

# UNIVERSITY of PENNSYLVANIA *Almanac*

Tuesday,  
April 15, 1997  
Volume 43 Number 30

## The Lindback Awards and the Provost's Awards for 1997

### Winners in the Health Schools...

*Bernett Johnson, Dermatology*



*Jon Morris, Surgery*



*Rosalyn Watts, Nursing*



*Charles O'Brien, Psychiatry*



*Valerie Cotter, Nursing*

### The Provost's Awards



*Michael Gamer, English*



*Edward Breuer,  
Religious Studies*



*Larry Sneddon, Chemistry*



*Stephen Morse, Law*

*Ayelet Lindenstrauss, Math*



### ...in the Non-Health Schools

#### Lindback Time: April 24

The annual ceremony for giving out Lindback Awards and Provost's Awards is a Provost's party, to which all members of the University are invited. This year's is at 4:30 p.m. on Thursday, April 24, in the Rare Book Room of Van Pelt Library. For short profiles of the eight Lindback and two Provost's Award recipients this year, please see [page 16](#).

#### Medical Teaching Awards

Also in this issue are the fifteen winners of teaching awards at PennMed this year; Please see [pages 4-5](#).

### IN THIS ISSUE

- 2 SENATE: The 1997-87 Slate;  
Agenda for SEC's Special Meeting 4/16  
Vice Provost/Computing: Dr. O'Donnell  
Leaving Penn: Mr. Golding, VP/Finance
- 3 Endowed Chairs in Ophthalmology:  
Dr. Maguire and Dr. Stone;  
Two New Sites for Dental Faculty Care;  
Deaths: Dr. John Carr, Mrs. Edwina Briggs
- 4 TEACHING AWARDS 1997: Medicine
- 5 PennMed's Radnor Unit;  
April's A-3 of the Month: Bill Witmer

### COMPASS Features

- 6 Bob Seddon: Hitting the 500th
- 7 Talking Point: Ian Lustick on the  
Logic of Peace in the Middle East
- 8 Ethics and Embryos in Research
- 9 A Town-Gown Conference on  
Penn's Role in Philadelphia
- 10 OPPORTUNITIES
- 13 Open Enrollment: Comparing Options
- 14 Take Our Daughters to Work Day
- 15 CrimeStats, Update
- 16 Profiles of the Lindback Award Winners

## SENATE From the Senate Office

### Slate of Nominees for 1997-98

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

**TO: Members of the Faculty Senate**  
**FROM: Peter J. Kuriloff, Chair**  
**SUBJECT: Senate Nominations 1997-98**

1. In accordance with the Faculty Senate Rules, official notice is given of the Senate Nominating Committee's slate of nominees for the incoming Senate Officers. The nominees, all of whom have indicated their willingness to serve, are:

*Chair-elect:* John C. Keene (prof city & reg plng)  
*Secretary-elect:* Margaret Mills  
(prof folklore & folklife)

*At-large Members of the Senate Executive Committee*  
(to serve a 3-year term beginning May, 1997):

Larry D. Gladney (assoc prof physics)  
Howard Lesnick (prof law)  
Ann O'Sullivan (assoc prof nursing)  
Daniel D. Perlmutter (prof chem engr)

(to serve a 2-year term beginning May, 1997)  
Barry S. Cooperman (prof chemistry)

*Two Assistant Professor Members of the Senate Executive Committee*  
(to serve a 2-year term beginning May, 1997):  
Julie Fairman (nursing)  
Kathleen Hall (education)

*Senate Committee on Academic Freedom and Responsibility*  
(to serve a 3-year term beginning May, 1997):  
Jere R. Behrman (prof economics)  
Oscar Gandy (prof communication)  
Edward N. Pugh (prof psychology)

*Senate Committee on Conduct*  
(to serve a 2-year term beginning May, 1997):  
Joan Goodman (prof education)  
M. Susan Lindee (assoc prof history & sociol sci)  
Edward R. Thornton (prof chemistry)

(to serve a 1-year term beginning May, 1997):  
Vivian L. Gadsden (assoc prof educ)  
Hermann Pfefferkorn (prof geology)

*Senate Committee on the Economic Status of the Faculty*  
(to serve a 3-year term beginning May, 1997):  
Jane Barnsteiner (assoc prof nursing)  
Rebecca Maynard (education)

2. Again in accord with the Senate Rules you are invited to submit "additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominees of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee." Pursuant to this provision, petitions must be received by mail at the Faculty Senate, Box 12 College Hall/6303, or by hand at the Faculty Senate Office, 210 Houston Hall by 5 p.m., *Tuesday, April 29, 1997.*

3. Under the same provision of the Senate Rules, if no additional nominations are received, the slate nominated by the Nominating Committee will be declared elected. Should additional nominations be received, an election will thereafter be held by mail ballot.

## Vice Provost/Computing: Dr. O'Donnell



*Dr. O'Donnell*

Dr. James J. O'Donnell, professor of classical studies and Interim Vice Provost for Information Systems and Computing (ISC) since February 1996, has been named to the permanent position, according to a joint announcement by Provost Stanley Chodorow and Executive Vice President John A. Fry. The appointment is effective immediately.

"I'm delighted that Jim has accepted this assignment," Dr. Chodorow said. "In the year that he has served as Interim Vice Provost, he has done a wonderful job. I'm particularly pleased that we have found a Vice Provost for Information Systems and Computing who is so deeply knowledgeable and so well attuned to our academic programs and needs of the University."

"Jim O'Donnell has demonstrated in real and meaningful ways that he has the vision and depth of knowledge necessary to move our information systems and computing services forward in this technology-driven environment," Mr. Fry said. "Computing has become central to our teaching and research missions, and it is vital in the delivery of administrative services."

Dr. O'Donnell has gained national recognition for his innovative use of information technology in teaching and research. In 1994, he initiated the first "virtual classroom" at Penn, a graduate-level Latin seminar on the philosopher Boethius, which spanned some nine time zones.

Under his leadership, ISC has implemented a new delivery system operated as a public utility with service-level agreements, campus-wide standards, and a campus governing board—a "public utility commission"—to keep it responsive.

## Leaving: VP/Finance Steve Golding



*Mr. Golding*

Stephen T. Golding, vice president for finance at Penn since February 1994, has accepted a newly-established position as Head of Marketing for Higher Education, Endowments and Foundations with Miller Anderson & Sherrerd, L.L.P., and Morgan Stanley, Executive Vice President John Fry said Friday. His appointment is effective June 1, 1997.

"Penn has been very fortunate to have had someone with Steve Golding's skills, energy and commitment to accept the many and varied challenges of reshaping the institution's core administrative functions over the past several years," Mr. Fry said. "Under his leadership, Penn has made significant progress in rethinking administrative services and the role his areas of responsibility played in delivering those services."

Mr. Golding said that he "has been very, very fortunate" to work with a group of talented and dedicated people, adding that "the administrative changes made during my tenure are the direct result of these people and their commitment to making Penn a leader in administrative service design."

"Penn," he said, "is an outstanding institution, and my six years here have been personally rewarding, but Miller Anderson and Morgan Stanley offer me a tremendous opportunity by creating this new position as they build a new asset management company and give me the chance to be integrally involved in its growth and development."

## 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.*

### Special SEC Meeting of the Senate Executive Committee Wednesday, April 16, 1997, 3-5:30 p.m.

1. Chair's Report
2. Copyright and intellectual property
3. Informal discussion with Provost Chodorow
4. Diversity on Locust Walk
5. Progress report from the Senate Committee on the Faculty
6. Continued discussion on proposed Faculty Exit Questionnaire
7. Other new business
8. Adjournment by 5:30 p.m.

## Ophthalmology: Endowed Chairs for Dr. Maguire and Dr. Stone

Two distinguished endowed chairs have been filled in Ophthalmology, as Dr. Maureen G. Maguire becomes the Carolyn F. Jones Professor and Dr. Richard A. Stone takes the William C. Frayer Professorship.

Dr. Stone, a glaucoma specialist at the Scheie Eye Institute who has been on the faculty here since 1978, is widely known for his research on the innervation of the eye and the neural mechanisms responsible for ocular growth control and the development of myopia. He is a Harvard alumnus, *summa cum laude*, who took his M.D. at Columbia and was at Washington University, St. Louis and then at the National Eye Institute before joining Penn. His chair, named for the Emeritus Professor and Emeritus Director of the Frayer Ophthalmic Pathology Laboratory, was established with a generous gift of the Kurtz family and supported by hundreds of Dr. Frayer's patients, friends and colleagues.

Dr. Maguire, a nationally-known biostatistician and epidemiologist who directs the Center for Preventive Ophthalmology at the Scheie Eye Institute, came to Penn as associate professor in 1994 from the Johns Hopkins Medical Institutions, where she coordinated important nationwide clinical trials in macular photocoagulation, corneal transplant, glaucoma and choroidal neovascularization. The Center she heads at Penn is noted also for its clinical trials, epidemiologic research, community outreach and health services research. Dr. Maguire is an alumna of Rider College, *summa cum laude*, and took her Sc.M. and Ph.D. in biostatistics at the Johns Hopkins University School of Hygiene and Public Health.



Dr. Maureen Maguire



Dr. Richard Stone

### Penn Faculty Dental Practice: Two New Facilities

The Penn Faculty Practice (PFP) of the School of Dental Medicine has opened two new office locations that serve members of the University community who receive their dental care benefits through the PFP Plan. These office locations are part of what is now known as the University of Pennsylvania Dental Care Network. In addition to the original site at 4001 Locust Street the Network now includes

- Penn Dental Center at Overbrook (2085 N. 63rd St., Philadelphia), and
- Penn Dental Center at Bryn Mawr (711 Lancaster Ave., Bryn Mawr).

In addition, the Dental Care Network will open an office in Media and one in Northeast Philadelphia during calendar year 1997.

"Given the growth in the number of patients served by the Penn Faculty Practice, opening new offices in locations that are convenient to employees and their family members is a logical development, and one that serves the interests of Penn employees," said Dean Raymond Fonseca.

The offices also help to ensure the vitality of the School's educational, service, and research missions, he added. "Combining traditional teaching with practice opportunities enables us to attract clinical faculty of the highest caliber. The new offices of the Dental Care Network will help us maintain our recruiting success in a competitive environment by accommodating growth in our faculty practice." In addition, the new practice sites will play an important role in the School's postgraduate education programs by giving postgraduate students continued access to a broad-based patient population for their clinical experience.

Plans are to expand the number of offices in the Dental Care Network to nine by 1999. The School has also established a PFP Plan Office and appointed a full-time plan office administrator, Carla Hultman, whose primary responsibility is to provide customer service for Plan subscribers.

Information on enrolling in the PFP Plan will be made available by the Office of Human Resources in the Open Enrollment period starting April 28. Information on the Plan and Dental Care Network's office locations can also be found on the School of Dental Medicine Web site ([www.dental.upenn.edu](http://www.dental.upenn.edu)) and will be at the upcoming University Benefits Fairs.

## DEATHS

### Dr. Carr, Pioneer in Computer Education

Dr. John Weber Carr, III, professor emeritus of computer and information science, died on April 8 at the age of 73.

Dr. Carr, a pioneer in computer education in the U.S. and one of its chief missionaries abroad, began in electrical engineering, earning his bachelor's degree from Duke in 1943 and serving as electronics officer aboard the aircraft carrier Boxer during War II. He resumed his education with a master's from MIT in 1949 and took his Ph.D. there in mathematics in 1951. From 1953-57, he was an associate professor at Michigan—teaching the first computer applications courses there—and supervised operations and software of MIDAC at Michigan's Willow Run Research Center. At the University of North Carolina in Chapel Hill from 1957 to 1962, he was professor of mathematics and director of the Research Computation Center.

In 1963 he came to Penn, where he was to teach and research programming languages, problem solving, learning theories and VLSI (Very Large Scale Integration) design. The multilingual Dr. Carr was a visiting professor at the Mathematisch Centrum in Amsterdam and at the University of Sydney, and lectured in the Soviet Union and China, becoming adjunct professor of computer science at Jiao Tong University in Shanghai. He took the first personal computer to China, and later in his career he installed the computer laboratory and curriculum for the Egyptian Air Force Academy. Dr. Carr was named emeritus professor in 1993.

The president of the Association for Computing Machinery from 1958-60, Dr. Carr was awarded that group's Distinguished Service Award in 1975. He was also a member of the American Mathematical Society, the Institute of Electrical and Electronics Engineers, Sigma Xi and Phi Beta Kappa. Consultant to numerous major corporations, he was the founding editor of *Computing Reviews* and was the editor of the *Journal of Computer Languages*.

Dr. Carr is survived by his wife Esther Keenan Carr, his son Alan and daughters Catherine and Elizabeth, and five grandchildren. A memorial service was held on campus, Saturday, April 12. Contributions in Dr. Carr's memory may be made to Community Legal Services, 1424 Chestnut Street, Philadelphia, PA 19102 or to Jefferson Hospice, Bryn Mawr Hospital, 130 S. Bryn Mawr Avenue, Gerhard Building, Bryn Mawr, PA 19010.

### Edwina Briggs: Part of Penn Women's History

Edwina Lowe Briggs, who in the words of Dean Althea Kratz Hottel "dispensed tea and sympathy to generations of college women," died on March 31 at the age of 89.

Mrs. Briggs was at Penn from 1931 to 1973, spending 38 of those years as the assistant to the director of the Bennett Club of Women's Activities. One of her duties was operating the Bennett Club snack bar, a fourth-floor eating place in Bennett Hall in the days when Bennett was the home of the College for Women and when the University's only dining service, in Houston Hall, was for men only. Ms. Briggs also provided support, comfort and motherly love, recalled a member of CW at a reception given in her honor during the Class of 46's 40th reunion. An image remembered: Mrs. Briggs tucking a blanket over a student who had slumped on a couch in Bennett Hall, exhausted by final exams.

For several decades Mrs. Briggs also catered monthly luncheons of the Women's Faculty Club (now Association of Women Faculty and Administrators), and numerous alumni/ae events.

Ms. Briggs is survived by her husband, George; her sister, Mary Brown; her nephews, William and John Brown; and the CW alumnae family whom she had worked with through the years.



Dr. John W. Carr



Mrs. Edwina Briggs

# TEACHING AWARDS 1997: The School of Medicine

From the office of Dr. William N. Kelley, Dean of the School of Medicine, here is this year's list of honorees for outstanding teaching in various settings, both classroom and clinical, with a few words excerpted from the nominations that led to their selection. PennMed Teaching Awards winners are recognized at the School Commencement.

**The Leonard Berwick Memorial Teaching Award:** This award honors a younger faculty member "who in his or her teaching fuses basic science and clinical medicine."

The 1997 recipient is *Horace M. DeLisser, M.D.*, assistant professor of medicine in the Pulmonary and Critical Care division at HUP who "teaches enthusiastically and effectively in any setting, but his exceptional strength is at the medical student level teaching pulmonary pathophysiology and medical ethics. His modest, unassuming, unpretentious manner deflects interest away from himself toward his subject matter." Dr. DeLisser also "consistently volunteered his time to conduct review sessions...and has been a most inspiring role model for us to emulate."

**The Blockley-Osler Award:** Created in 1987 by the Blockley Section of the Philadelphia College of Physicians, this award is given annually to a member of the faculty at an affiliated hospital for excellence in teaching modern clinical medicine at the bedside in the tradition of Dr. William Osler and others who taught at Philadelphia General Hospital.

The 1997 recipient of the Blockley-Osler Award is *E. Cabrina Campbell, M.D.*, Assistant Professor of Psychiatry at the VAMC. "In the short time that she has been an attending on the V.A. Psychiatry Service, Dr. Campbell has emerged as one of the most gifted and inspiring teachers in our department," says a fellow faculty member. She has also been "consistently applauded by students and residents for her outstanding gifts as a teacher and clinician..." A former student of Dr. Campbell commented that she "has an excellent fund of knowledge, but more importantly, she

is a wonderful human being, an ideal teacher, and a role model for budding psychiatrists."

**The Robert Dunning Dripps Memorial Award for Excellence in Graduate Medical Education** was established by the Anesthesia Department in 1983-84. As a pioneer in the specialty of Anesthesia and the department chair from 1943 to 1972, Dr. Dripps was instrumental in the training of more than 300 residents and fellows, many of whom went on to chair other departments. This award recognizes excellence as an educator of residents and fellows in clinical care, research, teaching, or administration.

*Robert R. Gaiser, M.D.*, Assistant Professor of Anesthesia at HUP, is this year's recipient of the Dripps Award. Dr. Gaiser is recognized for his success as an educator and role model for medical students, residents, and other clinicians. He has "remarkable personal skills that allow him to be a highly effective teacher, not only in the classroom but also at the bedside or operating table. He is calm, thoughtful, meticulous, and considerate in every teaching encounter." He has developed two significant resident teaching programs during his tenure, and has made a significant impact on his trainees. A former resident stated that "his interaction with Dr. Gaiser was a deciding factor in his decision to become an anesthesiologist." Another resident, citing Dr. Gaiser as a strong role model for anesthesia residents, added that "one could ask any resident with the program and the resounding reply would be accolades."

## Dean's Awards for Excellence in . . .

**... Clinical Teaching at an Affiliated Hospital:** The three 1997 recipients are:

*Louis M. Bell, Jr., M.D.*, Associate Professor of Pediatrics at CHOP. Dr. Bell is acknowledged for his achievement in the areas of both pediatric emergency medicine and pediatric infectious diseases.

*Gregory F. Keenan, M.D.*, Assistant Professor of Pediatrics at CHOP. Dr. Keenan has attained an outstanding reputation as a teacher of clinical rheumatology, and receives consistently high marks from medical students, housestaff and fellows.

*Sean P. Harbison, M.D.*, Assistant Professor of Surgery at Graduate Hospital. The course director of the Surgery 200 clerkship at Graduate, Dr. Harbison has been designated as instrumental in making the experience of Penn students at that institution truly positive.

**... Graduate Student Training:** The three 1997 recipients are:

*James C. Alwine, Ph.D.*, Professor of Microbiology. Dr. Alwine is a superb example of a scholar-scientist. "He serves as the consummate mentor."

*Irwin Lucki, Ph.D.*, Associate Professor of Psychology in Psychiatry. His Behavioral Pharmacology course, "...[appeals]...to many students



Horace DeLisser



Cabrina Campbell



Robert Gaiser



Louis Bell



Gregory Keenan



Sean Harbison



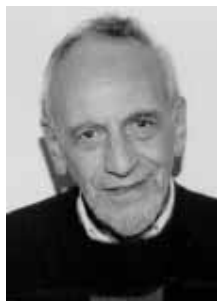
James Alwine



Irwin Lucki



Trevor Penning



Joel Flaks



Nancy Spinner



Anthony Searles



William Schwartz



Francis Sterling



Alan Rosenquist



## A-3 ASSEMBLY: April's A-3 of the Month

[for] its integration between basic science and its application to psychiatric medicine.”

**Trevor M. Penning, Ph.D.**, Professor of Pharmacology and Obstetrics & Gynecology. He has been instrumental in developing medicinal chemistry as a timely theme in biomedical education, and has the outstanding ability to bridge multiple disciplines.

... **Basic Science Teaching:** Two recipients in for 1997:

**Joel G. Flaks, Ph.D.**, Professor Emeritus of Biochemistry and Biophysics. Dr. Flaks, one of two directors of the biochemistry course, played a crucial role in creating this innovative course for medical students.

**Nancy B. Spinner, Ph.D.**, Assistant Professor of Pediatrics/Genetics at CHOP. Her students lauded her “unusual combination of knowledge, experience, and ability to dissect complex material into easily understood parts serve to stimulate the next generation of physicians and researchers in genetics.”

... **Medical Student Teaching by an Allied Health Professional:** The first recipient of this award, **Anthony Searles**, Instructor of Orthopaedic Surgery & Director of Splinting and Casting: Practical Principles of Orthopaedic Care for the General Practitioner, was cited as “an awesome and dedicated teacher whose practical knowledge, educational skills, and boundless enthusiasm in teaching...should serve as a stellar example for what this award...[honors].”

... **Special Dean's Award:** This is presented to **M. William Schwartz, M.D.**, Professor of Pediatrics at CHOP. Dr. Schwartz was praised for “30 years of contribution to the educational efforts of the Medical School, by developing innovative courses, including the evolving applications of computer-assisted learning.”

### Awards Given by Students

For the Medical Student Government Teaching Awards, the graduating class nominates one faculty member from basic sciences and one from clinical medicine. The 1997 winners are:

**Francis H. Sterling, M.D.**, Professor of Medicine at the VAMC and  
**Alan C. Rosenquist, Ph.D.**, Professor of Neuroscience.

## Bill Witmer, Medical Photographer

Bill Witmer, medical photographer in the dermatology department at Penn Med, is the A-3 Assembly's “A-3 of the Month” for April. A computer specialist as well as photographer, Bill dedicates his free time to MADD (Mothers Against Drunk Driving).

Some of the qualities for which he was chosen were summed up in a letter of nomination from his department chairman, Dr. John R. Stanley, which said in part:

“For the past 19 years, Bill Witmer has demonstrated again and again his personal and professional commitment to the Department of Dermatology. Originally hired as our departmental photographer, he quickly became invaluable as a member of our Pigmented Lesion Group. He photographs virtually every new patient and return patients as necessary to provide an invaluable and unique record of the progression of lesions...photographs all of our patients presented at Grand Rounds as well as any others that need this service....[and] serves as our graphic designer.

“He interacts with virtually every faculty member to create slide presentations, manuscripts, and art work for all projects done here. He also often provides this service to our associated faculty. As technology has developed, Bill has had the ability, initiative, and enthusiasm to be a leader in its use and teaching. He is now a superb computer graphic designer and a key contact in our department for computer problems of all kinds.

“Our research, clinical, and teaching programs are all enhanced greatly by his input.”

**Ed. Note:** To nominate an employee as A-3 of the Month for May, the deadline is April 25, 1997. Send nominations to Stephanie Perkins-Lane, 119 Bennett Hall/6273.



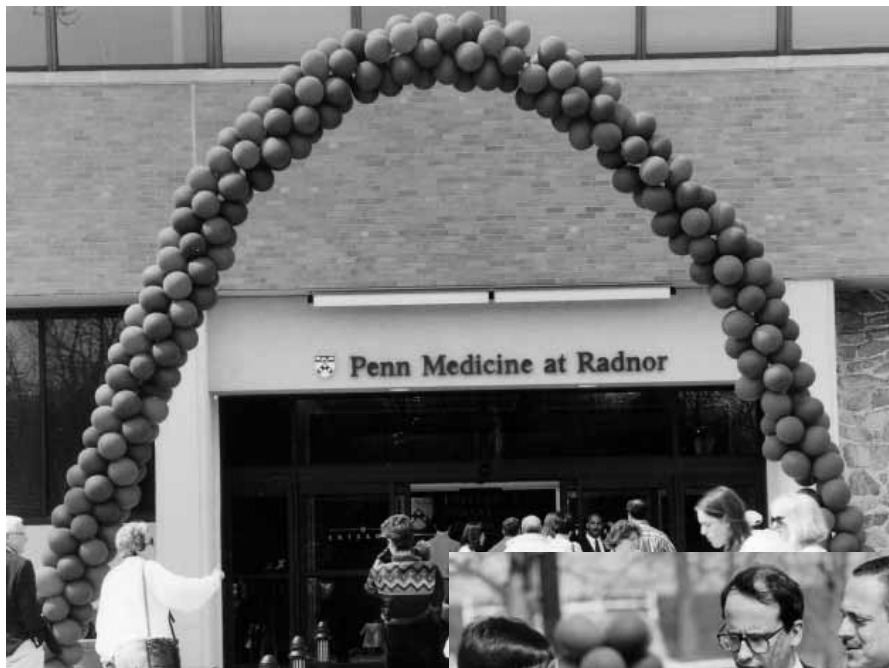
## Penn Med's Adventure in Radnor

More than 2500 people turned up for the Open House and Family Health Fair that celebrated the opening of Penn Medicine at Radnor on Saturday, April 5.

Penn Medicine at Radnor is a state-of-the-art medical office building staffed by specialists and primary care doctors from the University of Pennsylvania Health System. Three dozen specialties—from allergy and immunology to vascular surgery—are brought together in the 79,500-sq. ft. facility with its 40 procedure rooms, and 40 office and consultation rooms. A major feature of the unit is Penn Health for Women, one of the six Centers of Excellence in Women's Health in the U.S., which includes primary care as well as ob/gyn, peri- and post-menopausal care and counseling, nutritional counseling and weight management. Ancillary services in the same module provide for mammograms and bone density study.

PennMed at Radnor was designed for patient convenience. Nine separate medical-service modules are linked to one centralized medical-records station, letting patients travel seamlessly from one module to another without the need for repetitive processing and duplicate paperwork and data-entry. Each medical-service module has its own reception area, exam/treatment rooms, staff units, and consultation and patient-education rooms.

There is also a full-service gym for those undergoing rehab or therapy. Patients scheduled for surgery at HUP or Presbyterian Medical Center can use the Admissions Evaluation Center at Radnor for pre-op work and completion of the registration process.



At the opening of the new health care unit are, left to right, Lu Ann Trainer, executive director of C-PUP Patient Services; Greg Stets, Practice Administrator for Penn Medicine at Radnor; and Dr. Michael A. Grippi, Medical Director of Penn Medicine at Radnor. The unit is at 250 King of Prussia Road, the well-known former home of TV Guide, and its main phone number is (610) 902-2000.



## Compass

## Compass

## Compass



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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, Funderburg 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 loca-

tions: 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/](http://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.

— *Employment, H.R.*

**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 15, 1997

### ARTS AND SCIENCES

**ADMIN. ASSISTANT II** (04445SH) Under limited supervision, provide staff support to faculty committees: organize agenda, take minutes, maintain records; compile & present information to associate dean & committees; interact with faculty, staff, students, parents; maintain records of academic programs; maintain schedule of administrative functions of office; transcribe & proofread correspondence; perform other duties as assigned. **QUALIFICATIONS:** H.S. grad; BA/BS pref.; 3-4 yrs. progressively responsible sec./admin. exp.; must be highly organized & have strong computing skills: Word, Excel, Filemaker, E-mail, html; must be accurate, able to handle confidential matters; able to use discretion; excellent oral & written communication skills. **GRADE:** G10; **RANGE:** \$19,261-23,999 4-9-97 College

**COORDINATOR** (04444SH) Provide administrative support to Graduate Group Chair & oversee all areas of Graduate Group operation, including admissions & financial aid, student registration & records, job market placement, new student orientation, examinations, graduation requirements, departmental prizes; design, implement & modify Graduate Group Student Base & PC applications to meet Graduate Group requirements; coordinate data collection for surveys & reports; act as liaison between Graduate Chair/Graduate Students & University areas; supervise part-time staff; insure proper handling of confidential materials; handle inquiries, correspondence, problems & concerns; extensive contact with students & faculty in the Department, as well as staff in the Graduate School Office. **QUALIFICATIONS:** BA/BS or equivalent; experience with SRS; experience with databases; admissions experience helpful; strong organizational & communication skills; ability to work independently, to solve problems & to show judgment in decision-making; ability to prioritize & work well under deadline pressures. **GRADE:** P2; **RANGE:** \$22,351-29,098 4-9-97 Economics

### DENTAL SCHOOL

**CLERK III** (04431CP) (40 HRS) Operate a multiple call console; route calls to departments & people; page student and faculty when needed; assist with general chart room functions. **QUALIFICATIONS:** H.S. grad; pleasant phone voice & ability to speak clearly & effectively with a diverse population; some general clerical experience required. **GRADE:** G6; **RANGE:** \$16,010-19,658 4-8-97 Clinic Management

**DENTAL ASSISTANT II** (04429CP) Recruit & interview research subjects; schedule & confirm patient appointments; enter data on specialized forms; maintain infection control policies of School of Dental medicine. **QUALIFICATIONS:** H.S. grad; 1-2 years exp. as dental assistant required; PA x-ray certification re-

quired; ADAA certification preferred; good telephone skills essential; team oriented personality needed; excellent customer service skills needed to optimize patient contact; attention to detail and knowledge of dental terminology & chair side assisting required; familiarity with periodontal charting preferred. **GRADE:** G8; **RANGE:** \$16,171-20,240 4-8-97 Periodontics

**RESEARCH COORDINATOR JR.** (04430CP) Supervise & monitor recruitment of research subjects including intake interview & scheduling; collect data & enter into system; function as part of clinical research team; work with principal investigator; review patient information & select for study inclusion; maintain & administer records. **QUALIFICATIONS:** BA/BS required; 1 year experience with research project; ability to work independently as part of a team; excellent attention to detail required; ability to relate well with patients; Word, Excel; SP WIN95 skills required (*hours vary between 7a.m. and 8 p.m., depending upon study demands and patient availability, weekends may be required*). **GRADE:** P2; **RANGE:** \$22,351-29,098 4-8-97 Periodontics

### ENGINEERING/APPLIED SCIENCE

**ELECTRONIC TECH II** (04432CP) Install & maintain network connections & cables in offices, classrooms, labs & wiring closets; respond to problem reports in faculty & staff offices; diagnose failures & arrange for repairs; maintain multimedia classroom computers, displays; train faculty to use classroom computers; maintain inventory of tech supplies; maintain computer security systems, incl. lock-downs & alarm systems. **QUALIFICATIONS:** H.S. diploma; 2 yrs. tech school & 1 yr. related exp. with PC operating system; knowledge of PC hardware; Ethernet hardware & cabling; Windows 3.1, Win95, WinNT OS; willingness to learn & develop new skills, able to work independently with minimum supervision; good working relationship with faculty & staff, attention to detail, able to deal with wide range of tech assignments; lifting 25-50 lbs req. **GRADE:** G10; **RANGE:** \$19,261-23,999 4-9-97 Comp. & Edu. Tech. Svs.

### EXECUTIVE VICE PRESIDENT

**CARETAKER** (04447SH) Oversee maintenance & repairs of the building & grounds of the Sinkler Conference Center; act as liaison with Dept. of Physical Plant; supervise work related to care & manicuring of grounds including formal gardens & the planting of fertilizing & pruning of trees & shrubs; supervise operation & maintenance of trucks, tractors, snowplows, gangs & hand mowers; schedule maintenance & repair of equipment; responsible for management of Estate's parking area; supervise minor plumbing & carpentry repairs; contract, schedule & oversee work of craftsmen for major repairs. **QUALIFICATIONS:** Associate Degree in horticulture or related field; at least five years of progressively

responsible experience as a grounds keeper/gardener; demonstrated knowledge of horticultural techniques; demonstrated knowledge of safety standards & procedures involved in the use of machinery & pesticide chemicals; mechanical aptitude; excellent communication skills; supervisory skills required. **GRADE:** G13; **RANGE:** \$25,132-33,270 4-9-97 Facilities Management

**DETECTIVE COMMANDER** (04446SH) Command the University of Pennsylvania Police Department Detective unit supervising the investigation of criminal violations, internal investigations of Public Safety Division employees & other investigations required by the university administration. **QUALIFICATIONS:** BS, Graduate of FBI National Academy, Southern Police Institute or Northwestern University Traffic Institute; 10 years experience as a certified police officer/law enforcement agent with demonstrated progression through supervisory positions; extensive experience supervising criminal investigators, criminal investigations, internal police investigations, demonstrations, labor incidents, VIP/executive protection & extensive experience with the Philadelphia & Pennsylvania criminal justice systems; experience training law enforcement personnel; excellent verbal & written communication skills; position may require long and/or unusual hours & extensive travel throughout the city; position is contingent upon the successful completion of a comprehensive background investigation & a psychological & physical exam; applicants must currently hold a Pennsylvania MPOETC certification & Pennsylvania operators license or have the ability to obtain these certifications & licenses. **GRADE:** P7; **RANGE:** \$36,050-46,814 4-11-97 Public Safety

**MANAGER, ACCOUNTING OPERATIONS** (03392SH) Coordinate activities with Development Office & Donors, maintain reports on undergraduate endowment & gift funds; monitor adherence to university, state and federal guidelines for disbursement of financial aid funds; monitor payment & exceptions for annual student financial aid funds; oversee field training, customer service & security for SFS student systems; serve as user project leader & team member for SFS systems & accounting projects to upgrade & enhance existing processes. **QUALIFICATIONS:** BA/BS; 3-5 yrs. supervisory experience; computer experience in Microsoft Access & Excel required; excellent written & verbal communication skills; knowledge of fed/state financial aid regulations & guidelines helpful; some accounting experience pref. **GRADE:** P8; **RANGE:** \$39,655-52,015 4-9-97 Student Financial Services

**OFFICE ADMIN. ASSISTANT II** (03381SH) (35 HRS) Organize & process the capital project development; create purchase order through FinMIS; process charges for printing documents; maintain databases for tracking expense information; process & track capital project budget approval & funding process & invoices; type & proofread materials; compose standard correspondence;

schedule & coordinate meetings; respond to standard inquiries regarding department policies & procedures; receive, distribute & process information & communications to include phone calls. **QUALIFICATIONS:** H.S. grad; post-H.S. training desirable; 2 years administrative clerical experience; type 55 wpm with experience on Mac & related database/office software (MacWrite Pro, Panorama, Excel, Now Up to Date Calendar) preferred; knowledge of University financial policies & procedures a plus (FinMIS Purchasing/General Ledger); able to handle multiple projects at once; creative problem solver; proven communication, organizational, interpersonal & telephone skills. **GRADE:** G10; **RANGE:** \$23,999-28,738 4-10-97 Facilities Planning

## MEDICAL SCHOOL

### ADMINISTRATIVE ASSISTANT I (04449RS) (40 HRS)

Word processing, type & proofread standard documents, correspondence, grants reports or manuscripts; answer phones, receive visitors, respond to inquiries requiring interpretation of policy; provide campus escort; errands; maintain filing system, office supplies & office equipment; process mail & shipments; assist with travel arrangements; utilize e-mail; schedule conference rooms for mtgs. **QUALIFICATIONS:** H.S. grad or equiv.; 2 yrs. secretarial exp.; demonstrated computer skills; verbal & written communication & organizational skills; ability to work well with a diverse group of people; able to handle multiple tasks, determine priorities & a stressful environment; good customer service & judgment skills. **GRADE:** G9; **RANGE:** \$20,130-25,133 4-10-97 Ctr. for Experimental Therapeutics

## How to Apply

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

- **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, and Veterinary School

The initials of the Staff Recruiter are indicated at the end of the position reference number.

### ADMINISTRATIVE ASSISTANT I (04423RS) (40 HRS)

Perform secretarial & administrative duties for several physicians; prepare reports, answer phone, develop & implement office procedures, compose correspondence & handle complex documents using various computer software; maintain records & files; handle confidential materials, type grants & manuscripts, coordinate & schedule meetings. **QUALIFICATIONS:** HS grad with related post-secondary & other training; two yrs. admin./secretarial exp.; type at least 55 wpm; general knowledge of Microsoft Word; familiarity with database; attention to detail. **GRADE:** G9; **RANGE:** \$20,130-25,133 4-7-97 Anesthesia

### ADMINISTRATIVE ASSISTANT II (111478RS) (40 HRS)

Perform administrative & clerical duties for the Chair; prepare reports; respond to inquiries; coordinate work with other administrative assistants; maintain appointment calendar; type documents; compose correspondence; handle travel arrangement; take Faculty Meeting minutes. **QUALIFICATIONS:** H.S. grad and related post H.S. training or business experience or equiv.; two years AA I exp., preferably in medical setting; thorough knowledge of Word for Windows, Excel, PowerPoint, Lotus Organizer 2.0 and dictaphone usage; excellent PC skills; 55 wpm preferred. **GRADE:** G10; **RANGE:** \$22,103-27,427 4-8-97 Anesthesia

### ADMINISTRATIVE ASSISTANT III (03411RS) (40 HRS)

Manage administrative aspects associated with operation of laboratory of 10-12 investigators; create & maintain database; on both MAC & IBM PC system; format & write grant proposals; type correspondence, manuscripts, memos & exams; order supplies & equipment using Penn FinMis system; maintain & update financial database for Chair's grant's & grant of lab personnel; interact with University services & administrators; prepare mailings; maintain calendars & itineraries; make travel plans; identify & respond to administrative needs of lab. **QUALIFICATIONS:** HS grad or equiv.; post HS training pref.; min. 4 yrs. progressive clerical training or exp.; prior administrative exp., word processing & financial mgmt.; demonstrated strong organizational & interpersonal skills; excellent organizational skills & strong interpersonal interactive skills & ability to work under pressure. **GRADE:** G9; **RANGE:** \$23,425-29,723 4-4-97 Microbiology

### MANAGEMENT RESEARCH ANALYST (04433RS)

Manage, conduct & analyze data for two NIH-funded clinical trials, one-more pharmaceutical trials & one foundation trial; supervise research staff, design, implement & monitor data collection; design & implement computer data management systems; analyze data; publish results; prepare future grant proposals; present results at scientific meetings. **QUALIFICATIONS:** Doctoral degree with at least 7-9 yrs. relevant post-doc experience; clinical training with external experience in management (MD pref., or RN with PhD or Doctorate of Pharmacology); MS in epidemiology, public health, biostatistics or equivalent; experience in conducting clinical trials; experience in writing federal, foundation & industry grants; experience managing large collaborative clinical research projects; able to perform complex statistical analyses & use of databases. **GRADE:** P10; **RANGE:** \$48,822- 64,066 4-4-97 CCEB

### PLANNING ANALYST JR. (04440RS) Conduct

quantitative research and analysis to support the School of Medicine's planning and review process; prepare reports and analytical documents; assist Director in preparing analysis and managing the capital planning & space inventory processes. **QUALIFICATIONS:** BA/BS in related field; 3 years experience in planning or management preferred; ability to work independently & to work on multiple projects simultaneously; excellent communication skills; in-depth knowledge of Windows, spreadsheets and database necessary. **GRADE:** P5; **RANGE:** \$29,664-38,677 4-8-97 Program Planning & Assessment/Dean's Office

### RESEARCH LAB TECH III (94426RS) (40 HRS)

Perform small animal surgery; behavioral testing of animals; biochemical analysis; histopathologic analysis & preparation. **QUALIFICATIONS:** BA/BS in Biology or Chemistry; lab experience helpful. **GRADE:** G10; **RANGE:** \$22,013-27,427 4-8-97 Surgery/Neurosurgery

### RESEARCH SPECIALIST JR/I (04425RS) Do routine

experiments & procedures, incl. isolation & analysis of DNA, RNA & protein; assist in designing protocols/experiments; organize & analyze primary data for publication; assist with general lab maintenance &

ordering supplies (*End date: 1 year from start date*).

**QUALIFICATIONS:** Jr: BA/BS in scientific field; RS I: 1-3 years lab experience. **GRADE:** P1/P2; **RANGE:** \$20,291-26,368/\$22,351-29,098 4-8-97 Genetics

### RESEARCH SPECIALIST JR/I (04434RS) Operate

the oligonucleotide synthesizer; perform molecular biological procedures; isolate DNA for sequencing; conduct complex projects independently; develop new protocols; assist in lab maintenance, ordering, record keeping & perform library searches. **QUALIFICATIONS:** Jr: BS in biology or science related field; RS I: 1-2 years experience. **GRADE:** P1/P2; **RANGE:** \$20,291-29,098/\$22,351-29,098 4-8-97 Genetics

### RESEARCH SPECIALIST I (04424RS) (40 HRS)

Design & do various cellular & molecular techniques, incl. use of radioactivity & human adenoviruses, vaccina & herpes virus as well as human blood; aid in design & perform studies in animal models of cancer; keep up to date & accurate records; tabulate, analyze & graph data; participate in lab meetings. **QUALIFICATIONS:** BA/BS in biology, microbiology with 1-3 yrs. experience; M.S. degree pref.; experience in molecular bio., cell bio., virology, esp. adenovirus or herpes virus and/or animal models a plus (*contingent upon grant funding*). **GRADE:** P2; **RANGE:** \$22,351-29,098 4-8-97 Surgery

### RESEARCH SPECIALIST II (04438RS) Perform re-

search to elucidate the mechanisms of secretion; maintain neuronal & pancreatic cell lines in culture; isolate rodent islets of Langerhans; perform 7 analyze experiments working semi-independently; maintain equipment; perform bibliographic searches; order supplies, monitor expenses & organize data for presentations; assist in developing protocols & research design methods. **QUALIFICATIONS:** BA/BS in molecular biology or biochemistry, lab training in mammalian cell culture & molecular biology required, some experience in biochemistry desirable; 3-5 years experience. **GRADE:** P3; **RANGE:** \$24,617-31,982 4-10-97 Path/Med Lab

### PART-TIME RESEARCH LAB TECH III (04435RS)

(20 HRS) Do basic molecular biological experiments; extract DNA & RNA, run Southern and Northern blots and hybridization; assist with mouse breeding, perform PCR; perform general laboratory duties; prepare solutions & autoclave them; perform library searches. **QUALIFICATIONS:** BS in life science field required; exposure to lab work for half-year or longer required; familiarity with molecular biology techniques required; background in anatomy helpful. **GRADE:** G10; **RANGE:** \$10,583-13,186 4-8-97 Pharmacology

## PRESIDENT

### STAFF ASSISTANT IV (04452SH) Plan & organize

activities & programs of General Alumni Society; provide guidance to & facilitate initiatives of Regional Advisory Boards to fulfill objectives for alumni relations, admissions & fundraising; arrange & staff volunteer meetings; prepare & produce communications for volunteer groups; assist in identification & recruitment of new members; arrange regional advisory board events & programs, informing & involving other University personnel; prepare analysis & summaries of activities of General Alumni Society. **QUALIFICATIONS:** BA/BS; 5 years staff assistant experience or equiv.; experience with volunteer motivations & management; experience in higher education preferred; knowledge of University highly desirable; excellent interpersonal & organizational skills; ability to handle multiple tasks simultaneously; willingness & ability to travel & to work evenings & weekends. **GRADE:** P4; **RANGE:** \$26,986-35,123 4-11-97 Alumni Relations

## PROVOST

### ASSISTANT COACH (FOOTBALL) (04450CP) (28

HRS) Assist in film breakdown & game prep assigned by head Football Coach; serve as operations ass't.; duties to include complete administration of facilities & mgmt. of wrestling & gymnastics progs. **QUALIFICATIONS:** BA/BS; 2 or more years coaching at collegiate level desirable; must possess working knowledge of NCAA rules & regulations & ability to counsel & advise players, motivate recruits & players to support program; must be available to work varied hours & weekends & travel w/football team; basic knowledge of facility & event mgmt. desirable. **GRADE:** P3; **RANGE:** \$19,694-25,586 4-11-97 Intercollegiate Athletics

**LIBRARIAN III** (03393CP) Determine which materials from library's collection will be transferred to new storage facility; plan on-going operations of facility including personnel responsibilities, circulation policies, bibliographic control & security measures; plan & implement procedures to prepare materials for storage; educate appropriate staff regarding their areas of responsibility; ensure all systems & networking requirements are implemented; coordinate physical move of materials. **QUALIFICATIONS:** MLS degree; at least five yrs. library exp.; demonstrated ability to plan & implement large projects; knowledge & experience pertaining to collection development, information processing & public services required; experience with high-density storage operations &/or library moving desirable (End date: Twelve month appointment). **GRADE:** P6; **RANGE:** \$32,857-42,591 4-7-97 University Libraries

**LIBRARIAN III/IV** (03404CP) Serve as library's principle liaison to social science departments & programs; manage & develop library collections & services in number of social science disciplines; select publications & information sources in print, electronic formats, microform & video as appropriate; participate in collection management & development programs & assist long-term collection planning; identify materials for storage transfer; draft & revise collection policy statements; participate in developing Penn's digital library support for the social sciences & lead library's efforts to make quantitative information available to Penn's social scientists. **QUALIFICATIONS:** ALA-accredited; MLS or equivalent experience, training & practice; advance degree in one of the social sciences essential; knowledge of information resources for the social sciences in electronic form essential; demonstrated initiative developing digital library support for social sciences; reading knowledge of French &/or German desirable; demonstrated ability to work effectively, independently & cooperatively with faculty, students & library staff; good interpersonal skills. **LIB. III:** three-five yrs. professional library experience. **LIB. IV:** minimum 5 yrs. professional library experience. **GRADE:** P6/P7; **RANGE:** \$32,857-42,591/\$36,050-46,814 4-7-97 University Libraries

**LIBRARIAN III/IV** (03405CP) Work closely with GSFA faculty & staff to develop library's services & collections of print & electronic resources including digital image collections; work with bibliographers to ensure collections coordination; provide reference & bibliographic assistance to patrons, including resources orientation & instruction; design operating policies for library; supervise full time staff & direct staff in supervising students; provide general guidance for operations of Slide Library; manage print collection of Fine Arts Library, review materials for preservation & for transfer to storage; participate in library-wide committee & task forces. **QUALIFICATIONS:** ALA-accredited MLS or equiv. in theory & practice; advanced degree in appropriate subject or equivalent in theory & practice essential; understanding of scholarship in art history, architecture & related discipline; knowledge of print & electronic resource in appropriate fields; knowledge of developing electronic information resources & their library applications required; familiarity with developments in digitization of images; strong desktop computing skills desirable; good reading knowledge of appropriate European languages especially French, German & Italian very important; excellent organizational & interpersonal skill, required; demonstrated ability to work effectively, independently & cooperatively with faculty, students & library staff. **LIB. III:** 3-5 yrs. professional library experience. **LIB. IV:** min. 5 yrs. professional library exp. **GRADE:** P6/P7; **RANGE:** \$32,857-42,591/\$36,050-46,814 4-7-97 University Libraries

**LIBRARIAN III/IV** (03406CP) Manage work of monographic acquisitions department; develop departmental goals, objectives & priorities; manage unit's staff to meet changing library acquisitions requirements; establish procedures to maintain smooth flow of materials; work with bookkeeper to insure invoice payment, vendor problem resolution & financial report preparation; coordinate with other units on cataloging activity; manage flow of direct accession material; stay current & implement changing technologies & evolving vendor services; monitor performance of approval plan & firm order vendors; track format of materials received & work to maintain acquisitions of non-profit (video or

CD's) & electronic materials; keep regular statistics for departmental work & compile management reports; meet with book vendors & other sales personnel. **QUALIFICATIONS:** ALA-accredited MLS or equivalent in theory & practice; academic background in humanities or social sciences & working knowledge of one or more European languages; demonstrated leadership & management ability including significant experience managing monographic acquisitions, preferably in an academic library; ability to manage staff & projects in rapid evolving environment in creative & innovative manner; familiarity with automated library systems & knowledge of publishing practices & book trade; ability to write clearly & concisely & to communicate effectively to diverse audiences; strong interpersonal skills essential. **GRADE:** P6/P7; **RANGE:** \$32,857-42,591/\$36,050-46,814 4-7-97 University Libraries

**MUSEUM, PUBLIC INFORMATION INTERN** (04415CP) Assist Public Information Intern Officer with management of office & response to info. requests; maintain press clippings; supervise work-study & volunteers; prepare press kits & press mailings; assist with organization of press conferences & on-site press visits; distribute publicity materials; design flyers & ads using PageMaker; write public service announcements, calendars listings, photo captions & press releases; attend & assist at Museum public events; assist & organize TV, media coverage & promotion-oriented public booths. **QUALIFICATIONS:** BA/BS, pref. in liberal arts or communication; demonstrated interest in communication career; strong knowledge of Mac computers, word processing; knowledge of & interest in graphic design on PageMaker helpful; strong oral, written & organizational skills (*Application deadline: 5/9/97*). \$12,000/yr. 4-7-97 Museum

**PSYCHOLOGIST** (04416CP) Review documentation & recommend further testing; reasonable accommodations, intervention strategies & referrals from students with learning disabilities; provide interpretation & consultation with test examiners, other professionals, faculty members, administrators & students; assist students in developing learning strategies; meet regularly with the Committee on Students with Disabilities. **QUALIFICATIONS:** Doctoral degree with focus on learning disabilities in discipline such as Clinical Psychology, Counseling Psychology or Educational psychology; minimum of 5 years experience; college setting preferred; must be licensed or license eligible. **GRADE:** P7; **RANGE:** \$36,050-46,814 4-8-97 Counseling & Psych Services

**RADIATION SAFETY OFFICER/ASSOC. DIRECTOR** (03384CP) Supervise technical professional team responsible for maintenance of University radiation safety program which has responsibility for all sources of ionizing radiation (machine sources and radioactive materials) used at the University, its health system and affiliated institutions; assist the Radiation Safety Committee (RSC) in determining compliance with all regulatory agencies that control the storage, use & transportation of radioactive materials or machine sources of ionizing radiation; serve on appropriate committees to provide a central institutional authority through which all research applications for the human use of radioactive materials or other sources of ionizing radiation are submitted; establish, maintain & audit written policies & procedures for Radiation Safety program, in consultation with RSC & management; advise Director on staffing levels, salary actions, reclassifications, & promotions for personnel. **QUALIFICATIONS:** Successful candidate shall meet the requirements for a Radiation Safety Officer as specified in 10 CFR 35.900; MS degree, Ph.D. pref., in health physics, medical physics or equiv.; board certified by either American Board of Health Physics (ABHP), American Board of Radiology (ABR) or American Board of Medical Physics (ABMP) or equiv.; 7-10 yrs. applicable radiation safety exp.; 3-4 yrs. at large medical broad scope license setting; excellent written & oral communication skills, computer literacy & effective interpersonal skills; outstanding administrative & organizational skills. **GRADE:** P11; 4-3-97 Environmental Health and Radiation Safety

## VETERINARY SCHOOL

**CUSTODIAL WORKER** (04427RS) (40 HRS) Perform a variety of custodial tasks under supervision of contractual supervisor; keep floors, equipment, operating

rooms, recovery stalls & related areas clean; maintain laboratories, offices, public areas etc.; report malfunctioning equipment such as heating, lights & ventilation. (*Job in Kennett Square, PA; no public transportation*). **QUALIFICATIONS:** H.S. grad or equiv.; familiarity with all types of cleaning equipment; experience in hospital cleaning environment preferred; able to move about freely & perform strenuous work (lift up to 50 lbs); ability to tolerate post-surgical clean-up; valid driver's license required; on-call duties & occasional weekends may be required. **GRADE:** G10; **RANGE:** \$14,714-18,069 4-8-97 Large Animal Hospital/New Bolton Center

**RESEARCH SPECIALIST III/IV** (04442RS) Assist with design of biological experiments & interpret experimental results; prepare publications, grants & reports; assist with courses, workshops, & seminars in biomathematics & biostatistics. (*Job in Kennett Square, PA; no public transportation*). **QUALIFICATIONS:** BA/BS required; biomath/biostat or mathematical statistics or bioengineering pref.; knowledge of computer modeling methods desirable; familiarity with animal medicine helpful. **RES. SPEC. III:** 3-5 yrs. exp. **RES. SPEC. IV:** Master's degree pref.; five or more yrs. exp. **GRADE:** P4/P6; **RANGE:** \$26,986-35,123/32,857-42,591 4-7-97 Clinical Studies/New Bolton Center

**RESEARCH LAB TECH III** (04443RS) Laboratory research in mammalian fertilization; assist in planning experiments; collect, record & analyze data; prepare media & solutions; maintain supplies & equipment; laboratory logs; perform library bibliographic searches. (*Job in Kennett Square, PA; no public transportation*). **QUALIFICATIONS:** BA/BS in biology, biochem or chemistry; some lab experience. **GRADE:** G10; **RANGE:** \$19,261-23,999 4-8-97 Clinical Studies/New Bolton Center

**STAFF VETERINARIAN** (04442RS) Direct Large Animal Hospital emergency services program; examine, treat & triage for care of emergency cases; do emergency surgery when necessary; monitor & treat inpatients; communicate with clients & refer to veterinarians with regard to emergency care; teach students & staff; may do clinical research. (*Job in Kennett Square; no public transportation*) **QUALIFICATIONS:** DVM/VMD; Board Certified or eligible in Med. & Surgery pref.; eligible for faculty appointment. **GRADE:** N/A; **RANGE:** N/A 4-8-97 Large Animal Hosp./New Bolton Ctr.

**P-T RECEPTIONIST/PHONE OPERATOR** (04441RS) Operate a multiple call phone switchboard system or console; route calls, provide requested information about travel directions, emergency instructions, etc.; maintain phone records; train new operators as required; assist with clerical functions & general office work; may perform minor repairs on phone equipment; rotating shifts & on-call duties may be required. (*Job in Kennett Square; no public transportation*). **QUALIFICATIONS:** H.S. grad or equiv.; min. 6 mos. training/direct exp. in operation of Dimension or multiple call system; pleasant voice & able to communicate clearly & effectively with diverse group; clerical experience helpful. **GRADE:** G7; **RANGE:** \$8,206-10,215 4-8-97 New Bolton Center

## WHARTON SCHOOL

**MANAGING DIRECTOR, ENTREPRENEURIAL CENTER** (04418AB) Serve as Chief Operating Officer; manage Center's operation & all Wharton's Entrepreneurship programs; provide leadership & strategic guidance along with Center's Executive Director; engage in strategic planning initiatives; oversee external affairs relating to Center & programs including all public relations; provide leadership in fundraising for Center & programs; initiate & develop on-going domestic & international mentoring program for Wharton students; supervise Center's personnel, finance, planning & other administrative functions; along with Director's develop curriculum for entrepreneurship education programs. **QUALIFICATIONS:** PhD or terminal degree in related field strongly preferred; at least seven Senior Executive experience; experience in a multinational corporate environment preferred; extensive experience & network with multilateral organizational programs; demonstrated entrepreneurial achievement; international experience in Asia eastern, continental Europe & South America; qualified to teach entrepreneurial & strategic management topics; senior level fundraising skills exp. **GRADE:** P11; **RANGE:** \$56,135-70,246 4-7-97 Management



# BENEFITS/OPEN ENROLLMENT

## Changes and Choices: Comparing Some of the Options

This week, the Benefits Open Enrollment planning meetings begin (see full schedule in *Almanac* April 8, or refer to the "Your Guide to Open Enrollment" flyer mailed around campus last week). Please bring to those meetings the materials sent to homes under the "PennChoice" name. Having the material close at hand will help in making informed choices as to Benefits options.

Several changes are in effect this year, and this is a summary of the changes that will be made in the University of Pennsylvania's Medical and Life Insurance Benefits Programs effective July 1, 1997. Overall, the Programs will offer flexibility and choice, take advantage of current tax laws, and compare favorably with programs offered by other employers.

If you have any questions about PennChoice, contact the following:

PennChoice Hotline (*April 28 to May 7*): (215) 898-0852  
Benefits Office: (215) 898-7282  
Medical School Benefits Office: (215) 898-7993  
Clinical Practices of the U. of P. Office: (215) 349-5435

Following are changes in medical coverage and life insurance that take effect July 1.

**Medical options** will change, as follows:

- a new option—the UPHS/Keystone Point of Service Plan—will be introduced
- both the Keystone and US Healthcare HMOs will provide prescription drug coverage for the first time
- employee cost sharing will be reintroduced
- the BC/BS Comprehensive Plan and the QualMed HMO will no longer be offered, and
- new financial incentives will be added in the form of lower copays, to encourage plan participants to use UPHS participating physicians.

**Life Insurance Flexcredits**—which are based on your age and benefits base salary—will no longer be part of the Program. However, the increase in benefits base salary described next, will make up for this change. (This will not apply to employees in collective bargaining units.)

**Benefits Base Salary**—if you are actively at work on July 1, 1997 and eligible for PennChoice, you will receive a one-time increase in benefits base salary. The amount of the increase will equal the net dollar value of the difference between the Flexcredits you would have otherwise received and the cost of the basic insurance described below.

**Life Insurance**—will be redesigned. All employees will receive Basic Life Insurance coverage of up to one times benefits base salary up to \$300,000. In addition, employees who want or need more financial protection will be able to purchase Optional Life Insurance coverage. What is more, maximum insurance will be increased from \$300,000 to \$750,000.

**Dependent Life Insurance**—if you purchase life insurance for your spouse or eligible children, your premiums will now be paid on an after-tax basis; that way, you will not incur any imputed income.

### Medical

**Employee Cost Sharing**—Effective July 1, 1997, all employees will contribute toward the cost of their medical coverage. Up to now, the University has based employee contributions on the cost of Blue Cross/Blue Shield Plan 100 (the costliest option). As the cost of that plan rose, employee contributions for other, more cost-effective options decreased.

Now, all employees will share the cost of the option they elect. The University will continue to pay the majority of the cost.

The contribution rates for each of the available options are shown here.

Keep in mind that your contributions will be made with before-tax dollars, which provide valuable tax-savings and lower your net cost.

Option	Monthly Contribution For	
	Single Coverage	Family Coverage
BC/BS Plan 100	\$ 66	\$ 172
PENNCare PPO	\$ 40	\$ 104
UPHS/Keystone Point of Service	\$ 20	\$ 52
Keystone HMO	\$ 10	\$ 26
US Healthcare HMO	\$ 10	\$ 26
HIP Health Plan of NJ	\$ 10	\$ 26

**Options Discontinued:** The BC/BS Comprehensive option and the QualMed HMO option will no longer be available. However, similar benefits will be available under other options. If you are currently enrolled in either of these options, you must choose a new medical plan during the open enrollment period.

**Options Continued:** BC/BS Plan 100 and PENNCare PPO will continue unchanged, except for employee contributions.

**Options Expanded:** The Keystone and US Healthcare HMOs will be improved through two new features:

- **New Prescription Drug Coverage**—Both the Keystone and US Healthcare HMOs will offer prescription drug benefits through PCS Health System, Inc. Pharmacies affiliated with PCS include all major pharmacy chains (CVS, Drug Emporium, Eckerd Drug, KMart, Pathmark, Rite-Aid, Thrift Drug and Wal-Mart). If you use your PCS ID card at a participating pharmacy, you pay 20% of the covered amount (50% for mental health related prescriptions).

There is a \$25 individual annual deductible and a \$50 family deductible. There is also a \$5 minimum for each brand name prescription you purchase. If you do not use your PCS ID card or go to a non-participating pharmacy, you will pay more.

- **Incentives for Using UPHS Providers**—If your Keystone or US Healthcare primary care physician is also part of the UPHS network, your copayment for office visits will be less.

**New Options:** You will also have the added opportunity to elect the new UPHS/Keystone Point of Service (POS) option. This option offers flexibility and freedom of choice. You can choose between Referred Care and Self-Referred Care whenever you need medical treatment. Referred Care is care provided by your primary care physician.

For Referred Care, benefit levels are high—most eligible expenses are covered at 100% after you make a small copayment for doctors' office visits. If your Keystone primary care physician is also part of the UPHS Network, your copayment will be even lower. If you choose Self-Referred Care, benefits are generally 80% after a \$200 individual, annual deductible.

### Life Insurance

Life Insurance coverage will be redesigned. All employees will automatically receive basic, non-contributory coverage up to one times benefits base salary—up to a maximum of \$300,000. Additional, contributory coverage of another one to four times benefits base salary will continue to be available to employees who want or need more financial protection (subject to last year's coverage). The maximum for non-contributory and contributory coverage combined will be \$750,000. Coverage in excess of \$500,000 is subject to evidence of insurability.

If you purchase contributory life insurance coverage, your contributions will be made with after-tax dollars. That way, you will not incur any imputed income which is subject to income taxes.

— Human Resources / Benefits

### Six Addenda to the Booklet

In the "PennChoice" Open Enrollment booklet mailed to homes last week, there are six important addenda; the new information is shown in italics below:

Page 4, under "PENNCare Preferred Providers" column

- Skilled Nursing Facility: *covered at 100%* (replacing "Non-Preferred benefits apply")
- Durable Medical Equipment: *covered at 100%* (replacing "None")

Page 5, under the "PENNCare Non-Preferred Providers" column

- Hospitalization: *covered at 80% after deductible* (replacing 100%)

Page 5, under the "UPHS/Keystone Point of Service (POS)" column

- Preventive Care, routine eye exam: *covered at 100% after \$10 copay* (replacing "Provider not currently available")
- Skilled Nursing Facility: *covered at 100%* (replacing "Provider not currently available")

Page 6, column 2, paragraph 2, last "bulleted" item: should read "selected physicians from Presbyterian Hospital and the Chestnut Hill Health System."

For any questions about the above material, please contact Human Resources Benefits, 898-7282.



## Available this Week: An Environmental Guide

In effort to aid faculty and staff to reduce the environmental impact of Penn, The Penn Environmental Group in conjunction with Penn Recycling, is publishing a guide entitled *Minimizing Your Environmental Impact*. The guide will be available for distribution beginning the third week of April. The guide illustrates simple ways in which we can conserve energy and natural resources and prevent pollution.

The guide begins by listing several ways to conserve water. It then goes on to provide helpful hints on how to reduce the consumption, and consequently waste, of materials and electricity. It gives useful information on recycling and reuse of products. The next section provides information about how to purchase environmental products and where recycled products can be purchased. The last part of the guide talks about how to minimize air pollution from motor vehicles by car pooling, using public transit, and using bicycles.

Overall, the guide provides us with reminders of the small contributions we can make to improve the condition of the environment we live in. In the spirit of thinking globally and acting locally, go to it! For a copy of the guide or more information e-mail [pennenv@dolphin.upenn.edu](mailto:pennenv@dolphin.upenn.edu) or call Mike at 732-9202. There will be 2500 copies available for distribution.

—Azra Salim, Wh '00

## OF RECORD

*The following policy has been effective since June 1, 1994 and has recently been revised. It is being reissued as a reminder to the University community.*

### Reminder: Exclusive Vending Contract

The University has awarded the campus manual food service and vending programs exclusive contract to the Canteen Corporation of America, which is partnered with the Pepsi Cola Company, Mil-Ray Foods, and Nutrition America. The Purchasing Department and Hospitality Services conducted a formal bid process. Representatives from schools and University departments consisting of faculty, students, staff, and administrators were included in the process. Campus interviews conducted by Hospitality Services and Fessel Consultants International received input from every aspect of campus life.

In selecting the Canteen Corporation we have achieved financial gain for the University, quality brand products, minority company participation and the promise of excellent service.

In order to maximize the benefits to the University, the integrity of the exclusivity of this contract must be honored. Buildings which now have vending machines and manual food service programs supplied by a company other than the Canteen Corporation or by the Pepsi Cola Company should make arrangements to have those facilities removed.

Sandy Bates in the office of Hospitality Services will act as campus-wide manager for Vending Services which includes vending machines and campus manual food service programs. Please contact Ms. Bates at 573-9240 if there are any questions.

—Donald M. Jacobs,  
Executive Director, Hospitality Services

## Take Our Daughters to Work Day: April 24

*Create a fun-filled day for your young guest by choosing from among the following activities and opportunities in the office: for girls 9-15 years old. All activities require reservations with availability on a first-reserved basis. Sponsors must accompany their daughters/guests at all times. Supervisory approval is required for participation in this event or any of the following activities.*

*Please contact me at 898-0380 or at [kraut@pobox.upenn.edu](mailto:kraut@pobox.upenn.edu) with any special needs.*

—Marilyn Kraut, Coordinator of Quality of Worklife Programs/HR

### Making Dreams a Reality

9-11 a.m., Meyerson B-1, lower level,  
34th & Locust Walk  
(enter from Locust Walk)

Panel presentation on achieving your goals and overcoming self-doubts by several women who have found their way to success. Continental Breakfast included.

*Faculty:* Dr. Margaret Sovie, Jane Delano Professor of Nursing Administration; and Dveera Segal, Law School lecturer/clinical supervisor and

*Administrators:* Virginia B. Clark, vice president for development and alumni relations; Maureen Rush, director of Police Operations; Bonnie Ragsdale, associate director of staff, faculty and alumni volunteer services.

*For reservations, contact Marilyn Kraut at 898-0380 or [kraut@pobox.upenn.edu](mailto:kraut@pobox.upenn.edu)*  
Presented by the Human Resources Quality of Worklife Programs

### Lunch at CHATS

11 a.m.-1:30 p.m., CHATS,  
3800 Locust Walk

Free fountain beverage for Take Our Daughters to Work Day sponsor and visitor. Presented by Dining Services

### Lunch at the Faculty Club

11:30 a.m.-2 p.m., Faculty Club Cafeteria,  
2nd floor 200 S. 36th Street (south from Walnut toward Locust Walk)  
Members and non-members are invited to the Faculty Club for buffet lunch with their daughter/young guest.  
Adults: \$6.25;  
Young Guest: Special \$3.25 discounted rate  
Sponsored by Human Resources and  
Presented by The Faculty Club

### When Girls Play, Everybody Wins

1:30-2:30 or 2:30-3:30 p.m.,  
Gimbel Gymnasium, upper level,  
37th & Walnut Streets

Athletic Department presentation on the value of sports and feeling good about being successful.

### The Penn Relay Carnival and NIKE Track Test

All day, NW entrance Franklin Field  
235 South 33rd Street  
The Penn Relay Carnival—the world's first, largest and best track and field relay meet.  
NIKE Track Test—Interactive track & field experience on H. Hunter Lott, Jr. Tennis Courts.

*Reservations: Katrina Dowidchuk at 898-4024 or [dowidchk@ben.dev.upenn.edu](mailto:dowidchk@ben.dev.upenn.edu)*  
Presented by the Athletic Department

### Anthropologists in the Making

2-3 p.m., Museum of Archaeology and Anthropology, Kress Entrance,  
33rd & Spruce Sts.

A tour of the University Museum highlighting collections and a presentation on careers in the museum field.

*Reservations: contact Joe Sivick at 898-4015*

Presented by the Museum of Archaeology and Anthropology

### Laying the Foundation for a Successful 21st Century Career

3:30-4:30 p.m., McNeil Building,  
Room 169-170 (first floor)  
3718 Locust Walk

Patricia Rose, director of Career Planning and Placement, will offer her suggestions for career success in the 21st century world of work. Tell your daughter to bring her questions on the outlook for career fields of interest to her. This session is most suitable for older girls, but all are welcome. Limit: 20. *Reservations: email Jenny Baker at [baker@pobox.upenn.edu](mailto:baker@pobox.upenn.edu) or 898-4827.* Presented by Career Planning and Placement

### Behind the Scenes at the Morris Arboretum

3-4:30 p.m., Morris Arboretum,  
9414 Meadowbrook, Chestnut Hill

A tour of the Arboretum's botany research laboratory and propagation greenhouses and visits with staff.

*Reservations: Marsha Ray at 247-5777 Ext. 119 or [raym@pobox.upenn.edu](mailto:raym@pobox.upenn.edu).*  
Presented by the Morris Arboretum



Above: The Gazebo at Morris Arboretum.

# Update

APRIL AT PENN

## CANCELLATION

The second session of the Tree-Tending course (announced in *Almanac* April 8, 1997) scheduled for April 15 has been cancelled.

## EXHIBITS

**23** *Brian Peterson Recent Photographs: Images from the Forest Light Series (1995-96) and the Earth Music Series (1995-96)*; Esther M. Klein Art Gallery; reception: 5-7 p.m. *Through May 21*.

## FITNESS/LEARNING

**15** *Amnesty International: Human Rights Day*; speeches, poetry readings and other activities; 11:30-2:30 p.m.; College Green (Amnesty International, Penn Chapter).

**16** *Finding External Funding for Grad School*, a panel of Graduate School of Education students and staff discuss their advice and experiences in successfully applying for funding; 6:45-8:15 p.m., Room C-12, GSE (GSE Student Activities Office).

## TALKS

**17** *Gender and Sexuality in the Apocryphal Acts: A Panel Discussion; Eroticism in the Acts of Thecla*; Shira Lander, religious studies grad student; *Non-Christian Celibacy as Autonomy?*; Susan Marks, religious studies grad student; *Constructions of Pagan Women in the Apocryphal Acts*; Beth Pollard Lisi, ancient history grad student; *Scribal Eroticism and the Transmission of the Apocryphal Acts*; Kim Haines-Eitzen, UNC, Chapel Hill; *Desexing the subject: Resexing the Text: The Erotic Narrative in the Acts of Xanthippe and Polyxena*; Jill Gorman, Temple; 7-9 p.m.; Woody Room, Van Pelt-Dietrich Library (Religious Studies).

**18** *Higher Education Outcomes Assessment Symposium*; moderators: Ursula Wagener, Marvin Lazerson and Michael Tierney, GSE and Larry Moneta, Associate VPUL; 8:30 a.m.-noon; Rooms D9 & 10, GSE; registration required; information: [hillier@ben.dev.upenn.edu](mailto:hillier@ben.dev.upenn.edu) (Institute for Research in Higher Education).

*Embryology & Cell Lineage in Taste Buds*; Thomas Finger, University of Colorado; 11:30 a.m.; Monell Seminar Room, Monell Chemical Senses Center, 3500 Market Street (Monell Chemical Senses Center).

**21** *Chemosensory Transduction in Taste Cells*; Sue Kinnamon, Colorado State University; 11:30 a.m.; Seminar Room, Monell Center (Monell Ctr.).

**22** *Taste Effects on Infant Behavioral State: Some Findings and Implications*; Ronald Barr, McGill University; 11:30 a.m.; Seminar Room, Monell Center (Monell Center).

*Colonialism and the Revision of Cultures*; Gyan Prakash, Princeton; Stephen Kaplan Lecture; 4 p.m.; Room 329A, 3401 Walnut (History).

**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.



## Summer Softball League

The Recreation Department is sponsoring a Summer Softball League of 32 teams that will play on either Hill or Murphy Fields, Monday through Thursday at 5:30 p.m. beginning May 19. Each team will play one or two games per week with single elimination playoffs in July for the top two teams from each division. Equipment (bats, balls, bases, but no gloves) will be provided at no charge.

All teams must register at Gimbel Gymnasium by May 14 at 6 p.m. A team entry fee of \$100 must accompany each entry. Checks should be made payable to: Trustees, University of Pennsylvania. Budget numbers will also be accepted.

Schedules will be distributed during the first captain's meeting on May 15 at noon in Room 219 of Hutchinson Gymnasium. For additional information: 898-8383.



# 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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## 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 31 through April 6, 1997**. Also reported were **Crimes Against Property**, including 34 thefts & attempts (including 1 burglary attempt, 2 thefts of bicycles & parts, 4 thefts & attempts of autos, 8 thefts from autos) 4 criminal mischief & vandalism, 1 trespassing and loitering. Full crime reports are in this issue of *Almanac* on the Web ([www.upenn.edu/almanac/v43/n30/crimes.html](http://www.upenn.edu/almanac/v43/n30/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 31, 1997 and April 6, 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:** Simple Assaults—2

03/31/97	11:12 AM	38th & Walnut	Complainant assaulted by spouse
04/03/97	12:52 PM	Leidy Lab	Complainant assaulted by known person

**38th to 41st/Market to Baltimore:** Robberies (& Attempts)—4; Simple Assaults—1;

Threats & Harassment—1

03/31/97	11:00 PM	4015 Baltimore	Complainant robbed by unknown suspect
04/02/97	5:25 PM	Low Rise North	Complainant reports being harassed
04/03/97	4:06 AM	106 S. 38th St	Complainant robbed of prescription
04/03/97	10:22 AM	40th & Chestnut	Complainant struck in face/taken to HUP
04/04/97	10:42 PM	4040 Spruce St	Complainant robbed/arrest
04/04/97	10:49 PM	4018 Pine St	Complainant robbed/arrest

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

04/02/97	6:33 AM	42nd & Brown	Radio and wallet taken from complainant
04/02/97	8:35 AM	1801 Buttonwood	Harassing calls received
04/06/97	9:45 PM	45th & Market	Complainant robbed of wallet/contents

## Crimes Against Society

**41st to 43rd/Market to Baltimore:** Disorderly Conduct—1

04/06/97	3:34 PM	100 Blk 43rd	Male taken to HQ for disorderly conduct/warned/released
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## 18th District Crimes Against Persons

11 Incidents, 1 Arrest were reported between **March 31, 1997 and April 6, 1997**, by the 18th district; covering Schuylkill River to 49th Street and Market Street to Woodland Avenue.

03/31/97	10:30 PM	4015 Baltimore	Robbery
04/01/97	8:45 PM	4800 Warrington	Robbery
04/02/97	2:56 PM	4700 Walnut	Aggravated Assault
04/02/97	9:05 PM	4000 Market	Robbery
04/03/97	12:45 AM	4500 Locust	Robbery
04/03/97	10:20 AM	4000 Chestnut	Aggravated Assault
04/04/97	10:30 PM	4040 Spruce	Robbery
04/04/97	11:15 AM	4018 Pine	Robbery
04/05/97	1:39 PM	4601 Walnut	Robbery/Arrest
04/05/97	4:00 PM	4804 Chestnut	Aggravated Assault
04/06/97	9:30 PM	4500 Market	Robbery



# PROFILES IN TEACHING 1997 Lindback Awards and Provost's Awards

## In the Health Schools

**Dr. Bernett Johnson**, professor of dermatology. A member of the faculty since 1980, he has won numerous awards and honors including the Resident Staff Outstanding Teaching Award from Howard University, the Legion of Merit from the U. S. Navy and the Attending Teaching Award from Penn. He has been on the Admissions Committee, and served as Associate Dean for Graduate Medical Education and Minority Affairs. He has also been Director of Dermatopathology and Director of the Medical Board. A colleague calls him an astute administrator, an excellent clinician, a superb teacher, an accomplished artist and dedicated family man. Another says: "...whenever I go to the Medical Center with Dr. Johnson, students and residents greet him with enthusiasm and heartfelt warmth and affection that I have rarely, if ever, seen." A student adds: "The University... has many good teachers, but an excellent teacher is harder to find. The excellent teacher is a willing resource for all students and recognizes the unique aspects of every student. Dr. Johnson is such a teacher."

**Dr. Jon B. Morris**, assistant professor of surgery at HUP. Since joining Penn in 1990, Dr. Morris has received the 1992 Medical Students' Award for Excellence and the Penn Pearls Award for outstanding clinical teaching in 1994 and again in 1996, when he was also named "Top Doc" in general surgery by *Philadelphia Magazine*. Dr. Morris helped design and implement a new curriculum for the School, introduced the medical students to problem-based learning, and coordinated a network of residents and attending physicians to act as mentors for the program; he also redesigned what is now "simply the best of the required clinical clerkships." He takes an active interest in the education of the surgical housestaff, and initiated a Faculty Lecture Series that is called "one of the educational highlights in our program." He "challenges you to think independently and with common sense, and perhaps his greatest gift is to make the study of surgery enjoyable."

**Dr. Charles O'Brien**, professor of psychiatry. A member of the faculty since 1968, Dr. O'Brien has made outstanding contributions to the education of thousands of medical students, psychiatry residents, and postdoctoral research fellows, receiving national recognition for his innovative curriculum in Addictions Medicine. He is an international authority on substance abuse and psychopharmacology—recognized by the University of Bordeaux with an honorary doctorate—who has "worked hard to ensure that medical students and resident receive consummate training in these areas." Teaching by example, he is "appropriately critical, always insightful and naturally nurturing. Like all truly great teachers he has the ability to bring out the best in everyone around him. Through his intellect, enthusiasm and achievements, Dr. O'Brien has inspired a generation of students, residents, fellows and faculty to pursue careers in academic psychiatry."

**Dr. Rosalyn Watts**, associate professor of nursing. Dr. Watts joined Penn in 1970, and in 1984 she developed the Critical Care Clinical Nurse Specialist Program that evolved over the next ten years into the first Critical Care Nurse Practitioner program in the country. Alumni commonly refer to themselves as "a graduate of Roz's program." Combining "superb professional leadership and interdisciplinary collaboration," Dr. Watts has been an advocate and men-

tor for minority students and has expanded this passion to include educating all of us about cultural diversity through the Biennial Black Health Conference. A former graduate student writes: "a teacher should enable students to think and create as they might say in today's re-engineering circles 'out of the box.'" Roz Watts has been out of the box for years. She always insisted on high standards. She insisted that we write 'elegantly,' think 'critically,' and perform expertly." A colleague notes: "The School of Nursing is justifiably proud of its advising program and Dr. Watts serves as a role model for excellence in undergraduate and graduate and doctoral advising."

### Provost's Award (Health)

**Valerie Cotter**, lecturer in nursing. Teaching at Penn since 1991, Ms. Cotter was named Associate Director of the Gerontological Nurse Practitioner Program in 1994, taking a leadership role in the popular and important advanced practice option. Students describe her as approachable and caring, an outstanding instructor and educator. Alumni still turn to Ms. Cotter as a friend and mentor because she willingly gives of her time, knowledge, and support. Colleagues were equally enthusiastic: "a role model for students; her character, motivation, and integrity are standards her students aspire to emulate..." and "Her lectures are extremely effective in helping students bridge the gap between theoretical content presented in the classroom and their practice in the clinical area. She has that rare ability...to change the way students view gerontological nursing. She has the ability to command the attention of students from a variety of disciplines in teaching topics that may be controversial or ethically difficult to discuss."

## In Non-Health Schools

**Dr. Edward Breuer**, assistant professor of religious studies. Dr. Breuer, who joined Penn in 1989, has teaching style one nominator called "a schmoose of a very sophisticated kind; he wants his students to be inspired, to think, to be creative." Another says "Professor Breuer's classes were definitely directed, goal orientated. It was just that the direction was so subtle as to be almost seamless. Somehow he managed to make us feel that we were running the class, that we were raising the issues, that we were doing the discovery. He succeeded in fostering in us a sense of community, a sense of a shared process of learning and discovery." A colleague, a Lindback winner who team-taught with Dr. Breuer, writes, "This I have had confirmed in my own experience what undergraduates have often told me: that Dr. Breuer is a gifted and challenging teacher." Another says "His classroom method, close reading followed by intense questioning and focused discussion, demands of the students a significant intellectual engagement directly with the professor as well as the ability to maintain an ongoing debate with fellow students."

**Dr. Michael Gamer**, assistant professor of English. Dr. Gamer joined Penn in 1993, already the recipient of a teaching award from the University of Michigan, and has since won the English Department's Alan Filreis Award for Excellence in Undergraduate Teaching. He is co-director of the Teaching Mentor program which has significantly improved the department's teacher training. A colleague says: "What I am most taken with is the careful thought about pedagogical techniques and strategies that underlies Michael's success as a teacher." Another

says he has read widely about pedagogy and has adapted what he has read to the nature of his own personality and his sense of educational aims. Still another says: "I have learned a lot from him this semester about electronic pedagogy and the portfolio system which I plan to adapt in my own course." Dr. Gamer has received consistently high SCUE ratings, and one student writes "I give this course straight A's not only because Professor Gamer obviously enjoys teaching, loves poetry, and devotes a great deal of time to his students but because the class demands originality, a little risk taking and a lot of just plain brain work. Gamer's humor is a hoot, too."

**Dr. Stephen Morse**, Ferdinand Wakeman Hubbell Professor of Law. A member of the faculty since 1988, Dr. Morse is also professor of psychology and law in psychiatry in the Medical School. He is a leading expert in criminal law and mental health law whose writings are often cited and discussed not only in the scholarly literature but also by the courts and in the media. Students say that "Morse is real law school." He leads students to examine critically judicial opinions, law review articles and social science studies. "His teaching style is at once challenging, engaging, enlightening, stimulating, and a bit intimidating," said one; others said that of all the excellent teachers in the Law School, Professor Morse was the one who has made a lasting impression: pivotal to their educational experience at the law school, bringing interdisciplinary perspectives to the substantive issues he teaches, with a unique ability to explore and respect perspectives with which he disagrees. With a colleague he originated a seminar to interest students in the possibility of a scholarly career.

**Dr. Larry Sneddon**, professor of chemistry. Joining Penn in 1974, for over two decades he has provided "outstanding classroom teaching and served as a consistently exceptional role model to students studying chemistry. He has served to inspire students at both the undergraduate and graduate levels to pursue excellence; he is a shining example to other faculty at Penn." Particularly notable are letters from former students on his influence on their lives and careers. One recalls "a conversation with Dr. Sneddon which ultimately led to my decision to pursue graduate studies in inorganic chemistry at MIT," while another says "I didn't realize it at that time how my experience in his lab would profoundly shape my career. I have had mentors throughout my life. Few have had the lasting impact that Dr. Sneddon has had." One of his TAs wrote: "I found myself taking notes during his lectures, not just on the material that he was presenting but on the techniques he was using to present the material so clearly."

### Provost's Award (Non-Health)

**Dr. Ayelet Lindenstrauss**, lecturer in mathematics. In her three years at Penn, Dr. Lindenstrauss has been cited for exceptional teaching both in the Penn Course Review evaluations and the Math Department's own evaluations. In 1993-94 she was the faculty advisor for Phi Mu Epsilon, the undergraduate mathematics honor society, at the request of the students. "She has a spark in her eyes which speaks of a passion for mathematics which makes learning a very beautiful experience...She genuinely cares about her students," say the students. Several describe Dr. Lindenstrauss as one of the best instructors at Penn: "I believe that it is professors like her who contribute more than anyone else to the development of the elusive intellectual atmosphere within the undergraduate community."