant degree of independence under limited supervision; proficiency in use of computer systems, WordPerfect, Lotus, electronic communication/info systems, dictaphone & other office equipment; excellent

customer service, organizational & composition skills. **Grade:** G10; **Range:** \$19,261-23,999 3-27-97 Development & Alumni Relations

ADMIN. ASS'T III (03379CP) Provide administrative support of Athletic Dept. & Marketing; process donation & acknowledgments; handle confidential materials & inquiries, design & implement office procedures; maintain files regarding special funds, events, prospects & budget information; oversee 4 work study students. **Qualifications:** HS grad required; minimum four yrs. progressive clerical training or exp.; demonstrated knowledge of office procedure; detail oriented; knowledge of WordPerfect 6.1 for Windows & Draw Perfect; excellent communication & organization skills; ability to deal effectively, professional with variety of constituents. **Grade:** G11; **Range:** \$20,497-26,008 3-25-97 Development

SUPERVISOR ANIMAL LAB (03341CP) Supervise daily activities of techs, instructing & evaluating for results; maintain schedules of weekly, weekend & holiday staff; order feed, bedding & all other animal care supplies & equipment; report all facilities repair needs to operations; maintain census, payroll, cost accounting records; interact with researchers, providing service; ensure compliance with all sops & regulations. **Qualifications:** HS diploma or equiv.; AALAS Certification as Lab Animal Technology or 8 years in lab animal care with supervisory exp.; able to communicate effectively both verbally & written; computer literacy preferred; must have a valid driver's license. **Grade:** G13; **Range:** \$28,723-38,022 3-24-97 ULAR School of Medicine

VETERINARY SCHOOL

Specialist: Sue Hess

P-T (SECRETARY TECH/MED SR.) (25 HRS) (03388RS) Perform secretarial duties requiring use of specialized/technical or medical terminology; type standard & complex materials; maintain records & files; answer telephones & handle inquiries, schedule meetings & conferences; handle purchase orders & mail compose correspondence. **Qualifications:** Completion of HS business curriculum or equivalent; at least one yr. of secretarial experience; demonstrate an understanding of punctuation & grammar; computer literate (Windows, WordPerfect) FinMis experience a plus; excellent communication skills. **Grade:** G10; **Range:** \$10,583-13,186 3-25-97 Pathobiology

WHARTON SCHOOL

Specialist: Alicia Brill

ADMINISTRATIVE ASSISTANT II (37.5 HRS) (03378AB) Responsible for frontline duties of Wharton Dean's office; answer calls, greet visitors, handle mail; data entry, word processing, scheduling, filing, proofreading & distributing. **Qualifications:** HS graduate; Assoc. BA preferred; one-two years of responsible AA level experience or equivalent; excellent organizational, professional & interpersonal skills; use of MS WIN95 req. (Work schedule: Monday-Friday, 10 a.m.-6:30 p.m.) **Grade:** G10; **Range:** \$20,637-25,713 3-27-97 Deans Office

A-3 ASSEMBLY

Nominations: A-3 Employee of the Month

The A-3 Assembly's Employee Recognition Committee is looking for excellent employees to be honored.

To nominate an A-3 staff member, please complete this form and send nominations to:
Ms. Stephanie Perkins-Lane, chair of the A-3 Assembly's
Employee Recognition Committee,
119 Bennett Hall/6273.

Deadline for submissions is April 25, 1997.

Nominee's Name _____ Nominee's Position _____

Nominee's Campus Address _____ Ext. _____

Your name _____ Your Position _____

Your Campus Address _____ Ext. _____

Do you supervise the nominee? Yes _____ No _____

Please provide specific examples for the questions listed below of your nominee's actions, attitudes, and abilities which you feel qualify that person for this award. Attach a separate sheet with the answers to these questions.

1. How has the nominee shown dedication to their position and their office/department?
2. How does the nominee demonstrate teamwork skills?
3. How does the nominee demonstrate a high level of communication skills?
4. How does the nominee demonstrate dedication to personal and/or work-related self-involvement?
5. How does the nominee contribute, outside of work, to helping others outside work?
6. Please write one to two paragraphs stating why you feel this individual should be honored by the A-3 Assembly Employee Recognition Committee.

Penn Summer Camps for Children: Sports and Theatre

To help parents plan ahead, here are camps and programs available this summer for children who enjoy sports or performing arts.

Performing Arts Camps

June 23-August 15; Gwendolyn Bye Dance Center; Full Day Tuition (morning and afternoon sessions): \$170/week, \$870/6 weeks, \$1,150/8 weeks (single session tuition also available); tuition must be paid in full by May 23; free day care for campers between 8:30 & 9 a.m. and 4:30 & 5 p.m.; parents must provide a brown bag lunch, drink machines are available; "Big" camp performance August 1, campers must be registered between July 21 and August 1 to participate; "Mini" camp performance August 15 for campers who are registered for the last two weeks of camp; info: 898-2881.

Morning Sessions: 9 a.m.-noon

Dance I, ages 7-12; This program is designed for students with no prior training. Classes include classical ballet, modern dance and jazz.

Dance II/A, ages 10-12; This more intensive program is for students who have prior training. Daily classes in classical ballet, pointe (or pre-pointe), modern dance and jazz further develop their technique.

Theater Arts, ages 7-12; Students participating in this program will study all aspects of movement theater which include mime, movement for actors, improvisation, set design, comedy, mask making and storytelling.

Afternoon Sessions: 1-4:30 p.m.

Creative & Performing Arts I, ages 7-9; Campers will work on an original musical production which will be presented in the camp performances. This program blends acting, singing, tap and stage dancing. Campers will also have classes in arts and crafts, games and outdoor recreation.

Creative and Performing Arts II, ages 10-12; Campers will work on an original musical production which will be presented in the camp performances. This program blends acting, singing, tap and stage dancing. Campers will also have classes in arts and crafts, games and outdoor recreation.

2-Week Intensive Dance Program: August 4-15 (full day); ages 12-18; This intensive extension program is for students with extensive dance training. Dancers are required to take daily classes in classical ballet, pointe, modern dance, jazz and special guest teacher workshops.

Wanted:

Volunteer Field Hockey Coach

The Women's Club Field Hockey team is in search of a volunteer coach to help the team a few hours per week. We are looking for someone enthusiastic, organized & knowledgeable of the game. The time commitment is relatively little, approximately four to six hours per week. If interested, please contact Sara Stinger or Ariella Rosenberg at 417-8009 or e-mail Melissa at mtatro@mail.sas.upenn.edu. We look forward to hearing from you.

—Melissa Tatro, Col. '97

Sports Camps

Basketball:

Quaker Camp: June 23-28; 9 a.m.-3:30 p.m.; The Palestra; campers ages 7 & older; University rate: \$135; includes shirt and basketball; info: Steve Donahue, 898-6142.

Red & Blue Camp: Father-Son Weekend; 9 a.m.-June 15, 1 p.m.; A special camp where basketball instructions are available for both the father and son; June 14, \$75/person, includes camp shirt, meals and prizes; **Overnight Program;** July 27, 4 p.m.-August 1, 11:30 a.m.; Featuring NBA players: Matt Maloney, Jerome Allen and Tim Legler; each day includes breakfast, lunch and dinner, basketball fundamental sessions, swimming, horseback riding, cross training, water sports; \$375/person (family and team rates available), includes camp shirt, basketball, meals and prizes; info Steve Donahue, 898-6142. At the Sandy Hill Camp, located near North East, Maryland, on the Elk River at the head waters of the Chesapeake Bay.

Gymnastics:

Summer Gymnastics Camp:

Session dates: June 9-13, June 16-20, June 23-27 and July 7-11; 9 a.m.-5 p.m.; activities include: gymnastic instruction on Olympic apparatus, swimming, activities at Franklin Field, arts and crafts, children's movies, a visit to the University Museum and more; Hutchinson Gym; \$190/session; info: Tom Kovic, 898-5316.

Tennis:

Junior Tennis Camp: 10 one-week sessions run from June 9 to August 15; 9 a.m.-3 p.m.; a United States Tennis Association certificate will be awarded to every camper upon completion of each session; swim periods are offered daily; cafeteria-styled lunches are provided daily; Levy Indoor Tennis Pavilion; kids ages 6-16; \$210/per one-week session; extended hours fee (after 3:30 p.m.) is \$5/day; info: Hal Mackin, 898-4741.



OEHS Safety Training Courses in April

The following training programs are required by the Occupational Safety & Health Administration (OSHA) for all employees who work with hazardous substances including: chemicals, human blood, blood products, fluids, and human tissue specimens. These programs are presented by the Office of Environmental Health & Safety (OEHS). Attendance is required at one or more session, depending upon the employee's potential exposures.

Introduction to Laboratory Safety at Penn (Chemical Hygiene Training): Provides a comprehensive introduction to laboratory safety practices and procedures at Penn and familiarizes the laboratory employee with the Chemical Hygiene Plan. This course is designed for employees who have not previously attended Laboratory Safety at the University. Required for all University employees who work in laboratories. April 8, 1:30-2:30 p.m., John Morgan, Reunion Auditorium.

Introduction to Occupational Exposure to Bloodborne Pathogens: This course provides significant information for employees who have a potential exposure to human bloodborne pathogens. Topics include a discussion of the Exposure Control Plan, free Hepatitis B vaccination, recommended work practices, engineering controls and emergency response. This course is designed for employees who have not previously attended *Bloodborne Pathogens Training* at the University. Required for all University employees potentially exposed to human blood or blood products, human body fluids, and/or human tissue. April 14, 10:30 a.m.-11:30 a.m., John Morgan, Reunion Auditorium.

Occupational Exposure to Bloodborne Pathogens (In a clinical setting): * Required for all University faculty and staff who have potential clinical exposures to blood and other human source material. It is intended for employees with direct patient contact, or those who handle clinical specimens, and administrators who rou-

tinely work in a clinical environment. Topics include: risks, protection, work practice controls and emergency procedures. This course is designed for employees who have not previously attended *Bloodborne Pathogens Training* at the University. April 24, 1:30-2:30 p.m., 104 Stemmler Hall. *Registration is required for this course. Please call Bob Leonzio 898-4453.

Laboratory Safety—Annual Update: This program is required annually for all laboratory employees who have previously attended *Chemical Hygiene Training*. Topics include chemical risk assessment, recommended work practices, engineering controls and personal protection as well as an update of waste disposal and emergency procedures. Faculty and staff who work with human source materials, HIV or hepatitis viruses must attend the *Laboratory Safety and Bloodborne Pathogens—Annual Update* (see course description). April 10, 1:30 p.m.- 2:30 p.m., John Morgan, Reunion Auditorium.

Laboratory Safety and Bloodborne Pathogens—Annual Update: This program is required annually for all faculty and staff who work with human source material, HIV or hepatitis viruses and have previously attended *Occupational Exposure to Bloodborne Pathogens*. Issues in general laboratory safety and bloodborne pathogens are discussed. Topics include bloodborne diseases, risk assessment, recommended work practices, engineering controls and personal protection as well as an update of waste disposal and emergency procedures. Participation in *Laboratory Safety—Annual Update* is not required if this program is attended. April 16, 10:30-11:30 a.m., John Morgan, Reunion Auditorium.

Attendees are requested to bring their PENNCards to facilitate course sign in. Additional programs will be offered on a monthly basis. Check OEHS website, www.oehs.upenn.edu for dates and time. If you have any questions, please call Bob Leonzio at 898-4453.

CGS Personal Enrichment Trips and Tours: From Art to Wine

In addition to the many Special Programs that CGS offers on campus throughout the month (see April at Penn) there are also several trips and tours to taste wines of specific regions and to see art in galleries in Philadelphia and New York.

A New York Art Adventure: A Tour of SoHo Galleries. There are two trips, one on April 12 and the other on April 26. A charter bus will depart from the Penn campus at 8 a.m. and will return at 8 p.m. on both dates. Dozens of galleries will be visited where representatives will discuss their current exhibitions. After the gallery visits there will be time to explore the area's shops and restaurants. The cost of this trip is \$85 per person. Enrollment is limited to 35.

Tour of Philadelphia Galleries: Galleries in both Center City and Olde City will be visited where gallery owners and artists will be available for discussions. There are two sections, section A is on April 5 and section B is on May 3. They both depart from the Penn campus at 1 p.m. and return at 5:30 p.m. The cost is \$45 per person. Enrollment is limited to 35 per session.

Wines of Germany and Italy: During two Mondays, April 7 and 14, the best of German and Italian wines will be served at the London Restaurant. The group will meet from 6:30 to 9 p.m. The cost of the activity is \$100 per person. Enrollment is limited to 50.

Great Wines of France: Wines from the six greatest wine producing areas: Alsace, Bordeaux, Burgundy, Champagne and the Loire and Rhine Valleys are examined in this course which will meet three Mondays, April 28-May 12, at the London Restaurant. The course hours are from 6:30 to 9 p.m. The cost is \$150 per person. Enrollment is limited to 50.

To register for any of the above trips and tours contact the College of General Studies at 898-6479 or at <http://www.sas.upenn.edu/CGS/>

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 **March 17 through March 23, 1997**. Also reported were **Crimes Against Property**, including 34 thefts (including 2 thefts of auto, 5 thefts from auto, 1 burglary, 9 thefts of bicycles and parts), 1 incident of trespassing & loitering, 1 incident of forgery & fraud, 1 incident of possession of stolen property, and 3 incidents of criminal mischief & vandalism. Full crime reports are in this issue of Almanac on the Web (www.upenn.edu/almanac/v43/n29/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 **March 17, 1997 and March 23, 1997**. The University Police actively patrols from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Robberies (& Attempts)—1; Threats & Harassment—2

| | | | |
|----------|----------|---------------------|------------------------------------|
| 03/17/97 | 10:50 AM | 3731 Walnut St. | Complainant robbed/actor fled area |
| 03/19/97 | 3:18 PM | Clinical Res. Bldg. | Unwanted phone calls received |
| 03/19/97 | 9:07 PM | Upper Quad | Unwanted call received |

38th to 41st/Market to Baltimore: Simple Assaults—2; Threats & Harassment—2

| | | | |
|----------|----------|-----------------|---|
| 03/18/97 | 4:40 PM | High Rise North | Unwanted phone calls received |
| 03/21/97 | 4:41 AM | 100 Blk 39th | Altercation reported between students |
| 03/22/97 | 2:53 AM | 300 Blk 40th | Complainant struck on elbow by thrown egg |
| 03/22/97 | 10:38 PM | Low Rise North | Messages left on message board to room |

41st to 43rd/Market to Baltimore: Homicide & Manslaughter—1; Robberies (& Attempts)—1

| | | | |
|----------|---------|-----------------|---|
| 03/18/97 | 9:24 PM | 4200 Blk Pine | Complainant robbed by unknown with simulated weapon |
| 03/21/97 | 5:20 PM | 207 S. 43rd St. | Report of person shot/taken to HUP |

Outside 30th to 43rd/Market to Baltimore: Robberies (& Attempts)—2; Simple Assaults—1; Threats & Harassment—1

| | | | |
|----------|----------|------------------|---|
| 03/19/97 | 10:34 AM | 44th & Larchwood | Property taken by unknown suspect w/gun/no injury |
| 03/19/97 | 10:03 PM | 1900 Blk Chesnut | Unknown person spit at complainant |
| 03/20/97 | 9:17 PM | 4300 Blk Spruce | Juvenile harassed by unknown person in vehicle |
| 03/21/97 | 1:02 AM | 45th & Spruce | Unknown person attempted to rob complainant |

Crimes Against Society

34th to 38th/Market to Civic Center: Disorderly Conduct—3; Alcohol & Drug Offenses—1

| | | | |
|----------|----------|------------------|---|
| 03/19/97 | 12:51 AM | Christian Assoc. | Numerous citations issued for underage drinking |
| 03/23/97 | 1:52 AM | Houston Hall | Disturbance during party |
| 03/23/97 | 1:52 AM | 3400 Blk Spruce | Male cited for fighting |
| 03/23/97 | 1:52 AM | 3400 Blk Spruce | Male cited for fighting |

38th to 41st/Market to Baltimore: Disorderly Conduct—1

| | | | |
|----------|---------|-----------------|--------------------------------------|
| 03/22/97 | 9:19 PM | 4000 Blk Spruce | Suspect cited for disorderly conduct |
|----------|---------|-----------------|--------------------------------------|

18th District Crimes Against Persons

9 Incidents and no Arrests were reported between **March 17, 1997 and March 23, 1997**, by the 18th District for the area covering Schuylkill River to 49th Street, Market Street to Woodland Avenue

| | | | |
|---------|----------|-----------------|--------------------|
| 3/17/97 | 10:56 AM | 3731 Walnut St. | Robbery |
| 3/17/97 | 8:30 PM | 4600 Pine St. | Robbery |
| 3/18/97 | 2:00 PM | 4700 Walnut St. | Robbery |
| 3/18/97 | 9:28 PM | 4200 Pine St. | Robbery |
| 3/19/97 | 9:30 AM | 4500 Larchwood | Robbery |
| 3/19/97 | 8:50 PM | 4815 Paschall | Aggravated Assault |
| 3/20/97 | 1:45 PM | 201 46th St. | Aggravated Assault |
| 3/21/97 | 1:05 AM | 4500 Spruce St. | Robbery |
| 3/21/97 | 4:05 PM | 4307 Locust St. | Robbery |

Update

APRIL AT PENN

TALKS

1 *Metahistorical Musings: History Writing in Japan and Elsewhere at the End of the Millennium*; Carol Gluck, Columbia University; 4:30 p.m.; History Lounge, 329 A, 3401 Walnut Street (Annenberg Seminar—History Department).

2 *A Reading of Magic City*; Jewell Parker Rhodes, Arizona State University; 4:30 p.m.; Writers House, 3805 Locust Walk (Writers House & Center for the Study of Black Literature and Culture).

3 *Would Jesus Join the Christian Coalition?*; Ron Sider, Evangelicals for Social Action; 4-6 p.m.; Room B-26, Stiteler Hall (Office of the Chaplain & Penn Graduate Christian Fellowship).

8 *Greek Jews in the Christian Byzantine World: A Lost Chapter in the History of Judaism (illustrated)*; Nicholas De Lange, Cambridge University; 7-9 p.m.; Class of '55 Room, 2nd Floor, Van Pelt Library (Jewish Studies).

9 *Political Action, Community Involvement, and the Ethical Principle of Social Justice*; Fred Newdom, president, BCRS and Rufus Lynch, president, PA NASW; 7-9 p.m.; Room B6, Stiteler Hall (SSW Chapter, Bertha Capen Reynolds Society).

Deadlines: The deadline for the May at Penn calendar is April 15. The deadline for the weekly update is the Monday prior to the week of publication.



Almanac

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Examining the Politics of Respectability in African American Studies

by Kali N. Gross



The upcoming conference, *The "Black Image" in the "Black Mind,"* has been organized by the Fontaine Society to critique the bias toward "respectability" within African American Studies. The conference has two additional goals: to build academic community across disciplines, and to address the limitations of past analytical paradigms with examples of innovative scholarship.

The Fontaine Society is a fellowship program at the University of Pennsylvania designed to increase the numbers of doctoral students from minority groups that are least represented nationally—encompassing the humanities and the social, natural, and physical sciences. The Fontaine Fellowships were established and named in honor of Dr. William Fontaine, a professor of philosophy at the University of Pennsylvania for twenty-one years, and the first African American to become a fully-affiliated professor of the University. Along with increasing the numbers of academics of color, the Fontaine Society is committed to expanding diversity within academic discourses. With this tradition of transcending boundaries, graduate students in the Fontaine Society, in conjunction with Afro-American Studies, have organized this ambitious conference to further academic endeavors and to showcase the talent that exists at Penn, as well as to contextualize the phenomenon of respectability.

Historically, as form of resistance to the negative stigmas and caricatures about their morality, African Americans adopted a "politics of respectability." Claiming respectability through manners and morality furnished an avenue for African Americans to assert the will and agency to redefine themselves outside the prevailing racist discourses. Although many deployed the politics of respectability as a form of resistance, its ideological nature constituted a deliberate concession to mainstream societal values. The self-imposed adherence to respectability that permeated African American women's lives, as well as African American culture, also later impacted African American activism and the course of scholarship in African American Studies. This strict adherence to what is socially deemed "respectable" has resulted in African American scholars' confining their scholarship on African Americans to often the most "heroic," and the most successful attributes in African American culture; it has also resulted in the proliferation of analyses which can be characterized as culturally defensive, patriarchal, and heterosexist.

Given the circumstances of racial oppression in the United States, it is no surprise that African American scholars used academe as a medium to showcase positive African American achievements. Since the late nineteenth century Harvard-educated William Edward Burghardt DuBois and Carter G. Woodson pioneered the professionalization and popularization of African American history and sociology. At his death in 1950, not only was Woodson referred to as the father of African American history, but it was believed that the importance of his work was that it revised American history and provided resources for African Americans to combat negative caricatures. American historians frequently ignored the African American past, and at points denied African American contributions to the development of their nation.

The Civil Rights and Black Power movements brought the struggles of African Americans to the forefront of American culture and politics, and revived a need to understand the African American past.

These social movements and the increased numbers of African Americans in universities have created a wealth of research. The expansion of African American Studies that proceeded up through the 1970s remained largely male-centered. This scholarship often translated into glorified tales of strong African American men, and their non-"emasculating" female appendages. Even with the explosion of women's studies, the voices of African American women lay dormant underneath innuendo and implication. As one group of scholars cleverly acknowledged, *All the Women Are White, All the Blacks Are Men, But Some of Us are Brave*.

However, since the 1980s and 1990s African American women's studies has begun carving out its own genre and expanded African American Studies. As Dr. Mary Francis Berry explained, "Without the pioneering work of Gerda Lerner and younger scholars such as Rosalyn Terborg-Penn, little would be available in print to begin the quest for knowledge concerning Black women's experiences." With the groundbreaking texts of Jacqueline Jones, *Labor of Love, Labor of Sorrow* (1985), Paula Giddings, *When and Where I Enter* (1984), and Deborah Gray White, *Ar'n't I A Woman?* (1985), the stories of African American women's enslavement, emancipation, reconstruction, club movements, social work, suffrage activism, Civil Rights and Black Power leadership gained representation in the academy. And while these works have called attention to the plight of African American women, for the most part African American scholarship has attempted to argue that despite undergoing brutal enslavement, racial segregation, and continued discrimination, the humanity of African Americans was somehow unscathed, and that the survival of strong African American families and communities are testimonies to this triumph.

This need to affirm our humanity and the "heroic" aspects of our culture has been in part been accomplished to our own detriment. African American scholars have furnished a discourse that is "respectable," and in effect reified elitism, sexism, and heterosexism. This scholarship has also resulted in the proliferation of culturally defensive patriarchal forms of analysis.

These culturally defensive patriarchal analyses operate through the canon of omission. They afford a history and culture that is complacent with revealing only half the story—one that often only explores the masculine, the heterosexual, and the victorious. This promotion of sanitized narratives and scholarship disrespects the memory of those who suffered and could not be Harriet Tubman or Frederick Douglass; it implies that the experiences and practices of the masses of African Americans are not worthy of our attention.

The pioneering work of such scholars as Farah Jasmine Griffin, Regina Austin, Herman Beavers, Mary Frances Berry, and Elijah Anderson have begun to challenge the narrow constructs of respectability. By doing work on men and women who are socially deemed "unrespectable," these scholars have begun to broaden African American Studies. We Fontaine Fellows hope to continue Penn's tradition of academic excellence by facilitating a conference that will not only critique the limited paradigms, but also create avenues for expansion. On April 5-6, 1997, *The "Black Image" in the "Black Mind"* will be held at Steinberg Hall-Dietrich Hall. For more information and the full conference program, please visit our website: <http://www.upenn.edu/VPGE/Fontaine WWW.html>.



Photograph: Caged © 1966 by Barbara Kigozi

Ms. Gross is a doctoral student in history at the University.