



With POCA Coordinator John Giordano (left) are (clockwise from the top), Barbara Chigounis, Earl Francis, Calvin Casey, Bing Mei and Josh Anderson.

Below, POCA Guide Calvin Casey (in doorway) and Mr. Giordano lead a tour for fourth graders from the Powell School and their teacher, Dr. Peters (standing rear left).



Getting Teens Excited about Contemporary Art

by Susan Padnick

Most people's memories of school trips to an art museum usually recall a docent's rehearsed lecture that did not elicit much in the way of enthusiasm, interest, or participation. In fact, most people probably remember being bored and easily distracted by anything other than the person talking "at" them. With this in mind, the education department at the Institute of Contemporary Art (ICA) set out to create a program that would increase the level of receptivity and interest of visiting high school groups. Peers on Contemporary Art, or POCA, is the result of that mission.

Since 1994, ICA educators have trained local high school students who have an interest in art and art history to be docents for touring high school groups. The POCA guides' own excitement and involvement in discussions about the concepts and meanings conveyed in the art on view encourages students to be more responsive and take an active part in examining the various issues. Personal opinions and ideas are encouraged, and within this relaxed environment, lively discussions take place between the docents and visitors.

John Giordano, a college-level art history and studio art teacher, as well as artist, has been coordinating the POCA program which includes an extensive training schedule requiring the guides to meet twice a week after school. During that time the students hear art history lectures covering the Renaissance to the 20th Century given by Giordano and ICA education curator Suzy Witmer and which are vital in helping the guides recognize art historical references common in contemporary art. They also work on collaborative and individual studio art projects that introduce them to the art-making process and the nature of materials. In addition to receiving reading assignments of short stories and essays, they visit local museums, both of which provide them with a broader perspective. And finally, they go into the ICA galleries for discussions of the current exhibitions.

POCA guides remain in the program for at least two years—the first year to learn and the second to lead—and receive school credit and a stipend for their time and effort. The program's growing popularity has brought about an increase in applications, a process that includes teacher recommendations and an essay. Representative of the area's diverse population, the students come from public as well as private schools and all thrive amidst John's non-authoritarian teaching style. There is a communal, relaxed feeling amongst the group and a strong air of mutual respect.

During a typical tour—perhaps with students from the Lower Merion High School Art Club or a field trip from a local grade school—some factual information is first provided with all guides freely volunteering. This is followed by questions to the students designed to provoke open-ended conversations. The guides encourage everyone in the group to think about the art, to give their reactions and opinions, and to question what is on view as well as each other's comments. Animated discussions mount, often leading to other subjects and issues, such as the differences between men and women, psychology, and biology.

While many of the students who visit ICA do not have an artistic, analytical vocabulary—and that is far from necessary—listening in on a POCA-guided tour reveals a depth of discussion and understanding that only Peers on Contemporary Art leaders could incite. The POCA guides, who themselves have been empowered through the program to have the confidence and knowledge to speak out, in turn facilitate in the visiting students a new way of thinking and expressing themselves, and the result is an enthusiastic, energy-filled group of peers talking about art and life.

Ms. Padnick is a junior in The College and an intern at the ICA.

Almanac

UNIVERSITY of PENNSYLVANIA

Tuesday,
July 16, 1996
Volume 43 Number 1

An AIDS Vaccine
Developed at Penn
Passes a Major Test
... see page 3

Credits: Photograph of Dr. Chance by Evelyn Hockstein, courtesy of *The Daily Pennsylvanian*; Officer Sandt and Sgt. Rambo by Candace diCarlo; Mr. Pfaendner by Steve Peterson; Ms. DeFrantz courtesy of the AAF of L.A.



Which Way to the Olympics?

There's more than one path from Penn to participation in the Summer Games this year. Dr. Britton Chance, a 1952 gold medalist, has now invented 'Runman,' a new training device being used by Olympic hopefuls (see p. 6). Campus Police Officer Michael Sandt and Sgt. Thomas Rambo are off to Atlanta as security volunteers (p. 8). Graduate Student Jeff Pfaendner is one of the "light four" competing for the U.S. (p. 7). And from farther away, Penn Law alumna and bronze-plus-silver oar Anita De Frantz is on the International Olympic Committee and heads the Amateur Athletic Foundation of Los Angeles.



IN THIS ISSUE

- 2 SENATE: At-large and SCAFR Electees Call to Join in Fall Opening Ceremonies
Dr. Amado, Vice Provost for Research Reorganization in I.S.C.
- 3 TRUSTEES: GSFA Dean and Other Actions
News in Brief: Penn Breakthroughs in AIDS and other stories
- 4 Community Partnership Grants; Wanted: 'Into the Streets' Volunteers; Faculty Advisory: Book Costs and Stress
OF RECORD: On the GSFA Dean Search
- 5 Speaking Out: Dining Service's Future
- 6-12 Compass Features
 - 6 Dr. Chance Brought Home Gold in '52
 - 7 Will Jeff Pfaendner Do the Same in '96?
 - 8 Volunteering in Security at the Games
 - 10 The Doxers: Retiring in Tandem
 - 11 Confronting Cancer Through Art
- 13 Opportunities
- 17 Dental Care for Retirees; Health Club
- 18 Hazard Alerts and Lab Safety Training
- 19 CrimeStats, Update
- 20 Benchmarks: ICA Mixes Youth and Art

Election of SEC At-large Member and SCAFR Member

No nominations were received by petition and the Senate Nominating Committee's nominees are declared elected; terms effective May 1, 1996.

At-large member of the Senate Executive Committee, 1-year term

Frank I. Goodman (law)

Senate Committee on Academic Freedom and Responsibility, 2-year term

Ruth J. Muschel (pathology & laboratory med)

Dental Coverage for Retirees

The Penn Dental Center announces a new program for Penn retirees, with an open enrollment period until September 15. Please see [page 17](#) for details.

Call to Academic Processions

Standing faculty members are cordially invited to participate in the two ceremonies marking the formal opening of the University in its 257th year.

Convocation and Opening Exercises: Sunday, September 1, 1996, Irvine Auditorium, 7 p.m.

Faculty who participate will march in the academic procession and will be seated on the stage during the ceremony. Academic costume is required; gowns can be ordered through the Office of the Secretary by completing the form at right. The academic procession will form at 6 p.m. in Bodek Lounge on the first floor of Houston Hall and line Locust Walk as the Class of 2000 passes through on their way to Irvine. Participants in the procession are also invited to a 5 p.m. reception and buffet supper, sponsored by the President and Provost to honor volunteers in the Freshman Reading Project.

Welcome Assembly for New Graduate and Professional Students: Wednesday, September 4, 1996, Auditorium of the Annenberg School for Communication, 3620 Walnut Street, 5 p.m.

Special seating will be available for faculty at the Welcome Assembly. (There is no academic procession for the Welcome Assembly and academic costume is not required.) A reception and information fair for new graduate and professional students will follow the ceremony in the lobby of the Annenberg Center.

To participate in one or both of these ceremonies, please return the form at right to the Office of the Secretary no later than Friday, August 2, 1996.

Please return this form to the Office of the Secretary, 133 S. 36th St., 4th Fl./ 3246 no later than Friday, August 2.

Name _____

Title _____

Campus Address _____

Campus Phone _____

____ I will attend the Convocation and Opening Exercises on Sunday, September 1.

____ I will provide my own academic costume.

____ I would like the Office of the Secretary to order an academic costume for me, to be delivered to Bodek Lounge in Houston Hall on September 1.

Height _____ Weight _____ Cap Size _____

Highest Degree _____

Granting Institution _____

____ I will attend the Welcome Assembly for New Graduate and Professional Students on Wednesday, September 4.

Vice Provost for Research: Dr. Amado

Provost Stanley Chodorow has announced the selection of Dr. Ralph D. Amado, a leading scholar of nuclear theory who has been on the physics faculty since 1959, as Vice Provost for Research.

Dr. Amado, who has been Acting Vice Provost for Research since September 1995, when Dr. Barry Cooperman returned to full-time faculty activity, was chosen after a rigorous national search.

"Ralph has done a superb job as Acting Vice Provost during this past year, so I am delighted he has accepted the permanent position," said Dr. Chodorow. "He brings long experience at Penn, a broad understanding of the scientific enterprise, energy, and, most important, wisdom, to the provost's office. I look forward to working with him to enhance Penn's interschool research programs and to put Penn in a leadership position as the federal government and the country's research universities reconsider national science policy. I also look forward to our developing an infrastructure for research in the humanities and social sciences."

A Stanford alumnus, Dr. Amado attended Oxford University as a Rhodes Scholar. Taking his D. Phil. in 1957, he joined Penn that year, was named assistant professor in 1959, and rose through the ranks to full professor in 1965. He has also been a member of the Institute for Advanced Study at Princeton, and a visiting staff member of the Los Alamos Scientific Laboratory and the Swiss Institute for Nuclear Physics. In addition to chairing the physics department in 1983-87, and again two years ago on an acting basis, he has been director of the General Honors Program, director of the University Scholars Program, faculty advisor to Arts House, associate dean of SAS for natural sciences, and president of Penn's Phi Beta Kappa chapter. He also served as a trustee of the Consortium for Scientific Computing of the Jon von Neumann Center, and is on the boards of the Merion Botanical Society and the Maurice Amado Foundation.

Dr. Amado is a fellow of the American Physical Society and of the American Association for the Advancement of Science; a former director of the Natural Science Association; and member of many national committees and editorial boards in the U.S. scientific community.



Dr. Amado

Information Systems and Computing: Organizational Changes

Information Systems and Computing's Vice Provost James O'Donnell has announced a series of changes in organization and management as part of a campus-wide restructuring of computing services, in which ISC is "moving to focus more directly on its clients and better cooperate across units, inside and outside ISC," an ISC spokesperson said.

"Two organizational entities—Data Communications and Computing Services (DCCS) and University Management Information Services (UMIS)—have been dissolved to create tighter coordination among their component units. Consolidation of operations functions across ISC is expected in the months ahead," the announcement continued. On the senior management team Dr. O'Donnell has put in place:

- Robin Beck will serve as Associate Vice President, responsible for administrative client relations in business units and schools. She will continue to manage Application Development and serve as technical team leader for Project Cornerstone.

- Michael Eleey will continue as Associate Vice Provost, responsible for client relations in research and instruction. He will continue to manage ISC's Computing Resource Center, Technology Learning Services, and First Call hotline. He will oversee ISC's contract support-on-site program. The Communications Group and Academic Computing Services will continue reporting to him.

- The Executive Director of Operations will oversee Technical Resources, Operations, and Disaster Recovery.

- Mike Palladino joins ISC's senior staff, serving as Director of Network Planning and Operations. He continues to be responsible for forward planning and design of network facilities.

- Noam Arzt will continue to serve as Director of Information Technology Architecture and Network Services. His portfolio includes standards and architecture with a renewed mandate to coordinate Penn's efforts to track and pilot emerging technology. Network Engineering will report to him.

- Jeanne Curtis will continue as University Data Administrator, with responsibilities including Penn's rapidly growing and increasingly strategic Data Warehouse.

- The Director of Finance and Administration is charged over the next year with streamlining ISC business affairs.

- Linda May will continue as Director of Planning and take on greater responsibility for sustaining ISC's active coordination with the President's, Provost's and Executive Vice President's centers.

TRUSTEES Some Highlights of the June 21 Meeting

Confirmation of GSFA Dean

At the stated meeting of the full board on June 21, the Trustees unanimously approved the appointment of Dr. Gary Hack (*right*) as Dean of the Graduate School of Fine Arts. The selection of the renowned scholar/teacher and practitioner of urban design was announced in *Almanac* June 18. (See also the Consultative Committee report, *page 4* of this issue.)

Disciplinary Charter: Also at the meeting, Provost Stanley Chodorow announced that all schools have now approved the revised Student Disciplinary Charter, it will be published *Of Record* in September.

\$10 Million to Lauder Institute

President Judith Rodin announced a new gift of \$10 million from Trustee Leonard Lauder to the Joseph H. Lauder Institute of Management and International Studies. Added to the previous \$10 million endowment he and his brother Ronald Lauder made to found the Institute 13 years ago, the new gift makes the Lauder Institute's the largest endowment of any management program in the world, she said.

NCAA Study: Dr. Rodin also reported on Penn's participation in the NCAA athletic certification process, with a final draft to be presented to the Trustees in January

Reelection of Chair and Vice Chairs; Executive Board 1997

The Trustees' Chair, Dr. P. Roy Vagelos, and Vice Chairs Susan W. Catherwood and Dr. Gloria T. Chisum, were reelected. Elected to serve with them in one-year terms to constitute the Executive Board were Robert A. Fox, Elsie Sterling Howard, Natalie I. Koether, Dr. Donald N. Langenberg, Paul F. Miller, Jr. (*ex officio*), Andrea Mitchell, John B. Neff, Russell E. Palmer, James S. Riepe, Alvin Shoemaker, Saul P. Steinberg, and Myles H. Tanenbaum.

New Trustees: Mr. Casellas, Dr. Levine

Two distinguished graduate/professional alumni of the University were elected to five-year terms as Trustees at the June 21 meeting. They are:

- Gilbert F. Casellas, Esq., chair of the U.S. Equal Employment Opportunity Commission, who took his J.D. from Penn in 1977; and
- Dr. Arnold J. Levine, the Princeton biologist known for discovery of the gene that plays the key role in the development of human cancers, who took his Ph.D. here in 1966.

Mr. Casellas, a Yale alumnus, was law clerk to the Hon. A. Leon Higginbotham, Jr. while he was on the Third Circuit Court of Appeals based in Philadelphia, and was a partner in the Philadelphia firm of Montgomery, McCracken, Walker and Rhoads, 1985-93. He was general counsel for the Department of the Air Force in 1993-1994. He served as a lecturer at Penn Law, from 1985 to 1989 and again in 1992-93. He has also been president of the Law Alumni Society (1989-91) and has been a member of the James Brister Society, which promotes minority permanence at Penn, since 1995.

Dr. Levine, whose undergraduate degree is from Harper College/SUNY, taught at SUNY Stony Brook until 1983, when he and his colleague Dr. Thomas Shenk were invited to establish a new department of molecular biology at Princeton. Dr. Levine is chair of that department, which is now Princeton's fifth largest department and rated among the top ten in the country. As the co-discoverer of the p53 tumor suppressor gene, he has received numerous awards and honors including New Jersey's Thomas Alva Edison Science Award and honorary degrees from the Sorbonne in 1994 and from Penn in 1996. He is a member of the National Academy of Sciences, and the American Association for the Advancement of Science, among other prestigious organizations, and is editor-in chief of the *Journal of Virology*.

FY 1997 Budget: \$1.128 Billion

The Board approved an operating budget of \$1.128 billion for the University, up 3.5% from 1996. The consolidated operating budget (including the Health System) is \$2.169 billion, an increase of 4.5%. Publication of the budget is scheduled for a fall issue. The trustees also approved capital budget projects totalling over \$492 million:

Capital Renewal	\$23,263,000
Central Utilities	15,880,000
Code Compliance	8,915,000
Equipment Purchase	5,018,000
Information Systems	62,797,000
New Construction	204,582,000
Renovation	171,003,000
Other (Planning)	750,000

The Board also renewed previous approvals of capital projects of the Penn Health System-Health Services component, totalling some \$72 million for 1997.

ALMANAC July 16, 1996

News in Brief

PennMed Breakthroughs in AIDS

Twice in the past few weeks, AIDS research at PennMed has made front-page headlines as basic scientists publish the results of their work in scholarly journals.

First came the news that five teams of scientists, including one at Penn, have found new information on proteins on the surface of white blood cells that allow the virus to enter. One of the receptor sites, CD4, has long been known, but the new work focuses on a second protein called fusin. Penn's team, led by Dr. Robert W. Doms, assistant professor of pathology and laboratory medicine, published their work in the June 28 *Cell*, identifying a series of cell-surface proteins called CKR2b, CKR3, and CKR5 used by the virus as "cofactors". The discovery "opens up whole new ways of trying to prevent HIV infection by blocking the virus from getting into the cell in the first place," said Dr. Doms.

Meanwhile, another Penn team presented last week the results of a clinical trial in which 60% of HIV-infected patients had a "substantial immune-system response" to a new vaccine stemming from an approach developed by Dr. David Weiner, associate professor of pathology and laboratory medicine. The same technology also protected uninfected chimpanzees against high doses of HIV in another Penn study, and lowered the virus present in HIV infected chimpanzees to undetectable levels in another. This research was presented last week in Vancouver at the XI International Conference on AIDS, where Dr. Rob Roy MacGregor, professor of medicine and infectious diseases, gave the results of the Phase I clinical trials and Dr. Jean D. Boyer, a research associate, discussed the chimpanzee data.

The findings involving human patients are significant because they confirm the feasibility of a new and deceptively simple direct-DNA inoculation strategy developed at Penn—laboratory constructs of genetic material called plasmids that are injected into the muscle but with "no expectation that the genes in the vaccine will be integrated into the recipient's DNA or retained by the body over time." Results suggest this technology can work in humans, says Dr. Weiner. "It doesn't mean that we have an AIDS vaccine yet, but it does ...open up an entirely new field of vaccine and immune therapeutics development for infectious diseases like AIDS, parasitic diseases, and cancers."

Purchasing = Acquisition Services

Effective July 1, Penn Purchasing's is Penn Acquisition Services, reflecting a "smaller, professionally based organization that will focus its effort on high return, value-added activities," according to the Finance newsletter, *The Bottom Line*. With the addition of a procurement specialist, Jim Graham, formerly of Drexel, the staffing is now:

Robert Michel, director
Ralph Maier, associate director
Karen Higgins, business operation manager
Tom Leary, Abe Ahmed and Jim Graham, procurement specialists
Debbie Lender, systems administrator
Carol Brandt, customer service/project specialist
Larry Gasparro, receptionist/PO router.

Acquisition Services now has a web site (<http://www.upenn.edu/purchasing>) which provides updated procurement/disbursement policies and other information, plus a customer forum for feedback. For hard copy of the policies contact Doris McGann at 898-1710 or email mcgann@pobox.upenn.edu.

Community Partnerships' Summer Course Grants 1996

The Center for Community Partnerships has awarded the following Summer Course Development Grants for 1996. Grants are awarded to proposals demonstrating academic excellence; integration of research, teaching and service; partnership with community groups, schools, service agencies, etc.; and a focus on Philadelphia, especially West Philadelphia. Proposed courses will involve participation or interaction with the community as well as contribute to improving the community.

Dr. James H. Lytle, Educational Leadership Division, Graduate School of Education; Redesigning "Urban Education/Urban Studies 202" to incorporate academic service as well as community study. The redesigned seminar will provide students with an overview of issues in contemporary urban education. As a part of the course's ethnographic component, Penn students shadow West Philadelphia public school students, including University City High School students.

Dr. Rebecca Maynard, Educational Leadership Division, Graduate School of Education; Proposal to redesign the graduate seminar "Education Policy" to assist in the evaluation and development of the West Philadelphia Partnership's school-to-work initiatives in conjunction with the West Philadelphia schools.

Dr. Antonio McDaniel, Department of Sociology; Proposal to create a new undergraduate seminar on "Racial Identity in Philadelphia" which will examine the impact of high school, family, and neighborhood context on racial socialization; the course will work with West Philadelphia and University City High School students.

Dr. Michael Reisch, School of Social Work; Proposal to develop a new graduate seminar that will "Educate Students for Community Action Through Action Research" and will work with West Philadelphia schools and their communities.

Dr. Daniel Romer, Annenberg Public Policy Center; Proposal to further develop the undergraduate seminar "Strategies to Reduce Inter-Group Tensions in Multi-Cultural Settings: West Philadelphia as a Test Case." The seminar explores various approaches to reducing intergroup tension with particular emphasis on Penn and its surrounding community, including the public schools and neighborhoods. The seminar also brings together faculty from University City High School and others concerned with intergroup tension in Philadelphia.

Dr. Julie Saecker Schneider, Department of Fine Arts, and *Ms. Andrea Zemel*, Department of Fine Arts; Proposal to create a new seminar "Community, Collaborative and Public Art," which will work with West Philadelphia schools and their communities to create public art works.

—*Francis E. Johnston*, Professor, Department of Anthropology
Co-Chair, Faculty Advisory Committee,
Center for Community Partnerships

—*Albert Stunkard*, Professor Emeritus, Department of Psychiatry,
Director, Obesity Research
Co-Chair, Faculty Advisory Committee,
Center for Community Partnerships

To Volunteer this Fall: 'Into the Streets'

Sponsored by the Program for Student-Community Involvement (PSCI), *Into the Streets* is a unique program that allows first-year students to familiarize themselves with their surrounding communities through a day of community service. This program creates an environment that allows students to build a sense of community both with their new hallmates and with Philadelphia's neighborhoods and their residents.

On Saturday, September 7, we need volunteers to aid in distributing supplies, collecting materials, troubleshooting, and staffing the wrap-up event. We are also looking for faculty and staff to participate side by side with the students by working at a service site themselves.

As *Into the Streets* sets out to show first-year students the importance of service and community within the University and throughout Philadelphia, we are eager for the support of all members of the Penn community. The interaction between students and the faculty and staff of the University will serve to further our aim in community building.

We hope you will make this day the most successful Into the Streets ever. If you are interested in volunteering or in working at a service site, please call the PSCI office at 898-4831 or e-mail us at its@dolphin.

—*Cara Weinstein*, Coordinator
Program for Student-Community Involvement

This message is part of an occasional series of advisories for faculty.

Books, Money, and Student Stress

Dear Colleagues,

Last year I happened upon a particular problem that may interfere with a student's academic success, one that all of us can help to prevent. It is not uncommon for students receiving financial aid to find that the processing of grants and loans ignores the boundaries of the semester so that money to purchase books arrives well after the term has begun. Such students may try to borrow books from their friends or hope to catch up once the texts can be purchased, but these plans often go astray.

If each of us makes sure to put on reserve several copies of the texts we are assigning, students who are having trouble finding money for books wouldn't be caught at a disadvantage. Bulk packs provide a special problem, for, as I understand it, some firms forbid putting copies on reserve, but by placing individual articles on reserve instead, we can make these materials available to those who cannot afford copies of their own.

Thank you in advance for forestalling this problem.

—*Alice Kelley*, Faculty Liaison to Student Services

OF RECORD

Final Report of the Consultative Committee on the Selection of a Dean of the Graduate School of Fine Arts

The committee was convened by President Judith Rodin and Provost Stanley Chodorow on November 28, 1995. Members of the committee were: Nadia Alhasani (assistant professor of architecture, GSFA); Richard Beeman (professor of history, SAS), *chair*; Thomas Gerrity (dean, The Wharton School); Geoffrey Hazard (Trustee Professor of Law, Law School); Renata Holod (professor of history of art, SAS); John Dixon Hunt (professor and chair of landscape architecture, GSFA); Wendy Evans Joseph (overseer and alumna); Peter McCleary (professor of architecture, GSFA); Stewart Osborne (GSFA student); Michael Saltzman (GSFA student); Julie Schneider (associate professor of fine arts, GSFA); and Susan Wachter (professor of real estate and finance, The Wharton School). Allison Rose, assistant secretary of the University, served as secretary of the committee.

In order to establish clear criteria for the position, the committee consulted widely within GSFA, meeting with senior administrators, department chairs, faculty, students, overseers, and representatives of the School's alumni association. The committee sought candidates with a record of distinguished professional and scholarly achievement; the intellectual leadership and vision to guide the school in maintaining and strengthening its reputation for excellence in professional education and research; and demonstrated potential for academic administration and management.

The committee solicited nominations from GSFA faculty, students, overseers, and alumni; deans, department chairs, and faculty members at peer schools and programs around the country; and practitioners in the design fields represented at the School. The position was advertised in *The Affirmative Action Register*, *The Chronicle of Higher Education*, *The Times Higher Education Supplement*, *The Economist*, *The New York Times*, *ACSA Newsletter*, *AIA Newsletter*, *Architecture*, *Council for Education in Landscape Architecture Newsletter*, *College Art Association Bulletin*, *Planning*, *Progressive Architecture*, and *Urban Land Magazine*. In addition, the search firm of Auerbach Associates was engaged to assist the committee in the identification of candidates.

The search committee met 21 times and reviewed the credentials of 230 individuals, of whom 37 were women and 12 were identified as minorities. Seven individuals were interviewed for the position. After careful deliberation, the committee submitted a set of recommendations to the president and provost, who subsequently announced the appointment of Dr. Gary Hack, professor of urban design at the Massachusetts Institute of Technology, as the School's next dean, effective July 1, 1996. The appointment was approved by the Trustees of the University on June 21, 1996.

—*Richard R. Beeman*, Chair

Speaking Out

Save Dining Services

In these days of government cutbacks in funding for higher education, colleges and universities across America are turning to restructuring as a means of reducing costs without compromising the quality of services that they provide to their students. One option that the University of Pennsylvania is currently considering is outsourcing, hiring outside contractors to take over services to the University which are currently under direct University control. The multitude of alternative options that exist by which this goal can be achieved, which have not been explored, makes the choice of this particular remedy highly suspect, and the services which are being considered for such an option even more so.

Take dining, for instance. Students have to eat. As a matter of convenience to the students most universities have eating facilities on their campuses, and there exist other dining options nearby, such as food trucks and local eateries, for those students who want either a change from the usual or don't use the campus dining halls. The total operating costs, including labor, usually comes out of the fee that students pay for what is listed as "board" on their tuition bills. This translates into an absence of extra cost to the University to run this service.

However, at Penn, Dining Services, as an operation currently being run by Penn, is seriously being considered for the guillotine. One hundred and twenty-five full-time employees, forty managers, one hundred part-time and three hundred student employees all face the very real possibility of joining the unemployment lines and taxing an already overburdened welfare system within the next twelve months. Given what has recently transpired with former employees of The Bookstore, this is a very serious threat, indeed. Of course, there is the possibility that this will not occur, but in order to avoid that eventuality, steps must be taken to ensure that Dining Services, as it now exists, is never outsourced. The considerations which are driving the need for outsourcing Dining Services must be weighed against its drawbacks. These include increased cost to students, decline in the efficiency and quality of services and food, and unresponsiveness to student concerns.

In the long run, outsourcing Dining Services may cost the University more than it would to maintain the current state of affairs. Ultimately, it will fall on Exec. V.P. Fry to investigate all of these issues before making a final decision regarding the fate of Dining Services, and it is of the utmost importance that he does not casually dismiss these concerns as being secondary to what will turn out to be a short term solution for reducing overall University costs.

However, what has disturbed me most about this entire scenario as it has been played out is the total disregard for the student population that Fry has shown in the whole

outsourcing process, considering that it is students (or their parents) who pay for this vital service. If the principle of *in loco parentis* was ever thought to be dead, think again. Ever since the Rodin administration assumed control in 1994, there has been a revival of the belief that the University should act in lieu of the parent under a new guise. Instead of claiming to act in the students' best interests, they have simply ignored student input on substantial issues, and have even gone so far as to suggest that students, who pay for the services that they receive, should have no real voice in the decision making process, especially when it involves those issues which will affect them most. Since students at Penn pay for Dining Services, they should be integrally involved in any decisions which will decide who will provide them with meals. This option for students, however, is preempted by the pursuit of negotiations with outside contractors when the majority of students are away—and thus unable to effectively raise their voices in protest.

I believe that outsourcing Penn Dining Services would be a disaster. It would reduce jobs; it would reduce the quality of service being provided to the students; and most importantly, it would increase students' living costs through additional spending on local restaurants and fast food chains, while keeping them bound to the new system. The only viable solution, in this case, is to keep Dining Services under the University of Pennsylvania's management, and to encourage continual changes for the better in their overall quality of food and customer service.

— William James Walton, C '96

Response to Mr. Walton

In response to Mr. Walton's assertions, it is important to understand several facts regarding outsourcing.

The purpose of doing the "market test" is to evaluate opportunities to improve quality and service while reducing costs. The outcome of these types of analyses is not necessarily a decision to outsource. It may well be that the best interests of the University and its students are served by self-operating or some hybrid arrangement that better optimizes Penn's resources. We would certainly not enter into any arrangement, outsourced or otherwise, where the University and students would be disadvantaged financially. As with the Barnes & Noble transition, care will be taken to set standards for service quality levels in any outsourcing arrangement that might be considered.

Outsourcing does not necessarily put people out of work; it puts them to work in a new management environment where greater expertise is present. In the case of the bookstore outsourcing, 62 percent of Penn bookstore employees were offered positions at Barnes & Noble with competitive salary and benefits packages. Of the sixteen individuals who were not offered transition opportunities, three have already been hired within

their home division of Business Services and one has transferred to the Medical Center. At least two others have already found opportunities outside of the University. Several staff members who did transition to Barnes & Noble were offered promotions to higher level jobs within the organization and many will have access to growth opportunities at other B&N locations.

Student input will be vital and necessary to any decisions regarding changes to Dining Services. Soliciting and responding to student input has always been a hallmark of Hospitality Services and will continue to be an important tool for evaluating our alternatives going forward. It should be noted here that there are absolutely no ongoing negotiations with any outside vendor regarding outsourcing Dining Services.

Mr. Walton states unilaterally that outsourcing Dining Services would reduce the quality of service and increase costs to students. It is hard to understand how he could have reached that conclusion without doing the kind of thorough review and analysis that the Division of Business Services intends to undertake. We fully expect that this comprehensive review will take the better part of the coming academic year, and that it will provide ample opportunity for student input.

—John A. Fry, Executive Vice President

—Steven D. Murray, Vice President,
Business Services

More Than Art

Anyone planning to see the show now on view at the Arthur Ross Gallery (also in Meyerson Hall) should be prepared for an enlightening, if soul-wrenching, experience. The exhibit, *Confronting Cancer Through Art*, is much more than an art show.

The art work, contributed by some forty artists, is highly professional, and, in many ways, so beautifully executed as to almost cause the viewer to overlook the nature of the frightening message. In each case the artist supplies his or her rationale for their entry, a work resulting from the artist's response to their own bout with the disease, or to the affliction of someone close. The subject matter may be graphically literal or rendered abstractly. It may express sad resignation to the ravishing effects of cancer or reflect the triumphant spiritual conquest of it.

Much credit for putting this show together is due the Penn Medical Center, working together with the Ross Gallery staff. It demonstrates, most effectively, the benefits to be derived from marrying the Fine Arts to the Art of Medicine. To have organized and mounted a remarkable exhibit such as this one required the herculean labors of a dedicated collection of individuals. We should be grateful to them for having shed some light on one of the darker corners of the human experience.

— Maurice S. Burrison
Director, Faculty Club Art Gallery

Speaking Out welcomes short, timely letters on University issues. Deadline for publication in first issue in September is August 12.

Chance Brought Home the Gold in '52...

By Esaúl Sánchez

Britton Chance, an emeritus professor of biophysics at the University of Pennsylvania, brought home the gold 44 years ago. Nowadays, he uses his expertise as a biophysicist to help other athletes in their quest for the Olympics' top medal.

Chance's latest contribution, the Runman, is an apparatus that measures the oxygenation of the blood inside critical muscles of a racing athlete. In appearance, the Runman looks like a Walkman—hence the name. It hooks on to any belt. Lamps and detectors on the device are attached to the skin with tape. A computer chip inside the Runman is programmed to record chemical changes that occur inside an athlete's muscle during a race.

Ice skaters in Lake Placid and Texas have already used the Runman, and one of the Chinese Olympic sprinters participating in Atlanta is presently testing the device. "We hope trainers will eventually use the Runman to maximize the performance of their athletes," Chance said. "Maybe four or five years from now more elite athletes will be using it for clues on how to change their mechanics to improve performance. These days shaving fractions of a second here and there can be the difference between gold and silver medals."

Chance knows that from experience. "I had been a champion of sailboats in New Jersey," he said. "My dream, as that of any other athlete in competitive sports, was to win gold in the Olympics. Then Bill Carr, my classmate and fraternity brother from Penn, won gold in the 400 meters in the 1932 Olympics. He became a great inspiration for me."

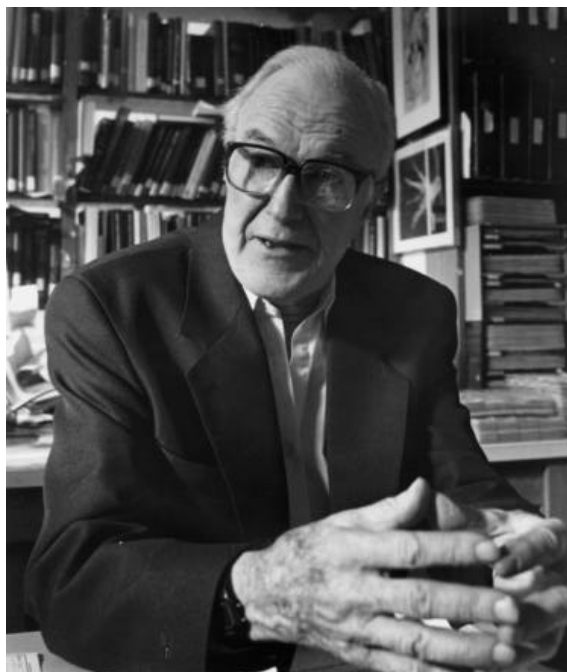
The outbreak of World War II prevented Chance from following Carr's lead. Because of the war, the Olympics were suspended after 1936.

Although Chance couldn't prove his athletic prowess, he did demonstrate his scientific ability during World War II. Soon after the battles began, he was recruited for his expertise in physics to do radar research for the military. He worked on the

radar project until 1946, a year after the fighting ended. The first postwar Olympics were held two years later in London.

Chance couldn't make the 1948 Olympics. But not all was lost. In 1947, he got a Guggenheim fellowship to do scientific research in Sweden—not far from Helsinki, Finland, the site of the 1952 games.

"This was my last chance to be an Olympian," Chance said. "The place was right for me, but I still needed a boat, a



Photograph by Evelyn Hockstein/courtesy of The Daily Pennsylvanian

Dr. Britton Chance, an Olympic gold medalist, uses his scientific skill to aid aspiring athletes.

crew, and training to qualify to represent my country."

The Olympic Committee announced in 1951 that 5.5-meter keel sailboats would be raced in Helsinki. The United States had never competed in the 5.5-meter category.

Chance ordered a 5.5-meter boat and registered it to race in the Genoa Winter Regatta in Italy. He hoped that doing well in Genoa would qualify him and his boat to represent the United States in Helsinki.

Chance and his borrowed Swedish-Italian-American crew not only qualified, they won the regatta. It was a hard-earned victory. Chance's sailboat came barely one week before the competition. During the race, it snowed, and there were heavy winds. And Chance hardly knew his shipmates. "I arrived in Genoa to race with a strange crew, in strange waters," he said.

After the Genoa Winter Regatta, the winning vessel was sent to Sweden, where Chance finished training for the Olympics. A week before the opening of the games, Chance and his now all-American crew set sail towards the dangerous northeast waters that lead to Helsinki.

The trip put the sailors within 10 miles of a Soviet base for nuclear missiles. The Soviets were very secretive about that installation and would arrest the crew of any boat coming close to it. The Soviets had to be sure nobody was spying on them, so they would detain any captured crew for a minimum of two weeks.

Chance and his crew were flying the American flag and trying to stay as far as possible from the Russian rocket base. But sailboats are largely at the mercy of wind and currents.

"As we were passing the Soviet base, the wind dropped and the current kept pushing us towards the stakes the Soviets had placed to mark their jurisdiction," Chance recalled. "As we were hopelessly approaching the Soviet territory and a Soviet chase gunboat was approaching to arrest us, a Finn gunboat appeared out of the blue and beat the Russians to catch us. They threw us a line and towed us out to safety."

The rescued Americans made it to Helsinki, where the favorites to win the 5.5-meter event were the Norwegians, the Swedes, the Danes and the Italians. The competition consisted of seven races, with the worst performance being eliminated from the final score of each boat.

In the first race, the Americans finished fourth. They won the second race. Then, in the third race, disaster struck.

"We were fourth in that race when a strong wind broke the tip of our mast," Chance remembered. "We struggled to finish the race and finished 10th that day. By the time we returned to the pier, it was 5 p.m. We had to find a welder and fix the mast that same day because we were supposed to be at the gathering point for the next race at 8 a.m. the next day. We managed to get a welder, and he worked until midnight to get the mast fixed. That night we went to bed totally exhausted."

The next day, the Americans made it to the gathering point on time, but they were weary and worn from the previous day's

(continued on page 9)

...Will Pfaendtner Bring It Home in '96?

By Camille Kellett

Most nine-year-old kids who are involved with boats tend to stick to the folded-up-newspaper variety—the type that doubles as a hat. Not Jeffrey Pfaendtner (pronounced FENT-ner). As a youngster growing up in Germany, he learned to row a racing shell—the kind that's 1½ feet wide and 28 feet long.

Now, 17 racing seasons later, the SEAS graduate ('90) and doctoral candidate in materials science and engineering will compete in the Atlanta Olympics in the lightweight four. "If I hadn't been in Germany, where youth rowing is popular, and gotten that early start, I probably would not have made it this far or still be rowing today," the Detroit native said.

Those who know Pfaendtner, however, credit his success to his perseverance, not his early start. "He's really tough physically," recalled Stan Bergman, head men's rowing coach, who recently finished his 12th season at Penn. "Jeff can tolerate pain as well or better than anybody I've ever coached. If we had eight guys like Jeff in a boat, we wouldn't lose any races."

"Because he came from a Midwestern club, Jeff wasn't recruited," said Ransom Weaver (C'90), a doctoral candidate in Asian and Middle Eastern Studies who has rowed with and against Pfaendtner since 1984. "Yet he immediately stood out as one of our top rowers. Whatever he does, he's able to push himself very hard."

And Weaver's not exaggerating; he has seen just how hard Pfaendtner can push. In the spring of 1987, two weeks before Eastern Sprints, Pfaendtner donated bone marrow to his sister suffering from leukemia. "They took it from his hip, so it hurt just to sit," Weaver said. "Most people would have been sidelined for a month, but Jeff was training within a few days." Their freshman boat went on to win the prestigious race and complete an undefeated season.

Pfaendtner thanks Bergman for helping him develop his winning attitude. "Coach Bergman left no stone unturned in the preparation of his athletes," he said. "Everything was thoroughly

thought-out and well-balanced—training, racing and school work. I learned there is no magic pill or formula for success in rowing or anything else. Hard work, persistence and frequent reminders of one's goals are the key."



Jeff Pfaendtner and the rest of the Olympic lightweight crew (front to back): Bill Carluci, Marc Schneider and Dave Collins.

Not just the key to successful rowing, either. Pfaendtner has also applied Bergman's lessons to his doctoral work, which he started five years ago.

Pfaendtner researches the cracking and failure of high-strength metal alloys under conditions of extreme temperature and stress. The research, funded by the National Science Foundation and General Electric, could be applied to power-generating plants and high-performance jet engines.

"We're trying to understand the mechanics of fracture and how to slow it down," explained Charles J. McMahon Jr., professor of materials science and Pfaendtner's advisor. The two, who first worked together on an undergraduate research group, collaborate with a group from General Electric.

"He has become an independent scientist," said McMahon, who rowed as

an undergraduate at Penn in the early '50s. "I think of him as a good colleague." That's not surprising, since McMahon and Pfaendtner work so well together: Their findings have been published in the journal *Acta Metallurgica et Materiala*.

McMahon considers Pfaendtner's pursuit of rowing and a doctorate to be "truly extraordinary." Pfaendtner is more humble about combining the two arduous feats: "I row for the same reason Ph.D.s lock themselves up in a lab for many hours a day. It's very difficult, very challenging, I do it well, and most of the time, it's fun."

At the ripe old age of 29, Pfaendtner is now a veteran of U.S. Rowing National Teams and has competed as both a sweep rower (in which boats of either two, four or eight athletes row with one oar each) and a sculler (in which a single, double or quad of scullers row with two oars apiece). He made his first team as a Penn sophomore, winning a silver medal in the eight in the 1988

World Championships held in Milan, Italy. Since then, Pfaendtner has competed in five more world championships, been a spare one other year, and won a silver in the quad in the 1995 Pan Am Games.

This will be Pfaendtner's first Olympics, which he explains as "the world championships times 10." He likely would have made the '88 or '92 teams, only lightweight rowing was not an Olympic event then. Rowing was one of the original Olympic sports, but, until this year, that has always meant solely open (a.k.a. heavyweight) events. In lightweight races, oarsmen must weigh

(continued on page 9)

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To Protect and to Serve—at the Olympics

By Phyllis Holtzman

When the Olympic Games officially get underway in Atlanta this week, some 30,000 law-enforcement personnel from federal, state and local agencies—as well as thousands of soldiers and private security guards—will be on hand to provide security for the largest peaceful gathering of nations in history. And two of Penn's finest will be part of this select security group.

Sgt. Thomas Rambo and Officer Michael Sandt, both veteran Penn police officers, are offering their skills to the Security Team Program (STP), a first-time venture by the Olympic Games that uses police officers from around the world as an all-volunteer security team. "I was interested in this program because I saw it as an opportunity for me to learn new things about security that I can bring back to my work at Penn," Rambo said.

Security is a top priority for organizers of the Games. With as many as 200 countries represented, more than 16,500 athletes, coaches and team officials expected to participate, and some 2 million visitors expected over the 17-day event, an impressive array of security measures are required to maintain order.

STP volunteers will enhance security by lending their expertise to the 1996 Olympic Security Force. "By using the skills of law enforcement officers who are already trained in security techniques, cultural awareness, community affairs and how to relate with people on a daily basis, STP candidates will bring supervisory and technical abilities never before experienced on a volunteer level to the Olympic Games," said Jerry Cogan, security team manager for the Games.

STP was the brainchild of Bill Rathburn, director of security for the Atlanta Committee for the Olympic Games (ACOG), who directed the Los Angeles Police Department's security planning for the 1984 Olympic Games. Rathburn saw the team as

a way to tap the skills of police officers who are already extensively trained in security techniques—techniques that are needed for the Olympic Games.

"This is security on a grand scale," Rambo said. "But the issues are similar to ones that we deal with here at Penn, such as access control, managing events and the like. I think this will be a valuable learning experience, and I think we will make a contribution."



Photograph by Candace diCarlo

Sgt. Thomas Rambo and Officer Michael Sandt will provide security support during the 1996 Olympic Games in Atlanta.

Rambo has been with the Penn police department since 1986. He is currently a sergeant in the patrol division, and handles special events and investigations. He first learned about STP through an advertisement in a professional journal. He applied to the program right away. As it turns out, he had plenty of company—more than 6,000 officers from around the world applied for the approximately 1,000 slots.

Sandt, a five-year veteran of the Penn police force, is a patrol officer and a member of the bike patrol. He viewed STP as a way to contribute his skills and meet people from different countries.

"We have people from all over the world at Penn; it's like a microcosm," he said. "At the Olympics, it will be on a larger scale, and I'm looking forward to meeting new people. We will also have the opportunity to meet police officers from other countries."

Rambo said the experience he and Sandt have gained at Penn made them ideal candidates for this program: "They want people who work in law enforcement and can handle incidents without force. People who can settle disputes with words. They were also looking for people with experience working in a diverse environment."

Public Safety Managing Director Thomas Seamon noted that it was a "great honor for the University and the Penn

police department to have two of our officers selected from an international competition with thousands of applicants."

"It is a recognition of the quality of our officers," he added. "I speak for the whole Division of Public Safety when I say how proud we are of their achievement."

Rambo and Sandt will be assigned primarily to Stone Mountain, Ga., just outside of Atlanta, which is where the cycling and archery competitions will take place, but it's likely that they will also cover the opening ceremonies. The two will serve as supervisors

to the private security guards who are part of the 1996 Olympic Security Force, and will be involved with a variety of issues, such as access and crowd control, demonstrations, and heat problems.

The two officers are receiving free housing for their efforts: They are staying at the University of Georgia in Athens for their two-week tour, which runs from July 15 to July 31. However, volunteering at the Olympics doesn't necessarily guarantee that Rambo and Sandt will be able to view their favorite events. In order to do so, they have to purchase tickets, if they are available, during their time off. Still, Sandt is hopeful that he will be able to see some of the competitions.

"We work eight-hour shifts, but can work as many extra hours as we want," he said. "I expect I'll be able to take a peek at the events from time to time."

Britton Chance

(continued from page 6)
catastrophe. They placed 11th in the race—due to a lack of sleep. Their quest for a medal had grown a little more distant, although not completely out of reach.

In the fifth race, the Americans placed third. Even more important, the leading Norwegians placed 10th. The Americans' dreams for gold were still alive—albeit barely.

In the sixth race, Chance and his crew finished 26 seconds ahead of the Norwegians. This set the stage for the nerve-wracking final race. To win gold, the Americans would not only have to finish first, but the Norwegians would have to place fourth or worse.

It was a seven-mile-long race, and the Americans crossed the finish line one minute and 34 seconds ahead of everybody else. Second place was hotly contested by a bunch of boats that included the Norwegians. The boats in that group crossed the finish line within seconds of each other.

The Finns were slightly ahead, followed by the Britons. The Norwegians placed fourth. The Americans had won the gold. At age 39, Chance had achieved his Olympic goal.

"It was very emotional to be able to come through for the U.S.A.," he said.

"But it was also a harrowing experience, and I was drained."

Chance enjoyed the Olympics so much, he decided to stay connected to them—but not as a competitor. For the next Olympic games, he trained the U.S.A. 5.5-meter sailboat crew, and they won gold. Another Olympic team he trained eight years later won bronze.

It was very emotional to be able to come through for the U.S.A. But it was also a harrowing experience, and I was drained.

—Britton Chance

Many ex-athletes talk about how the discipline they acquired in sports helped them succeed in other professions. Britton Chance, on the contrary, thanks science for many of his achievements in sports. That's why he treasures his U.S. National

Medal of Science as much as his Olympic gold medal.

"I've dedicated my life to making very precise measurements and experiments," he said. "That's the same thing I've done to maximize the speed of my boats under different weather conditions. I like to think of it as scientific sailing."

Jeffrey Pfaendtner

(continued from page 7)
under 160 lbs. and meet a boat average of 155 lbs.

This changes the competition considerably. Size is taken out of the equation, since everyone is roughly the same height and weight. The athletes' precision and conditioning become even more crucial, and a new dimension is added. "The weigh-in is sometimes as difficult as the race itself," said Pfaendtner, whose natural weight is 175-180 lbs. "The game is this: Who can diet and sweat to weigh in at 155 lbs. two hours before the race and still be able to perform at peak ability."

Pfaendtner predicts tough competition from the European boats. "In some European countries, lightweight rowing has been the highest priority for years," he said. "They put a lot of money into developing their athletes. In the U.S., lightweights take a backseat to heavy-

weight rowing. Americans always like bigger and faster."



Pfaendtner gets ready to row. He is competing in the Atlanta Olympics in the lightweight four.

Still, Pfaendtner is optimistic about his race, which is a straight, or coxless, event. "My teammates and I have worked very hard this past year and we're in the best physiological condition of our lives," he said. "This opens the door to any possibility."

After the Olympics, Pfaendtner looks

forward to a trip to Spain and a visit at the White House. And, having finished

his classes, he plans to return to his research so he can write and defend his thesis. "I'm going to lock myself in the lab for the next 12 months and finish school," said Pfaendtner, who took a leave of absence last November.

Pfaendtner originally chose Penn for its combination of excellent crew and engineering programs, a balance he has continually strived for in his own life. "At times, the rowing and the Ph.D. have been at odds," he said. "Rowing will probably have cost me one-and-a-half years of

school in the end.

"No regrets now, though," he added.

Questions? Comments? Something newsworthy to report? Contact The Compass at (215) 898-1427 or jandag@pobox.upenn.edu.

Manny and Meryl Doxer Retire

By Jerry Janda

Manny and Meryl Doxer have seen them come, seen them go.

As a secretary in the physics department, Meryl has worked for four different chairs. Seem like a lot? Not to Manny. During his career at Penn, he has gone through six physics chairs and three SAS deans. Oh, and seven provosts.

"Most people in their lifetimes turn over five or six jobs," Manny said. "I turn over bosses."

As you can imagine, Manny and Meryl are quite accustomed to saying good-bye. But that didn't make their own departure any easier. Last month, like so many of their old bosses, the husband and wife bid adieu to the University. Manny retired on June 14; Meryl followed suit two weeks later.

Manny came to Penn in 1962. Initially a business administrator in the physics department, he moved to the School of Arts and Sciences in 1970. Nine years later, then SAS Dean Vartan Gregorian (currently president of Brown University) was named Penn's provost. At Gregorian's request, Manny followed his boss to the provost's office, becoming executive director of administrative affairs.

Gregorian was glad that he could convince Manny to join him. "Faculty is the bone and muscle of universities," he said. "The Manny Doxers are the engines. Without people like Manny Doxer, universities would not move."

Meryl started at the University 14 years after her husband. She began as a secretary in the medical school. She jumped to the physics department in 1986.

As the assistant to the physics chairman, Vivian Hasiuk has been Meryl's supervisor for the last decade. Hasiuk, however, emphasizes that Meryl worked with her, not for her.

"We were partners," Hasiuk said. "The woman didn't need any supervision. Ten

years ago when she first came here, she was already using some word-processing software, and I wasn't. She taught me. She made me as computer literate as I'm ever going to get."

Hasiuk acknowledges that she will have a hard time finding a person to replace Meryl. Fortunately, she doesn't have to. Yet. Both Manny and Meryl have agreed to work at the University a few days a week for the rest of the summer—at least.



Photograph by Tommy Leonardi

Meryl Doxer helps her husband Manny open his presents during his retirement party, while Saul Katzman (at the podium)—the executive director of administrative and financial services with SAS, and Manny's brother-in-law—jokes with his former mentor.

Manny will deal with any responsibilities the provost delegates to him; Meryl will pitch in at the physics department.

"It would be difficult to stop abruptly," Meryl noted.

"I hope that she continues with the two days as long as possible because...I've gotten so used to the two of us together," Hasiuk said. "We have such a wonderful working relationship. We laugh all the time, and she works hard. I hope I can find somebody like her."

Given their close relationship, it's no surprise that Hasiuk refers to Meryl as her sister. And Hasiuk's attitude is typical of everyone who has worked with the Doxers. Peers tend to treat Meryl and Manny like relatives, not co-workers.

Actually, a few of the Doxer's relatives are co-workers. As Provost Stanley Chodorow jokingly said, "It's hard to tell if the Doxers support the University, or the University supports the Doxers."

Manny and Meryl's daughter, Elyse Saladoff, is a business administrator in the art-history department. And Manny's brother-in-law, Saul Katzman, is the executive director of administrative and financial services with SAS. Manny even helped train him.

"Manny's not only my brother-in-law and mentor," Katzman said, "he's also my buddy."

Although not a flesh-and-blood relative, Chodorow, like so many Penn employees, knows what it means to be part of the Doxer family. And he's proud of it. "Manny has trained more than a half-dozen provosts," he said. "I feel like the youngest child in a large family."

The youngest and, most likely, the last. Manny's days of training are over. He and Meryl are now focusing on the future, and they have big plans. Once they complete their commitment to the University, they hope to travel and pursue new interests.

"We can do the things we really didn't have the time to do before without the constraints of having to come in every day," Meryl said.

Other than travel, Meryl hasn't made a firm decision on what she would like to do during her retirement. Manny, however, has set his sights on a few goals. In addition to taking some graduate courses in the humanities, he would like to learn a musical instrument—probably the piano. "I'm a nut on jazz music," he said. "I have a large record collection."

Whatever they ultimately do, the Doxers will undoubtedly enjoy their new—and well-deserved—freedom. And the University will always remain part of their lives. They have many fond memories of Penn, and their colleagues have many fond memories of them.

"Penn has been good to me, and I hope that I've been good to Penn," Manny said. "I'm very happy about my career here."

Artists Confront Cancer Through Their Work

By Kirby F. Smith

• “We found out in August 1987 that Roberta, my wife, had terminal cancer. We agreed to record the progress of her illness with paintings done every three months. Last painting—July 1988. She died November 18, 1988.” - Philip Behmyer/El Paso, Texas.

• “I brought my paints to the hospital when I was admitted almost five years ago at age 63. I had a biopsy and was slated for a lumpectomy and lymphectomy, fortunately on my left side. I am right-handed. From that day, I have never stopped painting. Everything is fair game: animals, landscapes, a series of old chairs, portraits and abstracts, too. As the mother of four children and grandmother of two, I finally have the time to paint. Every day is a gift.” - Carolyn Harvey/Marshfield, Mass.

• “My twin sister and I shared our lives for 49 years. I photographed her during her battle with cancer. I also took photos of her the day after she died.” - Becky Young/Philadelphia, Pa.

These three life-and-death observations and their visual pendants are among the 59 powerful human stories that are being “told” on campus through August 25 in “Confronting Cancer Through Art,” sponsored by The University of Pennsylvania Cancer Center. This juried exhibition of works by artists whose lives have been touched by cancer is co-sponsored by Penn’s Arthur Ross Gallery, and is on display at the Arthur Ross Gallery and the Meyerson Galleries.

“Confronting Cancer Through Art” celebrates the courage and creativity of all those who have confronted cancer, either through their own experiences or those of family members or friends. More than 80 works in a range of media—paintings, sculpture, photography and mixed—vividly illustrate the myriad emotions of the cancer experience.

“Cancer is not just one disease, and no two people cope with it in the same manner,” said John H. Glick, M.D.,

director of the University of Pennsylvania Cancer Center. “Each person—be it a patient, family member or friend—deals with a cancer diagnosis in a very personal and individual way, drawing strength and courage from a variety of sources. Art as a therapeutic expression

ing with malady, by letting their patients and their families ‘speak’ through art?”

Gerald Silk, associate professor at Temple University’s Tyler School of Art, was the show’s curator and one of the jurors; the other jurors were Judith

Tannenbaum, associate director of the Institute of Contemporary Art, Becky Young, artist and lecturer in photography at Penn’s Graduate School of Fine Arts, and Winegrad.

When Penn’s Cancer Center and the Arthur Ross Gallery put out a call for submissions for the exhibition, the response was exceptional: more than 300 slides from 125 people. The jurors knew they could not accommodate all the works they wished to accept, even though a second gallery space had been added. So they created a Virtual Gallery, which allows additional works not on display to be viewed on computers located within the Arthur Ross and Meyerson Galleries. More importantly, the entire exhibition—works displayed in both galleries and those on computer—can be seen on Oncolink, the Cancer Center’s web site, at <http://www.oncolink.upenn.edu>.

“As a juror, I wanted to select works that stand on their own as visual statements and are not primarily didactic,” said Tannen-

baum. “I also felt it was important *not* to shy away from images because they might cause viewers discomfort. How can you do a show about cancer that would not be unsettling or upsetting? However, I think the show may also be enormously affirming—for the artists, their families and friends, the medical community, and general viewers—because it raises our consciousness about cancer, as it relates both to individual experience and to larger societal issues.”

(continued on page 12)



Christiane Corbat
“Amazon, The Offering”
Mixed Media

of the cancer experience is beneficial not only for the individual who creates it, but for those who view it as well.”

“I had long been on the lookout for a show that would present the work of our medical area, and this fitted the bill,” said Dilys Winegrad, director/curator of the Arthur Ross Gallery. “The gallery is particularly interested in shows that forward, promote and represent activities of *all* areas of our research University. Ultimately, I aim to show how art impinges on disciplines and areas far beyond those most obviously associated with the visual arts. How better to illustrate this than for the Cancer Center to recognize the enormously therapeutic, even uplifting, role of creativity in cop-

Questions? Comments? Something newsworthy to report? Contact The Compass at (215) 898-1427 or jandag@pobox.upenn.edu.

Job Training for the Learning Disabled

By Sandy Smith

This spring, 14 learning-disabled University City High School students spent a semester in a special program at Penn designed to give them essential job skills while continuing their education. The students were paired with mentors who provided support and help with their stud-

ies; at the same time, they received training from "job coaches" attached to units of Penn's Business Services Department and performed jobs at a number of cam-

pus sites, including the Bookstore, the Penn Tower Hotel, Dining Services and the Wharton Sinkler Conference Center. On May 10, the people involved in the program honored its graduates and their families with a luncheon at the Penn Tower. The graduates and their families heard Alan Reich, president of the Na-

tional Organization on Disability (seated in photo), encourage them to make the most of their abilities and skills as productive members of the work force.

Each of the graduates received a certi-

ficate of recognition and congratulations from Carol Davis (standing at left), the University City High School teacher who ran the educational component of the

program. Several of the graduates also received something more important: full-time jobs at Penn, in some cases at the sites where they worked while in the program.

With Davis in the photo are the other partners involved in the program's success (from left to right): Mary Jane Clancy, director of the office of Education for Employment Program, Philadelphia School District; Ira Harkavy, director of the Center for Community Partnerships; Charles Dye of the Annie Casey Foundation, which provided funding for the program; James Lytle, University City High principal; and Claude Schrader, liaison from Education for Employment, an organization that promotes and arranges programs aimed at preparing students with disabilities for real-world jobs. The Elwyn Institute, a West Philadelphia-based rehabilitation and training school for disabled people, was also involved in the program.



Cancer

(continued from page 11)

Winegrad said that asking Becky Young to be a juror was a natural choice. She is an instructor on the faculty, an artist who had a show at the Arthur Ross in 1991, and whose twin sister, Nan, died of cancer. "The most-compelling reason for me to accept the invitation to be a juror was the monumental effect that my sister's death had on me and all my subsequent work," she said. "I hardly agreed



Jude Burkhauser
"Brushing My Hair Until It Falls Away"
Mixed Media

to be a juror out of a sense of duty, but out of a personal need to understand my own issues concerning her illness and death, and to experience how others dealt with their issues."

This "dealing with issues" goes to the heart of Young's own work in the exhibition. "Nan and I had made a pact before she died, that she would leave the world the same way she came into it, with me beside her," the artist said. "I got into bed and held her while she

died. My camera was in the room—I had photographed her the day before. I realized, when I saw it, that I *had* to photograph her, immediately, before they took her away. It was never discussed or planned. When my parents left the room, I took one picture. However, the next day, I did go to the funeral home and, deliberately, took a roll of film that included the two photographs in this show.

"It was five years later that I was able to make these images into prints that were sensitive enough to exhibit. They were originally in color and quite graphic. I felt it was a very delicate issue to show photographs of a dead person, especially my twin sister. But having found the way, they are, without a doubt, the most-meaningful photographs that I have taken or, probably, will ever take."

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OPPORTUNITIES at PENN

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

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

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

Positions are posted on a daily basis, Monday through Friday, at the following locations:
 Application Center—Funderburg Center, 3401 Walnut St. (Ground level) 9 a.m.-1 p.m.
 Blockley Hall—418 Guardian Drive (1st Floor and 2nd Floor)
 Dental School—40th & Spruce St. (Basement-across from B-30)
 Houston Hall—34th & Spruce St. (Basement-near the elevators)
 Wharton—Steinberg Hall-Dietrich Hall (next to Room 303)

Job Opportunities and daily postings can also be accessed through the Human Resources Home Page (<http://www.upenn.edu/hr/>). A position must be posted for seven (7) calendar days before an offer can be made. The Job Opportunities Hotline is a 24-hour interactive telephone system. By dialing 898-J-O-B-S and following the instructions, you can hear descriptions for positions posted during the last three weeks. You must, however, have a push-button phone to use this line.

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

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

ARTS AND SCIENCES

Specialist: Nancy Salvatore

BUSINESS ADMINISTRATOR I (07726NS) Assist business office in the administration of grants & contracts; assist in preparation of grant budget projections; process proposals, verify grant & contract budget & expenditures, generate PI reports, respond to inquiries regarding PI reports & sponsor guidelines; generate grant & contract/preliminary closeouts reports; process effort reports; respond to faculty & student inquiries. **Qualifications:** BA/BS in business administration or equivalent; one-three yrs. experience in a business office or fiscal operation; knowledge of grant & contract administration preferred; knowledge of University FinMis purchasing & general ledger preferred. **Grade:** P2; **Range:** \$22,351-29,098 7-9-96 Biology

RESEARCH COORDINATOR (06703NS) (End date: 6/30/97) P3; \$24,617-31,982 7-2-96 HSSC
RESEARCH SPECIALIST I (06684NS) P2; \$22,351-29,098 6-28-96 Psychology

SYSTEMS PROGRAMMER I/II (05537NS) P6/P7; \$32,857-42,591/\$36,050-46,814 6-4-96 SAS Computing

ADMINISTRATIVE ASSISTANT II/III (06657NS) G10/G11; \$19,261-23,999/\$20,497-26,008 6-26-96 Sociology

ADMINISTRATIVE ASSISTANT III (05535NS) G11; \$20,497-26,008 6-4-96 Chemistry

RESEARCH LAB TECHNICIAN III (06681NS) G10; \$19,261-23,999 6-28-96 Psychology

SECRETARY IV (06658NS) G9; \$17,614-21,991 6-26-96 Political Science

DENTAL SCHOOL

Specialist: Clyde Peterson

ACCOUNTING SYSTEMS ANALYST (06702CP) P4; \$26,986-35,123 FISOPS

DIRECTOR, COMPUTING CENTER P10; \$48,822-64,066 6-21-96 Resource Management

MANAGER ACCOUNTS RECEIVABLE (06653CP) P3; \$24,617-31,982 6-28-96 FISOPS

DENTAL ASSISTANT I (40 HRS) (07098CP) G7; \$17,068-21,247 7-24-95 Dental Medicine

DENTAL ASSISTANT II (06628CP) G8; \$16,171-20,240 6-19-96 Orthodontics

ENGINEERING/APPLIED SCIENCE

Specialist: Clyde Peterson

COORDINATOR II (06629CP) (Two writing samples must accompany application.) P2; \$22,351-29,098 6-18-96 IRCS

COORDINATOR INSTRUCTION LAB (05523CP) P5; \$29,664-38,677 6-4-96 Bioengineering
RESEARCH SPECIALIST I (04398RS) P2; \$22,351-29,098 6-18-96 Institute for Medicine & Engineering
RESEARCH SPECIALIST III (04397RS) P4; \$26,986-35,123 6-18-96 Institute for Medicine & Engineering
SYS. PROG. II (06550CP) (On-going contingent upon grant funding) P7; \$36,050-46,814 6-6-96 CIS

EXECUTIVE VICE PRESIDENT

Specialist: Nancy Salvatore/Susan Curran

ACCOUNTANT I (07723NS) Perform subsidiary ledger review & reconciliations; prepare financial statements & billings; ensure compliance with all policies & procedures governing grants & contracts; train & oversee work of accountants. **Qualifications:** BA/BS in Accounting or equivalent; 1-2 years experience; working knowledge of Lotus 123; excellent verbal & written communications skills. **Grade:** P2; **Range:** \$22,351-29,098 7-9-96 Comptroller

ACCOUNTANT I (05471NS) P2; \$22,351-29,098 6-6-96 Office of the Comptroller

ACCOUNTANT I (06618NS) P2; \$22,351-29,098 6-18-96 Comptroller

ACCOUNTANT II (06578NS) P4; \$26,986-35,123 6-11-96 Office of Comptroller

ACCOUNTING SYSTEMS ADMINISTRATOR (05486NS) P6; \$32,857-42,591 6-3-96 Comptroller

COORDINATOR II (06613NS) P2; \$22,351-29,098 6-17-96 Publications

COORDINATOR OFFICE SYSTEMS ADMINISTRATION II (03197NS) P3; \$24,617-31,982 6-20-96 ORA

GRAD SCHOOL OF EDUCATION

Specialist: Clyde Peterson

ADMINISTRATIVE ASSISTANT I (07730CP) Perform administrative clerical duties for office & support to the Director; compile & perform analyses of data; maintain record keeping including data for

NCOFF Research Database; compose correspondence; type & proofread materials related to Center's work; schedule & coordinate events & meetings; receive, distribute & process information. **Qualifications:** Completion of high school business curriculum & related post h.s. training or equivalent; at least 2 years clerical &/or secretarial experience or equiv.; working knowledge of office procedures; ability to type at least 45 wpm. (On-going contingent upon funding) **Grade:** G9; **Range:** \$17,614-21,991 7-9-96 NCOFF
ADMINISTRATIVE ASSISTANT II (06656CP) (Must be able to work some evenings & an occasional Saturday) G10; \$19,261-23,999 6-27-96 Penn Literacy Network

GRAD SCHOOL OF FINE ARTS

Specialist: Clyde Peterson

COORDINATOR II (06606CP) (End date: 6/30/97) P2; \$22,351-29,098 6-17-96 Fels Ctr. for Government
CLERK V (06652CP) G8; \$16,171-20,240 6-26-96 Dean's Office

RECEPTIONIST II (06680CP) G6; \$14,008-17,201 6-27-96 Dean's Office

LAW SCHOOL

Specialist: Clyde Peterson

LIBRARIAN II (07733CP) Provide reference assistance to library users; participate in Reference Desk rotation, including evening & weekend hours; participate in collection development; serve as liaison librarian for faculty members, supporting their teaching & research needs; perform searches in legal & non-legal databases; instruct faculty & students in use of printed & online resources; maintain library's bulletin board; conduct library tours; compile bibliographies; participate on committees & in other library activities; participate in national & regional law library association activities. **Qualifications:** BA/BS; JD from an ABA-accredited law school; MLS or equivalent from an ALA-accredited library school; working knowledge of WordPerfect, Netscape, Internet resources & online databases such as Lexis/Nexis, Westlaw, Dialog, FirstSearch & UnCover; excellent organizational, interpersonal & written/oral communication skills; at least 1 year's experience as reference librarian in an academic law library or equivalent. (End date: 5/4/97) **Grade:** P5; **Range:** \$29,664-38,677 7-12-96 Biddle Law Library

STACK ATTENDANT (05457CP) Union 5-16-96 Biddle Law Library

MEDICAL SCHOOL

Specialist: Ronald Story/Janet Zinser

RESEARCH INVESTIGATOR, SR. (02136RS) Provide analytical chemistry support for all research activities of department; direct collaborative research; organize & operate the Analytic Laboratories for Program Grant Applications; direct the core laboratory facility; work with gas chromatography, mass spectrometry; peptide & protein separation, enzyme assays, radioisotopes & spectrophotometry & fluorometry; primary responsibilities include purchase, operation & maintenance of routine analytic equipment; supervise & train staff; conduct independent research analytic techniques in conjunction with individual investigations; oversee general laboratory services, safety & operation; write reports, methods, research grant & scientific collaborations; present & defend proposals. **Qualifications:** PhD in Analytic Chemistry; five yrs. experience in biological research techniques; recognized by publications, lectures &/or reputations, expert in aspects of analytic chemistry; demonstrated knowledge in analytic chemistry; expertise in gas, high pressure, capillary, reversed phase liquid & solid phase chromatography, mass spectrom-

OPPORTUNITIES at PENN

etry, peptide & protein separation, enzyme assays, radioisotopes & spectrophotometry & fluorometry; experience in cell culture techniques; demonstrated oral & written communication skills; experience with computers; supervisory experience. **Grade/Range:** Blank 6-19-96 Anesthesia

RESEARCH SPECIALIST, JR. (07718RS) Perform assessment of brain-damaged patients with clinical & experimental paper & pencil tasks; participate in design development & production at new tasks; perform data analysis with statistical programs; data entry into computerized data base library, graphic searches & assist in writing method section of paper; attend group meetings; maintain lab equipment, inventories & order supplies. **Qualifications:** BA/BS in psychology, biology or equivalent; care with impaired or physically disabled population helpful; exposure to lab work; computer background desirable. **Grade:** P1; **Range:** \$20,291-\$26,368 7-5-96 Neurology

RESEARCH SPECIALIST I/II (07731RS) Assist in all aspects of operation of DNA sequencing facility; purify DNA; do sequencing reactions; pour gels; synthesize oligos; analyze results; consult with facility users; manage projects. **Qualifications:** Res. Spec. I: BS; 1-3 years experience; **Res. Spec. II:** BS; Masters pref.; 3-5 years experience. **Grade:** P2/P3; **Range:** \$22,351-29,098/\$24,617-31,982 7-9-96 Genetics

RESEARCH SPECIALIST IV (07720RS) Perform experiments within the general area of genes influencing lipid metabolism & atherosclerosis; use variety of techniques including somatic gene transfer, molecular & cell biology, nucleic acid purification, construction of recombinant vectors, tissue culture of mammalian cells, immunohistochemistry, in situ hybridization, quantitative histologic analysis, photography of tissue specimen, various blotting techniques & hybridization; collaborate with investigators in developing & designing projects; perform experiments & research using specific experimental design; implement & establish new protocol; analyze lab data, generate figures, write lab reports & paper, work closely with PI to design experiments; supervise & train other laboratory personnel including postdoctoral fellows, students & other research specialist. **Qualifications:** Master's degree in scientific field required; detail knowledge of molecular & cell biology techniques; at least four-five yrs. of laboratory experience in working with recombinant DNA techniques; protein biochemistry & tissue culture & in depth knowledge of laboratory operations & equipment function; strong knowledge of computers preferred; must have a hands-on style, excellent organizational & interpersonal skills; ability to deal with multiple constituencies. (Must be available for emergencies) (End date: 7/31/98) **Grade:** P6; **Range:** \$32,857-42,591 7-5-96 IHGT

RESEARCH SPECIALIST IV (05543RS) Conduct advanced research projects related to somatic gene transfer; perform advance techniques in virology, recombinant DNA & cell culture; keep detailed logs of work; refine protocol for maximum efficiency & consistency of results; conduct research on the development of gene transfer technologies, including experimental/study design, development & execution of protocols, perform experiments & production of reports of findings; conduct research in various small animal models to include, but not limited to rodents & rabbits; interact with scientific collaborators of Dr. Wilson in the discovery & use of gene transfer vectors; teach & train research assistant in the techniques of construction & testing of gene transfer vectors; assist in the planning & writing of documents, including manuscripts. **Qualifications:** MS required; PhD in biological sciences pref.; three to five yrs. experience in molecular biology, mammalian cell culture &/or virology required; ability to work independently & coordinate many projects & activities concurrently; strong writing, verbal & interpersonal skills essential; highly organized & motivated to implement progressive changes to keep pace with expanding technology

gies associated with gene therapy. (End date: 6/30/98)

Grade: P6; **Range:** \$32,857-42,591 7-9-96 IHGT
VICE DEAN, ADMINISTRATION (07722JZ) Report to the Chief Executive Officer of the University of Pennsylvania Health System & the Dean of the School of Medicine; key advisor to the Dean in all areas involving School of Medicine administration & serve as Chief Operating Officer, managing day to day operations; work closely with administrative directors for the School of Medicine, Veterans Affairs, Faculty Affairs & Education in planning & implementing research & educational programs, providing for effective administrative support systems, administering research grants & other funding requests & supporting VA programs. **Qualifications:** BA/BS with major in business administrator or related field; an advance degree including progressively responsible administrative experience working in an academic healthcare environment with strong emphasis on research, teaching & clinical work is preferred; solid record of accomplishments in administration of academic medical programs; experience in similar responsibility, such as administrator major department such as medicine, surgery, etc., or in managing faculty practice plan; ability to lead academic research programs of complex health system & encompassing VA programs; strong knowledge of financial management, billing, reimbursement, financial systems & facilities, etc., are a plus; experience with long-range planning to administer medical school programs in changing health care environment without sacrificing quality; strong leadership skills; outstanding interpersonal skills & ability to communicate effectively; strong conceptual & analytical skills with ability to creatively identify issues & opportunities as well as solve problems. **Grade/Range:** Ungraded 7-9-96 Vice Dean for Administration

ADMINISTRATIVE ASSISTANT III (02116JZ) Provide administrative support primarily to Director of Research & Director of Dermatopathology; provide administrative assistance to Research Administrator; assist in preparation of departmental training grant, NIH grants & other research related functions; coordinate all aspects for Fellowship Training Program; assist with grant submissions & business related activities; assist directors in academic calendar, filing & related activities; assist all research investigators in final preparation of manuscripts; schedule guest speakers; prepare itineraries, handle reservations for speakers; obtain meeting facilities; disseminate information to faculty; assist with mailings of reprints & grants; answer telephones; organize & maintain computer system. **Qualifications:** Completion of high school business curriculum & related post high school training; BA/BS or some college strongly preferred; 2 years experience at AAIL level or equivalent; thorough knowledge of office procedures, practices & methods; proficient in MAC computer programs & applications, including Microsoft Word, Excel, FileMaker Pro, End Note; excellent oral & written communications skills; ability to work independently, use judgement & creativity; type 55 wpm. **Grade:** G11; **Range:** \$20,497-26,008 7-9-96 Dermatology

RESEARCH LAB TECHNICIAN III (05470RS) Perform variety of molecular techniques (polymerase chain reaction, DNA & RNA isolation, cDNA library construction & screening, Southern & Northern blots), histochemical techniques (whole mount antibody labeling) & optical recording of neural activity (Ca sensitive dyes in live animals) in zebrafish developmental neurogenetics lab; assist in analysis of mutant strains using these methods; document procedures (digital recording); write lab reports & maintain logs; attend weekly group meetings. **Qualifications:** BA/BS preferably in biology or chemistry; experience in molecular biology techniques & course work in genetics & molecular biology preferred; good organizational skills. **Grade:** G10; **Range:** \$19,261-23,999 7-12-99 Cell & Developmental Biology

ASSOCIATE DIRECTOR VI (06551JZ) P8; \$39,655-52,015 6-21-96 Cancer Center

BUSINESS ADMINISTRATOR III (05527JZ) P4; \$26,986-35,123 6-5-96 Psychiatry
COORDINATOR I (06555JZ) P1; \$20,291-26,368 6-6-96 CDB

COORDINATOR II (06556JZ) P2; \$22,351-29,098 6-20-96 Cancer Center

COORDINATOR IV (06691JZ) P4; \$26,986-35,123 7-1-96 International Medical Programs

INFO MANAGEMENT SPECIALIST I (06611JZ) P4; \$26,986-35,123 6-20-96 Information Tech

INFO MANAGEMENT SPECIALIST I (06612JZ) P4; \$26,986-35,123 6-20-96 Information Tech

INFO. SYS. SPEC. I (05526JZ) (On-going contingent on funding) P3; \$24,617-31,982 6-7-96 Neurology

INFO. SYS. SPECIALIST I (06569JZ) P3; \$24,617-31,982 6-7-96 Inst. for Environmental Medicine

NURSE SUPERVISOR (05541RS) (On-going contingent upon grant funding) P7; \$36,050-46,814 6-7-96 Psychiatry

RESEARCH SPECIALIST, JR. (06690RS) P1; \$20,291-26,368 7-1-96 IHGT

RESEARCH SPECIALIST I (05538RS) P2; \$22,351-29,098 6-6-96 Radiology

RESEARCH SPECIALIST I (03224RS) P2; \$22,351-29,098 6-20-96 Psychiatry

RESEARCH SPECIALIST I (06620RS) P2; \$22,351-29,098 6-17-96 Center for Sleep

RESEARCH SPECIALIST I (06635RS) (On-going contingent upon funding) P2; \$22,351-29,098 6-21-96 Medicine/Endocrine

RESEARCH SPECIALIST I (06689RS) P2; \$22,351-29,098 6-28-96 Pharmacology

RESEARCH SPECIALIST II (06676RS) (On-going contingent upon funding) P3; \$24,617-31,982 6-27-96 Pathology & Lab Medicine

RESEARCH SPECIALIST I/III (06641RS) P3/P4; \$24,617-\$31,982/\$26,986-35,123 6-21-96 Dermatology

RESEARCH SPECIALIST IV (05543RS) P6; \$32,857-42,591 6-7-96 IHGT

STAFF ASSISTANT IV (06594JZ) P4; \$26,986-35,123 6-13-96 Radiation Oncology

STAFF ASSISTANT V (06563JZ) P5; \$29,664-38,677 6-21-96 Office of the Vice Dean for Education

ADMINISTRATIVE ASSISTANT I (40 HRS) (05539JZ) G9; \$20,130-25,133 6-5-96 Anesthesia

ADMINISTRATIVE ASSISTANT I (40 HRS) (06621JZ) G9; \$20,130-25,133 6-18-96 Psychiatry

ADMINISTRATIVE ASSISTANT I (06631JZ) G9; \$17,614-21,991 6-21-96 Admissions & Financial Aid

ADMINISTRATIVE ASSISTANT II (07719JZ) G10; \$19,261-23,999 7-3-96 Biomedical Communications

ADMINISTRATIVE ASSISTANT III (37.5 HRS) (07721JZ) G11; \$21,961-27,866 7-5-96 Psychiatry

OPHTHALMIC ASSISTANT-NOT CERTIFIED (40 HRS) (06582RS) G9; \$20,130-25,133 6-12-96 Ophthalmology

PSYCH TECH I (05540RS) G10; \$19,261-23,999 6-5-96 Psychiatry

PSYCH TECH I (06610 RS) (Ongoing contingent upon grant funding) G10; \$19,261-23,999 6-17-96 Psychiatry

RESEARCH LAB TECHNICIAN I (40 HRS) (06667RS) (Weekend hours required on a scheduled basis) (End date: 6-30-98) G7; \$17,068-21,247 6-27-96 IHGT

RESEARCH LAB TECH II (40 HRS) (06575RS) (06576RS) (Work schedule may involve some evenings/weekends) (Ongoing contingent upon grant funding) G8; \$18,481-23,132 6-11-96 Psychiatry

RESEARCH LAB TECHNICIAN II (40HRS) (06708RS) G8; \$18,481-23,132 7-2-96 Medicine/Hematology-Oncology

RESEARCH LAB TECHNICIAN III (06668RS) (On-going contingent upon grant funding) G10; \$19,261-23,999 6-26-96 Psychiatry

RESEARCH LAB TECHNICIAN III (06677RS) (End date: 6-30-97) G10; \$19,261-23,999 6-27-96 Pathology & Lab Medicine

OPPORTUNITIES at PENN

RESEARCH LAB TECHNICIAN III (06678RS) (End date: 6-30-97) G10; \$19,261-23,999 6-27-96 Pathology & Lab Medicine

RESEARCH LAB TECH III (40 HRS) (06709RS) G10; \$22,013-25,133 7-3-96 Medicine/Cardiology
SECRETARY III (40 HRS) (06632JZ) G8; \$18,481-23,132 6-25-96 Medicine/EDM

SECRETARY V (37.5 HRS) (06557JZ) G10; \$20,637-25,713 6-6-96 Psychiatry

SECRETARY TECH/MED (40 HRS) (06572JZ) G9; \$20,130-25,133 6-11-96 Surgery/Neurosurgery

SECURITY OFFICER/SOM (40 HRS) (06711JZ) (Able to work at nights & on weekends as required; able to work overtime on short notice; applicants must pass a Police background security check; position considered *essential* personnel) (Schedule: Tues.-Sat., 12 a.m.-9 a.m.) **Grade:** G8; **Range:** \$18,481-23,132

7-3-96 Architecture & Facilities Management

PART-TIME (CONTROL CENTER OPERATOR) (22 HRS) (06649JZ) (This position is considered *essential* & will be required to work regardless of weather or other factors) (Work schedule: S-S, 7 p.m.-7 a.m.; requires some overtime on short notice) G9; \$9,678-12,083 6-26-96 Arch. & Facilities Management

PART-TIME (SECRETARY V) (28 HRS) (05519JZ) G10; \$10,583-13,185 6-6-96 Center for Bioethics

PART-TIME (SECURITY OFFICER) (22 HRS) (06650JZ) (This position is considered *essential* & will be required to work regardless of weather or other factors) (Work schedule: Sat.-Sun. 9 p.m.-9 a.m.; requires some overtime on short notice) G8; \$8,885-11,121 6-26-96 Arch. & Facilities Mgmt.

NURSING

Specialist: Ronald Story

SECRETARY IV (07734RS) Provide secretarial support for Mother-Son Health Promotion research project; compile, code, enter & verify data using Macintosh computer; assist with data collection; prepare, assemble & administer questionnaires & materials for project; organize & maintain research data files both hard copy & electronic; respond to standard inquiries regarding policies & procedures; type & proofread correspondence & materials for mass mailing; answer telephones; conduct literature searches; copy & fax materials. **Qualifications:** High school graduate, with business curriculum preferred, & related post high school training or equivalent; BA/BS in health related field preferred; at least 2 years work experience as Secretary III level or comparable background with 1 or more years general work experience with African American communities; knowledge of office procedures, practices, computers & office equipment; excellent organizational skills with ability to maintain high standard of accuracy & attention to detail in processing & verifying research data; strong interpersonal skills in developing & maintaining relationships with research team & participants; driver's license and/or access to car preferred; proficient skill with Macintosh computers preferred. (Must be able to work on Saturdays.) (End date: 9/30/00) **Grade:** G9; **Range:** \$17,614-21,991 7-12-96 Nursing

ASSISTANT DIRECTOR II (05506RS) P3; \$24,617-31,982 5-31-96 Nursing School

MANAGER OFFICE ADMIN. (06642RS) (06643RS) P3; \$24,986-35,123 6-25-96 Nursing School

ADMINISTRATIVE ASSISTANT III (06659RS) G11; \$20,497-26,008; 6-27-96 Nursing

PRESIDENT

Specialist: Susan Curran/Janet Zinser

ANNUAL GIVING OFFICER II (07740JZ) Plan, organize & administer parents annual giving program; develop strong external contacts; formulate program objectives & goals; recruit & involve parent volunteers in regional gift committees; conduct personal solicitations; identify & solicit non-alumni parents;

plan, organize & implement regional phonathons including recruitment & working with volunteers; maintain stewardship of constituent donors; interact with other departments; supervise staff. **Qualifications:** BA/BS; 3-5 years related work experience; knowledge of professional fund raising principles, concepts & techniques; excellent oral & written skills; excellent interpersonal & persuasive skills; strong organizational skills; demonstrated ability to provide direction for fund raising programs; willingness to travel; valid driver's license required. **Grade:** P5; **Range:** \$29,664-38,677 7-12-96 Development & Alumni Relations

ASSISTANT VICE PRESIDENT, DEVELOPMENT (07742JZ) Responsible for overall supervision & direction of all functional components of the University's fundraising organization & integration of these programs into the University's strategic plan; areas of responsibility include all school/center fundraising programs & Development Services comprised of information services, research, communications, development programs, human resources, finance & facility management activities; as key member of VP's senior management team, participate in strategic planning process, serve as active participant & leader in policy making for department-wide initiatives, & represent department at various University functions. **Qualifications:** BA/BS; proven record of successful fundraising experience (minimum of 10 years) in higher education, particularly during a capital campaign; strong communications skills, both oral & written; must have thorough knowledge & understanding of all components of a development organization, including fundraising vehicles & technology; solid administrative skills in leading & motivating team of professionals; ability to conceptualize needs of development organization, articulate goals & secure resources (both staff & dollars) necessary to maximize effectiveness & efficiency throughout the overall development & alumni relations organization. **Grade/Range:** Ungraded 7-12-96 Development & Alumni Relations

ASSISTANT VICE PRESIDENT, INDIVIDUAL GIFTS (07743JZ) Responsible for providing leadership & strategic direction for all phases of University's outreach to individual gift prospects & integration of individual gift fundraising programs in order to systematically solicit & engage interest of larger group of individual donors having potential to contribute significant levels of gift support to the University; areas of responsibility include principal gifts, regional, international, planned giving & annual fund; as key member of VP's senior management team, participate in strategic planning process, serve as active participant & leader in policy making for department-wide initiatives, & represent department at various University functions. **Qualifications:** BA/BS; proven record of successful fundraising experience (minimum of 10 years) in higher education, particularly during a capital campaign including significant experience soliciting major gifts from prominent individuals; demonstrated ability to inspire & motivate team of professionals; establish objectives & set performance standards; strong oral & written communication skills; must be effective in dealing with prominent officials; willingness to travel; valid driver's license. **Grade/Range:** Ungraded 7-12-96 Development & Alumni Relations

BUDGET ANALYST/BUDGET ANALYSIS, SR. (06700SC) **BDGT. ANA.:** Perform research & analyses in the areas of fund allocations, economics issues in higher education & other related matters, forming the basis of discussion & direct support resource planning & budgeting decisions of the University's management; develop budget planning materials, review the operating budgets of assigned budget centers, identify potential financial issues & recommend corrective actions to the Executive Director; review & monitor resource plans of assigned budget centers to insure that they conform to the programmatic plans;

provide support in the development & initial implementation of financial management system. **SR.:** Same as above as well as supervise development & distribution of budget planning materials; take the lead in staffing University-wide special projects. **Qualifications:** BA/BS plus relevant experience; advanced degree in business, public administration, economics or higher education is desirable & may substitute for work experience; experience working in a University or governmental agency is desirable; technical competency in micro computers & leading business software applications; excellent writing & oral communication skills; must enjoy working in a complex environment & be willing to work with limited supervision. **BDGT. ANA.:** three-five yrs. work experience in an area directly related to budgeting, resource planning or strategic planning experience. **SR.:** Advanced degree in business, public administration, economics, or higher education; five-seven yrs. work experience in an area directly related to budgeting, resource planning or strategic planning experience. **Grade:** P5/P7 **Range:** \$29,664-38,677/\$36,050-46,814 7-2-96 Office of Budget & Management Analysis

DIRECTOR IV/V (07737JZ) Plan, organize & administer 25th & 30th reunion programs; develop strong external contacts; formulate program objectives & goals; cultivate & solicit assigned major gift prospects (\$25,000-250,000 range) & work with Leadership Gifts staff to solicit \$250,000+ prospects; recruit & assist volunteers; maintain ongoing stewardship of donors, **Dir. V:** in addition, with director, analyze annual giving program & provide projections for future goals & plans; serve as Penn Fund representative on various committees; train new class administrators & ensure all staff are properly oriented upon

Classifieds

FOR SALE

University City, 332 Sloan Street: 3 blocks from campus. Charming 2 BR 2 story rowhome. Architect renovated, wood floors, skylights, French doors to back yard and patio, wood burning stove, central A/C, W/D, full basement. \$59,000 Call (215) 546-7586.

University City, 3501 Hamilton St.: Spacious stone Victorian twin, features large rooms, pine floors, 10' ceilings, 6 bedrooms, 3 full baths, new tile bath in main bedroom, new roof deck overlooking Center City. All major systems upgraded (electric, roof, hot water, heater). Beautifully maintained & kept. Call Fox & Lazo Realtors at 643-5711 for an appointment. Ask for Francine Zinman (x-220) or Dave Sneringer (x-242).

FOR RENT

University City Apartments: 46th & Cedar: Large, sunny, renovated apts. with hardwood floors, incl. heat, w/laundry facilities.; 2BR, \$625, Available now!; 2 BR, \$625, available Sept. 1; 1BR, bi-level, \$525, available Sept. 1; Must be financially qualified. Leave message at (215) 472-7559.

VACATION RENTAL

Cape May: Adorable house three blocks from beach. Sleeps four to five. \$550/week. Please call 898-1366.

Pocono Chalet rental: 3 BR/1B, deck. Swimming, fishing, tennis. \$375/week, (215) 573-9048.

OPPORTUNITIES at PENN

hire; assist with oversight of office & programmatic activities. **Qualifications:** BA/BS; at least 5 years experience with development, sales, marketing, public relations or related field, with at least 3 years of direct solicitation experience, preferably in higher education; excellent interpersonal and oral & written communications skills; willingness to travel frequently; valid driver's license; **Dir. V:** in addition, demonstrated experience in higher education administration, including supervisory responsibility. **Grade:** P7/P8; **Range:** \$36,050-46,814/\$39,655-52,015 7-12-96 Development & Alumni Relations

STAFF ASSISTANT II (07735SC) Provide administrative support requiring independent judgement & initiative; coordinate administrative actions for University Council & Steering Committee including minute taking; coordinate administrative actions for 15 Council committees serving as committees' secretary, including minute taking; maintain records of actions taken; distribute minutes & mailings; work with Executive Assistant from Faculty Senate Office & with Editor of *Almanac* regarding Council information/reports; draft correspondence; develop & maintain accurate filing systems; answer phones; handle inquiries; assist Associate Secretary & Executive Director with dean searches & reviews; assist with ceremonial events: Freshman Convocation, GAPSA Convocations, Commencement, etc.; assist with Trustee, Overseer & Office of the Secretary functions. **Qualifications:** BA/BS; at least 3 years higher level administrative assistant experience; ability to type 65 wpm; excellent written & oral communications skills; excellent interpersonal skills; attention to detail & ability to handle multiple projects simultaneously, often with strict deadlines; sensitivity to confidential information; strong organizational skills; knowledge of PC, Macintosh, including Microsoft Word & Filemaker Pro preferred. **Grade:** P2; **Range:** \$22,351-29,098 7-11-96 Office of the Secretary

ADMINISTRATIVE ASSISTANT I (07741JZ) Prepare direct mail solicitations & stewardship correspondence for 55th, 60th reunions & memorials programs; maintain gift records; respond to inquiries about reunion arrangements; coordinate preparation & mailing of condolence letters; assist in planning, organizing & implementing remembrance program; arrange & monitor memorial funds; maintain database. **Qualifications:** High school diploma; 2-3 years related work experience; excellent interpersonal & clerical skills; experience with office automation equipment & word processing packages, preferably WordPerfect; strong organizational ability; good communications skills. **Grade:** G9; **Range:** \$17,614-21,991 7-12-96 Development & Alumni Relations

ADMINISTRATIVE ASSISTANT I (07738JZ) Sort, log & file completed reports; separate & distribute standardized reports; handle report policy & procedure inquiries in person & via telephone including status of requests; notify individuals of completed jobs; maintain computerized log of requests & run pre-designed reports from database; perform error checks output against request forms. **Qualifications:** Completion of high school business curriculum & related post-high school training or equivalent; minimum of 2 years administrative clerical experience or equivalent; general knowledge of office procedures; excellent communications skills; ability to handle high volume under tight time lines; familiarity with Mac equipment & FileMaker Pro essential; experience with large databases helpful. **Grade:** G9; **Range:** \$17,614-21,991 7-12-96 Development & Alumni Relations

ADMINISTRATIVE ASSISTANT I (07739JZ) Prepare correspondence; maintain files, calendar, travel & expense records; make travel arrangements; respond to telephone inquiries; prepare, proofread & oversee mailing of newsletters on schedule; provide assistance to class officers, executive committees, reunion committee members & Organized Classes Board; maintain Class Officer book; take minutes at meetings; process payments & deposits for class ac-

counts; assist in preparation of class & reunion events; supervise work study students; staff events. **Qualifications:** High school diploma; 2-3 years related work experience including bookkeeping knowledge; excellent telephone & interpersonal skills; strong organizational skills with keen sense for detail; excellent customer service skills; demonstrated proficiency with computers including use of databases, word processing (preferably WordPerfect) & electronic communication; willingness to work occasional evenings & weekend. **Grade:** G9; **Range:** \$17,614-21,991 7-12-96 Development & Alumni Relations

ASS'T DEV. OFFICER I (06570JZ) (Position requires attendance at annual benefit & other events, evenings & weekend work & valid driver's license) P3; \$24,617-31,982 6-10-96 Dev. & Alumni Rels.

ASSISTANT TO THE PRESIDENT (06580SC) P11; 6-10-96 Office of the President

ASSOC. DIRECTOR V (06646SC) (End date: 6/30/99) P7; \$36,050-46,814 6-25-96 President's Center

ASSOCIATE DIRECTOR V (06672JZ) P7; \$36,050-46,814 6-27-96 Development & Alumni Relations

MANAGING EDITOR, COMPASS (06682SC) (Two writing samples must accompany application) P7; \$36,050-46,814 6-28-96 News & Public Affairs

STAFF ASSISTANT V (06701SC) (Application deadline date: 7/16/96) **Grade:** P5; **Range:** \$29,664-38,677 7-2-96 Office of Budget & Management Analysis

PART-TIME (MEDIA TECHNOLOGY SPECIALIST) (20 HRS) (06645SC) (End date: 6/30/99) P6; \$18,775-24,341 6-25-96 President's Center

ADMINISTRATIVE ASSISTANT I (40 HRS) (03246JZ) G9; \$17,614-21,991 6-17-96 Development & Alumni Relations

ADMINISTRATIVE ASSISTANT II (06625JZ) G10; \$19,261-23,999 6-18-96 Development & Alumni Relations

ADMINISTRATIVE ASSISTANT III (40 HRS) (06579SC) G11; \$23,425-29,723 6-10-96 Office of the President

PART-TIME (ADMINISTRATIVE ASSISTANT II (25 HRS) (06626SC) G10; \$10,583-13,186 6-19-96 Office of the Secretary

PROVOST

Specialist: Clyde Peterson

HEAD COACH B (07729CP) Manage, direct & coach the men's lacrosse program; recruit, train & counsel student-athletes & actively participate in alumni relations & fund raising for men's lacrosse. **Qualifications:** BA/BS or equivalent; minimum three-five yrs. coaching experience at the collegiate level; demonstrated ability to recruit & counsel student-athletes; familiarity with Ivy League philosophy & need-based financial aid desirable; strong communication, PR & management skills. **Grade:** P6; **Range:** \$32,857-42,591 7-9-96 DRIA

ADMINISTRATOR, DATABASE (06714CP) P8; \$39,655-52,015 7-3-96 ISC

ADMISSIONS OFFICER I (06633CP) (Capacity to work long, non-traditional hours needed) P3; \$24,617-31,982 6-21-96 Undergraduate Admissions

ADMISSIONS OFFICER I (06679CP) P3; \$24,617-31,982 6-28-96 Undergraduate Admissions

ADMISSIONS OFFICER I (06697CP) P3; \$24,617-31,982 7-3-96 Undergraduate Admissions

ADMISSIONS OFFICER, SR. (06598CP) (Requires eight weeks travel) P5; \$29,664-38,677 6-14-96 Undergraduate Admissions

ASSISTANT COACH II (06627CP) P4; \$26,986-35,123 6-19-96 DRIA

COORDINATOR I (06705CP) (End date: 6/30/97) P1; \$20,291-26,368 7-3-96 Museum

COORDINATOR I (06706CP) P1; \$20,291-26,368 7-3-96 Museum

COORDINATOR, PUBLICATIONS (06560CP) P3; \$24,617-31,982 6-6-96 DRIA

DIRECTOR, INSTITUTIONAL RESEARCH (05536CP) P12; \$65,611-80,031 6-28-96 Provost

EXECUTIVE ASSISTANT I (05525CP) P6; \$32,857-42,591 5-31-96 Office of the Provost

EXEC. DIRECTOR, ISC OPERATIONS (06715CP) P12; \$65,611-80,031 7-3-96 Vice Provost ISC

MUSEUM INTERN (06674CP) (06675CP) (End date: 5/31/97) Blank 6-28-96 Museum

INFO. MGMT. SPECIALIST II (06615CP) P6; \$32,857-42,591 6-18-96 Computing Resource Center

INFO. SYS. SPECIALIST III (06671CP) P3/P5; \$24,617-31,982/\$29,664-38,667 6-26-96 Libraries

INFO. SYSTEMS SPECIALIST II (05548CP) P5; \$29,664-38,677 6-11-96 University Libraries

PROGRAMMER ANALYST LEAD (06559CP) P8; \$39,655-52,015 6-7-96 DCCS

PART-TIME (COORDINATOR I) (17.5 HRS) (06704CP) P1; \$10,145-13,184 7-3-96 Museum

PART-TIME (LIBRARIAN I) (06640CP) P4; \$15,423-20,072 6-27-96 Lippincott Library

ADMINISTRATIVE ASSISTANT I (06651CP) G9; \$17,614-21,991 6-26-96 Museum

ADMIN. ASS'T I/II (06648CP) G9/G10; \$17,614-21,991/\$19,261-23,999 6-26-96 Radiation Safety

ADMINISTRATIVE ASSISTANT III (06600CP) G11; \$20,497-26,008 6-13-96 Undergraduate Admission

ADMINISTRATIVE ASSISTANT III (06599CP) G11; \$20,497-26,008 6-14-96 Undergraduate Admissions

HEALTH PHYSICS TECH TRAINEE/HEALTH PHYSICS TECH (06647CP) G12/G13; \$22,866-29,509/\$25,132-33,270 6-26-96 Radiation Safety

LEAD, CONSOLE SUPPORT MVS, AIX (06713CP) G13; \$25,132-33,270 7-5-96 IS Operations

OPERATOR, MVS II (06712CP) G11; \$20,497-26,008 7-3-96 ISC Operations

RECEPTIONIST III (06698CP) G8; \$16,171-20,240 7-3-96 Undergraduate Admissions

SCHOOL OF SOCIAL WORK

Specialist: Clyde Peterson

ADMINISTRATIVE ASSISTANT I (06670CP) G9; \$17,614-21,991 6-26-96 School of Social Work

VETERINARY SCHOOL

Specialist: Nancy Salvatore

RESEARCH SPECIALIST JR/I (06654NS) (End date: 7/98) P1/P2; \$20,291-26,368/\$22,351-29,098 6-28-96 Clinical Studies

MAINTENANCE MECHANIC/MAINTENANCE MECHANIC, SR. (40 HRS) (06581NS) (Position in Kennett Square, PA; no public transportation) G12/G13; \$26,133-33,725/\$28,723-38,022 6-19-96 Administrative Services/NBC

RESEARCH LAB TECHNICIAN III (06655NS) (Will be working with infectious parasitic diseases; must be able to follow safety guidelines) G10; \$19,261-23,999 6-26-96 Pathobiology

RESEARCH LAB TECH III (40 HRS) (06660NS) (Position in Kennett Square; no public transportation) G10; \$22,013-25,133 6-26-96 Clinical Studies/NBC

TECH, VET I/II (40 HRS) (06661NS) **TECH I:** (Work schedule: Fri., Sat. & Sun: 8 a.m.-8 p.m.) G8/G10; \$18,481-23,132/\$22,013-27,427 6-26-96 Emergency Services

VICE PROVOST/UNIVERSITY LIFE

Specialist: Clyde Peterson

ADMINISTRATIVE ASSISTANT III (40 HRS) (07736CP) Provide front desk coverage & administrative support to senior staff in high pressured, multi-faceted office; greet & direct visitors; receive, distribute & process mail & telephone calls; respond to inquiries that may require interpretation of policies/procedures; compose routine correspondence; coordinate special projects on an ongoing basis; type & proofread standard to complex confidential materials & data reports, including charts & graphs; handle large merged mailings; schedule appointments/meet-

ings; assist with administration of grants & scholarships; maintain office supplies; filing. **Qualifications:** High school graduate or equivalent; minimum of 2 years at AAI level or comparable background; knowledge of University preferred; excellent customer service skills & be skilled in dealing with diverse customers & demanding situations continuously & in appropriate & professional manner; must be well-organized, flexible & able to handle multiple tasks simultaneously; excellent computer skills, knowledge of Macintosh computer system, Microsoft Word & Microsoft Excel preferred. **Grade:** G11; **Range:** \$23,425-29,723 7-12-96 VPUL

ADVISOR, INTERNATIONAL PROGRAMS (06683CP) P3; \$24,617-31,982 7-1-96 Int'l Programs
DIRECTOR, GREENFIELD INTERCULTURAL CENTER (06707CP) P7; \$36,050-46,814 7-3-96 GIC
ADMIN. ASSISTANT II (06602CP) G10; \$19,261-23,999 6-18-96 Career Planning & Placement
ADMINISTRATIVE ASSISTANT III (06638CP) G11; \$20,497-26,008 6-25-96 CPPS
SECRETARY V (06603CP) G10; \$19,261-23,999 6-13-96 Student Health Services

WHARTON SCHOOL

Specialist: Janet Zinser

GRAPHICS DESIGNER/TECH SPECIALIST (07727JZ) Technical & graphic design development & maintenance of School's World Wide Web site; research new interactive technologies supporting School initiatives; creative design & desktop publishing production for publications & documents in print & electronic media; project management & print coordination; photograph scanning & archiving; train & supervise staff & free-lancers; supervise graphic identity implementation. **Qualifications:** BA/BS in graphic design or equiv.; 5 yrs. professional exp. with strong portfolio; excellent design & computer skills; proficiency with page layout (Adobe PageMaker or QuarkXpress) & drawing & image editing package (Adobe Illustrator & PhotoShop preferred); solid understanding of HTML coding & HTTP protocol desirable; experience with Adobe Acrobat useful. **Grade:** P6; **Range:** \$32,857-42,591 7-12-96 External Affairs
STAFF RESEARCHER II (07728JZ) Conduct in depth biographical & financial research to support fundraising initiatives & marketing initiatives; analyze data, make recommendation on prospects & donors; maintain donor files; participate in projects to improve systems; perform prospect management. **Qual.:** BA/BS; at least one yr. exp. as Staff Researcher I or equiv.; high level of commitment; strong research skills, analytical skills & computer systems literate in a range of software packages; excellent communication skills; ability to meet tight deadlines. **Grade:** P3; **Range:** \$24,617-31,982 7-9-96 External Affairs
ASST DIRECTOR III/IV (03226JZ) P4/P5; \$26,986-35,123/\$29,664-38,677 6-14-96 Academic Services
ASSOCIATE DIRECTOR V (06685JZ) P7; \$36,050-46,814 6-28-96 Executive Education
INFORMATION SYSTEMS SPECIALIST I (06716JZ) P5; \$29,664-38,667 7-3-96 WCIT
MEDIA TECHNOLOGY SPECIALIST (06591JZ) (06592JZ) P6; \$32,857-42,591 6-17-96 WCIT
ADMIN. ASS'T III (40 HRS) (06623JZ) G11; \$23,425-29,723 6-18-96 Insurance & Risk Management
ADMINISTRATIVE ASSISTANT III (06686JZ) G11; \$20,497-26,008 6-28-96 Accounting

Human Resources On-Line

During weeks when *Almanac* is not published, job seekers can pick up *Opportunities at Penn* at Funderberg Information Center, 3401 Walnut St. Every week, *Opportunities at Penn* can be found on the Human Resources web page at www.upenn.edu/hr/ along with the following HR documents:

- A Handbook for Staff
- Benefits Information
- Compensation Information
- Human Resources Policy Manual
- Staff Relations
- Position Description Form Guide

Dental Care: Coverage for Penn Retirees Open Enrollment Until September 15

The Dental Care Center of the University of Pennsylvania School of Dental Medicine is offering a new dental care coverage plan to a selected portion of the Penn community. The Penn Faculty Practice Plan will provide many University retirees with an affordable, convenient way of meeting their dental health care needs.

In developing new ways for its retirees to obtain attractive dental health coverage, the University is moving against a tide among employers to reduce commitments to retirees. Through this plan, University Retirees will have the opportunity to take advantage of comprehensive dental coverage that can be continued throughout the retirement years.

Dr. Robert Tisot, Director of the Dental Care Center, notes that the new PFP Plan for University Retirees provides the same quality care, with the same comprehensive benefits, that Penn employees have enjoyed since 1981, when the Penn Faculty Practice began offering an alternative to traditional dental insurance for University faculty and staff.

Dr. Raymond Fonseca, Dean of the School of Dental Medicine, highlights the success that the Penn Faculty Practice has had in delivering high-quality dental health care and in improving the level of oral health of a large group of people with diverse needs. According to Dean Fonseca, "Penn is an international leader not just in dental education and research, but in patient services as well. This program is a demonstration of our commitment to staying at the cutting edge of delivery of care."

For eligible University retirees, including those who are covered under University retiree medical benefits or who are eligible for University retiree benefits, an open enrollment period is ongoing from June 15 to September 15. Eligible retirees are receiving information about the plan through the mail.

Additional information about the Penn Faculty Practice Plan can be obtained by calling 573-7243.

— James Gallbally, Associate Dean, Dental School

Discounted Fitness/Health Memberships

The Division of Human Resources is pleased to announce that Discounted Monthly Fitness/Health Club Memberships are now available for all Penn faculty and staff and their families through the GlobalFit program. This program is offered by many of Philadelphia's prominent employers; such as CHOP, Thomas Jefferson University, Independence Blue Cross, the City of Philadelphia, and Pennsylvania Hospital.

Choose from among a network of over 75 of Delaware Valley's top rated clubs, including clubs in New Jersey and Delaware, as well as Pennsylvania. This plan offers the flexibility of freezing and transferring your membership, month to month billing, no long-term contract, and additional discounts for family members. Most monthly dues are \$19.95. A one-time affiliation fee—two payments ranging from \$29.50 to \$49—must be paid during the first two months of participation.

To receive a complete fitness/health club directory or a free guest pass to one of the member clubs, please call 1-800-294-1500 and speak with a GlobalFit representative. Or, call Marilyn Kraut, Human Resources' Quality of Worklife Program Coordinator for more information, at 898-0380.

Disclaimer: While the University of Pennsylvania encourages faculty and staff to become healthier and stay fit, none of the specific clubs or fitness programs offered through the GlobalFit program are endorsed by the University. The University does not warrant or assume any liability for any products or services offered by the GlobalFit Network or Global Affiliates, Inc. All financial obligations arising from membership with the GlobalFit program are solely the responsibility of participating faculty or staff.

Reminder: The University offers the Penn community a fitness club option on campus at the Hutchinson Gym Complex during Complex hours. Instructors are available to assist with the development and implementation of a personal workout plan (by appointment) on any or all of the wide range of equipment, including a Stairmaster, treadmill, Versa-climber, NordicTrack, plus rowing ergs, Lifecycles, and two Nautilus circuits. The faculty/staff fee is \$190 annually. Additionally, recreation classes are offered in swimming, aerobics, squash, tennis, self-defense, scuba, jazz, modern, Latin and ballroom dance. Please call 898-6100 for more details.

— Marilyn Kraut
Quality of Worklife Program Coordinator

Free, Anonymous HIV Testing at HUP

Philadelphia Community Health Alternatives (PCHA) is now providing free, anonymous HIV testing at HUP.

The PCHA site operates every Tuesday from 12:30 to 4 p.m. No appointment is required, testing is done on a walk-in basis. This may result in a lengthy wait for students if the service becomes popular, so please be forewarned. The location of the service is in the Family Planning Clinic, 1 West Gates (enter directly across Spruce Street from Houston Hall). PCHA also operates the Mazzoni Clinic at 1642 Pine St., which has a long history of providing quality HIV testing, counseling, and support services. Their phone number is 735-1911.

In addition, there are currently two other anonymous, free HIV testing sites within walking distance of the Penn campus:

Children's Hospital of Philadelphia recently began a testing program focusing on clients in the age range 18-24. Testing is done on a walk-in basis (no appointment needed) every Wednesday evening from 5 to 8 p.m. on the first floor of St. Leonard's Court, 39th and Chestnut Streets.

Another testing service is available at The Consortium, 451 University Avenue, across from the Veteran's Administration Hospital (roughly 3 blocks south of Spruce Street on the left side of 38th Street). Appointments are required at The Consortium, and may be obtained by phoning 596-8000. Ray Smith is the staff person there in charge of HIV testing and counseling.

Referrals to other HIV-related services can be obtained from Penn's Office of Health Education at 573-3525 (e-mail: she@pobox.upenn.edu).

— Kurt Conklin, Office of Health Education

Environmental Health and Safety Training Programs

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 sessions, depending upon the employee's potential exposures.

Laboratory Safety (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.

July 25, 1:30-2:30 p.m., Stellar Chance Room 202

August 8, 1:30-2:30 p.m., Stellar Chance Room 202

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.

July 18, 2:30-3:30 p.m., Stellar Chance Room 202

August 6, 10:30-11:30 a.m., Stellar Chance Room 202

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 below).

August 20, 2-3:30 p.m., John Morgan, Lecture Room B

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.

July 23, 10:30 a.m.-12 noon, John Morgan, Lecture Room B

August 29, 2-3:30 p.m., John Morgan, Lecture Room B

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

Gimbel Gym: Schedule Change

Due to unforeseen circumstances, Gimbel Gymnasium will be closed July 22 through July 26. The gym will *not* be closed August 2 through August 19 as previously scheduled.

If there are any questions, please call 898-6101.

— Helene Hamlin, Recreation

Two Alerts from Environmental Health and Safety:

Laboratory Hazard—Perkin Elmer 8000 Series Gas Chromatographs

A defect in some Perkin Elmer 8000 Series Gas Chromatographs can cause a fire. Oven fan motors that wear out may seize, overheat and catch on fire.

All Perkin Elmer 8000 Series Gas Chromatographs (GC) purchased before January 1988 must be inspected by a Perkin-Elmer service person. Contact Perkin-Elmer Service at (800) 763-8288 and request an "8000 GC Fan Motor Service Visit." The manufacturer requests that you have the GC model and serial number available when you call.

Until your series 8000 gas chromatograph can be examined by Perkin-Elmer, do not operate the GC unattended and discontinue use if the oven fan motor demonstrates problems (such as increased noise).

— Joseph Passante (joe@oehs.upenn.edu)
Environmental Health and Safety, 898-4453

Lyme Disease— Summer Precautions

Lyme disease is an infectious disease caused by a corkscrew-shaped bacterium. It is transmitted to people and animals through the bite of an infected deer tick.

In this area, the majority of Lyme disease cases occur between March and October, with the peak in June, July, and August.

In humans, symptoms that occur following a tick bite include: headaches, fever, tiredness, a characteristic red rash (not always present), aching muscles and joints and swollen glands. If left untreated, Lyme disease can result in arthritis, as well as heart and nervous system damage.

The best way to avoid Lyme disease is to avoid fields and woodlands where deer ticks and their hosts reside. If you are going into tick habitats, the following precautions will reduce your risk:

- Wear light-colored clothing so ticks can be easily spotted.
- Wear long sleeved shirts with tight cuffs.
- Wear long pants which are tied at the ankle or stuffed into socks.
- Wear light colored socks and closed shoes.
- Use insect repellent which contains DEET on clothing (especially shoe tops and pant legs).
- Put tick repellent collars on pets.
- Check yourself, children and pets for ticks before coming indoors.

Lyme disease is preventable. It is also treatable with antibiotics, especially when detected in its early stages. If you suspect that you may have been exposed, seek medical attention as soon as possible after the exposure. For information about training or occupational exposure call the OEHS at 898-4453.

— Office of Environmental Health and Safety

Need A Ride? Three University Vanpools Have Space

Main Line Ride Share: University vanpool #04 has immediate openings for full-time and part-time riders. The vanpool originates in Phoenixville, PA and travels through Valley Forge to King of Prussia and on to the Main Line, traveling primarily on Montgomery Avenue from Gulph Mills to Bala Cynwyd. If interested please call Stuart Watson, 898-7293, or send e-mail to wsatson@pobox.upenn.edu.

South Jersey Ride Share: Spaces are open in a University vanpool in Camden County, traveling from Atco and West (Route 30-White Horse Pike). Reasonable rates. Immediate openings for permanent riders, backup riders and backup drivers. If interested call Tom Leary, 898-1451.

Delaware County Ride Share: Spaces are open in a University vanpool in Delaware County, making stops in Springfield, Morton, Secane, Aldan and Collingdale. Reasonable rates. Immediate openings. Relax and enjoy the ride. If interested call Rick Buckley, 898-5598.



The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society listed in the campus report for **June 10 and July 7, 1996**. Also reported were **Crimes Against Property**, including 110 thefts (including 7 burglaries, 14 thefts of auto, 13 thefts from autos, 28 of bicycles and parts); 2 incidents of forgery and fraud and 12 incidents of criminal mischief and vandalism. Full crime reports are in this issue of *Almanac* on the Web (<http://www.upenn.edu/almanac/v43/n1/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 June 10, 1996 and July 7, 1996. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Robberies (& attempts)—3, Threats & harassment—6, Indecent exposure & lewdness—3

06/10/96 4:52 PM	College Hall	Threatening letter received
06/12/96 8:35 PM	3744 Spruce St.	Robbery/arrest
06/17/96 9:17 AM	Lot # 27	Harassing calls received
06/17/96 3:25 PM	Annenberg Ctr.	Unwanted letters received
06/21/96 3:06 PM	Houston Hall	Male exposing self/arrest
06/22/96 8:17 PM	38th & Sansom	Robbery by unknown person w/knife
06/25/96 10:43 PM	Steinberg Ctr.	Security officer threatened
06/28/96 3:48 PM	McNeil Bldg.	Male exposing self
06/29/96 12:47 AM	3700 Blk. Locust	Robbery at gunpoint/arrest
06/30/96 4:13 PM	McNeil Bldg.	Male exposing self/arrest
06/30/96 10:46 PM	HUP	Unknown male followed complainant
07/02/96 2:33 PM	College Hall	Unwanted phone calls received

38th to 41st/Market to Baltimore: Robberies (& attempts)—4, Aggravated assaults—1, Threats & harassment—7

06/11/96 4:37 PM	Chestnut Hall	Unwanted phone calls received
06/12/96 9:48 PM	41st & Locust	Robbery of wallet by unknown suspect
06/15/96 3:28 PM	3921 Pine St.	Complainant harassed by other tenant
06/18/96 2:23 AM	305 S. 41	Ongoing harassment
06/20/96 4:36 PM	Hamilton Court	Complainant reports being harassed
06/21/96 10:11 AM	3800 Blk. Walnut	Complainant pushed/attempted purse snatching
06/22/96 10:48 PM	41st & Spruce	Minor stab wound/complainant refused treatment
06/24/96 12:23 AM	3800 Blk. Walnut	Gun pointed from car at complainant/no injuries
06/27/96 3:34 AM	100 Blk. 39th	Cash and transpass taken by unknown suspect
06/27/96 8:43 PM	4008 Pine	Threatening call received
07/07/96 3:25 AM	4000 Blk. Spruce	Attempted car theft by unknown males
07/07/96 4:18 PM	Harrison House	Unwanted phone call received

41st to 43rd/Market to Baltimore: Robberies (& attempts)—3

06/24/96 1:41 AM	300 Blk. 42nd	Property taken by two unknown males
06/24/96 7:34 PM	43rd & Chestnut	Currency taken by unknown suspect
07/02/96 1:05 AM	42nd & Chester	Complainant shot in shoulder by unknown suspect

30th to 34th/Market to University: Robberies (& attempts)—1, Threats & harassment—1

06/16/96 10:02 PM	3000 Blk. Walnut	Robbery of checkbook by unknown suspect
07/05/96 12:13 AM	3300 Blk. Walnut	Rocks thrown at complainant/no injuries

Outside 30th to 43rd/Market to Baltimore: Robberies (& attempts)—4,

Aggravated assaults—1

06/10/96 9:59 PM	4400 Moravian	Complainant assaulted with machete/to HUP
06/17/96 10:23 AM	30 St. Station	Brinks truck robbed
06/19/96 5:09 PM	South St. bridge	Bike taken from complainant point of knife
06/24/96 4:20 PM	Walnut St. Bridge	Bike taken
06/30/96 3:29 PM	47th & Larchwood	Wallet/contents taken during robbery/no injury

Crimes Against Society

34th to 38th/Market to Civic Center: Disorderly conduct—1

07/07/96 5:08 PM	Irvine Auditorium	Suspect cited for disorderly conduct
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38th to 41st/Market to Baltimore: Disorderly conduct—1

06/11/96 7:31 PM	3900 Blk. Walnut	Person cited for disorderly conduct
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41st to 43rd/Market to Baltimore: Disorderly conduct—1

06/27/96 3:16 AM	300 Bl. St. Mark's	Suspect belligerent/cited for disorderly conduct
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Update

SUMMER AT PENN

August 5 *Discount Medical Book Sale;* many current titles priced from \$6-45; 10 a.m.-5 p.m.; Penn Tower Hotel, 34th & Civic Center Blvd.; information: 482-1904. *Continues August 6, 10 a.m.-5 p.m.*

Over the Summer . . .

Regular weekly publication of *Almanac* resumes with the September 3 issue. Throughout any breaks, readers can turn to the Web site (below) for breaking news.

In weeks when there is no full issue, *Job Opportunities* are produced as a four-page flyer, distributed by Human Resources at the Funderburg Information Center, 3401 Walnut Street. Jobs are also on-line, at www.upenn.edu/hr/

Almanac: A New Address

Almanac is scheduled to move from the Christian Association address below to Graduate Tower A on August 9. The new mailing address will be Suite 211, Nichols House, 36th & Chestnut Streets/6106. Our Phone number, fax number, e-mail address and web site will remain unchanged.

Almanac

3601 Locust Walk, Philadelphia, PA 19104-6224
Phone: (215) 898-5274 or 5275 FAX: 898-9137
E-Mail: almanac@pobox.upenn.edu
URL: <http://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.

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

ACTING MANAGING EDITOR	Jerry Janda
NEWS STAFF:	Barbara Beck, Jon Caroulis, Phyllis Holtzman, Carl Maugeri, Esaúl Sánchez, Kirby F. Smith, Sandy Smith.
DESIGNER	Jenny Friesenhahn
CLASSIFIEDS	Ellen Morawetz

The Compass, South 1B, 3624 Market Street, Philadelphia, PA 19104-2615
(215) 898-1426 or 898-1427 FAX: 898-1203
Classifieds: 898-3632
E-mail: jandag@pobox.upenn.edu

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