

Multicultural Healing Plants Festival

To mark the opening of its biggest-ever outdoor exhibition, *Healing Plants: Medicine Across Time and Cultures*, the Morris Arboretum of the University invites one and all to a Healing Plants Festival on Saturday, October 12, from 11 am to 4 pm. Admission will be free all day. Co-sponsors of the Festival are two international pharmaceutical companies, Merck and Wyeth-Ayerst Laboratories. The Festival is funded in part by the National Endowment for the Humanities. The rain date is October 13.

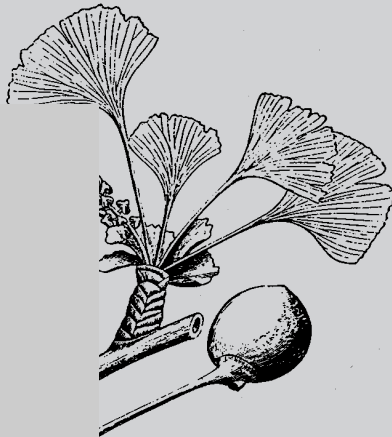
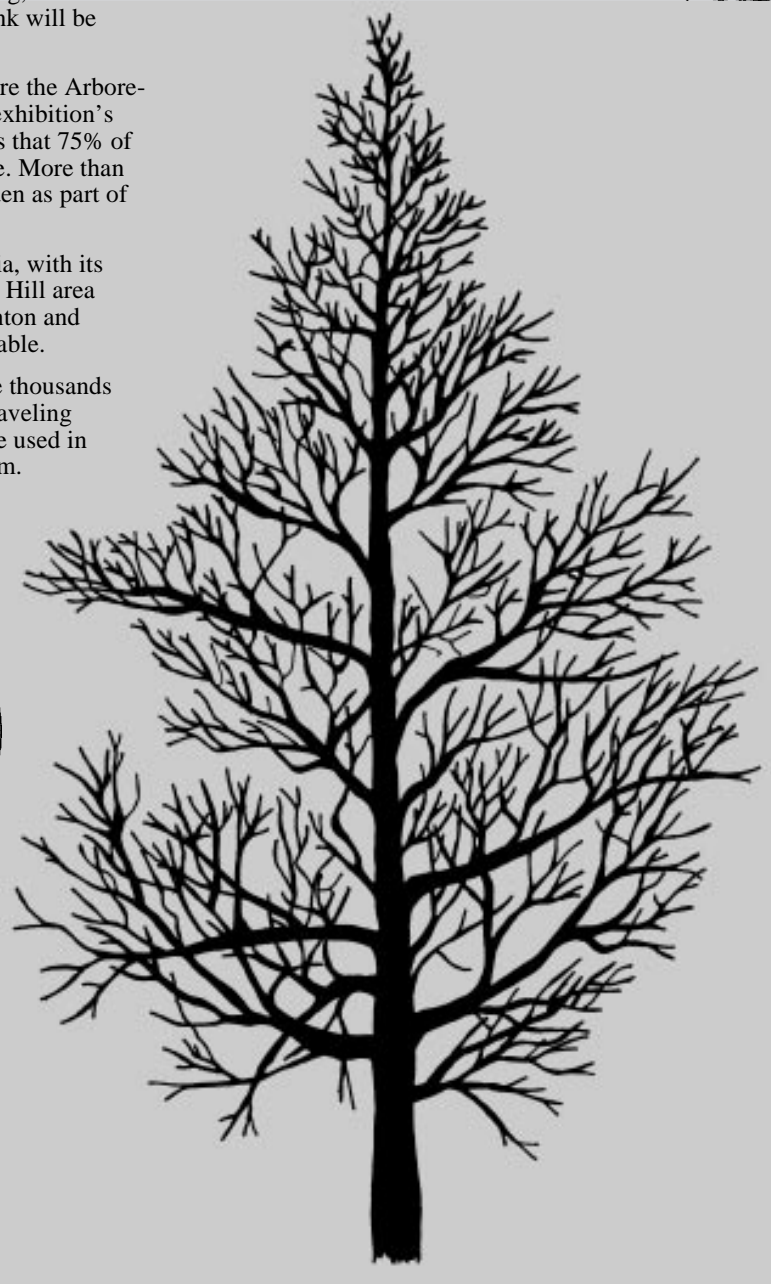
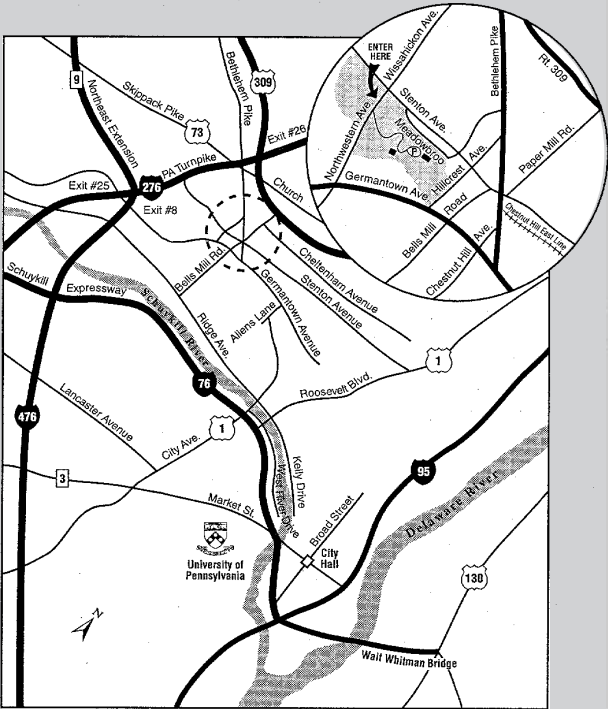
Both festival and exhibition focus on the importance that plants have played in healing traditions of many lands, and how information has been passed between various cultures and from generation to generation.

The Healing Plants Festival will be a day-long celebration, with music and dance, herbal demonstrations, storytelling, vendors, and activities for the whole family. Main-stage performances begin at noon, and include music and dance from Native American, West African, and Chinese traditions. Demonstrations and activities throughout the garden include a children’s herbal discovery tour, colonial herbal remedies, rice-paper painting, basket-making, accupressure, Tai Chi, Japanese *koto* playing, Native American and African American storytelling, and herbal wisdom and lore from a variety of traditions. Food and drink will be available in the vendor area.

Between activities and performances, visitors can explore the Arboretum, and the six areas of the garden that have become the exhibition’s mini-galleries. Here, large panels tell the story of the plants that 75% of the world’s people still rely upon as their primary medicine. More than 1,800 new plants have been added to the Arboretum’s garden as part of the exhibition.

The Morris Arboretum of the University of Pennsylvania, with its renowned 92-acre public garden, is located in the Chestnut Hill area of Philadelphia at 100 Northwestern Avenue, between Stenton and Germantown Avenues. Plenty of free parking will be available.

A special healing plants tour has been developed for the thousands of school children who visit the Arboretum each year. A traveling “Medicine Trunk” curriculum is being developed; it will be used in local classrooms in conjunction with visits to the Arboretum.



Over three-fourths of the world’s population depends for medication on the plants in their own back yard, according to Morris Arboretum Director Paul Meyer. And about 40% of all prescription drugs are derived from natural sources or synthesized from chemical blueprints drawn from nature. Shown here: what is believed to be the oldest of all the healing plants: the ginkgo tree, found “good for the heart and lungs” by Chinese herbals as early as 2800 B.C. Sold in the U.S. only as a dietary supplement, it is the largest-selling botanical preparation in Germany and France today. The Arboretum traces its development around the world and its history in the U.S. from Colonial times, when the Historic Bartram’s Garden in Philadelphia planted one in the 1780s.



Tuesday,
October 8, 1996
Volume 43 Number 7

Almanac

Watching
Medicines
Grow

This weekend at the Morris Arboretum of the University of Pennsylvania, six years of hard work come to fruition as the massive outdoor exhibition, *Healing Plants: Medicine Across Time and Cultures*, opens officially on Saturday.

The opening is a one-day festival (see [back page](#)), but the exhibition itself is a long-range display that will be there for five years or more.

And, though the 92-acre Arboretum is one of the beauty spots of the region, with its winding paths and planted vistas enlivened by unexpected sculpture gardens, the exhibition is more than beautiful. It acts as a living textbook for many disciplines as it draws attention to the herbs, flowers and even weeds that play a role in healing throughout the world—either as healers themselves, or as the basis of a major part of the pharmaceutical industry. — The exhibition also focuses on the worldwide cultures where plants’ medicinal qualities have been discovered, developed, and how they were transmitted across borders and oceans.

IN THIS ISSUE

- 2 News in Brief: Safety Awareness Steps African American Studies: Dr. Beavers; Transition in Affirmative Action; Food Study Team
- 3 HONORS & Other Things; EDUCOM ‘Hot Topics’
- 4 SEC Actions 10/2/96; From the Chairs: A Safety Review;
- 5 Council: October 9 Agenda and Report of Research Committee; Staff Appreciation Day
- 6 Speaking Out (Challenging Crime; ‘Beyond Belief’; SCUE on Six Priorities; Outsourcing)

8-13 COMPASS Features

- 8 IRCS’ New Computer Search Tools
- 9 Cartooning Across Cultures
- 10 Four New Detectives for Penn
- 11 Safer Streets: An Update
- 12 Nursing Care for Minorities
- 13 Well Said

14 OPPORTUNITIES

- 18 PENN PRINTOUT: The Digest
- 19 CrimeStats, Update
- 20 Healing Plants: The Morris Arboretum Looks Across Time and Cultures



News in Brief

An Outdoor Safety Series

On Tuesday, Wednesday, and Thursday this week, the Undergraduate Assembly and other student organizations will hold safety-oriented events on Locust Walk. All are open to the University community.

Student groups have designed banners (one reads "Take Back Penn") to hang over the Walk during the week. Tables will be staffed by student volunteers daily starting at 10 a.m., and a safety forum is scheduled for 2:30 to 3:30 p.m. Wednesday.

One table will have safety information—on Penn transit, the locations of bluelight phones and indoor MAC machines—and giveaways such as whistles and magnets.

At another, there will be a petition to Mayor Rendell asking for more attention to lighting, trash, and other problems in the area around campus. The mayor will be invited to accept the petition on campus on Thursday.

At the table with the Mayor's petition, Spruce Hill Community Association will offer students an opportunity to sign up with the Association, which works on quality-of-life issues west of campus. The UA is also working with the Spruce Hill Community Association to coordinate monthly safety forums at a coffee house on campus, to be announced.

For Wednesday afternoon's safety forum on College Green, speakers include the Vice Provost for University Life, Dr. Valarie Swain-Cade McCoullum; Tom Seamon, Managing Director of Public Safety; Maureen Rush, Director of Police Operations; Michelle Goldfarb, Director of the Student Dispute Resolution Center; and Bob Furniss, Director of Transportation and Parking (where PennBus, the Loop bus and Escort services are lodged).

Senate: Reviewing Safety Steps

In a letter to all Faculty Senate members, published this issue (page 4), the three Senate chairs (current, past and elect) review safety measures the President and Provost have discussed with them, and add some suggestions on student action, outreach and institutional activity.

Council: Safety on the Agenda

At the October 9 meeting of the University Council, there is now a 15-minute presentation on safety, to be followed by 30 minutes' discussion. The University community can participate but non-members of Council are asked to sign up to attend (please see page 5).

Fall Break, Safety Break

Fall Break begins at the close of classes Friday, October 11, and runs through Tuesday, October 15. Classes resume Wednesday, October 16.

For those who live locally and plan to be away during Fall Break, Penn Public Safety again offers its Safety Checks. Please see page 7.

Note: For a story on officers recently added to the Penn Police strength, and an update on *Safer Streets*, see also *Compass* features, pp. 10-11.

Penn Printout: The Digest

Penn Printout, ISC's prize-winning bi-monthly journal for computer users, is now going to an on-line-only format, but will publish a one-page print digest periodically in *Almanac*. The digest is expected monthly, and the plan is to locate it on the page opposite Update and CrimeStats—starting with this week's digest, on page 18.

Afro-American Studies: Dr. Beavers

Dr. Herman Beavers, associate professor of English and a faculty fellow of Hill House, has been named Director of the Afro-American Studies Program.

Dr. Beavers succeeds Dr. John W. Roberts, the former professor of folklife and folklore who left Penn in June to join Ohio State University.

A specialist in 19th and 20th Century African American literature, Dr. Beavers is also known for his teaching in other genres of 20th Century American literature, notably examining with Professor Elisa New African- and Jewish-American writing in the "Exodus and Memory" and "Intimacy and Distance" focusing on gender/race experience in the work of Southern writers Faulkner, Hurston, Welty and Wright.

Dr. Beavers is a 1981 alumnus of Oberlin College with majors in government, sociology and creative writing. After taking an M.A. from Brown in creative writing in 1983, he enrolled at Yale where he added a second M.A., in Afro-American Studies, and a Ph.D. in American Studies. He also won the first Edward Alexander Bouchet Prize at Yale, and has since won numerous awards in poetry, community service and scholarship.

He joined Penn in 1989 as assistant professor of English, winning a W.W. Smith Postdoctoral Fellowship and a Lilly Teaching Fellowship at Penn in 1990, and directing the Honors Program in English in 1991-92. Dr. Beavers, who was promoted to associate professor this year, has also served on numerous University committees including the Committee on Pluralism.

He is the author of two books, one of them a volume of his own poetry. Work in progress includes a book on performance and masculinity to be called *A Credit to His Race*; a collection of essays to be named *In Our Father's Image, In Our Mother's Hearts*; and several entries for the *Encyclopedia of American Culture and History* and the *Oxford Companion to African American Literature*.



Dr. Herman Beavers

Affirmative Action: Interim Director Arnold

On the departure of Office of Affirmative Action Director Anita Jenious last week, to return to Nashville to be near parents in ill health, Dr. Judith Rodin named as interim director Professor Howard Arnold, Associate Dean of the School of Social Work and a past chair of the University's Affirmative Action Council.

Ms. Jenious, who came her from Vanderbilt, has taken a post as affirmative action director of Tennessee State University, Dr. Rodin said. "We are sorry to lose Anita, who has served the University ably and well over the past year and a half," Dr. Rodin said.

Professor Arnold, now Emeritus Associate Professor of Social Work, is an alumnus of Penn State who took his masters degree in social work at Penn, then joined the faculty of the School in 1969. Since that time he has also served as a faculty master of the W.E.B. DuBois College House and as a member of the Senate Executive Committee, and held numerous committee and task force roles at University and School level.

Continuing in his School role as associate dean, Professor Arnold will be in the Affirmative Action Office two days each week and will "provide invaluable guidance, oversight and support," the President said.

Food Services Study Team

In *Almanac* September 10, Executive Vice President John Fry said a consultative committee would be appointed to guide a comprehensive market study of Penn Dining Services. This week Mr. Fry announced that the campus members below will serve as a Steering Committee to work with the Cornyn Fasano Consulting Group, who have been named to conduct the study.

Steven D. Murray, Vice President, Business Services
Dr. Larry Moneta, Associate Vice Provost for University Life
Don Jacobs, Executive Director, Hospitality Services
Dr. Peter Steiner, Associate Professor of Slavic Languages and Faculty Master of Modern Languages College House
Dr. Christopher Dennis, Director of Academic Programs in Residence
Melissa Tatro, Student Payroll Coordinator, Dining Services
Samara Barend, Undergraduate Assembly
Tal Golomb, Undergraduate Assembly
Sanjay Udani, Graduate and Professional Student Association
Janet Gordon, Office of the Vice President for Finance
Marie Witt, Director, Support Services, Business Services

HONORS & Other Things



Dr. Warnow

Packard Award to Dr. Warnow

Dr. Tandy Warnow, assistant professor of computer and information science, has received a \$500,000 Packard Fellowship in recognition of her research. Dr. Warnow, a member of the Institute for Research in Cognitive Science, also won a National Young Investigators Award two years ago for her work in computational problems in evolutionary tree construction. A 1984 alumna of the University of California/Berkeley, she took her Ph.D. in math at Berkeley in 1991 and was a postdoctoral fellow at USC and visiting research fellow at Princeton before joining Penn in 1993.

Honorary Degree to Dr. Girifalco

Dr. Louis A. Girifalco, University Professor of Materials Science, received the honorary degree Doctor of Science from Hahnemann University, where he gave the 1996 Commencement Address on "Coexisting With the Future Technological Transitions." Dr. Girifalco, who has served as Director of LRSM, Vice Provost for Research and Acting Provost, was cited both for his research on how alloys are formed and how materials behave, and for "bringing together scientists and helping us understand the process of change." His contributions began at an early age when his doctoral thesis on the physical chemistry of physics became a standard text in the theory of interfaces.

Elections

During the 10th International Congress of Medieval Canon Law held at Syracuse University this summer, Provost Stanley Chodorow was elected chair of the board of directors of the Institute of Medieval Canon Law. The Munich-based Institute is a research center, with an extensive reference collection, and publisher of the principal scholarly works in medieval canon and Roman law as well as an annual *Bulletin of Medieval Canon Law*.



Dr. Girifalco

EDUCOM '96: Highlighting Penn People and Resources

As 2500 to 3000 creators and users of today's computer systems stream into Philadelphia this week for EDUCOM '96 at the Philadelphia Convention Center, some of the speakers are from Penn—and some of the campus will be part of the conference. Among the speakers:

- President Rodin in a special address at the opening general session.
- James J. O'Donnell, Professor of Classical Studies and Interim Vice Provost of Information Systems and Computing, and Alan Filreis, Professor of English and Director of the University Writing Program, heading a panel session, "Teaching with Technology... and With Students," which will be addressing issues including distance learning students and the erasure of boundaries between academic and residential life due to technology.
- Gregory Farrington, Dean of the School of Engineering and Applied Science, and Helen Anderson, Associate Director of Computing and Educational Technical Services, SEAS, will be speaking about technology experiments on the University campus and strategic choices universities will face in the virtual world.

Tours of campus will begin at 1 p.m. on Wednesday 10/9 and Thursday 10/10. Included on the tours are: SAS's Music Computer Lab; the computer-friendly classroom renovations at Engineering and Chemistry; Nursing's Distance Education Program; services of the Instructional Technology Center and Videoconference Center; the Residential Wiring Project; Van Pelt-Dietrich Library and Biddle Law Library computer resources; and the source of it all, the ENIAC Museum tour.

For more information please see:

Educom's website (<http://educom.edu>),
the conference website (<http://educom.edu/web/confsemi/confsemHome.html>);
or Penn's Educom events website (<http://www.upenn.edu/educom96>).

At the Tenth International Congress on Traditional Medicine, held recently in Corpus Christi, Timothy Tomlinson was elected Vice President of the World Federation of Traditional Medicine. The Morris Arboretum's associate director emeritus, was also elected to membership in the Mexican Academy of Traditional Medicine.

Transitions

Dr. Frederic D. Burg, who held associate and vice deanships at PennMed for the past 15 years, is now Associate Dean for the University of Alabama School of Medicine/Huntsville Program, an experimental program designed to change medical education in the light of health care's increased focus on wellness and health maintenance. He is also professor of pediatrics at UAB. At Penn, Dr. Burg was associate dean for academic programs from 1980 until 1989, when he became vice dean for education. He was also professor of pediatrics at CHOP, and more recently a senior fellow with University's Institute for Research on Higher Education, as well as faculty associate of the Center for Bioethics at the Medical School. Dr. Burg can be reached at burgf@email.uah.edu.

Dr. Kim M. Morrisson, the former Vice Provost for University Life who also co-led the 21st Century Project here, has become Senior Vice President of Diversified Search Companies, the Philadelphia-based executive search firm that is the largest woman-owned firm of its kind in the nation. Dr. Morrisson, who has also held teaching posts in English and was assistant to the Ombudsman early in her Penn career, will help DSC clients in higher education and not-for-profit sector on senior level executive searches and will provide a range of guidance in organization and management. She is at (215) 656-43546.

Honors in Computing

The U.S. Post Office this week is issuing a new 32-cent stamp honoring computing—both the date and the locations of its first two days' cancellations chosen because of ENIAC's 50th birthday.

The first-day cancellations will be made at a military site in Kansas, recognizing the Department of Army's support of the first project at Penn, and a second-day cancellation ceremony takes place in Philadelphia both as the birthplace of modern computing and the site of EDUCOM '96. Governor Thomas J. Ridge and Penn President Judith Rodin will take part in the ceremony.

Via the stamp designed by Nancy Skolas and Tom Wedell of Charlestown, MA, "The Postal Service not only salutes the hard work and diligence of all who contributed to the evolution of the computer, it values their contribution, said the Service's Acting Vice President for Area Operations, John A. Rapp. Because of the computer, we can process mail at a staggering 40,000 pieces per hour—on one machine!" He will describe at the ceremony some new electronic communications being tested by the Postal Service, including an electronic postmark and public kiosks.

Penn Printout has been awarded first place in two categories in the 1996 newsletter competition of the ACM/SIGUCCS (Association of Computing Machinery/ Special Interest Group on University and College Computing Services). The awards for best print newsletter of 20 pages or more, and for best in electronic news, were given in Chicago last week. They singled out *Judy Smith* and *Edda Katz* as editors, and *Randall Couch*, *Teresa Leo* and *Celeste Stewart* as designers.



From the Senate Office

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

Actions Taken by the Senate Executive Committee Wednesday, October 2, 1996

1. Informal discussion with the president and provost. Regarding safety and security, President Rodin commented broadly on steps the University has taken and plans to take. She emphasized that all members of the community are responsible for taking steps to improve the situation. Provost Chodorow discussed the recent decision by the University of Minnesota Board of Regents to radically change tenure, steps which would render inoperative the lifetime appointment of tenured faculty. Robert Gorman and Morris Mendelson, Penn faculty active in the National AAUP, also discussed the Minnesota tenure situation and presented a draft motion opposing the Minnesota Board of Regents' action for SEC's consideration. It was moved and seconded that "the Senate Executive Committee opposes the proposed tenure revisions made by the University of Minnesota Board of Regents and instructs the Faculty Senate Chair to draft a letter to the regents indicating those concerns." The motion was adopted unanimously.

2. Update on just cause revision. Charles Mooney reported on behalf of the subcommittee appointed at the last meeting. A question had been raised by SEC as to whether there was any material adverse change in separating the Policy on Misconduct in Research from the Proposed Just Cause Procedure. (The two documents had been combined by the Faculty Senate to simplify the procedure and combine overlapping rules. They are now being separated once again in collaboration with the administration and trustees. See SEC Actions September 4, 1996.) Discussion centered on the definition of faculty and whether all faculty-like categories that were included in the combined documents should be retained in the separated just cause procedure and whether that question should be sent to the faculty for a vote. Discussion of the points raised by the SEC subcommittee were carried over to the next SEC meeting.

3. Senate Nominating Committee. The chair stated that he had extended the deadline for nominees to serve on the committee until October 9.

SENATE From the Senate Chairs, A Review of Safety Issues

To: Members of the Faculty Senate

October 6, 1996

Dear Colleagues:

President Rodin and Provost Chodorow met with the Senate Executive Committee to discuss the very serious safety situation at the University. They informed SEC that they have taken the following steps in an effort to reduce, hopefully to eliminate, the recent "crime wave."

1. Public Safety Interventions—Short-term

- Redeploying officers to peak crime periods
- Expand existing police force with addition of 10 new officers
- Expand network of blue-light phones by establishing 66 new locations (30 in area West of campus)
- Secure commitment from Philadelphia Police Department to provide an additional 3 foot patrols, 1 additional 24-hour patrol unit and 2 additional patrol units (midnight - 4 a.m.)
- Place 10 security guards on city streets
- Secure commitment from SEPTA to provide one mobile unit and 6 officers to patrol subway system
- Going after businesses that are breaking the law
- Support expansion of Penn Watch

2. Public Safety Interventions—Long-term

- Implement technology plan to secure on-campus properties
First year includes installing headquarters computer receiving equipment, intelligent panels for 40 buildings, preliminary work for CCTV.
- Consolidate security contracts with one vendor and develop partnership arrangement with vendor to leverage their expertise
- Relocate Public Safety to 40th Street
- Escort Services
- Reorganize route system and Escort Service accountability structure to ensure more frequent, regularized services
- Initiate full review of entire Escort Services program
- Quality of Life Initiatives
- Special Services District
- Crackdown on establishments which sell alcoholic beverages
- Vending plan
- Revitalization of 40 Street retail

Furthermore, the President and Provost announced that they intend to continue to work with the community on the related issues of housing, schools, graffiti, and new business development.

Students, too, have moved beyond the frightened and angry stage. They are counselling one another to "be careful," to walk in groups, and to make sure their doors and windows are closed. They are giving out whistles, establishing "safe houses" within the fraternity structure, enlarging the numbers who participate in "Penn Watch," and are moving on initiatives like "Safety Week."

The Office of Public Safety is working steadily on the problems and the Office of University Life has been working overtime to respond to the concerns of both parents and students, answering each inquiry they receive—there have been hundreds!

We believe these community efforts can be enriched by supportive faculty efforts. Briefly, let us make suggestions in three areas of activity. Some might take a bit of extra time and effort; others very little, but can nevertheless be very meaningful. For example:

A. Students

1. Take some class time to focus on safety issues.
2. Invite concerned students to make appointments.
3. Most important, where appropriate teach about the causes and responses to crime.

B. Outreach

1. Make contacts with influential individuals in the criminal justice system (lawyers, judges, the mayor, city council persons, agency heads) to let them know the community demands more protection.
2. Call on friends who have contact with such individuals and enlist their help for a lobbying effort.
3. Write opinion pieces—"op-eds"—bringing scholarly attention to the causes and cures of crime.

C. Institutional

Encourage action-oriented discourse through informal, ongoing forums to increase ongoing awareness of safety issues.

Often, we Faculty Senate Chairs are approached by faculty requesting that we ask for administrative support for a variety of faculty initiatives. At this critical time, the administration, students and staff need our support to help them in whatever way we can. As faculty we need to do more than applaud their swift actions and their long-term efforts to involve Penn in the West Philadelphia community. We can be a resource and a model to students. We can lobby and pressure representatives of the criminal justice system for rapid action against the perpetrators of crime. We can invite discourse in our classes and support students after class. We urge you to assist in meeting the emergency.

Thank you for what we hope will be an impressive show of support from faculty members for the University community's efforts to attack, not just respond to, this crisis that threatens Penn's continued well being.

Peter J. Kuriloff, Chair

William L. Kissick, Past Chair

Vivian Seltzer, Chair-elect

COUNCIL

Agenda of the University Council

Wednesday, October 9, 1996

4-6 p.m., McClelland Hall, The Quadrangle

I. Approval of the minutes of September 25, 1996

II. Reports

- A. President
- B. Provost
- C. Chair of the Steering Committee
- D. Chair of the Graduate and Professional Student Assembly
- E. Chair of the Undergraduate Assembly
- F. Chair of the Penn Professional Staff Assembly
- G. Chair of the A-3 Assembly

Time limit for reports and clarifications: 20 minutes.

III. Update and discussion on campus safety.

Time limit: Presentation 15 minutes, discussion 30 minutes.

Note: The University community is invited to participate in this discussion. Non-members of Council please sign up to attend the meeting by contacting the Office of the Secretary by telephone at 898-7005 or by email at jpwells@pobox.upenn.edu.

IV. 21st Century Project update.

Time limit: Presentation 15 min., discussion 15 min.

V. University Council Committee on Research 1995-96 year-end report. Time limit: 5 minutes.

VI. Discussion on Draft University Council Committee Charges 1996-97. Time limit: Presentation 10 minutes, discussion 10 minutes.

VII. Discussion on Draft Outline of 1996-97 University Council agenda. Time limit: 10 minutes.

VIII. Adjournment by 6 p.m.

COUNCIL Year End Reports, 1995-96

Research Committee

Report on the agenda for discussion October 9

The committee met three times during this period and addressed the following items:

1. The report of the Ad Hoc Subcommittee on Postdoctoral Fellow Policy, submitted by a subcommittee chaired by Professor John J. Cebra of biology with Dr. Neal Nathanson serving as vice chair. The committee members became acquainted with the different positions that postdoctoral fellows enjoyed in different schools/cultures. The committee then unanimously and enthusiastically approved the document as setting the minimum standards for postdoctoral fellows at the University of Pennsylvania. The proposed policy subsequently has been cleared by various University committees and the last step is the approval of the Faculty Senate Executive Committee.

2. Vice Provost for Research Ralph Amado brought the following new issues to the committee.

a) Advice from the Research Committee to the administration on what should be the proportion of University resources put aside for matching funds. The Research Committee requested some data from peer universities and the discussion will continue after the data is received.

b) The optimal University policy on authorship and on ownership of data. The members of the Research Committee have not yet decided what to recommend as the vehicle to develop a draft University policy that addresses these complex and important problems.

3. The chair of the Research Committee proposed to discuss the evaluation and remuneration of the faculty for responsibilities: teaching large undergraduate classes, leading large research groups/laboratories, and carrying substantial administrative responsibilities. There exists a point system at Berkeley and other state universities. The point system attempts to ensure an equitable distribution of work with equitable compensation. The committee concluded that this problem is not acute at Penn and consequently the idea has been tabled.

— Ruzena Bajcsy, Chair

1995-96 Research Committee Membership

Faculty: Ruzena Bajcsy, Computing and Information Science; Dorothy Brooten, Nursing; John Cebra, Biology; Peter K. Davies, Materials Science and Engineering; Martha Farah, Psychology; Nabil Farhat, Electrical Engineering; Daniel Malamud, Biochemistry/Dental; Richard R. Miselis, Animal Biology; Mark Rosenzweig, Economics; Steven Sondheimer, Obstetrics/Gynecology; Arjun G. Yodh, Physics. **Students:** Larry Kamin, C '96; Alfred Wang, C '97; Maureen O'Leary, GSAS. **Ex officio:** Ralph Amado, Vice Provost for Research; Anthony Merritt, Director, Research Administration.

Faculty/Staff Appreciation Day: Saturday, October 19

Penn's Faculty/Staff Appreciation Day is growing in more ways than one. It has a major new program feature—the University Museum's multicultural Halloween fête—and attendance is also rising: from 1200 in 1994 to 1800 last year, with some 2000 expected for the third autumnal observance of the Day, October 19.

The President, Provost and Executive Vice President have invited all Penn faculty and staff to bring their family and friends for the picnic and other activities—which begin at noon at Hill Field with entertainment by the Penn Glee Club, Penn Cheerleaders and Marching Band, and visiting clowns and face-painters.

President Judith Rodin will give the *Welcoming Remarks* at approximately 12:20 p.m.

The *Picnic Lunch* (of Santa Fe chicken, hot-dogs, pasta salad, Caesar salad, beverages and dessert) is from 11:30 a.m.-1:30 p.m., at Hill Field, 34th and Walnut Streets (Rain location: Hill House).

At the *University Museum*, the Halloween spirit reaches out to the crowd with free family admission (with PENNcard), to its the *Ghosts, Goblins & Graveyards* event, noon-4 p.m. The activity-filled afternoon has workshops and stories, face-painting and mask-making, fortune-

telling and gallery visits to see the ancient Egyptian mummies—plus a special Halloween dance performance as the grand finale to this multi-cultural event. The Museum is at 33rd and Spruce Streets. For more information call 898-4000 or visit the website <http://www.upenn.edu/museum/>.

The Football Game: Penn vs. Lehigh, begins at 1:30 p.m., at Franklin Field, 33rd and Spruce Streets. Admission for Penn faculty/staff is free and tickets for family and friends to attend the game are \$2 each, available via campus mail if orders are received before October 11, or in person at Weightman Hall Ticket Office, M-F, 10 a.m.-4:30 p.m. Ticket Office: 898-6151.

Beforehand: A Health Promotion Fair

Independence Blue Cross is supporting some Health Promotion activities for Faculty and Staff Appreciation Day on Saturday by bringing their Health Van on Tuesday, October 15, and Thursday, October 17, for special health screenings

and to promote F/S Appreciation Day. The Health Van will be in the parking lot at 36th and Walnut Streets and offering:

October 15: Skin Analysis Screening—using the Dermascan black light device, this analysis detects skin conditions on the face, including “invisible” as well as visible areas of concern from sun damage and/or Vitamin B deficiency.

October 17: Carbon Monoxide Lung/Breath/Blood Screening—using the Smokerlyzer device, enables smokers to see the effects of their smoking habits.

On both days, educational materials will be provided on topics such as:

Smoking Stress Blood Pressure

At your Desk Exercises

Great Ways to Take Charge of Your Health

Preventing Keyboard Injuries and Fatigues

What to do about Colds and Flu

The 50 Greatest Weight Loss Tips

10 All-time Favorite Stress Tips

Complimentary parking at the 34th and Chestnut Street Garage will be available with a PENNcard. This event is sponsored by the Division of Human Resources and supported by the Athletic Department. All services and materials are free and offered as part of the Quality of Worklife Program of Human Resources. For additional information contact Marilyn Kraut at 898-0380 or kraut@pobox.upenn.edu

Speaking Out

Meeting the Challenge of Crime

Crime, its causes, preventatives and cures, is a challenge. Crime should be a challenge to us at Penn to engage our incredibly rich lode of human capital to work on the research/teaching/action agenda demanded by this most intractable of issues before our society.

Every one of the University's twelve schools and most of its departments can gain from and contribute to such an agenda. And it must take in as partners our geographical neighbors, the city, state, nation and even those many international interests we have.

The continuing serious crimes on and near the campus, the anger of students and their parents and the expensive promises by administrators to deal with the situation should come as no surprise; these are signs of the times and Penn is not unique in what is happening.

Signs of the times? When we are told the economy is doing well while more than 40 million Americans live below the poverty line; when our economy depends on a 5.5% unemployment rate to remain "healthy"; when suicide rates for teenagers in all population groups are soaring; when half of young African American males are in some negative relationship with legal institutions; when one-half of all African American children live in poverty.

This is a time for action: to take a holistic view of what needs to be done and how we can organize ourselves to do it. Penn's dedication to and expertise in research and teaching and other knowledge-building enterprises can all be enhanced through a concerted effort to contribute towards the solution of what creates crime and what contributes to its prevention and eradication. Security is essential to our continuation as a community; a concerted and sustained effort will help us and can contribute to the national and international scene.

Some proposals of my own: Instead of building prisons to boost the economy of American towns, build institutions to reclaim the environment, relevant educational efforts and rebuild America's worn-out infrastructure: instead of bombed-out center cities and growing rings of suburbia, plan rational continua of urban/suburban/rural land use; instead of NIH research only for the preservation of the body, NIH research on the quality of life for all socioeconomic groups and all ages. (And implementation of good research need not always be costly: in Uganda I found that more than half a million children orphaned by the civil war and AIDS have been absorbed by their extended families, subsidized modestly by their impoverished government, instead of being housed in costly new orphanages as our Speaker of the House proposed for children of "welfare" families in America!)

We need help on new issues arising out of the great and potentially exciting and enriching influx of immigrants. Why is attention given only to those perceived as cleverly taking advantage of our open society, when alongside them come thousands of the

intelligentsia who could offer whole new ways of thinking about some of these problems?

A suggestion for immediate action is that *Almanac* provide a forum for University community constituents: faculty, students, administrators, staff and people among whom we live in this part of Philadelphia as well as the city and state. The Forum would serve to identify what we already know and are doing and to generate ideas for research/teaching/action on attacking the roots of crime, treatment of the effects of crime and methods of prevention as well as immediate containment of crime.

We are all related to crime in many ways as citizens, residents, consumers, frightened pedestrians. Now I challenge us all to take it seriously as an appropriate and possible society-saving issue for our academic pursuit.

— Louise P. Shoemaker
Professor and Dean Emeritus,
School of Social Work

Almanac's Board Chair responds:

Without waiting for a structured Forum, *Speaking Out* welcomes any contributions on matters of direct concern to the University. For a wider discussion, potentially involving the larger community as proposed by Professor Shoemaker, the Center for Community Partnerships has been proposed as a facilitator, and its director, Ira Harkavy, has agreed. Those who wish to participate in an ongoing forum may thus write directly to *Almanac* [see addresses on page 19] or contact Dr. Harkavy at the Office of Community Partnerships.

— Martin Pring, *Physiology/Med*

For 'Beyond Belief', a Believer

On leaving the Institute of Contemporary Art after viewing "Beyond Belief," I was pleased to learn that the show will continue on view until October 27. Just one visit is not enough. There is too much of interest and studious discovery to observe in one visit.

Past ICA exhibits have too often flown in the face of popularly held concepts of what constitutes art. And, I admit, my credulity was often sorely challenged.

In the case of the "Beyond Belief" show, however, it would be fair to say that we are being served up a rich smorgasbord of food-for-thought. The thirteen artists from East Central Europe whose work is shown at the ICA are beneficiaries of an important historical happening. Their art is a by-product of the collapse of communism in their respective homelands—an event which served to liberate artistic expression.

Not content with painting pretty pictures and creating classical sculpture, the work of these artists reflects the diverse range of human experience, both abstractly and realistically. But central to the group's striving for artistic expression is the desire to explore new artistic horizons.

— Maurice S. Burrison
Director, Faculty Club Art Gallery

SCUE on 'Six Priorities'

The newly declared priorities for academic excellence (*Almanac Supplement September 24*) reaffirm the often-voiced commitment by this administration to an exceedingly superior Penn experience.

While the reexamination of academic priorities among these newest global trends repeatedly mention the integration of the practical and the theoretical as their philosophical foundation, SCUE proposals have epitomized this ideal since our first publication in 1966.

The priorities of the humanities, democratic issues, scientific research, urban issues, management and leadership, and information technology have all been advocated extensively prior to, but most specifically in, SCUE's 1995 White Paper on Undergraduate Education.

Upon this fundamental of interdisciplinary and holistic learning, our suggestions to provide each Penn graduate with the requisite tools for individual and societal utility match exactly with those arriving out of the mission of the 21st Century Project and the Academic Priorities. In our white paper, we suggest that these academic priorities should not only be a signature of the University but a signature of the University's education—an original distinction that is sorely lacking in our currently fragmented curriculum. It is SCUE's opinion that continuing this discussion of institutional redefinition without opening the discussion on the primary product of this institution—the undergraduate degree—would be irresponsible.

Thus, SCUE applauds, not only the strategic conclusions of the deans, the University's Academic Planning and Budgeting Committee, and the President and Provost, but also the process of development that has, so far, included considerable student input. As Penn continues its reevaluation in positioning, the participation of the student in maximizing Penn's capacities as an institution of learning must not be overlooked. SCUE eagerly anticipates its role in the further shaping, and eventual implementing, of our mutual goals and encourages all undergraduates to participate in the forthcoming discussion on the future of our University.

— Ben Nelson, Chair, Student Committee
on Undergraduate Education

Outsourcing and Quality

As a member of the University community, I have been following the ongoing discussion about outsourcing with some interest. While I do not minimize the University's need to cut unnecessary costs, Paul Lukasiak's letter (*Almanac September 24*) seemed to me to be a compelling challenge to a flawed University process and not the "diatribe" John Fry labeled it in his reply. Mr. Fry's tactic of refusing to "dignify" the letter with a response leads me to believe that he is unable to rebut Mr. Lukasiak's detailed criticisms.

(continued next page)

Speaking Out continued

As for Mr. Fry's assertion that the Bookstore deal with Barnes and Noble will "provide Penn with one of the finest campus Bookstores in the country," I hope that will be the case. But my last few visits to the Bookstore have revealed significantly reduced stock on the shelves, with many long-stocked scholarly titles now gone and others being disposed of in a half-price inventory reduction sale. I fear that in its effort to transform the Bookstore into a "superstore," Barnes and Noble is showing insufficient commitment to the Bookstore's academic mission. If the arrival of Barnes and Noble drives the area's other serious bookstores out of business, the

Bookstore deal will prove a net loss to the University, notwithstanding any additional revenues that may be received.

— *Peter D. Schneider, Assistant Director
Career Planning & Placement,
The Law School*

Response to Mr. Schneider

Our commitment from Barnes & Noble is that the Penn Book Store will continue to be one of the premiere academic bookstores in the country while, at the same time, significantly enhancing its selection of nonacademic books.

As part of that effort, the current "clearance" of older books will enable The Book Store to update and improve both its academic and nonacademic stock. In the new store, the space devoted to books of all kinds will be substantially increased.

My office, together with the University Council Bookstore Committee, will work closely with Barnes and Noble to ensure that the academic book selection in the Penn Book Store is appropriate for a university of Penn's stature.

— *Steven D. Murray
Vice President for Business Services*

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

Dear Faculty, Staff and Students:

Fall Break 1996 (10/12/96 through 10/15/96) is approaching quickly. Traditionally, this is a time of lower occupancy and greater opportunity for crime. Therefore, we need to be more safety and security conscious.

In order to reduce the opportunity for crime (i.e., criminal mischief, burglaries, etc.), the Division of Public Safety is again offering to conduct Special Checks of Residential Properties during the following time frame: *5 p.m. on Friday, October 11th to 7 a.m. on Wednesday, October 16th.*

Faculty, staff and students who live within the following geographical boundaries—Schuylkill River to 43rd Street and Baltimore Avenue to Market Street—may list their residence with the Penn Police Department for Special Checks during the period it will be vacant.

Penn Police officers will periodically check the exterior of the property for signs of criminal activity or security breaches. Upon discovering same, the officers will take appropriate action ranging from arresting the perpetrator to conducting an interior check of the property with subsequent notification to the listed occupant.

If you would like to list your residence for Special Checks during Fall Break 1996, please pick up an application at the Penn Police headquarters (3914 Locust Walk) or the Special Services Unit (3927 Walnut Street). You need to complete and return the application to either location *prior* to vacating the premise. Attached you will find Safety And Security Tips to help keep your time away from Penn a safe and happy one.

Wishing you colorful foliage and cool, crisp autumn nights,

—*Thomas M. Seamon, Managing
Director, Division of Public Safety*
—*Maureen S. Rush, Director of
Patrol Operations*

Special Safety Checks During Fall Break

Fall Break 1996 is almost here. Along with beautiful autumn foliage and visiting family and friends, let's also think about Safety! To keep this time away from Penn restful and fun, here are some Safety Tips to keep in mind:

If you are leaving Penn for Fall Break,

- Secure or remove all valuables (i.e., jewelry, computers, stereos, televisions, etc.). All valuables should already be engraved with your Social Security or other identifying number. Engravers are available at the Special Services Unit (3927 Walnut Street, 898-4481).

- Close and lock all windows; close all shades, drapes and blinds. Lock and bolt entrance doors to rooms or apartments.

- Use timers on lights and on a radio or television to give your residence the appearance of being occupied.

- Register your residence with Public Safety for Special Checks during the Break.

- Your answering device message should *never* indicate that you are not at home. Always use plural nouns even if you live alone (e.g., "we're not available to take your call right now"). Don't use your name.

- Make sure that your exterior lighting works and turn all lights on. Preferably, exterior lights should be on a timer or photoelectric cell. If not, contact your landlord regarding these security devices *before* you leave for Break!

If you are remaining at Penn during Fall Break,

- Use one of the ten automated teller machines (ATMs) located inside University buildings and avoid withdrawing money at night. Check the amount withdrawn *only* after you are safely inside your office or residence. Never display money in a crowd.

- Carry only necessary credit cards and money.

- Carry your wallet in an inside coat pocket or side trouser pocket. Carry your handbag tightly under your arm with the clasp toward your body. Never let it dangle by the handle.

- Keep your wallet or handbag closed and with you at all times. Never place it on the seat beside you, on the counter next to you or under a seat when dining.

- Be aware of your surroundings and the people around you; trust your instincts. Stay in well-lighted and well-traveled areas.

- Walk with your head up, shoulders back and your eyes scanning the people around you.

- Use the "buddy" system or the Penn Transit System when traveling at night. From non-University exchanges, dial 898-RIDE for the vehicular escort service or 898-WALK for the walking escort service between the hours of 6 p.m. to 3 a.m. daily.

- If you are expecting guests or workers, do not open your door until you know it is the right person(s). Always ask to see identification of callers you don't know.

- If accosted, don't resist! Don't panic! Get a good description of the assailant (i.e., approximate age, race, sex, height, weight, clothing description, direction traveled, etc.) and report the incident to the police as soon as possible.

- Know the locations of Penn's blue-light emergency telephones. Open the box, lift the receiver or push the button to talk.

- Report any suspicious person(s) or activities to the police as soon as you can: Where, What, Who, When and How.

- Know your emergency phone numbers:

Division of Public Safety
Penn Police Department
3914 Locust Walk

On Campus

(University Exchanges:
898, 417 and 573): 511

Off Campus:

573-3333
Non-Emergencies 898-7297 / 7298
Special Services 898-4481 / 6600
Penn Investigators 898-4485

Philadelphia Police Department

18th Police District, 5510 Pine Street
Emergency Telephone: 911
General Business Telephone: 686-3180

SEPTA Police Department

Emergency Telephone Number: 580-4131

— *Division of Public Safety*

So Many Documents, So Little Time — More Efficient Computer Searching

By Sandy Smith

As universities, think tanks, publications, corporations and research organizations all post more and more information on line, retrieving that information has become more and more of a headache for users of the Internet, the World Wide Web and other sources of on-line information.

The biggest headache comes from the sheer volume of material available on line. A search for information about a particular subject on the Web, for example, can return thousands of documents in which the subject is mentioned. To compound the headache, some of these documents may run thousands of words long, with only one or two paragraphs pertaining to the subject. Or a search in such a document for references to the subject may miss relevant material, because the search engine looks only for the specific term requested.

About a year ago, a group of computer science graduate students at Penn's Institute for Research in the Cognitive Sciences decided to try their hand at solving these and related problems using established principles of computational linguistics. Their project has evolved into a sophisticated and powerful text summarizer that could work with Web browsers and other Internet research tools to shrink those mountains of information down to a manageable size.

Breck Baldwin, now a researcher, explained that the road to the summarizer began when "a bunch of graduate students got together and decided to enter this government 'bake-off' where teams compete on a specific task." One of the assigned tasks for this "message understanding competition" was to create systems that could trace and calculate chains of "coreferences" — nouns and pronouns in a text that refer to the same subject or object in real life, such as "Bill Clinton," "the President" and "he" in a news story about the President of the United States.

Baldwin and Computer and Information Science (CIS) graduate student Jeff Reynar led a team that developed a workable engine for the competition. "Officially, we placed in the middle of the pack" in the competition, Baldwin said, "but once we fixed a bug in the software — four characters in the source code — we had the best-

performing system" in the group.

The next step in the summarizer's development came when Baldwin gave a talk on the software to a group of Penn faculty and students. As he described it, "I was giving this talk, and [CIS Chair] Mitch Marcus said, 'This would be great! You could get automatic summarization out of this.'"

The key to how the coreference algorithm works its magic lies in a series of rules that capture very reliable patterns of coreference in English. For example, subject pronouns overwhelmingly tend to corefer with the

subject of the prior sentence, as in "Mary called Sue the other day. She was upset about the evening news." In these instances, grammar is said to mandate a coreference.

Grammar can also block coreference as well. In the sentence "John gave him a ball," "John" and "him" cannot corefer. Rules like these, along with the rules that determine coreference between "Bill Clinton" and "Mr. Clinton," form the core of the coreference algorithm. "These simple rules, applied together to the text, allow us to get good results," Baldwin said, "but each rule by itself doesn't contribute very much."

Using the summarizer, which the creators call "entity-based summarization," the IRCS team has been able to reduce the size of documents anywhere from 40 to 90 percent while retaining most relevant information. The size reduction is achieved by discarding sentences or paragraphs which contain no coreferents before delivering the text to the user.

Last spring, CIS graduate student Anoop Sarkar wrote an interface designed to enable the summarizer to work with documents found on Internet and World Wide Web hosts. The resulting application was demonstrated on Capitol Hill as an example of National Science Foundation-funded research that has commercial potential. The response was enthusiastic. At the demonstration, Baldwin said, "We received offers for collaborative work with other

NSF sites that were working with large amounts of text, and Congressional staffers were saying, 'I need that now.'"

But there are still a few problems to be worked out before the summarizer is truly world-ready. One is a philosophical problem: How should the software handle references to the same person or thing in different capacities? "Are Richard Nixon the president and Richard Nixon the homeowner the same person?" Baldwin asked.

Enabling the software to recognize semantic distinctions of this type could achieve even further reductions in document size.

The other, more significant problem is speed. "We're trying to get the computer code that

calculates the coreferences to run fast," he said. As of last spring, the coreference algorithm took on average 12 minutes to process and summarize a document; the team's goal is to cut that time to about ten seconds. "To do this, we're trying to change the algorithm from an exponential to a linear or sub-linear calculation," Baldwin said. To address these problems, the Advanced Research Projects Agency (ARPA) of the U.S. Department of Defense has awarded Baldwin's team a three-year, \$600,000 grant for further development of the summarization engine.

Given the high level of interest shown in a fast, effective text filter for the Internet, Baldwin is confident that these problems will be solved and the engine developed commercially. He noted that the summarizer could be used to positively as well as negatively eliminate text, as in editing of confidential documents for outside release. It could also be used to check for ambiguous coreferents, aiding writers and students in English-composition or English-as-a-second-language classes. With additional resources, the algorithm could also be modified to work in languages other than English in the future.

Their project has evolved into a sophisticated and powerful text summarizer that could work with Web browsers and other Internet research tools to shrink those mountains of information down to a manageable size.



Cartoonists Bring Wit to Cultural Exchange

By Libby Rosof

Female cartoonists are a rare breed, but nearly all of them — two big shots in the world of cartooning — came to Penn's Harold Prince Theater to talk about their work, Monday, Sept. 30.

More than 100 Francophiles and cartoonophiles came to hear French cartoon-

ist Claire Bretécher and Philadelphia Daily News cartoonist Signe Wilkinson at an event sponsored by L'Institut français de Culture et de Technologie, otherwise known as Penn's French Institute for Culture and Technology.

The goal of the talk and the Institute was to bring people at Penn in contact with things French. That certainly seemed to be the lure for most of the audience, avowed Francophiles, almost one and all.



Photograph by Mark Garvin

Cartoonists Claire Bretécher (left) and Signe Wilkinson with slides of Bretécher cartoons in background.

Not surprisingly, many of them were ardent fans of Bretécher. Before the talk, Wilkinson said, "If you want some slobbering, devotional comments on what a great cartoonist Claire Bretécher is, just ask me. ... She draws like a butterfly, stings like a bee."

Bretécher almost missed the talk altogether. Something about time and place had been lost in translation, but the Institute people tracked her down to her hotel. Then, on the way in, she dropped her slides. "Quelle marmelade".

So Wilkinson began without her, remarking that most cartoonists were male. "You are seeing 98 percent of the female cartoonists in the world," said Wilkinson,

the 1994-95 president of the Association of American Editorial Cartoonists.

She said the cartoons she had drawn that had attracted the most ire were related to religion, and she expressed amazement at how Bretécher was a national institution. "In America people don't treat cartoonists as the arts," Wilkinson said, dressed in business-like pumps and stockings.

"Here editorial cartoons get reproduced in these little roundups in the New York Times. You need a magnifying glass to see them."

Bretécher, whose cartoons have appeared in the weekly news magazine Le Nouvel

Observateur since 1973, looked very much the great French cartoon artist, in jeans and black boots. She marveled at how American comic strip artists can manage with only four frames of space. She also said her only cartoon that had

shocked people was about religion. That seemed to shock the audience, to whom she had just shown some frank cartoons about relationships, excrement and oooh la la — cartoons no American newspaper would have printed. Her "Agrippine" comic series about the trials and tribulations of a teen-age girl have a hilarious, but unfamiliar, Gallic frankness.

Not everyone who came spoke fluent French. As the theater filled, French and English seemed to be spoken in a ratio of 1:3.

Daisy Gordon and her friend Mia Steiner, both well beyond a "certain âge", study together at the Alliance Française.

"I can read it and write it," Gordon said, "but she's the fluent one."

"Fluent?" Steiner protested. "Compared to whom?"

Fortunately for the non-Francophones, Bretécher spoke excellent English

Wilkinson, who began the talk, expressed her admiration for Bretécher.

After the talk, came the wine and cheese, with touches American and French. Two kinds of bubbly washed down big wheels of brie, pâté, fish mousse and little circles of crusty bread. The French bubbly was wine from Tournai prepared by "la méthode champenoise." The American bubbly was Coke (regular and diet), Sprite, and seltzer (plain and lemon-lime).



CONSERVATIVE



'90s LIBERAL

New Gumshoes Stalk Crime

By Robert Strauss

Like many folks in their mid-40s, Joseph Hasara was looking for a bit of a career change. Hasara had spent the last 20 years in the Philadelphia Police Department, the last 15 of them as a detective.

"It's not that I disliked what I was doing, just that I needed a new challenge," said Hasara. He retired from the police department in May, but he didn't sit around long.

In July, two former police department colleagues — Tom Seamon, managing director of public safety, and Maureen Rush, chief of police operations — hired Hasara and three other retired Philadelphia detectives to double the size of the Penn police investigative unit.

And it has worked.

In the last several weeks, working closely with the Philadelphia police Southwest Detective Division, the Penn investigators' work led to arrests in the series of robberies at Penn fraternity houses, in a rash of armed robberies near campus, and in a series of burglaries in Moore and Towne Buildings, in addition to the recapture of a stolen \$10,000 piece of artwork.

"Now, none of this could have been done without the great help of uniform campus police," said Bill Danks, another of the new University detectives. "But we hope that the four of us coming on will continue the spirit of cooperation necessary to solve crimes on campus."

Hasara and Danks, and the two other new University detectives, Frank DeMeo and Patricia Brennan, have a combined total of more than 100 years of Philadelphia police work behind them. They all seem genuinely excited about their mid-life job switches.

"Sure, I retired, but at 53, realistically, I wasn't going to stop working," said De-

Meo. "I saw things come and go when working with the Philadelphia Police Department. Some things I liked; some I didn't. But I liked investigating, and Chief Rush has given me the opportunity to keep on doing that."

Brennan was a homicide detective for the last nine years and said she needed a change.

"This was just a wonderful opportunity

The new detectives like the idea that the challenge seems less daunting. "We see Penn as a microcosm of the city," Hasara said. "Rather than focus on the whole of Philadelphia, we will be dealing with the smaller community. And Penn is a close community, so we expect we will be able to do our jobs well here."

The new detectives want to make clear

that they don't look upon themselves as a sort of Legion of Super Heroes, some arrogant new small force of saviors that will once and for all clean all crime out of the University area.

"We do hope our experience helps solve more crimes," said DeMeo. "But, really, what we can do is free up the other investigators and campus police to do their jobs more efficiently. If we are going to be successful, it will be because we cooperate with all police and all parts of the University community."

For the time being, the detectives will switch between 7 a.m. to 3 p.m. and 3 p.m. to 11 p.m. shifts ("You see different things around campus in the daytime and at night," said Hasara), but they may find one shift or another better as time goes on. Their eventual goal is to have enough strength to clear cases right on campus, sending cases directly to the city District Attorney's office rather than burden the Southwest Detectives with the paperwork.

"There have been a lot of cutbacks in the city police department and our real mission is not to let that affect overall police work," said Danks. "We are realistic enough to know that crime may always be with us here, but our goal is to make everyone at Penn know that every crime will be thoroughly investigated and, hopefully, solved."



Photograph by Joel Schwartz

Penn's four new detectives Joseph Hasara, Patricia Brennan, Frank DeMeo and Bill Danks (on desk), have more than 100 years of combined experience.

to move to a different environment and not really disrupt my career," said Brennan, who noted that the University police work closely with the Philadelphia Southwest Detectives, at 55th and Pine streets, where she started her police work. "Staying in the city, we keep our contacts. We get to use what we know."

The four new detectives stress that they will be doing the same things at Penn as they were in their former jobs: working with uniformed cops to sort out crimes and to arrest those who commit them.

"All the things you might expect, crime-wise and socially, that you find in Philadelphia, you will find at Penn," said Danks. "Because we are part of the inner city, you are going to have those same city problems, just on a smaller scale."

SAFER STREETS

Penn Increases Security

By Phyllis Holtzman

The University has been hard at work this past week implementing new safety strategies in response to a series of robberies in the campus community. At a special

day evening; they will patrol the area west of 40th Street between Chestnut and Baltimore from at least 6 p.m. to 2 a.m.; their hours of patrol may be extended if necessary.

impact on the criminal element's window of opportunity for committing a crime, as well as the perception of safety of the Penn and West Philadelphia community members," she noted. "We are committed to maintaining this increased police presence to ensure the safety of our students, faculty and staff."

Several additional initiatives will be implemented shortly.

- The University is about to enter into a contract with one of the leading security corporations in the world to bring state-of-the-art security systems to Penn's buildings and residences, using new technologies. Work will begin almost immediately, once the contract is signed;

- The University will begin installing 66 new solar-powered cellular blue light phones — including at least 30 in areas

adjacent to the campus — on Nov. 1; this is in addition to an already planned upgrade of the existing network of phones, which currently number approximately 260;

- Penn's Escort Services will implement short-term enhancements to its operations in response to students' concerns, and will also give the program a full review that could result in further long-term changes.

President Rodin also announced

that the Penn Police Department would expand its police force with the addition of 10 new officers. The department is also in the process of filling nine vacancies, which will increase the number of police officers by 19, said Public Safety Managing Director Thomas Seamon. He added that the process of recruiting the 19 new officers is underway.



Above, Officers Angela Tucker and Thomas Reichner, two newly assigned Philadelphia police, on Walnut Street; Right, two of Penn Police Department's new Special Response Team.

town meeting Sept. 26 to address safety concerns, President Rodin announced several new initiatives to improve campus safety. A number of those were implemented last week:

- The Penn Police Department's Special Response Team — comprised of five experienced officers — was deployed as of Sept. 30; the team will patrol in both uniform and plainclothes, in marked and unmarked cars, from 7 p.m. to 3 a.m., seven days a week;

- The Philadelphia police assigned three foot-patrol officers from 4 p.m. to midnight, as well as one patrol car on duty 24 hours a day, and two additional patrol cars from midnight to 4 a.m. These extra patrols also began Sept. 30;

- SEPTA transit police have assigned one mobile patrol during evening hours, and six foot-patrol officers, to subway stations around campus;

- Ten new Spectaguard guards began patrolling the west end of campus Thurs-

- All buildings owned by University City Associates (UCA) — the University's real estate subsidiary — now serve as "safe houses" for students who need to call Penn Escort Services.

As President Rodin put it, these new measures, and those yet to come, are meant "to deliver the strongest possible message to those intent on victimizing us — stay away from the University of Pennsylvania."

Maureen Rush, Director of Operations for the Penn police, said that many people have contacted her to comment on the "heightened visibility of police officers, both Penn and Philadelphia.

"I believe this response is having an



Photographs by Linda Johnson

Penn Nurse Improves Care for Minorities

By Susan Greenbaum

One of the nation's nursing leaders who is tackling the battle to improve the health and well-being of Latino Americans is Antonia Villarruel, Ph.D, MSN. She brings to the classroom and research initiatives her concern for minority needs and the importance of working in partnership with the local Hispanic community.



Photograph by Tommy Leonard

Antonia Villarruel brings cross-cultural awareness to nursing research, education and practice.

The number of Hispanic children in the United States is exceeded only by the number of non-Hispanic white children. Most of them — 94 percent of Hispanic children — are legal residents of the United States.

The majority of Hispanic families (64 percent) are headed by two parents. Yet, an alarming 31 percent of children of Hispanic working adults are uninsured compared to only 12 percent of white children. Hispanics are the group least likely to see a physician. And Hispanic adolescents are more likely than any other group to report fear of attack going to and from school.

“Because nurses constitute the largest force in the delivery of health care, the potential exists for the profession to develop a proactive voice to improve the health of minority children and families,” Villarruel said.

For Villarruel, this potential translates into a range of scholarly and service activities aimed at promoting the health and well-being of Hispanics, increasing the numbers of Hispanic nurses, and improving community-based models of care to serve the Hispanic population.

When Villarruel joined the Penn Nursing faculty last year as an assistant profes-

sor of nursing, she set out to develop links with Philadelphia's Latino community that would enhance the community-based experiences for Penn Nursing students. For the first time this fall, the School of Nursing is offering a course taught by Villarruel, “Latino Health Issues.” It is one of several case-study courses designed to expose students to contemporary health issues.

The course includes a community experience through which students work with the staffs of several local organizations like the Consortium for Latino Health and the Association de Puertorriqueños en Marcha to explore solutions to the socio-political problems that affect the ability of Philadelphia's Latino community to access affordable, good health care.

Villarruel is buoyed by the enthusiastic response of Penn students to her course. “That students from throughout the Uni-

versity — not just nursing students — have enrolled in the course is indicative of the increasing interest in career opportunities in service to Hispanic populations,” she said.

Villarruel's knowledge of minority issues significantly enriches her other courses. “Her expertise in cross-cultural issues and extensive clinical experience in pediatric nursing combine to provide an important dimension in the undergraduate education of nursing students,” said Jane Barnsteiner, Ph.D., FAAN, associate professor of pediatric nursing at Penn.

In addition to bringing cross-cultural issues to the classroom, Villarruel is involved in multiple research projects aimed at preventing HIV/AIDS among Latino adolescents, understanding the sexual behavior of young Latinos, and promoting cancer education and awareness among Latino children and adults.

Of particular note are her scholarly initiatives devoted to assuring cultural competency — the capacity to function effectively in cross-cultural situations — in nursing research, education and practice.

Her work in this regard has implications for every health care discipline, because by the year 2050, estimates double the country's Hispanic population.

Villarruel received her masters degree in nursing from Penn in 1982 and returned to the School of Nursing last fall after completing post doctoral studies at the University of Michigan and receiving her doctoral degree in nursing from Wayne State University. She practiced for over a decade as a clinical nurse-specialist in pain management in various settings including the Children's Hospital of Michigan in Detroit.

Her interest in pain management for children launched her research career and focused her interest on health issues related to minority populations.

Villarruel's earliest research involved a revision of the widely used Oucher tool, a measurement scale used by nurses and physicians to assess levels of pain in pediatric patients. The tool utilizes a series of photographs portraying the facial expressions of distressed children. To determine

(continued on page 13)



(continued from page 12)

a child's pain level, pediatric patients are asked to point to the picture of the child whose facial expression matches their own level of discomfort. In its first version, the Oucher portrayed only white children.

Villarruel worked with the originators of the tool, noted nursing researchers Judy Beyer, Ph.D., RN, and Mary Denyes, Ph.D., RN, to develop two new scales, one depicting African-American children and the second depicting children of Hispanic origin.

She said, "For the tool to be reliable, children of color needed to identify with the face in the picture."

Throughout the coming academic year, Villarruel will share her expertise with the University community-at-large under the auspices of the Annenberg Public Policy Center, which this past spring named her an Annenberg Dubois Policy Fellow.

Looking to extend Penn Nursing's reach beyond Philadelphia, Villarruel recently traveled to Mexico to explore a School of Nursing international program that would allow undergraduate nurses to study in Mexico.

While in Mexico she also will consult with nurses and prepare for her forthcoming participation in the National Institute of Health's Fogarty International Institute, a group collaborating with Mexican researchers on issues related to adolescent behavior and pregnancy prevention. She is the only nurse and only Mexican American representing the United States.

Last summer Villarruel was awarded a prestigious U.S. Health Service Primary Care Policy Fellowship that each year brings together a multidisciplinary group of primary health care leaders from around the world to meet and work with top government, congressional and private sector health care officials. The 1996 Fellows spent three weeks in Washington addressing the primary health problems that affect our country's under-served populations.

As a prominent nursing leader, Villarruel currently is serving a two-year term as president of the National Association of Hispanic Nurses. Last February, in recognition of her outstanding research initiatives, she was named by *The Medical Herald* as one of the nation's top 20 leaders in health care for Latinos.

WELL SAID

The following quotes from Penn professors and others appeared in publications across the country and around the world.

"Now that the court has gotten involved, all these issues are going to move to center stage. We're going to have a year long national seminar on dying and assisted suicide."

— **Arthur L. Caplan**, director of the Center for Bioethics, responding to the recent Supreme Court announcement that they will rule on the legality of the right-to-die question. (Los Angeles Times, Wednesday, October 2)

"The empowerment of patients is where OncoLink's getting its most utility. Patients grappling with a new cancer diagnosis or a change in management have a thirst for knowledge. These patients are turning to the Internet in record numbers."

— **Ivor Benjamin**, co-editor-in-chief of OncoLink and a gynecological oncologist, commenting on the OncoLink cancer information and research service maintained at Penn. (Los Angeles Times, Monday, September 30)

"It's absolutely sobering how large the gap is from how American kids are doing internationally. Americans don't understand how bad things are now, nor are they aware of how bad things will be in the future."

— **Ted Hershberg**, public policy and history professor, who is organizing a conference for the development of new standards of educational assessment. (Allentown Morning Call, Sunday, September 29)

"With the growth of big organizations and bureaucratic institutions, secondary ties are now the main form of human interactions. ... But still, there is a need in the human being for warm, holistic interaction. There's the need for community."

— **Ewa Morawska**, professor of sociology, in an article describing the resurgence of communes. (Albany Times Union, Sunday, September 29)

"There are certainly a lot more opportunities for women than in the early 1960s,

but things are far from equal and there hasn't been as much progress as people were expecting."

— **Jerry A. Jacobs**, professor of sociology, commenting on the continued underrepresentation of women in the sciences (Cleveland Plain Dealer, Tuesday, September 24)

"Every place that I have examined where community policing has occurred, there has been a dramatic drop in crime, particularly in violent crime."

— **Marvin E. Wolfgang**, professor of criminology, commenting in an article that addressed what factors contribute to a decrease in youth crime. (Austin American-Statesman, Monday, September 23)

"If you could get the candidates talking directly to the camera ... on common issues, we should create a running debate. In theory that provides comparative information in a civil fashion. It's historically true that candidates are less likely to engage in inappropriate attacks when they are speaking their own words on screen than in any other form of political discourse."

— **Kathleen Hall Jamieson**, dean of the Annenberg School for Communication, expressing support for a coalition urging television stations to give free time to presidential candidates to speak. (Associated Press Online, Tuesday, September 17)

"Vietnam provided a lightning rod for a whole generation of activists. It became, along with civil rights, the central theme of youthful organizing. There isn't any single set of political issues today that are able to captivate the imagination of young people."

— **Thomas Sugrue**, assistant professor of history, commenting in an article on how the problems facing modern youth are so deep-seated, complex and diverse that they don't unify the young. (Dallas Morning News, Friday, August 3)

OPPORTUNITIES at PENN

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

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

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

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

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

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

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

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

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

Job Opportunities and daily postings can also be accessed on the Human Resources web page (www.upenn.edu/hr/).

A position must be posted for seven (7) calendar days before an offer can be made.

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.

ANNENBERG SCHOOL

Specialist: Clyde Peterson

INFO MANAGEMENT SPECIALIST II (091133CP) P6; \$32,857-42,591 9-26-96 Annenberg School

ARTS AND SCIENCES

Specialist: Susan Curran

ASSOC. DIRECTOR VI (101211SC) Assist graduate students & postdoctoral fellows implementing simulation & modeling programs & solving research related software problems; give graduate course in simulation & modeling expected on a biannual basis; conduct research through collaboration with faculty; develop & support advanced computer application & systems admin. in dept. **Qualifications:** PhD in theoretical or computational chemistry or related field of natural science or MS with relevant exp.; three yrs. of UNIX exp., at least two yrs. in multi-platform UNIX system administration, on as many of the following platforms as possible: Sun/Solaris, SGI/IRIX, IBM/AIX, HP/HP-UX & DEC/OSF; ability to work independently & good interpersonal & organizational skills. **Grade:** P8; **Range:** \$39,655-52,015 10-4-96 SAS Computing
ASS'T DEAN (POST-BACC. PROGS) (07829SC) P5; \$29,664-38,677 8-16-96 CGS
LANGUAGE SPECIALIST (091108SC) P2; \$22,351-29,098 9-18-96 English Language Programs
RESEARCH COORDINATOR SR (03203SC) P4; \$26,000-34,100 8-29-96 Linguistics/LDC
SYS. PROGRAMMER III (091086SC) P6/P7; \$32,857-42,591 36,050-46,814 9-16-96 SAS Computing
ADMINISTRATIVE ASSISTANT I (091132SC) G9; \$17,614-21,991 9-24-96 Psychology
ADMINISTRATIVE ASSISTANT II (081025SC) G10; \$19,261-23,999 9-4-96 Penn Language Center
ADMIN. ASSISTANT II (091093SC) G10; \$19,261-23,999 9-16-96 Dean's Office - Graduate Division
OFFICE ADMINISTRATIVE ASSISTANT III (091081SC) G11; \$20,497-26,008 9-12-96 Biology
SECRETARY IV (091068SC) G9; \$17,614-21,991 9-13-96 Sociology

DENTAL SCHOOL

Specialist: Clyde Peterson

DIRECTOR II (091201CP) Direct, plan, organize, develop & manage Central Materials Services, inventory management, centralized instrument process & distribution, clinic supply & material procurement & supply distribution; implement policies & procedures related to CMS functions; direct, coordinate & evaluate activities of personnel engaged in furnishing sterile/non-sterile supplies, instruments & equipment; hire & supervise employees; represent CMS on committees. **Qualifications:** BA/BS in business administration or health admin. or equiv.; at least four-six yrs. exp. in health care materials management or equivalent; one-three yrs. supervisory exp. **Grade:** P5; **Range:** \$29,664-38,677 10-2-96 Clinic Management
MANAGER I (091202CP) Coordinate, receive & register patients; schedule appointments; perform administrative

duties unique to satellite dental practice; monitor paperwork flow to insure timeliness, handle bookkeeping & billing of patients, payment schedules, collect payments, file insurance claims & handle overdue accounts; supervise general clerical/office staff. **Qualifications:** High school grad; two-four yrs. experience in clinical or practice setting; experience with billing systems; computer skills required; knowledge of the University's organization preferred. (Work schedule may include some Saturdays) **Grade:** P2; **Range:** \$22,351-29,098 10-2-96 Dental Care Center
STAFF DENTIST (091199CP) (091198CP) (091200CP) Examine & treat patients at Penn Faculty Practices as general dentist; perform endodontics, orthodontics, periodontic work based on the needs of the patient; complete & maintain records & reports on patients; teach & supervise students & residents. **Qualifications:** DMD; licensure in PA; one yr. general practice residency completed or equivalent experience. **Grade/Range:** Blank 10-2-96 Dental Care Center
DENTAL ASS'T I (091196CP) Decontaminate, clean & assemble full range of surgical & implant supplies & equipment; assist in surgical set up & break down; assist surgical team; expose, develop, mount x-rays; issue, inventory & store clinical supplies & implant components. **Qualifications:** HS grad & completion of accredited dental ass't prog.; one yr. direct exp. may be substituted for formal educ.; PA x-ray cert. required. **Grade:** G7; **Range:** \$17,068-21,247 10-2-96 Periodontics/Implants
OFFICE MANAGER II (08946CP) P2; \$22,351-29,098 8-21-96 Periodontics
RESEARCH SPECIALIST I (091089CP) P2; \$22,351-29,098 9-13-96 Biochemistry
RESEARCH SPECIALIST I (091102CP) P2; \$22,351-29,098 9-20-96 Biochemistry
STAFF HYGIENIST (091149CP) P3; \$24,617-31,982 9-24-96 Dental Care Center
ADMIN. ASS'T I (40 HRS) (091097CP) G9; \$20,130-25,133 9-20-96 Pediatric Dentistry
CLERK III (40 HRS) (091069CP) G6; \$16,010-19,658 9-11-96 Dental Care
DENTAL ASSISTANT I (40 HRS) (091148CP) G7; \$17,068-21,247 9-24-96 Dental Care Center
RESEARCH LAB TECH III (091087CP) G10; \$19,261-23,999 9-13-96 Anatomy/Histology

ENGINEERING/APPLIED SCIENCE

Specialist: Clyde Peterson

MGR., ADMIN. & FIN. (07838JZ) (Application deadline date: 9/25/96) P7; \$36,050-46,814 9-19-96 IME
RESEARCH SPECIALIST JR./I (08962RS) P1/P2; \$20,291-26,368/\$22,351-29,098 8-22-96 IME
P-T PROFESSIONAL (COORDINATOR V) (17.5 HRS) (08958CP) P5; \$14,833-19,338 8-28-96 MEAM
ADMINISTRATIVE ASSISTANT III (091084CP) G11; \$20,497-26,008 9-17-96 Bioengineering
ADMINISTRATIVE ASSISTANT III (091085CP) G11; \$20,497-26,008 9-17-96 CIS
ADMINISTRATIVE ASSISTANT III (091167CP) G11; \$20,497-26,008 9-26-96 Student Services
SECRETARY IV (081003CP) G9; \$17,617-21,991 9-6-96 Mechanical Engineering
LTD. SERVICE (ADMIN. ASSISTANT II) (081004CP) G10; \$14,446-17,999 9-6-96 Systems Engineering

EXECUTIVE VICE PRESIDENT

Specialists: David Smith/Susan Curran

ASS'T MGR., ACCOUNTS PAYABLE (08979SC) P2; \$22,351-29,098 8-28-96 Comptroller's Office
ASSISTANT TEACHER (091124SC) G9; \$17,614-21,991 9-19-96 Penn's Children's Center
ASSOCIATE DIRECTOR VI (091054SC) P8; \$39,655-52,015 9-9-96 Student Financial Services
DIR., INTERNAL AUDIT (CORP. COMPLIANCE) (091127SC) P12; \$65,611-80,031 9-20-96 Int. Audit
DIR., INTERNAL AUDIT (HEALTH SYSTEMS) (091129SC) P12; \$65,611-80,031 9-19-96 Int. Audit
DIR., INTERNAL AUDIT (INFO. SYSTEMS) (091128RS) P12; \$65,611-80,031 9-19-96 Int. Audit
DIR., INTERNAL AUDIT (UNIVERSITY) (091130SC) P12; \$65,611-80,031 9-19-96 Internal Audit
FINANCIAL ANALYST (081037SC) P5; \$29,664-38,677 9-4-96 Comptroller's Office
MGR. FINANCIAL REPORTING/BUDGET ANALYSIS (081038SC) P9; \$43,569-57,217 9-4-96 Comptroller
NUTRITIONIST (091123SC) (End date: One yr. appointment) P4; \$26,986-35,123 9-23-96 Dining Svcs.
ADMIN. ASS'T I (0288SC) (Hours: 7:30 a.m.-3:30 p.m.) G9; \$17,614-21,991 8-26-96 Penn Children's Ctr.
ADMINISTRATIVE ASSISTANT II (091146SC) G10; \$19,261-23,999 9-26-96 Publications
COOK (091126SC) Union 9-19-96 Faculty Club
CUSTOMER SERVICE REP. (37.5 HRS) (081024SC) G8; \$17,326-21,686 9-4-96 Human Resources
DISPATCHER SR. (40 HRS) (08997SC) (Hrs: 5 p.m.-3 a.m.) G8; \$18,481-23,132 8-28-96 Transport. & Pkng.
KITCHEN PORTER (091125SC) Union 9-19-96 Fac. Club
SERVICE REP. I (37.5 HRS) (091147SC) G10; \$20,637-25,713 9-23-96 Computer Connection
TELECOMMUNICATIONS SERVICES ASSISTANT II (08991SC) G10; \$19,261-23,999 8-27-96 Penntrex

GRAD SCHOOL OF EDUCATION

Specialist: Clyde Peterson

DIRECTOR II (081007CP) (End date: 9/30/01) P5; \$29,664-38,677 9-9-96 NCAL
PROGRAMMER ANALYST I (081006CP) (End date: 9/30/01) P4; \$29,986-35,123 9-9-96 NCAL
PROJECT COORDINATOR (081008CP) (End date: 9/30/01) P4; \$29,986-35,123 9-9-96 NCAL

LAW SCHOOL

Specialist: Clyde Peterson

ADMIN. ASS'T I (091182CP) Maintain accurate database of field supervisors & students in FoxPro & Notebook; assist in mail merges for large mailings; coordinate mailings; assist in responding (in person) to student; assist in answering phone inquiries by attorneys & public; file, copy & handle manual & electronic distribution of info; assist in planning receptions, special events. **Qualifications:** HS grad; at least two yrs. admin./sec. exp. or equiv.; excellent organizational skills; use Word/Perfect 5.1 & 6.0; familiarity with database & NetScape; accuracy & attention to detail; ability to work cooperatively with small staff, public & students; adhere to time limits & maintain composure under pressure. **Grade:** G9; **Range:** \$17,614-21,991 10-1-96 Law School
COORDINATOR II (081013CP) P2; \$22,351-29,098 9-17-96 Law Development & Alumni Relations

MEDICAL SCHOOL

Specialist: Ronald Story/Janet Zinser

COORDINATOR II (091195JZ) Identify problem areas in the current protocol submission procedures & institute changes; coordinate research & preparation of Comprehensive Protocol List; originate a plan to assure that all Cancer Center related protocols, consent forms & amendments written in conjunction with standards of the Food & Drug Administration (FDA) & the National Cancer Institute (NCI); prepare & present Cancer Center Protocol Office when an FDA/NCI audit is being conducted; maintain the integrity of the regulatory files; prepare & submit all in-house & sponsored protocols, informed consents, amendments & changes that the IRB requires; gather grant info & assist in writing relative sections of competitive & non-competitive NCI Grants. **Qualifications:** BA/BS or equiv.; two yrs. admin. progressive work exp. familiarity with Onco. terminology, clinical research trials, protocols, IRB functions & medical charts pref.; excellent organizational skills; effective oral & written communication skills; strong interpersonal skills;

exp. with Macintosh database packages. **Grade:** P2; **Range:** \$22,351-29,098 10-4-96 Cancer Ctr.

DATABASE TECH II (091139JZ) Conduct basic statistical analyses & create subfiles; perform data edit checks, update date files & maintain audit trail; monitor checks & clean keyed data; maintain & manage data archives; design files to maximize system integration & data base performance; coordinate & plan data base activities; provide technical support; maintain back-up & recovery procedures & data base security software. **Qualifications:** Master's in related field or BA/BS at least four yrs. exp. in a data base environment incl. at least two yrs. as Database Tech supporting major project development efforts; expertise with relevant computer hardware, software & data analytic strategies; computer prog. & system analysis exp.; working knowledge of ACCESS, DBASE, SAS, SPSS; demonstrated project management skills; knowledge of system development activities in database environment; good communication skills. **Grade:** P7; **Range:** \$36,050-46,814 10-2-96 Psychiatry

FISCAL COORDINATOR II (091193JZ) Perform payroll/personnel functions for all University/HUP employees; handle purchasing using University/HUP/CPUP policies & procedures; act as accounts payable officer; use FinMis for purchasing & general ledger; monitor expenses on all budgets; responsible for facilities; maintain/design spreadsheets & databases to produce reports; handle special projects; assist in annual University/HUP/CPUP budget preparation. **Qualifications:** BA/BS pref. in accounting or business or equiv.; one-three yrs. exp. in fiscal operations or equiv.; working knowledge of accounting & office standards & practices; proficient in Lotus 1-2-3 for Windows & database knowledge. **Grade:** P2; **Range:** \$22,351-29,098 10-2-96 Med-Pulmonary

NURSE II (091194RS) Assist in identification of protocol subjects; screen, interview & enroll subjects in in/out patient protocols; conduct patient visits; educate patient about study; complete case forms; perform venipuncture to collect required blood specimens; report findings; assist in program planning; triage sick calls from study subject; provide cross-coverage of study beeper nights/weekends. **Qualifications:** Active registered nurse licensure in PA; two yrs. nursing exp. with HIV infected patients & clinical trials desired; perform venipuncture; excellent communication, organizational & interpersonal skills; must be detail oriented. (*On-going contingent upon grant funding*) **Grade:** P4; **Range:** \$26,986-35,123 10-2-96 Infectious Disease

RES. SPEC., JR. (091204RS) Prepare nuclear extracts & RN; label nuclear probes; prepare & run gel & other molec. bio. techniques; organize lab schedules; order supplies & equip.; maintain lab equip.; assist with animal surgery; maintain biohazard safety standards & radionuclide inventory; supervise work study & volunteer students; participate in prep. of papers & abstracts; perform literature searches & statistical analysis. **Qualifications:** BA/BS in bio/med discipline; background knowledge in immuno/genetics desired; six months exp. in molec. bio. lab pref. (*On-going contingent upon funding*) **Grade:** P1; **Range:** \$20,291-26,368 10-3-96 Surgery

RES. SPEC. JR./I (091183RS) Prepare DNA templates, agarose & polyacrylamide gel electrophoresis, primer synthesis, pour & run sequence gels & operate automated sequencer & synthesizer; perform literature searches & write protocols; assist in writing procedural sections of paper; keep logs & write reports; responsible for equip. & maint. **Qualifications:** **RES. SPEC. JR.:** BA/BS in bio. research. **RES. SPEC. I:** BA/BS; one-two yrs. exp. **Grade:** P1/P2; **Range:** \$20,291-26,368/\$22,351-29,098 9-30-96 Genetics

RES. SPEC. II (091176RS) Procure surgical & autopsy tissues for research, preserve & distribute tissues, retrieve pathology reports & data for investigators; prepare human tissues for shipping; keep logs, write lab reports; data entry. **Qualifications:** BA/BS in scientific or related field; minimum three yrs. exp. in tissue procurement or related field; computer exp. desired. **Grade:** P3; **Range:** \$24,617-31,982 9-30-96 Path. & Lab Med

RESEARCH SPEC. I/III (06641RS) Responsible for managing the Dermatology Labs in the Stellar-Chance Bldg.; participate in experiments; implement protocols; analyze data; teach new techniques; keep records & logs; maintain equip.; train new personnel; coordinate seminars & meetings; monitor expenses; order supplies & maintenance; study the molecular biology of cell adhesion in the skin; techniques include molecular subcloning, transfection, baculovirus protein production, polymerase chain reaction, cell culture, southern analysis, gel electrophoresis, DNA sequencing, production of gene "knockout" mice & animal models & disease. **Qualifications:** **RES. SPEC. II:** BA/BS in scientific or related field; knowledge of molecular & cell

biology; three to five yrs. experience in molecular & cell biology or similar research; strong organizational skills; ability to work with others. **RES. SPEC. III:** BA/BS in scientific or related field req.; MA/MS pref. or equiv.; knowledge of molec. & cell bio.; three to five yrs. exp. in molecular & cell bio. or similar research; strong organizational skills; ability to work with others. **Grade:** P3/P4; **Range:** \$24,617-31,982/\$26,986-35,123 9-23-96 Dermatology

RESEARCH SPEC. IV (101210RS) Act as primary specialist for pre-clinical studies within the Toxicology Program of the Translational & Clinical Research Program (TCRP); design toxicology protocols & relevant pre-clinical studies; responsible for development study design; write the Institute study protocol; responsible for project management of all pre-clinical projects; often serve as Study Director; oversee other study directors & their work; ensure all study protocols are conducted in accordance with Good Laboratory Practices (GLP); correlate clinical pathology, clinical observations, treatments & results related to toxicology studies; collate & summarize data gathered; assist with the preparation of regulatory documentation; assure appropriate supervision for all necropsies completed for toxicology studies; evaluate gross findings & histopathology on studies; review histopathology slides in consultation with appropriate pathologists. **Qualifications:** MA/MS in biological sciences req.; PhD with three-five yrs. exp. pref.; formal training in toxicology highly desirable; at least four-six yrs. exp. as research specialist with increasingly greater responsibilities; previous project management exp. & the ability to handle conflict required; working knowledge of Current Good Laboratory Practice needed; previous experience acting in the capacity as a study director highly desirable; ability to prioritize & perform in a busy, rapidly changing environment, including the ability to handle multiple on-going projects; excellent interpersonal skills necessary, as well as demonstrated oral & written communication skills; ability to deal with diverse constituencies needed. (*End date: 10/31/98*) **Grade:** P6; **Range:** \$32,857-42,591 10-4-96 IHGT

P-T (DIRECTOR VI) (28 HRS) (091173JZ) Oversee development & operation of multi-disciplinary research program related to women's health; manage fund development, marketing & public relations, government relations, financial & programmatic strategic plans, educational & training initiatives & regional & national network of women's health centers. **Qualifications:** Master's in Public Health or Social Sciences/Humanities; PhD pref.; seven-ten yrs. project mgmt. exp. incl. long-term/strategic planning; proven track record in fund development, grant writing & donor relations; exp. in marketing, p.r. & gov't affairs highly desirable; familiarity with women's health related research highly desirable; exp. in academic institution pref.; exceptional writing, analytical & interpersonal skills. (*End date: 3/1/97*) **Grade:** P9; **Range:** \$34,855-45,774 10-2-96 CCEB

P-T (RES. SPEC., JR.) (17.5 HRS) (091184RS) Do DNA extractions; run PCR's; test for micro-satellite polymorphism; work with radioactive isotopes; maintain radiation safety records; solve minor tech problems & order supplies. **Qual.:** BA/BS in bio., chem. or related field; lab exp. desired. **Grade:** P1; **Range:** \$10,146-13,184 9-30-96 Genetics

ADMIN. ASS'T II (091189JZ) Perform administrative clerical duties; receive, distribute & process information; perform library searches; organize/maintain office record/filing systems; maintain director's calendar & schedule events/meetings; type & proofread documents; some data entry; develop tables, graphs & figures; maintain inventory, hand deliver & pick-up crucial documents. **Qualifications:** Completion of HS business curriculum & related post-HS training or equiv.; two yrs. exp. at AA I or equiv.; working knowledge of office procedures; computer literate; knowledge of WordPerfect & DrawPerfect; familiarity with med rehab terminology pref.; exceptional mathematical skills necessary. **Grade:** G10; **Range:** \$19,261-23,999 10-2-96 Rehab Med

EDITORIAL ASS'T II (40 HRS) (091186JZ) Provide editorial support in processing & tracking manuscripts & small copies; serve as liaison between Editor & author & peer reviewers/referees & AMA editorial & production departments; telephone peer reviewers to request services; coordinate & compose with authors, reviewers, board of editors & the main journal headquarters; manage computerized & manual data base tracking systems; assemble requested background material & perform literature searches; handle & file confidential material; draft financial, statistical, narrative &/or other reports; develop & implement procedures for quality control of small copy. **Qualifications:** Assoc. degree in English or business admin. or equiv.; BA/BS pref.; three yrs. related exp.; proven admin. ability; knowledge of PC's & word processing systems; maintain effective working relationships with authors & the public; knowledge of

English grammar, composition & style; medical terminology/secretarial exp. strongly pref. (*On-going contingent upon grant funding*) **Grade:** G11; **Range:** \$23,425-29,723 9-30-96 Family Practice & Community Med.

RES. LAB TECH I (40 HRS) (101209RS) Perform lab support functions; routine duties of cleaning equip., cleaning prep of tissue culture rooms; overall cleaning of lab & glasswashing room; maintain lab equip. for cleanliness, proper maint. & function; prepare simple stock solutions; maintain adequate levels of supplies & inventories; responsible for collecting, filing & recording info on incoming supplies, incl. Materials Safety Data Sheets & Certificate of Analysis; wash autoclave & distribute glassware, reusable plastics & other hard goods. **Qualifications:** HS grad or equiv. & some science courses in related discipline req.; knowledge of basic lab procedures req.; lab exp. strongly desired; computer knowledge strongly desired. (*End date: 10/31/98*) **Grade:** G7; **Range:** \$17,068-21,247 10-4-96 IHGT

RES. LAB TECH III (091175RS) Conduct molec. bio. experiments; train & supervise students; maintain records & lab reports; order supplies. **Qualifications:** BA/BS; one yr. directly related lab exp. **Grade:** G10; **Range:** \$22,013-27,427 9-30-96 Biochem & Biophysics

SEC'Y IV (091151JZ) Handle correspondence for seven faculty members; transcribe letters & reports; arrange travel for faculty & post docs; copy course materials for faculty; type & proofread grant applications; organize & maintain filing system; order & keep inventory of office supplies; maintain conference room schedule; perform journal by using FinMis (i.e. telephones & service contracts) provide back-up for secretarial position; process C-forms (travel reimbursements, supply reimbursements & purchases); trouble shoot problems with purchases & payment. **Qualification:** HS grad with two yrs. exp.; knowledge of word processing (WordPerfect or Word) & general skills with PC based software incl. database & spreadsheet; transcription exp.; excellent organizational skills, work with faculty & students; knowledge of scientific & medical terminology. **Grade:** G9; **Range:** \$17,614-21,991 9-24-96 Inst. for Neuroscience

SECRETARY V (40 HRS) (091181JZ) Provide sec. & admin. support to Dir. of Animal Svcs. Unit; answer phones, type correspondence & other docs. (from hard copy & dictation) & manage Director's calendar; prepare routine correspondence; manage central office ASU; oversee & manage records, reports, files & other systems of info tracking; process purchase orders, incl. checking acct. balances & stock needs; maintain computerize data base; data entry; review accuracy & integrity of system. **Qualifications:** HS grad; BA/BS pref.; four yrs. previous sec. exp. or comparable exp.; demonstrated phone skills, professional & courteous manner; strong word process skills (pref. exp. with Mac, MS Word & Excel) incl. exp. with spreadsheet, database &/or calendar progs.; good verbal, written & organiz. communication skills & flexibility. (*End date: 9/30/98*) **Grade:** G10; **Range:** \$22,013-27,427 9-30-96 IHGT

SEC'Y V (40 HRS) (091192JZ) Type & proofread correspondence, grant & manuscripts; answer phones; schedule research studies; interact with Hospital & University depts.; compose forms & schedules; maintain filing system; coordinate travel arrangements; organize & maintain records & files; plan daily agendas; retrieve articles from library. **Qual.:** HS business curriculum & related post HS trng. or equiv.; BA/BS pref.; min. four yrs. increasing responsible secretarial expe.; type 60 wpm; medically term. & Macintosh exp. necessary; knowledge of office equip. incl. dictating equip.; excellent oral & written communication skills. **Grade:** G10; **Range:** \$22,013-27,427 10-2-96 Rehab Med

ASS'T DIRECTOR II (08977JZ) (*End date: 8/31/99*) P3; \$24,617-31,982 8-26-96 Geriatric Medicine

ASS'T DIRECTOR IV (091154JZ) P5; \$29,664-38,677 9-25-96 Institute of Neuroscience/Neuroscience

ASSOCIATE DIRECTOR VI (06551JZ) P8; \$39,655-52,015 8-22-96 Cancer Center

ASSOCIATE DIRECTOR IV (08992JZ) P6; 32,857-42,591 8-30-96 Combined Degree Programs

BUSINESS ADMIN. III (08952JZ) P4; \$26,986-35,123 9-10-96 Psych.

BUSINESS MANAGER I (081028JZ) P4 \$26,986-35,123 9-3-96 Gastroenterology

COORDINATOR IV (08949JZ) P4/P5; \$26,986-35,123/\$29,664-38,677 8-21-96 CEO/Dean

CYCLOTRON OPERATOR (091095RS) P3; \$24,617-31,982 9-17-96 Radiology

CYTOGENETICS TECHNOLOGIST, JR. (091044RS) P4; \$26,986-35,123 9-6-96 Path & Lab Med.

DIRECTOR VIII (08961JZ) P11; \$56,135-70,246 8-30-96 Psychiatry

MGR., ADMIN. & FIN. (07838JZ) (*Application deadline date: 9/25/96*) P7; \$36,050-46,814-19-96IME
NURSE II (07840RS) P4; \$26,986-35,123-9-6-96Psych.
PROGRAMMER ANALYST II (091101JZ) P6; \$32,857-42,591-9-19-96Genetics
PROGRAMMER ANALYST III (0120JZ) P6/P7; \$32,857-42,591/\$36,050-46,814-27-96Psychiatry
PROJECT MANAGER I (07814RS) (*End date: 6/30/01*) P5; \$29,664-38,677-9-23-96CCEB
PROJECT MANAGER II (07821RS) (*End date: 6/30/01*) P7; \$36,050-46,814-9-23-96CCEB
PROJECT MANAGER III (081001RS) P8; \$39,655-52,015-8-29-96Infectious Diseases
RESEARCH COORDINATOR (091140RS) P3; \$24,617-31,982-9-24-96Psychiatry
RESEARCH SPEC., JR. (08925RS) (08926RS) (*End date: one year*) P1; \$20,291-26,368-8-20-96Med/Cardio.
RES. SPEC., JR. (08953RS) P1; \$20,291-26,368-8-21-96 Ctr. for Res. on Repro. & Women's Health
RESEARCH SPECIALIST, JR. (091082RS) (*End date: 9/30/98*) P1; \$20,291-26,368 IHGT
RESEARCH SPECIALIST, JR. (091083RS) P1; \$20,291-26,368-9-13-96Genetics
RES. SPEC., JR. (08986RS) (*On-going contingent on funding*) P1; \$20,219-26,368-9-16-96Path. & Lab Med
RESEARCH SPECIALIST, JR. (091091RS) P1; \$20,291-26,368-9-16-96Physiology
RESEARCH SPECIALIST, JR. (07795RS) P1; \$20,291-26,368-9-19-96IHGT
RESEARCH SPECIALIST, JR. (091144RS) P1; \$20,291-26,368-9-24-96Psychiatry
RESEARCH SPEC. JR./I (08995RS) P1/P2; \$20,291-26,368/\$22,351-29,098-8-27-96Med/Hematology-Onco.
RESEARCH SPEC. I (08927RS) (*On-going contingent upon funding*) P2; \$22,351-29,098-8-19-96Med/Gastro.
RESEARCH SPECIALIST I (06690RS) (*End date: 6/30/98*) P2; \$22,351-29,098-8-22-96IHGT
RESEARCH SPECIALIST I (08932RS) P2; \$22,351-29,098-8-22-96Radiology
RESEARCH SPECIALIST I (081030RS) (*End date: 9/30/98*) P2; \$22,351-29,098-9-4-96IHGT
RES. SPEC. I (40 HRS) (091142RS) (*Willing to share on-call responsibilities for after hours, wknds & holidays*) (*End date: 9/30/98*) P2; \$22,351-29,098-9-24-96IHGT
RESEARCH SPEC. I/II (091141RS) P2/P3; \$22,351-29,098/\$24,617-31,982-9-24-96Path & Lab Med
RESEARCH SPECIALIST II (081030RS) P3; \$24,617-31,982-9-23-96IHGT
RESEARCH SPECIALIST II (091168RS) P3; \$24,617-31,982-9-27-96Physiology
RESEARCH SPECIALIST III (091096RS) P4; \$26,986-35,123-9-16-96Medicine-Renal
STAFF ASSISTANT II (091076JZ) (*End date: 9/30/98*) P2; \$22,351-29,098-11-96IHGT
ACCT'G CLERK II (40 HRS) (08950JZ) (*On-going contingent upon funding*) G8; \$18,481-23,132-21-96Psych.
ADMINISTRATIVE ASSISTANT II (091138JZ) G10; \$19,261-23,999-26-96Psychiatry
BLDG SVCS. ASST II (40 HRS) (091104JZ) (*Shortnotice overtime*) G9; \$20,130-25,133-9-18-96Arch/Fac. Mgmt.
CLERK IV (081039JZ) (081040JZ) G7; \$14,935-18,592-9-4-96Genetics
EXEC. SECRETARY (N/E) (40 HRS) (08964JZ) G12; \$26,133-33,725-8-23-96Government Relations
LAB ANIMAL TECH (40 HRS) (091074RS) (*End date: 9/30/98*) G9; \$20,130-25,133-9-11-96IHGT
LAB ANIMAL TECH (40 HRS) (091073RS) (*End date: 9/30/98*) G11; \$23,425-29,723-9-11-96IHGT
OFFICE ADMIN. ASSISTANT I (091153JZ) G9; \$17,614-21,991-9-24-96Neuroscience

OFFICE SYSTEMS COORDINATOR (081041JZ) G11; \$20,497-26,008-9-4-96CCEB
PROGRAMMER I (40 HRS) (091136JZ) G10; \$22,013-27,427-9-23-96Anesthesia
PSYCHTECH I (40 HRS) (081042RS) (*Some wknds., eves.*) (*On-going contingent on funding*) G10; \$22,013-27,427-9-4-96Psych
RECEPTIONIST III (40 HRS) (091072JZ) (*End date: 9/30/98*) G8; \$18,481-23,132-9-11-96IHGT
RES LAB TECH III (08960RS) G10; \$19,261-23,999-8-22-96Cell & Developmental Biology
RESEARCH LAB TECH III (08963RS) G10; \$19,261-23,999-8-22-96Cell & Developmental Biology
RESEARCH LAB TECH III (08986RS) G10; \$19,261-23,999-8-28-96Pathology & Lab Medicine
RES. LAB TECH III (40 HRS) (091046RS) (*On-going contingent on fund*) G10; \$22,130-25,133-9-6-96Sleep Ctr.
RESEARCH LAB TECH III (091057RS) G10; \$19,261-23,999-11-96Rehabilitation Medicine
RESEARCH LAB TECHNICIAN III (091100RS) G10; \$19,261-23,999-9-19-96Medicine
RES. LAB TECH III (40 HRS) (091137RS) (*On-going contingent on funds*) G10; \$22,013-27,427-9-24-96Psych.
RESEARCH LAB TECH III (091170RS) (091171RS) G10; \$20,637-25,173-9-25-96Medicine-Pulmonary
RESEARCH LAB TECHNICIAN III (091169RS) G10; \$19,261-23,999-27-96Radiology
SECRETARY IV (091152JZ) G9; \$17,614-21,991-9-24-96 Institute for Neuroscience
SECRETARY IV (091155JZ) G9; \$17,614-21,991-9-24-96 Institute for Neuroscience
SECRETARY IV (091177JZ) G9; \$17,614-21,991-9-27-96 Pathology & Lab Medicine
P-T (SECUR. OFFICER) (22 HRS) (091103JZ) (*Ability to work nights & wknds; able to work overtime on short notice; Considered "essential" personnel*) (*Schedule: Sat-Sun, 9 p.m.-9 a.m.*) G8; \$8,885-11,121-9-18-96 Arch./Fac. Mgmt.

NURSING

Specialist: Ronald Story

ADMIN. ASST II (40 HRS) (091187RS) Respond to inquiries from prospective students about grad progs., application & admission process; coordinate follow-up in liaison with Prog. Directors; compile materials for grad prog. recruitment events; sched. & coord. mtgs.; make travel arrangements; compose, type & proofread routine correspondence & materials for presentation, course related materials; coordinate grant proposal process; recommend innovative improvements in policies & procedures & use of technology; participate in cross-training within team. **Qual.:** Completion of HS bus. curric. or equiv.; min. 4 yrs. office admin. or related exp. in customer svc. environ.; work productively in team-oriented environ.; strong verbal & written communication skills; interpersonal & organizational skills; thorough knowledge of office procedures, practices & methods; type 60 wpm; demonstrated advanced PC skills, pref. in Windows; familiarity with SRS & grant proposal process desired. **Grade:** G10; **Range:** \$22,013-27,427 10-2-96 Nursing
ADMINISTRATIVE ASSISTANT II (40 HRS) (091172RS) G9; \$20,130-25,133-9-27-96 Nursing
ADMIN. ASST II (08984RS) (*Able to work some Sats. req. (Male & female minority candidates encouraged to apply.)*) (*End date: 9/30/00*) G10; \$19,26-23,999-8-27-96 Nursing
ADMIN. ASST III (40 HRS) (07804RS) (*On going dependent on practice viability*) G11; \$23,425-29,723-8-13-96 CARE Program
SECRETARY IV (40 HRS) (08910RS) G9; \$20,130-27,25,133-8-13-96 Nursing

PRESIDENT

Specialist: Susan Curran/Janet Zinser

STAFF WRITER II (08938JZ) Provide general writing svcs. with major emphasis on gift acknowledgement letters, presidential correspondence & other development communications projects, incl. campaign & other newsletters, research & writing for speeches & remarks, scholarship & professorship rpts. **Qual.:** BA/BS or equiv.; 1-3 yrs. professional writing exp.; excellent writing & research skills; detail oriented; computer literate; strong interpersonal skills; knowledge of previous work exp. in univ. environ. pref. **Grade:** P3; **Range:** \$24,617-31,982-8-21-96 Dev. & Alum Rels.
STAFF WRITER II (04062JZ) For *The Pennsylvania Gazette* write feature articles, news accounts, short items & profiles; attend gatherings & interview subjects; review manuscripts to assure clarity, conciseness, conformance to style, use of proper grammar & punctuation; copy-edit,

proofread & review copy-editing of others; write/edit alumni notes & obits; write headlines, captions & call-outs; supervise staff & work flow; recruit authors & serve as liaison with contributors; provide advice on & implement editorial policies & procedures; review free-lance submissions. **Qual.:** BA/BS in communications, journalism, English or related field; 5 yrs. progressively responsible edit. exp., incl. 3 yrs. as ass't editor or equiv.; demonstrated ability to write magazine-length features; proven editorial (proofreading, copy-editing) & organiz. skills; exceptional command of English language; work independently & communicate effectively with authors & publishers; proficiency in use of PCs. (*Two writing samples must accompany application.*) **Grade:** P3; **Range:** \$24,617-31,982 10-4-96 Dev. & Alum Rels.
ASSISTANT DIRECTOR IV (091053JZ) P5; \$29,664-38,677-9-6-96 Development & Alumni Relations
ASST DIR. IV/ASSOC. DIR. V (12653JZ) P5/P7 \$29,664-38,677/\$36,050-46,814-9-3-96 Dev. & Alum. Rels.
ASST DIR. IV/ASSOC. DIR. V (091070JZ) P5/P7; \$29,664-38,677/\$36,050-46,814-11-96 Dev. & Alum. Rels.
ASST DIRECTOR INDIVIDUAL GIFTS (06672JZ) P5; \$29,664-38,677-8-23-96 Dev. & Alumni Rels.
COORD. III (091134JZ) (*Some eve. & wknd work required*) P3; \$24,617-31,982-9-23-96 Dev. & Alum. Rels.
PROGRAMMER ANALYST I (091051JZ) P4; \$26,986-35,123-9-9-96 Dev. & Alumni Relations
STAFF ASSISTANT II (08892SC) P3; \$24,617-31,982-9-17-96 Office of the Secretary
ADMIN. ASSISTANT I (08939JZ) G9; \$17,614-21,991-8-21-96 Development & Alumni Relations
ADMIN. ASSISTANT I (091050JZ) G9; \$17,614-21,991-9-6-96 Development & Alumni Relations
ADMIN. ASSISTANT I (091052JZ) G9; \$17,614-21,991-9-9-96 Development & Alumni Relations
ADMIN. ASSISTANT I (08939JZ) G9; \$17,614-21,991-8-21-96 Development & Alumni Relations
ADMIN. ASSISTANT II (091080SC) G10; \$19,261-23,999-9-11-96 News & Public Affairs
ADMIN. ASSISTANT II (091120JZ) G10; \$19,261-23,999-9-19-96 Development & Alumni Relations

PROVOST

Specialist: Clyde Peterson

MGR. II (091174CP) Supervise & operate computerized box office system (ARTSOFT); maintain group sales info, deposit & provide proper accounting for group sales income; design price scale of new performances & generate box office statements from computer for submission to Bus. Mgr.; assist regular box office staff with customer service issues, problems & answering phones. **Qual.:** BA/BS; min. 2-4 yrs. box office exp. req.; excellent computer skills and ability to handle stressful situations; ARTSOFT exp.; excellent customer skills & exp.; expertise in fin. & sales. **Grade:** P3; **Range:** \$24,617-31,982-9-30-96 Annenberg Ctr.
P-T (COORD. I) (17.5 HRS) (091197CP) Organize collections in storage, making them accessible as educational & research resources; assist with grant prep for funding storage improvements; continue storage inventory project; monitor physical condition of collection; use ARGUS computer system to oversee object cataloging & record maint.; participate in developing computer database for collection mgmt.; coordinate with Registrar in processing object loans; assist in arranging & organizing classes held in storage or museum classrooms, as well as facilitating student's access to collections; answer requests for info about collections & facilitate access for visiting scholars & educators. **Qual.:** MA or equiv.; broad knowledge of near Eastern archaeology & ethnography, with some facility in pertinent foreign languages; three yrs. in museum & collections mgmt. or comparable exp. gained in other settings; strong computer skills, with a demonstrated interest in developing & upgrading database; ability to take direction & work with others in a congenial manner; good organizational & supervisory skills. **Grade:** P1; **Range:** \$10,145-13,319 10-2-96 Museum
ASST LAB ANIMAL TECH (40 HRS) (081031JZ) Provide care for laboratory animals; operate & maintain sanitation equipment; maintain accurate records; handle feeding, bedding & other supplies; make observation on environment & report abnormal animal health. **Qual.:** HS diploma or equiv.; 18 months in animal care or certification as Assistant Lab Tech; ability to pass pre-employment physical exam; lift 50 lbs. above shoulders & to restrain lab animals; willing to accept overtime assignments, shifts other than M-F. **Grade:** G7; **Range:** \$14,935-18,592-9-20-96 ULAR
LAB ANIMAL AIDE (40 HRS) (091161CP) (091162CP) (091163CP) (091164CP) Do lab animal care, adhere to Fed, State & Univ. policies; clean & sanitize cages & equip.; do routine maint. on sanitation equip.; feed, water & change

Live in Delaware County?

Looking for a ride? Enjoy reasonable rates and immediate openings, for those looking for spaces on a vanpool in Delaware County. The van makes stops in Springfield, Morton, Secane, and Aldan. For more information, call Rick Buckley at 898-5598.

Also in Delaware County, there is a carpool of three people, that is looking for a fourth person to share rides and expenses. The car pool meets in Springfield. They park in the garage at 38th and Walnut, arrive at Penn at 8:15 a.m. and leave Penn at 5 p.m. to return home. If interested, contact Janet Barrow at 898-6508.

cages for a variety of lab animal; clean & sanitize animal rooms & support areas; receive feed, bedding & supplies; observe & report unusual conditions. **Qual.:** HS grad or equiv.; read, write & understand English; lift up to 50 lbs.; follow both written & verbal instructions. (May incl. shifts other than M-F, incl. wknds., holidays & overtime) **Grade:** G5; **Range:** \$14,714-18,069 10-1-96 ULAR/Med School

LAB ANIMAL TECH (40 HRS) (091160CP) Provide lab animal care; feed, water & change cages; observe & report unsafe or unusual conditions pertaining to animal's environ. or facility security; perform tech assignments such as med treatments, euthanasia; receive & house animals; maintain accurate records for receiving & census; handle, restrain & determine sex of lab animals; identify lab animal according to accepted means. **Qual.:** HS grad or equiv.; AALAS cert. as lab tech or five yrs. exp. in lab facility; lift 50 lbs. & properly handle, restrain lab animals. (May incl. shifts other than M-F, incl. wknds., holidays & overtime) **Grade:** G9; **Range:** \$20,130-25,133 10-1-96 ULAR/Med School

LIBRARY CLERK (091205CP) Charge out, check-in & renew books; place holds & recalls; process fines & other payments; perform inquiries on on-line database; register patrons; create patron & item records; answer directional & basic info questions; resolve problems involving missing books; assign carrels; process materials; search stacks; maintain circ. records; open & close desk. **Qual.:** HS grad; college pref.; one-two yrs. prev. admin. clerical exp. pref.; communicate effectively; computer knowledge a plus; light typing skills helpful. **Grade/Range:** Union 10-4-96 Libraries

LIBRARY DOOR GUARD (091185CP) Oversee entrance & exit; check I.D. & all materials removed from bldg.; provide directional info & assistance to library users; general surveillance; duties may cover clerical functions. **Qual.:** HS grad; college pref.; prev. lib. exp. pref.; demonstrated interpersonal skills req. **Grade/Range:** Union 9-30-96 Libraries

ASSOC. DIRECTOR, LIBRARY INFO SYSTEMS (081020CP) P11; 9-6-96 University Libraries

DATABASE TECH II (091111CP) P7; \$36,050-46,814 9-20-96 ISC Operations

DIRECTOR, MARKETING (091065CP) P7; \$36,050-46,814 9-13-96 University Press

DIR., UNDERGRAD ADMISSION OPERATIONS (06588CP) P9; \$43,569-57,217 8-22-96 Undergrad Adm.

HEAD COACH B (091166CP) P6; \$32,857-42,591 9-26-96 DRIA

LIBRARIAN I/II (091122CP) P4/P5; \$26,986-35,123/29,664-38,677 9-20-96 University Libraries

LIBRARIAN III/IV (091059CP) P6/P7; \$32,857-42,591/36,050-46,814 9-12-96 University Libraries

MANAGER, MUSEUM SALES (091094CP) P3; \$24,617-31,982 9-17-96 Museum

PROGRAMMER ANALYST I (081027CP) P4; \$26,986-35,123 9-6-96 University Libraries

PROGRAMMER ANALYST I (091106CP) P4; \$26,986-35,123 9-19-96 ISC-Networking

PROG. ANALYST II/III (091119CP) P6/P7; \$32,857-42,591/36,050-46,814 9-20-96 ISC/Application Dev.

SYS. ANALYST II/SR. (091113CP) (091118CP) P7/P8; \$36,050-46,814/39,655-52,015 9-20-96 ISC/App. Dev.

SYSTEMS ANALYST, SR. (091120CP) P8; \$39,655-52,015 9-20-96 ISC/Application Development

SYSTEMS ANALYST, SR. (091114CP) P8; \$39,655-52,015 9-20-96 ISC/Application Development

SYSTEMS ANALYST SR. (091150CP) P8; \$39,655-52,015 9-24-96 ISC/Application Development

SYSTEMS PROGRAMMER III (03273CP) P8; \$39,655-52,015 9-6-96 DCCS

ADMINISTRATIVE ASSISTANT II (091064CP) G10; \$19,261-23,999 9-12-96 University Press

ELECTRONIC TECH III/ELECTRONIC COMPUTER TECH, SR (091105CP) G11/G13; \$20,497-26,008/\$25,132-33,270 9-24-96 ISC-Ntwrk

NTWRK OP. (08940CP) (Schedule: 2nd shift, 3-11 p.m.; occasional overtime) G11; \$20,497-26,008 8-22-96 ISC

OFFICE ADMIN. ASSISTANT III (091165CP) G11; \$20,497-26,008 9-26-96 LRSM

STACK ATTEND. (091043CP) Union 9-6-96 Libraries

LTD. SVC. (SALES CLERK) (081018CP) (081019CP) (Schedule: 12-6 p.m., eves. & wknds) G5; \$9,656-11,858 9-6-96 Annenberg Center

P-T (WEEKEND SUPERVISOR) (20 HRS) (07747CP) G11; \$11,262-14,290 9-17-96 University Libraries

VETERINARY SCHOOL

Specialist: Ronald Story

RESEARCH SPECIALIST JR (081015RS) P1; \$20,291-26,268 9-4-96 Pathobiology

RES. SPEC. JR/I (06654RS) (End date: 7/98) P1/P2; \$20,291-26,368/\$22,351-29,098 6-28-96 CIncl. Studies

RES. SPEC. I (091092RS) (On-going contingent on funding) (Kennett Sq.; no public transp.) P2; \$22,351-29,098 9-16-96 Clinical Studies

CLERK/ACCT'G. II (40 HRS) (091079RS) (Kennett Sq.; no public transp.) G8; \$18,481-23,132 9-11-96 Large Animal Hospital

MAINT. MECH/M.M., SR. (40 HRS) (06581RS) (Kennett Sq.; no public transp.) G12/G13; \$26,133-33,725/\$28,723-38,022 6-19-96 Admin. Svcs/NBC

RESEARCH LAB TECH III (40 HRS) (07767RS) G10; \$22,013-27,427 7-19-96 Clinical Studies

RES LAB TECH III (40 HRS) (091078RS) (Kennett Sq.; no public transp.) G10; \$22,013-27,427 9-11-96 Pathobio

TECH, VET I (40 HRS) (08972RS) (May incl. rotating shifts, wknds, holidays, overtime & on-call) (Kennett Sq.; no public transp.) G8; \$18,481-23,132 8-28-96 NBC

TECH, VET ANESTHESIA TRAINEE/I (40 HRS) (081016RS) (Hours: 7:30 a.m.-4 p.m.) G8/G11; \$18,481-23,132/\$23,425-29,723 9-4-96 VHUP

TECH, VET IMAG. III (40 HRS) (081014RS) (081017RS) (Assigned to emergency call eves., weekends, & holidays; may be assigned to weekends) G8/G10; \$18,481-23,132/\$22,013-27,427 9-4-96 VHUP

TECH, VET O.R. III (40 HRS) (08880RS) (May incl. eves., wknds, holidays & emergency on-call) G8/G10; \$18,481-23,132/\$22,013-27,427 8-9-96 VHUP-Surgery

VICE PROVOST/UNIVERSITY LIFE

Specialist: Clyde Peterson

INFORMATION MANAGEMENT SPECIALIST II (08922CP) P6; \$32,857-42,591 8-19-96 OSIS

P-T PROFESSIONAL (STAFF PSYCHIATRIST) (15 HRS) (08999CP) (End date: 6/30/97) Blank 8-29-96 Counseling & Psychiatric Services

OFFICE SYSTEMS COORDINATOR (08983CP) G11; \$20,497-26,008 8-27-96 OSIS

REGISTRATION ASSISTANT (081000CP) G9; \$17,614-21,991 8-28-96 OSIS

WHARTON SCHOOL

Specialist: Janet Zinser

ASSOC. DIR. VI (091121JZ) Responsible for entire faculty computing research activity at Wharton; Interact directly with & respond to faculty tech needs; manage staff of 14 sr. computer consultants in acad. depts. & research units; develop strategies to meet changing tech research & organiz. requirements; promote provision of services to unsupported units; perform need assessments; build & maintain group cohesiveness & develop staff; manage financial resources. **Qual.:** BA/BS req.; five yrs. mgmt. exp. in variety of computing environ. & managing professional computing staff; familiarity with broad range of computing platforms; proven ability to plan, prioritize & manage budget resources within division; demonstrated initiative & leadership in an academic setting; excellent leadership, teamwork & interpersonal skills; proven ability to communicate effectively, both written & oral; excellent ability to present tech materials to non-tech users; demonstrated proj. planning & organization skills; strong customer service orientation. **Grade:** P8; **Range:** \$39,655-52,015 9-24-96 WCIT

MANAGING DIR. (101208JZ) Establish & manage multidisciplinary research prog. to study role of insurance & other policy instruments in managing catastrophic risk & to provide guidance to policy maker & firms; coordinate an ongoing effort to produce sound research & extract useful lessons from comparisons across industries; obtain research funds & take responsibility for keeping funding sources informed about progress; recruit, appoint & manage an External Advisory Board; obtain their guidance in charting the research direction; solicit informal reactions to research outputs & feedback about industry conditions & research needs; manage interaction with public & private sector organizations; do research; oversee & provide quality assurance & consistency to all data collection & data base development activities; take responsibility for arranging field work elements; organize & implement research workshops, conference & symposia for sharing research results, facilitating the appreciation & use of these results by industry participants & seeking guidance & insights from informed academic & practitioners; ensure effective promotion of research prog., its activities & findings. **Qual.** BA/BS in econ., MA in econ. pref.; five yrs. exp. in financial & econ. analysis; conduct research on specified areas; demonstrated leadership skills; excellent verbal & written communication

& interpersonal skills; develop plans & prepare & present reports; computer & various software package skills & exp.; LimDep Econometric Software, @ Risk & BestFit, Professional Dev. System & other related software pref. (Application deadline date: 10/10/96) **Grade:** P11; **Range:** \$56,135-70,246 10-4-96 Risk Mgmt. & Decision Processes Ctr.

MEDIA TECH SPEC. (06591JZ) (06592JZ) Provide complete tech support for faculty instruction & presentation; manage & maintain computing systems, software & hardware used in classrooms, incl. PC's, LANs, UNIX workstations, classroom computers & AV stations; assist faculty in use of systems, in design & authoring of graphics, multimedia, interactive World Wide Web pages & computer based digital media; formulate & implement computing solutions & strategies for faculty; instruct & support faculty in use of audio-visual tech & video conferencing technology; participate in video & computer display production; maintain behavioral research laboratory; research & evaluate developing technologies, software & computing systems. **Qualifications:** BA/BS or equiv.; three-five yrs. min. exp. in computing support, operations, software development, multimedia authoring or other relevant area; project management ability & proven organizational skills; ability to lift 50 lbs.; experience with MS-DOS, UNIX, MAC-OS, Windows, TCP/IP, IPX, X-windows, Ethernet, C, Visual-Basic; extensive experience with many PC applications, multimedia authoring & presentation software; knowledge of IBM PC's compatible, Mac computers, UNIX workstation, incl. peripherals; exp. with video/digital video helpful; strong interpersonal skills; ability to work & communicate with users with a wide range of technical exp.; strong organizational & leadership skills. **Grade:** P6; **Range:** \$32,857-42,591 9-26-96 WCIT

PLACEMENT COUNSELOR I/ASS'T DIR. IV (091131JZ)

PLACEMENT COUNSELOR: Provide individual career counseling to MBA students; conduct mock interview sessions & programs; design & manage school-wide progs. to facilitate peer & professional counseling opportunities; design, deliver & manage career workshop & panels; serve as primary contact for several industries' recruiting reps.; assist on projects; manage professional & administration & admin. staff; manage student ass'ts. **ASST. DIR.:** Provide career counseling svcs. to MBA students, plan & implement career-related programming teach Career Management Seminar to first yr. MBA's; coordinate collections analysis & reporting of placement data; develop & maintain relationships with designated employers. **Qual.:** **PLACEMENT COUNSELOR:** BA/BS req.; two yrs. exp. in career dev. or equiv.; grad degree in business or career counseling pref.; exp. in & understanding of career dev. process; demonstrated ability to successfully handle simultaneous administrative tasks; initiative & a proven ability to work in teams to meet deadlines; excellent oral & written communication skills; knowledge of word processing & database management. **ASST. DIR.:** Grad degree in mgmt. or counseling strongly pref.; three-five yrs. exp. in career dev. services; knowledge of business & business careers; strong written & oral communication skills essential; familiarity with PC-based system; polished teaching & platform skills. **Grade:** P4/P5; **Range:** \$26,986-35,123/\$29,664-38,677 9-23-96 Career Dev. & Placement

ASSOC. DIR. V (08978JZ) P7; \$36,050-46,814 8-26-96 External Affairs

COORDINATOR I (091062JZ) (On-going contingent upon grant funding) P1; \$20,291-26,368 9-11-96 Finance

COORD., ENV. PROGS. (SBDC) (081033JZ) (On-going contingent upon grant funding) P5; \$29,664-38,677 9-11-96 Snider Entrepreneurial Center/Pennsylvania SBDC

MGR, INSTRUCTIONAL COMPUTING (091088JZ) P8; \$39,655-52,015 9-13-96 WCIT

PLCMT COUNS. II/ASS'T DIR. IV (08941JZ) P4/P5; \$26,986-35,123/\$29,664-38,677 8-21-96 Career Dev./Plcmt

SPEC., ENV. PROGS. (SBDC) (081032JZ) P6; \$32,857-42,591 9-11-96 Snider Entrepreneurial Ctr/PA SBDC

STAFF WRITER II (081034JZ) P3; \$24,617-31,982 9-6-96 External Affairs

SYSTEMS PROGRAMMER VII (08954JZ) P6/P7; \$32,857-42,591/\$36,050-46,814 8-23-96 WCIT

Classified

FOR SALE
University City - 4600 block Regent Cul de sac, 3 bedroom, central air, replacement windows, hardwood floors, finished basement, off-street parking. Century 21 Deisher 365-1133.

PENNPRINTOUT

Penn Printout debuted as an insert to Almanac on September 11, 1984, went solo in September 1990, and now returns to the Almanac fold. Why? Information Systems and Computing wants to integrate computing news more tightly into the computing web as we revamp the central computing pages. The Almanac partnership allows us to inform a wide readership about resources and documents that are developed primarily for the web.

Visit Penn Printout Online (<http://www.upenn.edu/pennprintout/>), to see this page replete with hyperlinks to the resources discussed below. Penn Printout Online will also be used as a vehicle to post news bulletins and alerts. If you'd like to receive e-mail notifying you that the online Printout has been updated, send a request to printout@isc.upenn.edu—please be sure to include your full e-mail address.

What's new in the ISC web?

The computing “publications and documentation” page on the ISC web (<http://www.upenn.edu/isc/document.html>) contains links to the following new or updated publications.

- the fourth edition of PennNet Passport, the guide to PennNet and the Internet (also available for \$5 from the Book Store)
- the ISC-supported software tipsheets, for instance: Netscape, FTP, Telnet, News, and antiviral software for Macintosh, Windows 3.x, and Windows 95
- the Point-to-Point (PPP) modem configuration documentation for Macintosh, Windows 3.x, and Windows 95 users, as well as documentation on the new express modem service
- the third edition of the ResNet Guide, containing detailed information on configuring Macintosh, Windows 3.x, and Windows 95 systems for PennNet access in ResNet rooms

Other new or updated resources in ISC's web include:

- a new computing lab page (<http://www.upenn.edu/labs/>) provides an overview of public computing labs and points to more detailed information available on the Penn Web
- new site license pages (<http://www.upenn.edu/licenses/>) detailing most of the software agreements negotiated by ISC
- an updated Windows 95 page (<http://www.upenn.edu/isc/techarch/standards/win95.html>) announcing ISC support
- an updated 1996-97 ISC-supported software page (<http://www.upenn.edu/dccs/sw-dist/network-sw.html>), which has links to information about supported Mac and Windows 3.x/95 software suites and lets you quickly download the software

- the annually updated desktop standards page (<http://nextb.dccs.upenn.edu/techarch/standards/desktop-96-97.html>), which details systems supported by the ISC until July 2000: general-purpose desktop systems as well as Cornerstone administrative systems.

What's new at the Penn Libraries?

Web pages developed for Van Pelt College House (by S. Morgan Friedman) “Van Pelt in Van Pelt” look at the Penn Library Web from a student point of view. Check the Libraries’ “What’s New” page to visit this link, as well as find up-to-date information on the latest additions to the Library web.

Electronic calendars

Looking for a computing course, seminar, or workshop? Check these online resources.

- Biomedical Library: <http://www.library.upenn.edu/biomed/forms/workshop.html> or call 898-5817
- Lippincott Library: <http://www.library.upenn.edu/lippincott/forms/oltrain.html> or call 898-5924
- Van Pelt Library: <http://www.library.upenn.edu/vanpelt/forms/workshop.html> or call 898-8118
- ISC's Technology Learning Services: <http://www.upenn.edu/tls/coursemen.html> or call 573-3102



Penn hosts Educom's 1996 conference on "Information Technology: Transcending Traditional Boundaries" at the Philadelphia Convention Center (October 8-11, 1996). See <http://www.upenn.edu/educom96> for information.

HIV Testing on Campus: Free and Anonymous

Penn's Office of Health Education, a division of the Student Health Service, is pleased to announce that free, anonymous, on-campus HIV testing will once again be available on a weekly basis.

A successful on-campus testing service ceased operations last March due to inadequate federal funding. The new service will be provided by staff from the non-profit agency Philadelphia Community Health Alternatives (PCHA). Testing will be conducted every Wednesday from 12 to 4 p.m., beginning on October 2.

Testing will be done by appointment only, and is available to all members of the Penn community as well as residents of West Philadelphia. Appointments must be made by phoning the PCHA's Mazzoni Clinic in Center City, at 735-1911. Please specify that you wish to be tested at the Penn campus site. The campus testing site is located at 4019 Irving Street, behind the Penn Dental School.

Four individuals deserve special recognition for their efforts to resume HIV testing services

on the Penn campus: Dan Horn and Mary Palacio of PCHA, and Dr. Vernon Brightman and Laurie Strow of the Dental School. The Office of Health Education is grateful for their support of HIV prevention efforts on our campus.

Because federal, state, and local funding for HIV prevention is not keeping pace with the demand for services, it is impossible to promise that on-campus testing will be a permanent fixture at Penn for years to come. Given the current political trends toward smaller government and fewer social services, all HIV testing programs are in danger of cutbacks and shifts in the populations they are mandated to serve. Penn students need to be aware that PCHA's ability to provide on-campus testing is vulnerable to this political reality.

Questions about the testing site, as well as other concerns related to HIV/AIDS, may be directed to the Office of Health Education: 573-3525 or she@pobox.upenn.edu.

— Kurt Conklin, Health Educator
Student Health Service

Update

OCTOBER AT PENN

TALKS

9 *Summer Reports: Iran, Egypt, Morocco, and Tunisia*; Michelle Rein and Maria Feliciano, history of art, Farooq Hamid and Barbara Romaine, Asian and Middle Eastern Studies; 3:30 p.m.; Room 816, Williams Hall (Middle East Center).

Medieval/Renaissance Seminar; David Wallace, English; 4:30 p.m.; English Graduate Lounge, Bennett Hall (English).

11 *Microhistories*; Jacques Revel, Ecole des Hautes Etudes en Sciences Sociales; part of the Mellon Foundation Seminars in History series; noon-2:30 p.m.; History Lounge, Room 329A, 3401 Walnut St. (History).

15 *Coffee, Croissants and Christianity*; faculty, staff, student discussion; 7:45-8:50 a.m.; Newman Center, 3720 Chestnut St. (Newman Center).

Calendar Deadlines: Material for the November at Penn Calendar is due by Tuesday, October 15, for the December at Penn Calendar by Tuesday, November 12. Updates are published weekly only as space allows, and copy is due one week prior to publication. Submissions may be made by fax, e-mail or hand carried to the locations listed below. Telephone submissions are not permitted.



Almanac

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

EDITOR Karen C. Gaines
ASSOCIATE EDITOR Marguerite F. Miller
EDITORIAL ASSISTANT Mary Scholl
WORK-STUDY STUDENTS Sonia Bazán, Radhika Chinai, Tony Louie, Zack Miller

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

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

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

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

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

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **September 23 through September 29**. Also reported were **Crimes Against Property**, including 51 thefts (including 3 burglaries, 4 thefts of auto, 11 thefts from autos, 14 of bikes and parts); 7 of criminal mischief and vandalism; 2 of trespassing & loitering. Full crime reports are in this issue of *Almanac* on the Web (<http://www.upenn.edu/almanac/v43/n07/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 **September 23 and September 29, 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)—2; Threats & harassment—6

09/23/96	3:20 AM	3700 Blk. Walnut	Robbery of money and clothing by unkn. susp.
09/24/96	12:18 PM	Houston Hall	Harassment between employees
09/24/96	5:07 PM	3600 Blk. Chstnt.	Money demanded of complainant/none taken
09/25/96	10:52 AM	Williams Hall	Unwanted letter received
09/25/96	11:54 PM	Mask & Wig Dorm	Unwanted/obscene phone call received
09/26/96	10:39 AM	Faculty Club	Dispute between employee and supervisor
09/26/96	11:09 AM	Faculty Club	Dispute between supervisor and employee
09/29/96	10:24 PM	Franklin Dorm	Unwanted phone calls received

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

09/23/96	7:26 PM	4060 Chestnut	Suspect apprehended for robbery
09/24/96	7:42 PM	1925 House	Unwanted calls received
09/25/96	2:18 AM	200 Blk. 40th	Complainant shot in hip/1 arrest
09/25/96	8:11 PM	100 Blk. 40th	Unkn. suspect grabbed purse and fled area
09/26/96	8:50 PM	4040 Locust St.	Unkn. suspect with demand note at store
09/29/96	3:07 PM	Pi Kappa Alpha	Complainant struck in face
09/29/96	4:01 PM	106 S. 38th St.	Store robbed by unknown suspect

41st to 43rd/Market to Baltimore: Robberies (& attempts)—2

09/23/96	3:40 AM	4200 Blk. Walnut	Store employee robbed of gold chain/1 arrest
09/24/96	6:09 PM	4100 Blk. Spruce	Wallet taken at gunpoint/unkn. susp.

Outside 30th to 43rd/Market to Baltimore: Robberies (& attempts)—2

09/25/96	1:24 AM	46 Baltimore Ave.	Complainant robbed at gunpoint/no injuries
09/27/96	5:52 PM	400 Blk. S.40th	Currency taken by unknown suspect

Crimes Against Society

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

09/23/96	4:20 PM	200 Blk. 37th	Male cited for disorderly conduct
----------	---------	---------------	-----------------------------------