

Almanac

Tuesday,
April 29, 1997
Volume 43 Number 32

IN THIS ISSUE

- 2 Bulletins:
Invitation to Commencement
Reminder: Council April 30
Call for Staff Grievance Panelists
Teaching Awards: GSFA's
Dr. Tomlin; Wharton's
Drs. Basak, Laufer and
Waterman (Part I)
- 3 SENATE: SEC Actions 4/16?
COUNCIL: Agenda April 30
- 4 Death of Dr. Henry Thompson
Speaking Out: Farewell and Plea
from Dr. Kelley; Fairwell from
from Mr. DiNardo
- 5 HONORS & Other Things
- 6 Wharton Teaching Awards (Part II)
- 8 OF RECORD: Acceptable Use of
Electronic Resources

COMPASS Features

- 10 Dr. Sipe and the Power of Books
- 11 Library: Testing the Changes
- 12 The Bio Pond Turns 100
- 14 Daughters at Work

- 15 OF RECORD: Faculty
Appointments and Promotions
- 18 OPPORTUNITIES
- 21 OF RECORD:
Summary Annual Reports on
Annuity and Other Plans
- 22 Open Enrollment: BEN
Lets You Enroll by Phone
- 23 CrimeStats, Update
- 24 BENCHMARKS: 25 Years of
AfroAmerican Studies (Dr. Engs)

Pullouts:

RESIDENTIAL COMMUNITIES:
Choosing Community
(Report of the Residential
Living Committee of the
21st Century Project) and
a Summary Project Report
from Biddison Hier
MAY at Penn

Peace

*At the heart of the campus,
a pond created 100 years ago
for botanical research still
survives, as a hidden delight
of the urban university.
(Please see the Compass
feature, pp. 12-13)*



Bulletins

Welcome to Commencement '97

To the Penn Community:

Penn's Commencement is a wonderful, festive opportunity to gather together to celebrate the impressive accomplishments of our students. On behalf of the Trustees, the President, the Provost, the Executive Vice President, the Officers, and the Deans, I invite all members of the Penn community to attend the University's 241st Commencement on Monday, May 19. Led by flag bearers and bagpipes, the academic procession steps forth at 9:15 a.m. from the Annenberg Center, pauses for about 45 minutes in front of College Hall to applaud the graduating students as they pass through our ranks, and enters Franklin Field where the Commencement Ceremony begins at 10:15 a.m. We feel enormously fortunate that Bill Cosby will be our Commencement Speaker this year as he will surely give our students a marvelous, moving send off into the next phases of their lives.

Whether you wish to join the festivities around Locust Walk or in Blanche Levy Park, or come to the Ceremony itself (tickets are not necessary), we very much hope you will join us in this University-wide culmination of our academic year. If you wish to do so, simply let your supervisor or Department Chair know in advance. Think of this time as a special thank you for all you do to contribute to the educational mission of Penn and the lives of our students while they are here with us. We are truly grateful to you for that.

May the sun shine!

— Barbara Ray Stevens, Vice President
and Secretary of the University

Council Reminder: April 30

This is a reminder that there will be an important vote on a proposed change to the bylaws at the University Council meeting on Wednesday, April 30, from 4-6 p.m. in McClelland Lounge, the Quad. The proposed change is detailed in the University Council Agenda (left). University Council members are asked to make every effort to be present for this important vote.

— Constance C. Goodman,
Secretary of the University Council

Call for Staff Grievance Panelists

The Division of Human Resources is seeking volunteers to serve on panels for the Staff Grievance Program. The Staff Grievance Program provides staff members with the opportunity to communicate openly to address issues and concerns. Panel members are presented the issues by those involved and make a recommendation for resolution of the issue.

Serving as a panelist is a wonderful opportunity to play a role in assisting in conflict resolution so that staff members' issues are heard in a fair and impartial forum. We encourage applications from a diverse cross section of the Penn community. Regular full-time and part-time staff and faculty and retirees are eligible to apply.

If you are interested in volunteering please contact Human Resources/Staff Relations at 898-6093 or by e-mail at askhr@pobox.upenn.edu. We will forward an application for you to complete. The application deadline is May 30, 1997.

— Carol Horne Penn, Manager,
Human Resources/Staff Relations

GSFA Teaching Award: Dr. Tomlin

The 1996-97 GSFA G. Holmes Perkins Award will be given to *C. Dana Tomlin*, associate professor of landscape architecture and regional planning. Before coming to Penn in 1991, Dr. Tomlin taught at Ohio State University School of Natural Resources and the Harvard Graduate School of Design. He holds degrees from Yale, Harvard, and the University of Virginia. As author of *Geographic Information Systems and Cartographic Modeling*, developer of the *Map Analysis Package* software, and originator of Map Algebra, C. Dana Tomlin is recognized as one of the world's most influential contributors to the field of geographic information systems (GIS). His current research interests involve the use of digital cartographic techniques in spatial pattern analysis and land use allocation.

The G. Holmes Perkins Excellence in Teaching Award is given in recognition of distinguished teaching and innovation in the methods of instruction in classroom, seminar or studio. G. Holmes Perkins was dean of the Graduate School of Fine Arts from 1951 to 1971. Leading a brilliant, internationally recognized faculty Perkins transformed the school into a modern, interdisciplinary institution committed to social reality, excellence in design and urban renewal.



Wharton Teaching Awards, Part I

The Hauck Award: Dr. Laufer and Dr. Basak

The 7th Annual David W. Hauck Award for Outstanding Teaching, the most prestigious in the Undergraduate Division, is given to recipients for their ability to lead, stimulate and challenge students, knowledge of the latest research in the field and a commitment to educational leadership. The 1997 recipients are:

Dr. William S. Laufer, associate professor of legal studies. Dr. Laufer garnered the Hauck Award for Outstanding Teaching in the Undergraduate Division in 1991. He also won an Undergraduate Division Excellence in Teaching Award in 1990, 1991, 1992 and 1996.

Dr. Suleyman Basak, assistant professor of finance. Professor Basak receives his first Hauck Award. He earned an Undergraduate Division Excellence in Teaching Award in 1996 and is honored with the same award this year.



William Laufer



Suleyman Basak

Class of 1984 Teaching Award: Dr. Allen

Dr. Franklin Allen, Nippon Life Professor of Finance and Economics. Dr. Allen wins his second consecutive Class of 1984 Award for teaching "Financial Analysis" (FNCE 601). The 1993 winner of the Helen Kardon Moss Anvil Award, he also receives a Graduate Division Excellence in Teaching Award and Miller Sherrerd MBA Core Teaching Award this year, both for the fourth time.

The Kardon Moss Anvil Award: Dr. Waterman

Created in 1969 and endowed by Helen Kardon Moss, the noted Anvil Award recognizes exceptional teaching effort and ability, both inside and outside the classroom. The award consists of an engraved plaque, special recognition at graduation and a cash award. The 1997 recipients:

Richard P. Waterman, assistant professor of statistics. Professor Waterman receives his first Anvil Award. He was the Miller-Sherrerd MBA Core Curriculum Teaching Award recipient in 1996 and also receives his first Excellence in Teaching Award in the Graduate Division this year.

See pages 6-7 for Wharton Teaching Awards, Part II.



Franklin Allen



Richard Waterman

Benefits Reminder: Some Health Plans Are No Longer Options

Open Enrollment is now in progress. Members of the faculty or staff who have been in a medical plan that is no longer among the options in "PennChoice" are being especially reminded to choose a new plan during this enrollment window. Please see page 22 for information on enrolling by telephone.—Ed.

The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Senate Chair Peter Kuriloff or Executive Assistant Carolyn Burdon, Box 12 College Hall/6303, 898-6943 or burdon@pobox.upenn.edu.

Actions Taken by the Senate Executive Committee Wednesday, April 16, 1997

1. Intellectual Property. Invited guests Professors Robert Gorman and Gerald Porter explained they were members of a University-wide 14-member task force that produced a report in 1995 recommending improvements in the University's copyright policy. It is a small piece of a ten-year enterprise trying to establish a comprehensive, fair policy. There had also been a three-year review of patent policy. Existing intellectual property policy is ancient, superseded by new Federal copyright law, and could be unfairly applied to faculty. Patents raise the question to what extent does the University have an interest in patents developed by faculty in the course of their research and teaching. Copyrights raise the question to what extent does the University have an interest in copyrights of books, articles, films, computer programs, course ware, and a variety of other media. One concern is what should University policy be, particularly its interest in the faculty's ownership of work faculty generates.

Another concern is the process by which policy is ultimately formulated. Recently, the task force report was set aside by the provost who then requested each of the deans to propose an intellectual property policy on copyright, software and courseware. Professor Porter stated a task force in the mid-1980's created software policy that called for a five-year review of the policy. That review has not occurred and communications to the administration about it have not been returned. He said policy assigning copyright to the University must be negotiated. Professor Gorman stated it is important for the Faculty Senate to monitor the evolution of the University copyright policy to insure faculty interests are protected.

Provost Chodorow said the process broke down after the work of the task force was completed implying that members of the task force came to him with doubts outside those they expressed in the committee. SEC members strongly objected to such behavior, noting that dissent should be expressed internally through a minority report, and strongly urging the Provost to request such side-bar communications from committee or task force members in the future.

The provost then had a discussion with the deans which lead him to approach the problem in a new way. According to him, the issues are discipline based and are moving differently; technology is moving rapidly. It is not a question of needing expert advice but a question of understanding different modes in different fields. He asked the deans to take this matter up in concert with their faculty. He stated that most copyrighted properties are not worth much to individuals but is a great cost to the University. The University gives the product away and then outsiders sell it back to us at great cost. He asked, What is it we are paying faculty to do if the University can't get paid for any of their product? The provost agreed that parts of the policy are sound and that the Faculty Senate and disciplines should play a role in the current process. Professor Porter noted that the task force did address some of the issues raised by the provost. He drew attention to the task force policy on transfer of royalties to the University, pointing out that all royalties do not have to be signed away.

Among concerns raised by SEC members were: potential problems if there were different policies in each of the schools; difficulty reaching agreement on a University-wide policy; high publishers' costs to junior faculty and publishers' insistence on obtaining the copyright; the classroom expression of a faculty member may become the property of the University; the new approach to a policy seems to come from a business point of view; a review of the incentive system for creating new knowledge should occur; concern that faculty who create a multi-media course will be replaced by the product they produce. Faculty Chair, Peter Kuriloff, noted that the real issue here is how much of a share in the intellectual property of faculty members the University wants and deserves versus how much the faculty want and deserve. He suggested this issue was of grave concern to the entire community and that it might perhaps be best dealt with through negotiations between a Faculty Senate Blue Ribbon committee and the administration, after the issues have been clarified through the current round of discussions with deans and their faculties.

2. Diversity on Locust Walk. SEC members were concerned about continuing efforts to diversify use of the buildings along Locust Walk. In particular, they felt the current use of the Castle as the Community

Learning House was good and the fraternity should not return. Provost Chodorow said that the 1952 agreement with the fraternity would be honored and the fraternity would return to the Castle. The Community Learning House will be well taken care of. SEC members were very clear in their desire to continue the diversification of locust walk.

3. Report from the Senate Committee on the Faculty. Committee Chair Professor Sheila Murnaghan briefly reported on the issues discussed by the committee this year. They were: change in faculty composition; rewording and clarification on two policies on parenting, one granting extension of the tenure clock and automatic relief from teaching for those who give birth during a teaching semester, and the other providing relief for men and women during temporary incapacity; review and detailed analysis of affirmative action. Outstanding business is a response to a report on the Faculty Grievance Commission and new items to review regarding proposals for new positions in the Graduate School of Education and the Wharton School. A report will be published in *Almanac*.

4. Faculty Exit Questionnaire. SEC completed revision and approved the questionnaire unanimously. It will be published in a future *Almanac*.

5. Other New Business. SEC was informed that there will be a new vendor policy in the campus area. Members were concerned about a range of issues that included concern about reduction in the number of food trucks; extra time to walk to proposed new vending areas; long lines and a long wait; food trucks are part of campus culture; increased lunch cost by replacing food trucks with restaurants inside University buildings; public health issues raised by the trucks themselves—i.e. illness caused from food purchased from trucks; a broad reaching change in vendor policy should not occur over the summer and without consultation with SEC; and more information is needed.

Discussion turned to plans under consideration to move the Faculty Club. It was pointed out that the current Faculty Club is underutilized, has a high annual deficit, and \$2 million in repairs are needed for the building. SEC members felt it was important to have a Faculty Club that was well managed, had easy delivery access, had a friendly attractive environment, sufficient meeting rooms and good food. SEC was urged to attend the annual Faculty Club Membership meeting Tuesday, May 6 at 4:00 p.m.

COUNCIL Agenda for April 30

To University Council Members:

The next and final Council meeting of the year has two very important questions up for discussion and one up for a vote. It is vital that you attend. I look forward to seeing you there.

—Peter Kuriloff, Council Steering Chair

Agenda for University Council Meeting

Wednesday, April 30, 1997 from 4 to 6 p.m.

McClelland Hall, The Quadrangle

(Observers must register their interest in advance by calling 898-7005)

- I. Approval of the minutes of March 5, 1997 meeting
- II. Reports of the President, the Provost, and the Chairs of the Steering Committee, Graduate and Professional Assembly, Undergraduate Assembly, Penn Professional Staff Assembly, and A-3 Assembly.
(Reports and clarifications: 30 minutes.)
- III. Vote on proposed bylaws change to add (in chronological order) to Section II. Membership, 1. Composition, new paragraph (i): "One elected representative of the United Minorities Council." (5 minutes.)
- IV. Discussion on employment issues facing doctoral students and "Ten Years After" data.
(Presentation 25 minutes; discussion 15 minutes.)
- V. Progress report from Committee on Student Affairs.
(Presentation 5 minutes; discussion 5 minutes.)
- VI. Preliminary discussion of next year's focus issues.
15 minutes.
- VII. Adjournment by 6 p.m.



Dr. Thompson in 1993

Death of Dr. Henry Thompson, Nursing Ethicist

Dr. Henry Orrin Thompson, a scholar, ethicist, and pastoral counselor who led in the development of the ethics program of the School of Nursing—where he also collaborated with his wife, Professor Joyce Thompson—died on April 24 at the age of 65.

Dr. Thompson, a professor of Bible and ministry at the Unification Theological Seminary, was appointed to the adjunct faculty of the University of Pennsylvania in 1981. In recognition of his outstanding contributions to the School of Nursing, he was promoted to professor of ethics in the associated faculty in 1989.

During his years at the School of Nursing, Dr. Thompson was instrumental in developing ethics courses, in which he also took a major teaching role. A hallmark of these courses is their focus on theory and practice from an interdisciplinary perspective. "His unique background in archaeology, Biblical studies, pastoral counseling and world religions, as well as ethics, has had a major impact on course content," said a colleague. "As a teacher, colleague and friend, Dr. Thompson was highly regarded by faculty and students for his remarkable scholarly expertise, wit and sense of humor. He will be deeply missed."

Dr. Thompson was a founding and active member of the School of Nursing Ethics Committee and also served on the Ethics Committee of the Hospital of the University of Pennsylvania. He also edited the School of Nursing Bioethics newsletter.

A prolific writer, Dr. Thompson published as many as 30 to 50 book reviews each year, numerous journal articles, and several books. He collaborated frequently with his wife, Dr. Joyce Thompson, and their 1991 textbook, *Professional Ethics in Nursing*, is widely recognized throughout nursing academia for its excellence.

In addition to his wife he is survived by two sons, Warren and Howard, and six grandchildren.

Speaking Out

A Farewell and a Plea

Dear Colleagues,

In the process of working to cut administrative costs, the University has decided to eliminate the position of Faculty Liaison to Student Services, as of July 1.

Obviously that decision makes me sad, for I have been growing busier every year doing this work and loving what I have been doing. But what worries me is that you may be discouraged about reaching out on behalf of your students. Please, keep on noticing and keep on caring! Over the years, more and more of you have caught students in the early stages of their troubles and have kept them from floundering or have called for help in late-stage trouble to keep more serious crises from arising.

Because your referrals to me have increased regularly during the three years in which I have served as Liaison, I know that the number of students dealing with serious and debilitating illness, with the death of a parent, with financial worries that interfere with studies, and with all the more minor but still potentially derailing adjustment problems that may strike even the brightest students during their years at Penn is not likely to diminish just because I am not around to be useful in steering you or your students to appropriate help.

I know, too, that the various student services from the undergraduate advising offices to financial aid to various venues for counseling are stretched thin in working to keep students successful here.

But these student services *still exist* and those working for them are extraordinarily dedicated, putting in long hours, often well into the weekends, to do the best they can with the resources they have.

I hope I can get someone in the Vice Provost's Office to take over the job of keeping up the Faculty Resource Guide so that you can find these student aids easily. (In the meantime, the Guide remains on my own home page.)

So do continue to send out midsemester warnings when students do poorly on exams, to talk to students who seem to be slipping, to refer to those who can supplement your instruction with the support that will enable your students to learn. And, until July 1, call on me as much as you like. This is a troubling time of year for many students and even at the last minute intervention can often avert disaster.

Thanks to all of you who have, over the years, demonstrated to your students that a big university can still provide personal attention.

—Alice Kelley, Associate Professor
of English and Faculty Liaison
to Student Services

The date mentioned at the opening of the following letter was April 17. We appreciate the author's patience as his letter was held for space.—Ed.

Looking Back on Leaving

I am writing because it is my last day here at the University and I wanted to acknowledge a very unrecognized office. I have spent a couple months short of a year in Research Accounting. When I began, the University began implementation of a new Accounting system (FinMIS). Under the leadership of Donald Kearney and Richard Snyder, my colleagues and I have taken on responsibility of utilizing the new system to the best of our ability. We, as many others, have took it upon ourselves to develop an understanding of the

system. I believe Research Accounting has played an instrumental role in the success of the FinMIS conversion process. We have gone above and beyond to assist the field with daily questions and concerns regarding the new system. An office that plays such a critical role in the Accounting of the University should be appreciated. Research Accounting is obviously not financially recognized for their efforts. I regret leaving the University. However, the number one reason for working at the University was the excellent benefit package which has since been reduced. It was understood that the University was not going to compete with the salaries of Corporate America. However, the benefits did partially compensate for the lack of salary. Now that the University has cut back on the benefit package, the incentive for working here has been reduced even greater.

Research Accounting is not the only office concerned with these changes. I believe the employees of the University have not been given their chance to voice an opinion on these drastic changes, which *will* affect their work performance.

I just want to reemphasize that the individuals I have worked with in Research Accounting are very talented and intelligent. I would hate to see such an important department go through the struggles of turnover as it has in the past. The entire time I have been here, there has been talk of a re-engineering effort. However, the department remains the same. Hopefully, for the University's sake, change will come soon.

—Michael DiNardo, Research
Accounting/Comptroller's Office

Held for Response: A letter discussing the difficulty of finding details about the coverage levels of various medical plans has been held to allow time for a response, expected in time for publication next week.—Ed.

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

HONORS & Other Things

Guggenheim Fellow: Dr. De Long

Dr. David G. De Long, professor of architecture at the Graduate School of Fine Arts, has received a John Simon Guggenheim Memorial Foundation Award. He will spend a year on a project on "20th Century Alterations to Significant American Buildings."

Fulbright Awards: Drs. Cotroneo, McIntosh, Engheta

Among the nation's 1600 scholars who will pursue work abroad in 1997-98 as recipients of Fulbright awards are:

Dr. Margaret Cotroneo, associate professor of psychiatric mental health nursing, who will work with Dr. Christel Bienstein at the University of Witten/Herdecke's Institute für Pflegewissenschaft.

Dr. Tracy K. McIntosh, professor of neurosurgery and director of PennMed's Head Injury Center, who will work with Drs. Anders Bjorklund and Tadeusz Wieloch of Sweden's University of Lund; they are world authorities in Parkinson's disease and stroke.

Dr. Nader Engheta, professor of electrical engineering, who will spend March through May at the University of Naples under a Fulbright Chair Award.

APS's Jefferson Medal: Dr. Roland Frye

The American Philosophical Society's Thomas Jefferson Medal for Distinguished Achievement in the Humanities was presented to Penn's *Dr. Roland Mushat Frye* last week. Dr. Frye, the Schelling Professor of English Literature, Emeritus, was chosen for the Society's highest award in the humanities, social sciences, or arts in recognition of his life as "a brilliant scholar of English literature from Shakespeare to Milton, who "...interpreted the writings of important literary figures in the context of the human experience of their times," said William Golden, Vice President of the Society in announcing the presentation.

Cosmos Club Award: Dr. Rhoads

In Washington, D.C., *Dr. Jonathan Rhoads* received the 34th annual Cosmos Club Award. Cited as one of the greatest surgeons of our time, Dr. Rhoads was honored for "outstanding national leadership in surgical medicine," including advancements in cancer control and pioneering in fundamental applications of physiological and nutritional principles to the care of surgical patients. Dr. Rhoads is the former president of the American Philosophical Society, former Penn Provost and longtime chief of surgery for whom the Rhoads Pavilion is named.

Sir John Charnley Award: Dr. Lotke

On April 12 *Dr. Paul Lotke*, professor of orthopaedic surgery and chief of the Implant Service at PennMed, received the coveted Sir John Charnley Award from the Eastern Pennsylvania chapter of the Arthritis Foundation. A world-renowned specialist in total knee and total joint surgery, pulmonary embolism, venous thrombosis and problems related to arthritic knees, Dr. Lotke donates a great deal of his time and surgical talents in third world countries where he treats the injured and trains doctors and students in new surgical procedures.

Three Fellowships: Ms. Gordon

Sarah Barringer Gordon, assistant professor of law, has been awarded three prestigious research fellowships for the coming year for her work on the legal history of religion, property and marriage. One is from the Pew Program in Religion and American History at Yale, and another is the Laurence S. Rockefeller Fellowship of Princeton's Center for Human Values. The third names her a Fletcher Foundation Fellow of The Huntington in San Marino, California.

Alice Paul Awards, Williams and Davies Awards

At the annual awards breakfast of the Association of Women Faculty and Administrators, the organization's 1997 honors were:

The Alice Paul Award, which is given to undergraduate and graduate students for outstanding service, went to *Erme Maula* and *Iris Grissel Hernandez*, both members of Nursing's Class of 1997; *Janine M. Denomme*, an SAS graduate student in American Civilization; and *Sasha Schamber*, C '98, for her work with the Center for Bioethics.

The Leonore Rowe Williams Award in recognition of outstanding women faculty or staff for service to women on campus, was made to *Barbara Cassel*, Assistant Vice Provost for University Life. The Williams Award was established by a bequest of the widow of the late dean and provost, Dr. Edwin Williams. Williams Hall is also named for the couple.

The Robert E. Davies Award, which recognizes distinguished service to women and society both on campus and off, was presented to the Vice Provost for University Life, *Dr. Valerie Swain-Cade McCoullum*, for achievements on behalf of all students at the University—and for her widely-heralded turnaround of Cheyney University during her year as its interim president in 1983-84.



Valerie McCoullum



Barbara Cassel



Returning to Penn: Dr. Hackney

Dr. F. Sheldon Hackney, (above) Penn's president from 1980 until 1993 when he was named by President Clinton to head the National Endowment for the Humanities, has announced that on August 1 he will return to his faculty position as professor of history at the University. Dr. Hackney came to Penn as a noted historian of the South who had made early use of computers in a prize-winning book, *Populism to Progressivism in Alabama* (Princeton 1969). He taught regularly while serving as president here.

To a New Health Care Commission: Dr. Lavizzo-Mourey

Dr. Risa Lavizzo-Mourey, director of the Institute on Aging here, has been appointed by President Clinton to the newly-established Advisory Commission on Consumer Protection and Quality in the Health Care Industry.

The Commission's charge includes developing a consumer bill of rights and ensuring "that the sickest and most vulnerable patients are receiving the best possible medical care," said the White House announcement of her appointment. A national expert on health care policy, Dr. Lavizzo-Mourey is chief of Geriatrics and Associate Vice President for Health Policy at PennMed.

Recognizing Emeritus Professors

Last week President Judith Rodin again held a formal recognition ceremony and luncheon for professors moving to emeritus status. This year's honorees were:

Arts and Sciences

Dr. Siegfried Wenzel, Professor Emeritus of English

Dr. Charles Minott, Associate Professor Emeritus, History of Art

Dental Medicine

Dr. Herber T. Graver, Associate Professor Emeritus of Restorative Dentistry

Medicine

Dr. F. William Bora, Professor Emeritus of Orthopaedic Surgery

Dr. Carl T. Brighton, Professor Emeritus of Orthopaedic Surgery

Dr. Frederic D. Burg, Professor Emeritus of Pediatrics

Dr. Donald B. Martin, Professor Emeritus of Medicine

Dr. Frank A. Pepe, Professor Emeritus, Cell and Developmental Biology

Dr. Elias Schwartz, Professor Emeritus of Medicine

Wharton

Dr. Richard Rowan, Professor Emeritus of Management

Wharton School Teaching Awards, Part II

The Wharton School has announced its 1997 awards for teaching excellence in the undergraduate and graduate divisions. Award winners below and on page 2 of this issue were recognized at the Spring Salute, Thursday, April 25th in the Lehman Brothers Quadrangle. Faculty will also be recognized during graduation ceremonies on May 18th, at the University of Pennsylvania's Franklin Field.

Undergraduate Teaching Awards

Excellence in Teaching Awards

These awards are given in recognition of outstanding teaching and exceptional commitment to students based on student nominations and teaching evaluations:

Dr. Suleyman Basak, assistant professor of finance, won an Undergraduate Division Excellence in Teaching Award in 1996.

Dr. Gordon M. Bodnar, assistant professor of finance, also received an Excellence in Teaching Award in 1996.

Dr. Neil A. Doherty, Ronald A. Rosenfeld Professor; Professor of Insurance and Risk Management, wins his first award.

Dr. William F. Hamilton, Ralph Landau Professor of Management and Technology. Dr. Hamilton previously won the University of Pennsylvania's Lindback Award for Distinguished Teaching (1972), the Helen Kardon Moss Anvil Award in 1971, the David W. Hauck Award in 1991, and the Undergraduate Division Excellence in Teaching Award from 1991-1996.

Dr. Larry W. Hunter, Arthur Anderson Term

Assistant Professor of Management. Dr. Hunter wins his fifth consecutive Excellence in Teaching Award. He was also a recipient of the David W. Hauck Award (1995).

Dr. Aron Katsenelinboigen, professor of operations and information management, wins his first award.

Dr. Olivia S. Mitchell, International Foundation of Employee Benefit Plans Professor of Insurance and Risk Management and Executive Director of the Pension Research Council, wins her first award.

Dr. Philip M. Nichols, Ronald Koenig Term Assistant Professor of Legal Studies. Dr. Nichols has been an Excellence in Teaching Award recipient from 1994-1996. He also won the David W. Hauck Award for Outstanding Teaching in 1996.

Dr. Arnold J. Rosoff, professor of legal studies and health care systems. Dr. Rosoff received the Lindback Award for Distinguished Teaching at the University of Pennsylvania (1976). Winner of the Anvil Award for Teaching (1982), Dr. Rosoff also received the Graduate Division Excellence in Teaching Award from 1982-1985.

Marc and Sheri Rapaport

Undergraduate Core Teaching Award

This award is presented to a professor for teaching excellence in a core course in the undergraduate division. This award was established in 1994 by Marc Rapaport (W'79) and his wife, Sheri, to recognize the critical role of core courses. This year's recipient:

Georgette Poindexter, Citibank Term Assis-

tant Professor of Real Estate, Legal Studies, and Law. Professor Poindexter received and Undergraduate Division Excellence in Teaching Award in 1994.

The Sigma Kappa Phi Honor Fraternity Outstanding Professor Award in the Evening School will be announced at commencement.

Graduate Division Teaching Awards

Excellence in Teaching Awards

These awards, first presented in 1984, are given to the eight professors with the highest ratings from the student course evaluation forms. Each winning professor must have taught at least two semesters of courses over the last three semesters. The professor with the highest rating is also awarded the Class of 1984 Award.

The other Excellence in Teaching Award recipients:

Stuart Diamond, adjunct assistant professor of legal studies. Professor Diamond receives his first award for teaching "Negotiation and Dispute Resolution" (LGST 806).

Dr. Robert Inman, professor of finance, law, economics, public policy and management, and real estate. Dr. Inman receives his first Excellence in Teaching Award in the Graduate Division for teaching "Urban Fiscal Policy" (PPMT 773) and "Managerial Economics" (MGEC 621). He also won the Helen Kardon Moss Anvil Award (1978) and an Undergraduate Division Excellence in Teaching Award (1994 and 1992).



Gordon Bodnar



Neil Doherty



William Hamilton



Larry Hunter



Aron Katsenelinboigen



Olivia Mitchell



Philip Nichols



Arnold Rosoff



Georgette Poindexter



Stuart Diamond

Dr. David Reibstein, William Stewart Woodside Professor and Professor of Marketing. Dr. Reibstein earns his eleventh Excellence in Teaching Award (1982, 1984-88, 1993-1996) for teaching "Marketing Strategy" (MKTG 777). The winner of the Graduate Division Class of 1984 Award for Highest Teaching Evaluation (1995 and 1987), Dr. Reibstein was also awarded the Miller-Sherrerd MBA Core Curriculum Teaching Award (1995 and 1993) and the Anvil Award in (1995).

Dr. Jeremy J. Siegel, professor of finance. Dr. Siegel achieves his seventh consecutive Excellence in Teaching Award and his sixth consecutive Miller-Sherrerd MBA Core Teaching Award for teaching "Macroeconomics Analysis and Public Policy" (FNCE 602). Dr. Siegel is a past recipient of the Anvil Award (1996) and the Rapaport Undergraduate Core Teaching Award (1995).

Dr. William C. Tyson, associate professor of legal studies, accounting, management, and real estate. Dr. Tyson is honored for teaching "Real Estate Law, Financing and Development" (LGST 804) and "Securities Regulation" (LGST 807). He has won the Class of 1984 Award six times, the Graduate Excellence in Teaching Award every year since 1984, the Helen Kardon Moss Anvil Award (1983), and the University of Pennsylvania's Lindback Award for Distinguished Teaching (1987).

Dr. Karl Thatcher Ulrich, associate professor of operations and information management. Dr. Ulrich receives his second Excellence in

Teaching Award (1996) and the MBA Core Teaching Award (1996). This year he receives both awards for teaching "Operations Management: Quality and Productivity" (OPIM 631) in the MBA Core and "Advanced Topics: Project Design and Development" (OPIM 654).

Miller-Sherrerd MBA Core Curriculum Teaching Awards

These awards are presented to eight professors with the highest overall ratings as calculated from the student course evaluation forms, and who teach core courses. Each winning professor must have taught the core course in the two most recent semesters. These awards were established in 1992 and recognize the critical role that core courses play in the Wharton MBA program. This year's recipients:

Dr. Franklin Allen, Nippon Life Professor of Finance and Economics, wins his fourth Core Award.

Thomas Donaldson, Mark O. Winkelman Professor; professor of legal studies. Professor Donaldson wins his first Core Award for teaching the Ethics Program component "Foundations in Leadership and Teamwork" (MGMT 652). Professor Donaldson joined the Wharton faculty in 1996.

Ronald Goodstein, Visiting Professor of Marketing in the 1995-1996 academic year, receives the Core Award for teaching "Marketing Management: Strategy" (MKTG 622).

Dr. G. Richard Shell, professor of legal studies and management, wins his first Core Award.

Dr. Shell is a previous winner of the Undergraduate Division Excellence in Teaching Award (1991), the Graduate Division Excellence in Teaching Award (1992-95) and the Executive MBA Program Outstanding Teaching Award in 1996.

Dr. Jeremy J. Siegel, professor of finance, for "Macroeconomic Analysis and Public Policy" (FNCE 602), his sixth consecutive Core Award.

Dr. Karl Thatcher Ulrich, associate professor of operations and information management. Dr. Ulrich wins an award for teaching "Operations Management: Quality and Productivity" (OPIM 631).

Dr. Michael Useem, professor of management and director of the Center for Leadership and Change Management. Dr. Useem wins his sixth consecutive Core Award for teaching "Managing People at Work" (MGMT 621) and the Ethics Program component of "Foundations of Leadership and Teamwork" (MGMT 652). He was also the recipient of the 1992 Helen Kardon Moss Anvil Award, and the Graduate Division Excellence in Teaching Award (1992-95).

Richard P. Waterman, assistant professor of statistics, wins his second consecutive Core Award as well as the Helen Kardon Moss Anvil Award.

Teaching Assistant Award

This award is presented to a teaching assistant for teaching excellence. This year's recipient: *Dean D'Angelo*, WG '98, for teaching "Accounting 102", under Dr. Peggy De Prophetis.



Robert Inman



David Reibstein



Jeremy Siegel



William Tyson



Karl Ulrich



Thomas Donaldson



Ronald Goodstein



Richard Shell



Michael Useem



Dean D'Angelo

OF RECORD

The policy below was drafted under the leadership of the University Information Security Officer, the Office of the President and the Office of the General Counsel. It was presented to the Communications Committee on November 16, 1995. Subsequently, it was presented at various fora, including technical computing support staff and ISC senior staff. The draft was revised again and was approved in principle by the Communications Committee on November 13, 1996, and after minor modifications again on December 20, 1996. Subsequently, it was discussed at University Council and the recommendations from that session have been incorporated into the final report. Its effective date will be July 1, 1997.

— Stanley Chodorow, Provost

Policy on Acceptable Use of Electronic Resources

Summary

This policy defines the boundaries of “acceptable use” of limited University electronic resources, including computers, networks, electronic mail services and electronic information sources, as detailed below. It includes by reference a self-contained compilation of specific rules that can be modified as the electronic information environment evolves.

The policy is based on the principle that the electronic information environment is provided to support University business and its mission of education, research and service. Other uses are secondary. Uses that threaten the integrity of the system; the function of non-University equipment that can be accessed through the system; the privacy or actual or perceived safety of others; or that are otherwise illegal are forbidden.

By using University electronic information systems you assume personal responsibility for their appropriate use and agree to comply with this policy and other applicable University policies, as well as City, State and Federal laws and regulations, as detailed below.

The policy defines penalties for infractions, up to and including loss of system access, employment termination or expulsion. In addition some activities may lead to risk of legal liability, both civil and criminal.

Users of electronic information systems are urged in their own interest to review and understand the contents of this policy.

Purposes

The University of Pennsylvania makes computing resources (including, but not limited to, computer facilities and services, computers, networks, electronic mail, electronic information and data, and video and voice services) available to faculty, students, staff, registered guests, and the general public to support the educational, research and service missions of the University.

When demand for computing resources may exceed available capacity, priorities for their use will be established and enforced. Authorized faculty and staff may set and alter priorities for exclusively local computing/networking resources. The priorities for use of University-wide computing resources are:

Highest: Uses that directly support the educational, research and service missions of the University.

Medium: Other uses that indirectly benefit the education, research and service missions of the University, as well as and including reasonable and limited personal communications.

Lowest: Recreation, including game playing.

Forbidden: All activities in violation of the General Standards or prohibited in the *Specific Rules* interpreting this policy.

The University may enforce these priorities by restricting or limiting usages of lower priority in circumstances where their demand and limitations of capacity impact or threaten to impact usages of higher priority.

Implied Consent

Each person with access to the University’s computing resources is responsible for their appropriate use and by their use agrees to comply with all applicable University, School, and departmental policies and regulations, and with applicable City, State and Federal laws and regulations, as well as with the acceptable use policies of affiliated networks and systems (See Appendices to *Specific Rules*).

Open Expression in the Electronic Information Environment: The rights to freedom of thought, inquiry and expression, as defined in the University’s Guidelines on Open Expression, are paramount values of the University community. The University’s commitment to the principles of open expression extends to and includes the electronic information environment, and interference in the exercise of those rights is a violation of this policy and of the Guidelines on Open Expression. As provided in the Guidelines, in case of conflict between the principles of the Guidelines on Open Expression and this or other University policies, the principles of the Guidelines take precedence.

General Standards for the Acceptable Use of Computer Resources: Failure to uphold the following General Standards for the Acceptable Use

of Computer Resources constitutes a violation of this policy and may be subject to disciplinary action.

The General Standards for the Acceptable Use of Computer Resources require:

- Responsible behavior with respect to the electronic information environment at all times;
- Behavior consistent with the mission of the University and with authorized activities of the University or members of the University community;
- Respect for the principles of open expression;
- Compliance with all applicable laws, regulations, and University policies;
- Truthfulness and honesty in personal and computer identification;
- Respect for the rights and property of others, including intellectual property rights;
- Behavior consistent with the privacy and integrity of electronic networks, electronic data and information, and electronic infrastructure and systems; and
- Respect for the value and intended use of human and electronic resources.

Enforcement and Penalties for Violation: Any person who violates any provision of this policy, of the *Specific Rules* interpreting this policy, of other relevant University policies, or of applicable City, State, or Federal laws or regulations may face sanctions up to and including termination or expulsion. Depending on the nature and severity of the offense, violations can be subject to disciplinary action through the Student Disciplinary System or disciplinary procedures applicable to faculty and staff.

It may at times be necessary for authorized systems administrators to suspend someone’s access to University computing resources immediately for violations of this policy, pending interim resolution of the situation (for example by securing a possibly compromised account and/or making the owner of an account aware in person that an activity constitutes a violation). In the case of egregious and continuing violations suspension of access may be extended until final resolution by the appropriate disciplinary body.

System owners, administrators or managers may be required to investigate violations of this policy and to ensure compliance.

Amendment

Formal amendment of the General Standards of Acceptable Use of Computing Resources or other aspects of this policy may be promulgated by the Provost following consultation with the University Council Committee on Communications, publication “For Comment” in *Almanac*, a reasonable waiting period, and publication “Of Record” in *Almanac*.

Interpreting This Policy

As technology evolves, questions will arise about how to interpret the general standards expressed in this policy. The Vice Provost for Information Systems and Computing shall, after consultation with the University Council Committee on Communications, and subject to the same waiting period and publication provisions as above, publish specific rules interpreting this policy.

Waiver

When restrictions in this policy interfere with the research, educational or service missions of the University, members of the University community may request a written waiver from the Vice Provost for Information Systems and Computing (or designee).

Further Information

For further information about University computing regulations or Commonwealth of Pennsylvania and Federal computing laws, contact the University Information Security Officer at (215) 898-2172, or send e-mail to: security@isc.upenn.edu.

Specific Rules and Appendices to Specific Rules: next page

Specific Rules Interpreting the Policy on Acceptable Use of Electronic Resources

The following specific rules apply to all uses of University computing resources. These rules are not an exhaustive list of proscribed behaviors, but are intended to implement and illustrate the General Standards for the Acceptable Use of Computer Resources, other relevant University policies, and applicable laws and regulations. Additional specific rules may be promulgated for the acceptable use of individual computer systems or networks by individual Schools, departments, or system administrators.

Content of Communications

— Except as provided by applicable City, State, or Federal laws, regulations or other University policies, the content of electronic communications is not by itself a basis for disciplinary action.

— Unlawful communications, including threats of violence, obscenity, child pornography, and harassing communications (as defined by law), are prohibited.

— The use of University computer resources for private business or commercial activities (except where such activities are otherwise permitted or authorized under applicable University policies), fundraising or advertising on behalf of non-University organizations, or the reselling of University computer resources to non-University individuals or organizations, and the unauthorized use of the University's name, are prohibited. The Vice Provost for Information Systems (or designee) may specify rules and specific forums where limited use of University resources for non-recurring exchange and sale of personal items is permitted.

Identification of Users

— Anonymous and pseudonymous communications are permitted except when expressly prohibited by the operating guidelines or stated purposes of the electronic services to, from, or through which the communications are sent. However, when investigating alleged violations of the Guidelines on Open Expression, the Committee on Open Expression may direct the University's Information Security Officer,

or an authorized system administrator, to attempt to identify the originator of anonymous/pseudonymous messages, and may refer such matters to appropriate disciplinary bodies to prevent further distribution of messages from the same source.

The following activities and behaviors are prohibited:

— Misrepresentation (including forgery) of the identity of the sender or source of an electronic communication;

— Acquiring or attempting to acquire passwords of others;

— Using or attempting to use the computer accounts of others;

— Alteration of the content of a message originating from another person or computer with intent to deceive; and

— The unauthorized deletion of another person's news group postings.

Access to Computer Resources

The following activities and behaviors are prohibited:

— The use of restricted-access University computer resources or electronic information without or beyond one's level of authorization;

— The interception or attempted interception of communications by parties not explicitly intended to receive them;

— Making University computing resources available to individuals not affiliated with the University of Pennsylvania without approval of an authorized University official;

— Making available any materials the possession or distribution of which is illegal;

— The unauthorized copying or use of licensed computer software;

— Unauthorized access, possession, or distribution, by electronic or any other means, of electronic information or data that is confidential under the University's policies regarding privacy or the confidentiality of student, administrative, personnel, archival, or other records, or as defined by the cognizant Data Steward;

— Intentionally compromising the privacy or security of electronic information; and

— Intentionally infringing upon the intellectual property rights of others in computer programs or electronic information (including plagiarism and unauthorized use or reproduction).

Operational Integrity

The following activities and behaviors are prohibited:

— Interference with or disruption of the computer or network accounts, services, or equipment of others, including, but not limited to, the propagation of computer "worms" and "viruses", the sending of electronic chain mail, and the inappropriate sending of "broadcast" messages to large numbers of individuals or hosts;

— Failure to comply with requests from appropriate University officials to discontinue activities that threaten the operation or integrity of computers, systems or networks, or otherwise violate this policy;

— Revealing passwords or otherwise permitting the use by others (by intent or negligence) of personal accounts for computer and network access;

— Altering or attempting to alter files or systems without authorization;

— Unauthorized scanning of networks for security vulnerabilities;

— Attempting to alter any University computing or networking components (including, but not limited to, bridges, routers, and hubs) without authorization or beyond one's level of authorization;

— Unauthorized wiring, including attempts to create unauthorized network connections, or any unauthorized extension or re-transmission of any computer or network services;

— Intentionally damaging or destroying the integrity of electronic information;

— Intentionally disrupting the use of electronic networks or information systems;

— Intentionally wasting human or electronic resources; and

— Negligence leading to the damage of University electronic information, computing/networking equipment and resources.

Appendices

Relevant University Policies

This Acceptable Use Policy incorporates and supersedes the earlier Policy on Ethical Behavior with Respect to the Electronic Information Environment. The use of computing resources is also required to conform to the following University policies:

- Code of Student Conduct
- Guidelines on Open Expression

In addition, specific policies of the University's schools, departments, computer systems and networks, and other general University policies and regulations are also applicable to the use of computer resources. These policies include, but are not limited to, the following:

- Patent Policy
- Copyright Policy
- Computer Software Policy
- Policy on the Uses of University Resources
- Policy on Confidentiality of Student Records and Information
- Policy Regarding Faculty Misconduct in Research
- Policy on Privacy of Electronic Information
- Code of Academic Integrity
- Protocols for human subjects research: any research involving human subjects must be approved by the Committee on Studies Involving Human Beings—Acceptable Use Policies of individual Schools, departments, computer systems, and networks—Guidelines for administrators of University e-mail systems.

Applicable Laws

Computer and network use is also subject to Pennsylvania and Federal laws and regulations. Suspected violations of applicable law are subject to investigation by University and law enforcement officials. Among the applicable laws are:

— *Federal Copyright Law*: U.S. copyright law grants authors certain exclusive rights of reproduction, adaptation, distribution, performance, display, attribution and integrity to their creations, including works of literature, photographs, music, software, film and video. Violations of copyright laws include, but are not limited to, the making of unauthorized copies of any copyrighted material (such as commercial software, text, graphic images, audio and video recordings) and distributing copyrighted materials over computer networks or through other means.

— *Federal Wire Fraud Law*: Federal law prohibits the use of interstate communications systems (phone, wire, radio, or television transmissions) to further an illegal scheme or to defraud.

— *Federal Computer Fraud and Abuse Law*: Federal law prohibits unauthorized access to, or modification of information in computers containing national defense, banking, or financial information.

— *Federal and Pennsylvania Child Pornography Laws*: Federal and Pennsylvania laws prohibit the creation, possession, or distribution of graphic depictions of minors engaged in sexual activity, including computer graphics. Computers storing such information can be

seized as evidence.

— *Pennsylvania Computer Crime Law*: Pennsylvania law prohibits access to any computer system or network with the intent to interrupt an organization, or to perpetrate a fraud including the intentional and unauthorized publication of computer passwords.

— *Pyramid schemes/Chain Letters*: It is a violation of the Federal Postal Lottery Statute to send chain letters which request sending money or something of value through the U.S. mail. Solicitations through electronic messaging are also illegal, if they require use of U.S. mail for sending money/something of value.

— *Defamation*: Someone may seek civil remedies if they can show that they were clearly identified as the subject of defamatory messages and suffered damages as a consequence. Truth is a defense against charges of defamation.

— *Common law actions for invasion of privacy*: Someone may take seek civil remedies for invasion of privacy on several grounds:

— *Public disclosure of private facts*: the widespread disclosure of facts about a person, even when true, may be deemed harmful enough to justify a lawsuit.

— *False light*: a person wrongfully attributes views or characteristics to another person in ways that damage that person's reputation.

— *Wrongful intrusion*: the law often protects those areas of a person's life in which they can reasonably expect they will not be intruded upon.

Compass

Biopond spread

Biopond spread

Biopond spread

Biopond spread

Compass

From the extensive list of Trustee actions on appointments, reappointments, secondary appointments, leaves and terminations, Almanac gleans those actions reflecting movement into or within the Standing Faculty. These include new appointments and promotions, and chair designations with or without promotion, in all schools. In the health schools, where reappointments sometimes include movement from the associated faculty (not in standing faculty) to the clinician-educator track (standing faculty, but not tenure-accruing), those actions are published. Note that clinician-educator titles are recognizable by the form of title, "Professor of _____ at (affiliated institution)." The following list shows actions from Trustees minutes of September 13, 1996, through March 14, 1997, representing actions approved at Provost's Staff Conferences leading up to those meetings. Actions marked () involve additions to the tenured ranks through appointment, promotion, or conversion.*

Faculty Appointment and Promotions, September 1996 through March 1997

Non-Health Schools

Annenberg School

Appointments

Dr. Laura Grindstaff as Assistant Professor of Communications

Dr. Barbie Zelizer as Associate Professor of Communications *

School of Arts & Sciences

Appointments

Dr. Stephen T. Coate as Associate Professor of Economics *

Dr. Paul R. Goldin as Assistant Professor of Asian and Middle Eastern Studies

Dr. Margaret C. Jacob as Professor of History and Sociology of Science *

Dr. Christopher Looby as Associate Professor of English *

Dr. Steven A. Matthews as Professor of Economics *

Dr. Jordi Miralda-Escude as Assistant Professor of Physics and Astronomy

Dr. Cecilia Segawa Seigle as Associate Professor of Asian and Middle Eastern Studies

Dr. Brent D. Shaw as Professor of Classical Studies *

Dr. Rudra Sil as Assistant Professor of Political Science

Dr. Paul D. Sniadowski as Assistant Professor of Biology

Dr. Stephen J. Tinney as Assistant Professor of Asian and Middle Eastern Studies

Dr. Petra E. Todd as Assistant Professor of Economics

Dr. David J. Wallace (see *Chair Designations*)

Dr. Josef W. Wegner as Assistant Professor of Asian and Middle Eastern Studies

Promotions

Dr. David W. Christianson to Professor of Chemistry

Dr. Vicki Mahaffey to Professor of English

Dr. Norbert F. Scherer to Associate Professor of Chemistry *

School of Engineering and Applied Science

Appointments

Dr. Rajeev Alur as Associate Professor of Computer and Information Science

Dr. G. Ananthasuresh as Assistant Professor of Mechanical Engineering and Applied Mechanics

Dr. Dennis E. Discher as Assistant Professor of Mechanical Engineering and Applied Mechanics

Dr. Scott L. Diamond as Associate Professor of Chemical Engineering *

Dr. Daniel A. Hammer as Associate Professor of Chemical Engineering *

Promotions

Dr. Keith W. Ross to Professor of Systems Engineering

Graduate School of Education

Promotions

Dr. Nancy H. Hornberger to Professor of Education

Dr. Teresa Pica to Professor of Education

Graduate School of Fine Arts

Appointment

Dr. Gary Hack as Professor of City and Regional Planning* (see *Chair Designations*)

Promotion

Dr. David Leatherbarrow to Professor of Architecture

Law School

Appointment

Ms. Pamela A. Harris as Assistant Professor of Law

School of Social Work

Appointment

Dr. Lauren M. Rich as Assistant Professor of Social Work in the Standing Faculty of the School of Social Work

Wharton School

Appointment

Dr. David C. Croson as Assistant Professor of Operations and Information Management

Dr. Roger M. Edelen as Assistant Professor of Finance

Dr. David J. Ellison as Assistant Professor of Operations and Information Management

Dr. Noah Gans as Assistant Professor of Operations and Information Management

Dr. Lorin M. Hitt as Assistant Professor of Operations and Information Management

Dr. Catalin Starica as Assistant Professor of Statistics

Dr. Dan Lovullo as Assistant Professor of Management

Dr. Mary Tripsas as Assistant Professor of Management

Change in Primary Appointment

Dr. Patrick T. Harker from UPS Professor of Transportation for the Private Sector in Systems Engineering/SEAS to *UPS Professor of Transportation for the Private Sector in Operations and Information Management/Wharton School*

Promotion

Dr. John Paul MacDuffie to Associate Professor of Management *

(See next page for Health Schools)

Chair Designations

School of Arts and Sciences

Dr. David J. Wallace as the Judith Rodin Professor of English

School of Engineering and Applied Science

Dr. Raymond J. Gorte, as the Carl V.S. Patterson Professor of Chemical Engineering

Graduate School of Fine Arts

Dr. Gary Hack as the Paley Professor, coterminous with his appointment as Dean

Law School

Ms. Regina Austin, as the William A. Schnader Professor of Law
Mr. Michael A. Fitts, as the Robert G. Fuller, Jr. Professor of Law

Wharton School

Dr. Thomas Donaldson as the Mark O. Winkelman Professor of Legal Studies

Dr. Stephen J. Hoch, as the John J. Pomerantz Professor of Marketing

Dr. Abba Krieger, Professor of Statistics, as the Robert Steinberg Professor

Dr. David C. Schmittlein, as the Ira A. Lipman Professor of Marketing

Dr. Michael Useem, Professor of Management, as the William and Jacalyn Egan Professor

Health Schools

School of Dental Medicine

Appointments

Dr. Chun-Hsi Chung as Assistant Professor of Orthodontics

Dr. Marulidhar Mupparapu as Assistant Professor of Oral Medicine

Dr. David C. Stanton as Assistant Professor of Oral Surgery/Pharmacology

Promotions

Dr. Carolyn W. Gibson to Associate Professor of Anatomy and Histology. *

Dr. Robert P. Ricciardi to Professor of Microbiology

School of Medicine

Appointments

Dr. Anita M. Aisner as Assistant Professor of Medicine at HUP

Dr. Robert N. Baldassano as Assistant Professor of Pediatrics at CHOP

Dr. Joseph Bernstein as Assistant Professor of Orthopaedic Surgery

Dr. Ian A. Blair (see *Chair Designations*)

Dr. Marjorie A. Bowman as Professor of Family Practice and Community Medicine *

Dr. Charles R. Bridges as Assistant Professor of Surgery

Dr. Louis P. Bucky as Assistant Professor of Surgery at HUP

Dr. Jo Buyske as Assistant Professor of Surgery at HUP and the Presbyterian Medical Center

Dr. Robert H. Choplin as Professor of Radiology at HUP

Dr. Daniel Teh-An Chow as Assistant Professor of Obstetrics and Gynecology at HUP

Dr. Pamela G. Cobb as Assistant Professor of Obstetrics and Gynecology at HUP

Dr. Elizabeth M. Datner as Assistant Professor of Emergency Medicine at HUP

Dr. David M. Eckmann as Assistant Professor of Anesthesia

Dr. Jonathan A. Epstein as Assistant Professor of Medicine

Dr. Ronald M. Fairman as Assistant Professor of Surgery at HUP and the Presbyterian Medical Center of Philadelphia

Dr. David Farhadi as Assistant Professor of Medicine at HUP

Dr. Norman Feinsmith as Assistant Professor of Medicine at HUP and the Presbyterian Medical Center of Philadelphia

Dr. Laura S. Finn as Assistant Professor of Pathology and Laboratory Medicine at CHOP

Dr. John M. Flynn as Assistant Professor of Orthopaedic Surgery at CHOP

Dr. Joseph S. Friedberg as Assistant Professor of Surgery

Dr. Christopher A. Friedrich as Assistant Professor of Medicine at HUP

Dr. Colin D. Funk as Associate Professor of Pharmacology. *

Dr. Arupa Ganguly as Assistant Professor of Genetics at HUP

Dr. Roberta E. Gausas as Assistant Professor of Ophthalmology at the Presbyterian Medical Center of Philadelphia

Dr. Jeffrey A. Gordon as Assistant Professor of Ophthalmology at the Presbyterian Medical Center of Philadelphia

Dr. William J. Greeley as Professor of Anesthesia at CHOP

Dr. Stephen M. Hahn as Assistant Professor of Radiation Oncology at HUP

Dr. Hakon Hakonarson as Assistant Professor of Pediatrics at CHOP

Dr. Patti J. L. Herling as Assistant Professor of Radiology at HUP

Dr. G. Marc Jackson as Assistant Professor of Obstetrics and Gynecology at HUP

Dr. Marshall M. Joffe as Assistant Professor of Biostatistics and Epidemiology

Dr. Robert I. Katz as Assistant Professor of Medicine at HUP and the Presbyterian Medical Center of Philadelphia

Dr. David King as Assistant Professor of Neurology at HUP

Dr. Thomas J. Lawton as Assistant Professor of Pathology and Laboratory Medicine at HUP

Dr. Mark A. Lemmon as Assistant Professor of Biochemistry and Biophysics

Dr. Richard M. Levitan as Assistant Professor of Emergency Medicine at HUP

Dr. David W. Levy as Assistant Professor of Radiology at HUP

Dr. Zhe Lu as Assistant Professor of Physiology

Dr. John M. Maris as Assistant Professor of Pediatrics

Dr. Maura McManus as Assistant Professor of Rehabilitation Medicine at the Children's Seashore House of Philadelphia

Dr. Bonnie L. Milas as Assistant Professor of Anesthesia at HUP

Dr. Emile R. Mohler, III as Assistant Professor of Medicine at HUP

Dr. Christen M. Mowad as Assistant Professor of Dermatology at HUP

Dr. E. Michael Ostap as Assistant Professor of Physiology

Dr. Warren S. Pear as Assistant Professor of Pathology and Laboratory Medicine

Dr. Carol A. Reynolds as Assistant Professor of Pathology and Laboratory Medicine at HUP

Dr. Eileen Reynolds as Assistant Professor of Medicine at HUP

Dr. David I. Rosenthal as Assistant Professor of Radiation Oncology at HUP

Dr. Eduardo D. Ruchelli as Assistant Professor of Pathology and Laboratory Medicine at CHOP

Dr. J. Eric Russell as Assistant Professor of Medicine

Dr. Pamela L. Sankar as Assistant Professor of Bioethics in Molecular and Cellular Engineering at HUP

Dr. Gregory J. Schears as Assistant Professor of Anesthesia at CHOP

Dr. Edna P. Schwab as Assistant Professor of Medicine at HUP

Dr. Craig H. Scott as Assistant Professor of Medicine at HUP

Dr. Rebecca A. Simmons as Assistant Professor of Pediatrics

Dr. Grant P. Sinson as Assistant Professor of Neurosurgery at HUP

Dr. Jonathan B. Shammash as Assistant Professor of Medicine at HUP

Dr. David Solomon as Assistant Professor of Neurology

Dr. Rudolf N. Staroscik as Assistant Professor of Surgery at HUP

Dr. Gary J. Vigilante as Assistant Professor of Medicine at HUP and the Presbyterian Medical Center of Philadelphia

Dr. Timothy R. Vollmer as Associate Professor of Behavioral Psychology in Pediatrics at CHOP

Dr. Donald S. Weinstein as Assistant Professor of Radiology at HUP

Dr. Robert L. Wilensky as Assistant Professor of Medicine at HUP and at the Presbyterian Medical Center of Philadelphia

Chair Designations

School of Medicine

Dr. Ian A. Blair as the A.N. Richards Professor of Pharmacology *

Dr. Stephen G. Emerson, as the Francis C. Wood Professor of Medicine

Dr. Robert H. Fitzgerald, Jr., Professor of Orthopaedic Surgery, as the Paul B. Magnuson Professor of Bone and Joint Surgery, coterminous with his appointment as department chair

Dr. Cynthia A. Guzzo, as the Sandra Lazarus Associate Professor of Dermatology at HUP for an additional term of two years effective July 1, 1996.???

Dr. Samuel G. Jacobson, Professor of Ophthalmology, as the F.M. Kirby Professor of Molecular Ophthalmology

Dr. Frederick S. Kaplan as the Isaac and Rose Nassau Associate Professor of Orthopaedic Molecular Medicine in Orthopaedic Surgery *

Dr. Risa J. Lavizzo-Mourey, as the Sylvan Eisman Professor of Medicine at HUP

Dr. Maureen Grace Maguire, as the Carolyn F. Jones Associate Professor of Ophthalmology at the Presbyterian Medical Center of Philadelphia

Dr. Eric C. Raps, as the William N. Kelley Associate Professor of Neurology at HUP

???Continuation of designation of Dr. Alain H. Rook, as the Albert M. Kligman Professor of Dermatology at HUP for one year effective July 1, 1996

School of Nursing

???Continuation for Dr. Ann W. Burgess, Professor of Nursing in the Standing Faculty of the School of Nursing as the van Ameringen Professor of Psychiatric and Mental Health Nursing for an additional term of five years effective July 1, 1996

???Designation continuation for Dr. Barbara J. Lowery, Professor of Nursing in the Standing Faculty of the School of Nursing as the Independence Foundation Professor of Nursing Education for an additional term of five years effective January 1, 1997

Dr. Lois K. Evans, as the Viola MacInnes Professor of Nursing Education

Dr. Barth L. Wilsey as Assistant Professor of Anesthesia at HUP

Dr. Mone Zaidi as Associate Professor of Medicine

Dr. Ji-fang Zhang as Assistant Professor of Pharmacology

Change in Base Hospital

Dr. Lynn E. Teller from Assistant Professor of Anesthesia/VA Medical Center to *Assistant Professor of Anesthesia/HUP*

Dr. McIver W. Edwards, from Associate Professor of Anesthesia/VA Medical Center to *Associate Professor of Anesthesia/HUP*

Promotions

Dr. David A. Asch to Associate Professor of Medicine at the VA Medical Center

Dr. William A. Ball to Associate Professor of Psychiatry at HUP

Dr. Patrick J. Brennan to Associate Professor of Medicine at HUP

Dr. Gary W. Crooks to Associate Professor of Medicine at HUP

Dr. John P. Dormans to Associate Professor of Orthopaedic Surgery at CHOP

Dr. James H. Eberwine to Professor of Pharmacology

Dr. Jacqueline A. French to Associate Professor of Neurology at HUP

Dr. Steven L. Galetta to Professor of Neurology at HUP

Dr. Alan M. Gewirtz to Professor of Pathology and Laboratory Medicine

Dr. Trevor R. Hadley to Professor of Psychology in Psychiatry at HUP

Dr. Clarence W. Hanson, III to Associate Professor of Anesthesia at HUP

Dr. Richard L. Hodinka to Associate Professor of Pediatrics at CHOP

Dr. Anne M. Hubbard to Associate Professor of Radiology at CHOP

Dr. Frederick S. Kaplan (see *Chair Designations*)

Dr. Thomas R. Kleiman to Associate Professor of Medicine *

Dr. Ehud Lavi to Associate Professor of Pathology and Laboratory Medicine at HUP

Dr. Risa J. Lavizzo-Mourey (see *Chair Designations*)

Dr. Irwin Lucki to Professor of Psychology in Psychiatry

Dr. Michael P. Madaio to Professor of Medicine

Dr. David R. Manning to Professor of Pharmacology

Dr. Catherine S. Manno to Associate Professor of Pediatrics at CHOP

Dr. Joseph R. McClellan to Associate Professor of Medicine at HUP

Dr. Maximilian Muenke to Associate Professor of Pediatrics *

Dr. Reynold A. Panettieri, Jr. to Associate Professor of Medicine

Dr. R. Arlen Price to Professor of Psychology in Psychiatry

Dr. Abdolmohamad Rostami to Professor of Neurology

Dr. Lynn M. Schuchter to Associate Professor of Medicine at HUP

Dr. Michael C. Soulen to Associate Professor of Radiology at HUP

Dr. Edward A. Stadtmauer to Associate Professor of Medicine at HUP

Dr. Raymond R. Townsend to Associate Professor of Medicine at HUP

Reappointments

Dr. Michelle Berlin to Assistant Professor of Obstetrics and Gynecology at HUP

Dr. Delma L. Broussard to Assistant Professor of Pediatrics at CHOP

Dr. Albert T. Cheung to Assistant Professor of Anesthesia at HUP

Dr. Mark I. Ellen to Assistant Professor of Rehabilitation Medicine at HUP

Dr. Mark A. Fogel to Assistant Professor of Pediatrics at CHOP

Dr. Valerie P. Fornasieri to Assistant Professor of Medicine at HUP

Dr. Ian Frank to Assistant Professor of Medicine at HUP

Dr. Cynthia Frary McNamara to Assistant Professor of Medicine at HUP

Dr. David A. Horowitz to Assistant Professor of Medicine at HUP

Dr. Frederick L. Jones, III to Assistant Professor of Medicine at HUP

Dr. Selina M. Luger to Assistant Professor of Medicine at HUP

Dr. Lorna A. Lynn to Assistant Professor of Medicine at HUP

Dr. Mitchell Machtay to Assistant Professor of Radiation Oncology HUP

Dr. Michael G. McKenna to Assistant Professor of Radiation Oncology at the Norristown Regional Cancer Center

Dr. Marianne Mercugliano-Glanzman to Assistant Professor of Pediatrics at CHOP

Dr. Jon B. Morris to Assistant Professor of Surgery at HUP

Dr. Behzad B. Pavri to Assistant Professor of Medicine at HUP

Dr. Michael E. Peterson to Assistant Professor of Radiation Oncology at Frankford Hospital

Dr. Jerilynn Radcliffe to Assistant Professor of Clinical Psychology in Pediatrics at CHOP

Dr. Michael F. Rotondo to Assistant Professor of Surgery at HUP

Dr. James E. Ruffer to Assistant Professor of Radiation Oncology at HUP

Dr. Mark M. Stecker to Assistant Professor of Neurology at HUP

Dr. Mitchell D. Tobias to Assistant Professor of Anesthesia at HUP

Dr. Stuart J. Weiss to Assistant Professor of Anesthesia at HUP

Dr. Dongping Yin to Assistant Professor of Health Economics in Radiology at HUP

School of Nursing

Appointment

Dr. Maureen P. McCausland as Professor of Nursing Administration at HUP

Promotion

Dr. Linda P. Brown to Professor of Nursing

School of Veterinary Medicine

Appointments

Dr. Mark T. Donaldson as Assistant Professor of Medicine in Clinical Studies/New Bolton Center

Dr. Karin K. Ewing as Assistant Professor of Anesthesia in Clinical Studies/New Bolton Center

Dr. Perry L. Habecker as Assistant Professor of large animal pathology in Pathobiology

Dr. Christopher Hunter as Assistant Professor of Parasitology in Pathobiology

Dr. Patricia M. McManus as Assistant Professor of Clinical Pathology in Pathobiology

Dr. Rachel Y. Reams as Assistant Professor of Large Animal Pathology in Pathobiology

Dr. Cynthia R. Ward as Assistant Professor of Medicine in Clinical Studies/Philadelphia

Promotions

Dr. Paula Sue Henthorn to Associate Professor of Medical Genetics in Clinical Studies/Philadelphia *

Dr. Raymond W. Sweeney to Associate Professor of Medicine in Clinical Studies/New Bolton Center *

Dr. Robert J. Washabau to Associate Professor of Medicine in Clinical Studies/Philadelphia *

Dr. Gail K. Smith to Professor of Orthopaedic Surgery in Clinical Studies/Philadelphia

Dr. John H. Wolfe to Professor of Pathology in Pathobiology

Reappointment

Dr. H. Mark Saunders as Assistant Professor of Radiology in Clinical Studies/Philadelphia

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/. 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 29, 1997

ARTS AND SCIENCES

INFORMATION SYSTEMS SPECIALIST II (04501SH) PC support under general supervision of the manager of Desktop Computing; support PC (Intel-based) software & hardware; cover & support SAS Help Desk; participate in computer projects; support LANs; assess technology needs & recommend standards; act as liaison internal & external counterparts. **GRADE:** P5; **RANGE:** \$29,664-38,677 4-25-97 SAS Computing

LAN SPECIALIST (03310SH) Provide system maintenance for the central SAS PC network servers; advise & assist the departmental liaisons in supporting departmental LAN's; assist DL's in developing training plans & procedures for: preventative maintenance, software/hardware evaluation & upgrades, problem determination & correction, disaster recovery; provide backup support for network staff. **QUALIFICATIONS:** BA/BS; technical knowledge of networks, operating systems, ethernet, tcp/ip, network cabling; excellent interpersonal & communication skills; problem solving ability with a minimum of 5 years of experience in computer networking/communications; PC windows experience required; strong Novell (CNE) & Windows NT server/workstation knowledge is preferred. **GRADE:** P7; **RANGE:** \$36,050-46,814 4-21-97 SAS Computing

RESEARCH SPECIALIST, JR. (04500SH) Oversee psychophysical experiments, including equipment calibration; perform data analysis; program experimental & data analysis procedures; assist in hiring experimental observers. **QUALIFICATIONS:** BS/BA required in natural or applied sciences (including math); computer programming & statistics desirable. **GRADE:** P1; **RANGE:** \$20,291-26,368 4-25-97 Psychology

ADMINISTRATIVE ASSISTANT II (04514SH) Provide administrative support for the Penn Language Center; act as a liaison between the PLC, other departments & language instructors; assist with budgetary operations; maintain data bases & supervise work-study students. **QUALIFICATIONS:** BA in language-related discipline; some administrative experience required; familiarity with word processing software & database programs; excellent interpersonal skills. **GRADE:** G10; **RANGE:** \$19,261-23,999 4-25-97 Penn Language Center

DENTAL SCHOOL

STAFF DENTIST (03338CP) Examine & treat patients at the Department of Oral & maxillofacial Surgery at the UPMC; as a maxillofacial prosthodontist, coordinate specialized care for adult & pediatric patients with congenital, traumatic or oncologic facial deformities; specialized expertise in craniofacial implants for bone-

anchored maxillofacial prostheses. **QUALIFICATIONS:** DMD or DDS; licensure in PA; residency training in maxillofacial prosthetics & experience with craniofacial implants. **GRADE:** N/A; **RANGE:** N/A 4-22-97 Oral Surgery

EXECUTIVE VICE PRESIDENT

ASSISTANT MANAGER, BENEFITS (04523AB) Provide expertise in analyzing employee benefit plan expenses & utilization figures & the cost effect of plan revisions & enhancements mandated by legislation or competitive factors; ensure external & internal systems; recommend plan design changes & amendments, analyze specific product offerings & vendor proposals; develop & implement mechanisms for quality control & coordinate with other areas. **QUALIFICATIONS:** BA/BS required, MBA/CEBS preferred with emphasis in math or finance & a minimum of 7 years experience in the design & administration of employee benefits; experience in financial analysis of benefits programs; in-depth knowledge of legal & competitive environment affecting design & administration of benefits programs; demonstrated business acumen & highly developed analytical skills with demonstrated ability to conceptualize issues & evaluate their practical impact on programs; WordPerfect, Lotus & other data base applications required. **GRADE:** P8; **RANGE:** \$39,655-52,015 4-25-97 Benefits

DIRECTOR III (0447SH) Responsible for the development & implementation of marketing strategies by the Morris Arboretum; build attendance & membership; develop tracking procedures for Arboretum departments; solicit & develop corporate relationships & government partnerships; build relationships with news media; develop "Morris Arboretum" brand of products; build volunteerism in support of marketing. **QUALIFICATIONS:** BA/BS required, advanced degree preferred; 3-5 years relevant marketing experience; must possess excellent communication skills; demonstrated self-starter & team-oriented person. **GRADE:** P6; **RANGE:** \$32,857-42,591 4-25-97 Morris Arboretum

FINANCIAL ANALYST II (04470SH) Analyze & prepare valuations of mutual fund income & gains distributions for various fund portfolios; prepare journal entries to internal General Ledger system; prepare & record various complex accounting entries to external Trust vendor system; interpret diagnostic reports & analyze data necessary for accuracy; work with other university offices to provide detailed investment reports; analyze & reconcile cash investment accounts in compliance with accounting standards. **QUALIFICATIONS:** BA/BS in Finance or Accounting; thorough knowledge of accounting standards & practices; minimum of 3-5 years experience in mutual fund

trading; knowledge of spreadsheet & word processing software packages required; knowledge of Oracle Financial systems preferred. **GRADE:** P5; **RANGE:** \$29,644-38,677 4-21-97 Comptroller's Office

UNIVERSITY POLICE OFFICER (04485SH) Enforce the commonwealth's statutes, university policies, procedures & regulations; maintain order on the campus; provide for the safety & security of the university community. **QUALIFICATIONS:** HS diploma or GED minimum; some college preferred; must successfully complete basic police training; applicants with current Act 120 certification preferred; at least 21 years of age; valid operator's license; mental & emotional stability & ability to write & comprehend complex narrative reports. **GRADE:** U; **RANGE:** N/A 4-22-97 Public Safety

UNIVERSITY POLICE OFFICER (04486SH) Enforce the commonwealth's statutes, university policies, procedures & regulations; maintain order on the campus; provide for the safety & security of the university community. **QUALIFICATIONS:** HS diploma or GED minimum; some college preferred; must successfully complete basic police training; applicants with current Act 120 certification preferred; at least 21 years of age; valid operator's license; mental & emotional stability & ability to write & comprehend complex narrative reports. **GRADE:** U; **RANGE:** N/A 4-22-97 Public Safety

GRAD SCHOOL OF EDUCATION

SECRETARY II (04496CP) Perform administrative & clerical duties; operate standard office equipment; answer phones for multi-line office; coordinate calendar activities for multiple deadlines; maintain office supply inventory; organize & maintain correspondence, publication, measures & presentation files; generate & edit tables & figures; draft routine correspondences; type & edit reports, manuscripts, maintain information for reports & budgets. **QUALIFICATIONS:** HS diploma or equivalent, some post HS training preferred; ability to handle multiple tasks & interact in a professional manner with diverse constituencies; excellent typing skills; knowledge of IBM Windows; experience with word processing equipment & packages including WP 6.1 & presentation software; attention to detail; strong interpersonal & organizational skills. (*contingent upon grant funding*) **GRADE:** G7; **RANGE:** \$14,935-18,592 4-22-97 CHANGES/CRESP

LAW SCHOOL

LIMITED SERVICE ASST. DIR. IV (04488CP) Work with staff & students on general career planning issues; counsel individual students, identify resources; re

OPPORTUNITIES at PENN

view resumes; preform mock interviews; develop & administer education & career training programs; market students to employers; administer job fairs & other recruiting efforts; produce student newsletters; work with other staff to support job searches of international attorneys studying for LLM degree. **QUALIFICATIONS:** JD & knowledge of law field employment desired; 3-5 years experience counseling experience; work with students in higher education desired; administrative experience for educational or job fair programs preferred; experience in student services preferred; fluency in a non-English language a plus; must work well with students & co-staff in service environment. **GRADE:** P6; **RANGE:** \$24,642-31,941 4-22-97 Career Planning

MEDICAL SCHOOL

ASSISTANT DIRECTOR VI (04457RS) Overall operation of the SCID/hu Core facility; perform scientific, staffing, safety, financial & compliance matters; supervise staff; interface with faculty & staff; establish scientific priorities & implement scientific protocols in the core facility; develop & implement standard operating procedures; ensure compliance with regulatory agencies, institutional safety & environmental health guidelines. **QUALIFICATIONS:** BS; 5-7 years in the biological sciences & experience in SCID/hu technology required; proven scientific & management skills needed; excellent organizational, written & oral communication skills necessary; ability to work with a diverse array of individuals needed. **GRADE:** P7; **RANGE:** \$36,050-46,814 4-22-97 IHGT

ASSISTANT DIRECTOR VI (04459RS) Overall operation of the Transgenic Core service facility; perform scientific, staffing, safety, financial & compliance matters; supervise staff; interface with faculty & staff; establish scientific priorities & implement scientific protocols in the core facility; develop & implement standard operating procedures; ensure compliance with regulatory agencies. **QUALIFICATIONS:** MS or PhD; 3-5 years in the biological sciences & experience in transgenic and/or knockout technology required; proven scientific & management skills needed; excellent organizational, written & oral communication skills necessary; ability to work with a diverse array of individuals needed. **GRADE:** P7; **RANGE:** \$36,050-46,814 4-22-97 IHGT

COORDINATOR IV (04494RS) Develop statistical reports; monitor budgets for HUP & PMC programs; reconcile monthly statements & provide analysis of budget & revenue variance analysis; represent the Director of Operations at meetings when needed; assist to identify, plan & evaluate marketing initiatives; responsible for monthly management reports; assist Director of Operations in annual budget process for HUP & PMC; responsible for putting systems in place to monitor the daily activities for all budgets; serve as liaison with Purchasing & AP; responsible for accuracy of department patient census. **QUALIFICATIONS:** BS in business or equivalent required; 3-5 years experience in a business setting; excellent oral & written communication skills desired; computer literate & extensive knowledge of Lotus & WP desired. **GRADE:** P4; **RANGE:** \$26,986-35,123 4-22-97 Psychiatry

EXECUTIVE ASSISTANT (606594RS) Oversee the Chair's academic, clinical & research calendar; coordinate the planning for & the implementation of special programs/events; supervise all academic, clinical & research transcription; supervise all support staff assigned to the Chair's office; review & process incoming correspondence; coordinate activities of visiting professors, meetings, conferences & travel; provide support for faculty & non-faculty recruitment activities & staff relations; maintain filing systems. **QUALIFICATIONS:** BA/BS or equivalent; 3-5 years of progressively responsible secretarial & administrative experience in a medical setting preferred; supervisory experience preferred; medical terminology, word processing & strong organizational skills are a must; experience with Mac-based programs required. **GRADE:** P6;

RANGE: \$32,857-42,591 4-25-97 Radiation Oncology
FISCAL COORDINATOR I (03315RS) Provide support for CPUP activities, including billing, collections, expenditures, reporting & chamber operations; assist in preparation & submission of Sponsored Program projects; prepare budget & payroll analysis; assist in preparation of University/CPUP operation budget; administer all personnel & payroll matters; serve as liaison with Business Services, Comptroller's Office, Research Accounting, ORA & CPUP; assist Clinical Administrator. **QUALIFICATIONS:** BA/BS required, preferably in business or equivalent; 1-3 years experience with accounting; knowledge of IDS, FinMIS & University policies & procedures desired; ability to prioritize work, sound judgement & good oral, written & interpersonal skills required. **GRADE:** P1; **RANGE:** \$20,291-26,368 4-25-97 Institute for Environmental Medicine

PHYSICIAN, HEALTH SYSTEM (04483RS) Serve as general pediatrician in CHOP satellite facilities; perform at least 50 hours of high quality teaching; participate in divisional conferences, department faculty meetings & grand round. **QUALIFICATIONS:** MD; board certified (or eligible) in pediatrics; PA medical license (possible NJ license also) & DEA license. **GRADE:** N/A; **RANGE:** N/A 4-21-97 Pediatrics

RESEARCH LAB TECH III (40 HRS.) (04515RS) Perform small animal surgery, behavioral testing of animals, immunochemical staining, tissue slice processing & microscopic analysis. **QUALIFICATIONS:** BA/BS in biomedical sciences; experience with small animal surgery, behavioral testing & histopathology helpful. **GRADE:** G10; **RANGE:** \$22,013-27,429 4-25-97 Surgery/Neurosurgery

RESEARCH SPECIALIST, JR. (04422RS) Perform DNA manipulation, PCR, Southern blotting, in-situ hybridization; RNA manipulation, Northern blotting, RNase protection, RT PCR, cDNA prep; protein manipulation, Western blotting, IP, protein interaction studies, IVT, recombinant protein production & cell culture maintenance. **QUALIFICATIONS:** BA/BS in scientific field; experience in molecular biology. **GRADE:** P1; **RANGE:** \$20,291-26,368 4-25-97 Hematology/Oncology

RESEARCH SPECIALIST JR. (03331RS) Perform experiments using tissue cultures, molecular cloning, transfection, Southern & Western blotting, immunofluorescence & cell adhesion under direction of P.I.; oversee general lab operations; order maintenance of radioisotope records & general lab stocks. **QUALIFICATIONS:** BA/BS required, preferably in the sciences; experience in tissue culture, Western & Northern blots, molecular cloning & PCR. **GRADE:** P1; **RANGE:** \$20,291-26,368 4-22-97 Microbiology

RESEARCH SPECIALIST III (101241RS) Procure, preserve & distribute surgical & autopsy tissues; retrieve pathology reports & related medical chart information; telephone communication including interacting with researchers, other divisions & tissue retrieval sources; arrange shipping & receiving of tissues; record keeping & data entry; interact with personnel, review OR schedules & provide instructions on sample preparation; perform other related duties as assigned. **QUALIFICATIONS:** BA/BS in biological sciences or related field or equivalent experience in a lab or health care setting; strong knowledge of medical terminology; computer literate; due to potential for exposure to bloodborne pathogens, candidates should not be immunocompromised; must be able to lift up to 40 lbs. and to remain standing for up to 70% of the work day. **GRADE:** RSI: P2/RSII: P3; **RANGE:** RSI: \$22,351-29,098/RSII: \$24,617-31,982 Pathology & Lab. Medicine

RESEARCH SPECIALIST IV (04490RS) Conduct advanced research projects related to vector development for somatic gene transfer; perform advanced techniques in virology, recombinant DNA & cell culture; keep detailed logs of work; refine protocols for maximum efficiency & consistency of results; refine protocols in the large scale preparation of adenoviruses, adeno-associated viruses & retroviruses; develop & imple-

ment new methods of production & purification; develop molecular databases & other information science tools; supervise research assistants in the technique of construction & testing; write documents including manuscripts; supervise bibliography searches. **QUALIFICATIONS:** MS required in the biological sciences, PhD preferred; 3-5 years experience in molecular biology, mammalian cell culture and/or virology required; ability to work independently & coordinate many projects & activities concurrently; strong writing, verbal & interpersonal skills are essential; highly organized & motivated to implement progressive changes; keep pace with expanding technologies associated with gene therapy. **GRADE:** P6; **RANGE:** \$32,857-42,591 4-22-97 IHGT

ADMINISTRATIVE ASSISTANT I (04520RS) Respond to inquiries, enter data; assist in processing applications; oversee mailings; assist students with questions regarding programs; schedule events & meetings; create & maintain reports, spreadsheets & other

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.

OPPORTUNITIES at PENN

documents; serve as office receptionist. **QUALIFICATIONS:** HS diploma or equivalent; 2 years of clerical and/or secretarial experience; familiarity with word processing & spreadsheet software; good organizational skills; excellent interpersonal skills. **GRADE:** G9; **RANGE:** \$17,614-21,991 4-25-97 Biomedical Graduate Studies

ADMINISTRATIVE ASSISTANT II (40 HRS.) (111478RS) Perform administrative/clerical duties for the Chair; prepare reports, respond to inquiries; coordinate work with other administrative assistant; maintain appointment calendar; type documents; compose correspondence; handle travel arrangements; take Faculty Meeting minutes. **QUALIFICATIONS:** HS diploma, related post-HS training or business experience; 2 years AAI experience, preferably in a medical setting; thorough knowledge of Word for Windows, Excel, PowerPoint, Lotus Organizer 2.0 & dictaphone usage strongly preferred; 55 wpm typing. **GRADE:** G10; **RANGE:** \$22,013-27,427 4-24-97 Anesthesia

BUILDING SERVICES ASSISTANT (40 HRS.) (04491RS) Perform receiving/shipping duties & maintain records; sort & distribute all classes of mail (incoming & outgoing); deliver & pick up mail to & from various campus locations; move lab equipment & furniture & other items as directed; may be required to uncrate, assemble or adjust equipment/furniture; operate A/V equipment; produce signs using heat-press machine & place new signs or change existing ones as directed by supervisor; perform receiving, dispensing & record keeping duties of storerooms; observe & maintain appropriate safety & security regulations; pick up, transport & pack for shipment biological infectious waste. **QUALIFICATIONS:** HS diploma or equivalent; at least 2 years experience in related work environment preferred; ability to lift & move heavy objects; physically able to move about actively; must not be bothered by unpleasant odors; mechanical aptitude: use of tools will be required; must be physically able to perform all functions of this position; must be able to work overtime on short notice; ability to interface with people at various organizational levels; highly organized in work assignment & performance; must be customer oriented. **GRADE:** G8; **RANGE:** \$18,481-23,132 4-21-97 Architecture & Facilities Management

RESEARCH LAB TECH I (40 HRS.) (04492RS) Maintain lab equipment for cleanliness, upkeep & function; prepare simple stock solutions; maintain adequate levels of supplies & inventories; collect, file & record information on incoming supplies; wash, autoclave & distribute glassware, reusable plastics & other hard goods; perform routine cleaning, maintenance & monitoring of equipment performance; may also be required to prepare reagents according to established protocols; routine data entry. **QUALIFICATIONS:** HS & some science courses in related discipline; knowledge of basic lab procedures; lab experience strongly desired; computer knowledge strongly desired. **GRADE:** G7; **RANGE:** \$17,068-21,247 4-21-97 IHGT

RESEARCH LAB TECH III (04499RS) Perform lab experiments, molecular biological techniques, RNA & DNA purification, PCR, gel electrophoresis & cell culture; maintain lab & order supplies. **QUALIFICATIONS:** BA/BS in biological sciences; experience with lab techniques. **GRADE:** G10; **RANGE:** \$19,261-23,999 4-22-97 Pathology/Lab Medicine

RESEARCH LAB TECH III (40 HRS.) (04516RS) Perform small animal surgery, behavioral testing of animals, immunochemical staining, tissue slice processing & microscopic analysis. **QUALIFICATIONS:** BA/BS in biomedical sciences; experience with small animal surgery, behavioral testing & histopathology helpful. **GRADE:** G10; **RANGE:** \$22,013-27,429 4-25-97 Surgery/Neurosurgery

CLERK PART-TIME (20 HRS.) (04462RS) Maintain patient records, files & purge charts; perform light typing & data entry; run errands on campus, order supplies, answer telephones & other duties as assigned. **QUALIFICATIONS:** HS diploma; strong verbal & interpersonal skills required. **GRADE:** G5; **RANGE:** \$7,074-8,687 4-22-97 Smell and Taste Center

RESEARCH SPECIALIST II PART-TIME (17.5-28 HRS.) (04477RS) perform procedures in histology & immunochemistry; prepare tissue for paraffin & cryostat sections & staining; perform immunochemistry for fluorescence & immunoperoxidase studies; write lab reports, assist in plan development; review records, attend group & lab meetings, informal discussions; conduct library & bibliographic search & journal entry; establish & monitor safety procedures & demonstrate techniques to students, lab aides; supervise lower level techs; write lab reports, review records & evaluate equipment; maintain equipment, order supplies, use sophisticated & innovative equipment. **GRADE:** P3; **RANGE:** \$12,308-15,991 4-22-97 Surgery

SECRETARY V PART-TIME (28 HRS.) (04528RS) Maintain complex records, reports & organizing systems of information; type & proofread standard & complex materials; assist in grant preparation; arrange calendars; schedule & coordinate appointment & Center meetings; prepare agenda for meetings & take minutes; operate standard office equipment & appropriate office automation equipment. **QUALIFICATIONS:** HS diploma, some college preferred; minimum of 1 year secretarial experience; ability to type 55 wpm; experience with the NIH grant processing system preferred; thorough knowledge of Macintosh word processing packages including spreadsheets; other software experience preferred; Now Up-to-Date, File maker Pro, Fox Pro, EndNote Plus & E-Mail systems; demonstrated good verbal & written communication skills; proven good customer service skills highly desirable. **GRADE:** G10; **RANGE:** \$10,583-13,186 4-25-97 Bioethics

SECURITY OFFICER PART-TIME (22 HRS.) (04482RS) Perform wide variety of tasks such as tour & inspect facilities; receive & clear visitors, issue & check ID of individuals in buildings after hours; alert University Police of any suspicious persons found & enforce school & university policy. **QUALIFICATIONS:** HS graduate with business curriculum & related post HS training or equivalent; physically able to move about actively, extensive walking & stair climbing required; must not be squeamish or bothered by unpleasant odors; good interpersonal skills to interact effectively with a large & diverse constituency; strong customer service orientation; ability to remain alert during periods of low activity. *(ability & willingness to work nights & weekends as required; must be able to work overtime on short notice; applicants will have to successfully pass a Police background security check)* **GRADE:** G8; **RANGE:** \$8,885-11,121 4-22-97 Architecture & Facilities Management

PROVOST

EXECUTIVE SECRETARY (I/NE) (04480CP) Perform with initiative & discretion, complex administrative & secretarial tasks for VP & Director of Library; arrange calendar; update & set up meetings; handle daily agenda & items for distribution; coordinate appointments, meetings & conferences; handle detailed travel arrangements & documents; submit & expedite expenses for meetings (here & abroad); maintain office records systems & paperflow; type, prepare & proofread standard & complex & confidential materials, including correspondence & reports, both in electronic & paper forms; handle occasional machine dictation; handle VP phone calls, including scheduling & conference calls. **QUALIFICATIONS:** HS diploma & relevant post HS training, college or relevant associate degree preferred; 7 years of progressively responsible secretarial experience; thorough knowledge of Mac word processing programs, calendar, e-mail & automated office equipment; excellent & accurate oral & written communication skills; demonstrated dependability; previous supervisory experience is preferred. **GRADE:** G12; **RANGE:** \$22,866-29,509 4-22-97 University Library

PHOTOGRAPHER PART-TIME (20 HRS.) (04481CP) Photograph 35mm slides from reproduction in books & from originals on color and b/w film using pre-

scribed settings & filters; schedule photographic orders; check & return library materials; take slide collection camera to locations to photograph books or objects which cannot be brought to the studio; test & use bulk rolls of film & monitor photographic supplies; may deliver & pick up film or other supplies; may train students to use equipment; may participate in special assignments. **QUALIFICATIONS:** HS diploma, some college preferred; 2 years related experience required; experience with 35mm color & b/w photography; ability to use bulk rolls of film; experience with copy work helpful; demonstrated ability to meet deadlines. **GRADE:** G7; **RANGE:** \$8,206-10,215 4-22-97 University Library

VETERINARY SCHOOL

STAFF VETERINARIAN (04512RS) Perform companion & lab animal diagnostic pathology; necropsy service duty (with board certification) & surgical pathology; conduct resident & veterinary student clinical instruction. **QUALIFICATIONS:** DVM/VMD is required & applicant must be board eligible or certified by the American College of Veterinary Pathologists; if board eligible, preference will be given to those individuals intending to sit the board exam in 1997. **GRADE:** N/A; **RANGE:** N/A 4-25-97 Pathobiology

VET TECH I/II (40 HRS.) (04489RS) Tech I: Administer treatments, injections & medications as prescribed for Oncology patients; assist with diagnostic & therapeutic procedures; observe & record symptoms & reactions of Oncology patients. Tech II: Same as above plus: perform diagnostic & therapeutic procedures; assist in the instruction of nursing & veterinary students (may have direct teaching responsibility). **QUALIFICATIONS:** Tech I: Completion of accredited Animal Health Tech program or degree in Animal Science or 3 years Veterinary Tech experience; state certification/licensure may be necessary. Tech II: Same as above plus: at least 2 years experience as Veterinary Tech I or equivalent. **GRADE:** G10/G8; **RANGE:** \$18,481-23,132/\$22,013-27,427 4-21-97 VHUP - Oncology

SECRETARY IV (04513RS) Answer multiple phone lines; expedite Physical Plant service, maintenance, departmental & housekeeping requests; type & proofread memos & reports; schedule & coordinate director's calendar; process purchasing, AP requests; maintain key control for 2 buildings & for all animal colonies; keep budget records & filing system. **QUALIFICATIONS:** HS graduate; good computer skills; excellent verbal communications skills & ability to work with all levels of personnel. **GRADE:** G9; **RANGE:** \$20,130-25,133 4-22-97 Facilities Management

WHARTON SCHOOL

OFFICE MANAGER II (04511AB) Handle financial & administrative duties for small research center; prepare budget; monitor budgets & reallocate funds; manage day-to-day operations of office including payroll & purchasing; plan & implement all aspects of center conferences; assist co-directors with coordination of teaching material, typing & editing letters & manuscripts & library research. **QUALIFICATIONS:** BA/BS degree preferred; familiarity with accounting & university accounting systems (FinMIS); ability to work independently; handle many tasks simultaneously; experience in planning of special events; computer proficient; experience with Excel, MS Word & PowerPoint. **GRADE:** P2; **RANGE:** \$22,351-29,098 4-22-97 Jones Center

Classified

VACATION

Pocono Chalet, 3 BDR/1B, Deck, Swimming, fishing, tennis. \$375/week. 610-356-3488.

Summary Annual Reports:

Pennsylvania Annuity Plan, Life Insurance Program, Long Term Disability Income Plan,
Dental Plans, Health Care Expense Account, Faculty and
Staff Scholarship Program and Retirement Allowance Plan of the
University of Pennsylvania for the Plan Year ending June 30, 1996

This is a summary of the annual reports for the Plans named above of the University of Pennsylvania for the plan year beginning on July 1, 1995, and ending June 30, 1996. These Plans are sponsored by the Trustees of the University of Pennsylvania whose employer identification number is 23-1352685. The annual reports have been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

It is also required under the terms of the Employee Retirement Income Security Act of 1974 that these Summary Annual Reports be furnished to plan participants. To facilitate a single printing, the reports for the plan year ending June 30, 1996, have been combined. Consequently portions of this summary may refer to plans in which you are not currently participating.

Pennsylvania Annuity Plan: Basic Financial Statement

Funds contributed to the Plan are allocated toward the purchase of individual annuity contracts issued by the Equitable Life Assurance Society of the United States. Total premiums paid for the plan year ending June 30, 1996, were \$145,804.

Life Insurance Program: Insurance Information

The Plan has a contract with Teachers Insurance and Annuity Association (TIAA) to pay all life insurance claims incurred under the terms of the Plan. The total premiums paid for the plan year ending June 30, 1996, were \$2,123,886.

Plan costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending June 30, 1996, the premiums paid under the experience-rated contract during the plan year were \$2,123,886 and the total of all benefit claims charged under the experience-rated contract during the plan year was \$2,066,331.

Long Term Total Disability Income Plan

The Trustees of the University of Pennsylvania have committed themselves to pay all long term disability claims incurred under the terms of the Plan.

Dental Plan (Prudential)

The Plan is a pre-paid program providing dental benefits. Since there is no insurance involved, no insurance premiums were paid during the plan year ending June 30, 1996.

Dental Plan (Penn Faculty Practice)

The Plan is a pre-paid program providing dental benefits. Since there is no insurance involved, no insurance premiums were paid during the plan year ending June 30, 1996.

Health Care Expense Account

The Trustees of the University of Pennsylvania maintain a program providing reimbursement of health care expenses funded through salary reduction agreements for full time faculty and staff. The University provides these benefits in accordance with the terms of the Plan.

Faculty And Staff Scholarship Plan

The Trustees of the University of Pennsylvania maintain a program providing scholarships to full time faculty and staff and their dependents. The University provides these benefits in accordance with the terms of the Plan.

Penn PDST Plan

The Trustees of the University of Pennsylvania maintain a program to provide transitional support and to facilitate economic adjustment to eligible staff members whose employment is terminated involuntarily without fault. The University provides these benefits in accordance with the terms of the Plan.

Retirement Allowance Plan: Basic Financial Statement

Benefits under this Plan are provided through a trust with Bankers Trust Company. Plan expenses were \$3,485,479. These expenses included \$94,072 in administrative expenses and PBGC fees and \$3,391,407 in benefits paid to participants and beneficiaries. A total of 6,429 persons were participants or beneficiaries of the Plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the Plan, was \$99,759,104 as of June 30, 1996, compared to \$88,845,008 as of July 1, 1995. During the plan year the Plan experienced an increase in its net assets of \$10,914,096. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year.

Minimum Funding Standards

An actuary's statement shows that the Plan was funded in accordance with the minimum funding standards of ERISA.

Additional Information

As described below, you have the right to receive a copy of the full annual report of the Retirement Allowance Plan, or any part thereof, on request.

The items listed below are included in that report:

1. an accountant's report;
2. assets held for investments;
3. insurance information including sales commissions paid by insurance carriers; and
4. actuarial information regarding the funding of the plan.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

Your Rights To Additional Information About These Plans

You have the right to receive a copy of the full annual reports, or any part thereof, on request.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Vice President for Human Resources, Room 538A 3401 Walnut Street, Philadelphia, Pennsylvania, 19104, (215) 898-1331. The charge for the full annual report of the Retirement Allowance Plan is \$3.50; the charge for each other full annual report is \$1.50; the charge for a single page is 25 cents.

In addition, you have the legally-protected right to examine the annual reports at the University of Pennsylvania, Benefits Office, Room 527A, 3401 Walnut Street, Philadelphia, Pennsylvania, 19104. You also have the right to examine the annual reports at the U.S. Department of Labor in Washington, D.C., or obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C., 20216.

— Human Resources/Benefits Office

BENEFITS/ OPEN ENROLLMENT

BEN at Work: Choosing Benefits by Phone

The days of using Dr. Bell's invention simply to "phone home" are long gone. The telephone and its related technologies are being applied to an ever-increasing range of processes. One department using advanced telephone technology for Penn is Human Resources, which this year is rolling out an "interactive voice response" (IVR) component to the Benefits Open Enrollment process.

Faculty and staff will experience IVR from now through May 7 as "BEN," the Benefit Enrollment Network. BEN is a system through which callers complete the Open Enrollment process, using a series of voice-prompts to lock in benefits selections for 1997-98. (Full details of how to use BEN are included in the brochure mailed to homes in the "PennChoice" package; copies are also available from HR; and a summarized flow-chart is printed below.)

"BEN is the first building block in a technology being utilized more and more at the University," said Eileen Founds, Assistant Manager for HR Information Management and part of the project team that implemented BEN. "It's a flexible system that can be easily expanded to other HR services and tasks. Although we're starting out using IVR technology to complement open enrollment, it can eventually be used in a variety of HR applications," she said.

Although HR is currently collecting Benefits information over the telephone, technology can be configured to accept and return data via electronic mail, kiosks, and desktop web browsers. (The "Penn-In-Touch" kiosks in the Franklin Building are an example of that application, more about which will appear in a future issue of *Almanac*.)

This ability can enable Human Resources to expand its service reach and depth. Faculty and staff will be able to shift from a more time-bound, paper-and-people-intensive process to an employee-driven, online, on-demand level of service. With the appropriate technology, HR service availability can be extended to a 24-hour-a-day/7-day-a-week, round-the-clock mode, accessible from home, the office, or other remote sites. Employees at all levels and locations will experience improved response time and will receive information about virtually all areas of HR.

One such area of information exchange is in Employment. "We're looking to help simplify the job posting and bidding system," said Alicia Brill, Manager of Employment. "It will be possible to call up the HR job opportunities by phone or PC and search for and access information only about the jobs a person's interested in. We'll also have the IVR application available on the web. We will be able to send job applications immediately via e-mail or fax. Faster turn-around time is a service upgrade we're constantly striving for."

Other applications include sending out HR forms electronically and giving employees instant access to their various account or accrual balances. "For example," said Eileen Founds, "with one phone call, employees could learn how many vacation days they have left, how much money is in their 403(b) accounts, or how much is available in their pre-tax expense accounts. They wouldn't have to make a trip to the 3401 Walnut Building. They could call in from

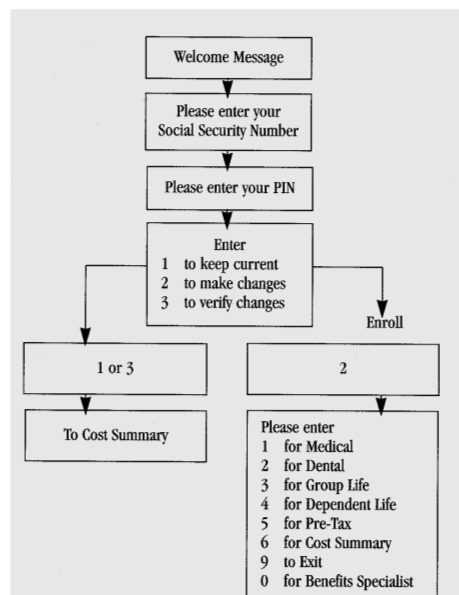
home or an airplane if they wanted to."

But for all the potential that BEN has to offer, the system will not be extensively accessed by people unless it can demonstrate its ease-of-use. Human Resources has conducted extensive testing of BEN in "real-world" situations to verify its simplicity and efficacy, and initial employee response is encouraging.

"I was surprised by how easy it was to use BEN," said CPUP Specialist Betsy Berwick. She was one of many employees Human Resources contacted to test the BEN system in advance of its roll-out April 28. "I've gotten more and more used to these kinds of systems, since I bank by phone," she said. "But the instructions you hear in BEN are simple to understand, they aren't spoken too quickly, and they sound very clear. I was finished enrolling in under two minutes."

Human Resources will assess how well BEN functions as the department continues to expand its customer service levels in the coming months.

— Bruce S. Fisher, Manager,
Employee Communications, Human Resources



Reminder: How to Reach BEN

The number to call to access BEN is (215) 573-ENROLL (573-6765). This is the one phone number, supported by 30 lines to handle multiple callers, that is dedicated solely to the IVR component of Open Enrollment. If you are hearing- or speech-impaired, contact Benefits at 898-7282 for help. That extension, which is Human Resources' main reception number, is not the direct connection to BEN.

This tip for using BEN: Make sure to have the Personal Worksheet handy (included in the "PennChoice" mailing to homes). It provides individualized 1996-97 benefits selections as well as the Personal Identification Number (PIN) essential to begin the BEN process.

The drawing above shows the steps that you will take once you dial in.

OEHS Safety Training Program

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

Introduction to Laboratory Safety at Penn (Chemical Hygiene Training): Provides a comprehensive introduction to laboratory safety practices and procedures at Penn and familiarizes the laboratory employee with the Chemical Hygiene Plan. This course is designed for employees who have not previously attended Laboratory Safety at the University. Required for all University employees who work in laboratories. May 5, 10:30—11:30 a.m., John Morgan, Class of 1962.

Introduction to Occupational Exposure to Bloodborne Pathogens This course provides significant information for employees who have a potential exposure to human bloodborne pathogens. Topics include a discussion of the Exposure Control Plan, free Hepatitis B vaccination, recommended work practices, engineering controls and emergency response. This course is designed for employees who have not previously attended Bloodborne Pathogens training at the University. Required for all University employees potentially exposed to human blood or blood products, human body fluids, and/or human tissue. May 13, 1:30—2:30 p.m., John Morgan, Class of 1962.

Occupational Exposure to Bloodborne Pathogens (In a clinical setting) * Required for all University faculty and staff who have potential clinical exposures to blood and other human source material. It is intended for employees with direct patient contact, or those who handle clinical specimens, and administrators who routinely work in a clinical environment. Topics include: risks, protection, work practice controls and emergency procedures. This course is designed for employees who have not previously attended Bloodborne Pathogens training at the University. May 21, 1:30—2:30 p.m. 104 Stemmler Hall *Registration is required for this course. Please call Bob Leonzio 898-4453.

Laboratory Safety—Annual Update This program is required annually for all laboratory employees who have previously attended *Chemical Hygiene Training*. Topics include chemical risk assessment, recommended work practices, engineering controls and personal protection as well as an update of waste disposal and emergency procedures. Faculty and staff who work with human source materials, HIV or hepatitis viruses must attend the *Laboratory Safety and Bloodborne Pathogens—Annual Update* (see course description). May 7, 10:30—11:30 a.m., John Morgan, Class of 1962.

Laboratory Safety and Bloodborne Pathogens—Annual Update This program is required annually for all faculty and staff who work with human source material, HIV or hepatitis viruses and have previously attended *Occupational Exposure to Bloodborne Pathogens*. Issues in general laboratory safety and bloodborne pathogens are discussed. Topics include bloodborne diseases, risk assessment, recommended work practices, engineering controls and personal protection as well as an update of waste disposal and emergency procedures. Participation in *Laboratory Safety—Annual Update* is not required if this program is attended. May 15, 2-3 p.m., John Morgan, Class of 1962.

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

Update

APRIL AT PENN

EXHIBITS

29 *East/West Visions in Between: An Exhibition of Art Works by Students at Penn*; April 25-June 25; Tues-Fri: 10 a.m.-5 p.m., Sat-Sun: noon-5 p.m.; Arthur Ross Gallery, 220 South 34th Street (Arthur Ross Gallery).

TALKS

28 *The Gothic Mirror and the Female Gaze*; Susan L. Smith, University of California, San Diego and author of *The Power of Women* (Penn Press); 3 p.m., 118, Jaffe History of Art Building (History of Art's inaugural Arlene and Leon Fuhrman Distinguished Lecture in the History of Art).

30 *When Deduction Meets Exploration*; Amir Pneuli, Weizman Institute of Science, Israel; 11 a.m.-12:30 p.m.; Alumni Hall, Towne Building (Saul Gorn Memorial Lecture Series, Computer and Information Science and IRCS).

Deadlines: The deadline for the Summer at Penn calendar is *May 13*. The deadline for the weekly Update is the Monday prior to the week of publication (e.g. *May 5* for the May 13 issue).

Signup Soon for Softball Season

The Recreation Department is looking for teams interested in participating in a Summer Softball League. Play begins May 19 on either Hill or Murphy Fields, Monday through Thursday at 5:30 p.m. Register at Gimbel Gym no later than May 14 at 6 p.m. A participation fee is \$100 and should accompany each entry. Checks should be made payable to: Trustees, University of Pennsylvania. Budget numbers will also be accepted. For more information, call 898-8383.

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 **April 14, 1997, through April 20, 1997**. Also reported were **Crimes Against Property**, including 32 total thefts (including 6 burglary & attempt, 3 thefts of bicycles & parts, 1 theft & attempt of auto, 5 thefts from autos, 9 criminal mischief & vandalism and 1 trespassing & loitering.) Full crime reports are in this issue of *Almanac* on the Web (www.upenn.edu/almanac/v43/n32/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 **April 14, 1997, and April 20, 1997**. The University Police actively patrols from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Robberies (& Attempts)-1; Simple Assaults-1; Threats & Harassment-5

04/15/97	4:03 PM	Grad School of Ed	Complainant threatened by staff person
04/16/97	11:46 AM	Johnson Pavilion	Complainant received threat via phone
04/16/97	6:50 PM	McIlhenny Dorm	Unwanted messages received via computer mail
04/18/97	2:51 AM	37th & Locust	Complainant struck/taken to hup with nasal fracture
04/18/97	11:50 PM	Nichols House	Unwanted calls received
04/19/97	3:09 PM	International House	Purse taken from complainant
04/20/97	5:47 AM	Class of '28 Dorm	Unwanted calls received

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

04/17/97	8:58 AM	Chestnut Hall	Unwanted calls received
04/20/97	4:07 AM	100 Blk 39th	Complainant struck in face/wallet taken
04/20/97	5:19 PM	Harnwell House	Unwanted calls received
04/20/97	9:29 PM	Harnwell House	Complainant reports being threatened

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

04/13/97	7:19 PM	43rd & Baltimore	Complainant robbed by unknown with simulated weapon
----------	---------	------------------	---

Outside 30th to 43rd/Market to Baltimore: Robberies (& Attempts)-3

04/14/97	3:28 PM	44th & Osage	Complainant robbed by unknown with simulated weapon
04/16/97	1:33 AM	New Bolton Center	Complainants report being robbed by unknown suspect
04/20/97	11:49 PM	4301 Walnut St.	Complainant robbed by unknown suspect with gun

Crimes Against Society

34th to 38th/Market to Civic Center: Alcohol & Drug Offenses-2

04/20/97	2:01 AM	Upper Quad	Person cited for underage drinking
04/20/97	2:01 AM	Upper Quad	Person cited for underage drinking

38th to 41st/Market to Baltimore: Alcohol & Drug Offenses-6; Weapons Offenses-2

04/15/97	9:32 PM	3800 Blk Walnut	Male with BB Gun arrested
04/17/97	5:24 AM	40th & Locust	Driver of auto stopped for violation/weapon found/arrest
04/20/97	2:01 AM	39th & Walnut	Person cited for underage drinking
04/20/97	2:01 AM	3800 Blk Locust	Person cited for underage drinking
04/20/97	2:01 AM	39th & Sansom	Person cited for underage drinking
04/20/97	2:01 AM	40th & Walnut	Person cited for underage drinking
04/20/97	2:02 AM	39th & Sansom	Person cited for underage drinking
04/20/97	2:02 AM	39th & Walnut	Person cited for underage drinking

18th District Crimes Against Persons

7 Incidents and 1 Arrest were reported between **April 14, 1997 and April 20, 1997**, by the 18th Police District; covering Schuylkill River to 49th Street, Market Street to Woodland Avenue.

04/14/97	3:30 PM	4421 Osage Av.	Robbery
04/17/97	12:01 AM	100 Blk 46th	Aggravated Assault/Arrest
04/17/97	11:30 PM	4400 Locust St.	Robbery
04/18/97	4:11 PM	4508 Chestnut St.	Rape
04/19/97	3:15 AM	4327 Larchwood	Robbery
04/19/97	3:12 PM	3701 Chestnut St.	Robbery
04/20/97	4:58 AM	3900 Chestnut St.	Robbery



Hitoshi Nakazato's *Line Out Side* (above), a 1990 serigraph is one of the works in the *East/West—Visions in Between* exhibition at the Arthur Ross Gallery now through June 25. The invitational exhibition of works by Penn students, continues the Gallery's focus on Asia in 1997-98. It explores the role of culture and upbringing and the influence of Eastern art on contemporary art-making. It was juried by Lily Yeh, GSFA '66 and Natvar Bhavsar, GSFA '65.



Almanac

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

The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the PennWeb) include HTML and Acrobat versions of the print edition, and interim information may be posted in electronic-only form. Guidelines for readers and contributors are available on request.

EDITOR	Karen C. Gaines
ASSOCIATE EDITOR	Marguerite F. Miller
ASSISTANT EDITOR	Mary Scholl
WORK-STUDY STUDENTS	Sonia Bazán, Radhika Chinai, Lateef Jones, Tony Louie Christal Spivey

ALMANAC ADVISORY BOARD: *For the Faculty Senate*, Martin Pring (Chair), Jacqueline M. Fawcett, Phoebe S. Leboy, Peter J. Kuriloff, Ann E. Mayer, Vivian Seltzer. *For the Administration*, Ken Wildes. *For the Staff Assemblies*, Berenice Saxon for PPSA, Diane Waters for A-3 Assembly, and Joe Zucca for Librarians Assembly.

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

ACTING MANAGING EDITOR	Libby Rosof
NEWS STAFF	Jon Carolus, Phyllis Holtzman, CarlMaugeri, Esaúl Sánchez, Kirby F. Smith, Sandy Smith
DESIGNER	Brad Barth
CLASSIFIEDS	Ellen Morawetz

The *Compass*, Suite 210 Nichols House,
3600 Chestnut Street, Philadelphia, PA 19104-6106
Phone: (215) 898-1426 or 898-1427 FAX: 898-1203
Classifieds: (215) 898-3632
E-mail: rosf@pobox.upenn.edu
URL: www.upenn.edu/pennnews/

The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic, or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Howard Arnold, Interim Director, Office of Affirmative Action, 1133 Blockley Hall, Philadelphia, PA 19104-6021 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).



Twenty-Five Years of Afro-American Studies

by Robert F. Engs, Associate Professor of History

It is with some nostalgia and not inconsiderable angst that I think back upon Afro American Studies' first twenty-five years at Penn. The Program and I arrived almost together. As I understand it, the Program began in the Spring of 1972. I arrived that fall, making me the longest surviving black faculty member in Arts and Sciences—which has not proven to be an unmitigated pleasure.

Even though I have managed to escape the burden of the Directorship, it was, in fact, the AFAMS Program that really brought me to Penn. Initially I was invited to the University as a consultant for two of the committees trying to design the program. I was a newly minted Ph.D. from Yale where the undergraduates had successfully orchestrated an intensely politicized symposium on such programs entitled "Black Studies in the University." It had been funded in part by the Ford Foundation, had made Yale look good, and hadn't led to much aside from the publication of a thin volume with the same title.

I had become entirely cynical about the matter. Black students would demand programs; University administrators would resist; buildings would be occupied; a program would be proclaimed, and a young black fellow, just shy of completing his dissertation, would be enticed from some reputable university to run the thing. It wouldn't amount to much. The nascent director would be overwhelmed by demands placed upon him, never finish his dissertation, and be dismissed by the University's faculty after several years for inadequate academic and intellectual productivity. I meant to avoid that route.

Nevertheless, I was impressed by the elaborateness of the planning being undertaken by so many diverse groups here at the University. [This was before I discovered Penn's penchant for endless committees and meetings thereof.] My only other experience with creating such programs was at Princeton where I was then teaching as an instructor. There the administration had been determined to avoid the unpleasantness of extended debate. Instead it had simply decided to have a program, appointed—interestingly enough—a young Associate Professor named Sheldon Hackney to direct it, and pretty much ignored it thereafter.

Here at Penn, I was impressed that both the committees were chaired by members of the History Department, Professor Al Rieber and Professor Werner Gundersheimer. This suggested to me a welcoming home if I came to Penn to join its faculty. There was my new friend, Ted Hershberg, who was trying to respond to black students demanding a black History course here, but insisting that Ted's skin color disqualified him from teaching it. And there was John Wideman, that brave and misused soul, and the *sole* black faculty member in what was then the College, trying to cope with his own career and family while defusing the explosive atmosphere on campus. He may have brought quiet to the University at the cost of a considerable portion of his own peace.

Most of all for me, there were the magnificent black students at Penn, pushing the University in directions it needed move but seemed determined not to go. They were so intelligent, energetic, and so savvy about University politics. I still remember Cathy Barlow and her cohorts taking me to lunch at the old Pagano's Italian Restaurant where the new bookstore is to rise. I was only a few years older than they, but they were so much more sophisticated and worldly-wise than I had been as an undergraduate at Princeton. I concluded these were the kind of students I wanted to teach, and Penn was the kind of lively intellectual climate I wanted to teach in.

With the advantage of hindsight, I think if I'd fully understood the Byzantine politics and intellectual intolerance those students were fighting, I might have hesitated. I already understood that student calls for a separate two- or four-year School of Black Studies had less to do with intellectual concerns, and *everything* to do with the distribution of power within the University, and the need to insure some autonomy, some measure of independence, to any kind of black studies program here. What I did not understand was the extent to which opposition to AFAM Studies here transcended mere intellectual dissent to be clearly racist, mean-spirited, and hurtful. It was surely these factors that hastened John Wideman's departure from Penn, for example. And their continued existence is evidenced by the inexplicable difficulty black faculty here have in getting promoted and/or tenured—even when they have tenure in their prior institution!

Back in 1972, however, I was willing to admit, *privately* that the faculty critics were partially correct: the extant faculty and scholarly resources at Penn were insufficient to sustain a School of Black Studies or perhaps even

a Department. Moreover, Penn was, at that very time, moving to *reduce* rather than increase its number of schools. And the faculty skeptics were technically correct to question even the initial Program with so few affiliated faculty and courses. But those weaknesses were, of course, the consequence of sometimes benign, more often malicious, neglect and exclusion of black faculty and exploration of black issues.

In those days few white faculty would acknowledge that Penn had mistreated DuBois. Actually, *most* faculty didn't even know he'd been here! Even as my acceptance of an appointment at Penn was announced, one future graduate student, when he asked about some black-related topic, was told, "Wait until next year when Engs is here. He'll be able to answer that." Afro-American Studies might be *at* Penn, but it was not a *part* of Penn.

The Program survived and grew in those early years because we consciously insisted that it be placed in the Provost's Office—thereby partially insulating it from the hostility of some opponents in the various schools and departments, from the competition for perennially scarce resources in the new School of Arts and Sciences, and from the vagaries of the revolving-door deanship in SAS. More positively, the location of Afro-American Studies in the Provost's Office accurately reflected its multi-school origins. Although its courses were all on the undergraduate level, much of the energy and support for the early program actually came from the School of Social Work, the only locus of a significant number [in those unhappy days, that meant "more than two"] of black faculty. In truth, much of the early Program's activist and interdisciplinary energies were the product of Social Work faculty input.

The Program also survived in that nascent period because the two Provosts most committed to enhancing the black presence at Penn were in office: the late Eliot Stellar and Vartan Gregorian. Both understood that the Afro-American Studies Program was part of a complex of issues, including the recruitment of many more black faculty and students, *and* some sort of interaction with the African American communities in Philadelphia. With their support, and the help of interim administrative directors of the Program like Louise Stone and Jacqui Wade, we were able to sustain the program and to use the Faculty Directorship as a means of increasing tenured black faculty beginning with Houston Baker.

With the initial debate now twenty-five years behind us, and with the Afro-American Studies Program well established, I will concede that our critics back then had a point: All over the nation, black academics and students created new academic edifices with precious few faculty and with limited content. But we had neither because of the long history of exclusion and denial by the white academy. These academically unorthodox structures had to be established so we would have a means by which to add faculty and develop the intellectual content.

In the end, I think we'll understand the evolution of AFAM Studies Programs as somewhat parallel to the origins of historically black institutions founded after the Civil War like Fisk, Howard, or Atlanta. They all started out as little more than poor secondary schools. But they called themselves "universities." They knew that to which they aspired. And that, indeed, is what they became.

Afro-American Studies Programs, especially ours at Penn, are still evolving. I hope this anniversary assessment will help the entire community understand the extraordinary excellence we have attained. I hope, too, that we will remember our roots and continue an unorthodox path toward realization of our full potential. We should be thinking not merely of vertical growth within Arts and Sciences, but lateral growth into the other schools. For example: if certain forms of morbidity impact disproportionately on black folk, if there are special tricks to selling Kools in the black community, if the unfortunate use of the cocaine form preferred by blacks merits stricter legal penalty than the form preferred by whites, then all these are matters to be studied within the context of Afro-American Studies. Especially at Penn, with its insistence on interdisciplinary and inter-school programs, the potential for bridges through Afro-American Studies to Medicine, Wharton, and Law is most exciting.

Upon reflection, I'm pretty proud of what I contributed to the program, of the African American colleagues I've helped attract to Penn, and of the students we've taught. I hope that, well before another twenty-five years pass, my white colleagues will realize they should be as well.

Happily, some already are.

RESIDENTIAL COMMUNITIES Two Reports

To the University Community

We are pleased to release two reports that will help guide the University in improving the residential system for undergraduates. The commissioning of these reports was part of the continuing work of the 21st Century Project for the Undergraduate Experience, a major initiative of the Agenda for Excellence. One of the principal goals of the Project is to integrate residential living into the intellectual and cultural life of the University and especially to link residential programming, where appropriate, with the academic activities of the schools. These reports will help us further these aims.

The first report was produced by a committee chaired by Professor David Brownlee (Art History, SAS). The committee was charged by the Council of Undergraduate Deans, chaired by the Provost, to design the programmatic aspects of a residential system that would achieve the goals of the 21st Century Project. The Council also was concerned that Penn undergraduates be given greater choice in their living arrangements and that the fraternities and sororities be included in the conception of a new system.

The second report was commissioned by the Executive Vice President and the Provost to assess the physical and financial condition of Penn residences, including the graduate residences. The residential facilities assessment was carried out by the firm of Biddison Hier in close coordination with VPUL Valarie Swain-Cade McCoullum and Vice President for Business Services Steve Murray. The Biddison Hier preliminary report provides a summary project update that will help inform the renovation and expansion of Penn's residential facilities.

Between now and September, the partnership of the VPUL and Business Services—representing the Provost and Executive Vice President—will create detailed implementation plans for a residential system based on the Brownlee committee recommendations as well as those from Biddison Hier. We look forward to discussing these plans with the community in the Fall.

— Stanley Chodorow, Provost, and John Fry, Executive Vice President

Choosing Community

Report of the Residential Planning Committee of the 21st Century Project

April 15, 1997

Introduction

Academic work and academic life are a seamless whole, and the University's residential system should foster communities that serve our students' overlapping academic, co-curricular, social, and personal needs. Real human community and face-to-face contact remain vitally important to intellectual life even—and perhaps especially—in this age of virtual realities and electronic communication. This report adopts as its foundation the powerful arguments which have been employed in the past to support the making of such communities. It also makes concrete recommendations for the fulfillment of this long held vision, although it does not include consideration of funding or management.

Our central recommendation is that undergraduate housing at the University of Pennsylvania should be organized as multi-year "Residential Communities," which include faculty and graduate students. The communities must attract and accommodate undergraduates throughout their years of study and further the central academic mission of the University. To accomplish this, the housing system must be broad and flexible, and means must be found to sustain the Community affiliation of those students who live off-campus or in fraternities and sororities. The Residential Communities must offer a variety of housing options to meet the different preferences of students at different times in their academic careers, and they must support academic and co-curricular programming whose variety and varying intensity matches the range of student needs and interests.

Functions

Penn's Residential Communities must support the variety of activities for which the residences are the most effective location and out of which the collocation of residents of different ages, interests, and experiences will naturally arise. Students in every Residential Community (and, insofar as possible, off-campus residents as well) should be guaranteed access to core services that are essential to their education. Some of the Residential Communities will support additional programming.

Core Functions *(to be provided in all Communities)*

- **Residential Advising**

The Residential Communities are excellent platforms for advising, although the primary responsibility for academic advising shall remain with the four schools. Each Community should have a Residence Dean who is responsible for coordinating in-residence advising and for providing first-response advice—both personal/social counseling and the kind of academic advising common to the four schools. The Residence Dean should also be an ombudsman responsible for referring students elsewhere for help (the school advising offices, Counseling and Psychological Services, etc.) and coordinating the use of those services. Those schools that use undergraduate "peer advisors" should be encouraged to realign those existing positions with the Residential Communities. Those schools

that wish to associate their professional and/or faculty advisors with the Residential Communities should be enabled to do so.

- **Academic Support**

The Residential Communities must provide appropriate conditions for academic work, including access to electronic communication and space for quiet study. Making use of both electronic communication and on-site personnel, the Communities must supply all students with computing support and support in such areas as writing, calculus, and foreign language (to mention only those subjects in which implementation or planning is now underway).

- **Curriculum**

The Residential Communities should all be capable of accommodating both seminar courses sponsored by the schools and informal and non-credit academic programming offered by resident faculty and graduate students. Some Communities will probably generate for-credit academic courses, in cooperation with the schools.

- **Other Core Functions**

In addition to these generally academic functions, the Residential Communities must provide support for fitness activities (a recent and perhaps temporary service demand), social events, and communal dining.

Additional Functions *(to be provided in some Communities)*

Some of the Residential Communities should support more intensive programming, including programming that serves thematic curricular and extra-curricular interests. Some of the Communities may be entirely devoted to thematic activities (like the present thematic College Houses), while smaller groups of students interested in thematic activity can be accommodated within the unspecialized Residential Communities (like the present Living-Learning programs). The residential system must possess sufficient flexibility so that such special-interest programs can form, grow, shrink, and even pass out of existence.

The more intensively programmed Communities will provide additional, specialized advising where appropriate and additional academic support to meet the needs and interests of their residents. They may, in cooperation with the schools, mount credit-bearing courses. These Communities will also support special extra- and co-curricular interests, in such areas as art and theater.

Facilities

The University's Residential Communities will need a variety of facilities—many of which are already in place—to serve the functions outlined above. Many core functions must be served by facilities located in each Community, while the plethora of possible additional functions will depend on specialized facilities scattered throughout the residential system and in program "Hubs." Some functions—both core and other—can be served most efficiently by shared facilities. We expect that specific architectural solutions will vary widely among the Residential Communities.

RESIDENTIAL COMMUNITIES

Facilities Located in All Communities

- *Office suite:* To include reception (with copier, fax, files, storage for some signed-out equipment) plus offices for Master, Residence Dean, Maintenance Supervisor (in some communities), and 2 others.
- *Mail boxes:* to serve all residents.
- *Study center:* To accommodate a 20-person seminar class (with computer hook-up), group study for 2-20 persons, quiet individual study (with computer hook-up), group and individual computer work.
- *Laundry.*
- *Common room(s) or lounge(s):* To be distinct from the study center, equipped with television and kitchenette; each Community needs one gracious lobby space.
- *Spare room:* To meet changing needs; at present, exercise equipment.
- *Bedrooms/apartments:* To include two 3-bedroom faculty apartments and one 2-bedroom staff apartment in each Community, plus a mixture of accommodation types, including higher-end facilities for upperclass students, additional faculty, and graduate students. Private bathrooms and private bedrooms are important for higher-end units; private kitchens should be available in some Communities for upperclass students, but they need not be provided in all Communities. The creation of such improved accommodations will require a reduced capacity in many of the residences.

Facilities Located in Some Communities

- *music rehearsal rooms*
- *dance/theater rehearsal room*
- *woodwork shop*
- *darkroom*
- *advanced science/engineering computer lab*
- *small theater*
- *art studio*
- *offices for student organizations*

Centrally Located, Shared Facilities

- *Assembly/dining commons,* with a dining room for each Residential Community that is available for use outside dining hours for movies, dances, etc.; also 20-person "private" dining rooms, 24-hour cafe, commissary.
- *Headquarters* for "Hub" functions: e.g., writing, research, fine arts, community service, health, international. (Some of these might be located in Residential Communities.)
- *Recreational sports facilities.*
- *Larger theatrical facilities.*

Population and Personnel

Penn should establish a comprehensive system of Residential Communities that preserves the present College Houses and establishes new Communities of approximately 400-500 undergraduate members in all other residential buildings. Each of the resulting 16 Communities should include two faculty members (one of whom is the Master), a Residence Dean, a number of Graduate Associates (approximately one for every fifty undergraduates), and a staff of undergraduate Resident Advisors (RAs), managers, and Information Technology Advisors (ITAs) comparable to present levels. Those Communities which support more intensive programming may require additional personnel. New construction should create additional Residential Communities with these characteristics.

- *Undergraduates.* Residential Communities should have an undergraduate population ceiling of approximately 400-500. This is small enough to permit meaningful community-building and large enough to use resources efficiently. This size closely matches that of our larger existing communities, and new communities of this size can be accommodated in the existing buildings. (Each of the High Rises—with their capacity of about 750-850—and the Quad—capacity 1600—could be divided into units of 400-500. We leave the determination of the precise size and location of these units to the architects and planners.)

Students should be assigned to Residential Communities by a process which maximizes choice. While students will retain an affiliation with a Community throughout their time at Penn, they may choose to move from Community to Community within the system, depending on available space.

Students may also move into a fraternity or sorority or move off campus, while retaining an affiliation with a Community. Because so many students now live off campus, until new construction increases on-campus capacity, the number of such non-resident affiliates will very nearly equal the number of residents in each Community.

The Residential Communities should comprise representatives of all undergraduate schools and all class years. While the question of housing

first-year students separately should be revisited when the capacity of the system is increased above its present level (ca. 53% of the undergraduate population), for the present the integration of first-year students into all communities is essential for the creation of a multi-year residential experience. In addition, the integration of classes provides important educational and social benefits. All Communities must therefore provide the special advising and support required by students in their first year of study.

Opportunities for student self-governance should be fostered in all Residential Communities.

Because existing buildings must be re-configured to provide additional common facilities and bedrooms whose privacy and amenities are attractive to upperclass students, the 16 proposed communities will accommodate several hundred fewer students than the stated 1996-97 capacity of 5499. Consideration should be given to establishing additional Residential Communities—at least in the near term—in other University-owned residential buildings.

- *Faculty.* Each Residential Community will have two faculty residents, one of whom is the Master. The master will be the chief officer of the Community, sharing his/her administrative responsibilities with the Residence Dean, other resident faculty, Graduate Associates, and undergraduate RAs and staff. In addition to managing the core functions, they will be responsible for supporting the special programming that will distinguish some of the Communities. All Communities should also have affiliated non-resident faculty, and some will have additional resident faculty. (The 16 Communities will require at least 32 faculty; 26 faculty currently live in the residences.)

- *Residence Deans.* Each Residential Community will have a Residence Dean who is responsible for most day-to-day operations, working closely with the Master. The advising functions of the Deans are described above, under Functions. (Residence Deans must be assigned to all 16 Communities; we now have 7 Assistant Deans in Residence.)

- *Graduate Associates.* Each Community will have approximately one Graduate Associate for every fifty undergraduate members. (Some Communities may have more.) The Associates will be nominated by their respective schools and selected by the Communities, which will endeavor to appoint Associates who represent the various schools and the special interests of their members. Associates will be assigned administrative, organizational, and advisory responsibilities in the Communities, in exchange for which they will receive free room and board. Their schools should use this support as part of financial aid packages—at once increasing the capacity of the schools to support graduate students and increasing the number of graduate students who are able to serve in the residences. (The 16 communities will need approximately 100 Graduate Associates; there are now 49 Graduate Fellows in the residences.)

- *Resident Advisors.* Undergraduate students will continue to serve as Resident Advisors in the new Residential Communities. (The 16 Communities will require approximately the present number of RAs: 150.)

- *Work-Study Staff.* Undergraduate employees, largely supported by the federal work-study program, will continue to provide vital services in the new Residential Communities. They will serve as managers, information technology advisors, Maple advisors, writing advisors, library advisors, etc. (The number of such staff is likely to vary as demands change; at present 448 students serve in such positions.)

Phasing and Implementation

The University can implement the recommendations outlined above throughout its residential system beginning in September 1998. We believe that the entire system should be reorganized at once in the interest of fairness, intelligibility, and confidence-building. These recommendations are sufficiently broad and the proposed system sufficiently flexible to allow for extensive refinement and development. But it is important to establish the framework as soon as possible.

Residential Communities can be readily and swiftly created in the current College Houses and Kings Court/English House. This requires only the reduction of undergraduate capacity (in order to create more attractive upperclass housing), the appointment of Residence Deans, and the assignment of Graduate Associates to Kings Court/English House. In the medium-term, deferred maintenance work should include physical alterations designed to increase room variety in these residences.

It is imperative that planning go ahead rapidly for the creation of Residential Communities in the Quad and High Rises, identifying acceptable short-term arrangements while paving the way for medium-term, capital-intensive renovation. In both the Quadrangle and High Rises, the Residential Communities should make efficient use of the substantial existing common space and, in the Quad, the existing faculty/staff apartments. Renovations necessary to provide the Communities with other essential facilities should be made. Communal dining space for the Quad

and High Rise Communities should be arranged in Stouffer Commons and the Class of 1920 Commons, in conjunction with the implementation of recommendations stemming from the general study of dining services. (If the two Commons lack sufficient capacity, other existing large dining facilities should be considered for temporary use—e.g., Alumni Hall in the Faculty Club, the Gold Standard cafeteria in the Christian Association.) In the medium term, deferred maintenance campaigns in the Quad, High Rises, and their associated dining commons should enhance the identity of the several Communities, increase room variety, and better adapt the dining halls for Community use.

The phasing of new construction will depend largely on the availability of capital resources and may be coincident with the short- and medium-term work on older buildings. New construction should create additional 400-to-500-member Communities and the necessary dining facilities.

The summer of 1997 and AY 1997-1998 should be devoted to detailed planning and implementation of the short-term agenda. Faculty Masters (selected from all the schools) and client committees (including staff and students) should be appointed for each Community. Architectural and

food service consultants should be hired to guide the short-term implementation strategy and define the mid- and long-term projects.

Implementation should be undertaken under the direction of the Provost and the Executive Vice President. They should be advised by an implementation committee, comprising representatives of the Council of Undergraduate Deans (CUD) and of the expanded, 16-member Residential Faculty Council (RFC).

The Residential Planning Committee of the 21st Century Project

David B. Brownlee, SAS (chair)

Rachael Goldfarb, Student Committee on Undergraduate Education

Christopher Dennis, Academic Programs in Residence

Wanda Mohr, Nursing

David P. Pope, SEAS

Gino Segre, SAS

Joseph Sun, Wharton

Roshini Thayaparan, Residential Advisory Board

Susan Albertine, 21st Century Project

University of Pennsylvania Preliminary Housing Redevelopment Plan

Summary Project Update April 1, 1997

Background

In August of 1996, the University of Pennsylvania engaged Biddison Hier, Ltd. assist in creating a Housing Redevelopment Plan for the repair, modernization and reconfiguration of the University's student housing. This summary has been prepared as an update on that plan.

Composition of the housing system

The University's housing system is comprised of 14 on-campus residence halls concentrated in three campus precincts:

- I. Western precinct (Hamilton Village, formerly "Superblock" area, between 38th and 40th Street)
- II. Southern precinct (including the Quadrangle and Stouffer)
- III. Northern precinct (including Graduate Towers and undergraduate housing at King' Court, English and Hill houses)

Capacity of the housing system

Current capacity of the housing system is approximately 1,252 beds of graduate housing and 5,873 beds of undergraduate housing.

Goals of the Study

- I. Develop a plan for reinvesting in Penn's housing that supports and strengthens Penn's residential colleges by providing housing that enriches the development of Penn students and complements formal, in-class learning.
- II. Develop a comprehensive physical inventory data set which the University can use in subsequent projects to physically upgrade and modernize residences.
- III. Utilize indoor and outdoor space more effectively to enliven the campus and to integrate housing with other on-campus venues, such as Perelman Quad, food service, retail and recreation, for social and academic life.

Methodology

The five major areas of the study are as follows:

- I. Market Research
 - A. Qualitative (student focus groups and interviews with faculty, administrators, University committees)
 - B. Quantitative (professional, graduate and undergraduate student surveys)
 - C. Competitive context (local market—West Philadelphia and Center City—and peer institutions)

- II. Program Review and coordination with other program initiatives (e.g., Brownlee Committee)
- III. Physical Condition Assessment
- IV. Operations and Management Review
- V. Financial Analysis and Phasing/Funding Strategy

Preliminary Summary of Findings

Findings are derived from information provided in student focus groups, various on-campus interviews, undergraduate, professional and graduate student surveys, and a review of facilities conditions.

General

Housing capacity reduced over time

The capacity of Penn's housing system has been adjusted downward (there were approximately 1,100 fewer on-campus beds in 1996 than there were in 1981), reflecting both changing student preferences for unit types and diminished demand.

System-wide occupancy under 90%

The combination of these factors plus the availability of off-campus housing result in on campus occupancy of about 88% for undergraduate students and 84% for graduate and professional students. Desirable occupancy levels would be in the 95% or better range.

Aging housing

The most recent residential construction was in the early 1970s, when over 50% of Penn's housing was constructed. The remaining housing is even older and the entire system is due for substantial reinvestment in the upgrading and replacement of aging building systems, furnishings, new guideline and code requirements, etc.

Declining physical conditions

The majority of students' qualitative comments about housing concerned the physical condition of the buildings—poorly functioning building systems, out-of-date furnishings and timeliness of response to requests for repairs.

Robust academic and student leadership

Through the Residential Faculty Council (faculty) and Residential Advisory Board (students), closely partnered by staff, there is active and vibrant stewardship of the residential living and academic program components, which are a model for the nation.

Graduate/Professional Students

Interest in on-campus housing, especially during first year graduate and professional students support the idea of on-campus housing, with interest strongest for the first year.

I. Apartments are the unit of choice.

II. Students prefer to live alone (51%), or with one other person (42%).

III. Graduate and professional students interested in on-campus housing, while valuing the convenience, still seek a sense of separation of "work and play."

Strong "word-of-mouth" network for disseminating housing information

Much of the information that students use to make housing decisions comes by word of mouth, even in advance of arriving on campus. Importance of personal safety in housing decision Graduate and professional students attach importance to personal safety (attaching a higher value to perceptions of safety over convenience in many cases) and independent living.

Convenient leasing a plus

On-campus housing has appeal to professional students for the lease term options and to incoming students for the "hassle free" rent-up process.

Undergraduate Students

Why undergrads remain on-campus

Surveys indicate that the significant factors in undergraduate students' decisions to remain on-campus are, in order:

- I. convenience (85%)
- II. ResNet (53%)
- III. feel safer (53%)
- IV. opportunities to make friends (43%)
- V. an important part of the collegiate experience (41%), and
- VI. parental or family preferences (34%).

Why they move off

Significant reasons to live off-campus are:

- I. housing is a "better value"; to live with friends; and size of rooms (tied at 67% each)
- II. to have a more "independent living" situation (62%)
- III. kitchen (53%)

RESIDENTIAL COMMUNITIES

- IV. more privacy (50%), and
- V. better and/or more amenities (53%).

Strong continuing interest in on-campus living among sophomore residents

A high percentage of students who remain on campus sophomore year expect to remain on campus one or more additional year (70% of Sophomores; 61% of Juniors).

Strong interest in new/renovated housing

A substantial percentage (86%) of all undergraduate students, both on and off campus, would consider living in new or renovated on-campus housing.

Amenity preferences

Preferred amenities associated with residences, are, in order:

- I. computer room and support (80%)
- II. fitness/exercise space (65%)
- III. informal lounges/group study spaces (tied at 55% each), and
- IV. a TV/game room.

Penn residential culture has roots in "communities"

Living in "communities" is especially important to Penn undergraduates (nearly 50% would elect to live with 4 or more students), but after freshman year, the majority of students prefer single occupancy bedrooms (60% of sophomores and 80% each of juniors and seniors).

Off-campus undergraduates retain connection to campus

Undergraduate students who move off-campus tend to retain a sense of connection to Penn, and move almost exclusively into the nearby neighborhoods of West Philadelphia.

Diversity is key for Penn students

There is great diversity of opinion about what is a "good" residential experience among Penn students, varying from student to student and by developmental stage.

Facilities

Condition Audit

Comprehensive physical assessment of residences

Over a period of 4 months, a comprehensive physical inspection of all residence halls was conducted by the Atlanta-based firm of ISES, including an examination of site issues, condition of the building exteriors, interior finishes, compliance with ADA accessibility guidelines, fire and life safety issues and condition of building systems (heating, ventilating, air conditioning, electrical and plumbing).

Base-line renovation costs established

The ISES assessment provided a comprehensive catalogue of major repairs and investments that could be made in the buildings. This data, which identifies base-line costs for renovations, has been provided to Penn's Vice President for Facilities Management and the Residential Operations and Maintenance unit to create a data base which can be used to inform program and capital investment projects. Most of the base-line investments required are for the replacement of out-worn or outmoded building systems and in the refurbishing of the interiors.

Other program investments will be required

Additional investments (base-line costs do not include costs that may be incurred for unit reconfigurations, renovating common space, etc.) will be needed for both graduate and undergraduate housing.

Summary of Operational and Management Issues

Faculty and staff perform both programmatic and operational functions

Penn is one of the few Ivy League universities that has a combined residence life-housing management operation, and many residential faculty and staff currently perform a mix of program and operational functions. Academic program and residential living program components are exemplary.

Maintenance is the major operational issue for students

Residential maintenance issues received the second highest number of comments in focus groups (second after physical condition), with students generally unhappy about the current system of residential maintenance and operations.

Complexity of room types and rates

The current system is characterized by complexity in room types and room rates (approximately 60 discrete room codes for undergraduate room types and 13 for graduate room or unit types).

Preliminary Recommendations

General

Choice and options

Penn's housing system should be structured physically and programmatically to provide some reasonable range of choice to students and accommodate differing needs and interests.

Residences should physically support communities

Physically configure housing inventory to accommodate three primary types of communities: (1) high structure, (2) medium structure, and (3) low structure.

Primary community attributes

Primary attributes of communities are:

High Structure Communities

Primary community for students is within the residence; rich offerings of programs, activities and large amount of community space; communities have faculty and graduate fellows in residence and either a dining facility in the residence or a dedicated space and time within a nearby dining facility. High structure communities are targeted to comprise approximately 42% of undergraduate housing.

Proposed locations for high structure communities: (programs currently located within buildings may need to be relocated during renovation and/or new construction periods)

- I. Class of 1925
- II. Hill
- III. King's Court/English
- IV. Low Rise North
- V. Stouffer
- VI. Quadrangle
- VII. Van Pelt
- VIII. Ware
- IX. portion of one or more high rises if required

Medium Structure Communities

Community for students is both within the residence and the wider Penn community; programs and activities tend to be student-directed; communities would have less common space than high structure communities, but would have provisions for technology and technology support services. Medium structure communities targeted to comprise approximately 29% of undergraduate housing.

Medium structure communities:

- I. High rises
- II. Fraternities and Sororities

Low Structure Communities

Communities are characterized by loose, informal affiliations of residents; common space and provisions for meal preparation would typically be included within the housing unit; provisions for a base level of technology support would be provided. Low structure communities are targeted to comprise approximately 29% of undergraduate housing.

Low structure communities:

- I. High rises
- II. Any new housing to be constructed

Redevelopment Recommendations

Northeast Precinct

Graduate Towers ("Sansom" Towers)

Graduate Towers are renovated as full apartments, assumed to be one bedroom units, as a part of the creation of Sansom Common.

Sansom Common

Sansom Common, which includes construction of a new Penn bookstore, an inn, new food service and retail options, will offer amenities attractive to graduate and professional students.

Sheraton

The Sheraton is used in the near to mid-term as swing space to house students (may be undergraduate or graduate, depending on need and timing) during housing renovations and is available over the long term for additional housing or other institutional uses.

Base-line investments and upgrades

The requisite deferred maintenance and upgrades are performed for Hill and King's Court/English.

Western Precinct

New construction

Western edge of campus is revitalized through development of new in fill "low structure" housing, assumed to be apartments, on the Hamilton Village site (site studies are currently in progress to determine site capacity, massing, etc.) and through enhancements to existing 40th Street retail.

Renovate high rises

High rise residence halls are refurbished and common areas revitalized to provide services and amenities (technology support centers, recreational opportunities, etc.) that cannot be found in off-campus housing.

Southern Precinct

Quad renovated and program space added

Quadrangle is fully renovated and program space required to support high structure communities is added.

Stouffer removed from housing system

Stouffer is removed from service as housing and becomes available for other institutional uses. (If this option is chosen, the Stouffer High Structure community would be relocated to another residence.)

Operations and Management

Retain and expand the faculty, student and staff oversight of the residential living and academic programs. Separate the operational functions of the residence halls from the programmatic.

Next Steps

Next steps are to provide the above recommendations to the Brownlee Committee for consideration.

Jim Jackson (USA)



May AT PENN

ACADEMIC CALENDAR

- 1** Final Exams. Through May 9.
17 Alumni Day.
18 Baccalaureate Service; 3 p.m.; Irvine Auditorium.
19 Commencement; procession begins, 9:30 a.m., on Locust Walk; service follows at Franklin Field.
20 12-Week Evening and Summer Session I Classes begin.

CHILDREN'S ACTIVITIES

- 10** Serpents!; children, ages 8-12, learn of the importance of snakes in Southeast Asian culture by hearing *nagas* (stories about snakes) and making *naga* artwork; 10 a.m.-noon; University Museum; \$5/materials fee; info/registration: 898-4016.
21 The Secret Window; adaptation of Nelly Toll's book *Behind the Secret Window*, about a Jewish girl during WWII; details above. Through May 25;
Philadelphia International Theatre Festival for Children; detailed schedule above. Through May 25.

CONFERENCES

- 3** Silent No More: African American Women Fighting Heart Disease and Stroke; keynote speaker: Gwendolyn Goldsby Grant, *Essence Magazine*; workshops on disease prevention and health; 8 a.m.-4 p.m.; Penn Tower Hotel; info/reg.: 1-800-AHA-USA-1.
9 Writers' Conference; keynote speaker: Madison Smartt Bell, author of *Ten Indians*, 7 p.m., Rm. 110, Annenberg School, free/PennCard holders; Saturday workshops on writing; \$100/full conference (incl. Saturday lunch); info/registration: 898-6479, or gfrost@sas.upenn.edu or www.sas.upenn.edu/CGS/CGS.CAPS/wrtwrkshps.html. Through May 10.
21 One Theatre World 1997; for artists, educators, producers and presenters of children's theatre; in conjunction with the Philadelphia International Theatre for Children; \$275, \$215/students, \$175/ASSITEJ members, \$115/ASSITEJ students; info: 898-3101 or assitej@aol.com.
28 Fifth International Conference on Supersymmetries in Physics; lecture: *Symmetry in Physical Law, Art and Thought*, Frank Wilczek, Princeton; 5:30 p.m.; Rainey Aud., Museum (Physics & Astro.).

EXHIBITS

- Admission donations & hours**
Arthur Ross Gallery, Fisher Fine Arts Library; free, Tues.-Fri., 10 a.m.-5 p.m., Sat. & Sun., 12-5 p.m.
Burrison Gallery, Faculty Club; free, Mon.-Fri., 9:30 a.m.-7:30 p.m.
Esther Klein Gallery, 3600 Market; free, Mon.-Fri., 9 a.m.-5 p.m.
Institute of Contemporary Art; \$3, \$1/students, artists, seniors, free/members, children under 12, with PennCard, and on Sundays 10 a.m.-noon; Thurs., 10 a.m.-7 p.m.; Wed.-Sun., 10 a.m.-5 p.m.; closed: Mon. & Tues.
Meyerson Hall Galleries; free, Mon.-Sat., 9 a.m.-5 p.m.
Morris Arboretum; \$4, \$3/seniors, \$2/students, free/with PennCard, children under 6; Mon.-Fri., 10 a.m.-4 p.m.; Sat. & Sun., 10 a.m.-5 p.m.
University Museum; \$5, \$2.50/seniors and students with ID, free/members, with PennCard, children under 6; Tues.-Sat., 10 a.m.-4:30 p.m., Sunday, 1-5 p.m.; closed Mon. and holidays.

- Upcoming**
3 Folio '97: Works from the Print-making Studio; lithographs, etchings, woodblocks and mixed media works by Graduate School of Fine Arts students; reception, May 8, 4:30-6:30 p.m.; Burrison Gallery, Faculty Club. Through May 30.
John Kindness; works from the Belfast artist's Belfast Series, *Treasures of New York* and *The Old Lady Who Swallowed the Fly*; reception, May 2, 5:30-7:30 p.m.; other events listed at right; ICA. Through June 29.
7 Artist/Student Collaborative Exhibit; work by University City High School students; opening, with performance by UCHS dance troupe, 3:30-5:30 p.m.; ICA.

- Now**
Brian Peterson: Recent Photos; Esther Klein Gallery. Through May 21.
East/West: Visions in Between; Arthur Ross Gallery. Through June 25.
Creating the Quid: Betel Chewing Paraphrenalia from Asia and the Pacific;

Philadelphia International Theatre Festival for Children: May 21-25

The 13th annual gathering of international performers and throngs of school children and families will host theatre companies and performers from six countries giving 70 performances of ten theatre productions during the five-day celebration performing arts. Performances are held in the Annenberg Center's Zellerbach Theatre (ZT), Studio Theatre (ST), Prince Theatre (PT) and Annenberg School Theatre (AST), Movement Theatre International (MTI) and International House (IH). Tickets: \$7 per person for the first performance and \$3.50 for each additional show. Information: 898-6791 or on the web at www.libertynet.org/~annctr.

In addition to the shows listed below, there are outdoor activities and events including Stageworks featuring jugglers and musicians (free to the public); Playworks showcasing folk artists and their crafts with a chance for hands-on participation (free to ticketholders).

- ↔ *The Secret Window*; Philadelphia Festival Theatre for New Plays & Het Waterhuis; US/The Netherlands (world premiere of a festival first, a commissioned piece by Elizabeth Swados); grades 2 and up. (ZT) May 21, noon and 7:30 p.m.; May 22, noon, 7 p.m.; May 23, noon, 7 pm.; May 24, 10 a.m. and 4 p.m.; May 25, noon.
↔ *Tamakko-Za*; Taiko Drum Theatre; Japan; all ages. (ZT) May 21, 10 a.m.; May 22, 10 a.m.; May 23, 10 a.m.; May 24, noon and 2 p.m.; May 25, 2 and 4 p.m.
↔ *The Impossible Balance*; Jim Jackson, US; all ages. (IH) May 21, 10 a.m.; May 22, noon; May 23, 10 a.m.; May 24, noon and 2 p.m.; May 25, noon and 4 p.m.
↔ *Salvador*; le Carrousel Theatre; Quebec, Canada; grades 2 and up. (MTI) May 21, noon; May 22, 10 a.m.; May 23, 10 a.m.; May 24, noon and 3 p.m.; May 25, 1 and 3:30 p.m.
↔ *Tir na n-Og*; Travelling Light Theatre Company; England; grade 2 and up. (AST) May 21, noon; May 22, 10 a.m.; May 23, noon; May 24, noon and 2 p.m.; May 25, 2 p.m.
↔ *Towering*; Theater Terra; The Netherlands; grade 1 and up. (IH) May 21, noon; May 22, 10 a.m.; May 23, noon; May 24, 10 a.m. and 4 p.m.; May 25, 2 p.m.
↔ *Pero* (or the Mysteries of the Night); Speeltheater Holland; The Netherlands; grade 1 and up. (AST) May 21, 10 a.m.; May 22, noon; May 23, 10 a.m., May 24, 10 a.m. & 4 p.m.; May 25, noon and 4 p.m.
↔ *Still*; Huis aan de Amstel Theater; the Netherlands; grade 1 and up; (PT) May 21, 10 a.m.; May 22, noon; May 23, noon; May 24, 10 a.m. and 4 p.m. May 25, 2 p.m.
↔ *A Lady in the Cupboard*; Blauw Vier Theater; Belgium; pre-k and up. (PT) May 21, noon; May 22, 10 a.m.; May 23, 10 a.m.; May 24, noon and 2 p.m.; May 25, noon and 4 p.m.
↔ *Block*; Theatre Sirkel; The Netherlands; pre-k and up. (ST) May 21, 10 a.m.; May 22, noon; May 23, noon; May 24, 11 a.m., 1 p.m. and 4 p.m.; May 25, noon and 3 p.m.

Main Entrance, Museum. Through Dec.
The Afghan Folio; Sharpe Gallery, University Museum. Through August 23.
Watercolors: *Medicinal Plants of Shakespeare*; Arboretum. To June 1997.
Time and Rulers at Tikal; Architectural Sculpture of the Maya; Museum. Through Fall 1997.

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

University Museum Tours
Meet at the main entrance; 1:30 p.m.; free with admission donation.
3 The Ancient Greek World.
4 The Peoples of the Plains.
11 The Southwest Collection.
17 The Mesoamerican World.
18 Africa's Diversity.

FILMS

Apr. 30 Philadelphia Festival of World Cinema; details on reverse. To May 11.

FITNESS/LEARNING

English Language Programs Evening Course Registration; classes meet 6-8:30 p.m.; TOEFL Prep, Mon. and Wed., May 19-June 18, \$290; *Speaking and Listening*, Tues. and Thurs., May 20-June 19, \$290; *Language of Meetings*, Thurs., May 22-June 18, \$145; late registration fee: \$10; info: 898-8681 or elp@sas.upenn.edu.
Jazzercise; 5:30-6:30 p.m.; Mon., Tues. and Thurs.; Philadelphia Child Guidance Ctr.; first class free; \$3.50/class. \$2.50/students; Carolyn Hamilton, 662-3293 (days), 446-1983 (eves.).
1 Appreciating Nature and Honoring Arbor Day; 10 a.m.-4 p.m.; Ralston House; free/community elders, nursing home residents and local elementary school students (Green Thumb Club).
Bible Study: *The Gospel of Mark*; 12:30-1:30 p.m.; Newman Center.
2 Do You Have Credit Problems? How Important is Maintaining Good Credit? How Do You Fix Past Credit Problems?; noon and/or 1 p.m.; Room 720, Franklin Bldg.; reservations: 898-7256.
Silicon Graphics' Tour of The Magic Bus, their interactive Traveling Technology Showcase; 8:30 a.m.-4:30 p.m.; in front of Hill House; info: 658-7042 or stimpson@trevose.sgi.com.
7 Housing Fair; bankers, realtors, reps. from title insurance and moving van companies; \$1/credit report; 11 a.m.-2 p.m.; Bodek Lounge, Houston Hall (Treasurer).
13 Issues of Single Parenting; noon; Bishop White Room, Houston Hall (Faculty/Staff Assistance Program).
20 Caregivers: Memory Loss Among the Elderly; noon; Bishop White Room, Houston Hall (F/SAP).

Christian Association
5 Muslim Student Association Daily Prayers; 1-5 p.m.; Chapel. Mon., Tues., Thurs. & Fri..
Holy Communion; noon; Chapel. Mon.
7 Quaker Meetin' and Eatin'; noon; Auditorium. Meets Wed..
Buddhist Meditation; 1 p.m.; Chapel. Meets Wed.
8 Early Morning Prayers; 8 a.m.; Conference Room. Meets Thurs.
Sister Circle; noon; Conf. Room. Thurs.
9 Buddhist Meditation; noon; Chapel. Meets Fridays.

College of General Studies
Special Programs; courses meet weekly (unless noted); registration: 898-6479.
3 Oriental Rug Symposium; 10 a.m.-3:30 p.m.; \$45.
14 Children's Book Production and Illustration II—Advanced Critique; 6:30-9 p.m.; \$50. Continues May 21.
16 Journal Writing Workshop; 9:30 a.m.-4:30 p.m.; \$85.

Institute of Contemporary Art
Focus: Critical Perspectives on Photography; five-week course exploring selected topic in photography and the effects of new technologies on the medium; 6-7:30 p.m.; individual lecture: \$12/members, \$16/non-members; series: \$50/members, \$70/non-members; reservations: 898-7108.
Apr. 29 The Quarrel Over Realism: Photography Between Wars; Matthew Drutt, Guggenheim Museum.
6 Documentary Eyes; Stephen Perloff, editor, *The Photo Review* and *The Photograph Collector*.
13 The Conceptual Moment: Theoretical Photography; William Williams, fine arts and Haverford College.
20 Photography and Controversy; Wendy Steiner and Richard Fisher, English.
27 Photography After Photography: Representation in the Digital Age; Jeannie Pearce, University of the Arts.

MEETINGS

2 Trustees Budget and Finance and Executive Committees Meetings; 11 a.m.-2:30 p.m.; Faculty Club; info: 898-7005.
9 Penn Professional Staff Assembly Annual Meeting and Elections; 12-1:30 p.m.; Bodek Lounge, Houston Hall.

MUSIC

1 Coltrane Project; featuring artists influenced by the jazz great, including Reggie Workman Rashied Ali, Sonny Fortune, Ravi Coltrane, Larry Ridley and Oliver Lake; 8 p.m.; Zellerbach Theatre; \$25, \$12/students; tickets: 898-6791. Repeated May 2 & 3, 8 p.m.; May 4, 3 p.m.
16 Saied Shanhbehzadeh Traditional Bushehri Music Ensemble; 8 p.m.; Folk-life Center concert; International House. Postponed from April 26; see April at Penn calendar for details.

Curtis Organ Concerts
Recitals at Irvine Auditorium.
7 Jonathan Bowen, St. Luke and the Epiphany Church; 12:05 p.m..
14 Ralph Fisher, Westminster Choir College; 12:05 p.m.
17 Alumni Weekend Concert; 8 p.m.

ON STAGE

2 Dancefusion; contemporary dance company presentation of *Nova*, six new works by six choreographers; 8 p.m.; Movement Theatre International, 3700 Chestnut St.; \$15/adults, \$10/seniors, \$8/students, children, PDA members; tickets: 898-2881. Repeated May 3.

At the ICA:
John Kindness
Exhibition Events
8 Tour led by artist Judith Schaechter; 6 p.m.
15 Conundrums and Conversations in Community-based Art; Lisa Corrin, chief curator, Contemporary Museum, Baltimore; 6 p.m.
22 John Kindness: Politics and Position; Patrick Murphy, ICA director; 6 p.m.

Above: Panel from Belfast Frescoes, 1994, Lime fresco on slate.



Pero by the Speel-theater Holland (the Netherlands)

Photo by Rob Karsten

Annenberg Center
Tickets/info: 898-6791 (unless noted). Repeat performances in italics.

1 Headin' South; Mark Hallen directs Joseph Sorrentino's play about the demise of the Pennsylvania steel industry; 7 p.m.; Prince Theatre; \$23, \$26/Fri. & Sat., \$15/previews (May 1-3; May 4, 2 p.m.), \$12/students. May 2-4, 7 p.m.; May 4, 11 & 18, 2 p.m.; May 6, 6:30 p.m.; May 7, 9, 13, 14 & 16, 8 p.m.; May 8 & 15, 10:30 a.m. & 8 p.m.; May 10 & 17, 2 & 8 p.m.
5 Previewers; Philadelphia Festival Theatre for New Plays' monthly reading of a new work; 7 p.m.; free.
8 Baseball; Momix's full-length work about America's national pastime; Dance Celebration; 7 p.m.; Zellerbach Theatre; \$28/evenings, \$26/matinees, \$12/students. May 9, 8 p.m.; May 10, 2 & 8 p.m.
15 Philadanco 28th Annual Spring Concert; premieres, works in progress and company favorites; 8 p.m.; Zellerbach Theatre; \$25. May 16, 1 & 8 p.m.; May 17, 2:15 & 8 p.m.
30 Volume 2; Dutch choreographer Beppie Blankert and dancers from the Relâche Ensemble performe a music and dance concert inspired by Charles Ives's music; 8 p.m.; Zellerbach Theatre; \$20, \$12/students. May 31, 8 p.m.

SPECIAL EVENTS

2 Traditional Procession to Honor our Nursing Heritage; noon-2 p.m.; Woodlands Cemetery, 40th and Woodland Ave.
9 Spring Plant Sale; 10 a.m.-4 p.m.; Morris Arboretum. Through May 10.
11 Mother's Day Special Event: Tea Ceremony of Japan; 3 p.m.; University Museum.
Mothers Day Buffet; 1-3 p.m.; Faculty Club; For reservations: 898-4618.
Mothers Day with Morris Dancers; 1-3 p.m.; Morris Arboretum.
17 Botanical Garden Centennial Celebration; 10 a.m.-noon; Leidy Labs & Goddard Plaza (Biology).

SPORTS

10 Women's & Men's Outdoor Track, Heptagonals; Franklin Field. To May 11.

TALKS

2 Architecture of Language Acquisition; Robin Clark, linguistics; 3-5 p.m.; Room 470, IRCS, 3401 Walnut St. (Inst. for Research in Cognitive Science).
6 Src Family Protein Tyrosine Kinases & Signal Transduction Pathways; Sara Courtneidge, Sugan, Inc.; 4-6 p.m.; Class of '62, John Morgan Bldg. (Pathology & Laboratory Medicine).
Dietary Modulation of Opioid Drug Action; Robin Kanarek, Tufts; 11:30 a.m.; Monell Seminar Room, Monell Chemical Senses Center (Monell Ctr.).
7 Cell Adhesion, Apoptosis and the Epithelial Phenotype; Steven Frisch, The Burnham Institute; 4 p.m.; Grossman Auditorium, Wistar (Wistar).
8 Chloroplast Gene Expression and Photosynthetic Electron Transport in Thy-

lakoid Membranes of Chlamyano-monas; Francis-André Wollmann, L'Institut de Biologie Physico-Chimique de Paris; 4 p.m.; Room 107, Leidy Lab. (French Inst.).
TBA; Ann Beyer; 12:15-1:30 p.m.; Class of '62, John Morgan Bldg. (Cell & Developmental Biology).
History vs. Literature; Jack Miles, Pulitzer Prize winner and author of *God: A Biography*; 3 p.m.; Class of '55 Room, Van Pelt-Dietrich Library (Middle East Center; Jewish Studies; Asian & Middle Eastern Studies; Religious Studies).
9 Reflections on Jewish Culture and Society; David Ruderman, SAS Center for Judaic Studies; noon; Faculty Club; \$14 fee (incl. lunch); reservations: 233-0779 or 233-4714 (CGS Senior Associates).
13 Comparison Between Odor & Music as Associated Memory Cues; Rachel Herz, Monell Center; 11:30 a.m.; Monell Seminar Room, Monell Center (Monell Ctr.).
Wingless, Hedgehog and the Role of Pattern Organizers; Steve DiNardo, Rockefeller Univ.; 12:15-1:30 p.m.; Hirst Aud., Dulles Bldg. (Cell & Dev. Biology).
14 Extracellular Proteases in Neuronal Function and Dysfunction; Sidney Strickland, SUNY; 4 p.m.; Grossman Auditorium, Wistar (Wistar).
16 Racism: Where Does It Come From?; E.J. McPherson, C'76, BAS; Herman Beavers, Afro-American Studies; Kathleen Brown, history; and Mercedes Sherrod Evans, Mass. College of Art; 3-4:30 p.m.; Merrihue Room, Van Pelt-Dietrich Library (SAS & Black Alumni Society).
19 Plant Collecting in Darien Province of Panama; Allen Howard, Fairchild Tropical Garden; 8 p.m.; Morris Arboretum.
20 Regulation of Chloride and Calcium Channels by IP3 and Tyrosine Kinase in Retinal Pigment Epithelial Cells; Olaf Strauss, Freie Universität of Berlin; 4 p.m.; Physiology Conference Room, Richards Bldg. (Physiology).
Splitting Hairs: Splicing in Hair Cells; Kumar Navaratnam, Pathology; 11:30 a.m.; Monell Seminar Room, Monell Center (Monell Center).
21 Apoptosis, p53, and Cancer Therapy; David Fisher, Dana Farber Cancer Institute & Harvard; 4 p.m.; Grossman Auditorium, Wistar (Wistar).
22 Cellular and Molecular Mechanisms Underlying Vertebrate Eye Formation; Yi Rao, Washington University; 12:15-1:30 p.m.; Class of '62, John Morgan Bldg. (Cell & Developmental Biology).
Foresight and Hindsight in Science; Sir Andrew Huxley, Cambridge; 2 p.m.; Austrian Aud., Clinical Research Bldg. (Pennsylvania Muscle Inst.; Physiology).
28 Yeast Transcriptional Regulatory Mechanisms; Kevin Struhl, Harvard; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar).

Almanac

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

Unless otherwise noted all events are open to the general public as well as to members of the University. For building locations, call 898-5000 between 9 a.m. and 5 p.m. Listing of a phone number normally means tickets, reservations or registration required.
This May calendar is a pull-out for posting. Almanac carries an Update with additions, changes and cancellations if received by Monday noon prior to the week of publication. Members of the University may send notices for the Update or Summer at Penn calendar.

ALUMNI/FACULTY EXCHANGES	ALUMNI WEEKEND EVENTS
<p>Friday, May 16</p> <p><i>Welfare Reform: Analysis, Alternatives and Action</i>; conference, 8:15 a.m.-4 p.m.; luncheon program: <i>The Impact of Welfare Reform on Homelessness</i>; Michael Reisch and Mark Stern, social work; Dennis Culhane, social work and psychology in psychiatry; Penn Tower Hotel, Ballroom Level, 34th and Civic Center Blvd.; \$75; 7 continuing education credits towards social work licensure; information: Dori Myers at 898-5526 (Social Work Alumni Ass’n)</p> <p><i>Assemblings from the Ruth and Marvin Sackner Archive of Concrete and Visual Poetry</i>; 9-10 a.m.; Rosenwald Gallery, Van Pelt-Dietrich Library Center (Library).</p> <p><i>Philadelphia Urban Youth: Diversity Through Their Eyes</i>; videos by youth from different Philadelphia neighborhoods; Kevin Vaughan, C’77, Executive Director, Philadelphia Commission on Human Relations; 11 a.m.-noon; Room 351, Steinberg Hall-Dietrich Hall (Class of 1977).</p> <p><i>Locust Walk to the Information Highway</i>; Gregory Farrington, Dean, School of Engineering and Applied Science and Helen Anderson, CE’77, MSE’86, Director of Computing and Education Technology Services; 1-2:30 p.m.; Alumni Hall, 100 Towne Building (SEAS; Library).</p> <p><i>Divorce and You</i>; Moderator: Gayle Rosenwald Smith, CW’72, family law attorney; 2-3 p.m.; Room 111, Annenberg School (Wharton School; Class of 1972).</p> <p><i>The Electronic Classroom: A Hands-on Lab</i>; 2-4 p.m.; Patricia & Bernard Goldstein Electronic Classroom, Van Pelt-Dietrich Library (Library). <i>Repeated May 17, 10 a.m.-noon.</i></p> <p><i>Managed Care: Coping with the Counterrevolution</i>; Arthur Caplan, Center for Bioethics; Claire Fagin, nursing; Wanda Mohr, Psychiatric Mental Health Nursing; Mark Pauly, insurance and risk management; Arnold Rosoff, legal studies and health care systems; J. Sanford Schwartz, medicine, health care management and economics and Leonard Davis Institute of Health Economics; moderator: Howard Veit, health care systems and Integrated HealthSystems Consulting; 2:30-4 p.m.; Room 110, Annenberg School for Communication (Leonard Davis Institute; Class of ’47; Schools of Medicine, Nursing and Dental Medicine; Wharton School).</p> <p><i>Racism: Where Does it Come From?</i>; moderator: E.J. McPherson, C’76, National Co-chair of the Black Alumni Society; Herman Beavers, Afro-American Studies and English; Kathleen Brown, history; Mercedes Sherrod Evans, Esq., CW’72, Director of Affirmative Action and Diversity, Massachusetts College of Art; 3-4 p.m.; Merrihue Room, 4th floor, Van Pelt-Dietrich Library (Black Alumni Society; SAS).</p> <p><i>100 Years: Alumni Organized for Penn</i>; 3-4 p.m.; The Castle Lobby, 300 South 36th Street (General Alumni Society; University Archives).</p> <p>Saturday, May 17</p> <p><i>Surviving Changes in Healthcare: Business Skills for Clinicians</i>; Linda Carrick, Gnu’81, and Cynthia Scalzi, nursing administration program; Lois Evans, academic nursing practices; 8:30-9:45 a.m.; Auditorium, Nursing Education Building (School of Nursing).</p> <p><i>Just Kidding! Penn’s Comedy Writers</i>; Sam Domskey, C’78, Barry Fabius, C’79, Pete Luftig, C’78 and Rex Morgan, C’77 (members of the comedy group Mixed Nuts, founded at Penn in 1978); Ken Olshansky, C’81, producer of children’s cartoons at Sunbow Animation; 9-10 a.m.; Room 111, Annenberg School (Class of 1977).</p> <p><i>Admissions Seminar for Alumni Families</i>; Harriet Joseph and Jennifer Gordon, C’95, Ged’96, Alumni Council on Admissions; Cynthia Harvey, C’94, Undergraduate Admissions Office; 9-10:30 a.m.; Room 109, Annenberg School (Alumni Council on Admissions of the General Alumni Society).</p> <p><i>Blues and Truth: American Culture and Communities in the 21st Century</i>; Nick Spitzer, C’72, Smithsonian folklorist and NPR radio commentator and host; Roger Abrahams, folk literature; 9:30-10:30 a.m.; Room 108, Annenberg School (Class of 1972).</p> <p><i>The Globe Theater to the World Wide Web: Rare Library Holdings on the Net, and How They Get There</i>; 9:30-11 a.m.; Rosenwald Gallery, Van Pelt-Dietrich Library Center (Library).</p> <p><i>The Golden Touch: Behind the Scenes of an Olympic Sports Agent</i>; Brad Hunt, agent for Michael Johnson, Dan O’Brien, Amy Van Dyken; Bradley T. Hunt, C’79, Gold Medal Management, Inc.; 9:30-10:30 a.m.; Room B-1, Vance Hall (Class of 1979).</p> <p><i>Independence and the Future of Alternative-fuel Vehicles</i>; 9:30-10:45 a.m. and 11 a.m.-noon; West Lawn, Towne Building, in case of rain, north side of Towne Garage (SEAS).</p> <p><i>Women in Politics</i>; Kathleen Hall Jamieson, Dean, Annenberg School for Communication; Marjorie Margolies-Mezvinsky, CW’63, former member of Congress for Montgomery County; 9:30-11 a.m.; Room 110, Annenberg School (Annenberg School; Bread Upon the Waters Scholarship Fund in the College of General Studies; Class of 1963).</p> <p><i>Social Security, Mutual Funds, and Financial Literacy: Are Baby Boomers Ready For Retirement?</i>; Neal Cutler, gerontology and social policy, and Financial Literacy 2000, Penn School of Social Work; 9:45-10:30 a.m.; Caster Building, Room D-26, 3701 Locust Walk (Social Work).</p> <p><i>Balancing the Personal and Professional</i>; Margaret Cotroneo, GNu’70 and Freida Outlaw, psychiatric mental health nursing; Rosalyn Watts, GNu’67, nursing; 10-11:15 a.m.; Auditorium, Nursing Education Building (Nursing).</p> <p><i>Happy Birthday, BioPond!</i>; SAS and the biology department celebrate the 100th anniversary of the University Botanical Gardens with a lecture and party (details listed in following entries); 10 a.m.-noon.</p> <p><i>Environmental Bioscience</i>; Joseph Travis, C’75, Florida State; Brenda Casper and Phillip Rea, biology; 10-11 a.m.; Room 109, Leidy Lab (Biology).</p> <p><i>Birthday Party</i>; 11 a.m.-noon: rain or shine, in the enclosed plaza at Goddard Laboratories, next to the BioPond. (SAS)</p> <p><i>Internet 101</i>; 10-11 a.m. and 11 a.m.-noon; Class of ’55 Conference Room, 2nd Floor, Van Pelt-Dietrich Library Center (Library).</p> <p><i>The Penn Campus 1977-1997: The Dynamic Between Education and Urbanism</i>; moderator: Wendy Evans Joseph, AIA, C’77; Gary Hack, Dean, Graduate School of Fine Arts; Laurie Olin, landscape architecture; Denise Scott Brown, principal, Venturi, Scott Brown and Associates, Inc.; 10-11 a.m.; Room B-11, Vance Hall (Class of 1977; GSFA).</p> <p><i>From the College to the Congress... in Just Four Years</i>; Congressman (D-TN) Harold Ford Jr., C’92; 10:30-11:30 a.m.; Multi-Purpose Room, DuBois College House (Class of 1992).</p> <p><i>High Profile Cases: Is Justice Served?</i>; moderator: Colin Diver, dean, Law School; Hon. Arlin Adams, ’47, Schnader, Harrison, Segal & Lewis; Edward Dennis, Jr., ’74, Morgan, Lewis & Bockius; Oscar Goodman, ’64, Goodman & Chesnoff; Edward Medvene, ’57, Mitchell, Silberman & Knupp; Nicholas Nastasi, ’67; David Rudovsky, law school and Kairys & Rudovsky; 10:30 a.m.-noon; Room 240B, Law School (Law School).</p> <p><i>Penn Basketball 25 Years Ago and Today</i>; Corky Calhoun, Bobby Morse, Alan Cotler, Billy Walters and Ron Billingslea, Class of ’72 and other figures from Penn’s Basketball program; 10:30-11:45 a.m.; Room 111, Annenberg School (Class of 1972).</p> <p><i>“Elevenses” at the Library/Planned Giving Seminar</i>; Deborah Layton, CGS’71, Planned Giving; 11 a.m.-noon; Lea Library, Van Pelt-Dietrich Library Center (Library; Planned Giving).</p> <p><i>Eyes from the Ashes: Voices Hitler Could Not Silence</i>; Ann Weiss, ASC’94, and GSE doctoral candidate; 11 a.m.-noon; Room B-21, Stitler Building (Graduate School of Education).</p> <p><i>Toward a 21st Century Penn</i>; Provost Stanley Chodorow; 11 a.m.-12:30 p.m.; Room 110, Annenberg School (Office of the Provost; Agenda for Excellence).</p> <p><i>Transportation in the 21st Century: “We can put a man on the moon; why can’t we get out of rush hour traffic?”</i>; moderator: Edward Morlok, PhD, transportation; Patrick Harker and Vukan Vuchic, transportation; 2:30-4 p.m.; Alumni Hall, Towne Building (SEAS; Wharton).</p> <p><i>Planned Giving Seminar: Who Controls Your Retirement Funds—You or Uncle Sam?</i>; Deborah Layton, CGS’71, Planned Giving; 3-4 p.m.; Room 240B, Law School (Planned Giving)</p> <p>Friday, May 16</p> <p><i>Institute of Contemporary Art Curator’s Tour</i>; 1-2 p.m.; ICA.</p> <p><i>Highlights Tour of the University of Pennsylvania Museum</i>; 2 p.m.; limited registration: call 898-4025.</p> <p><i>Alumni Council on Admissions Open House</i>; 2-5 p.m.; Sweeten Center.</p> <p><i>Career Planning and Placement Services Open House</i>; 3-5 p.m.; Leonard Lauder Career Center, Suite 20 McNeil Building.</p> <p><i>Perelman Quadrangle Tour</i>; 3:30-4:30 p.m.; starts at Logan Hall.</p> <p><i>General Alumni Society Board Meeting</i>; 4-5 p.m.; The Castle Lobby.</p> <p><i>Black Alumni Society Reception</i>; 4-6 p.m.; Annenberg Center Lobby.</p> <p><i>Organized Classes Annual Meeting</i>; 5 p.m.; Castle Lobby.</p> <p><i>College Alumni Society Annual Meeting</i>; 5-7:30 p.m.; Ben Franklin Room, Houston Hall.</p> <p><i>Young Alumni Happy Hour</i>; <i>classes of 1987-1997</i>; 5-7:30 p.m.; Palladium Restaurant (rain location: The Gold Standard).</p> <p><i>Alumni Weekend Buffet Dinner</i>; 5:30-8 p.m.; Faculty Club; \$15 plus 18% gratuity; cash bar; reservations preferred: 898-4618.</p> <p><i>Penn Glee Club Performance</i>; 135th annual production, <i>Treble In Paradise</i>, directed by Bruce Montgomery; 8 p.m.; Annenberg School Auditorium; \$10.</p> <p><i>Ben’s Blockbuster</i>; 9:30 p.m.-1:30 a.m.; 3400 block of Moravian Court (Sansom Commons).</p> <p>Saturday, May 17</p> <p><i>Alumni 5k Run</i>; registration and post-entries, 8-9 a.m.; race, 9:30 a.m.; Harnwell House, 3820 Locust Walk.</p> <p><i>Campus Loop Shuttle Service</i>; 9 a.m.-5 p.m.</p> <p><i>Continental Breakfast</i>; 9-10 a.m.; Lee Lounge, Van Pelt-Dietrich Library.</p> <p><i>Ben Franklin, General Honors and University Scholars Continental Breakfast</i>; 9:30-10:15 a.m.; Room 310, Hayden Hall; RSVP: 898-7415 or honors@mail.sas.upenn.edu.</p> <p><i>Newman Center Bagel Breakfast and Open House</i>; 9:30-10:15 a.m.; 3720 Chestnut Street</p> <p><i>Association of Alumnae Coffee Hour</i>; 9:30-11 a.m.; Faculty Club Lounge.</p> <p><i>Games, Games, Games</i>; basketball, football, golf, lacrosse, soccer and more; 9:30-11:30 a.m.; Hill Field (rain site: Hutchinson Gymnasium).</p> <p><i>Christian Association Open House</i>; 10 a.m.-noon; 3601 Locust Walk.</p> <p>WXPEN Reception; 10 a.m.-1 p.m.; 3905 Spruce Street; RSVP: 573-3340.</p> <p><i>Alumni Business Card Exchange</i>; 10:30 a.m.-noon; Wharton Tent, Mack Plaza/Lehman Brothers Quad (rain site: Hoover Lounge, Vance Hall).</p>	<p><i>ENIAC Virtual Tour and Demonstration</i>; 10-10:45 a.m. and 11-11:45 a.m.; Moore Building.</p> <p><i>Alumni Day Picnic</i>; 11 a.m.-2 p.m.; Superblock Plaza.</p> <p><i>Penn Parade of Classes</i>; Grand Marshals: members of the Gordon S. Bodek (C’42) Family, along with University officials and other alumni leaders, including President Judith Rodin, CW’66, and General Alumni Society President Elsie Sterling Howard, CW’68; Old Guard Classes, 1:30 p.m.; Classes of 1947-97, 2 p.m.; Locust Walk, Superblock to Blanche Levy Park, College Hall Green.</p> <p><i>Penn Party on the Green</i>; 2-5 p.m.; Blanche Levy Park.</p> <p><i>Modern Languages College House Alumni Reception</i>; 3-5 p.m.; 3941 Irving Street, Faculty Master’s Suite 411.</p> <p><i>Ivy Day Ceremonies</i>; presentation of senior awards and honors, including the General Alumni Society Student Awards of Merit; 4 p.m.; Irvine Auditorium.</p> <p><i>DP Alumni Association Reception</i>; 4-5:30 p.m.; 4015 Walnut Street.</p> <p><i>Penn Band Alumni Reception</i>; 4-6 p.m.; Kings Court-English House.</p> <p><i>PennGALA (Gay and Lesbian alumni) Reception</i>; Ben Franklin Room, Houston Hall; 4-6 p.m.;</p> <p><i>Curtis Organ Concert</i>; 8 p.m.; Irvine Auditorium.</p> <p>Sunday, May 18</p> <p><i>Baccalaureate Mass</i>; 11:30 a.m.; St. Agatha/St. James Church, 38th and Chestnut Streets.</p> <p><i>Ware College House Alumni Reception</i>; 11:30 a.m.-1 p.m.; 3700 Spruce Street.</p> <p><i>Baccalaureate Service</i>; 3 p.m.; Irvine Auditorium.</p> <p>Monday, May 19</p> <p><i>241st Commencement</i>; 9:30 a.m.; Franklin Field.</p> <p><i>Graduation Buffet</i>; 11:30 a.m.-2 p.m.; Faculty Club; \$13 plus gratuity; reservations preferred: 898-4618.</p> <p>Graduate and Professional School Alumni Activities</p> <p>For more information, please contact the sponsoring school.</p> <p><i>Grad School of Fine Arts</i>: 898-8321.</p> <p><i>Law School</i>: 898-1516.</p> <p><i>Dental Medicine</i>: 898-8951.</p> <p><i>Engineering & Applied Science</i>: 898-6564 www.seas.upenn.edu/alumni, or alumni@eniac.seas.upenn.edu.</p> <p><i>Medicine</i>: 898-5298.</p> <p><i>Nursing</i>: 898-1665.</p> <p><i>Social Work</i>: 898-5526</p> <p><i>Veterinary Medicine</i>: 898-1481</p> <p><i>Wharton Evening School Alumni Society</i>: 662-3630 (days) or 534-9054 (evenings)</p> <p><i>Wharton School</i>: 898-8478.</p>

Mother’s Day Activities

Don’t know what to do for mom on her special day (Sunday, May 11)? Consider treating her to one of these special events.

- *Mother’s Day Buffet at the Faculty Club*; the menu includes cheese, fruit and crudité displays, salad bar, pistachio-roasted chicken breast, oven-roasted sea bass, carved turkey, carved roast prime rib, pasta, asparagus, twice-baked potatoes, dessert bar, fruit bowl, coffee and tea; 1-3 p.m.; \$16.75 plus 18% service charge; reservations: 898-4618.
- *Mother’s Day with Morris Dancers at the Morris Arboretum*; spirited dancers and musicians draw from ancient traditions to celebrate spring; stroll the gardens, visit the fernery and swan pond, too; 1-3 p.m.l; need a gift? Stop by the Arboretum, May 9 or 10, 10 a.m.-4 p.m., for their annual *Spring Plant Sale*.
- *Japanese Tea Ceremony Demonstration*; Mariko Nishi LaFleur, who studied the tea ceremony, *Chanoyu*, at the Urasenke Professional Tea Institute in Kyoto in the 1970s, will perform the demonstration; she teaches the philosophy and components of the 400-year old tradition at Penn and La Salle; her husband, William LaFleur, professor of Japanese Studies, will give commentary on the program; 3 p.m.; Mosaic Gallery, University Museum; moms admitted free when they bring their children.
- *Movies for Mom*; buy a ticket for yourself for a May 11 screening at the Philadelphia Festival of World Cinema, and mom can join you for free; more Festival information at right.



From the University Museum Archives: Photograph by Jessie Tarbox Beales of a Japanese Tea Ceremony, circa 1905.

Philadelphia Festival of World Cinema: April 30-May 11

Sixth annual festival features films, seminars and events at Philadelphia theaters; listed below: events at International House (IH), Annenberg Center (AC), Cinemagic Theater, 3925 Walnut (CM); for tickets/coupons, call Upstages, 893-1145; for full film descriptions, schedule of screenings at other theaters and other Festival information (including opportunities to volunteer), call 1-800-WOW-PFWC, or see the Festival website, www.libertynet.org/pfwc/97fest/index2.html; foreign language films shown with English subtitles; repeat screening times in italics; unless indicated, repeats are at same theater as original screenings.

Apr. 30 *A Self-Made Hero* (France, Audiard, 1996); 8 p.m.; AC.

1 *Seminar: Mission Possible*; discussion with Paula Wagner ; 9 am.; IH.

Seminar: MidBudget Masterpieces and Moneymakers; 3 p.m.; IH.

Krzysztof Kieslowski: I’m SoSo (Denmark, Wierzbicki, 1995); 6:45 p.m.; IH. *May 6, 5 p.m.; May 11, 1 p.m.*

Melodrama (Cuba, Diaz, 1995); 7:15 p.m.; CM.

Shorts: Oddities & Ironies; 9 p.m.; IH. *Pretty Village Pretty Flame* (Former Yugoslavia, Dragojevic, 1996); 9:30 p.m.; CM.

2 *Jesse’s Gone* (USA, Smith, 1997), 1 p.m.; IH.

Vaska Easoff (Hungary, Gothar, 1996), 6 p.m.; IH. *May 8, 10:15 p.m.; May 10, 2:30 p.m.*

Little Angel (Germany, Misselwitz, 1996), 7 p.m.; CM. *May 5, 6 p.m.*

Rats in the Ranks (Australia, Connolly, 1996); 7:45 p.m.; IH.

Stage Door (Hong Kong, Kei, 1996), 9 p.m.; CM.

Invented Worlds (Animation Program), 10:15 p.m.; IH. *May 4, 2:45 p.m.*

3 *Shorts: After Innocence*; 12 p.m.; IH. *Keep it for Yourself/The Hoop Skirt* (France, Denis, 1991), 2 p.m.; IH.

Seminar: Personal Perspectives—Public Views: A Filmmakers’ Panel; 2 p.m.; IH.

Bolshe Vita (Hungary, Fekete, 1996), 4 p.m.; CM.

Conversation with Claire Denis, 4 p.m.; IH.

Out of the Present (Germany, Ujica, 1995), 4 p.m.; IH.

The Eighteenth (Denmark, Ronnow-Klarlund, 1996), 6:15 p.m.; IH. *May 7, 7:15 p.m., CM.*

Flame (Zimbabwe, Sinclair, 1996), 7 p.m.; CM. *May 7, 9:30 p.m.*

Lillian’s Story (Australia, Domaradzki, 1995), 9 p.m.; CM.

Riding the Rails (USA, Lovell, 1996), 9 p.m.; IH.

4 *Alloy Orchestra: Lost World* (USA, Hoyt, 1925); 1 p.m.; IH.

Cine Café: Frontierless Spirit; 3 p.m.; Tails at the White Dog, 34th & Sansom.

A Hot Roof (South Korea, Lee MinYong, 1996), 3 p.m.; CM.

Disappearance of Finbar (UK/Ireland/Sweden, Clayton, 1996), 5 p.m.; IH. *May 5, 8 p.m.*

Clandestine (Cameroon, Teno, 1996), 5:30 p.m.; CM. *May 5, 8 p.m.*

Alloy Orchestra: The Man with the Movie Camera (USSR, Vertov, 1929), 8 p.m.; IH.

Venus of Willendorf (Italy, Lodoli, 1996), 8 p.m.; CM.

5 *No Fear, No Die* (France, Denis, 1990), 5:30 p.m.; IH.

Seminar: Writer’s Survival Guide 6:30 p.m.; IH.

Hugo Pool (USA, Downey,Sr., 1996), 7:30 p.m.; AC.

6 *Seminar: Work it Baby! A Guide to Presenting and Promoting Your Work*; 6:30 p.m.; IH.

To Speak the Unspeakable: The Message of Elie Wiesel (Hungary/France, Elek, 1996), 7 p.m.; AC.

The Dress (The Netherlands, van Warmerdam, 1996), 7:15 p.m.; CM.

Asientos (Belgium, Woukoache, 1995) with *The Last Angel of History* (UK, Akomfrah, 1996), 7:15 p.m.; IH. *May 8, 5:45 p.m.*

Sweet Power (Brazil, Murat, 1996), 9:30 p.m.; CM.

Man No Run (France, Denis, 1989), 9:30 p.m.; IH.

7 *Africa Dreaming: Works in Progress; The Gaze of the Stars* (Mozambique, Ribeiro, 1997); *The Homecoming* (Namibia, Pakleppa, 1997); *Mamlambo* (South Africa, Letlaka-Nkosi, 1997); 7:15 p.m.; IH.

Asientos (Belgium, Woukoache, 1995) with *The Last Angel of History* (UK, Akomfrah, 1996), 7:15 p.m.; IH. *May 8, 5:45 p.m.*

Sweet Power (Brazil, Murat, 1996), 9:30 p.m.; CM.

Man No Run (France, Denis, 1989), 9:30 p.m.; IH. *May 10, 9:30 p.m.*

May

AT PENN