

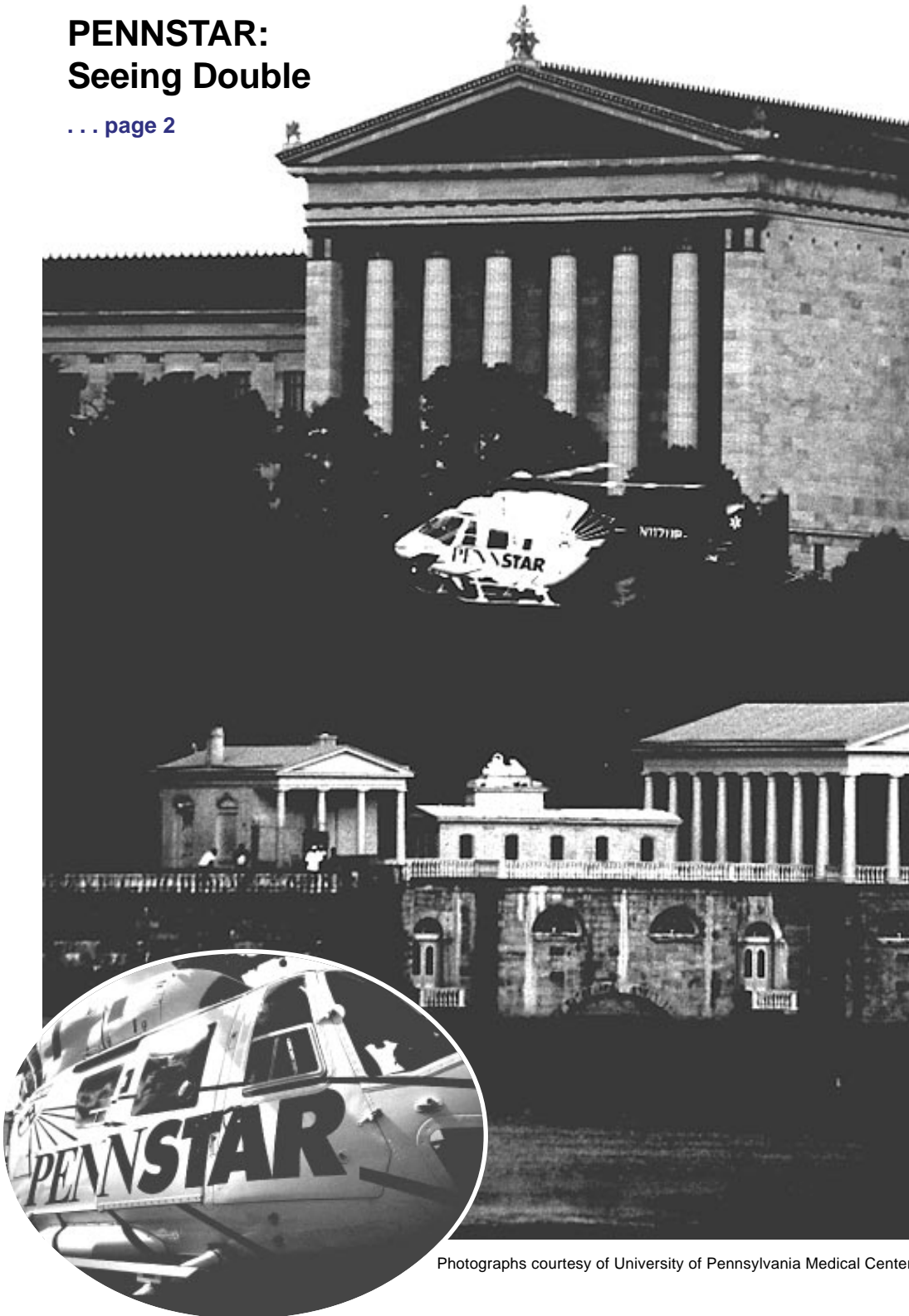
UNIVERSITY of PENNSYLVANIA

Almanac

Tuesday,
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PENNSTAR: Seeing Double

... page 2



Photographs courtesy of University of Pennsylvania Medical Center

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We Are All Teachers,
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(Drew Faust)

NEWS IN BRIEF

HUP, HUP and Away...Again

A second helicopter has been added to PennMed's PENNSTAR (PENN Specialized Tertiary Aeromedical Response) program, making it the first medical center in the Philadelphia region to use two such aircraft for flying patients directly to trauma care.

Staffed by a pilot, a nurse and a paramedic, the helicopter performs inter-hospital transfers and flies patients from emergency scenes to trauma centers. Unlike ordinary land emergency services, PENNSTAR carries units of blood, and its nurses and paramedics can administer more advanced drug therapies when intubating patients.

The second helicopter is based at Wings Field in Whitpain Township, Montgomery County—whose residents account for the largest number of flight missions, according to Dr. C. William Schwab, chief of the division of traumatology and surgical critical care at Penn. "Having this second aircraft will enable us to dramatically decrease the response time to patients who require the specialized care of a trauma center," he said.

Penn's first helicopter, which continues to fly from its helipad atop the Medical Center, operates from 10 a.m.-10 p.m. The new one based at Wings will be in service 24 hours.

Since its inception in June of 1988, PENNSTAR has flown more than 4500 patients, all in accident-free missions. The territory encompasses approximately a 70- to 90-mile radius of the Medical Center; from Harrisburg to the west, Washington, D.C. to the south, New York City to the north, and Cape May to the east.

Safety Update

Transit Upgrades: The PennBus now runs twice an hour both Eastward and Westward, and the Escort Van service has a set schedule for campus transit stops. See map and schedules on [page 5](#) of this issue, and additional details on Transportation and Parking's web page, <http://www.upenn.edu/transportation/>.

Bail at \$500,000: Bail for the two men charged in the armed robbery of September 25, where College Senior Patrick Leroy was shot, was raised to \$500,000 apiece Friday, as three more charges of armed robbery were brought against them.

This was the third bail hearing, and the third set of charges, for Christopher Crawford, 20, and Albert Bandy, 18. They were separately arrested and charged within hours of the 2:40 a.m. incident in which Patrick Leroy was shot. Crawford, alleged to have done the shooting that hospitalized the Penn student for a week, was freed after posting 10% of a bail figure set at \$25,000, but was rearrested October 7 on further charges. Bandy has been in jail continuously, with bail initially set at \$150,000.

Phone-a-thon: Some 90 parents of students and prospective students from all over the country called in during Sunday afternoon's phone-a-thon on safety, where calls of five to 35 minutes were taken by President Rodin, Provost Stanley Chodorow, and senior officers of the University.

Among those fielding inquiries about Penn's present safety measures and plans for upgrading were Vice Provost Michael Wachter; Executive Vice President John Fry; Vice Presidents Virginia Clark, Carol Scheman, and Stephen Schutt; Public Safety's Managing Director Tom Seamon and Director of Operations Maureen Rush; and Communications Director Ken Wildes.

Site for Penn Police: 4000 Block on Chestnut

The University has purchased a building at 4026-4040 Chestnut Street to serve as new headquarters for its Division of Public Safety in line with the Public Safety Master Plan's goal of creating a stronger presence west of 40th Street.

The two-story, 25,700-square-foot building has been owned by Legal Records Services Inc., and contains offices and warehouse space. It was purchased for \$1 million, and will undergo an additional estimated \$2 million dollars in renovations. Design for renovations is to begin immediately and work is to be completed in one year.

Housed in it will be:

- all Public Safety personnel, including private security staffs employed by the University (these are now spread to three separate locations);
- the project team for Sensormatic, the company that will install a new electronic security system in Penn's buildings and residences;
- the site manager for the University's contract guard service.

The heart of the facility will be the new command, control and communications center that will centralize all police and security technology communications.

"This new facility will provide us with a state-of-the-art command and control center to monitor conditions both on and off campus, and will bring together all elements of our safety program," said Public Safety Managing Director Thomas Seamon. "Further, it provides Public Safety personnel with a modern headquarters to maximize their efficiency and effectiveness."

"It is our hope that the Philadelphia Police will join us in our new police headquarters as a way of further enhancing our joint safety efforts and long-term partnership with the city," Executive Vice President John Fry said.

"This is a strategic investment that will provide us with a long-term benefit in the form of a centralized, modern police facility that will enhance our safety efforts considerably. In addition, the presence of an attractive police facility at 40th and Chestnut streets will serve as an important building block for neighborhood revitalization in general and the revitalization of 40th Street in particular."

The new facility will house the three divisions that comprise Penn's Public Safety Division. They are the University of Pennsylvania Police, which includes both patrol and investigative units; the Special Services Division, which provides victim support, crime prevention and related safety services; and Security Services, which includes security technology and guard services. The new property also contains a garage that can accommodate police vehicles.

In advance of the move, the Special Services Division currently at 3927 Walnut St. will be moved temporarily to offices on the 200 block of South 40th Street. Special Services includes the unit long known as Victim Support and Safety Services.

Provost's Administrative Chief: Bonnie Gibson

Bonnie C. Gibson, the former director of finance and administration for Information Systems and Computing, has become Executive Director, Administrative Affairs in the Office of the Provost.

She was chosen after an extensive search to succeed Manuel Doxer, who retired in June after 34 years in business administration at Penn, the last 17 of them in the Provost's Office.

Ms. Gibson joined the University in 1987 as a business administrator in General Internal Medicine in the School of Medicine, and was later promoted to Clinical Department Administrator there. She moved to ISC in 1992.

An alumna of Muhlenberg College, with an A.B. in Spanish, Ms. Gibson took her M.A. in Spanish and Spanish American Literature at New York University, then added an M.B.A. in management and organization at Temple University. She was selected by Penn to attend the Summer Institute for Women in Higher Education Administration at Bryn Mawr, in 1993.

Prior to joining the University, Ms. Gibson was with the Girl Scouts of Greater Philadelphia for 10 years, starting as a project manager for a federally-funded delinquency prevention project and ending as director of finance and administration. In between she held the posts of field executive, assistant director of finance, and controller.

She presently serves on two University Council committees, Community Relations and Personnel Benefits; on Human Resources' Classification Redesign Team; on the Steering Committee for the Restructuring of Computing Services Across Penn; and on the executive board of AWFA, the Association of Women Faculty and Administrators. She recently completed a six-year term on the board of directors of the Maternity Care Coalition, and a three-year term as its treasurer. She continues as a member of the Coalition's finance committee.



Bonnie Gibson

HONORS & Other Things

Bower Prize: Dr. Brinster

On the heels of his March of Dimes prize in developmental biology, Dr. Ralph Brinster has won the \$250,000 Bower Award and Prize in Science of The Franklin Institute. The Vet School's Richard King Mellon Professor of Reproductive Physiology is the first Penn scientist to win the Bower prize since it was established in 1990. (See *Compass* story, [page 10](#)).



On Michigan's Short List

Provost Stanley Chodorow's is one of four names on the University of Michigan's "short list" for a president to succeed James Duderstadt, who left the post in June. Also on the list are Dr. Lee Bollinger, provost of Dartmouth College; Dr. Carol Christ, vice chancellor and provost of the University of California at Berkeley; and Dr. Larry Faulkner, provost and vice-chancellor of the University of Illinois at Urbana-Champaign.

President of AGS

Dr. Janice Madden, vice provost for graduate education, was elected president of the Association of Graduate Schools, the organization of chief officers for doctoral education at each of the 60 research universities in the AAU (American Association of Universities). She will serve for the 1996-97 academic year as head of the 48-year-old association, which met last year at Penn (see proceedings, *Almanac* October 31, 1995).

Award for Human Relations

The Philadelphia Human Relations Commission will present its Professional Human Relations Award to Elena DiLapi and Gloria Gay, director and associate director of the Penn Women's Center, citing them for for victim support work and for promoting racial harmony and social justice in Philadelphia and beyond. The presentation will be October 25 at the Philadelphia Convention Center.

Culpeper Award: Dr. Chodosh

Dr. Lewis A. Chodosh, assistant professor of molecular and cellular engineering and medicine, has received one of the nation's three Charles E. Culpeper Foundation Scholarships in Medical Science for 1996. The \$100,000 award will support his continued study of the role played by BRCA1, the cancer-susceptibility gene associated with both breast and ovarian cancer. Earlier Dr. Chodosh won Yale's Emerson Tuttle Cup for Distinguished Academic Achievement (1981), Harvard's Leon Reznick Memorial Prize for Excellence in Research (1989); and the Merck Research Laboratories MD/PhD Fellowship.

Correction: In our October 8 story on the appointment of Dr. Herman Beavers as head of Afro-American Studies, *Almanac* used incomplete source materials resulting in an error and two omissions, all of which we regret. Dr. Beavers is a former faculty fellow of Hill House, not a current one. Dr. Vivian Gadsden, associate professor of education at GSE, should have been cited as co-author on his book-in-progress (*In Our Fathers' Image, In Our Mothers' Hearts*); and it should be noted that one of his books in print, *Wrestling Angels into Song: The Fictions of Ernest J. Gaines and James Alan McPherson*, is from the University of Pennsylvania Press. — K.C.G.

Wharton's Hold on the Top Spot in MBA Rankings

For *Business Week* magazine's annual issue naming the nation's "Best B-Schools," two populations are polled—corporate recruiters (from 326 companies that together hired over 8000 MBAs this year) and randomly selected graduates (from the 1996 class lists). The survey not only ranks schools overall but gives out grades on a "report card," and publishes the results for the top 25 of the 51 schools in the survey (*Business Week* October 21).

The Wharton School stayed at the top of the list for the second year in a row, ranked as Number One overall in the eyes of corporate recruiters, and pulling a respectable fourth in the poll of graduates who, according to the numbers receive an average of 3.1 job offers, with 49% of them earning \$100,000 or more. On its report card Wharton draws A's for two of the skills recruiters look for (analysts and global view) and a B in one (team players). In the graduates' own grading of their schools, Wharton again earned two A's (for curriculum and placement) and one B (in teaching).

Yet teaching was one of the Wharton assets emphasized in an accompanying story, which cited Dean Thomas Gerrity, an innovative curriculum, and the intensive involvement of faculty and students together in the new curriculum that rests on integrated faculty involvement and student input. (A *Philadelphia Inquirer* story on October 12, based on preliminary proofs of the "B-School" issue, highlighted more fully the intricacies of academic leadership and faculty involvement that led to their headline, "The man behind the nation's hot graduate school of business.")

Both the magazine and the newspaper reported an unannounced-as-yet plan, succinctly given in the *Business Week* table as "Dean plans new \$100 million complex as Wharton builds its lead as Corporate America's top hunting ground; MBA applicants up 46% since 1994."

Behind Wharton in the 1996 survey come Michigan, rising fast (it jumped four places to land at second); Northwestern (now in third though it dominated the rankings from 1988 to 1992), and Harvard (fourth), and Virginia's Darden School (which took first place in the poll of graduates' satisfaction).



To the Faculty: On Midsemester 'Red Flags'

Dear Colleagues,

At this time of year, many of you are grading your first batch of midterms or course papers and will have the opportunity to catch the drowning well before they go down for the third time. Please send up a flare if a student on your class list didn't show up for an exam or when the troublesome grades appear, not just the F's and D's but also the C's from students you expected to do A work. You can use the midterm warning forms from any of the school offices, available through your departments, contact those offices yourself (see the *Faculty Resource Guide* by turning to the World Wide Web and typing in <http://www.english.upenn.edu/~akelley/guide.html>), or drop me a line by email (akelley@english) or by phone (573-3968).

The causes of academic trouble are legion, and the value of early intervention is often immeasurable. Students who have never learned to study may see an early failure as simply a fluke. "Well," they'll say, "my professor says we can drop the lowest exam, and I'll just ace the next one." Such resolutions seldom work unless guidance in studying is offered, and it is available. Students who have serious personal or family problems may be reluctant to ask for help, but an advisor who hears about the academic fallout from such difficulties can often provide referrals in such a way as to make them welcome.

In the past two years I have seen astonishing transformations of students who have gotten the help they need. I have also seen real misery emerge from trouble caught too late. If you have time, invite students who perform poorly to come to talk to you in your office. Often the caring professor is the best source of help. But a word to another official source of support is an important adjunct to your own offer of aid.

So, when you see trouble, do let us know.

Sincerely,

Alice Kelley

Faculty Liaison to Student Services

Speaking Out

Neighborhood and Urban Agenda

Once again a rash of robberies and the terrible shooting of a student have brought to the fore the question of the relationship of the University to the neighborhood of which it is a part. Penn Faculty and Staff for Neighborhood Issues (PFSNI) has always argued that the University should have a pro-active stance toward community matters.

At this time of heightened concern and discussion—when President Rodin has made “The Urban Agenda” one of the six academic priorities of her “Agenda for Excellence”—we would like to reiterate the concrete proposals and suggestions offered by PFSNI over the years. The University should be guided by the following understandings and objectives:

1. The viability of the University of Pennsylvania rests upon the well-being and stability of the surrounding neighborhoods.

2. The University of Pennsylvania should actively promote the residence of faculty and staff in West Philadelphia, where they can work with their neighbors and community associations to improve living conditions in the area.

3. While we welcome the increased attention to the policing of the campus and nearby streets, the long term security of both the University and the neighborhood cannot be achieved through police power alone. It requires instead a wider approach. To that end, PFSNI calls for following programs:

a) *Recruitment.* The University should actively encourage all new faculty and staff hires to join the West Philadelphia community as residents.

b) *Guaranteed Mortgage Program.* The University should restrict the mortgage benefit to faculty and staff who choose to live in West Philadelphia, and every effort should be made to improve the present program substantially, for example, by offering subsidies and by reaching agreements with local banks for reduced interest rates.

c) *Escort Service.* The University should immediately reexamine escort service policies and consider possibly returning to the terms of the original mandate to serve University residents of West Philadelphia.

d) *Sanitation and Lighting.* The University should increase pressure on local landlords and students living off campus to keep their properties clean; landlords should install effective outside lighting. The University should accelerate efforts with other local institutions to reinstitute a Special Services District in the area.

e) *Housing Properties.* The University should work with local community associations to rehabilitate residential properties that could be sold or rented to faculty (particularly junior faculty), staff, and graduate students.

f) *Commercial Properties.* The University needs to use its commercial properties more effectively to promote a more lively

street life, to expand retail services, and to encourage existing businesses to remain in the area. Too much local buying power is spent elsewhere. The current policies and practices of University City Associates (UCA) need reexamination. More aggressive efforts are needed to redevelop the 40th Street and the Baltimore Avenue commercial corridors.

g) *Schools.* The University should expand efforts to create excellent public schools in the neighborhood. Ideally, the University should form alliances with local public schools that would have faculty and University students working with teachers and school children. Here the Graduate School of Education should play a leading role.

h) *Consultation.* The University should systematically involve faculty and staff who live in West Philadelphia and neighborhood organizations in any and all decisions that impact local communities. The University should also use the vast expertise of the faculty in formulating new programs and initiatives.

— *Members, PFSNI Steering Committee:*

Lynn Lees, Professor and Chair, History;

Walter Licht, Professor of History,

Associate Dean/Graduate Studies, SAS;

Richard Shell, Professor and Chair,

Legal Studies, Wharton School

‘Uninspired Response’ to Crime

I recently read with dismay an article in the *New York Times* (September 28) about a crime wave in West Philadelphia. As a resident of West Philadelphia for seven years while I attended Penn and worked with the West Philadelphia schools, I remember the fear of walking home alone at night or debating whether the subways were safe. I can’t think of a single friend from my years in West Philadelphia without a story to tell about a crime incident or near-incident.

Yet my dismay increased as I read about the response from the University administration. Although President Judith Rodin declared that “there is no higher priority than the safety and security of everyone who lives or works at Penn” (*Almanac* September 3), she described only new investments in “equipment, technology and facilities” as her answer to public safety concerns. I cannot argue with the fact that Penn must provide protection for its students and staff. But I do take issue with the notion that increasing safety measures is alone an adequate or effective strategy.

As income disparities between West Philadelphia residents and the Penn community grow and unemployment and homelessness continue to be realities of life in West Philadelphia, crime will never be under control. University students and staff will continue to be easy targets. And increased security measures can only go so far. Apart from building a wall around the campus or assigning a police officer to every student and staff mem-

ber, Penn cannot guarantee protection. Nor, do I think, would anyone want the problem to be solved in this manner.

Is it not time that the University decide to commit itself to solving the real issues underlying the West Philadelphia crime wave? Addressing the causes of poverty and the deterioration of urban areas is the real answer to crime. It is a critical mission of the University—not only for moral and intellectual reasons, but for the University’s well-being. The University is a part of West Philadelphia and will be for many years to come. Making West Philadelphia a vital community where Penn affiliates and community members can live side by side should be the University’s highest priority.

It is, however, a mission that cannot be accomplished through a scattering of “feel-good” public service activities. It would require a serious investment of the rather substantial intellectual, human, institutional and economic resources the University possesses. Solving the issues that face urban communities, and in particular the urban community of which Penn is a part, should be the core intellectual work of Penn’s students and faculty and a critical concern of the staff and administration.

I do hope that next time I read about the University in the national press, it is because it is at the forefront of universities solving the fundamental issues facing our country, not because of its uninspired reaction to a crime wave.

— *Jacqueline Kraemer*
College '87

Your Workplace as ‘Volunteer’

I want to urge colleagues to volunteer their work sites as training grounds for a vibrant program being done in cooperation with University City High School.

In this third year of what is known as the Publication Charter program, some 25 students of UCHS have been receiving in-school preparation for this “school-to-work” program. Now, while continuing to be advised and instructed by their school coordinator during school hours, they are ready for the after-school “work-site” part of the program. This will make them available to Penn offices two hours a week, from now through June 1997. Time and day are flexible and can be discussed with the coordinator. Your experience as a supervisor and mentor are the most important factor in the program, for you may be giving a teenager his or her first “inside look” at the world of work.

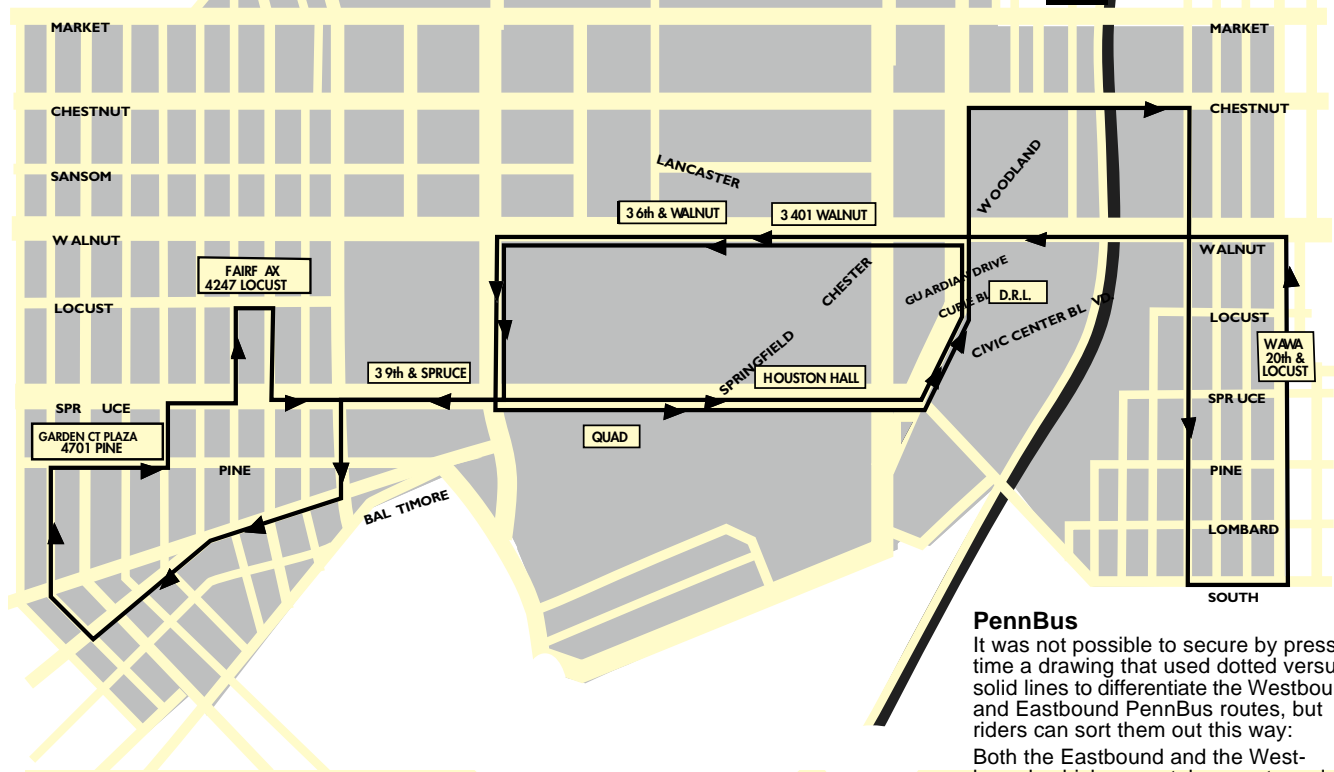
This is a great way to provide community service while at the work-place. The program coordinator will be happy to speak with you about the young people and the program. Contact Fiona Conway at 732-5333, fconway@sas.upenn.edu, or get in touch with me at 898-2020, ragsdale@pobox.upenn.edu.

— *Bonnie Ragsdale, Associate Director,*
Center for Community Partnerships

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.

PennBus and Escort Service Boundaries and Schedules

October 1996



PennBus WESTBOUND

37th & Spruce Houston Hall D.R.L. 3401 Walnut 36th & Walnut 39th & Spruce 4701 Pine 4247 Locust

****	4:50*	****	****	****	4:55*	5:04*	5:07*
5:10	5:11	5:12	5:13	5:14	5:16	5:25	5:28
5:50	5:51	5:52	5:53	5:54	5:56	6:05	6:08
6:30	6:31	6:32	6:33	6:34	6:36	6:45	6:48
7:00	7:01	7:02	7:03	7:04	7:06	7:15	7:18
7:30	7:31	7:32	7:33	7:34	7:36	7:45	7:48
8:00	8:01	8:02	8:03	8:04	8:06	8:15	8:18
8:30	8:31	8:32	8:33	8:34	8:36	8:45	8:48
9:00	9:01	9:02	9:03	9:04	9:06	9:15	9:18
9:30	9:31	9:32	9:33	9:34	9:36	9:45	9:48
10:00	10:01	10:02	10:03	10:04	10:06	10:15	10:18
10:30	10:31	10:32	10:33	10:34	10:36	10:45	10:48
11:00	11:01	11:02	11:03	11:04	11:06	11:15	11:18
11:30	11:31	11:32	11:33	11:34	11:36	11:45	11:48
12:00	12:01	12:02	12:03	12:04	12:06	12:15	12:18
12:30	12:31	12:32	12:33	12:34	12:36		

*Express Run...beginning at Houston Hall going west on Spruce St.

PennBus EASTBOUND

3401 Walnut 36th & Walnut 37th & Spruce Houston Hall D.R.L. 20th & Locust

6:00	6:01	6:03	6:04	6:05	6:18
6:30	6:31	6:33	6:34	6:35	6:48
7:00	7:01	7:03	7:04	7:05	7:18
7:30	7:31	7:33	7:34	7:35	7:48
8:00	8:01	8:03	8:04	8:05	8:18
8:30	8:31	8:33	8:34	8:35	8:48
9:00	9:01	9:03	9:04	9:05	9:18
9:30	9:31	9:33	9:34	9:35	9:48
10:00	10:01	10:03	10:04	10:05	10:18
10:30	10:31	10:33	10:34	10:35	10:48
11:00	11:01	11:03	11:04	11:05	11:18
11:30	11:31	11:33	11:34	11:35	11:48
12:00	12:01	12:03	12:04	12:05	12:18
12:30	12:31	12:33	12:34	12:35	

PennBus

It was not possible to secure by press-time a drawing that used dotted versus solid lines to differentiate the Westbound and Eastbound PennBus routes, but riders can sort them out this way:

Both the Eastbound and the Westbound vehicles now take a rectangular path around the campus core (the former "Loop" bus route, indicated by the two sets of parallel lines on the map). Each bus then takes off in its designated direction (indicated by solid lines with arrows). Each vehicle makes two runs per hour on the schedule shown at left.

NOTE: PennBus operates Mondays through Fridays only. Escort Vans (below) are in service seven nights a week. A valid PENNcard is necessary to use any Transit Services. If you cannot present your card you must call 898-RIDE for permission. All services are free of charge to valid PENNcard holders. Use of Penn Transit Services is a privilege. Each driver has the right to refuse entry to any person.

Escort Shuttle Services

For a full description of Escort Shuttle Services, see the Transportation and Parking Web Page (www.upenn.edu/transportation/). Vans arrive at each transit stop indicated by the minutes after each hour from 6 to 10 p.m.

Grad A (A: 3, 18, 33 & 48; C: 4, 19, 34 & 49);
D.R.L. (A: 4, 19, 34 & 49; C: 4, 20, 35 & 50);
3401 Walnut (A: 5, 20, 35 & 50; C: 3, 18, 33 & 48);
Gimbel Gym (A: 7, 22, 37 & 52);
High Rise South (B: 5, 22, 35 & 50; C: 0, 15, 30 & 45);
Johnson Pavilion (B: 0, 15, 30 & 45; C: 2, 17, 32 & 47);
Penn Tower Hotel (B: 2, 17, 32 & 47; C: 4, 19, 34 & 49);
Houston Hall (B: 3, 18, 33 & 48; C: 5, 20, 35 & 50);
The Quad (B: 4, 19, 34 & 49; C: 6, 21, 36 & 51).

Note the changes in arrival time for C vans at the following locations from 10 p.m. to 3 a.m.:

D.R.L. (C: 11, 26, 41 & 56);
High Rise South (C: 8, 23, 38 & 53);
Johnson Pavilion (C: 9, 24, 39 & 54);
Penn Tower Hotel (C: 10, 25, 40 & 55);
Houston Hall (C: 6, 21, 36 & 51);
The Quad (C: 7, 22, 37 & 52).

This year, the first in which the 25-Year Club offered members an option to attend either a traditional week-night dinner or a weekend brunch—and to bring their spouses—423 members and 78 spouses chose the October 4 dinner at the University Museum, while over 110 members with 66 spouses came to the Faculty Club brunch October 12, many of them staying for the Penn-Columbia game at Franklin Field. At the Faculty Club brunch, Provost Stanley Chodorow congratulated the group on their collective 3000 years of experience. At the Museum dinner, President Judith Rodin quoted Samuel Johnson (Great works are performed not by strength but by perseverance), adding, “It has taken the good works and dedication and, yes, perseverance of those of you here tonight, and countless others like you, to make the University of Pennsylvania one of America’s premier universities.You can be very, very proud of what you have accomplished here.”



Top: President Rodin
Just Above: Club Secretary Duncan Van Dusen and friend.

Below: Dr. Sidney Bludman, Physics, with Dr. Gerald Porter, Mathematics
Right: Gloria Jones, Student Financial Services, with Delores (Dee) Bristow of SSW



Left to right: Three Retirees, Maude Tracy, Development Records, Pat Hanrahan, International Programs; Sara Mullen, VP/Treasurer's Office with Joe Burke, currently at ULAR. Ms. Hanrahan took office this year as Club President.

Photographs are by Anne F. Wetzel, a 25-year Club member who was with Dean's Office in GSFA for many years before her retirement, and is now in a second career as photographer. Some of her recent work will be shown in the Faculty Club's Burrison Gallery in January.

The 112 Newest Additions to the Twenty-Five Year Club at Penn

Ms. Shirley Albergottie-Amoah, Library
Ms. Narendra Anand, Development
Ms. Bernadine B. Baker, VP Finance
Dr. Luis Blasco, Medicine
Ms. Eva Brauer, VP Finance
Dr. Joseph Beyer Bray, Medicine
Ms. Dolores M. Bristow, Social Work
Dr. Arthur S. Brown, Medicine
Ms. Diane D. Brown, Dining Services
Ms. Margaret L. Buckley, Statistics
Ms. Carolyn P. Burdon, Faculty Senate
Mr. Francis H. Cavone, University Police
Mr. Louis S. Clementi, Transportation/Parking
Ms. Rachel Katz Cogan, Wharton
Dr. Robert M. Cohn, Pediatrics
Ms. Constance C. Colbert, Athletics
Ms. Jennifer J. Conway, Wharton
Dr. David G. Cook, Medicine
Dr. Malcolm C.L. Cox, Medicine
Dr. John David Cummins, Wharton
Dr. Ronald P. Daniele, Medicine
Dr. William Hunt Davenport, Museum
Mr. James W. Davis, Dining Services
Ms. Deborah Ann Day, Dining Services
Mr. Edwin Francis Deegan, Library
Dr. Paul F. Engstrom, Medicine
Dr. Nancy M. Farriss, History
Mr. David Foss, University Library
Ms. Delores C. Foster-Kennedy, Medicine
Dr. Ralph T. Geer, Medicine
Dr. Thomas N. Gilmore, Health Care Admin.
Ms. Eleanor Giorgio, Comptroller
Ms. Barbara Goldschneider, Student Fin'l Aid
Ms. Gretchen Green, Dining Services
Dr. Robert A. Grossman, Medicine
Dr. William L. Hanaway, AMES
Dr. Robert Ian Harker, Geology
Ms. Joanne E. Hemingway, University Library

Mr. Charles Edgar Hires, Medicine
Ms. Doane K. Hollins, University Library
Ms. Annabelle O. Jellinek, Dental Medicine
Ms. Lillie B. Jones, Nursing
Dr. Norma B. Kahn, The College
Dr. Kays Hussein Kaidbey, Medicine
Dr. Alice Kelley, English
Ms. Ruth Keris, Biochemistry
Dr. Lin V. Klein, Veterinary Medicine
Dr. Edward T. Lally, Dental Medicine
Dr. James M. Larkin, Education
Dr. Bong S. Lee, Medicine
Mr. Vincent R. Lippre, Physical Plant
Dr. Morton Litvin, Dental Medicine
Dr. William Barstow Long, Medicine
Dr. Paul A. Lotke, Medicine
Dr. Tom C. Lubensky, Physics
Dr. Rob Roy MacGregor, Medicine
Dr. Zoriana M. Malseed, Nursing
Dr. Roberto S. Mariano, Economics
Dr. Melvin L. Masloff, Medicine
Mr. Andrew Roxburgh McGhie, LRSM
Ms. Alice M. McGlinn, Medicine
Ms. Dorothy Miller, Dining Services
Ms. Lillie Mitchell, Development
Mr. Anil M. Mokashi, Medicine
Ms. Ruth I. Murphy, Romance Languages
Dr. Jack H. Nagel, Political Science
Dr. Ali Naji, Medicine
Mr. Hitoshi Nakazato, Graduate Fine Arts
Dr. Eugene Narmour, Music
Dr. Charles D. Newton, Veterinary Medicine
Mr. Takeo F. Orishimo, Medicine
Dr. Hasan Ozbekhan, Management
Ms. Ella M. Parker, Physical Plant
Dr. John R. Percival, Finance
Ms. Beverly Pomerantz, Psychiatry
Mr. Manuel M. Ponce de Leon, Dental Med

Ms. Elva E. Power, International Programs
Dr. John Albert Quinn, Chemical Engineering
Mr. John Charles Righter, Physical Plant
Dr. Thomas S. Robertson, Marketing
Dr. Noel M. Rowan, Medicine
Dr. Neal Abbe Rubinstein, Medicine
Dr. Eleanor L. Ryder, Social Work
Dr. Kenneth R. Sandler, Psychiatry
Mr. William M. Schilling, Student Financial Aid
Dr. Louise Schnauffer, Medicine
Mr. Harmer F. Schoch, University Museum
Dr. Michael E. Selzer, Neurology
Dr. Allan S. Shaw, Dental Medicine
Dr. Michael B. Simson, Medicine
Dr. Richard Sloane, Law School
Mr. John Richard Smith, Physical Plant
Dr. Richard C. Squillaro, Dental Medicine
Dr. Bernard D. Steinberg, Electrical Engineering
Mr. Richard E. Stobenau, UMIS
Ms. Marietta Suber, Dining Services
Dr. Charles Walter Thayer, Geology
Ms. Jacqueline Thompson, Dining Services
Dr. Jeffrey Howard Tigay, AMES
Ms. Virginia A. Topkis, Veterinary Medicine
Mr. Hugh L. Turner, University Library
Mr. Ronald L. Turnier, UMIS
Ms. Margaret M. Ulrich, Law School
Mr. Richard W. Wallace, Physical Plant
Ms. Dolores W. Welch, Veterinary Medicine
Mr. Robert E. Wentz, University Library
Ms. Jenette H. Wheeler, Student Health
Ms. Wanda Saline Williamson, Dining
Dr. Andrew Winokur, Psychiatry
Mr. Richard I. Woodruff, Biology
Mr. Orlean Woods, Dining Services
Dr. George E. Woody, Psychiatry

PPSA

Meeting on Communications: Moved to October 29

The Penn Professional Staff Assembly's open membership meeting on communications has been moved from Monday, October 28, to **Tuesday, October 29**.

With two guests—Human Resources Communications Coordinator Bruce Fisher and University Director of Communications Ken Wildes—members of the PPSA will brainstorm effective ways to communicate across campus.

The session will be in Houston Hall's Bodek Lounge from noon to 1:30 p.m.

In an effort to save time (and more important, trees), PPSA has set up a LISTSERV that will automatically keep its members informed of upcoming meetings.

To join the list, professional and administrative staff should email:

ppsa-request@seas.upenn.edu.

— Marie Witt, Chair
— Janet Ansert, Vice-Chair

Police Bike Auction: October 26

The University Police Department's annual bike auction will be held Saturday, October 26, from 10-11 a.m. in front of High Rise North, 3901 Locust Walk.

Rain or shine, dozens of bikes will be auctioned and can be inspected starting at 9:30 a.m. Checks with PENNCARD or appropriate ID and cash are accepted. Victim Support & Safety Services will have bike locks for sale at \$30 and bike registration available during the auction. For more information: 898-4485.

Steppin' Out November 6

The University's Real Estate Office in conjunction with University City Associates and the local merchants in Penn owned retail complexes are planning to have our own version of "Make It a Night." We are planning a "Steppin' Out Night" in University City in which we are encouraging the merchants to stay open late those nights and promote/cross promote merchandise, have sales and give away prizes.

Penn is going to underwrite the marketing and promotional costs and will attempt to obtain various forms of street entertainment. Our goal is to create pedestrian traffic and street activity for the local university community and businesses. We have been promised support from Penn's Police Department. Incidentally this planning began in the Spring and is not a reaction to the recent events on and around campus.

Our kick-off night will be Wednesday November 6. Three more Wednesday nights are planned prior to the year end break. If anyone in the University community would like to join our planning group or volunteer your services please contact Helen Walker at *hwalker@pobox*.

— Christopher D. Mason,
Associate Treasurer

To Members of the University Community and West Philadelphia Community Leaders

*"Life's most persistent and urgent question is,
'What are you doing for others?'"*

— Rev. Dr. Martin Luther King, Jr.

In recognition of the late Rev. Dr. Martin Luther King, Jr.'s commitment to community service as essential to the struggle for equality, the 1997 Martin Luther King, Jr. Commemorative Program Planning Committee of the University of Pennsylvania is pleased to announce the Second Annual Community Involvement Recognition Awards. The Awards have been conceived to honor members of the University of Pennsylvania community and members of the broader West Philadelphia community whose service involvements have best exemplified the ideals espoused by Dr. King. Four awards in total will be presented; two will go to members of the Penn community, and two will honor members of the broader community. The awards will be presented during the week of January 20, 1997, as a part of the University's commemoration of the King Holiday.

We seek your help in nominating individuals whose work most merits recognition. Please share this information with others in your schools, departments, and organizations, so that we may identify those most deserving of this award. Nomination forms may be submitted through **Friday, November 15, 1996**.

Should you have any questions, please contact Dr. William Eric Perkins at 898-3677.

Thank you in advance for helping to pay special homage to those who have demonstrated extraordinary service and commitment to enhance the University of Pennsylvania and the West Philadelphia community.

1997 Martin Luther King, Jr. Commemorative Program Community Involvement Recognition Awards Nomination Form

To be returned by Friday, November 15, 1996

Name of Nominee: _____ Telephone: _____

Address: _____ email: _____

Nominee's Affiliation:

University: _____ Undergraduate Student _____ Graduate Student
_____ Faculty _____ Staff
_____ Alumnus/a

School/Center: _____

Community: _____ (Please specify organization's name)

_____ Neighborhood Association: _____

_____ School: _____

_____ Community Agency: _____

In an attachment, please briefly explain the nominee's involvements and contributions to building community in one or more of the following ways:

- Promoting nonviolence
- Combining religious beliefs with positive social action
- Working toward racial equality and harmony
- Advocating for/working with disenfranchised people

Please be as specific as possible about the extent of the nominee's contributions, including, if possible, the number of years of involvement, the people/groups who have been positively influenced by the nominee's work, etc.

Please also include

- a brief biography, resume or curriculum vitae for the nominee.
- a list of other honors, awards or recognitions the nominee has received.
- the names of one or two other people familiar with the nominee's work, (please provide name, address and telephone number).

Name of nominator: _____ Telephone: _____

Address: _____ email: _____

When completed, please return this form by **Friday, November 15, 1996**, to:

Dr. William Eric Perkins
W.E.B. DuBois College House
University of Pennsylvania
3900 Walnut Street
Philadelphia, PA 19104-6138
Tel: 215-898-3677
Fax: 215-573-2061

Penn Researcher Marcenko Finds Stressed Families Coping

By Jon Caroulis

It's a tough time for American families. With divorce, poverty, crime, disease and violence all wreaking havoc on them, studying them might make for a depressing occupation.

But Maureen Marcenko has found the opposite to be true.

"What is very important, and I've seen it over and over again, is how people who are facing tremendous odds often overcome those odds through their own resources and the support of others, and they manage to do quite well," says Marcenko, a researcher at Penn's Center for the Study of Youth at Risk and an associate professor at Penn's School of Social Work.

How the families do as well as they do is both a focus of her work and a finding of her work. "I work with families on different issues: families living in poverty, emotional disturbance, families who had a parent who was chemically dependent or at risk of losing a child [to foster care]," she says.

"I got into the field by studying families with children who had developmental problems. I was interested in what they did to cope under enormous strain."

Prior to coming to Penn three years ago, Marcenko worked as a counselor for the Philadelphia School District, identifying teens at risk for suicide.

This month, she and a colleague published a study on welfare mothers and the obstacles they face trying to find jobs and get off assistance.

Marcenko and Jay Fagan of Temple University's School of Social Work found that a lack of job skills

and training, not the ability to learn those skills or even the desire to find work, was the chief obstacle in getting jobs. In fact, they reported that nearly 90 percent of the women surveyed had some prior work history.

Marcenko and Fagan studied 77 moth-

ers who were receiving Aid to Families With Dependent Children and had children participating in Head Start.

"Our data show that the barriers to work do not include substance abuse, health problems, deficits in literacy or a lack of interest in working," says Marcenko. "Women need training and education to prepare them for the job market and support to help them care for their children."

Marcenko and Fagan published their findings, "Welfare to Work: What are the Obstacles?" in the September issue of the *Journal of Sociology and Social Welfare*.

"The current policy [of welfare reform]

does not adequately account for situational and personal factors necessary for a successful transition from welfare to work," Marcenko and Fagan wrote.

"Without greater attention to these barriers, the policy is likely to fail or be implemented at high personal cost to recipients and their families."

The study also reported that many of the women had high literacy levels. "So it wasn't that they didn't have the skills to learn new jobs; it was that they didn't have the training to qualify for a job," says Marcenko. "That, and the low assistance with child care."

Ninety-six percent of the women were single, says Marcenko, and the time needed to care for a child was also a hindrance in finding and maintaining a job.

"In Philadelphia, the school day ends

at 2:45," says Marcenko. "Who gets off work at 2:45?"

"Most of the mothers with young children also walk their children to and from school. How are mothers going to assure the safety of their children and cover child care until they get home from work?" She says child care and after school programs would have to be increased so mothers could participate in training and work.

Marcenko and Fagan conducted the study three years ago. The average age of the mother was 29, and the women, on average, had three children. One-third of the

mothers were actively looking for work, says Marcenko, but 69 percent of those looking for employment said they needed help in locating a job.

Marcenko also cautioned that their sample did not represent all mothers on aid because the mothers in this study were from a Head Start program. "But if this group of mothers is going to have trouble transitioning from welfare to work, you can imagine that the situation is even worse for families who don't have the services of Head Start," Marcenko says.

Studying families with severe problems can be depressing, she says, but it was while doing research on mothers who were HIV positive that she discovered something important.

"I expected it to be all doom and gloom and sad, but there was a tremendous amount of hope and looking to the future," she says.

Marcenko takes this optimistic spirit to heart. Last year she started a family as a single parent by adopting a daughter, Olivia, who is now four years old. "She's the light of my life," says Marcenko.



Maureen Marcenko, professor of social work

Our data show that the barriers to work do not include substance abuse, health problems, deficits in literacy or a lack of interest in working.

—Maureen Marcenko



Educom '96 Shows Off Penn and Computers

To honor the 50th anniversary of ENIAC, the 1946 University of Pennsylvania computer that gave birth to the information age, Penn hosted this year's annual conference of Educom, a consortium of universities seeking to promote technology to transform higher education. Here are a couple of reports from the conference, held at the Pennsylvania Convention Center Oct. 8 to 11.

ABUSERS VIOLATE E-MAIL ETHICS

By Meghan Leary

You open your e-mail account and find a chain letter, urging you to "send this to seven people and you will be lucky in love." Without thinking, you hit the forward key, type in the e-mail accounts of seven friends, and push the send key. If you've done this to get lucky in love, even if no money or goods were involved, you have unwittingly breached a law banning chain letters.

E-mail has become an indispensable form

Computing," one of many discussion sessions at Educom '96.

Along with a dorm or office key and a course schedule, new faculty and students on campus are routinely issued an e-mail account. With it, they can discuss assignments and send and receive messages from colleagues, friends and family. But this form of communication is particularly susceptible to abuse, said the "Just a Joke" discussion leaders, Sharon Roy and Gail Kaiser, both from Rensselaer Polytechnic Institute, in Troy, N.Y. Roy is the associate director of academic computing, and Gail Kaiser is the Internet postmaster there.

E-mail is particularly vulnerable to abuse because it is impersonal. You don't have to see or hear the person to whom you are e-mailing. You don't even have to know them. And e-mail is easy to use. Your e-mail account can be accessed through numerous channels — the university, a former high school, or through an acquaintance.

Chain letters can be one of the more trivial forms of e-mail abuse, Kaiser said. Far more serious are cases of harassment, including sexual harassment. This can involve unwanted advances or lewd comments. In all cases that Kaiser has been privy to, it was a male who was the harasser. That is not to say that only men commit these acts,

WHAT TO DO ABOUT ABUSIVE E-MAIL

In any case where e-mail users feel harassed, they should speak with the postmaster at their school, said Gail Kaiser, Internet postmaster at Rensselaer Polytechnic Institute. The postmaster will decide whether the claim has merit and decide what action needs to be taken. A first step might be for victims to tell the harasser that they wish these advances to stop. Then the postmaster or university discipline (if the harasser is on-campus) may warn the e-mailer to stop. If those warnings don't work, the case can be handed over to the police.

At the University of Pennsylvania, Postmaster Dave Millar deals with e-mail abuse in much the same way that Kaiser does. The policies on e-mail harassment at Penn can be found at www.upenn.edu/isc on the web.

— Meghan Leary



Months after the world celebrated the 50th anniversary of the start-up of the ENIAC at Penn, a souvenir bag was found this summer draped over a beach chair in Avalon, N.J.

of communication on campus. But along with the high-tech come hazards. The etiquette of the computer age was the focus of "Just a Joke? Ethical Issues in Campus

CHEMISTRY REACTS TO COMPUTERS

By Esaúl Sánchez

Penn's chemistry department demonstrated to participants of Educom '96 a bold step it is taking this year in the teaching of introductory chemistry. The chemistry faculty has made Chem 101 more rigorous by re-inserting math concepts that had been removed from the chemistry curriculum in the past 35 years. But at the same time the faculty has implemented new technologies that

should make learning chemistry easier.

Thanks to a \$500,000 grant from the provost's office, Room 102 in the Chemistry Building has been equipped with a big screen and a high-resolution video projector connected to a computer. Lecturers are now using this equipment to provide visual demonstrations of the math concepts they cover in class. The idea is that students will improve their understanding of the math

she said.

Students also use their e-mail accounts to buy or sell things through the Internet. In many instances, the students don't receive the product for which they've paid. In such cases, there is nothing that the postmaster can do except advise the victim to call the police or take the case to small claims court.

used to express chemical behavior with the help of visuals such as movie clips, graphs and drawings.

In addition to this, students can get an advance outline of the day's lecture from a Web page. The outline frees students from having to take notes in class and allows them to concentrate instead on understanding what exactly is the chemical behavior being discussed in class.

Largest Scientific Prize in Country To Vet School Biologist

By Jon Caroulis

Ralph Brinster, a professor at Penn's School of Veterinary Medicine and a pioneer in the use of genetic transplants in the reproduction of mice, has received the prestigious Bower Award from Philadelphia's Franklin Institute. The Award, announced Tuesday, Oct. 15, noted his "ground-breaking" scientific methods "to understand the activity and function of genes."

The Bower Award comes with a \$250,000 cash prize, the largest scientific prize in the country. Earlier this year, Brinster shared a \$100,000 prize in developmental biology from the March of Dimes. "It must be my year," said Brinster.

The award citation stated that Brinster's "unique contributions to the growing field of biotechnology, arising from a life-long fascination with animals, and his leadership in veterinary education, reflect the scientific and humanitarian genius of Benjamin Franklin. [His] interest in animals, developed in childhood, has evolved to the highest level of inquiry, and his contributions will shape our lives in the next century."

Unlocking the mysteries of genes and their expression — particularly to introduce genetic modifications in living systems — could lead to the prevention of birth defects and inherited diseases, and could create new strains of food-producing plants and improvements in livestock and animal husbandry.

Brinster is currently the Richard King

Mellon Professor of Reproductive Physiology at the veterinary school.

The Franklin Institute will host a convocation ceremony on May 1, when Brinster will be presented with a gold medal engraved with an image of Benjamin Franklin. The Bower Award was established through a bequest by the late Philadelphia chemical manufacturer Henry Bower.

Brinster received his Ph.D. from Penn in 1960 and then joined the veterinary school's faculty. At that time, he did pioneering work in the understanding of animal embryos, which set the foundation for his later work in the transferring genes from one species to another.

In the 1970s, Brinster helped develop a now-common technique used to combine cells from different embryos. Such combinations, he found, led to single offspring called "chimeras" made from a mix of two types of cells — carrying the genes of four parents.

In 1982 he gained further notoriety by transferring genes for rat growth hormone into mice and producing mice that grew into "supermice" — twice their normal size.

Two years ago he transferred sperm-producing cells, called stem cells, from one mouse to another, allowing

one mouse to produce sperm carrying the genes of another mouse. Last year, he carried that research a step further. Brinster took frozen rat spermatogonial stem cells — the cells that produce sperm — thawed them and grew them in the testes of living mice. The mice produced rat sperm along with their own.

Brinster was born in 1932 and grew up on a small farm in Cedar Grove, N.J. When he was 13 years old he started a

small poultry business, which he maintained and expanded during his high school years and which paid for much of his college education. He served for two years in the U.S. Air Force during the Korean War, then returned to the United States to continue his graduate work.

He has published more than 300 papers in scientific journals, and is a member of the Institute of Medicine, the National Academy of Science, and the recipient of the Charles-Leopold Mayer prize, the highest award offered by the French Academy of Sciences.



Dr. Ralph Brinster



Photograph by Dwight Luckey

A SWEEPING GESTURE: On Saturday, Oct. 5, about 200 Penn students signed up as foot soldiers in the battle against grime in West Philadelphia. Those who showed up at Superblock that afternoon received their weapons — free brooms, courtesy of Penn's Office of Community Relations. Sixty more students turned out to distribute the brooms, along with Community Relations Director Glenn Bryan and Lt. Maureen Rush, director of victim support and special services for the Penn Police Department. The "Great Broom Giveaway" was part of Penn's continuing effort to promote cleaner streets in West Philadelphia through coordinated efforts with community organizations and the City of Philadelphia.





Human Resources at Your Service:

Tuition Benefits for University Faculty and Staff Members

The University of Pennsylvania's tuition benefit program provides the opportunity for eligible faculty and staff to take academic courses at the University of Pennsylvania. This benefit is a resource to allow for the continual career and professional development of faculty or staff. You are encouraged to utilize this valuable benefit as you pursue your career goals.

Q *Who is eligible for the University's tuition benefit plan?*

A To be eligible for the University's tuition benefit program, the Faculty/ Staff Scholarship Program, you must be a full-time faculty or staff member or limited service employee.

receive a scholarship equal to 50 percent of the tuition and technical fee for both undergraduate and graduate level credit courses at Penn. There is no limit on the number of courses that will be covered. The graduate tuition benefit for spouses and domestic partners is considered to be taxable income to the staff member.

undergraduate tuition only at an accredited college/university other than Penn. Students with tuition charges less than 40 percent of Penn's tuition will receive a scholarship equal to the tuition amount of the institution they attend. The Direct Grant Scholarship is for undergraduate studies only.

(continued on page 12)

Q *What is the tuition benefit for me as a faculty or staff member?*

A The Faculty/ Staff Scholarship Program applies to credit courses at Penn and covers two course units each in the Fall and Spring semesters and two course units over the entire Summer sessions, for a total of six course units per year.

Q *What is the tuition benefit for my spouse or domestic partner?*

A Spouses and domestic partners of eligible faculty or staff who have completed at least three years of full-time service may

Q *What is the tuition benefit for my dependent children?*

A Dependent children of eligible faculty or staff who have completed at least three years of full-time service may receive:

1) A Faculty/Staff Scholarship equal to 75 percent of tuition and technical fee for any undergraduate school at Penn and for the Medical, Dental, Law and Wharton graduate schools at Penn. All other graduate schools at Penn are covered at 100 percent tuition and technical fee. The graduate tuition benefit for dependent children is considered to be taxable income to the staff member.

2) A Direct Grant Scholarship up to a maximum of 40 percent of Penn's

On August 20, 1996 President Clinton signed The Small Business Protection Act of 1996. This act retroactively reinstated the exclusion of \$5,250.00 for graduate level educational assistance for faculty or staff. All affected employees who had taxes withheld from their benefit in the 1995 calendar year will be receiving a refund. If you have any questions regarding your refund for 1995 please contact Ken McDowell in payroll at 8-7278. All affected employees who had taxes withheld from their benefit for Spring 1996 or Summer 1996 will be receiving a refund through their student account. If you have any questions regarding your refund for these terms contact Anthony DeLong in HR/Benefits at 8-4812.

(continued from page 11)

Q Are there any restrictions on the tuition benefits?

A At Penn, the benefit applies to credit courses only and the prospective student must first apply and be accepted by the individual school. Also, staff must have supervisory approval to take time off for courses offered during regular work hours.

The Direct Grant Scholarship for dependent children is limited to undergraduate courses at accredited colleges/universities for a maximum of eight semesters (or 12 trimesters) and covers tuition only.

Q What do I need to do to receive this benefit?

A If you are applying to the Faculty/Staff Scholarship Program for the first time, submit an application to the Benefits Office before you or the student registers for courses. If you are applying to the Direct Grant Program for the first time, submit an application along with a copy of the itemized tuition bill to the Benefits Office.

Q What happens if I leave the University?

A You must remain employed as a regular full-time faculty or staff member through the midpoint of the semester in order to be eligible for a Faculty/Staff or Direct Grant scholarship for that term. For the current academic year, the

midpoints are:

FALL: October 15, 1996
SUMMER 1: May 31, 1997
SPRING: February 28, 1997
SUMMER 2: July 15, 1997

Q How do I renew the tuition benefit?

A If you are currently receiving a Faculty/Staff Scholarship, you do not have to reapply unless it has been more than one year since you last received the benefit. After the first application, the benefit is automatically awarded each term you or the student registers for courses. Participants in the Direct Grant Program are contacted in the Spring and given instructions on how to renew the scholarships.

Q How are tuition benefits awarded?

A For students at Penn, scholarships are credited directly to the student's account. It is not necessary to send your bills to the Benefits Office. For the Direct Grant Program you must present an itemized tuition bill along with your application. The Direct Grant Scholarship checks are mailed directly to the appropriate office at your child's school and made payable to the school in care of the student. A payment receipt showing the following information will be mailed to you at your home address: the name and social security number of your child, the amount of the scholarship, the name of the school to which it was sent, the mailing date and the number of terms re-

maining for your child in the program.

Q Will employees be taxed for their courses?

A Faculty or staff members who receive graduate tuition benefits must pay Federal income tax and FICA/Medicare for the tuition and fees paid by the University. Taxes on courses are subject to change pending revisions in the federal legislation.

Q What is the present rate of withholding taxes?

A Presently, all graduate level tuition benefits are taxable at the following rates: 28 percent federal withholding, 6.2 percent FICA and 1.45 percent Medicare. The University must withhold these amounts according to the IRS Revenue Code Section 127. The Benefits Office will keep you informed of any changes as they occur.

For more information, please call the Division of Human Resources at 898-6093 or e-mail us at askhr@pobox.upenn.edu.

For help with child care call
Child Care Choices
985-2929

Day-care Centers
Nursery Schools or Preschools
In-home Care
Family Day-care Homes
Summer Camp Options



AIDS Breakthrough Comes from Penn

By Libby Rosof

The AIDS discoveries published in the spring and summer earned Dr. Robert W. Doms press around the world. His favorite was the article in the Chinese newspaper, the English names popping out amid rows of Chinese ideograms.

Doms, an assistant professor of pathology and laboratory medicine, and fellow researchers at the University of Pennsylvania Medical Center, discovered that one in 100 people of Caucasian descent inherit a strong genetic resistance to HIV-1. That discovery grew out of their prior discovery, published in June, of a set of cell-surface receptor molecules that must be present for HIV-1 infection.

How likely is it that he will make another discovery of equal importance?

"It's all downhill from here," said Doms, 37.

He's got a sense of humor and he's modest. He marvels at how quickly his lab's two findings made it into print. "The first paper moved very quickly," he said. It had a three-week turnaround. "The second paper took a month. It shows how hot this field is now." Scientific research usually takes a minimum of several months — sometimes years — from the date of submission to the ultimate publication in scholarly journals.

The AIDS findings are particularly exciting. "The discovery [of the cell-surface receptors] marked the end of a 10-year search," said

Doms. "We suspected their existence."

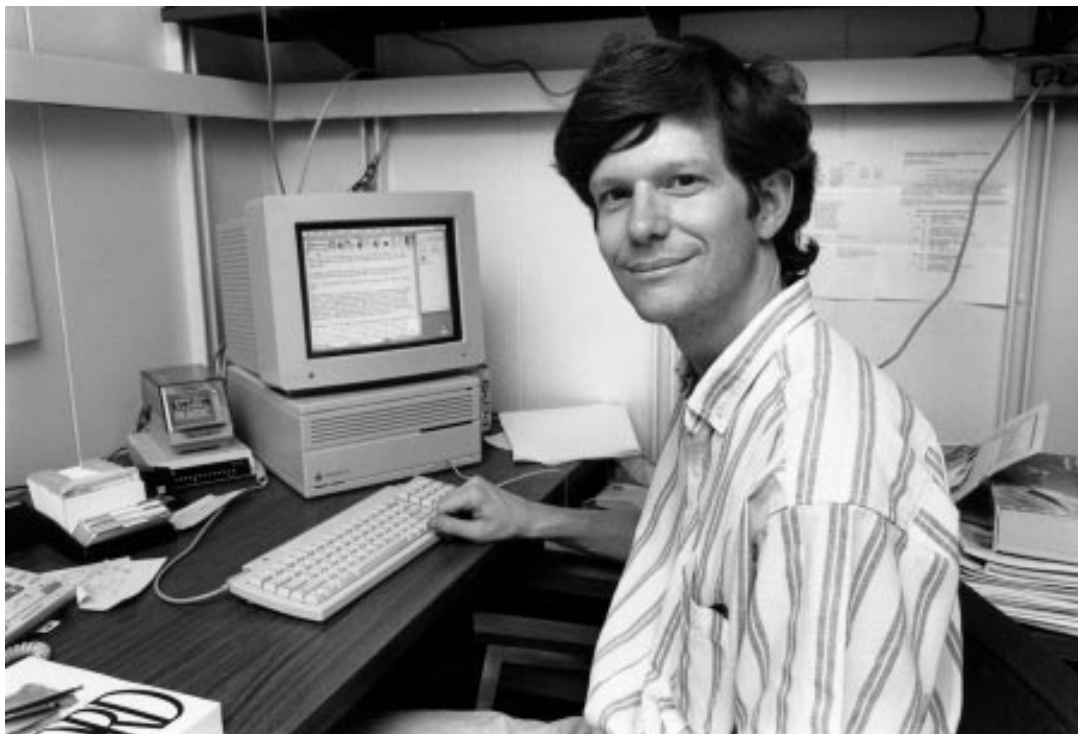
The key cell-surface receptor that Doms found, named CCR5, gives the HIV-1 virus access to macrophages, where the disease initially takes root. People who are resistant to AIDS have two copies of a gene that "knocks out" CCR5.

"Viruses throughout the world use

CCR5 for entry into cells," Doms said.

"[The discovery] offers a whole new way to think about anti-viral therapy since you

of the postdoctoral fellows in Doms' lab) and Doms published a paper in August that identifies in human neurons the place to



Photograph Tommy Leonardi

Dr. Robert W. Doms discovered that some people have a genetic resistance to HIV-1.

can now search for drugs that knock out CCR5."

However, even those with two copies of the gene that knocks out CCR5 may not be totally immune to HIV, Doms said. "Someone with this mutation will be found who is HIV positive because it is clear that their cells are susceptible to infection by certain strains of the virus, even if they can't be

infected by the most common types of HIV-1 strains. The last thing we want to do is to give the impression to someone who has this mutation that they can engage in

high risk behavior."

There is also a possibility, based on a study at the National Institute of Health, that those who inherit the gene from only one parent may live longer, once they contract HIV.

Doms works in another hot field — Alzheimer's disease. David G. Cook (one

find a protein — presenilin — implicated in Alzheimer's. The findings are significant because of the pivotal role the presenilin proteins may play in all forms of Alzheimer's disease — both the inherited early-onset Alzheimer's disease and the more common type that occurs later in life.

Doms likes to work collaboratively. The Alzheimer's work is with Virginia Lee, a full professor also in pathology and laboratory medicine at Penn. His AIDS work is chiefly with labs at Penn and in Louisville, Belgium and California, but he works with other labs as well.

"Working with others makes it more efficient," he said.

Eager to remain competitive in his areas of research, the study of cell membrane proteins, he's hoping to expand his lab. With more people, the synergy might allow for quicker breakthroughs. "You have to be big enough to compete," he said. "You have to move quickly on something hot."

But more people require more money.

"If you can't get funding in AIDS and Alzheimer's, you can hang it up," he said.

The last thing we want to do is to give the impression to someone who has this mutation that they can engage in high risk behavior.

—Robert W. Doms

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

ASSOCIATE DIRECTOR VI (101211SC) P8; \$39,655-

52,015 10-4-96 SAS Computing

COORDINATOR IV (101223SC) P4; \$26,986-35,123

10-8-96 African Studies Center

ELECTRONICS ENGINEER I (101236SC) P4; \$26,986-

35,123 10-10-96 Physics & Astronomy

LANGUAGE SPECIALIST (091108SC) P2; \$22,351-

29,098 9-18-96 English Language Programs

SYS. PROG. I/II (091086SC) P6/P7; \$32,857-42,591/

36,050-46,814 9-16-96 SAS Computing

ADMIN. ASS'T II (101222SC) (App. deadline: 10-23-96) G10; \$19,261-23,999 10-10-96 Linguistics/LDC

DENTAL SCHOOL

Specialist: Clyde Peterson

COORDINATOR III (101265CP) Supervise daily operation of Chart Room & personnel; assign patients to students based on evaluation of patients' dental needs; monitor patient pool; ensure collection of charts; review patient chart to assess record keeping, documentation & quality assurance; supervise student assessment of patient record; analyze & prepare semester of patient & annual report from audit data & patient assignment data; collect & maintain record on student record keeping performance; make recommendations. **Qualifications:** BA/BS; RDH with current PA license research required; excellent documentation skills required; oral & written communications a must; some administrative or supervisory experience is desired; computer literate with basic data analysis; experience in chart audit. **Grade:** P3; **Range:** \$24,617-31,982 10-17-96 Clinic Management

CLERK V (PRIMARY CARE UNIT GROUP) (101248CP) Oversee daily functions of PCUG; maintain attendance records; maintain dental supplies & materials including inventory & restocking; instruct in & maintain app't book & chart review procedures; insure operatories & clinical areas are clean & infection control techniques utilized; knowledge of Instrument Mgmt. System procedures, cassette set-up & usage. **Qualifications:** HS grad; ability to use computer; dental knowledge helpful; two yrs. related exp.; excellent customer svc. skills. **Grade:** G8; **Range:** \$16,171-20,240 10-14-96 PCU

MGR. I (091202CP) Schedule may include some Saturdays) P2; \$22,351-29,098 10-2-96 Dental Care Ctr

RESEARCH SPECIALIST I (091102CP) P2; \$22,351-29,098 9-20-96 Biochemistry

STAFF DENTIST (091199CP) (091198CP) (091200CP) Blank 10-2-96 Dental Care Center

STAFF HYGIENIST (091149CP) P3; \$24,617-31,982 9-24-96 Dental Care Center

ADMIN. ASSISTANT I (40 HRS) (091097CP) G9; \$20,130-25,133 9-20-96 Pediatric Dentistry

DENTAL ASSISTANT I (40 HRS) (091148CP) G7; \$17,068-21,247 9-24-96 Dental Care Center

DENTAL ASSISTANT I (091196CP) G7; \$17,068-21,247 10-2-96 Periodontics/Implants

INST. STERILIZ. ATTENDANT (40 HRS) (07780CP) G5; \$14,714-18,069 10-10-96 Central Materials Svcs.

ENGINEERING/APPLIED SCIENCE

Specialist: Clyde Peterson

SECRETARY V (081003CP) Provide secretarial support for faculty; type, proofread &/or edit reports, proposals & manuscripts, utilizing technical terminology; organize, develop & maintain word processing filing systems; distribute mail; act as liaison to students regading dept. & Univ. policy. **Qualifications:** HS business curric. & related post-HS training or equiv.; min. four yrs. increasing responsible sec. exp. with Univ. exp. strong plus; type at least 70 wpm; Mac & Microsoft Word exp. req.; excellent oral & written communication skills; solid organiz. & proofreading skills; ability to take initiative & use good judgment. **Grade:** G10; **Range:** \$19,261-23,999 10-15-96 Mechanical Engineering

ASSISTANT TO CHAIRMAN I (101225CP) P1; \$20,291-26,368 10-11-96 Electrical Engineering

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

EXECUTIVE VICE PRESIDENT

Specialists: David Smith/Susan Curran

COORDINATOR III (101268SC) Provide project mgmt. support to EVP & staff; coordinate & provide general admin. assistance to EVP & staff on campus quality of life issues; interact with internal & external constituencies. **Qualifications:** BA/BS in urban planning; public sector process exp.; strong presentation & communication skills; strong interest in student affairs & urban quality of life issues. **Grade:** P3; **Range:** \$24,617-31,982 10-14-96 (App. deadline: 10/21/96) Exec. Vice Pres.

ADMIN. ASS'T II (40 HRS) (101254SC) Assist in pur-

chasing food & equipment for dept.; delegate tasks to work study students; determines work schedules; review invoices & purchase orders, check for price changes; type written bid; place orders; communicate with distributors to ensure product delivery; review volume of purchases from vendors & manufacturers to set up rebate programs; prepare & submit rebates; maintain office equipment; place calls & send fax transmissions for daily orders; verify delivery that product or service is complete; update vendor info in computer vendor file; research outstanding invoices; type all correspondence; evaluate & review purchase requisitions before processed. **Qualifications:** HS grad or equiv.; four yrs. exp. as AAI or equiv.; computer literate; exp. with Microsoft Word/Publisher & familiarity with other related software. **Grade:** G10; **Range:** \$22,013-27,427 10-14-96 Dining Services

COOK (101310SC) Prepare & present all food items for all Faculty Club outlets & events; prepare stocks, soups & sauces; prepare & present or turn-out hot & cold food items; breakdown & store unused items after banquet functions & cafeteria; responsible for cleanliness of all kitchen food handling areas; prepare mise en place for next day; maintain quality standards. **Qualifications:** HS grad; two yrs. exp. as a la carte restaurant or hotel cook. **Grade/Range:** Union 10-18-96 Faculty Club

KITCHEN PORTER/SERVER (40 HRS) (101308SC) (101309SC) Present food items for all Faculty Club outlets & events; keep kitchen floors clean & free of liquids, trash & boxes; clean pots, pans, dishes, silverware, glassware & equipment; make sure dish machine has proper chemicals & water levels; set up pot sinks with proper cleaning chemical & hot water; deliver & store clean service ware & equipment; maintain clean work areas incl. washing walls & ceilings, mopping floors, service elevators, back stairwell & food service lines; remove trash to dumpster as needed; set up & breakdown equipment; move furniture & room fixtures; assist in maintaining & arranging of equipment areas; deliver salads, sandwiches & entree; maintain high guest relation standards; breakdown & store unused items. **Qualifications:** HS grad or equiv.; min. one yr. exp. in a la carte restaurant or hotel. **Grade/Range:** Union 10-18-96 Faculty Club

KITCHEN PORTER (40 HRS) (101311SC) (101312SC) Keep kitchen floors clean & free of liquids, trash & boxes; clean pots, pans, dishes, silverware, glassware & equipment; set up pot sinks with proper cleaning chemical & hot water; deliver & store clean service ware & equipment; maintain clean work areas to include washing walls & ceilings, mopping floors, service elevators & back stairwell; remove trash to dumpster; set up & breakdown equipment; move furniture & room fixture; assist in maintaining & arranging of equipment areas; deliver salads, sandwiches & entree. **Qualifications:** HS grad or equivalent; minimum one yr. exp. in an a la carte restaurant or hotel. **Grade/Range:** Union 10-18-96 Faculty Club

POLICE OFFICER (19 openings) (101273SC) Enforce Commonwealth of Pennsylvania statutes, University policies, procedures & regulations; maintain order & provide for safety & security of University community. **Qualifications:** HS diploma or GED; at least 21 years of age; good written & oral communications skills; excellent physical health; physical dexterity & emotional stability; valid driver's license (must be presented at time of application). (Applications will be given out from Monday, Oct. 14-Friday, Oct. 25 at the Penn Tower Hotel, except on Wed., Oct. 16, when it will be at the Job Information Center. Hours will be Mon-Fri, 9-5. Applicants must apply in person and show a valid driver's license at that time.) **Grade/Range:** Union 10-11-96 Public Safety

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

NUTRITIONIST (091123SC) (End date: One yr. appointment) P4; \$26,986-35,123 9-23-96 Dining Svcs.
ADMINISTRATIVE ASSISTANT II (091146SC) G10; \$19,261-23,999 9-26-96 Publications
COOK (091126SC) Union 9-19-96 Faculty Club
SERVICE REP. I (37.5 HRS) (091147SC) G10; \$20,637-25,713 9-23-96 Computer Connection

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
RESEARCH SPECIALIST I (07785CP) (On-going contingent upon grant funding) P2; \$22,351-29,098 7-19-96 GSE/NCOFF
ADMIN. ASS'T II (07730CP) (On-going contingent upon funding) G10; \$19,261-23,999 7-19-96 NCOFF
P-T (ADMIN. ASSISTANT I) (28 HRS) (07134CP) G9; \$9,678-12,083 3-11-96 Development Office

LAW SCHOOL

Specialist: Clyde Peterson

COORDINATOR II (081013CP) P2; \$22,351-29,098 9-17-96 Law Development & Alumni Relations
ADMINISTRATIVE ASSISTANT III (08870CP) g11; \$20,497-26,008 8-7-96 Law School

MEDICAL SCHOOL

Specialists: Ronald Story/Janet Zinser

PROGRAMMER ANALYST II (101262JZ) Design new programs &/or revise existing programs/software packages for the analysis & display of medical images; evaluate, install, modify & test new &/or existing hardware to user/customer needs; maintain data in computerized or manual filing system by entering/filing data appropriately, update records & access data; maintain small LAN. **Qualifications:** BA/BS in computer science, engineering, physics or math; MA/MS preferred; experience in C & UNIX programming on workstation, preferable SUN or SILICON Graphics, incl. Window management & graphics. **Grade:** P6; **Range:** \$32,857-42,591 10-18-96 Radiology
PROJECT MANAGER II (07821RS) Coordinate grant studying adverse drug events with drugs to arrest premature labor; establish relationship with medical record/department at five hospitals; develop system to request medical records; collect data; develop & maintain project records document; travel throughout Delaware Valley to abstract records; preparation of progress reports; participate in other epidemiologic research projects; prepare project budgets; participate in research design; write proposals; prepare manuscripts for publication. **Qualifications:** MS in epidemiology or related field; MA/MS in epidemiology preferred or equivalent; three-five yrs. experience in research & project design; computer applications software exp.; organized & attentive to detail. (End date: 6/30/01) **Grade:** P7; **Range:** \$36,050-46,814 10-17-96 CCEB
RESEARCH COORDINATOR (101280RS) Supervise/monitor recruitment of research subjects including intake interviews/scheduling; manage study incl. monitoring log books, creating/writing questionnaires, technical writing; perform data management including processing data, routine statistical analysis & producing graphics; administrative duties; including summaries, interviewing & training new technical staff, supervising techs making recommendations for their performance. **Qualifications:** BA/BS with appropriate scientific major pref. or equivalent work exp.; strong computer skills & interviewing skills; excellent interpersonal & managerial skills desirable. (On-going contingent upon grant funding) **Grade:** P3; **Range:** \$24,617-31,982 10-18-96 Psychiatry
RESEARCH SPECIALIST, JR. (101221RS) Perform cell culture, Southern & Northern analysis of gene integration & expression, Western analysis of protein expression, analysis of clonogenic survival & apoptosis after irradiation; maintain lab supply inventory & monitoring radioisotope. **Qualifications:** BA/BS in biology

or chemistry; prior exp. in tissue culture techniques, protein & molecular bio. techniques; computer exp. required. (Flexibility in working hours required) **Grade:** P1; **Range:** \$20,291-26,368 10-15-96 Radiation Oncology

RESEARCH SPECIALIST, JR. (101246RS) Prepare & microinject frog oocytes; perform electrophysiological recordings; maintain frog colony; perform data analysis & graphing; input computer data; keep logs & write lab reports; maintain equipment & inventories; autoclave glassware & pipettes; order supplies. **Qualifications:** BA/BS in scientific field (chemistry, biochemistry, physiology, neuroscience or similar); knowledge of biochem lab techniques; exp. in oocyte injection & electrophysiological recordings. **Grade:** P1; **Range:** \$20,291-26,368 10-18-96 Pharmacology

RESEARCH SPECIALIST I (101271RS) Participate in pre-clinical & clinical toxicology research studies within the Institute; provide technical support for research studies; provide technical input on writing of Institutional Animal Use & Care Committee (IACUC) protocols; assist in preparation of IACUC protocols for pre-clinical & clinical toxicology research studies as needed; provide intermediate supervision & direction to laboratory animal care technicians; provide pre & post-operative care to animals; observe & record clinical signs & reactions; assist with clinical management of laboratory animals within IHGT; administer treatments incl. injections & medications as prescribed; properly document all treatments; maintain up-to-date health records on animals; perform intravenous manipulations, such as blood draws & tail veins injections; perform clinical diagnostic/therapeutic procedures; perform minor surgical procedures related to studies, incl. but not limited to wound closure, tracheal intubation & portal vein injections; responsible for all blood & clinical chemistry materials (e.g. swabs & urine) collected at necropsies & during in-life phase of toxicology studies; interface with contract laboratories retained to analyze blood & clinical chemistry materials; follow-up with labs to ensure all data received in timely fashion. **Qualifications:** Completion of accredited animal health technology prog. & State certification/license; BA/BS in scientific field; one-three yrs exp. in industrial, research or academic setting &/or an equiv. combination of exp. & education; exp. working with non-human primates highly desirable, as is previous experience working in GLP facility; good oral & written communication skills; maintain high standards of animal welfare & health. (Flexibility to work beyond requisite scheduled hours, share on-call responsibilities for after hours, weekends & holidays) (End date: 10/31/98) **Grade:** P2; **Range:** \$22,351-29,098 10-18-96 IHGT

RESEARCH SPECIALIST II (101326RS) Order materials; maintain stocks of critical reagents; perform assays already developed, radio-nuclide iron uptake, ferric reductase oxidase, superoxide dismutase, immunoblotting; handle DNA work; clone sequence, mutagenesis, maintain plasmid, amplifying libraries, yeast work, crosses, tetrad dissection & analysis; maintain lab equipment, record books & radio-nuclide records. **Qualifications:** BA/BS in biological science & or chemistry; three or more yrs. of lab exp.; ability to execute protocol; ability to draft new protocol & modify existing ones. **Grade:** P3; **Range:** \$24,617-31,982 10-18-96 Medicine-Hematology/Oncology

P-T (CLINICAL SPECIALIST) (20 HRS) (101325RS) Schedule patients for clinic visits & conduct physiological testing; recruit patients for studies to include contact with physicians, patients, GI staff, marketing & public relations depts.; interview patients per protocol; collect lab specimen upon blood drawing; handle processing & send-out; use computer. **Qualifications:** Associate or BA/BS in Nursing with at least two yrs. exp. in outpatient setting; prior research exp. pref.; expertise in blood drawing; attention to detail concerning study protocols; knowledge of database entry. (On-going contingent upon grant funding) **Grade:** P6; **Range:** \$18,775-24,338 10-17-96 Medicine

CLERK II (40 HRS) (101275JZ) Maintain patient records, file & purge charts; perform light typing & data entry; run errands on campus; order supplies & answer phones. **Qualifications:** HS grad; strong phone & interpersonal skills required; six months general clerical exp. or equiv. (On-going contingent upon grant funding) **Grade:** G5; **Range:** \$14,714-18,069 10-17-96 Smell & Taste Center
LAB ANIMAL AIDE (40 HRS) (101272RS) Learn proper animal handling techniques & operate sanitation equipment for the up keep of the Institute Human Gene

Therapy's animal facilities; handle feed, bedding & other animal care supplies; record receipt of all supplies; may assist in the feeding & watering of animals; may assist in changing cages; observe & report unsafe or unusual conditions to supervisor. **Qualifications:** HS grad or equiv.; ability to lift 50 lbs.; may work with animals exposed to potentially hazardous agents, such as radioisotopes, chemical or biological agents. (Must be willing to accept overtime assignments &/or shift assignments other than Monday through Friday) (End date: 10/31/98) **Grade:** G5; **Range:** \$14,714-18,069 10-18-96 IHGT
RESEARCH LAB TECH II (40 HRS) (101228RS) Assist with experiments working in area of autoimmunity; perform standardize lab procedures; prepare media/solutions; prepare, store, identify & maintain culture collections; perform calculations/routine analyses on recorded data; operate standard lab equipment; maintain lab equipment & order supplies. **Qualifications:** HS grad & some college-level science courses in related discipline or equivalent exp.; some lab work exposure required, including experience with tissue culture, PCR & Ouchterlony. **Grade:** G8; **Range:** \$18,481-23,132 10-9-96 Medicine/Rheumatology

RESEARCH LAB TECH III (101221RS) Perform cell culture, southern & Northern analysis of gene integration & expression, Western analysis of protein expression, analysis of clonogenic survival & apoptosis after irradiation, maintain lab supply inventory & monitor radioisotope use. **Qualifications:** BA/BS in biology or chemistry; prior exp. in tissue culture techniques, protein & molecular bio. techniques pref.; computer exp. required; ability to work independently after initial training. **Grade:** G10; **Range:** \$19,261-23,999 10-7-96 Radiation Oncology

RESEARCH LAB TECH III (101242RS) Handle darkroom work; print EM micrographs, reprint EM's for illustrations & develop film; slice tissue samples from experiments for further use (e.g. EM photography); take EM photographs/micrographs of tissue samples for further study & research; computerized illustration for publications from EM micrograph/photographs. **Qualifications:** BA/BS or equivalent in biological sciences; knowledge of darkroom techniques; computer literate. **Grade:** G10; **Range:** \$19,261-23,999 10-18-96 Neuroscience

RESEARCH LAB TECH III (40 HRS) (101327RS) Perform sleep studies on patients & research subjects; analyze data acquired during studies; maintain lab treatments, draw arterial blood samples, administer variety of tests to evaluate fatigue & fitness for duty. **Qualifications:** BA/BS in science; facility with computers & knowledge of basic electronics; possession of valid driver's license & access to car are highly desirable (On-going contingent upon grant funding) **Grade:** G10; **Range:** \$22,013-27,427 10-18-96 Center for Sleep

RESEARCH LAB TECH III (40 HRS) (101328RS) Follow established protocols, assist in planning/conducting experiments on neuropathological sequelae in the central nervous system following hypovolemia hypotension; perform small animal surgery, histologic staining, immunohistochemistry, in situ hybridization; maintain logs & write lab reports; input computer data; write lab reports; perform data analysis with histofluorescent microscopy & quantitative analysis with IBM based video-image analysis systems; perform library bibliographic searches. **Qualifications:** BA/BS in biology or related field; exposure to lab work pref. in neurosurgery, exp. with small animals (rodents), surgery &/or molecular bio. helpful. (On-going contingent upon grant funding) **Grade:** G10; **Range:** \$22,013-27,427 10-18-96 Surgery/Neurosurgery

RESEARCH LAB TECH III (40 HRS) (101281RS) Assist physicians & neurodiagnostic tech in gathering of clinical data for research projects; prepare patients for neural monitoring & record somatosensory evoke potential during surgery; maintain & manages medical records & clinical data for research purposes; perform data analysis & data management duties. **Qualifications:** BA/BS with scientific major; knowledge of basic neural anatomy & principles of somatosensory evoke potentials; experience with data management & excellent organizational skills; computer knowledge & facility with spreadsheets. **Grade:** G10; **Range:** \$22,013-27,427 10-18-96 Neurology

ASS'T DIRECTOR IV (091154JZ) P5; \$29,664-38,677 9-25-96 Institute of Neuroscience/Neuroscience
CLINICAL DEPT. ADMIN. II (101220JZ) P7; \$36,050-46,814 10-7-96 Family Practice & Community Med.

COORDINATOR II (091195JZ) P2; \$22,351-29,098 10-4-96 Cancer Center
COORDINATOR IV/N (091191JZ) P4/P5; \$29,986-35,123/29,664-38,677 10-7-96 Cancer Center
CYCLOTRON OPERATOR (091095RS) P3; \$24,617-31,982 9-17-96 Radiology
DATABASE TECHNICIAN II (091139JZ) P7; \$36,050-46,814 10-2-96 Psychiatry
NURSE II (091194RS) (*On-going contingent upon grant funding*) P4; \$26,986-35,123 10-2-96 Infectious Disease
PROGRAMMER ANALYST II (091101JZ) P6; \$32,857-42,591 9-19-96 Genetics
RESEARCH COORDINATOR (091140RS) P3; \$24,617-31,982 9-24-96 Psychiatry
RESEARCH COORDINATOR (101215RS) P3; \$24,617-31,982 10-7-96 Radiology
RESEARCH COORDINATOR, JR. (101227RS) P2; \$22,351-29,098 10-8-96 Medicine/Rheumatology
RESEARCH COORDINATOR, SR. (101214RS) P4; \$26,986-35,123 Radiology
RESEARCH SPECIALIST, JR. (07795RS) P1; \$20,291-26,368 9-19-96 IHGT
RES. SPEC., JR. (091204RS) (*On-going contingent on grant funding*) P1; \$20,291-26,368 10-3-96 Surgery
RESEARCH SPECIALIST I (40 HRS) (091142RS) (*Must be willing to share on-call responsibilities for after hours, weekends & holidays*) (*End date: 9/30/98*) P2; \$22,351-29,098 9-24-96 IHGT
RESEARCH SPECIALIST I (101218RS) P2; \$22,315-29,098 10-7-96 Pennsylvania Muscle Institute
RESEARCH SPECIALIST I (101240RS) P2; \$22,351-29,098 10-11-96 Medicine/Rheumatology
RESEARCH SPEC. I/II (091141RS) P2/P3; \$22,351-29,098/\$24,617-31,982 9-24-96 Path. & Lab Med.
RESEARCH SPECIALIST II (091176RS) P3; \$24,617-31,982 9-30-96 Pathology & Lab Medicine
RES. SPEC. II (101239RS) (*On-going contingent on grant funding*) P3; \$24,617-31,982 10-11-96 Medicine
RES. SPEC. II (101241RS) (101243RS) (101245RS) P3; \$24,617-31,982 10-11-96 Path. & Lab Med.
RESEARCH SPEC. I/III (06641RS) P3/P4; \$24,617-31,982/\$26,986-35,123 9-23-96 Dermatology
RESEARCH SPECIALIST IV (101210RS) (*End date: 10/31/98*) P6; \$32,857-42,591 10-4-96 IHGT
P-T (RESEARCH SPECIALIST, JR.) (17.5 HRS) (091184RS) P1; \$10,146-13,184 9-30-96 Genetics
ADMINISTRATIVE ASSISTANT I (101226JZ) G9; \$17,614-21,991 10-10-96 Radiology
ADMINISTRATIVE ASSISTANT II (091138JZ) G10; \$19,261-23,999 9-26-96 Psychiatry
ADMINISTRATIVE ASSISTANT II (091189JZ) G10; \$19,261-23,999 10-2-96 Rehabilitation Medicine
ADMIN. ASSISTANT II (40 HRS) (06632JZ) G10; \$22,013-27,247 10-10-96 Medicine/EDM
EDITORIAL ASS'T II (40 HRS) (091186JZ) (*On-going contingent upon grant funding*) G11; \$23,425-29,723 9-30-96 Family Practice & Community Med.
PROGRAMMER I (40 HRS) (091136JZ) G10; \$22,013-27,427 9-23-96 Anesthesia
PSYCH TECHNICIAN I (05503RS) (*End date: 8-00*) G10; \$19,261-23,999 5-28-96 Psychiatry
RECEPTIONIST III (40 HRS) (101244JZ) (*End date: 10/31/98*) G8; \$18,481-23,132 10-11-96 IHGT
RESEARCH LAB TECH I (40 HRS) (101209RS) (*End date: 10/31/98*) G7; \$17,068-21,247 10-4-96 IHGT
RESEARCH LAB TECHNICIAN III (091100RS) G10; \$19,261-23,999 9-19-96 Medicine
RESEARCH LAB TECH III (40 HRS) (091137RS) (*On-going contingent on grant funding*) G10; \$22,013-27,427 9-24-96 Psychiatry
RESEARCH LAB TECHNICIAN III (091169RS) G10; \$19,261-23,999 9-27-96 Radiology
RESEARCH LAB TECHNICIAN III (091175RS) G10; \$22,013-27,427 9-30-96 Biochemistry & Biophysics
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
SECRETARY V (40 HRS) (091181JZ) (*End date: 9/30/98*) G10; \$22,013-27,427 9-30-96 IHGT
SECRETARY V (40 HRS) (091192JZ) G10; \$22,013-27,427 10-2-96 Rehabilitation Medicine
SEC'Y V (40 HRS) (101247JZ) (*On-going contingent on grant funding*) G10; \$22,013-27,427 Ctr. for Bioethics
P-T (SECURITY OFFICER) (22 HRS) (091103JZ) (*Ability to work at night & on weekends; 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. Management

NURSING

Specialist: Ronald Story

ADMIN. ASS'T II (40 HRS) (101252RS) Provide administrative clerical support to faculty as part of new Division Service Group team combining administrative & financial staff; respond to inquiries from prospective students about graduate programs as well as the application & admission process; coordinate follow-up in liaison with Program Directors; compile materials for graduate program recruitment events in liaison with Office of Admissions; schedule & coordinate meetings; make travel arrangements; compose, type & proofread routine correspondence & materials for presentation, course related materials; coordinate grant proposal process; recommend innovative improvements in policies & procedures & in use of technology; participate in cross-training within team. **Qualifications:** Completion of HS business curriculum or equiv.; minimum four yrs. office administrative or related exp. in a customer service environment; ability to work productively in team-oriented environment; strong verbal & written communication skills, interpersonal & organizational skills; thorough knowledge of office procedures, practices & methods; type 60 wpm; demonstrated advanced personal computer skills, pref. in Windows; familiarity with SRS system & grant proposal process desired. **Grade:** G10; **Range:** \$22,013-27,427 10-18-96 Nursing
ADVANCED PRACTICE NURSE (101230RS) (101232RS) (*Must be able to make home visits within 25 mile radius of HUP, Presbyterian, Phoenixville & Nazareth Hospitals or any additional research sites*) (*End date: 6/30/00*) P9; \$43,569-57,217 10-10-96 Nursing School
COORDINATION II, FINANCIAL AID (101229RS) P2; \$22,351-29,098 10-11-96 Nursing
P-T (ADVANCED PRACTICE NURSE) (101231RS) (*Must be able to make home visits within 25 mile radius of HUP, Presbyterian, Phoenixville & Nazareth Hospitals or any additional research sites*) (*End date: 6/30/99*) P9; \$19,917-26,156 10-10-96 Nursing
ADMIN. ASS'T II (08984RS) (*Ability to work some Saturdays required*) (*Both male & female minority candidates are encouraged to apply.*) (*End date: 9/30/00*) G10; \$19,261-23,999 8-27-96 Nursing
ADMINISTRATIVE ASSISTANT II (40 HRS) (091187RS) G10; \$22,013-27,427 10-2-96 Nursing
P-T (SECRETARY IV) (20 HRS) (101233RS) (*Some weekend work may be required*) (*End date: 6/30/00*) G9; \$9,678-12,083 10-8-96 Nursing

PRESIDENT

Specialists: Susan Curran/Janet Zinsner

STAFF ASSISTANT III (10133SC) Provide administrative & secretarial support requiring independent judgment & initiative; coordinate administrative actions for University Council & Steering Committee including minute taking; coordinate administrative actions for 15 Council committees serving as committees secretary, including minute taking; maintain records of actions taken; distribute minutes & mailings; work with Executive Assistant from the Faculty Senate Office & with Editor Almanac regarding Council information/reports; draft correspondence; develop & maintain accurate filing systems; answering phones & handle inquiries; assist Associate Secretary & Executive Director with dean searches & dean reviews; assist with ceremonial events: Freshman Convocation, GAPSA Convocation, Commencement, assist with Trustee, Overseer & Office of the Secretary functions. **Qualifications:** BA/BS; at least three yrs. admin. assistant exp.; type at least 65 wpm; excellent written & oral communication skills; sensitivity to confidential information; excellent interpersonal skills; attention to detail & ability to handle multiple projects simultaneously, often with strict deadlines; strong organizational skills; knowledge of Macintosh, incl. Microsoft Word & FileMaker Pro. **Grade:** P3; **Range:** \$24,617-31,982 10-18-96 Office of the Secretary
ADMIN. ASS'T III (40 HRS) (101260SC) Provide full secretarial & admin. support for Director of Events & as needed for the office in general; assist Director of Events in planning & executing events; provide on-site support

& supervision of events at the President's house & at other venues; produce invitations, name tags, signage & other graphic materials with various desktop publishing software; coordinate independent projects including research & database development; provide back-up reception support for the President's Office; assist Mail Coordinator; proofread office correspondence, reports & communications projects as needed. **Qualifications:** HS grad or equiv., BA/BS pref.; at least two yrs. as AAII or comparable background; some previous event coordination exp. desired; ability to work independently & as part of a team; sensitivity to confidential information; excellent written & oral communication skills; attention to detail & ability to handle multiple projects simultaneously; strong organizational skills; knowledge of PC's pref. Macintosh, incl. Microsoft Word, Excel, FileMaker Pro & some desk top publishing exp. (*Some nights & weekends required*) **Grade:** G11; **Range:** \$23, 425-29,723 10-14-96 Office of the President

OFFICE ADMIN. ASS'T II (101282JZ) Responsible for the on-line processing of weekly payroll; respond to requests concerning time balances; handle job opportunity inquiries; prepare monthly personnel reports using Lotus 1-2-3; distribute performance evaluation forms; prepare financial forms & on-line purchase orders; distribute monthly expenditure reports; maintain office supply inventory, copier & fax equipment; handle routine Physical Plant request; create organizational charts; maintain calendars & files; compose correspondence; answer phones. **Qualifications:** Completion of high school business curriculum & related post high school training or equivalent; two yrs. experience at the OAAI level or comparable experience; thorough knowledge of clerical accounting & office procedures; proficiency in the use of WordPerfect & Lotus 1-2-3 for Windows required & ability to learn other software programs; knowledge of University accounting system (FinMis) & procedures preferred; excellent interpersonal & analytical skills; strong grammatical skills; ability to exercise judgment & prioritize workflow; sensitivity in handling of confidential materials. **Grade:** G10; **Range:** \$19,261-23,999 10-17-96 Dev. & Alumni Relations

COORDINATOR III (091134JZ) (*Some evening & weekend work required*) P3; \$24,617-31,982 9-23-96 Development & Alumni Relations
ADMIN. ASS'T I (40 HRS) (101217JZ) G10; \$22,013-27,427 10-7-96 Development & Alumni Relations
STAFF RESEARCHER I (101216JZ) P2; \$22,351-29,098 10-7-96 Development & Alumni Relations
STAFF WRITER II (04062JZ) (*Two writing samples must accompany application.*) P3; \$24,617-31,982 10-4-96 Development & Alumni Relations
ADMIN. ASSISTANT II (091120JZ) G10; \$19,261-23,999 9-19-96 Development & Alumni Relations

PROVOST

Specialist: Clyde Peterson

CRC COMPUTER TECHNOLOGY SPECIALIST II (101258CP) Provide micro computing & networking support in Windows 3.1/95 & Macintosh environments for faculty, staff & students; additional responsibilities include: hardware coordination including internal department networks (Novell & AppleTalk) & hardware & software asset management; diagnose computer hardware & software & make recommendations; serve as necessary on internal & interdepartmental teams; author handouts & reports relating to computing. **Qualifications:** BA/BS or equiv. exp.; strong service orientation; at least three yrs. support-level exp. with a variety of computer systems applications with at least two yrs. supporting end-user computing; working knowledge of networking protocols (IPX, TCP/IP, Open Transport & AppleTalk); broad-based knowledge of mainstream applications including communications (e-mail, Internet) database, word processing, spreadsheet & graphics; demonstrated interpersonal skills; ability to work independently & on a team. **Grade:** P6; **Range:** \$32,857-42,591 10-17-96 Computing Resource Center

Classified

Needs Home... Adorable grey and white kitten, 6 weeks old. 472-8261.

COORDINATOR III (101238CP) Oversee all office operations; manage & maintain Arthur Ross Gallery budgets; arrange schedule for freelance consultants for at least five exhibitions annually; perform all museum registration duties (loans, insurance & shipment of art work); organize &/or coordinate special events; educational outreach progs.; public lectures & opening receptions; assist in prep. of grant proposals; assist with publicity & public relations & efforts. **Qualifications:** BA/BS or equiv.; 3-5 yrs. professional exp. incl. budget mgmt.; familiarity with Univ. environment &/or an arts or cultural organization pref.; proficiency with Mac hardware & word-processing & accounting software highly desirable; attention to detail a must; excellent organization, writing & oral communication skills. **Grade:** P3; **Range:** \$24,617-31,982 10-15-96 Arthur Ross Gallery

COORDINATOR IV (091066CP) Responsible for carrying out publicity & public relations activities for the Press & coordinate exhibits program; formulate budget & execute publicity plans for trade, professional & scholarly books; monitor the success of those plans as implemented; develop media lists & cultivate contacts in print broadcast & electronic media; maintain strong relationships with reviewers, producers & all other key contacts necessary for wide ranging local, national & international publicity; coordinate publicity in print-news papers, magazines, scholarly & popular journals & in all electronic media; commercial & public radio; television & the Internet; write press releases & prepare press kits; order bound galleys & page proof; arrange & negotiate book club licenses; sell serial rights; organize interview, tours or other special events; plan, budget & coordinate public display, promotion & sale of Press books at academic conventions & trade shows; select titles for exhibits, oversee preparation of order forms & exhibits signage. **Qualifications:** BA/BS plus three yrs. exp. in publishing or publicity; excellent communication, interpersonal & computer skills essential; fluency in one or more language helpful. **Grade:** P4; **Range:** \$26,986-35,123 10-17-96 University Press

MARKETING COORDINATOR II (091063CP) Responsible for planning, budgeting & executing direct-mail & advertising campaigns for Press books; prepare promotional copy for seasonal catalogues, book jackets & advertising; contact authors to secure copy approval & others to solicit endorsements for upcoming books; hire & supervise work of freelance designer & freelance copywriters; evaluate & select vendors, purchase outside services, manage print & distribution system; demonstrated ability to assess commercial graphic art; coordinate knowledgeable with customer service representative research & generate review-lists for each book. **Qualifications:** BA/BS; two yrs. publishing exp.; superlative writing skills essential; strong computer skills, especially in word processing & graphic design. **Grade:** P3; **Range:** \$24,617-31,982 10-17-96 University Press

REGULAR P-T ADMIN. ASS'T II (101257RS) Perform acquisitions & cataloging functions for printed materials in Persian languages; receive & inscribe books, search bibliographic databases, create basic bibliographic records, create book orders & copy cataloging, incl. basic subject analysis & classification. **Qualifications:** HS grad; BA/BS in Middle East studies or related disciplines pref.; demonstrated ability in written Persian; two yrs. exp. at AAI level or comparable background; able work independently with accuracy & eye for detail; familiarity with computers & library operations pref. **Grade:** G10; **Range:** \$10,583-13,186 10-17-96 Univ. Libraries

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

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

MANAGER II (091174CP) P3; \$24,617-31,982 9-30-96 Annenberg Center

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

PROG. ANALYST I/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. (091122CP) 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

P-T (COORDINATOR I) (17.5 HRS) (091197CP) P1; \$10,145-13,319 10-2-96 Museum

ASSISTANT LAB ANIMAL TECHNICIAN (40 HRS) (081031CP) G7; \$14,935-18,592 9-20-96 ULAR

ELECTRONIC TECH III/ELECTRONIC COMPUTER TECH, SR. (091105CP) G11/G13; \$20,497-26,008/

\$25,132-33,270 9-24-96 ISC-Networking

LAB ANIMAL AIDE (40 HRS) (091161CP) (091162CP) (091163CP) (091164CP) (Schedule may include shifts other than M-F, incl. weekends, holidays & overtime)

G5; \$14,714-18,069 10-1-96 ULAR/Med School

LAB ANIMAL TECH (40 HRS) (091160CP) (Schedule may include shifts other than M-F, incl. weekends, holidays & overtime) G9; \$20,130-25,133 10-1-96 ULAR/

Med School

LIBRARY CLERK (091205CP) Union 10-4-96 University Libraries

LIBRARY CLERK (101235CP) Union 10-9-96 University Libraries

LIBRARY DOOR GUARD (091185CP) Union 9-30-96 University Libraries

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

REGULAR P-T (ADMIN. ASS'T I) (20 HRS) (101213CP) G9; \$9,678-12,083 10-9-96 Biomedical Library

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

VETERINARY SCHOOL

Specialist: Ronald Story

HISTOLOGY TECHNICIAN II (101263RS) Process tissue specimen in histopathology lab incl. embedding, sectioning, staining & filing of blocks; prepare reagents for different lab procedures. **Qualifications:** HS grad or equiv. & minimum of one yr. college level course work in biology; at least one yr. exp. in histopathology & background in bio. sciences desirable. **Grade:** G10; **Range:** \$19,261-23,999 10-18-96 Pathobiology

PHARMACY ASS'T I (101264RS) Order supplies, stock, shelves, assist with inventory; prepare unit-dose syringes, weigh & measure ingredients for compounding; maintain records, files; perform light typing; price all signed out medications, fill prescriptions. **Qualifications:** HS grad; background in pharmaceutical operation or equivalent pref.; excellent clerical skills & accuracy; flexibility in hours to maintain adequate coverage daily; occasional, considerable weight; interest in Vet medicine helpful; ability to communicate effectively with faculty, staff & clients. (Position in Kennett Square; no public transportation) **Grade:** G8; **Range:** \$16,171-20,240 10-18-96 Large Animal Hospital

REGULAR P-T (STERILIZATION ATTENDANT) (20 HRS) (101250 RS) (Position in Kennett Square; no public transportation) G6; \$7,697- 9,451 10-11-96 Large Animal Hospital-New Bolton Center

P-T (VET TECH TRAINEE) (20 HRS) (101249RS) (Position in Kennett Square; no public transportation) G7; \$8,201-10,215 10-11-96 Pathobiology

VICE PROVOST/UNIVERSITY LIFE

Specialist: Clyde Peterson

VETERANS UPWARD BOUND COUNSELOR (101255CP) Conduct scheduled counseling sessions with each student to monitor overall progress toward goal achievement; oversee production of newsletter; analyze & compile information for periodic reports; establish & maintain student counseling files; conduct weekly life skills workshops; identify & recruit new student & maintain continuous relationships with veteran organizations. **Qualifications:** BA/BS; Master's in social or behavioral sciences pref.; two yrs. exp. with identifying & serving the needs of adult disadvantaged population; ability to design, implement & evaluate life skills & career development workshops; strong counseling & communication skills; computer literacy & proposal writing skills a plus; familiar with career development, college admission & financial aid procedures. (On-going contingent upon grant funding) **Grade:** P3; **Range:** \$24,617-31,982 10-14-96 Academic Support Programs

WHARTON SCHOOL

Specialist: Janet Zinser

DIRECTOR VIII (101324JZ) Advise, assist & staff the Dean, Deputy Dean, Associate Dean for Finance & Administration & other Wharton & University officers on all budgetary issues & resources planning questions;

design & prepare long term resources plans to inform operating & capital decisions; manage annual operating budget process; support senior administration in academic planning & budgeting; direct the development of administrative budgets, capital budgets & one year-end closing strategies; provide internal support for policy analysis & financial problem-solving; oversee & manage research & analyses in the areas of fund allocations, economic issues in higher education & other related matters; manage staff of seven professionals; directly supervise School's Comptroller, Associate Director for finance & administration & two financial analysts. Serve as member of Wharton & University groups on resource planning & management. **Qualifications:** BA/BS in finance, accounting or related discipline or equivalent; MBA strongly preferred; five-seven years progressively responsible exp. in oversight of financial operations & budget & planning at an institute or corporation; relevant experience managing professional staff; demonstrated knowledge/competence in planning, budgeting, policy analysis, financial problem-solving & use of information technology to support these activities; excellent interpersonal & communication skills; demonstrated capability to effectively present complex financial information to senior administration & School overseer's & advisory boards; ability to interact productively with University & financial community. **Grade:** P11; **Range:** \$56,135-70,246 10-18-96 Finance & Administration

INFORMATION SYSTEMS SPECIALIST I/II (101276JZ) Develop systems in support of school network; evaluate hardware & software products for use in networking infrastructure; resolve complex network problems relating to applications, operating systems, protocols & hardware; develop & install new networking technology & provide reports on findings. **Qualifications:** BA/BS in computer science, engineering field or equiv. exp. in design & implement of network software & hardware, preferably in an Internet-connected environment; *Operating Systems:* UNIX, MS-Windows, Win95, Novell, NT; *Networking:* TCP/IP, IPX, SNMP, distributed environments; Ethernet LANs & writing topologies; *Languages:* C, C++, Perl, BASIC; *Networking Hardware:* routers, concentrator, repeaters, fiber optics; ability to work independently; strong communication skills; ability to lift networking & computing equipment up to 50 lbs. **ISS I:** one-three yrs. experience in many facets of computing support. **ISS II:** three-five yrs. experience in many facets of computing support. **Grade:** P3/P5; **Range:** \$24,617-31,982/29,664-38,677 10-17-96 WCIT

SYS. PROG. III (101277JZ) Manage a fleet of HP 9000, DEC 5000 & Sun SPARCstation UNIX systems to provide the school with a stable, state-of-the-art computing environment; diagnose & troubleshoot hardware & software failure & remedy problems; maintain Mail & Name server; act as a source of UNIX expertise; maintain World-Wide-Web server; provide technical assistance to all members of the Wharton School community; assist in the planning upgrading & expanding of all core computing technologies; assist in providing 24-7 service in all of the central UNIX servers in Wharton Computing. **Qualifications:** BA/BS in computer science or related fields; four years experience in systems management & programming required, preferably in an UNIX environment (HP, SUN Ultrix); programming skills (C, HTML & Perl) essential; working knowledge in performance tuning, configuration, security, Sendmail, DNS, TCP/IP; CGI-BIN, WEB server management; knowledge of Windows & Windows NT is desirable; ability to provide technical leadership for future technologies; ability to provide 24-7 service all of central UNIX servers in Wharton Computing; excellent written & verbal communication skills. **Grade:** P8; **Range:** \$39,655-52,015 10-17-96 WCIT

ASSOCIATE DIRECTOR VI (091121JZ) P8; \$39,655-52,015 9-24-96 WCIT

ASSOCIATE DIRECTOR VI/VII (101219JZ) P8/P9; \$39,655-52,015/\$43,569-57,217 10-9-96 Undergrad Division

INFORMATION SYSTEMS SPECIALIST II (101212JZ) P5; \$29,664-38,677 10-7-96 WCIT

MAJOR GIFT OFFICER III (115549JZ) P7/P8; \$36,050-46,814/\$39,655-52,015 11-10-95 Ext. Affairs

MEDIA TECHNOLOGY SPECIALIST (06592JZ) P6; \$32,857-42,591 9-26-96 WCIT

PLACEMENT COUNSELOR II/ASS'T DIR. IV (091131JZ) P4/P5; \$26,986-35,123/29,664-38,677 9-23-96 Career Development & Placement

'Murder at the Museum': October 25-26

For the second year in a row, the University Museum presents a new kind of public symposium—in which best-selling mystery novelists, journalists, booksellers and mystery buffs join scholars in anthropology, archaeology and philosophy to explore the fine art of murder.

Sessions begin with a writers' panel Friday evening, October 25 and continue Saturday, October 26 with talks and workshops. The finale is a murder mystery dinner in Upper Egypt where the diners turn detective.

The theme this year is *Sudden Death: Sports, Murder and Anthropology*, inspired in part by the Museum's special exhibition on the ancient Olympic games.

Guests can register for one, two or all three of the events (see details below).

Friday, October 25

Five writers of sports-oriented mysteries speak at the opening panel, *Let the Games Begin: The Mystery Writer's Arena*, 6 p.m.; the authors stay for a reception and book-signing Friday evening, and return for a workshop Saturday afternoon. They are:

Aaron Elkins, the Edgar Award winner who teams with his wife, Charlotte Elkins, for a new series featuring a golf pro, Lee Ofsted (*A Wicked Slice*; *Rotten Lies*).

Harlan Coben, creator of a sports agent detective, Myron Bolitar (*Deal Breaker*; *Dropshot*).

Troy Soos, creator of Utility Infielder Mickey Rawlings, who found *Murder at Fenway Park* and again at *Ebbets Field* and *Wrigley Field* in a nostalgic series.

Jody Jaffe, whose horse-show reporter Nathalie Gold started with *Horse of a Different Killer* and went on to *Chestnut Mare, Beware*.

Saturday, October 26

Two local booksellers, The Title Page of Bryn Mawr and M. Martin Hinkle of Philadelphia, offer new and used books throughout the day. Morning talks include *Murder at Olympia?* by Dr. David Gilman of the University Museum; *Ball Courts, Battle Fields and Sacrificial Deaths: the Mesoamerican Ritual Rubber Ball Game*, by Dr. Jeff Kowalski, art history, Northern Illinois University; and *Mr. Dawson in the Yard with a Cricket Bat: Death of a Reputation* (the scandal surrounding Piltown man), by Penn's Dr. Alan Mann.

After lunch comes Dr. Miller Brown, philosophy at Trinity College, Hartford, on *Playing for Keeps: The Risks and Aims of Sports*; a panel of sports journalists including *Sports Illustrated's* Fraz Lidz and Mike Misanelli of WIP, on *The Changing Role of Media in Today's Sports Arena*; and a workshop called *Death, Violence and Sports?* in which the Museum's Dr. Janet Monge tells how physical anthropologists analyze who could have done it, and how.

In another workshop, *Tennis Anyone?*, the writers' panel and the day's other commentators merge for a wide-ranging look at the darker side of the passion for sports.

Saturday Evening

At dinner with the authors and experts, participants are challenged to solve a murder mystery with an ancient Egyptian theme when the Murder to Go theatre group invents *Virginia Jones and the Falcon's Curse* while the Museum Catering Company presents dinner.

Registration

For more information or to register, telephone the Museum Special Events Office at 898-4890. Costs:

Friday's panel—\$15 (\$10 for Museum members, senior citizens and full-time students with ID).

Saturday's talks and workshops—\$60 (\$40 for members, senior citizens and full-time students with ID).

Saturday box lunch (optional)—\$10.

Saturday night reception/dinner—\$55 (limit 250).

H.R. Seminars: A Crash Course in Retirement Planning

Human Resources invites members of the Penn community to further their education and attend as many as of the following seminars as they want. All sessions are held at the Faculty Club.

October 29 Vanguard/Calvert: The Choice Is Yours;

especially for new faculty & staff and those considering the Tax-Deferred Annuity Plan; 12-1:15 p.m. and 1:30-2:30 p.m.; Club Room.

If you attend only one seminar this fall, make it this one. *The Choice is Yours* focuses on topics of interest to individuals considering whether or not to participate in the Plan or whether to transfer or diversify their new or existing Plan assets to Vanguard/Calvert.

Highlights: The benefits of plan participation; the basics of mutual funds; the advantages of investing with The Vanguard/Calvert Group.

October 30 Vanguard: The Triumph Of Indexing;

especially for new faculty & staff currently in the plan; 12-1:15 p.m.; Club Room.

Indexing is a widely used investment strategy at the heart of many successful stock portfolios. By closely reproducing the investment mix of a specific market index, like the Dow Jones Industrial Average or Standard & Poor's 500, an "index fund" is designed to parallel the index's performance.

Highlights: This seminar reveals how to employ indexing as a strategy for investing. Learn how indexing differs from traditional investing. The advantages and disadvantages of indexing. How to pick an index fund.

October 30 Vanguard: International Investing Strategies; Understanding Investments & Diversification;

especially for early- to mid-career faculty & staff; 1:30-2:30 p.m.; Club Room.

Highlights: Explores the risks and potential rewards of investing in overseas markets. Discover the kinds of options that are available to investors who seek to capitalize on the growth of emerging markets outside the U.S. Illustrates the added volatility associated with international stock markets. Explains topics such as currency risk & political risk. Learn how to select an international stock fund.

October 31 TIAA-CREF: Just Starting Out: Primer for the Newer Participant;

especially for new faculty and staff currently in the plan; 12-1:15 p.m.; Room 1 & 2.

This seminar is continuing education for the participant and is designed especially for the faculty and staff members who entered into the plan within the past year and those participants who have not reviewed their options since entering the plan.

Highlights: Review of the contribution concept, and the advantages of tax deferral. How to maximize participation in the plan. Emphasis on saving additional amounts for retirement and using compounding interest to meet retirement goals. What to consider when investing, determining personal attitudes towards risk, and suggested portfolios.

How to do transfers and allocation changes through the Automated Telephone Service. TIAA-CREF's available services for ongoing participant questions: The Telephone Counseling Center and the TIAA-CREF on campus individual counseling which is available once a month. Brief summary of distribution options.

October 31 TIAA-CREF: Understanding Investments and Diversification;

especially for early- to mid-career faculty and staff;

1:30-2:30 p.m.; Rooms 1 & 2. Repeated November 1, 1:30-2:30 p.m.; Club Room.

Discussion of investor fundamental begins with a description of net worth and cash flow analysis and how to establish savings goals with disposable income. These concepts are applied in a discussion of investment strategies for particular savings, goals, including retirement.

Highlights: Descriptions of the three basic type of investments—stocks, bonds, and money market instruments—as well as types of risks and the relationship between risk and reward. In-depth description of the TIAA-CREF accounts and their portfolio make-up. Impact of the other source of retirement income (Social Security, spouse's retirement plan, and savings) on TIAA-CREF asset allocation. A take-home workbook for participant's use in developing their own portfolios TIAA-CREF's available services for ongoing participant questions.

November 1 TIAA-CREF: Looking Ahead to Retirement: Customizing Retirement Income;

especially for faculty and staff age 50 or over and considering retirement;

12-1:15 p.m.; Club Room.

Presentation is directed toward participants who are approaching retirement or who are about to retire. The workshop addresses topics to assist in planning for retirement.

Highlights: Sources of retirement income, replacement ratio, and the effect of early and late retirement. Emphasis on TIAA-CREF's flexibility, which enables customization of retirement benefits. In depth description of distribution options—including cash withdrawals, annuities and more. Impact of inflation on retirement income and how to combat it Minimum distribution and death benefits. Discussion of taxes applicable to retirement benefits and high-accumulator issues.

— Hilary Lopez, Human Resources

Update

OCTOBER AT PENN

EXHIBITS

26 *Fine Arts: Second Year Student Show*; Upper Gallery, Meyerson Hall. *Through November 15.*

28 *Recent Works of Larry Mitnick*; Philadelphia-based architect and educator explores the relationship between narrative and architecture; Upper Gallery, Meyerson Hall. *Through November 8.*

FITNESS/LEARNING

24 *I Never Called it Rape*; Confidential Rape Survivors Support Group; 5:30 p.m.; six sessions; Penn Women's Center, 3643 Locust Walk; registration deadline: October 22; information/registration: 898-8611. *Group meets through Dec. 12.*

31 *Political Science Faculty/Undergraduate Reception*; for those interested in discussing spring semester courses and other topics; 4:30-5:30 p.m.; Undergrad Lounge, Stitler Hall (Political Science).

ON STAGE

31 *Khorsandi and Samad*; with Parviz Sayyad, Iranian playwright; performance in Persian; 8:30 p.m.; Annenberg School Theatre; \$18, \$15/with student ID; information: 885-1732.

TALKS

23 *Fighting to Become Americans: Jewish Women and Men in Conflict in the Twentieth Century*, Riv-Ellen Prell, Univ. of Minnesota, 10 a.m.-noon; *The Moroccan Jews and the Change in the Ethnic Problem*, Yaron Tsur, Tel-Aviv University, 1-3 p.m.; fall seminar series: *The Shaping of Mod-*

ern Jewish Culture in Israel and America; Center for Judaic Studies, 420 Walnut St. (Ctr. for Judaic Studies). *Weekly series continues through Dec. 4.*

24 *Patterning the Anteroposterior Axis in Frog and Fish Embryos*; Hazel Sive, MIT; 3:30 p.m.; Leidy 109; (Biology).

Physics of Branched Growth; Thomas Halsey, Exxon Research & Engineering Co.; 4 p.m.; Room 105, LRSM (Physics).

Remembering World War II: The Story of a Jewish G.I.; Deborah Dash Moore, Vassar; respondent: Thomas Childers, history; Kutchin Seminar; 5 p.m.; Houston Hall Auditorium (Jewish Studies).

28 *Intellectual and Cultural History*; James Miller, New School for Social Research; Jerrold Seigel, NYU; Mellon Foundation Seminar; 12-2:30 p.m.; Rm. 329A, 3401 Walnut St. (History).

Myosins of Cranio-facial Muscles; Joseph Hoh, Univ. of Sydney; 2 p.m.; Physiology Conference Rm., Richards Bldg. (Penna. Muscle Institute).

Regulation of Hormone Response Systems in the Brain by Afferent Input; Jeffrey Blaustein, UMass; 4 p.m.; B-26, Stitler Hall (Psychology).

Recent Work of Jack Diamond; talk by the internationally renowned architect & GSFA alum; 6 p.m.; Room B-1, Meyerson Hall (GSFA).

29 *Coffee, Croissants and Christianity: Commentary on the Pauline Letters*; faculty, staff and student discussion; 7:45-8:50 a.m.; Newman Center, 3720 Chestnut St. (Newman Center).

Signalling Mechanisms Associated with the Adaptation of Endothelium to a Changing Mechanical Environment; Peter Davies, Institute for Medicine & Engineering; 4 p.m.; Physiology Conference Room, Richards Bldg. (Physiology).

Nocturnes; Susan Stewart, Temple; 4:30 p.m.; Room 23, Moore Bldg. (English).

30 *Rites of Community: The Public Culture of American Jews*, Arthur Goren, Columbia, 10 a.m.-noon; *Holocaust Survivors and the Zionist Narrative in Israeli Cinema of the 1950s*, Nurith Gertz,

Physics at the Penn Club

The SAS Cutting Edge Science Series presents *Milk, Matter and Multi-Gigabits: Putting Physics to Work* at the Penn Club (30 West 44th Street, New York City) Thursday, November 7 at 6 p.m. Lectures include: *Physics of Optical Fibers* by Dr. Anthony Garito; *Seeing Through Milk...and Other Applications of Diffuse Light* by Dr. Arjun Yodh; and *Matter, Anti-Matter, and Data-Mining* by Dr. Larry Gladney. Reservations or Information: Anita Mastroianni at 898-5262 or mastroie@ben.dev.upenn.edu.

Tel-Aviv University, 1-3 p.m.; Center for Judaic Studies, 420 Walnut St. (Ctr. for Judaic Studies).

DNA Absorption on Cationic Membranes; Nily Dan, University of Delaware; 12 p.m.; LRSM Reading Room (Physics).

From Character Disorder to Conduct Disorder: Have We Lost Something in the Transition?; Joan Goodman, GSE; 12-1:30 p.m.; Room D-44, GSE (GSE).

31 *Lords of the Fly: Drosophila Genetics and the Experimental Life*; Robert Kohler, history and sociology of science; 3:30 p.m.; Room 109, Leidy Labs (Biology).

Dynamics of the Liquid-Glass Transition; Herman Cummins, City College of NY; 4 p.m.; Room 105, LRSM (Physics).

Illustrated Talk on the Nature of Israeli Art; Amos Kenan, Israeli author, journalist and artist; 6 p.m.; Alumni Hall, Faculty Club (Hillel Foundation; Philadelphia's Consulate General of Israel).



Almanac

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The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **October 7 through 13, 1996**. Also reported were **Crimes Against Property**, including 32 thefts (including 4 burglaries, 2 thefts of auto, 7 thefts from auto, 4 of bikes and parts); 8 incidents of criminal mischief and vandalism; 3 of forgery & fraud. Full crime reports are in this issue of *Almanac* on the Web (<http://www.upenn.edu/almanac/v43/n09/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 **October 7 and 13, 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: Sexual assaults—1, Robberies (& attempts)—1, Simple assaults—2
10/07/96 7:41 PM Franklin Annex Dispute while car being towed
10/07/96 9:43 PM 38th & Chestnut Male apprehended for previous robbery
10/07/96 10:59 PM 3400 Blk. Walnut Complainant grabbed on buttocks
10/08/96 7:07 AM Franklin Bldg. Dispute between employees

38th to 41st/Market to Baltimore: Robberies (& attempts)—2, Simple assaults—2
10/09/96 8:26 AM 200 Blk. 40th Unknown person grabbed complainant's arm
10/09/96 11:24 AM 3800 Blk. Locust Complainant's arm grabbed by unknown person
10/10/96 1:09 PM 106 S. 38th St. Complainant robbed by unknown with gun
10/11/96 9:20 PM 3800 Blk. Spruce Wallet/contents taken by unknown person with gun

41st to 43rd/Market to Baltimore: Threats & harassment—1
10/08/96 12:30 PM Dialysis Center Complainant threatened by estranged partner

30th to 34th/Market to University: Simple assaults—1, Threats & harassment—1
10/08/96 8:33 PM 100 Blk. 34th Complainant grabbed by unknown person
10/09/96 11:36 AM Bennett Hall Harassing letters received

Outside 30th to 43rd/Market to Baltimore: Robberies (& attempts)—4
10/07/96 4:21 PM 4601 Walnut St. Male attempted to rob complainant with gun
10/08/96 12:53 AM 24th & Christian Complainant robbed at gunpoint/currency taken
10/11/96 2:01 PM Arizona Complainant reports being robbed
10/13/96 3:20 PM Liberty Place Complainant robbed of wallet

Crimes Against Society

38th to 41st/Market to Baltimore: Alcohol & drug offenses—1
10/09/96 1:36 AM 41st & Chestnut Person driving under alcohol influence/arrest

We Are All Teachers; We Are All Learners

by Drew Gilpin Faust

Recently, I have found myself doing a lot of thinking about teaching and its place at Penn. In part, this has been prompted by my service on the SAS Personnel Committee. Every case for faculty appointment or promotion reviewed by this committee contains quite extensive information about the candidate's teaching—a description of teaching philosophy, course ratings, student letters, even examples of course materials. I have been deeply impressed by how much care and effort goes into teaching at Penn and how much excellent teaching surrounds us in this University. In the context of this ever expanding appreciation of the quality of teaching at Penn, I found the articles which appeared last spring in the *Philadelphia Inquirer* about the University's various failures and shortcomings especially distressing. Unfortunately, this coverage represents but a single example of a much broader attack on the whole concept of the research university, an attack that is all the more upsetting because it arises from a profound misunderstanding of both the goals and the achievements of this sort of institution.

The fundamental premise of the research university, it seems to me, is that we are all teachers and we are all learners. This must be true for faculty and students alike, for it is this ultimate interdependence of our research and our pedagogy that justifies our simultaneous commitment to both our students and our scholarship—even when the two on occasion seem to pull us in separate directions. Students must understand this greater good when they suffer the inconveniences of searching for a professor who is off in the lab or the archives or at a conference or undertaking the various tasks of an active scholar—tasks that may make her less available than if she did not have the responsibility to learn as well as to teach. Faculty, in turn, must recognize that students who come to Penn have given us the opportunity and responsibility to introduce them to a world of intellect and scholarship. Students and faculty alike must believe in the benefits of being a part of a community and a continuum of learning that pushes to the very edge of human knowledge.

As I think about my own experience, it seems clear to me how my research has not only yielded nifty little historical tidbits to share in lectures or seminars, but has helped me encourage students to take part in the excitement of discovering something new—reformulating, reconstructing, revisioning how we might have understood a question before. It is easy for me, as for most

faculty, I think, to see the impact of my research on my interactions with students. What I learn in scholarship constantly changes how and what I teach.

But I am also aware of how as a teacher I am also constantly a learner. I think we expect to learn from graduate students. They are able to spend more time reading than most of us are able to; they are often first aware of new directions, new approaches and they pull us along with them. As they become researchers in their own right, we learn from their investigations as we do from our own. Right now, for example, I am finding out how little I knew

about pre-Civil War Florida, a southern state I and most other southern historians had shamefully neglected, a state that, one of my graduate students is discovering, raises significant questions for many of our assumptions about the Old South.

Undergraduates teach me too—sometimes in much the same way grad students do. Earlier this year a senior involved in an independent study project found an extraordinary manuscript letter on Civil War death that helps me see with deeper understanding a problem on which I am just beginning to work.

But teaching undergraduates instructs me in other and perhaps even more important ways. Undergraduates demand that I look at the big picture: they are impatient with the narrowness historians are too likely to embrace. For example, they have made me think about the Civil War as one of

many wars—have made me think comparatively, made me ask broader questions than I otherwise might. In challenging me to consider the relationship of historical questions to the larger scope of human experience, they have made me a much better and more interesting historian.

We are all teachers; we are all learners. In its time of crisis we must work to explain and defend the research university—the unique institution that nurtures this extraordinary possibility. Those of you who soon leave academic life can aid by taking up the battle in the real world, by helping universities articulate their case in the realms of the media and politics. Those of us who remain behind as faculty can of course seek a public voice as well. But we have another responsibility. If we are to be able to make a plausible case for the research university, we must ensure that it does indeed fully dedicate itself to the ideal of integrated and interdependent teaching and learning I have described, for this must serve as the foundation for its legitimacy and its defense.

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Talk About Teaching is a series conducted jointly by the College of Arts and Sciences and the Lindback Society. Dr. Faust is the Annenberg Professor of History in the School of Arts and Sciences. This essay is based on her remarks upon receipt of the Ira Abrams Award for Distinguished Teaching, April 24, 1996.