

# Almanac

Tuesday,  
October 29, 1996  
Volume 43 Number 10

## Mummies and Kids...see page 10



### IN THIS ISSUE

- 2 News in Brief: Clinton Visit and Cancellation of PPSA Session; Last 'Phantom' for a While; Return of International Grants; Death of a Protester  
Music: New Conductor & Plans  
Recreation: New Director & Charge
- 3 Speaking Out: Urban Agenda
- 4 Toward a Medieval Future: Scholars, Librarians & Electrons (Chodorow)
- 5 Library Salute to ENIAC
- 6 Lindback Awards: Criteria; International Program Grants
- 7 Grants in Diabetes, Cancer and Kellogg Summer Courses

### COMPASS Features

- 8 Speed-reading Plant Genes; A Conn Book is a Play
- 9 \$400,000 from HUD
- 10 It was a dark and stormy...
- 12 Aquaculture at the Navy Yard
- 13 Martin Luther King Jr. and Student/Community Involvement at Penn
- 14 OPPORTUNITIES
- 18 Environmental Health Training; ICA/CHOP: Art for Children's Sake; Forms of Payment in Computing
- 19 Update, CrimeStats
- 20 Tricks for Traveling Safely

### Pullout: November at Penn

*Amy Orons, staff assistant to the Vice President for Human Resources, and her daughters Stephanie, 9, and Rachel, 8, spent part of Faculty/Staff Appreciation Day at the University Museum's Ghosts, Goblins & Graveyards. Please see pages 10-11.*

Photograph by Candace diCarlo

## NEWS IN BRIEF

### President Clinton: October 29

U.S. President Bill Clinton's Philadelphia stop in this week's campaign tour will be at the University's Hill Field, 11:30 a.m. today. Details of attendance will be supplied on Penn's main home page, <http://www.upenn.edu/>

**PPSA Cancelled:** Because its scheduled speakers will be involved in the Clinton visit, the Penn Professional Staff Assembly has canceled the meeting on communications set for noon today.

### Urban Agenda: November 13

Penn President Judith Rodin will host a reception to celebrate University & Community Partnerships: The Urban Agenda at noon on Wednesday, November 13, in Bodek Lounge at Houston Hall. The event also marks the publication of the latest University of Pennsylvania Community Service Directory. To attend: RSVP by November 6 to the Office of Community Relations, 898-3401.

### Last 'Phantom' for a While

This year's Halloween presentation of the silent "Phantom of the Opera" in Irvine Auditorium has been doubled to four showings because of heavy demand in anticipation of the tradition's being suspended when renovations start next June.

The Curtis Organ Restoration Society brings three organists to dramatize Lon Chaney's performance as the Phantom this October 31. Show times:

- 10 a.m. (special show for school children)
- 6 p.m. Dr. Adlai Waksman, organist
- 8 p.m. Lee Erwin, organist
- 10 p.m. Ramona Peterson, organist

### Return of an International Grants

An internal research fund for international programs has been reactivated by Provost Stanley Chodorow with a new emphasis on cross-school initiatives along lines indicated in Penn's new Agenda for Excellence. The International Programs Fund stems from two challenge grants that Penn OIP received from the Hewlett Foundation. The fund's new guidelines are on [page 6](#) of this issue.

### Death of a Protestor

Kathy Chang, a 46-year-old community member who danced and protested under the name of Kathy Change, died near noon on Tuesday, October 22, after immolating herself before the Peace Sign outside Van Pelt Library.

The tall, athletic dancer had appeared periodically on campus and elsewhere in the city over the past 15 years, weaving rhythmic patterns with flags as she danced to tape-recorded music and then gave impassioned speeches on behalf of peace, human rights and the environment.

Philadelphia Police said there were indications that she had been planning her death for as much as a year, and that she had spoken of anger and despondency that her messages were unheeded. She also was said to have urged in messages left behind that the transformation of society be.

She reportedly had an apartment near 38th and Lancaster and at times lived with a male friend nearby in Powelton Village.

**Correction:** In the October 15 issue's *Compass New Faculty Profiles*, Dr. Shreeram Aradhya at the Medical School was cited as working on cardiac issues in lupus. He no longer works in that area, and his primary clinical research interests now include immunosuppressive drugs and optimization of outcomes in transplant patients.

## Music: Dr. Averbach and Plans

Dr. Ricardo Averbach, who joined the Penn music department in the summer of 1995 as conductor of the University of Pennsylvania Symphony Orchestra and Wind Ensemble, presented last week a list of priorities and the progress made toward them during his first year.

The Brazilian-born Dr. Averbach is a 1979 graduate of the Escola Politecnica de Universidade de Sao Paulo who took an advanced degree in conducting in 1988 the Bulgaria National Academy of Music, and earned his Doctor of Musical Arts degree at the University of Michigan in 1995. A guest conductor in Brazil, Portugal, Italy and Bulgaria, he was conductor of Michigan's Campus Symphony Orchestra, 1991-94, and conducted a number of opera productions there and in Bulgaria. He came to Penn from Baltimore where he was music director of the Greater Baltimore Youth Orchestras-Philharmonic, 1994-95.

With guest performances of his own scheduled for 1997 in Bulgaria and Portugal, he set as one of his goals to increase the visibility of Penn's ensembles abroad as well as on campus, in the city and in the nation. In detail, this included the creation of new exchanges and guest performances, an increase in the number of performances, and increased recruiting for the ensembles.

As the Orchestra prepares to open its 1996 season (November 16 with an 8 p.m. concert at the Cathedral Church of the Savior, 38th and Chestnut Streets), this is an update on some of the goals.

**Guests:** Members of the Philadelphia Orchestra were lined up to coach sectional rehearsals starting this year, and the new concertmaster, Erez Ofer, is scheduled to appear as a soloist with the campus orchestra at a performance to be announced. Pianist Emma Tahmizian, a laureate in the Van Cliburn Competition, performed the group last year. The winner of Penn's own new Concerto Competition is to appear in the 1996-97 series of the Symphony Orchestra and Wind Ensemble.

**Exchanges and Expansions:** As the start of a series of performance exchanges, the Yale Concert Band will perform with the Penn Wind Ensemble at Penn on April 5, 1997, and Penn's Wind Ensemble will go to New Haven a week later to repeat the joint concert—each school performing work of its own composers, then combining for the world premiere of a work by Penn's Jay Reise. Professional taping of these performances is the start of a recording program which will create CDs featuring the music George Crumb, Richard Wernick, James Primrosch, Gerald Levinson and others. (As part of the targeted expansion, the Wind Ensemble nearly doubled its membership in 1996, and with 70 members it now performs as a Symphonic Band.)

Arrangements are currently being made for the orchestra from the Universite Technologie de Compiègne to perform here in February 1997, and for the University Orchestra to travel to France. The University Orchestra's first annual Valentine's Day Concert is scheduled for February 14, 1997, in Zellerbach Theater at the Annenberg Center.

## Recreational Programs: Michael Diorka

The Division of Recreation and Intercollegiate Athletics has named a Director of Recreation Sports Programs and Services, Michael Diorka, who is charged to define what recreation can be at Penn "not only for students but for the faculty, staff and community," according to Carolyn Schlie Femovich, senior associate director for athletics. The Division has also scheduled a needs assessment, she said, but the process begins with the selection of "strong leadership and program-oriented skills."

Mr. Diorka, 1970 graduate of St. Joseph's University, comes to Penn from Tulane University in New Orleans, where he served as Director of Recreational Programs. At Tulane, Mr. Diorka helped develop and implement 30 intramural sports activities, as well as oversee the administration of 30 club sports programs. He also served as an adjunct professor, teaching in the Sport and Exercise Services department.

A Philadelphia native, Mr. Diorka also worked as assistant director of intercollegiate athletics for recreation and athletic facilities for St. Joseph's from 1981-88, and was assistant cross country/track coach for the Hawks, 1978-88. He has also served on St. Joseph's University's Alumni Board of Governors since 1970.

Mr. Diorka received his master's degree in education from West Chester State College and his administrative certification from Villanova University, both in 1975. He is currently completing work toward a doctoral degree at Temple University.



Dr. Averbach



Mr. Diorka

## To Minnesota: On Tenure

October 16, 1996

*The Honorable Thomas R. Reagan  
Chair, Board of Regents  
University of Minnesota  
2400 Oakland Ave.  
Minneapolis, MN 55812*

Dear Mr. Reagan:

The document recently developed by the Board of Regents of the University of Minnesota putting forth new regulations on personnel procedures and tenure causes us serious concern. We are alarmed by the tone of the entire document, and object strongly to virtually every aspect of its content. We view this document as a serious threat to academic freedom and responsibility. We believe the Board of Regents have erred seriously in their understanding of academic freedom, and fail to appreciate the risks to the university and especially to society in implementing the document as presented.

The AAUP Policy Documents and Reports (1995 p. 107) explains our position clearly:

For more than half a century the American Association of University Professors has acted upon two principles: that colleges and universities serve the common good through learning, teaching, research, and scholarship; and that the fulfillment of this function necessarily rests upon the preservation of the intellectual freedoms of teaching, expression, research, and debate. All components of the academic community have a responsibility to exemplify and support these freedoms in the interests of reasoned inquiry.

Membership in the academic community imposes on students, faculty members, administrators, and trustees an obligation to respect the dignity of others, to acknowledge their right to express differing opinions, and to foster and defend intellectual honesty, freedom of inquiry and instruction, and free expression on and off the campus.

We believe the regulations as promulgated are an insult to the integrity of faculty, reduce or remove their autonomy, threaten intellectual freedom and creativity, and impair society's ability to determine the truth. In our eyes the proposed regulations appear as tactics of intimidation and harassment and permit the Board to act in a capricious manner. We urge the Board to reconsider and revise their document and submit a draft for review by the academic community.

Yours truly,

*Elsa L. Ramsden, President  
Morris Mendelson, Vice President  
Ira M. Cohen, Secretary  
Janet A. Deatrick, Board Member  
Martin S. Estey, Board Member  
Peter J. Freyd, Board Member  
Charles W. Mooney, Board Member*

cc:

*President, University of Minnesota  
President, University of Pennsylvania  
Chair, Faculty Senate,  
University of Pennsylvania  
Chair, Faculty Senate, University of Minnesota*

ALMANAC October 29, 1996

## Speaking Out

### Full Circle

The selection of Penn's Dr. Ralph Brinster for the Franklin Institute's **Bower Award** is fitting in more ways than one.

The donor of the Award was Penn's own Henry Bower, Wharton '18. He established the Henry Bower Professorship in Entrepreneurial Studies in the Wharton School. After his wife's death, he created in the Veterinary School the Corinne and Henry Bower Professorship in Medicine. His generous support of athletics, primarily baseball, is why we play on Bower Field.

Henry Bower touches Penn yet again in the choice of Dr. Brinster for the 1996 Bower Award.

— Ed Resovsky  
*Development & Alumni Relations*

### Community: What If...?

In challenging the University community to a discussion of a holistic response to crime, its causes, preventatives and possible cures, Dr. Shoemaker suggested (*Speaking Out* October 8) we identify what we already know as well as generate ideas for research/teaching/action.

As an observer of Penn as well as a member of the community, I think the University has never made a serious commitment of its considerable academic resources to West Philadelphia. There is considerable work being done through the school systems of West Philly due to the work of Ira Harkavy's office and a myriad number of individual faculty, to their credit, who feel compelled to involve Penn students in the real life issues surrounding the campus. Apparently the University has attempted to help local businesses by buying locally, yet, there has been no coordinated effort to encourage whole schools and departments to seriously apply their academic expertise to West Philadelphia.

As we know, President Rodin has made The Urban Agenda one of her six priorities in the Agenda for Excellence, but I believe it deserves to be at the top of the agenda. With the Deans, working with their faculties, we will show an institutional academic commitment to be good neighbors. Penn can not only help raise the standard of living in West Philadelphia, but seriously address the various urban issues including the rampant crime which face the cities across the country. Such an initiative would not only send the message that we take our neighbors seriously, but would clearly demonstrate the power of education to transform community.

For example, what would happen if the medical school along with psychological services set up a premiere drug treatment program which would employ social work interns as well?

What would happen if Wharton turned its talented entrepreneurial students loose with the assignment to design job training programs and new jobs for West Philadel-

phia residents?

What if folklore and anthropology students were required to collect stories on urban survival and the fine arts students were assigned the artistic task of portraying the paradox of urban hopefulness and cynicism?

What if all engineering students set about tackling the issue of ecologically sound housing or designed projects for abandoned buildings?

What if every Penn student were required to study the subtleties of racism and classism especially as it relates to Penn's interactions with its neighbors? Or, what if sociology students did a power analysis of each University action on the economic and social impact with West Philadelphia?

What if students in finance helped people living on a shrinking welfare check to budget their income, especially with the new cuts coming due to the 'welfare reform'? Talk about an eye-opening academic challenge!

While it is not an academic proposal, what would happen if Penn established a fund for low interest loans to improve and renovate dwellings and businesses within a twenty-block area of the University?

I believe in the power of the intellect to tackle and solve the social dilemmas we have created for ourselves. But it will require a collective commitment on our part to admit we are part of the problem and part of the solution. This is no time for paternalistic benevolence or an 'us versus them' wall-building mentality.

I do not believe this commitment will happen until we see that Penn's future security is ultimately linked to the health and fortunes of West Philadelphia particularly. "Without the human community, one single human being cannot survive." (Dalai Lama) Thus, without a coordinated broad community commitment to share our academic and problem-solving skills, as well as our financial dollars, Penn cannot survive in this environment. The guns will continue to blaze. I believe the answer posed to the biblical question, "Who is my neighbor?" is quite evident.

— Rev. Beverly Dale, Executive Director  
*The Christian Association*

### Women's Center: 'Thanks'

The Penn Women's Center's grand opening and celebration of "Women on the Walk" was made possible by the efforts of many individuals and groups committed over the years to enhancing the strong tradition of "Women Making a Difference at Penn." In this expanded space we will continue our mission of promoting educational equity for all at Penn. All of us at Center are grateful to the many in the University community who helped achieve this move. Thank you.

— Elli DiLapi, Director  
— Gloria Gay, Associate Director

*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.*



# The Medieval Future of Intellectual Culture: Scholars and Librarians in the Age of the Electron

*An address to the American Research Libraries annual meeting  
in Washington, D.C., on October 17, 1996  
by Stanley Chodorow, Provost*

The electronic revolution is taking us back to the middle ages. As librarians and as scholars, we are on a tape running fast-forward to the past. When the tape reaches its end, our professional lives will be changed. You will be the managers of an information environment very different from the one you deal with now. As a teacher and scholar, my relationship with students, colleagues, and information will have been transformed.

The changes I am talking about are not the obvious ones we can all see clearly today. Right now, at the beginning of the electronic revolution, we are preoccupied with the exponential growth of information resources on the World Wide Web. Scholars and information purveyors are producing this growth. Scholars, students, and librarians are trying to cope with it. In case you librarians have not yet noticed, let me say that the scholars and students are depending on *you* to figure out how to catalog and organize all that information out there on the Internet. We are counting on you to produce a new Melvil Dewey.

Hard as that task will be, it will not be the hardest problem that the revolution will create for us. The real problems of the new medium for research and publication will arise from the way it will change scholarly discourse, and it is in that change that we will retrace our steps to the intellectual culture of the middle ages. Today, I want to focus on that change and its effects.<sup>1</sup>

In medieval intellectual culture, works of literature—history, theology, law, medicine, and literature in the strict sense—flowed from author to author, across generations, growing and changing as individual contributors worked on them.

Medieval chroniclers used the work of their predecessors, adding and filling in material to make the work their own. In the modern editions of these works, scholars have marked the layers of the text by printing them in different sizes; the critical editions of works that grew over many generations—such as some of the monastic chronicles of the Alsace-Lorraine—are the mothers of all eye charts.

The standard—or, as they are called, vulgate—glosses on the Bible and on the foundational texts of law, medicine, theology, and philosophy were also composite works, the melding of the works of several generations of teachers and scholars.

Papal and imperial privileges were reissued with each new reign, growing or changing in response to contemporary political interests while preserving the essence of the original privilege.

All of these kinds of medieval works and documents grew organically from generation to generation. What was significant about them was not who wrote them but what they contained.

In the not-so-distant future, our own intellectual culture will begin to look something like the medieval one. Our scholarly and information environment will have territories dominated by content, rather than by distinct individual contributions. The current geography of information was the product of the seventeenth-century doctrine of copyright. We are all worrying about how the electronic medium is undermining that doctrine. In the long run, the problem of authorship in the new medium will be at least as important as the problem of ownership of information.

Works of scholarship produced in and through the electronic medium will have the same fluidity—the same seamless growth and alteration and the same de-emphasis of authorship—as medieval works had. The harbingers of this form of scholarship are the listservs and bulletin boards of the current electronic environment. In these forums, scholarly exchange is becoming instantaneous and acquiring a vigor that even the great scholarly battlers of old—the legendary footnote fulminators—would admire. Scholars don't just work side by side in the vineyard; they work together on common projects.

These harbingers reveal the first effects of a fundamental change in the means of communication. The modern forms of scholarship—the works we have been collecting, cataloging, and organizing for several centuries—are products of a particular means of communication. The codex dates from late antiquity. It was a technological advance on the scroll and the highest development of the possibilities of manuscript. The scientific article and the journal in which it appeared was invented in the seventeenth century. This form of publication realized the possibilities of the printing press. (The article as a mode of scientific communication was

the invention of Edmund Halley, the astronomer who financed the publication of Newton's *Principia* and who used Newton's theory to predict the return of a comet that now bears his name.) We have not yet developed the best form for work published on the Internet, but we—and especially you, the librarians—need to begin to speculate about its characteristics in order to cope with its arrival on the scene and with the stages of its evolution.

A work of scholarship mounted on the Internet will belong to the field it serves and will be improved by many of its users. Scholar-users will add to the work, annotate it, and correct it, and share it with those with whom they are working. All the really important works of scholarship, the works we commonly call research tools, will quickly evolve into several subspecies in the hands of scholars.

We historians of medieval canon law distinguish between the French and Bolognese versions of the *Breviarium* of Bernard of Pavia, which evolved from the textbook of papal judicial opinions that Bernard produced about 1191-92. Will we soon be able to speak of the French, German, and American versions of an electronically transmitted calendar of papal letters? Or will the versions emerge within international circles representing different kinds of users of the letters—the political historians, social historians, and legal historians? The only certainty is that such works will evolve continuously once we begin to take advantage of our new medium for information.

I have intentionally been talking of the *flow* of information and the *fluidity* of works of scholarship. The future world of scholarship I am envisioning is one in which the information used by teams of scholars will be in liquid form. The electronic format encourages constant change—addition, subtraction, alteration—and its organization is fundamentally different from the one used in printed materials.

Right now, much of the material on the Internet is made up of digitized pictures of printed works, which can be cited by chapter, page, and paragraph. When scholars create information resources directly on the Internet, they use a variety of new organizational methods and expect the materials to grow and change constantly, perhaps even to be given a completely new organizational form in mid-stream, if someone develops a better way to present the data. We can expect many scholars to resist such fluidity in their information resources, because it will relegate the traditional footnote—to which some of us are inordinately attached—to the dustbin. Some future edition of the *Chicago Manual of Style* will provide

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*Now, we manage information  
mostly by author. We will  
have to find another way.*

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<sup>1</sup> Provost Chodorow has written elsewhere about the effects of the electronic revolution on teaching and learning. In sum, he asserts it will reorder the curriculum and the work done with students in and out of class by changing the means of communication and by giving students new methods and opportunities to learn. See S. Chodorow, "Educators Must Take the Electronic Revolution Seriously," *Academic Medicine* 71 (1996) 221-26.

models of citation to suit the new medium.

This imagined world is one in which the electronic medium has radically changed the nature of “publication.” In the fluid world of the electron, the body of scholarship in a field may become a continuous stream, the later work modifying the older and all of it available to the reader in a single database or a series of linked databases. The prospect is exciting, but it contains some scary features.

One of these features is that a truly collaborative work, particularly a work in progress, blurs the concept of authorship and makes it difficult to judge the significance of individual contributions. Now, we manage information mostly by author. We will have to find another way.

Another disquieting feature of the new environment is that the electronic medium is evolving as fast as the scholarly discourse being carried out in it. What happens, then, when the discourse takes a break? All fields go through periods of stagnation. If the medium of scholarship continues to change, then the preservation of electronic resources must involve migration from one “platform” to another. So long as the discourse is lively, or at least animate, scholars and librarians who serve them will port it from system to system. Who will use up space and effort keeping a database alive during periods of intellectual downtime?

For a long time now, librarians have been moving cautiously towards greater and greater cooperation. The progress has been slow, because the large institutional investments in libraries have made us proprietary. The electronic medium requires that we speed up the move towards collaborative action. Now, we need to decide how we will preserve electronic information resources. Every month, great resources are being lost in the trash heap of old technology.

The recent progress of collaboration among libraries, such as it is, rests on the stability of the print medium. Whichever institution buys, catalogs, and shelves printed material, all other institutions in the collaborative loop will be able to use that material. But the electronic medium is unstable. Our institutions are leapfrogging one another as they upgrade their systems in response to the needs of their patrons and to the possibilities of the ever-developing technology. Until and unless our technology marches together in rank and file, the assumptions that have worked well during the age of print will fail us. The electronic revolution destroys the illusion that independent collection development and management can produce adequate information resources for the scholarly community, indeed for the community at large.

I am confident that as scholars we will work out a way to mark our contributions to the collaborative scholarly effort that we create in the electronic medium, so that librarians will be able to give us the credit we deserve!

The challenge before you today is to create a map—a catalog—of the

electronic medium of information. Together, you must develop new organizational principles and techniques that work in this medium—that guide us to the precise source of information, identify the author of the information, and place the information in a chronological order. This is the information *about* information that scholarship requires.

In creating this new organization of knowledge, you will also have to design a new model of the information specialist. So long as there are printed resources—which will continue to pour out of presses—the skills and knowledge you have accumulated and passed on in your profession will have high value. But the growing importance of information resources in electronic form will certainly change the skills and knowledge needed by librarians. Ultimately, the librarians who will help us deal with the electronic medium will have to be members of the disciplines they serve.

In his novel *The Name of the Rose*, Umberto Eco imagined the ideal of the medieval librarian—the information scholar who held the key to knowing. The librarian of the electronic age, like the librarian of the ancient and medieval worlds, will have to be a scholar among scholars. He or she will be the information specialist in every research group, the person who helps the group keep up with and understand the state of knowledge and its history.

This role will require training in a discipline as well as in information science, and it will make the role of librarians international. Today, a librarian is asked to serve the needs of a particular library and the community of scholars dependent on it. Even today, however, a librarian may serve as a resource for scholars far and wide who send queries by email. When the electronic age matures, the librarian will serve an international community of scholars in his or her field. The locations of librarian and colleagues, formerly called patrons or clients, will be designated by electronic addresses, not mail codes.

So, how will we, the people responsible for managing local resources and local institutions, decide whom to hire? We might decide that all librarians have to be able to do local tasks as well as international, scholarly ones. Then, we will hire the complement of people we need to run our libraries and assume that the special disciplinary interests of our librarians will take care of themselves. But scholars will not be content with the accidental nature and impermanence of that arrangement. They will not care where their librarian lives and works, but they will want to know that they can count on him or her.

Now is the time for the library community, which for decades has hovered between isolationism and international cooperation, to make a decisive commitment to cooperation. There is a great deal to be done if the return of the medieval intellectual culture, with its fluid and international character, is to be as productive and important for human civilization as it was the first time it came around.

## A Penn Library Salute to ENIAC: ‘What’s Playing on the Celestial Jukebox’

For Homecoming 1996—the year of ENIAC’s 50th Birthday—the University of Pennsylvania Library will offer a symposium and two days of tours, exhibitions, and open houses that include hands-on cruising of the Internet. Highlights of the schedule are:

### Friday, November 1

*Open House and Net Cruises*, 9 a.m.-3 p.m. at all 15 Penn libraries, with staff to answer questions and equipment for cruising the net at one’s own pace. Photo ID required for entrance to all libraries.

*Symposium: What’s Playing on the Celestial Jukebox: Real Knowledge in a Virtual World*, 3-5 p.m. in Meyerson Hall, Auditorium B. As part of the year-long ENIAC celebration, National Public Radio’s Terry Gross moderates a discussion on the future of knowledge and its creation in the academy, and the impact and implications of electronic publishing. Panelists are James Gleick, author of *Chaos and Genius*; Sherry Turkle, MIT sociologist and author of *Life on the Screen*; Paul Ginsparg, Los Alamos physicist who created the “e-Print archive”; and Paul Evan Peters, executive director of the Coalition for Networked Information.

*Live Internet Theater*, 10 a.m.-3 p.m., second floor, Van Pelt-Dietrich Library Center. Library staff demonstrate search engines and show how to find Business & Investments; Health Resources; Manuscripts & Diaries; Legal Resources; Art & Architecture; and Politics, including the Presidential campaign.

*Guided Tour of Lippincott Library*, 2 p.m., beginning at the en-

trance to the Safra Business Research Center, second floor west. Guides show the latest in electronic labs, conference and seminar rooms and state-of-the-art research tools.

### Saturday, November 2

*The Great Web Hunt Finals*, 10 a.m.-12 noon, Van Pelt-Dietrich Library Center, first floor. Students, who have been competing all fall in a quiz called the Web Hunt will face the final Internet Challenge; a first round is also offered for alumni, with questions now on the web at <http://www.library.upenn.edu/friends/showcase/showcase.html>.

*Open House and Net Cruises* repeated, 9 a.m.-noon (see Friday, above)

*Live Internet Theater* repeated, 9 a.m.-12 noon (see Friday above)

*Guided Tour of Fisher Fine Arts Library*, 10 a.m., beginning at the entrance to Frank Furness’s historic structure, a monument to the Progressive Era of library reform that has been restored recently by Venturi, Scott Brown and Marianna Thomas.

*Guided Tour of Lippincott Library* repeated, 10:30 a.m. (see Friday)

### Tours of Exhibitions: Saturday, November 2

*The English Novel in an Age of Revolution*; 10 a.m., Kamin Gallery; exploring a variety of responses to the revolutionary ideas introduced by English writers in the late 18th Century.

*The Art of the Illustrated Book, 1780-1830*, 11 a.m., Rosenwald Gallery, sixth floor Van Pelt-Dietrich Library Center; in the collection of Harris N. Hollin (C’57) are hand-colored illustrated books on subjects ranging from natural history to caricature to costumes.

*Nominations for Lindback Awards for members of the standing faculty, and for Provost's Awards for full- and part-time associated faculty and academic support staff are now being accepted by the Office of the Vice Provost for University Life. The deadline is December 10, 1996. Send to Terri Conn at 3611 Locust Walk/6222 or conn@pobox.upenn.edu.*

## Criteria and Guidelines for Lindback Awards for Distinguished Teaching

1. The Lindback Awards are given in recognition of distinguished teaching. "Distinguished" teaching is teaching that is intellectually demanding, unusually coherent, and permanent in its effect. The distinguished teacher has the capability of changing the way in which students view the subject they are studying. The distinguished teacher provides the basis for students to look with critical and informed perception at the fundamentals of a discipline, and he/she relates that discipline to other disciplines and to the world view of the student. The distinguished teacher is accessible to students and open to new ideas, but also expresses his/her own views with articulate conviction and is willing to lead students, with a combination of clarity and challenge, to an informed understanding of an academic field. The distinguished teacher is fair, free from prejudice, and single-minded in the pursuit of truth.

2. Distinguished teaching means different things in different fields. While the distinguished teacher should be versatile, as much at home in large groups as in small, and in beginning classes as in advanced, he or she may have skills of special importance in his/her area of specialization. Skillful direction of dissertation students, effective supervision of student researchers, ability to organize a large course of many sections, skill in leading seminars, special talent with large classes. Ability to handle discussions or to structure lectures—these are all relevant attributes, although it is unlikely that anyone will excel in all of them.

3. Distinguished teaching is recognized and recorded in many ways; evaluation must also take several forms. It is not enough to look solely at letters of recommendation from students. It is not enough to consider "objective" evaluations of particular classes in tabulated form; a faculty member's influence extends beyond the classroom and beyond individual classes. Nor is it enough to look only at a candidate's most recent semester or at opinions expressed immediately after a course is over; the influence of the best teachers lasts while that of others may be great at first but lessen over time. It is not enough merely to gauge student adulation, for its basis is superficial; but neither should such feelings be discounted as unworthy of investigation. Rather, all of these factors and more, should enter into the identification and assessment of distinguished teaching.

4. The Lindback Awards have a symbolic importance that transcends the recognition of individual merit. They should be used to advance effective teaching by serving as reminders to as wide a spectrum of the University community as possible of the expectations of the University for the quality of its mission.

5. Distinguished teaching occurs in all parts of the University and therefore faculty members from all schools are eligible for consideration. An excellent teacher who does not receive an award in a given year may be re-nominated in some future year and receive the award then.

6. The Lindback Awards may be awarded to faculty members who have many years of service remaining, or they may recognize many years of distinguished service already expended. No faculty member may be considered for the Lindback Award in a year in which the member is considered for tenure. All nominees should be members of the standing faculty. The teaching activities for which the awards are granted must be components of the degree programs of the University of Pennsylvania.

7. The awards should recognize excellence in either undergraduate or graduate teaching or both.

8. The recipient of a Lindback Award should be a teacher/scholar. While a long bibliography is not necessarily the mark of a fine mind, not the lack of one a sign of mediocrity, it is legitimate to look for an active relationship between a candidate's teaching and the current state of scholarship in his/her field.

### Who Has a Lindback?

A roster of all Penn faculty who have won Lindback Awards since the program's inception in 1961 can be found on the Web via the University Archives home page, <http://www.upenn.edu/AR/> or go directly to <http://www.upenn.edu/AR/men/awards/index.html>.



## International Programs Fund Applications by January 15

### Statement of Purpose

The University of Pennsylvania's endowment fund for international programs provides support for area and international studies within the context of Penn's Agenda for Excellence. The fund will be used as seed money to initiate projects or experimental programs on a short-term basis, not to maintain ongoing programs. The International Programs Fund will primarily support faculty activities. Awards will normally be in the range of \$10,000-\$15,000.

### Criteria for Review of Applications

Several general criteria are considered in evaluating applications, including: the quality and importance of the proposed research project (or the project's potential for developing a substantive research agenda); relevance to one of the six University academic priorities of Penn's Agenda for Excellence (preference will be given to multi-school initiatives); recognition as a priority of the applicants' home schools (preference will be given to projects receiving matching funds from the deans); the appropriateness of the budget requested in terms of the project proposed; potential for further external funding (normally awards will be contingent on the pursuit of additional matching funds).

The following are not eligible for support from the fund: standard faculty salaries, program support, student tuition, physical plant and equipment.

### The Application Process

Applications for 1997 awards are due on or before January 15, 1997. Submit an original and three copies to Dr. Joyce M. Randolph, Director, Office of International Programs, 133 Bennett Hall/6275. Awards will be made on a competitive basis by the provost, with the advice of a faculty committee.

Proposals should take the form of mini-grant applications three to four pages in length (up to seven pages with attachments). Each proposal should include: name(s) of principal investigator(s) or project leader(s), department, school, campus address (with building code), campus telephone number, e-mail address; title of proposal; amount requested; brief description of project; objectives, significance in strengthening the University's international dimension; design, procedures, implementation, time frame; amount and source(s) of current funding; other pending proposals for the same project; prospects for future funding; budget, listing items in order of priority; participating faculty, including those at institutions in other countries, with mention of their relevant experience; a one-page biographical sketch of the investigator listing educational background, academic positions held, and five recent publications; letters of support from the investigator's department chair and dean (these are mandatory).

Please refer to the Research Foundation Guidelines for projects involving the use of any of the following: human subjects or animals, hazardous or biohazardous materials, radiation.

Investigators will be required to submit a report on actual use of the IPF grant money, research results, and contribution of the funded project to the University's international dimension.

For further information, please contact me at 133 Bennett Hall / 6275, telephone 898-4665, or e-mail: [randolph@pobox.upenn.edu](mailto:randolph@pobox.upenn.edu).

— Joyce M. Randolph, Director,  
Office of International Programs

## Diabetes Research Grants

The Diabetes Research Center of the University of Pennsylvania requests submission of applications for support to perform pilot and feasibility studies in diabetes and related endocrine and metabolic disorders.

Young investigators who are starting their laboratories, or established investigators who wish to take a new direction to their studies, are encouraged to submit applications to the Diabetes Research Center, 501 Stemmler Hall, by *Friday, December 20, 1996*.

An original and 12 copies of the standard NIH forms for ROI grant applications must be used. The recommended format of A) Specific Aims, B) Background & Significance, C) Preliminary Studies, and D) Experimental Design Methods should be used for the Research Plan.

However, since the proposal is intended to obtain additional preliminary data on a topic for a later, more complete grant submission or to test the feasibility of a hypothesis, and is for a one or two year duration only. The overall length of the application must not be more than 10 pages of single-spaced typescript.

If human subjects will be participating in the proposed research, it will be necessary to submit NIH Human Subject forms with the application; if animal research is being proposed, we will need an original and 3 copies of the Institutional Animal Care and Use Committee (IACUC) protocol forms.

Grants will be reviewed by the Diabetes Research Center's Pilot and Feasibility Review Committee and by extramural consultants. Based upon the outstanding evaluation of the recent competitive renewal of the Diabetes Research Center, we anticipate that awards of up to \$25,000 will be made (equipment and travel fund requests are not permitted) and will be funded for one year.

Investigators who are currently in the year 1 of support through this Pilot and Feasibility Program may reapply for an additional year of funding. Such continuation requests need to be carefully justified, however, and will be considered as a competing renewal application. Notification of an award will be made in April of 1997. For further information, please contact Dr. Mitchell Lazar, Department of Medicine and Genetics, Room 611A/6349 (ext. 8-0210).

— Franz M. Matschinsky, Director,  
Diabetes and Endocrinology Research Center

— Mitch Lazar Director,  
Pilot and Feasibility Grant Program

## Research Grants via Penn Cancer Center: Two Types of Seed Money

*The University of Pennsylvania Cancer Center announces the availability of two types of seed money grants for faculty to conduct cancer-related research projects. Please note that these awards vary in terms of eligibility criteria, budget periods and maximum dollar awards.*

### I. American Cancer Society Institutional Research Grants for Junior Faculty

**Description and Eligibility Criteria:** Through its American Cancer Society Institutional Research Grant (ACS IRG), the University of Pennsylvania Cancer Center will provide partial support to full-time University faculty for cancer-related research. The stated purpose of the ACS IRG is to provide seed money to *junior faculty members (Assistant Professor or Instructors, but not post-doctoral fellows)* to initiate promising new research projects so they can obtain preliminary results that will enable them to compete successfully for national peer-reviewed research grants. Hence, investigators who have a peer-reviewed national research grant or have previously received support from the Cancer Center ACS IRG are not eligible. Seed money grants from \$5,000 to \$15,000 will be awarded for the exploration of new developments in basic, clinical and cancer control research. Behavioral sciences or health services research related to cancer are eligible for these awards. Covered costs include laboratory personnel costs (non-faculty), data manager or research nursing support, laboratory supplies, animals, and small equipment; no travel or patient costs are allowed.

**Application Deadline:** The deadline for submitting a completed ACS IRG grant application is *January 15, 1997*.

**Award Period:** The award period for the ACS IRG grant will be for one year (7/1/97 — 6/30/98). This grant is non-renewable.

**For more information or an application:** University faculty from all Schools and Departments are invited to obtain application forms and instructions from Cancer Center Administration, 12 Penn Tower, 662-7391. Please specify which grant you are applying when calling. Note that if eligible, faculty may apply for both awards using the same research project proposal description and budget since the application forms for these grants are similar. A space is provided on the application form to specify which grant (or both) for which the individual is applying.

### II. Cancer Center NCI Core Grant Pilot Projects Grants for All Faculty Levels

**Description and Eligibility Criteria:** Through its National Cancer Institute Core Support Grant, the University of Pennsylvania Cancer Center will provide seed money grants *up to \$25,000 to University faculty members at any level* for innovative cancer research projects that have the potential for national peer reviewed grant funding. Investigators who have already received peer-reviewed funding for their proposed projects will not be eligible for this award. Investigators who have not previously conducted cancer research, but are proposing a cancer-related project are encouraged to apply. Covered costs include faculty salaries, laboratory personnel costs, data management or research nursing support, laboratory supplies, animals, and small equipment; no travel or patient costs are allowed.

**Application Deadline:** The deadline for submitting a completed Pilot Projects grant application is *January 15, 1997*.

— John H. Glick, Director, Cancer Center

## Center for Community Partnerships: Summer Course Development Grants

The W.K. Kellogg Foundation has provided the University with a three-year grant to link Penn's intellectual resources with community needs in West Philadelphia. The grant will allow University faculty to develop new undergraduate courses that combine research with cooperative community projects. In addition, the grant will allow undergraduates to participate in research opportunities that will both benefit the community and be integrated into the curriculum.

The Kellogg Program focuses on three themes: Culture and Community Studies (faculty coordinator: Peter Conn, Professor of English); Environment and Health (faculty coordinator: Robert Giegengack, Professor of Geology and Director of the Center for Environmental Studies); and Nutrition and Health (faculty coordinator: Francis E. Johnston, Professor of Anthropology).

The Kellogg Program has funds available for faculty members to apply for summer course development grants. Proposals should fall within the three project areas noted above. Grants will be for no more than \$3,000 per project. These funds can be used to provide graduate and undergraduate support, course implementation, course support, and/or summer salary. Criteria for selection will include:

1. Academic excellence
2. Integration of research, teaching and service
3. Partnership with schools, community groups, service agencies, etc.
4. Focus on Philadelphia, especially West Philadelphia
5. Evidence as to how the course activity will involve participation or

interaction with the community as well as contribute to improving the community

6. Evidence as to how the course activity will engage undergraduates in research opportunities

7. Potential for sustainability

Proposals should include the following:

1. Cover Page
  - 1.1 Name, title, department, school, mailing address, social security number
  - 1.2 Title of the proposal
  - 1.3 Amount requested
2. 100-word abstract of the proposal (include a description of how the course will involve interaction with the community and benefit the community)
3. A one-page biographical sketch of the applicant
4. A two to four page mini-proposal
5. Amount of the request and budget

An original and five copies of the proposal should be submitted to the Center for Community Partnerships, 133 S. 36th Street, Suite 519, Philadelphia, PA 19104-3246. The application deadline is December 20, 1996.

— Robert Rescorla, Professor of Psychology and  
Associate Dean for Undergraduate Education, SAS

— Ira Harkavy, Associate Vice President and Director,  
Center for Community Partnerships

— Penny Gordon-Larsen, Academic Administrative Coordinator  
Kellogg Foundation Project to Link Intellectual Resources and  
Community Needs at the University of Pennsylvania



# Grant to Speed-Read Plant Genes

By Esaúl Sánchez

Plant geneticists from Penn and six other institutions have received a \$12 million grant from the National

Science Foundation, the U. S. Department of Agriculture and the Department of Energy to advance genetic research to a level never achieved before.



Photograph by Tommy Leonardi

**Biologist Joe Ecker sequencing DNA of *Arabidopsis thaliana*.**

“We can’t fully imagine the new products and economic impact that will come out of manipulating the genetic material of plants and animals. Maybe the only limit to what can be done will be researchers’ imagination,” said Dr. Joseph Ecker, a Penn associate professor of biology and corecipient of the award.

Scientists have recently shown that tweaking plant genes can produce commercially important crops such as plastic

research has become an international scientific priority.

Almost every single biochemical process occurring in plants and animals is controlled by genes. Genes are also responsible for transmitting characteristics from parents to offspring. The exact order of genetic material within each gene is what

makes one tomato plant similar to another tomato plant but different from a corn plant or a cat.

But to map the genetic material of even the simplest flowering plant known to mankind, *Arabidopsis thaliana*, researchers must identify about 20,000 genes, each one having about 2,000 bits of genetic material with 5,000 bits of space between genes.

“Geneticists have been trying to identify and read important plant or animal genes one by one,” said Ecker. “As a result we already know how to control one or two characteristics in tomatoes, for example, but there are too many things we still don’t

know. Mapping *Arabidopsis*’ genetic material one gene at a time will reveal the information scientists and engineers need 20 or 30 years from now. The NSF and other government agencies have given us part of the funding to get it all done in the next eight years or less.

“Our collaboration between Penn, Stanford and Berkeley has been assigned the task of sequencing a significant part of one whole chromosome of *Arabidopsis*,” said Ecker. “This plant has five pairs of chromosomes with about 4,000 genes each. Other groups in the United States, the United European community, France and Japan will tackle sequencing the other four chromosomes.”

This new effort should facilitate researchers’ efforts to learn what mutations cause diseases or control specific characteristics of plants.

“We’ll also be looking for new ways of sequencing genetic material. In the current method, a chromosome is chopped into a million pieces and then reconstituted before carrying out the genetic decoding,” Ecker said. “We will be using robots to automate the process and make it faster.”

Finding a way of reading genetic sequences faster will also speed up advances in human medicine where detecting, preventing and fixing many diseases requires detailed knowledge of not five but 23 pairs of chromosomes containing close to 100,000 genes and 3 billion bits of genetic material.



## YES, THAT’S VALERIE HARPER WITH PETER CONN

*The actress purchased the dramatic rights to Conn’s book “Pearl S. Buck: A Cultural Biography” before it was released, and she commissioned playwright Marty Martin to create a one-woman play based on the book. “The Dragon and the Pearl,” which stars Harper, will open in Chicago at the Organic*

*Theater next month after having previewed at the American Stage Festival in Milford, N.H., in July. Conn, Harper and Martin will discuss the play with the audience and with the Penn Alumni Club of Chicago Friday, Nov. 15. Peter Conn holds the Andrea Mitchell Chair in English at the University of Pennsylvania, where he has taught for nearly 30 years.*





# Penn Community Work Gets HUD Grant

By Sandy Smith

Penn's efforts to address issues critical to the future of West Philadelphia have received a major boost from the U.S. Department of Housing and Urban Development (HUD). As part of HUD's Community Outreach Partnership Centers Program, the University will receive almost \$400,000 to establish a center that will offer assistance and resources to community organizations in northern West Philadelphia.

The three-year grant allows Penn's Center for Community Partnerships (CCP) to coordinate and expand a number of ongoing research, service/learning, job-training and community-revitalization projects in West Philadelphia. To select the projects, CCP staff turned to officials of the West Philadelphia

Empowerment Zone, one of four zones created in Philadelphia and Camden as part of a federal initiative to revitalize distressed urban communities.

Zone officials worked with Penn to identify those areas of greatest need within the zone, and to determine which areas would benefit most from Penn's involvement. Penn's Community Outreach Partnership Center (COPC) will operate its programs in an area stretching from 36th to 54th Streets and from Market Street to Parkside Avenue, an area that includes the entire West Philadelphia Empowerment Zone.

The COPC's activities will involve faculty and staff from several schools and departments of the University, including the School of Arts and Sciences, the Wharton School, the Graduate School of Education, the Graduate School of Fine Arts, the School of Social Work, CCP and the Morris Arboretum.

"This grant allows us to bring faculty, staff and students from across the Univer-

sity together to focus their energies on addressing a set of interconnected, real-world issues as they affect a single city neighborhood," said CCP Director Ira Harkavy. "It represents an unparalleled opportunity for us to combine scholarship and service across a wide range of fields."

Some of the projects draw on established academically-based community-service programs involving Penn faculty and students working with students in West Philadelphia public schools. A

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—Ira Harkavy

project directed by Landscape Architecture and Regional Planning Professor Ann Spirn, for example, will engage students in the Sulzberger Middle School's environmental-education program in developing ways to correct runoff problems in the flood plain of Mill Creek, which runs

through the middle of the community, and prevent flooding where the underground stream flows through a local housing project. A similar initiative involves Geology Professor Robert Geigengack, who has worked with Shaw Middle School faculty and students on an environmental-education program for several years. Geigengack and City and Regional Planning Professor John Keene will help implement a similar program at University City High School, which will focus on analyzing two "brown field" sites in West Philadelphia. Information gathered by students in the program will be used to help Empowerment Zone officials determine how they may be cleaned up for redevelopment.

Other projects will allow Penn to expand already-successful community projects to additional locations. Under the HUD grant, the West Philadelphia Improvement Corp.(WEPIC) community-school program will be expanded to two additional neighborhood schools:

Sulzberger Middle School at 48th and Aspen and Shoemaker Middle School at 53rd and Media. Empowerment Zone lead organizer Frances Walker said, "Sulzberger Middle School was formerly a community school under WEPIC, and it was a great success, but funding for it ran out. We have long wanted to re-establish it, and this grant gives us the opportunity."

The Empowerment Zone was established to generate new employment opportunities in northern West Philadelphia and prepare area residents to take advantage of them. One of the concrete goals set by the Empowerment Zone board is the creation of 600 new jobs in the next two years. Several COPC projects will help accomplish these goals.

On the job-creation end, Clark Callahan, director of the Wharton School's Small Business Development Center, will oversee a project that will identify obstacles facing entrepreneurs in the target area and assist zone officials and the West Philadelphia Enterprise Center in creating ways to overcome them, and education professor John Puckett will work with West Philadelphia High School faculty to develop school-based businesses and young-entrepreneur programs.

On the job-training end, school-to-work programs at University City High School will focus on preparing students for jobs at area institutions with assistance from education professor Rebecca Maynard and DuBois College House faculty fellow Eric Perkins, and Penn Volunteers in Public Service will work with the West Philadelphia Partnership's job-referral network to improve its effectiveness and provide mentors for those new to the workforce.

The center's other major activities will focus on affordable housing — another area where zone officials have set short-term targets — and community planning.

Volunteer Service Coordinator Bonnie Ragsdale will coordinate training for board members and staff of area community development corporations to improve their management skills and help the groups build more housing in the area.

Owners of existing housing will be able to attend home-repair workshops and learn

(continued on page 10)

# It Was a Dark and Stormy Morning ... But Then the Penn Family Brought the Sunshine



Despite torrential rain and flooding, members of Penn's faculty and staff community joined together Saturday, Oct. 19, for a celebration of their achievements of the past year. Almost 850 people braved the elements to come to Hill House for Staff Appreciation Day. The picnickers inside stayed dry and cheerful, with song, music, balloons on every table and smiles on faces. The food, provided by the team from dining services headed by Bill Canney, was also a hit.

Meanwhile, back at the University Museum, the rains only added to the atmosphere of the "Ghosts, Goblins and Graveyards" program.

The multicultural Halloween celebration, free to the Penn community on Staff Appreciation Day, included Day of the Dead skull and skeleton making, mask making, and tours of the Museum's galleries to inspect mummies, masks and burial artifacts.

Because the weather kept so many people away, the university



will provide another event at a later date to be announced. Thanks to all for having a marvelous time.

## HUD Grant

(continued from page 9)

about financing for improvements through a program that will be developed by Alan Levy of the architecture faculty.

And to assist neighborhood organizations with planning and information exchange, an Internet database of neighborhood information, which has been under development for the past

year, will be expanded and community members trained to maintain it. Real Estate Professor Susan Wachter, Social Work Professor Dennis Culhane, Sociology Professor Antonio McDaniel and the CCP staff will implement this database development and training project.

"We have a large stock of housing with a

high abandonment rate," Walker said, "and Penn's faculty can help us make sure that we are consistent in fulfilling our strategic plan" for housing revitalization. Zone

officials plan to rehabilitate 116 units of abandoned housing in the first year.

A final COPC activity addresses teen health and pregnancy issues. Working with University City High school stu-

dents and faculty, Sociology Professor Frank Furstenberg and Dan Romer of the CCP staff will help develop strategies for dealing with pregnancies among students at the school and develop a peer health outreach program.

The COPC's programs will also be overseen by a community advisory board

composed of civic leaders involved in developing the programs. The Rev. Joseph Patterson, pastor of Hickman Temple A.M.E. Church and chair of the Empowerment Zone's Community Trust Board, will chair the board; Walker, Philadelphia Enterprise Center Director Della Clark and West Philadelphia Partnership Executive Director Larry Bell will serve as co-chairs.

"We are committed to strengthening the ties between our academic programs and the community service performed by our faculty, students, alumni and staff," President Judith Rodin said. "This grant recognizes the outstanding work we have done in both areas and enables us to do even more in the future."

The grant is one of 15 COPC grants nationwide, totaling \$7.2 million this year. In addition to the Penn center, HUD also awarded a similar amount to Temple University for programs targeted on the North Philadelphia portion of the Empowerment Zone.

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*We have a large stock of housing with a high abandonment rate, and Penn's faculty can help us make sure that we are consistent in fulfilling our strategic plan.*

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—Frances Walker



**Opposite page:** *Enjoying the festivities were Adam Corson-Finnerty (Van Pelt director of development) with son Mathew, 12, and balloons (top picture)*

**This page, clockwise from top left:** *The hot dogs were a hit with Sheila Schneyder (administrative assistant in the Medical School Business Office, her husband Steve (Nursing School facilities officer), and John McSorley (left front) and Josef Schneyder, both 6. Also enjoying themselves were Baby Jeanne in arms of mom Carol Horne Penn (Human Resources Staff Relations), and the Fu family — Dan, Zhihong (cell biology research at the Med School), David, Zhenfang and Amy. At the University Museum, Erica and Sarah Aguilar, 8 and 11, hid behind masks in front of Katherine McMahon (left) and Julia Aguilar, both of the Department of Romance Languages. Douglas Addison, 7, shows off his death's head cookie and his painted face. He's with Betty Addison, a retired Penn Housekeeping employee with 22 years of service.*

All Photographs by Candace diCarlo



# More Fish to Fry: Navy Yard Aquaculture

By Carl Maugeri

The oceans are vast, teeming with life, and will always provide an inexhaustible source of food.

That's the image that comes to mind when considering our relationship to the seas. Yet decades of intensive commercial fishing spurred by an ever increasing demand for seafood is taking a toll, both in terms of the ocean's ecology and the long-term viability of the fishing industry.

To address this problem, Penn School of Veterinary Medicine Dean Alan Kelly and cell and animal biologist Leon Weiss are conducting a pilot project to determine whether aquaculture — commercial fish farming — may be one answer to saving the ocean's delicate balance and bringing new vitality to economically depressed areas.

According to Weiss, commercial fishing has become a high-tech enterprise that is wreaking havoc on the ocean environment. Sophisticated radar systems have replaced

cently received a \$450,000 grant from the Delaware River Port Authority to test the feasibility of operating a state-of-the-art aquaculture facility at the Philadelphia Naval Yard. The DRPA would provide \$400,000 over the next two years to fund completion of feasibility work.

These funds would allow the University to develop marketing strategies, solve technical questions such as what are the optimal nutrient levels and filtration methods that would yield the highest fish production and design economically efficient fish breeding facilities.

"We are leading a multi-school effort to work with engineers, architects, fish pathologists and veterinary students to make a contribution to this growing field," Weiss said.

An aquaculture facility at the Naval Yard eventually would be run by a private business and potentially could produce between 10 million and 20 million pounds of com-

will always be a need for pond farming, but high tech systems provide economic flexibility.

"You can put them [aquaculture facilities] anywhere — in old factories, on farms," he said.

Aquaculture is not a new idea. Fish farms have been in existence for centuries. Weiss said that today only pond systems have proven successful for commercial ventures. In places like Texas, Louisiana and Mississippi, with their warm climates and relatively unpolluted waterways, small-time fish producers can farm 16,000 to 18,000 pounds of fish a year and bring in \$8,000 to \$10,000. He said that Idaho has a model program that uses a system of artificial pools created with plastic, in the Snake River.

"They've taken advantage of natural resources and done well," he said.

At the Navy Yard, Weiss envisions a 5-acre facility that would include a hatchery and a production facility to prepare, freeze and ship fish to locations in the three state region.

Penn's Veterinary School would provide the scientific support to make the venture work.

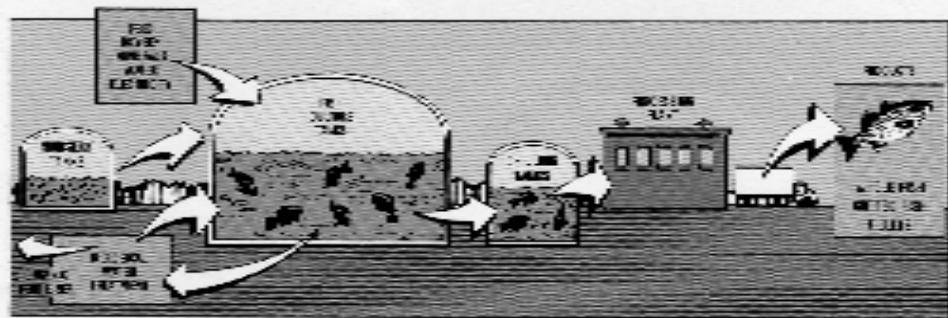
"Aquaculture is emerging as a new and dominant specialty in veterinary medicine," said Dean Kelly. "This project would allow Penn's Veterinary School to position itself to provide scientific and technological leadership in support of this growing field."

The School of Veterinary Medicine would also play a dominant role in training the next generation of leaders of aquaculture, Kelly noted.

The project has many opportunities for cross-disciplinary study. The University has formed three working groups in the following areas: Business and Marketing, through the Wharton School; Engineering and Architecture, through specialists in these fields from the Graduate School of Fine Arts and SEAS; and Pond Fish Farming, led by the New Bolton Center.

The working groups will bring together experts in animal husbandry, mechanical engineering, fish pathology and nutrition to create closed systems.

*(continued on page 13)*



Used by permission: Aquafuture Inc./Illustration Bob Doucet

## Closed tank aquaculture.

luck and instinct of the fisherman, and helicopters accompany fishing vessels to track schools of fish. Add to this the pressures to conduct "bi-fishing," a particularly egregious method of hauling in massive catches that are picked through for valuable species such as shrimp. Non-useable fish usually killed along with the catch are dumped back into the ocean.

"The commercial fishing industry is taking so many fish they're leaving no proper base for reproduction," Weiss said. "We're really endangering many species."

Aquaculture includes the production of all kinds of water animals from shrimp to fish and sea mammals. Aquaculture systems range in complexity from pond farming to elaborate closed recirculating systems. The latter promises high yield of selected species but still face technological hurdles.

The School of Veterinary Medicine re-

mercially marketable seafood using technology developed and refined by Penn. Such a venture could stimulate economic development and create new jobs.

In addition to the proposed facility at the Navy Yard, ponds at the New Bolton Center are currently being prepared for fish farming experiments. The New Bolton facility would be used to refine aquaculture technology and train upcoming students in this field.

"It has become evident that fish have become a major crop in the U.S.," Weiss said. "For example, the market for fish grew 20 percent during the decade of the 80s, far outstripping beef."

Weiss believes that high tech systems — fish raised in closed tanks that recirculate water and balance environmental factors such as temperature and nutrition — are the future for aquaculture. He notes that there



# *Martin Luther King Jr.*

## *Community Involvement Awards:*

### *Grad Student Links Community and Campus*

When President Judith Rodin presented last year's Martin Luther King Jr. Service Awards, one of the recipients almost disappeared amid the shining lights who surrounded her.

The four recipients were Frances Walker, Elsie Wise, Bonnie Ragsdale and Brigitte Rouson. Walker, now coordinator of the West Philadelphia Empowerment Zone, has also been active in Parents Against Drugs; Elsie Wise was honored for her work with the West Powelton Coalition; Penn Associate Director of Staff, Faculty and Alumni Volunteer Services Bonnie Ragsdale used her own time to create bridges between Penn and the community. And then there was Brigitte Rouson.

"I'm not the queen of service projects," said Brigitte Rouson recently, with a laugh. She said she was not even sure how she came to get the award.

Of course, the answer is, someone nominated her, and the awards committee agreed that she deserved it. And now it's time to submit nominations for the 1997 awards. (A nomination form ran in the Oct. 22 Almanac, and can be called up on Web page of the Martin Luther King Jr. Celebration Committee (<http://www.upenn.edu/VPGE/mlk.html>)). The award honors people who live their lives in the spirit of King's ideals, "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; and advocating for/working with disenfranchised people," states the nomination form.

Rouson got the nomination because she did so many things to build communities. She worked in her neighborhood west of campus; she worked on campus; and she worked to improve the communication between the two communities.

"At the time I came to Penn, in the Fall of 1992, there was a very diverse entering Master's class [at Annenberg]," she said. "It was a fantastic experience, and I meant it was diverse in every way — ethnicity, philosophy, background, experience, career

paths. ... It was a microcosm, and a base from which to be in connection with the surrounding neighborhoods, because there wasn't this great contrast."

Some of the things Rouson did were small, and some were big, but all of them created ripples.

For example, in her own neighborhood, she went to community meetings. "People were concerned about being respected in their old age, and what was going to happen to this next generation of people," she said.

She organized a pilot project at a neighborhood church, providing homework assistance to young people in the neighborhood. "I went in with my baby strapped on — Issaya [who is now 3] was going on one." She laughs now at the craziness of putting forth such an effort.

"I wanted to help in restoring a sense of possibility in the neighborhood we were living in," she said. Although the pilot project is no longer, she feels she accomplished what she set out to do.

"The neighborhood was inspired by it. They reorganized the neighborhood organization and began doing and planning other programs for youths."

She brought the campus to the neighborhood, too. She got sponsors at Annenberg to support the Packathon of the Books Through Bars program, which sends books to prisoners throughout the United States. This year, she did it again, with a 40 percent increase in contributions from Annenberg students.

And she brought the neighborhood to the campus. She organized a "Reorientation"

event under the Black Graduate and Professional Student Association (BGAPSA) that brought neighborhood activists (including co-awardee Frances Walker) to campus.

"The event had speakers with various perspectives on the University and the paths graduate students should take in relating to the community that goes beyond the campus," Rouson said. The event also included speakers from campus who showed the diversity of the African-American students.

And within the campus, she organized writing workshops for fellow African-American students, to teach them how to tailor their work for publication.

"I'm serious about social change," she said, "It's not volunteering or even the frequency that distinguishes what I've tried to give. It's heart. It's guts. It's being willing to get in people's faces and say I don't agree, or here are some alternatives."

Rouson, who has an M.A. in communication from Annenberg (as well as a B.A. in journalism from Howard, a law degree from Georgetown, a year of graduate study and teaching in communication and African-American studies at Temple) and is working on her Ph.D., hopes to work for a philanthropic organization that combines advocacy and research.

"My main goal is to bring together the insights and movements of the heart that we get from arts and culture with what we do in public policy and public life," she said. "What we all can and should be about is opening ourselves to our connectedness with people who seem very different from ourselves."

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## **Aquaculture**

*(continued from page 12)*

Kelly noted that Penn has over 15 years of experience in aquatic veterinary medicine through programs at the Marine Biological Laboratory at Woods Hole and at fish-farming pond facilities at New Bolton Center and through new courses in the ecology of rivers and aquaculture.

The School of Veterinary Medicine has already completed 85 percent of the feasibility work and invested an estimated

\$325,000 in basic research and training, he said.

For now, Weiss is awaiting the results of marketing studies by the Wharton team to refine project strategies. He is convinced that aquaculture has a promising future for the region.

"We really want Penn to serve the aquaculture industry in whatever form it takes and help make it rational and economically viable." Weiss said.

# 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/](http://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*

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

## ARTS AND SCIENCES

*Specialist: Susan Curran*

**ADMIN. ASS'T. I/II** (37.5 HRS) (101346SC) Use computer-based office system to maintain general service requests, Physical Plant & B-Mechanic request, purchase orders, vehicle request & vehicle maintenance; respond to inquiries regarding policies, procedures & services; organize & maintain filing systems; maintain basic financial records; organize & maintain vendor product information. **Qualifications:** Completion of HS business curriculum & related post-HS training or equivalent; working knowledge of office procedures; computing skills including word processing; excellent customer service skills; ability to prioritize conflicting demands in timely manner. **AA I: Grade:** G9/G10; **Range:** \$18,872-23,562/\$20,637-25,713 10-24-96 SAS Administration

**ADMIN. ASS'T. II** (101222SC) Develop & pursue sources of electronic text, broadcast & lexicon data for the Linguistic Data Consortium's membership; write contracts to acquire & redistribute data; organize physical delivery of data; document data prior to delivery to consortium members, publication on CD-ROM, &/or placement on computational server; maintain appropriate databases & records required for reporting purposes. **Qualifications:** HS graduate or equivalent; two yrs. at the AA I level or equivalent; ability to deal with information providers & related vendors about technical, legal & administrative issues; some documentation experience preferred. **Grade:** G10; **Range:** \$19,261-23,999 10-10-96 Linguistics/LDC

**ADMIN. ASS'T. II** (101344SC) Provide administrative support for assigned staff; assist with graduate fellowship appeal; assist in staffing of College Alumni Society events; provide administrative support for AMICI (Friends for the Center for Italian Studies); act as back-up support for other administrative assistants. **Qualification:** HS graduate with at least two yrs. experience at AA I level or comparable experience; knowledge of Microsoft Word/Excel essential; database experience preferred; excellent organizational & interpersonal skills; ability to work independently & meet deadlines essential. **Grade:** G10; **Range:** \$19,261-23,999 10-24-96 External Affairs

**RECORDS ASS'T. I** (101345SC) Assist admissions processing of graduate SAS applications for 33 graduate groups; post data in FileMaker Pro database; organize & maintain student files for active & inactive students; resolve student inquiries; open & sort mail. **Qualifica-**

**tions:** HS & related post HS training or equivalent experience; minimum one yr. or equivalent experience; working knowledge of Macintosh computer, FileMaker Pro; familiarity with GAS policies & procedures preferred; ability to prioritize tasks & willingness to learn new skills. **Grade:** G8; **Range:** \$16,171-20,240 10-24-96 Dean's Office-Graduate Division

**ASSOC. DIR. VI** (101211SC) P8; \$39,655-52,015 10-4-96 SAS Computing

**COORD. 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

**SYSTEM PROGRAMMER I/II** (091086SC) P6/P7; \$32,857-42,591/36,050-46,814 9-16-96 SAS Computing

## DENTAL SCHOOL

*Specialist: Clyde Peterson*

**RESEARCH SPECIALIST, JR.** (101269CP) Assist in design & execution of experiments in field of cellular & molecular immunology; techniques include: tissue culture, gene cloning & sequencing, PCR & protein purification; maintain logs; prepare lab reports; use computers; supervise students & other technicians. **Qualifications:** BA/BS degree in scientific or related field; prior experience in research lab work; experience in molecular biology. **Grade:** P1; **Range:** \$20,291-26,368 10-22-96 Pathology

**ADMIN. ASS'T. II** (101270CP) Provide administrative support to Office of Academic Affairs; exercise judgment, creativity & analysis in selecting, modifying & developing office/clerical procedures; receive, distribute & process information, compile & summarize data on faculty; perform preliminary analysis of data; respond to inquiries that require interpretation of office/departments/dental school policies/procedures; interact on daily basis with faculty, students concerning DMD program; arrange events, meetings & conferences; coordinate office work flow; word process & proofread materials & schedules; compose correspondence & forms; process ordering/payments for office projects & program. **Qualifications:** Completion of HS business curriculum & related post HS training or equivalent; at least two yrs. experience at AA I level or comparable background; thorough knowledge of office procedures, practices & methods; ability to type 45 wpm; knowledge of Microsoft "Office" preferred; ability to interact with faculty, students & staff. **Grade:** G10; **Range:** \$19,261-23,999 10-22-96 Academic Affairs

**COORD. III** (101265CP) P3; \$24,617-31,982 10-17-96 Clinic Management

**MANAGER I** (091202CP) (Work schedule may include some Saturdays) P2; \$22,351-29,098 10-2-96 Dental Care Center

**RESEARCH SPECIALIST I** (091089CP) P2; \$22,351-29,098 9-13-96 Biochemistry

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

**STAFF 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

**CLERK V (PRIMARY CARE UNIT GROUP)** (101248CP) G8; \$16,171-20,240 10-14-96 Primary Care Unit

**DENTAL ASS'T. I** (40 HRS) (091148CP) G7; \$17,068-21,247 9-24-96 Dental Care Center

**DENTAL ASS'T. I** (091196CP) G7; \$17,068-21,247 10-2-96 Periodontics/Implants

**INSTRUMENT STERILIZATION ATTENDANT** (40 HRS) (07780CP) G5; \$14,714-18,069 10-10-96 Central Materials Services

**RESEARCH LAB TECH. III** (091087CP) G10; \$19,261-23,999 9-13-96 Anatomy /Histology

## ENGINEERING/APPLIED SCIENCE

*Specialist: Clyde Peterson*

**ASS'T. TO CHAIRMAN I** (101225CP) P1; \$20,291-26,368 10-11-96 Electrical Engineering

**ADMIN. ASS'T. III** (091084CP) G11; \$20,497-26,008 9-17-96 Bioengineering

**ADMIN. ASS'T. III** (091085CP) G11; \$20,497-26,008 9-17-96 CIS

**ADMIN. ASS'T. III** (091167CP) G11; \$20,497-26,008 9-26-96 Student Services

## EXECUTIVE VICE PRESIDENT

*Specialists: David Smith/Susan Curran*

**ASS'T. TEACHER** (101358SC) Assist classroom teacher in all aspects of classroom management & supervision of children; act as teacher in his/her absence; arrange & maintain educational material & equipment; assist in logging daily activities, keep records & prepare reports on individual children; keep master plan for napping, class schedule, emergency & first aid procedures; communicate with parents; provide input for individual written assessment; post daily activities. **Qualifications:** Associate degree or equivalent in Child Care/Early Childhood or related field with two or more yrs. previous child care experience (or three-four yrs. direct child care experience); knowledge & understanding of early childhood principles & developmental milestones; ability to nurture & teach children ages 18 months through five yrs. **Grade:** G9; **Range:** \$17,614-21,991 10-25-96 Penn's Children's Center

**CLERK, STORE I I** (37.5 HRS) (101332SC) Operate cash register using Macintosh computer; assist customers with general questions regarding operation of Computer Connection; greet customers & answer phones; comply with register & store policies & procedure; assist with maintaining inventory levels & appearance of floor stock.

**Qualification:** HS graduate or equivalent; experience operating cash register in a retail setting; familiarity with Apple/PC computer related products & accessories. (Week-end work & extra hours required as needed) **Grade:** G6; **Range:** \$15,009-18,429 10-21-96 Computer Connection

**DIR., INTERNAL AUDIT (CORPORATE COMPLIANCE)** (091127SC) P12; \$65,611-80,031 9-20-96 Internal Audit

**DIR., INTERNAL AUDIT (HEALTH SYSTEMS)** (091129SC) P12; \$65,611-80,031 9-19-96 Internal Audit

**DIR., INTERNAL AUDIT (INFORMATION SYSTEMS)** (091128RS) P12; \$65,611-80,031 9-19-96 Internal Audit

**DIR., INTERNAL AUDIT (UNIVERSITY)** (091130SC) P12; \$65,611-80,031 9-19-96 Internal Audit

**ADMIN. ASS'T. II** (091146SC) G10; \$19,261-23,999 9-26-96 Publications

**ADMIN. ASS'T. II** (40 HRS) (101254SC) G10; \$22,013-27,427 10-14-96 Dining Services

**COOK** (091126SC) Union 9-19-96 Faculty Club

**COOK** (101310SC) Union 10-18-96 Faculty Club

**KITCHEN PORTER** (40 HRS) (101311SC) (101312SC) Union 10-18-96 Faculty Club

**KITCHEN PORTER/SERVER** (40 HRS) (101308SC) (101309SC) Union 10-18-96 Faculty Club

**SERVICE REPRESENTATIVE I** (37.5 HRS) (091147SC) G10; \$20,637-25,713 9-23-96 Computer Connection



## GRAD SCHOOL OF EDUCATION

*Specialist: Clyde Peterson*

**DIR. 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 COORD.** (081008CP) (End date: 9/30/01) P4; \$29,986-35,123 9-9-96 NCAL

## LAW SCHOOL

*Specialist: Clyde Peterson*

**STACK ATTENDANT** (101279CP) Shelf or store material in accordance with appropriate classification system; work on book shelving projects; provide directional assistance & information to users; serve occasionally as messenger on & off campus; distribute mail; pack books & prepare materials for moving & shipment. **Qualifications:** HS graduate; college preferred; previous library experience preferred. **Grade/Range:** Union 10-21-96 Biddle Law Library  
**COORD. II** (081013CP) P2; \$22,351-29,098 9-17-96 Law Development & Alumni Relations

## MEDICAL SCHOOL

*Specialists: Ronald Story/Janet Zinser*

**EDITORIAL SUPERVISOR/EDITOR/MANAGING CLINICAL EDITOR** (101234JZ) Coordinate OncoLink's user relations activities; respond to user inquiries &/or comment via e-mail including sensitive requests for medically related resources & information; acquire, organize & develop cancer-related content; respond to requests for submission; obtain required releases prior to posting of new information; supervise OncoLink Production Team staff; assist in the recruitment & management of Production Team members; research, develop & expand user-responsive forums & multi-media services; provide support to the OncoLink Editorial Board & Editorial Advisory Board; assist in preparation of grant submission for external funding. **Qualifications:** BA/BS, RN or equivalent. **EDITOR SUPV/EDITOR:** Four-six yrs. related experience including significant knowledge of & experience with oncology & an educational background in medicine; demonstrated supervisory experience; substantial knowledge of e-mail, Internet, World Wide Web & Internet related to medical issues; knowledge of medical editing, writing & publishing; excellent interpersonal & organizational skills. **MANAG. CLIN. EDITOR:** Advanced degree strongly preferred; five-seven yrs. related experience including significant knowledge of & experience with oncology & an educational/occupational background in medicine; two yrs. experience working with higher level Internet related medical issues including experience with html, e-mail, Internet & World Wide Web; experience with medical editing, writing & publishing; demonstrated supervisory experience; excellent interpersonal & organizational skills. **Grade:** P7/P8; **Range:** \$36,050-46,814/39,655-52,015 10-24-96 Radiation Oncology  
**RESEARCH COORD.** (101353RS) Assist in NIH study to investigate risk factors for interpersonal injury; recruit women in hospital emergency department & conduct personal interviews. **Qualifications:** BA/BS preferred; one-three yrs. interviewing experience; ability to work independently; highly organized; attentive to detail; excellent interpersonal skills; phlebotomy skills. (End date: 7/1/98) **Grade:** P3; **Range:** \$24,617-31,982 10-24-96 CCEB  
**RESEARCH SPECIALIST, JR.** (101351RS) Maintain neuropsychological database, perform data entry, file tracking & quality assurance; oversee computerized neuropsych test battery, including data retrieval & programming. **Qualifications:** BA/BS in psychology, biology or equivalent; one yr. of experience with research projects preferred; computer skills including experience with database & statistical programs preferred; experience & interest in studies of human behavior. (On-going contingent upon grant funding) **Grade:** P1; **Range:** \$20,291-26,368 10-24-96 Psychiatry  
**RESEARCH SPECIALIST I** (101261RS) Recruit & train subjects into studies of depression, delirium, dementia & normal aging at multiple sites; administer standardized, structured diagnostic interviews; administer structured assessment tools; perform phlebotomy & process blood samples & other biological specimens (saliva & urine); perform chart reviews & evaluations of subject physical

status including measurement of vital signs, measurements of body dimensions & cardiograms; keep logs, maintain records; write lab reports; organize data collection & prepare data for entry & enter data into database. **Qualifications:** BA/BS in scientific or social field; interviewing experience & interest in working with frail, often medically-ill, older adults; previous work experience requiring self-motivation, organization & attention to detail; exposure to lab work; demonstrated ability to work independently as well as part of a team; phlebotomy experience. (Position requires travel to multiple study sites, must have access to a car). **Grade:** P1; **Range:** \$20,291-26,368 10-22-96 Psychiatry  
**RESEARCH SPECIALIST I** (101339RS) Perform morphological techniques, plastic histology techniques & "special stain" techniques, such as X-gal, alk phoc & immuno procedures; assist in service request for electron microscopy; prepare reagents & supplies for RNase-free studies; provide & train in situ hybridization techniques; assist & train users of CPU equipment & facilities; assist during necropsies & dissections; perform general lab duties such as cleaning, stocking, preparation of stock reagents & routine equipment inspection & maintenance; maintain accurate logs & records of service requests & multiple on-going projects; evaluate & analyze prepared slides using dark field, fluorescence, D.I.C. & routine microscopy; perform molecular biological techniques as needed; assist with project planning & protocol development. **Qualifications:** BA/BS in scientific field; one-three yrs. laboratory experience; experience in reagent & material preparation under RNase-free conditions; knowledge & experience in histological techniques & theory; good organizational skills, ability to work with limited supervision & knowledge of computers. (End date: 10/31/98) **Grade:** P2; **Range:** \$22,351-29,098 10-22-96 IHGT  
**RESEARCH SPECIALIST I** (07794RS) Perform routine to complex procedures in research in the pathogenesis of Guillain-Barre Syndrome & it's association with Campylobacter infection; responsible for data collection using PC; perform library bibliographic searches; write methods section of manuscripts, demonstrate techniques to lower grade techs & students; monitor expenses; evaluate & maintain equipment; order supplies. **Qualifications:** BA/BS in scientific or related field; one-three yrs. experience in lab; prior experience handling small animals desirable. (On-going contingent upon grant funding) (week-ends as needed) **Grade:** P2; **Range:** \$22,351-29,098 7-26-96 Pathology & Lab Medicine  
**CLERK II** (101350JZ) Collect, sort & deliver intramural & US mail & confidential materials; run on-campus errands daily using an established schedule between IHGT locations & University offices; deliver supplies, including boxes of photocopy paper & supplies; unpack & shelf supplies; type, file & perform data entry; operate photocopier; assist with large /special mailings; open & sort mail; answer telephones. **Qualifications:** HS graduate; prior work related experience in an office setting desirable; ability to lift & transport 25 lbs. & be responsible for courier activities on campus; ability to be flexible & responsible. (End date: 10-31-98) **Grade:** G5; **Range:** \$14,714-18,069 10-24-96 IHGT  
**HISTOLOGY TECH. II** (40 HRS) (101330RS) Perform procedures in preparation of tissue specimen for microscopic exams & diagnosis; maintain equipment & maintenance records; perform minor repairs; follow & maintain quality control standards; prepare solutions for slide preparation & special stains; prepare immuno-histochemistry slides & preparation of animal tissue. **Qualifications:** Completion of histochemistry program; Board certified or eligible for certification as histotechnologist; experience in histopathology & lab techniques preferred; ocular experience preferred but not required. **Grade:** G10; **Range:** \$22,013-27,427 10-22-96 Ophthalmology  
**SERVICE ASST. II** (40 HRS) (101338JZ) Handle service request (maintenance, housekeeping, special event requirements, audio/visual service needs), including those of an emergency nature; dispatch request via telephone, walkie-talkie, computer, beeper in person; review & update status of service requests; inform customers of progress; maintain & update data involved in facilities management/maintenance system & issues; prepare correspondence, management reports & other documentation; perform data entry & data searches; create & update charts & logs; notify users of utility service shut-downs; maintain office files; sort, open & distribute mail; prepare outgoing mail. **Qualifications:** HS graduate with business curriculum; four yrs. clerical/secretarial experience, related experience preferred; excellent customer service,

telephone & coordination skills; superior verbal, interpersonal & communication skills; ability to work with a minimum of supervision; demonstrated computer competence (preferably Macintosh); proficiency in Microsoft Word, Excel, FileMaker Pro & Now-Up-to-Date preferred; knowledge of office automation equipment including fax machine, typewriter & copier; type 45 wpm. **Grade:** G10; **Range:** \$22,013-27,427 10-21-96 Architecture & Facilities Management  
**OFFICE SYSTEMS COORD.** (101356JZ) Provide PC applications support for faculty & research staff, to include sophisticated word processing, elementary database & spreadsheet operations & presentation graphics in Windows environment; provide editorial assistance; maintain records & files; arrange meetings & conferences; monitor reimbursements. **Qualifications:** HS graduate; Associated degree or some college experience preferred; experience in academic setting preferred; training in PC application, including word processing, spreadsheet, database management & presentation graphics; knowledge of medical terminology; highly organized & meticulous; ability to work with limited supervision. **Grade:** G11; **Range:** \$20,497-26,008 10-25-96 CCEB  
**ASST. DIR. IV** (091154JZ) P5; \$29,664-38,677 9-25-96 Institute of Neuroscience/Neuroscience  
**CLINICAL DEPARTMENT ADMINISTRATOR II** (101220JZ) P7; \$36,050-46,814 10-7-96 Family Practice & Community Medicine  
**COORD. II** (091195JZ) P2; \$22,351-29,098 10-4-96 Cancer Center  
**COORD. IV/IV** (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 TECH. II** (091139JZ) P7; \$36,050-46,814 10-2-96 Psychiatry  
**PROGRAMMER ANALYST II** (091101JZ) P6; \$32,857-42,591 9-19-96 Genetics  
**PROGRAMMER ANALYST II** (101262JZ) P6; \$32,857-42,591 10-18-96 Radiology  
**PROJECT MANAGER II** (07821RS) (End date: 6/30/01) P7; \$36,050-46,814 10-17-96 CCEB  
**RESEARCH COORD.** (101215RS) P3; \$24,617-31,982 10-7-96 Radiology  
**RESEARCHCOORD.** (101280RS) (On-going contingent upon grant funding) P3; \$24,617-31,982 10-18-96 Psychiatry  
**RESEARCH COORD., JR.** (101227RS) P2; \$22,351-29,098 10-8-96 Medicine/Rheumatology  
**RESEARCH COORD., SR.** (101214RS) P4; \$26,986 - 35,123 Radiology  
**RESEARCH SPECIALIST, JR.** (07795RS) P1; \$20,291-26,368 9-19-96 IHGT  
**RESEARCH SPECIALIST, JR.** (091204RS) (On-going contingent upon grant funding) P1; \$20,291-26,368 10-3-96 Surgery  
**RESEARCH SPECIALIST, JR.** (101221RS) (Flexibility in working hours will be required) P1; \$20,291-26,368 10-15-96 Radiation Oncology  
**RESEARCH SPECIALIST, JR.** (101246RS) P1; \$20,291-26,368 10-18-96 Pharmacology  
**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** (101240RS) P2; \$22,351-29,098 10-11-96 Medicine/Rheumatology  
**RESEARCH SPECIALIST I** (101271RS) (Flexibility to work beyond requisite scheduled hours, share on-call responsibilities for after hours, weekends & holidays) (End date: 10/31/98) P2; \$22,351-29,098 10-18-96 IHGT  
**RESEARCH SPECIALIST VII** (091141RS) P2/P3; \$22,351-29,098/\$24,617-31,982 9-24-96 Pathology & Lab Medicine  
**RESEARCH SPECIALIST II** (101239RS) (On-going contingent upon grant funding) P3; \$24,617-31,982 10-11-96 Medicine  
**RESEARCH SPECIALIST II** (101241RS) (101243RS) (101245RS) P3; \$24,617-31,982 10-11-96 Pathology & Lab Medicine  
**RESEARCH SPECIALIST II** (101326RS) P3; \$24,617-31,982 10-18-96 Medicine-Hematology/Oncology  
**RESEARCH SPECIALIST II/III** (06641RS) P3/P4; \$24,617-31,982/\$26,986-35,123 9-23-96 Dermatology  
**RESEARCH SPECIALIST III** (091096RS) P4; \$26,986-35,123 9-16-96 Medicine-Renal  
**RESEARCH SPECIALIST IV** (101210RS) (End date: 10/31/98) P6; \$32,857-42,591 10-4-96 IHGT  
**P-T (CLINICAL SPECIALIST)** (20 HRS) (101325RS) (On-going contingent upon grant funding) P6; \$18,775-24,338 10-17-96 Medicine

**P-T (RESEARCH SPECIALIST, JR. )** (17.5 HRS) (091184RS) P1; \$10,146-13,184 9-30-96 Genetics  
**ADMIN. ASS'T. I** (101226JZ) G9; \$17,614-21,991 10-10-96 Radiology  
**ADMIN. ASS'T. II** (091138JZ) G10; \$19,261-23,999 9-26-96 Psychiatry  
**ADMIN. ASS'T. II** (091189JZ) G10; \$19,261-23,999 10-2-96 Rehabilitation Medicine  
**ADMIN. ASS'T. II** (40 HRS) (06632JZ) G10; \$22,013-27,247 10-10-96 Medicine/EDM  
**CLERK II** (40 HRS) (101275JZ) (*On-going contingent upon grant funding*) G5; \$14,714-18,069 10-17-96 Smell & Taste Center  
**EDITORIAL ASS'T. II** (40 HRS) (091186JZ) (*On-going contingent upon grant funding*) G11; \$23,425-29,723 9-30-96 Family Practice & Community Medicine  
**LAB ANIMAL AIDE** (40 HRS) (101272RS) (*Must be willing to accept overtime assignments &/or shift assignments other than Monday through Friday*) (*End date: 10/31/98*) G5; \$14,714-18,069 10-18-96 IHGT  
**PROGRAMMER I** (40 HRS) (091136JZ) G10; \$22,013-27,427 9-23-96 Anesthesia  
**RECEPTIONIST III** (40 HRS) (091072JZ) (*End date: 9/30/98*) G8; \$18,481-23,132 9-11-96 IHGT  
**RECEPTIONIST III** (40 HRS) (101244JZ) (*End date: 10/31/98*) G8; \$18,481-23,132 10-11-96 IHGT  
**RESEARCH LAB TECH. II** (40 HRS) (101228RS) A G8; \$18,481-23,132 10-9-96 Medicine/Rheumatology  
**RESEARCH LAB TECH. III** (091057RS) G10; \$19,261-23,999 9-11-96 Rehabilitation Medicine  
**RESEARCH LAB TECH. III** (40 HRS) (091137RS) (*On-going contingent upon grant funding*) G10; \$22,013-27,427 9-24-96 Psychiatry  
**RESEARCH LAB TECH. III** (091169RS) G10; \$19,261-23,999 9-27-96 Radiology  
**RESEARCH LAB TECH. III** (091175RS) G10; \$22,013-27,427 9-30-96 Biochemistry & Biophysics  
**RESEARCH LAB TECH. III** (101221RS) G10; \$19,261-23,999 10-7-96 Radiation Oncology  
**RESEARCH LAB TECH. III** (40 HRS) (101327RS) (*On-going contingent upon grant funding*) G10; \$22,013-27,427 10-18-96 Center for Sleep  
**RESEARCH LAB TECH. III** (40 HRS) (101328RS) (*On-going contingent upon grant funding*) G10; \$22,013-27,427 10-18-96 Surgery/Neurosurgery  
**RESEARCH LAB TECH. III** (40 HRS) (101281RS) G10; \$22,013-27,427 10-18-96 Neurology  
**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  
**SECRETARY V** (40 HRS) (101247JZ) (*On-going contingent upon grant funding*) G10; \$22,013-27,427 Center for Bioethics  
**P-T (SECURITY OFFICER)** (22 HRS) (091103JZ) (*Ability to work at night & on weekends; able to work overtime on short notice; Position considered "essential" personnel*) (*Work schedule: Sat-Sun, 9:00 PM-9:00 AM*) G8; \$8,885-11,121 9-18-96 Architecture & Facilities Management

## NURSING

*Specialist: Ronald Story*

**ASSOC. DIR. V/VII** (101251RS) **ASSOC V:** Direct Information Systems Team for School; design, program & maintain variety of databases (using primarily Access & Oracle); supervise others in developing databases; analyze data fields & work with University to expand School's use of SRS for tracking current students; supervise data entry; assure accuracy of data in SRS & Student Data Warehouse; train others as expert users of Student Data Warehouse; develop temporary system for tracking admissions; manage day-to-day operations of Office Student Information; maintain student academic records in both electronics & paper formats. **ASSOC VII:** Develop Web-based reports for faculty & staff to gain access to Student Data Warehouse; meet with faculty researchers to help develop methodology for collecting, maintaining & sharing data sets; provide expert technical supervision for part-time (work study) programmers & data analyst in support of faculty research computing & administrative databases; provide across administrative groups to analyze information flow, help design systems & train staff to

assure both accurate & secure administrative data. **Qualifications:** BA/BS or equivalent. **ASSOC V:** three-five yrs. experience, supervising technical staff, providing faculty & staff computer training; technical expertise in writing programs for data analysis (E.g. SPSS or SAS) & creating databases using Oracle & MS Access; programming experience creating Web applications using Perl, CGI bin scripting & accessing databases via the Web; familiarity with Dbase programming technical expertise with data query tools (e.g. Business Objects); extensive experience using the University's Student Record System (SRS) & Student Data Warehouse (or comparable student systems at another University); ability to work with Focus; extensive experience transferring large data sets between databases, spreadsheets; knowledge of the University's or large institution complicated environment; ability to effect change at the University level to customize SRS & the Student Data Warehouse to best serve the requirements of the School; ability to develop needs analysis for selection of new data system (e.g. admissions systems); **ASSOC. VII:** five or more yrs. designing & maintaining data repositories, re-engineering data & work flow processes, working directly with faculty & providing expertise for research computing, providing technical support for PCS (Win 3.1, Win 95 & MS-DOS) & key applications (WordPerfect, Word, Lotus 1-2-3, Excel, Access, TCP/IP & IPX protocols, Web browsers & e-mail packages). **Grade:** P7/P8; **Range:** \$36,050-46,814/\$39,655-52,015 10-22-96 Nursing  
**PROJECT MANAGER II** (101334RS) Provide day-to-day management of project at multiple hospital & home care sites; manage office operations; train & supervise research assistants, secretary & data entry personnel; design & maintain integrity of research database; perform data analyses; oversee routine computer programming & data entry; contribute to publication of resulting. **Qualifications:** Currently licensed RN in Pennsylvania with malpractice insurance; MSN degree; may be a doctoral candidate in Nursing; three yrs. experience in nursing research or in a similar project. (*Evening & weekend scheduling as needed to facilitate enrollment*) (*End date: 6/30/00*) **Grade:** P7; **Range:** \$36,050-46,814 10-24-96 Nursing  
**ADMIN. ASS'T. III** (40 HRS) (101360RS) Provide administrative support requiring initiative & innovation for the Associate Dean of the Graduate Studies Program & the Academic Coordinator in the Office of Academic Affairs; facilitate PhD program & Masters program process requiring timely & accurate follow-through on an on-going basis; coordinate communication with faculty & program directors; organize the work of several academic committees; schedule & attend meetings; take & prepare meeting minutes; handle inquiries & special projects for the office; interact & coordinate with other school & University office; maintain clinical agency database; compose & type routine correspondence. **Qualifications:** Completion of HS business curriculum & related post HS training; BA/BS or equivalent preferred; minimum of three yrs. progressively responsible administrative experience at AA II level or equivalent with experience in supporting high level executives in a fast-paced environment; work experience taking meeting minutes & preparing final documents; strong writing skills with ability to compose correspondence & to synthesize meeting minutes for a large number of committees; excellent interpersonal & organizational skills; ability to handle several on-going & complex projects simultaneously with high degree of accuracy; strong PC related skills, including word processing experience at the intermediate or above level; WordPerfect for Window 6.1 preferred; ability to type at least 55 wpm; prefer solid knowledge of e-mail function & SRS or related tracking system. **Grade:** G11; **Range:** \$23,425-29,723 10-25-96 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** (40 HRS) (101252RS) G10; \$22,013-27,427 10-18-96 Nursing  
**ADMIN. ASS'T. 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 Zinser*

**STAFF ASS'T. 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. administrative assistant experience; ability to 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, including Microsoft Word & FileMaker Pro. **Grade:** P3; **Range:** \$24,617-31,982 10-18-96 Office of the Secretary  
**COORD. 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 ASS'T. III** (08892SC) P3; \$24,617-31,982 9-17-96 Office of the Secretary  
**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. ASS'T. II** (091080SC) G10; \$19,261-23,999 9-11-96 News & Public Affairs  
**ADMIN. ASS'T. II** (091120JZ) G10; \$19,261-23,999 9-19-96 Development & Alumni Relations  
**ADMIN. ASS'T. III** (40 HRS) (101260SC) (*Some nights & weekends required*) G11; \$23,425-29,723 10-14-96 Office of the President  
**OFFICE ADMIN. ASS'T. II** (101282JZ) G10; \$19,261-23,999 10-17-96 Development & Alumni Relations

## PROVOST

*Specialist: Clyde Peterson*

**INFORMATION SYSTEM SPECIALIST II** (101323CP) Develop database application; assist in migrating current mainframe admissions system to client-server local based system; assist with WWW applications; assist network administrator upgrades & end-user support; provide statistical reporting from local systems & mainframe system; train end-users; perform system analysis of admissions systems; must have experience with FoxPro, both Mac & Windows & understand a networking environment. **Qualifications:** BA/BS in information systems or equivalent; four yrs. experience in application development; two yrs. experience supporting end-user computing; prior mainframe programming experience helpful; thorough knowledge of desktop computing both MacOs & Windows 3.1 & 95; exceptional communication skills both written & verbal. **Grade:** P5; **Range:** \$29,664-38,677 10-25-96 Undergraduate Admissions  
**ADMIN. ASS'T. III** (101320CP) Maintain high volume of public contact with applicants, parents, HS counselors & alumni; arrange school visits; implement details of international travel itineraries for admissions staff, coordinate International Student Ambassador Program; handle daily administrative activities of international admissions program; train work study student assistants; assists in compilation of statistical used in annual, mid-year & planning reports. **Qualifications:** HS graduate; college preferred; two yrs. experience at the AAII level or comparable background; strong organizational, interpersonal, verbal & written communications skills; sensitivity, understand

# OPPORTUNITIES at PENN

ing & genuine interest in working with students from variety of cultural backgrounds; ability to coordinate activities/work of others; desktop computer experience essential preferably on Macintosh; WordPerfect & Excel application experience desired. **Grade:** G11; **Range:** \$20,497-26,008 10-21-96 Undergraduate Admission

**ADMIN. ASS'T. III** (101321CP) Maintain high volume of public contact with prospect, applicants, parents, HS counselors & alumni; schedule meetings; arrange school visits & extensive recruitment travel itineraries; meet, greet & talk with prospective students & their parents; implement detail of travel itineraries for admissions staff; handle daily administrative activities for recruitment regions; compile & maintain reports & records; train & supervise work-study students assistants. **Qualifications:** HS graduate; college preferred; two yrs. experience at the AAII level or comparable background; strong organizational, interpersonal, verbal & written communications skills; ability to coordinate diverse activities & the work of others; sensitivity, understanding & genuine interest in working with students from variety of cultural backgrounds; familiarity with Penn & college admissions work preferred; desktop computer experience essential, experience on Macintosh, WordPerfect & Excel spreadsheet applications desired. **Grade:** G11; **Range:** \$20,497-26,008 10-21-96 Undergraduate Admissions

**BIBLIOGRAPHIC SPECIALIST** (101256CP) Perform acquisitions & catalog functions for printed materials in Arabic; receive & inscribe books; search bibliographic databases; create basic bibliographic records; create book orders & copy cataloging. **Qualifications:** BA/BS in related discipline; advanced degree preferred; demonstrated proficiency in Arabic needed; ability to do title page level work in Persian &/or Turkish preferred; extensive skill in bibliographic work preferably searching on RLIN & Franklin needed; familiarity with MARC format; experience working on PCs, especially with Windows highly desirable; ability to work independently & to achieve high standard of accuracy with eye for detail. **Grade/Range:** Union 10-22-96 University Libraries

**LIMITED SERVICE (ADMIN. ASS'T. I)** (101274CP) Provide administrative/clerical support for three person in Marketing Department; send & keep track of advertising, orders, group sales contracts, news releases, mailings/mailing list; produce reports & enter information into various databases; supervise work-study staff. **Qualifications:** HS graduate or equivalent; minimum two yrs. previous administrative/clerical experience; excellent typing & WordPerfect skills; knowledge of Lotus; willingness to learn Artsoft software; good communication, interpersonal & telephone skills; basic familiarity with standard office equipment; knowledge of the performing arts a plus. **Grade:** G9; **Range:** \$14,678-18,326 10-22-96 Annenberg Center

**LIMITED SERVICE (ADMIN. ASS'T. II)** (101322CP) Receive, distribute & process all financial aid applications; compile, file & maintain completion of all student financial aid folders; insure that financial aid folders are stamped & assigned appropriate Admissions correspondence codes & review on a regular basis to note applicants status; maintain weekly log for tracking of each financial aid folder; respond to all inquiries in reference to financial aid students; liaison for the Financial Aid Office & Undergraduate Admissions Offices; oversee work of work-study temporary staff. **Qualification:** Completion of HS curriculum & related post HS training or equivalent; at least two yrs. of experience at the AA I level or comparable background; demonstrated thorough knowledge of office procedures, practices & methods; demonstrated knowledge of basic computer skill on Macintosh preferred. **Grade:** G10; **Range:** \$10,583-13,186 10-25-96 Undergraduate Admissions

**REGULAR P-T (ADMIN. ASS'T. I)** (101342CP) Staff the Special Collection reading room in Van Pelt Library, provide directions, register patrons, advise on policies & procedures; monitor use of materials & maintain security; keep tabulate & report on public service statistics; invoice for & receive payment for reprographics orders; maintain public service files; order supplies. **Qualifications:** HS graduate; college degree preferred; two yrs. &/or secretarial experience or equivalent; previous library experi-

ence preferred; experience working effectively with the public & positive manner; experience in working in an on-line environment; attention to detail & ability to work in a team environment essential. **Grade:** G9; **Range:** \$9,678-12,083 10-24-96 University Libraries

**CRC COMPUTER TECHNOLOGY SPECIALIST II** (101258CP) P6; \$32,857-42,591 10-17-96 Computing Resource Center

**COORD. III** (101238CP) P3; \$24,617-31,982 10-15-96 Arthur Ross Gallery

**COORD. IV** (091066CP) P4; \$26,986-35,123 10-17-96 University Press

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

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

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

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

**MANAGER 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

**MARKETING COORD. II** (091063CP) P3; \$24,617-31,982 10-17-96 University Press

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

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

**SYSTEMS ANALYST, SR.** (09112CP) 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 (COORDINATE I)** (17.5 HRS) (091197CP) P1; \$10,145-13,319 10-2-96 Museum

**ADMIN. ASS'T. II** (091064CP) G10; \$19,261-23,999 9-12-96 University Press

**ASS'T. LAB ANIMAL TECH.** (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) (Work schedule may include shifts other than M-F, including weekends, holidays & overtime) G5; \$14,714-18,069 10-1-96 ULAR/School of Medicine

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

**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 ADMIN. ASS'T. 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

**REGULAR P-T ADMIN. ASS'T. II** (101257CP) G10; \$10,583-13,186 10-17-96 University Libraries

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

## VETERINARY SCHOOL

*Specialist: Ronald Story*

**HISTOLOGY TECH. I** (101263RS) Process tissue specimens in histopathology lab including embedding, sectioning, staining & filing of blocks; prepare reagents for different lab procedures. **Qualifications:** HS graduate or equivalent & minimum one yr. college level course work in biology; at least one yr. experience in histopathology & background in biological sciences desirable. **Grade:** G7; **Range:** \$14,935-18,592 10-24-96 Pathobiology

**PHARMACY ASS'T. II** (101337RS) Perform provision of pharmaceutical supplies; oversee total pharmacy op-

eration including, clerical duties, supervision, ordering & scheduling; dispense drugs for in-house use; order supplies; stock shelves; assist with inventory; prepare unit-dose syringes, weigh & measure ingredients for compounding; maintain records, file daily charges & book work; perform light typing; price & dispense medication, fill prescriptions; properly label prescriptions in accordance with federal & state regulations. **Qualifications:** HS graduate; BA/BS preferred; three yrs. experience in pharmaceutical operation or equivalent preferred; excellent clerical skills; excellent mathematical skills & accuracy; ability to lift on occasion, considerable weight; interest in Vet. Medical helpful; ability to communicate effectively with faculty, staff & clients. (Position located in Kennett Square, PA - there is no public transportation) **Grade:** G10; **Range:** \$19,261-23,999 10-21-96 Large Animal Hospital

**TECH, VET I/II** (40 HRS) (101253RS) **TECH I:** Administer treatments, injections & medications as prescribed; assist with diagnostic & therapeutic procedures; monitor vital parameters; observe & record symptoms/ reactions of patients. **TECH II:** Same as above, as well as, perform diagnostic & therapeutic procedures; assist in instructions of nursing & veterinary students; may have direct teaching responsibility. **Qualifications: TECH I:** Completion of accredited Animal Health Tech Program or degree in animal science or three yrs. Vet Tech experience; state certification/licensure may be necessary. **TECH II:** Same as above as well as, at least two yrs. experience as Veterinary Technician I or equivalent required. **Grade:** G8/G10; **Range:** \$18,481-23,132/22,013-27,427 10-22-96 VHUP-WARDS

**PHARMACY ASS'T. I** (101264RS) G8; \$16,171-20,240 10-18-96 Large Animal Hospital

**RESEARCH SPECIALIST I** (091092RS) (On-going contingent upon grant funding) (Position located in Kennett Square, PA - there is no public transportation) P2; \$22,351-29,098 9-16-96 Clinical Studies

**CLERK ACCOUNTING II** (40 HRS) (091079RS) (Position located in Kennett Square, there is no public transportation) G8; \$18,481-23,132 9-11-96 Large Animal Hospital

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

## VICE PROVOST/UNIVERSITY LIFE

*Specialist: Clyde Peterson*

**VETERANS UPWARD BOUND COUNSELOR** (101255CP) (On-going contingent upon grant funding) P3; \$24,617-31,982 10-14-96 Academic Support Programs

## WHARTON SCHOOL

*Specialist: Janet Zinser*

**ASSOC. DIR. VI** (091121JZ) P8; \$39,655-52,015 9-24-96 WCIT

**ASSOC. DIR. VI/VII** (101219JZ) P8/P9; \$39,655-52,015/\$43,569-57,217 10-9-96 Undergraduate Division

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

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

**DIR. VIII** (101324JZ) P11; \$56,135-70,246 10-18-96 Finance & Administration

**INFORMATION SYSTEMS SPECIALIST I/II** (101276JZ) P3/P5; \$24,617-31,982/29,664-38,677 10-17-96 WCIT

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

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

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

**SPECIALIST, ENVIRONMENTAL PROGRAMS (SBDC)** (081032JZ) P6; \$32,857-42,591 9-11-96 Wharton Snider Entrepreneurial Center/Pennsylvania SBDC

**SYSTEMS PROGRAMMER III** (101277JZ) P8; \$39,655-52,015 10-17-96 WCIT



## Environmental Health and Safety Training Program Schedule

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

**Introduction to Laboratory Safety at Penn** (Chemical Hygiene Training): Provides a comprehensive introduction to laboratory safety practices and procedures at Penn and familiarizes the laboratory employee with the Chemical Hygiene Plan. This course is designed for employees who have not previously attended Laboratory Safety at the University. Required for all University employees who work in laboratories.

November 6, 10:30-11:30 a.m., John Morgan Lecture Room 1962.

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

November 25, 2:30-3:30 p.m., John Morgan Lecture Room B.

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

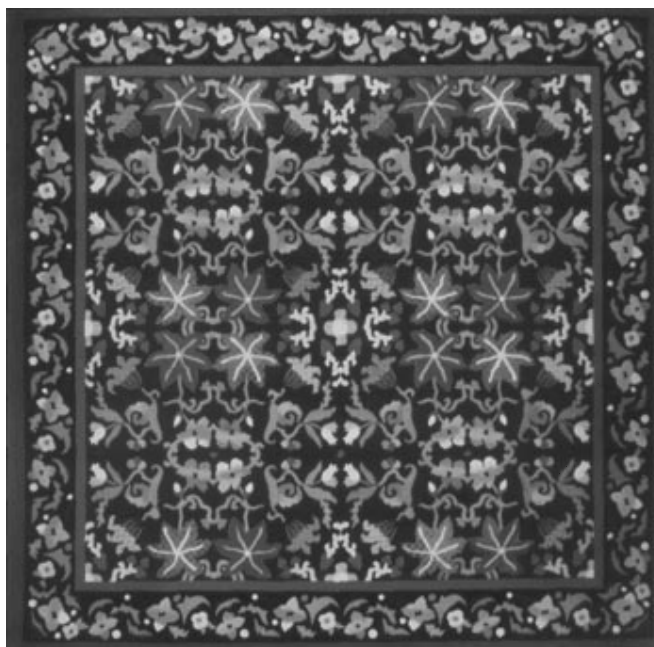
November 14, 2:30-3:30 p.m., John Morgan Lecture Room B.

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

November 11, 1:30-2:30 p.m., Austrian Auditorium.

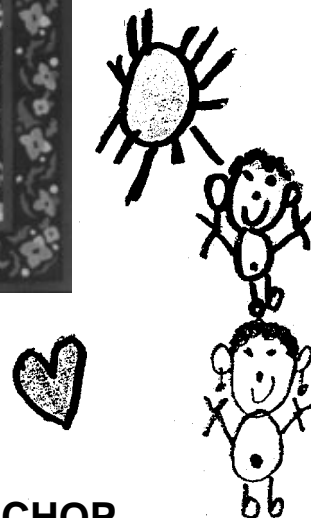
November 18, 1:30-2:30 p.m., John Morgan Lecture Room B.

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



*Painted and stenciled floorcloth, 52" x 52", by George Shinn, one of some 30 juried artists whose works will be on sale at the ICA November 1-3, to benefit children's programs at CHOP and the ICA.*

Drawing at right by Jackie Massey



## Art for Children's Sake: 5th Annual Benefit for ICA and CHOP

The Institute of Contemporary Art (ICA) and the Friends of The Children's Hospital of Philadelphia (CHOP) are co-hosting *Art for Children's Sake*, a weekend-long exhibition and sale of fine decorative and functional crafts, including ceramics, jewelry, glass, metal, wearables, and other media by more than 30 juried artists. Celebrating its fifth year, *Art for Children's Sake* will be held at the ICA, 36th and Sansom Streets, on November 1, 2 and 3.

The proceeds from the sale benefit ICA's After-School Program for West Philadelphia public high school students and The Children's Hospital of Philadelphia's Child Life Department, which cares for young patients' special emotional and social needs during their hospital stay.

To kick off the event, a cocktail party with a preview of the works for sale will be held on Friday evening, November 1, from 6-10 p.m. Admission to the preview is \$40 for ICA members and members of Friends of CHOP, \$45 for non-members. Patrons receive two tickets and one limited edition gift for \$140. To make reservations and tickets call Lauri Mufson at the ICA, 898-7108.

The show and sale continues Saturday and Sunday, 11 a.m.-5 p.m., admission is \$3, children under 12 are free. The event is sponsored by CIGNA Foundation, Commerce Bank, and Arthur Andersen & Co., S.C.

## Forms of Payment at the Computer Connection

*To All Purchasers on University Accounts:*

This is to outline valid forms of payment for departmental purchases at the Computer Connection. You may use FinMis generated purchase orders, the Penn ProCard, and the new Computer Connection requisition form.

The requisition form is for exclusive use at the Computer Connection (the Bookstore will have its own requisition in the near future).

Details on proper use of the Computer Connection requisition are:

1. The requisitions are available for pick-up at the Computer Connection. Any representative from a University department with a valid PENNCard can obtain the blank forms. We will be distributing the forms in quantities of 15 per visit.

2. Purchases on a requisition can total up to \$5000 (this is an increase over the previous limit which was \$500).

3. As in the previous system, the requisition form *must* be embossed with a valid TAC card,

signed by the appropriate administrator, and must include the 26-digit departmental budget code. Incomplete forms will be invalid for purchase.

4. The header of the form should contain the departmental information. The PENNCard ID number of the *bearer* of the requisition should be filled out in the appropriate space.

5. Upon presentation for payment at the store, the *bearer* of the requisition is required to present a valid PENNCard; the bearer should sign the requisition at the time of purchase.

The requisitions are available immediately at the Computer Connection. Because they are forms of tender, we are asking that you have a representative obtain the forms in person at the store.

Please do not hesitate to contact me if you have any questions: phone 898-3102, fax 898-0647, or e-mail: [bradie@pobox.upenn.edu](mailto:bradie@pobox.upenn.edu)

—Christopher Bradie, Manager

## Sporting Through the Generations

In celebration of National Physical Therapy Month, the University Health System will present an all-day health clinic on Wednesday, October 30 from 10 a.m.-6 p.m. at Penn Therapy and Fitness, 3624 Market Street, on the ground floor west. The event, *Sporting Through The Generations*, is free and open to the entire community. There will be 10-15 minute talks by Penn Health System staff throughout the day. The schedule:

- 10:00 a.m. *Physical Therapy as a Profession*
- 10:30 a.m. *Penn's Center for Adapted Sports*
- 11:00 a.m. *CV Adaptation to Exercise*
- 11:30 a.m. *Importance of Warm-Up/Stretching*
- 12:00 noon *Running Overuse Injuries*
- 12:30 p.m. *Shoulder Injuries in the Athlete*
- 1:00 p.m. *Golf Swing Mechanics*
- 1:30 p.m. *Common Golfing Injuries*
- 2:00 p.m. *Rest, Ice, Compression, Elevation*
- Acute Management of Injuries*
- 2:30 p.m. *Nutritional Considerations*
- 3:00 p.m. *Benefits of Aquatic Exercise*
- 3:30 p.m. *Exercise for the Physically Challenged*
- 4:00 p.m. *Foot and Ankle Injuries in Sport*
- 4:30 p.m. *Selecting Appropriate Footwear*
- 5:00 p.m. *Abdominal Exercise—Fact & Fiction*
- 5:30 p.m. *Strength Training Principles*

In addition to the talks, there will be door prizes raffled to benefit Penn's Center for Adapted Sports, an organization committed to maintaining athletic opportunities for physically challenged athletes. For more information, call Mike Shaffer at 349-5585 or Laura Nunno at 662-3265.



# Update

OCTOBER AT PENN

## DATE CHANGE

The Confidential Rape Survivors Support Group at the Women's Center will begin on *Thursday, November 7*, and end on Thursday, December 12. Registration deadline: November 5. Call 898-8611 or stop by the Center at 3643 Locust Walk.

## MEETING

**30 WXPB Policy Board:** 12-1:30 p.m.; Hous-ton Hall; info: 573-3340 (WXPB).

**Deadlines:** The deadline for the December at Penn calendar is *November 12*. The deadline for the weekly update is each Monday for the following week's issue.

## To Faculty/Staff Parents:

If your college age children will be home for winter, spring and summer breaks, they may be able to find employment within the Department of Recreation.

For more information contact Gloria Chapman, 898-6102.

— *Helene Hamlin, Fiscal Coordinator, Recreation Department*

## 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 14 through 20, 1996**. Also reported were **Crimes Against Property**, including 41 thefts (including 4 burglaries, 2 thefts of auto, 8 thefts from auto, 7 of bikes and parts); 4 incidents of criminal mischief and vandalism; 1 of forgery & fraud. Full crime reports are in this issue of *Almanac* on the Web (<http://www.upenn.edu/almanac/v43/n10/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 14 and 20, 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:** Threats & harassment—2

10/15/96 10:42 AM Kings Court Unwanted calls received  
10/16/96 4:56 PM 3423 Walnut St. Employee threatened by customer

**38th to 41st/Market to Baltimore:** Robberies (& attempts)—2, Simple assaults—3, Threats & harassment—1

10/14/96 5:54 PM 4000 Blk. Walnut Complainant struck by unknown person  
10/16/96 2:46 PM High Rise North Racial slurs written on visitor pass  
10/17/96 2:19 PM 106 S. 38th St. Unknown suspect with gun took cash from complainant  
10/20/96 1:35 AM 41st & Spruce 2 complainants robbed/arrested  
10/20/96 2:07 AM Sigma Phi Epsi 2 juveniles assaulted during party  
10/20/96 2:29 AM 208 S. 40th St. Male assaulted by unknown male

**41st to 43rd/Market to Baltimore:** Robberies (& attempts)—1

10/20/96 11:31 PM 42nd & Baltimore Male from previous robbery identified/arrested

**30th to 34th/Market to University:** Aggravated assaults—1, Simple assaults—1

10/17/96 5:27 PM Hutchinson Gym Officer struck by suspect/arrested  
10/20/96 3:12 PM 200 Blk. 33rd Male assaulted by other male/suspect fled area

**Outside 30th to 43rd/Market to Baltimore:** Robberies (& attempts)—1

10/16/96 2:13 PM 46th & Osage Complainant robbed by unknown suspect

### Crimes Against Society

**38th to 41st/Market to Baltimore:** Disorderly conduct—1, Alcohol & drug offenses—1

10/20/96 1:34 AM 4000 Blk. Spruce Person stopped for possible possession narcotics  
10/20/96 9:51 PM 200 Blk. 40th Male stopped for unwarranted behavior/arrest

**41st to 43rd/Market to Baltimore:** Weapons offenses—1

10/17/96 9:46 PM 4300 Blk. Locust Weapons confiscated from vehicle/arrest



# Almanac

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URL: <http://www.upenn.edu/almanac>

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## As Daylight Saving Time Comes to an End,



## Some Tricks for Traveling More Safely

Yes, it is that time again: the clock went back one hour at 2 a.m. on Sunday, October 27. Everybody lost an hour of daylight at the end of the day, just when most of us are homeward bound—and the criminal gained an hour of prime-time darkness in which to work. From the Penn Police's Victim Support and Special Services unit, here are some tips for everyone who uses public transportation to get

### Public Transportation Safety Tips

- Become familiar with the different bus and trolley routes and their schedules. SEPTA schedules and general information are now posted on the Web—the URL is <http://www.libertynet.org/~septa/>. The Victim Support office, located at 3927 Walnut Street, has print copies of the following SEPTA schedules:

21, 42, 40, and 48 bus schedules  
10, 11, 13, 34, and 36 trolley schedules

- When traveling at night it is better to use above-ground transportation systems. Buses, the above-ground stretches of subway/surface lines and elevated lines give less cover for criminal activity.
- If you do travel underground, be aware of the emergency call boxes on the platform. These phones contact the SEPTA Police. The phones operate much like the University's Blue Light Phones. To operate the SEPTA Phone, push the button. A SEPTA operator will identify your transit stop and assist you immediately.
- Whenever possible, try to sit near the driver.
- In the subway station stand back from the platform edge.
- Don't fall asleep! Stay Alert!

### Emergency Phones at Subway Stops

**30th & Market Street** — Subway surface SEPTA Emergency Phone located near the middle of the platform on the wall.

**33rd & Market Street** — SEPTA Emergency Phone on both the east and west platforms on the wall near the middle of the platform.

**34th & Market Street** — SEPTA Emergency Phone on the (E) platform for east- and west-bound trains.

- Blue Light Emergency Phone located at 34th & Chestnut outside of the lot on the northeast corner; also on the Law School's southwest corner of 34th & Chestnut.

**36th & Sansom Street** — SEPTA Emergency Phone on both the east and west platforms on the wall near the middle of the platform.

- Blue Light Emergency Phone located at King's Court/English House on the northeast wall above the subway entrance.

**37th & Spruce Street** — SEPTA Emergency Phone near the middle of the west bound platform on the wall. SEPTA Emergency Phone near the middle of the east-bound platform.

- Blue Light Emergency Phone located across the street at the entrance to the Quad. In Dietrich Gardens near the east-bound entrance to the subway. Also, outside on the wall to the entrance of the Steinberg-Dietrich cafeteria.

**40th & Market Street** — El subway stop; SEPTA Emergency Phone located on the platform on the wall near the cashier.

For additional safety tips contact Victim Support at 898-4481/6600, 3927 Walnut Street. The unit is staffed from 8:30 a.m. to 11 p.m. Mondays through Fridays and its 898-6600 line is a 24-hour one.

For emergencies contact the University of Pennsylvania Police Department by using the Blue Light Phones or call 511 on campus, or call 573-3333 for off-campus.

To contact the Philadelphia Police Department call 911.

### During Peak Hours: Watch Out for Pickpockets

*Here are eight things pickpockets don't want you to know.*

1. Never display money in a crowd. (Think this through before you leave the safety of your office, so you aren't fumbling in public with your purse or wallet.)
2. Never wear necklaces, chains or other jewelry in plain view.
3. Handbag: Carry tightly under your arm with the clasp toward your body. Never let it dangle by the handle. Keep it with you at all times and always keep it closed. Never place it on a seat beside you.
4. Wallet: Carry in an inside coat pocket or side trouser pocket.
5. Immediately check your wallet or purse when you are jostled in a crowd. (And then be doubly watchful, because the jostling may have been a ploy to get you to reveal where you carry your money.)
6. If your pocket is picked, call out immediately to let the operator and your fellow passengers know there is a pickpocket on the vehicle.
7. Beware of loud arguments and commotions aboard vehicles or on station platforms. Many times these incidents are staged to distract your attention while your pocket is picked.
8. If you suspect pickpockets at work on a particular transit route or subway station, call SEPTA Police Hotline, 580-4131. It's answered 24 hours a day. You do not have to give your name. Trained personnel will take your information and see to it that something gets done. Also, notify Penn Police at 511 or Victim Support at 898-4481.

### Traveling During Non-Peak Times

- If possible use above-ground transportation.
- If you use subways, stand near the SEPTA call box.
- If possible use the Market-Frankford El (elevated lines). In case of an emergency there is a cashier's booth staffed during hours of operation.
- If possible travel with a companion(s).

### Halloween Safety, Too

This is also a good weekend to pass along to your children and the neighbors' some Halloween Safety Tips:

- Trick-or-treat in your neighborhood.
- Only call on people you know.
- Never go out alone. Go with friends. Ask your mom or dad, older sister or brother, or a neighbor to go along.
- Stay in well-lighted areas.
- Wear white or reflective clothing.
- Carry a flashlight, glowstick, or reflective bag.
- Watch out for cars.
- Have your parents inspect all treats before you eat them.

*In the event of an emergency call:*

Philadelphia Police	911
University of Pennsylvania Police	573-3333
Children's Hospital of Philadelphia	590-3480
Poison Control Center	386-2100



# November

## AT PENN



From the collection of Harris N. Hollin: an exhibit of hand-colored illustrated books at the Rosenwald Gallery, Van Pelt-Dietrich Library.

Left: Black-Winged Parakeet, Plate VIII from Pierre Brown's Nouvelles illustrations de zoologie (London 1776).

The Library's Showcase Homecoming 1996 features a tour of the English Novel exhibit in the Kamin Gallery at 10 a.m., November 2; followed by a tour of the Hollin exhibit at 11 a.m.

For a full Showcase schedule, see the website ([www.library.upenn.edu/friends/showcase/showcase.html](http://www.library.upenn.edu/friends/showcase/showcase.html)) or the October 29 issue of Almanac.

Mr. Hollin leads a workshop on the exhibit on November 12; for information or to register, call 898-7552.

### ACADEMIC CALENDAR

- 2** Homecoming.  
**4** Advanced Registration, Spring Term. Through Nov. 17.  
**15** Family Weekend. Through Nov. 17.  
**27** Thanksgiving Recess begins at close of classes. Classes resume Dec. 2.

### CHILDREN'S ACTIVITIES

**2** African Safari; children ages 8-12, join an imaginary safari, select a favorite animal and design a dance mask; 10 a.m.-noon; University Museum; \$5/materials fee; registration; 898-4016.

**6** Laura Ingalls Wilder: Growing Up on the Prairie; ArtsPower's musical about the author's childhood; 10 a.m. & 12:30 p.m.; Zellerbach Theatre, Annenberg Center; \$6; tickets: 898-6683. Repeated Nov. 7.

### Everybody Makes Music

Concerts for children ages 6 to 12 years old and their families; 1 p.m.; \$6, \$3/kids 12 and under. Tickets: 893-1145.

**3** Music for Little People: Jewish Version; part of the Inter-Galactic Jewish Music Festival.

**16** Voice; several musicians offer a sampling of singing styles showing how singers use their voices to make different sounds including those used in opera, jazz, rap and Indian classical music.

### CONFERENCES

**1** Clergy Managing Conflict: Gaining Insight and Learning Skills; 8:30 a.m.-2:30 p.m.; registration/info: 382-6680 (Penn Council for Relationships).

**7** Milk, Matter and Multi-Gigabits: Putting Physics to Work; Paul Langacker, Anthony Garito, Arjun Yodh and Larry Gladney, physics; 6 p.m.; New York Penn Club, 30 W. 44th St., NYC; registration: 898-5262 or [mastroie@ben.dev.upenn.edu](mailto:mastroie@ben.dev.upenn.edu) (Arts & Sciences).

**9** Everyday Life in the Ancient Roman World; registration, 9 a.m.; opening remarks, Jeremy Sabloff, Museum Director and Stuart Fleming, MASCA and curator of upcoming exhibit on Roman glass, 10 a.m.; lectures follow; closing reception, 6 p.m.; Roman Banquet, with dinner speakers Donald White, Mediterranean Section, Museum, and David Reynolds, Michigan, 7 p.m.; University Museum; \$70, \$60/members, seniors and full-time students with ID; box lunch: \$11; banquet: \$55; registration/info: 898-4890 (Museum).

**18** The Art and Science of Obtaining Federal Funding; annual grant writing seminar includes lecture Perspectives for Research Opportunities from the National Institute of Health, Stephen Katz, National Institute of Arthritis and Musculoskeletal and Skin Diseases; 1-4 p.m.; Dunlop Auditorium, Stemmler Building; registration: 898-1205 or [alamin@mail.med.upenn.edu](mailto:alamin@mail.med.upenn.edu) (Vice Dean for Research and Research Training).

**22** Hypnerotomachia-Poliphili: Celebrating Francesco Colonna's Late-15th Century Work; registration, 10:30 a.m.; Session 1, 1 p.m.; keynote address, For the Love of Architecture: Claude Nicholas Ledoux and the Hypnerotomachia Poliphili in Late-18th Century France, Anthony Vidler, UCLA, 6:30 p.m.; reception, 7:30 p.m.; dinner, 9 p.m.; Meyerson Hall (Landscape Architecture; Architecture Ph.D. Program; GSFA). Continues Nov. 23: Session 2, 9 a.m.; Session 3, 2 p.m.; dinner, 7:30 p.m.

Cityscapes; Jack Lawlor; Burrison Gallery, Faculty Club. Through Nov. 29.

Central Asian Weavings from the Russian Ethnographic Museum; University Museum. Through Jan. 5.

One House, One Voice, One Heart: Native American Education at the Santa Fe Indian School; Museum. Through Jan. 5.

Time and Rulers at Tikal: Architectural Sculpture of the Maya; Museum. Through Fall 1997.

Watercolors: Medicinal Plants of Shakespeare; Morris Arboretum.

### Ongoing

Ancient Greek World; Living in Balance: Universe of the Hopi, Zuni, Navajo and Apache; Ancient Mesopotamia: Royal Tombs of Ur; The Egyptian Mummy: Secrets and Science; Raven's Journey: World of Alaska's Native People; Buddhism: History and Diversity of a Great Tradition; Museum.

Healing Plants: Medicine Across Time and Cultures; Morris Arboretum.

### FILMS

#### Film/Video Project

Films and programs at Int'l House; full descriptions: <http://www.libertynet.org/~ihouse>; tickets (unless noted): \$6, \$5/members, students, seniors, \$3/children under 12; foreign language films with subtitles (unless noted); info/tickets: 895-6542; repeat dates and time in italics.

**9** Independence Day; open captioned; 7 p.m. Nov. 10, 3 p.m.

**14** Target (Sandip Ray, India, 1995); Satyajit Ray's last produced screenplay, directed by his son; 7 p.m. Nov. 15, 7 p.m.; Nov. 16, 5 & 9 p.m.; Nov. 17, 4 & 6:15 p.m.

**21** The Tin Drum (Schlondorff, Germany, 1979); new 35mm print; 8:45 p.m. Nov. 22, 1 & 8:45 p.m.; Nov. 23, 4 & 7 p.m.; Nov. 24, 5:30 p.m.

Independent Film/Video Ass'n Registration: 895-6594.

**2** INPUT Philadelphia; International Public Television Screening Conference; free; 9 a.m.-6 p.m.; reservations: 483-5417.

**16** Casting and Directing the Actor; workshops with Ayoka Chenzira and The Philadelphia Casting Company; 12-3 p.m.; \$145, \$135/members. Continues Nov. 24, Dec. 7 & 14, 12-3 p.m.

#### Halloween Horror Series

**1** La Ofrenda (Portillo and Munoz, USA, 1989); 1 & 7 p.m.

Cronos (Del Toro, Mexico, 1994) 8:15 p.m.

The Addiction (Ferrara, USA, 1995); 10 p.m.

**2** Scream-a-thon!; A Chinese Ghost Story (Ching, Hong Kong, 1987); 5 p.m.; Nosferatu The Vampire (Herzog, Germany, 1979); 7 p.m.; The Shining (Kubrick, UK, 1980); 9:15 p.m.; Suspiria (Argento, Italy, 1977); midnight; see all four films for \$12.

#### Philadelphia Connections

**6** Focus Philadelphia; premiere of three new videos; free; 6:30 p.m.

**7** Institute Benjamenta (The Brothers Quay, UK, 1996); 7 and 9 p.m. Nov. 9, 9:30 p.m.; Nov. 10, 8:15 p.m.

**10** Bontoc Eulogy (Fuentes, US, 1995) and Spirits Rising (Diaz, US, 1995); 6 p.m.

#### Delta Film Festival

Works by filmmakers from the African diaspora; free (Philadelphia Alumnae Chapter, Delta Sigma Theta Sorority).

**9** Once Upon a Time When We Were Colored (Reed, USA, 1995); 2 p.m.

**24** Man by the Soul/L'Homme sur les Quais (Peck, France, 1992); 2:30 p.m.

#### New Docs

**13** Mother Dao the Turtlelike (Monnikendam, The Netherlands, 1995); 7:30 p.m.

**15** Paris Was a Woman (Schiller, UK, 1996); 1 & 9:15 p.m. Nov. 16, 7:15 p.m.; Nov. 17, 8:30 p.m.

**20** Calling the Ghosts (Jacobson & Jelicin, US/Croatia, 1996); 7:30 p.m.

**21** Predictions of Fire (Benson, US/Slovenia, 1995); 7 p.m. Nov. 22, 7 p.m.; Nov. 23, 9:45 p.m.; Nov. 24, 8:15 p.m.; Nov. 25 & 26, 7:30 p.m.

### MUSIC

**17** African Rhythms; rhythms and dances of West Africa, the Caribbean and South America performed by Penn's only African drum and dance troupe; 2:30 p.m.; University Museum. Troupe also performs at the Annenberg School Theater, Nov. 24 & 25, 8 p.m.

#### Curtis Organ Concerts

Free concerts at Irvine Auditorium; 12:05-12:35 p.m.

**5** Kevin Chun; Sibelius's Finlandia.

**12** To be announced.

**19** Karen Whitney.

#### Music Department

Free performances at 8 p.m..

**15** Bawdy Music of the Renaissance and Baroque; William Parberry directs Ancient Voices; Room B1, Meyerson Hall.

**16** University Symphony Orchestra; Ricardo Averbach conducts Respighi's The Pines of Rome, Ravel's Ma Mere L'Oye and Mozart's Horn Concerto No. 3; Cathedral Church of the Saviour, 38th & Chestnut Sts.

**19** Early Music at Penn; Gwyn Roberts directs the Penn Baroque Ensemble and Recorder Ensemble and William Parberry directs Penn Madrigal Singers; 8 p.m.; Bodek Lounge, Houston Hall.

**22** University Choir; William Parberry directs Fünf Lieder, Opus 104 by Brahms, Welcome Glorious Morn (1691) by Purcell, Marian motets by des Pres and selected Italian madrigals; Cathedral Church of the Saviour.

#### Folklife Center

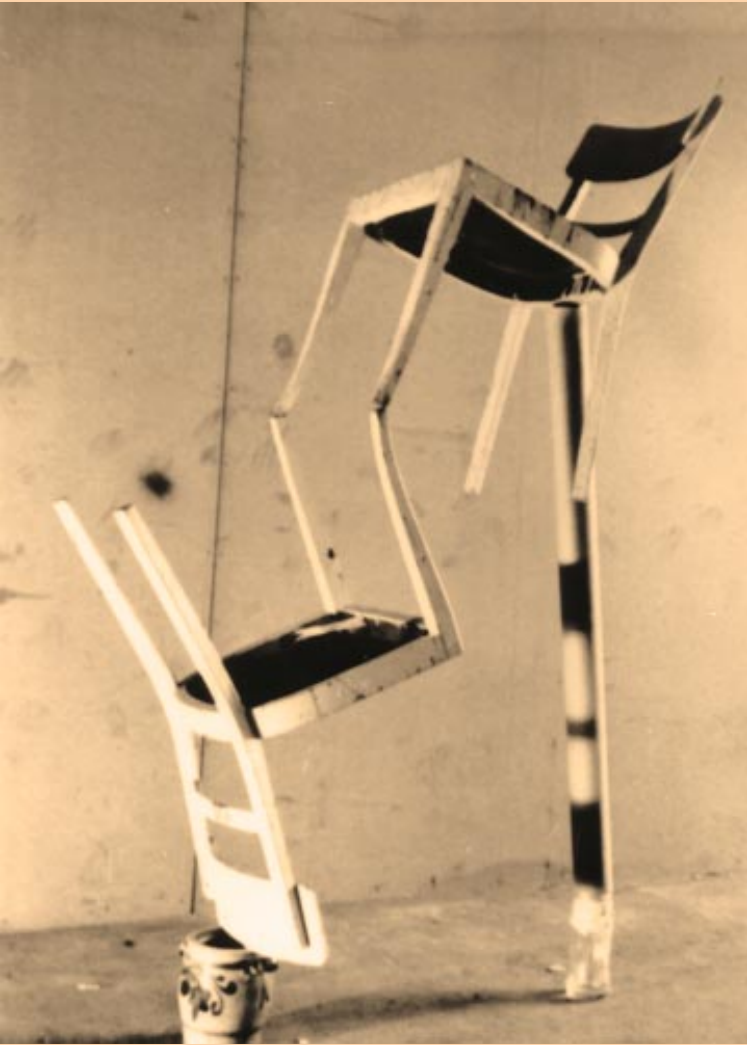
Concerts at International House; tickets: \$15, \$13/students & seniors, \$10/members; day-of-show tickets: at International House box office two hours prior to show; advance tickets at Upstages: 893-1145.

**3** John Zorn's Masada; avant-garde improv master John Zorn, along with Greg Cohen, Joey Baron, and Dave Douglas, experiment with Jewish klezmer music; part of the Inter-Galactic Jewish Music Festival; 7 p.m. (Folklife Center; Jewish Exponent).

**8** Sviraj; Raczar Lopatic, Jr., Steve Wagner and Danilo Yanich, perform music from the Balkan communities of Eastern Europe and North American; 8 p.m.; preceded by an Eastern European folk dance workshop (Folklife Center; Folk Dance Council of the Delaware Valley).

### ON STAGE

**7** The Mask Dance of Korea; sixteen leading dancers from the Korean Traditional Performing Arts Center in Seoul perform traditional music and mask dance drama including the Pongsan and Songpa Mask Dances and the Pukch'ong Lion Dance Drama; pre-performance video and introductory lecture by dancer, In-Young Sohn; 7:30 p.m.; Harrison Auditorium, University Museum; \$18, \$15/members and seniors; \$10/full-time students with ID; information/tickets: 898-4890 (Museum; Center for East Asian Studies).



By Peter Fischli and David Weiss, Outlaws from Stiller Nachmittag (Quiet Afternoon), 1984-85, color photograph, from the new ICA exhibit, In a Restless World.

**22** Lady Dither's Ghost; Stimulus Children's Theater production of a musical version of a Sherlock Holmes mystery; written by Dumont Howard; music by Tom Judson; 7 p.m.; Houston Hall Auditorium; \$5; information: 417-1470. Repeated Nov. 23, 2 and 7 p.m.; Nov. 24, 2 p.m.

#### Annenberg Center

Tickets/information: 898-6791; repeat dates and times in italics.

**4** Previewers; Philadelphia Festival Theatre for New Plays' reading of a new play; 7 p.m.; free.

**13** Much Ado About Nothing; annual performance by five actors from the London Stage, this time: Shakespeare's romantic comedy; 10:30 a.m. & 7 p.m.; Zellerbach Theatre; \$26, \$12/students. Nov. 15, 8 p.m.

**18** Sankai Juku; Japanese modernist Butoh dance; Dance Celebration; 8 p.m.; Zellerbach Theatre; \$38, 18/students. Nov. 19, 8 p.m.

#### Theatre Arts

Performances in the Studio Theatre; 8 p.m.; \$5; tickets on Locust Walk and at the Annenberg Box Office

**14** Revenger's Tragedy. Repeated Nov. 15 and 16.

**21** Downtown Diner. Repeated Nov. 22 and 23.

### SPECIAL EVENTS

**1** Fall Crafts Fair; 10 a.m.-6 p.m.; Locust Walk (SPEC).

Art for Children's Sake; fifth annual benefit for the Institute for Contemporary Art's After-School Program and the Children's Hospital of Philadelphia includes weekend-long exhibition and sale of fine crafts; cocktail party and preview sale, Nov. 1, 6-10 p.m.; sale, Nov. 2-3, 11 a.m.-5 p.m.; ICA; information: 898-7108.

**3** Morris Arboretum Tour for New Members; Paul Meyer, Director; 2 p.m.; Widener Education Center, Arboretum; reservations: 247-5777 ext. 255 (Morris Arboretum).

**20** Wine and the Vine in Ancient Times; wine tasting, flavor tests and talks with Patrick McGovern, MASCA; Regina Lutz, Robert Mondavi Winery; Marcia Levin Pelchat, Monell Chemical Senses Center, Philadelphia; 7 p.m.; Lower Egyptian Gallery, University Museum; \$20, \$8/members; reservations by Nov. 15: 898-4890.

#### Faculty Club

Reservations: 898-4618.

**2** Homecoming Football Brunch; Penn v. Yale game; 11 a.m.-1:30 p.m.; \$12.75 (plus 18% service charge).

**18** Football Brunch; Penn v. Harvard game; 11 a.m.-1:30 p.m.; \$12.75 (plus 18% service charge).

**20** Wine Tasting Dinner; 5:30-8 p.m.; \$25 (plus 18% service charge).

### SPORTS

Tickets for fall sports events, except football, are free. For football tickets: 898-6151.

Home locations: field hockey, football: Franklin Field; soccer, Rhodes Field; volleyball, The Palestra; crew: Schuylkill River.

**1** Field Hockey v. Yale, 7 p.m.; Volleyball v. Cornell, 7 p.m.

## Almanac

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URL: <http://www.upenn.edu/almanac>

Unless otherwise noted all events are open to the general public as well as to members of the University. For building locations, call 898-5000 between 9 a.m. and 5 p.m. Listing of a phone number normally means tickets, reservations or registration required.

This November calendar is a pull-out for posting. Almanac carries an Update with additions, changes and cancellations if received by Monday noon prior to the week of publication. Members of the University may send notices for the Update or December at Penn calendar.



FITNESS/LEARNING

**2** *Locust Walk Mile Run/Walk*; new Homecoming tradition; 9:30 a.m.; start: 40th St. & Locust Walk; \$3; medallions for top 100 male and top 100 female runners and top 50 walkers; t-shirts for top 50 males and top 50 females; registration: Recreation Dept., Hutchinson and Gimbel Gyms, Mon.-Fri., 9 a.m.-5 p.m. (Rec. Dept.).

*The More Things Change: Health and Healing in East and Southern Africa*; adult workshop; 10:30 a.m.-noon; University Museum; \$7.50, \$5/members; registration: 898-4890.

**7** *Confidential Rape Survivor's Support Group*; 5:30 p.m.; Women's Center, 3643 Locust Walk; registration: 898-8611; registration deadline: Nov. 5. *Weekly through Dec. 12 (omit Nov. 28).*

**9** *Neuro-ophthalmology Update 1996*; Continuing Medical Educ.; 8 a.m.-noon; Scheie Eye Inst.; registration: 662-8141.

**16** *Pre Cana*; for engaged couples planning to get married in the Roman Catholic Church; 8 a.m.-5 p.m.; Newman Center; information: 898-7575.

*The Penn Preview*; for adults interested in earning an undergraduate degree at the College of General Studies; 9:30 a.m.-12:30 p.m.; \$10 (credited towards application fee for those who apply to CGS); info/registration: 898-3524 (CGS).

**25** *Computer Security Awareness Day*; focus on individual responsibility; hand-outs and tips on keeping computers secure; 9-11 a.m.; Computer Resource Ctr., 38th & Locust Walk. *Rain date: Nov. 26.*

*Buddhist Meditation*; 1-2 p.m.; Christian Association Chapel. *Wednesdays through Dec. 4.*

*English Language Programs Evening Course Registration*; classes meet 6-8:30 p.m.; *Speaking and Listening*, Mondays and Wednesdays, Nov. 18-Dec. 18, \$290; *TOEFL Prep*, Tuesdays and Thursdays, Nov. 19-Dec. 19, \$290; *Business Writing*, Thursdays, Nov. 7-Dec. 19, \$145; \$10 fee for late registrants; info: 898-8681.

*Jazzercise*; 5:30-6:30 p.m.; Mon., Tues., Thurs.; Philadelphia Child Guidance Center; first class free; \$3.50/class, \$2.50/students; info: Carolyn Hamilton, 662-3293 (days), 446-1983 (evenings).

*Guided Walking Tours*; Saturdays and Sundays; 2 p.m.; admission and hours: see *Exhibits*; Morris Arboretum.

**F/SAP**  
Faculty/Staff Assistance Program noon workshops in Houston Hall, rooms to be determined; info/registration: 898-7910.

*Surviving Divorce and Separation*; call for details.

**5** *Help for Parents: What You Always Wanted to Know About Substance Abuse. Caregivers Support Group. Every first Tuesday.*

**6** *Sobriety Group. Every Wednesday.*

**12** *When Someone You Love is Addicted.*

**26** *Coping with Depression.*

**Home-Buying Seminars**  
Registration: 898-7256 (Treasurer's Office).

**1** *Home Buying Session*; with representatives from Mellon Bank; noon & 1 p.m.; Rm. 720, Franklin Bldg.

**4** *One-on-One Counseling Sessions*; with Allied Mortgage Company representatives; hourly from 11 a.m.-3 p.m.; Rm. 720, Franklin Bldg. *Sessions Nov. 15 with Chase Manhattan Bank, Nov. 18 with Sovereign Bank, Nov. 26 with Jefferson Bank.*

**14** *University Mortgage Program Seminar*; with representatives from Berean Federal Savings Bank; noon & 1 p.m.

**School of Social Work**  
*Continuing Education Series*; School of Social Work; info: 898-5526; \$85/full-day, \$50/half-day, discounts available.

**8** *Optimizing the Effectiveness of Strategic Intervention with Clients and Organizational Systems*; 9 a.m.-4 p.m.

*One Stop Shopping: Community Partnerships, Family Centers and Seamless Services*; 9 a.m.-4 p.m.

*Surfing the Net: Resources for Social Workers*; 1-4 p.m.

**11** *Why Social Workers, Geriatric Care Managers and Financial Planners Must Talk to Each Other: A Case Study*; 9 a.m.-noon.

*Diagnostic Assessment: Using the DSM IV*; 9 a.m.-4 p.m.

*Domestic Violence*; 9 a.m.-4 p.m.

**15** *Innovative Programming and Homelessness*; 9 a.m.-4 p.m.

*Six Steps to Conducting Effective Performance Appraisal Meetings*; 9 a.m.-4 p.m.

*Spiritually-Sensitive Social Work*; 9 a.m.-4 p.m.

*Planning Your Next Crisis: When the Media Calls*; 1-4 p.m.

**18** *Intervening with Substance-Abusing Youths and their Families*; 9 a.m.-noon.

*Teen Pregnancy*; 9 a.m.-noon.

*Three R's Revisited: Reduction, Reorganization and Rebuilding*; 9 a.m.-4 p.m.

*Working with Families of Adults with Mental Illness*; 9 a.m.-4 p.m.

**22** *Managing with Ambiguous Authority*; 9 a.m.-noon.

*Program Evaluation in a Managed Care Environment*; 9 a.m.-noon.

*Understanding the Revised NASW Code of Ethics: Guidelines for Practitioners*; 9 a.m.-noon.

*The Role of Public Health and Social Work: Partners in Advocacy and Service*; 9 a.m.-4 p.m.

*Quality and Equality: Addressing the Concerns of Lesbian, Gay and Bisexual Clients and Colleagues*; 9 a.m.-4 p.m.

FITNESS/LEARNING

**College of General Studies**  
*Special Programs*; see also *Talks* (Nov. 14); information/registration: 898-6479.

**2** *Producing Special Events for Fund Raising*; 9:30 a.m.-4:30 p.m.; \$120, \$110/Fund Raising Certificate Program.

*Writing Free: Overcoming Writing Blocks*; 9:30 a.m.-4:30 p.m.; \$80.

*Power Speaking*; 9:30 a.m.-4:30 p.m.; \$120.

**4** *The Internet for Fund Raising: Designing and Maintaining a Website*; 9:30 a.m.-4:30 p.m.; \$135, \$125/FRCP. *Repeated Nov. 19.*

**5** *The Internet: Creating a Homepage on the World Wide Web*; 6-8:30 p.m.; \$75. *Continues Nov. 12.*

**6** *Eight Great Short Stories*; 6:30-8:30 p.m.; \$60. *Wednesdays through Nov. 20.*

**9** *Decision Making Skills*; 9:30 a.m.-3:30 p.m.; \$75.

*Cultivating the Mature Market*; 9:30 a.m.-4:30 p.m.; \$120, \$110/FRCP.

*Look Good, Sound Great, Act Smart: A Practical "Acting Class" for Business Professionals*; 9:30 a.m.-4:30 p.m.; \$120.

*Dada and Duchamp*; 10:30 a.m.-12:30 p.m.; \$45. *Museum Tour, Nov. 16.*

**13** *Children's Book Production and Illustration: Advanced Critique*; 6:30-9 p.m.; \$50. *Continues Nov. 20.*

**16** *How to Maximize Annual Giving Support*; 9:30 a.m.-4:30 p.m.; \$120, \$110/FRCP.

*Musicals of Rodgers and Hammerstein*; 10 a.m.-3:30 p.m.; \$45.

**23** *Leadership in Non-Profit Organizations: Boards, Committees and Volunteers*; 9:30 a.m.-4:30 p.m.; \$120, \$110/FRCP.

*Modernity and Nostalgia in Irish Film*; 10 a.m.-4 p.m.; \$50.

**TALKS**

**1** *John Brown's Body: Political and Cultural Elites and the Legitimation of Terrorism, or, the Public Relations of Fact*; Gary Alan Fine, University of Georgia; noon; Room 111, Annenberg School (Annenberg School).

*Genes and Evolution in Human Obesity*; Albert Stunkard, medicine; 12:15-1:45 p.m.; Rm. 109, Steinberg-Dietrich (Inst. for Environmental Studies).

*Analysis of Mechanisms Regulating Neuropeptide Synthesis and Turnover*; James Roberts, Mount Sinai Medical Ctr.; Pritchett Lecture; 4 p.m.; Lecture Hall B, John Morgan Bldg. (Pharmacology; Center for Experimental Therapeutics).

*The Master of the Medieval Housebook, Some Observations*; Charles Minott, art history; 3-5 p.m.; Rich Seminar Room, Jaffe Bldg.; open to PENNCard holders (Art History).

**3** *Curator's Talk: Central Asian Weavings*; Elena Tzareva, Russian Ethnographic Museum, St. Petersburg; in conjunction with the Museum's exhibit; 2 p.m.; University Museum (Museum).

**4** *Novel Signaling Pathways in Differentiated Smooth Muscle Cells*; Kathleen Morgan, Harvard; 9-10 a.m.; White Seminar Room, White Bldg. (Urology).

*Long-term Changes in Rat Brain mRNA Levels After Cocaine Self-Administration*; Scott Mackler, medicine and psychiatry; noon; Room M100-101, John Morgan Bldg. (Pharmacology; Center for Experimental Therapeutics).

*History of Bodies/History of Genders*; Caroline Bynum, Columbia; noon-2:30 p.m.; Room 329A, 3401 Walnut (History).

*Tropomyosin: Plain and Perplexing*; Sarah Hitchcock-DeGregori, UMDNJ; 2 p.m.; Physiology Conference Room, Richards Bldg. (Penna. Muscle Institute).

*World Bank and NGOs in South Asia*; Najma Siddiqi, Anis Dani and Claude Salem, World Bank; 3-5 p.m.; Room 103-5, Williams Hall (South Asia Regional Studies).

*Nonequilibrium Fluctuations in Liquids and Polymer Solutions Subjected to Stationary Temperature Gradients*; Jan Sengers, University of Maryland; 3:30 p.m.; Room 337, Towne Bldg. (Chemical Engineering).

*Mating, Steroid Hormone Receptors and Neuronal Response in Female Rats*; Jeffrey Blaustein, UMass; 4 p.m.; Room B-26, Stiteler Hall (Psychology).

*TBA*; Alice Dreger, Michigan State; 4 p.m.; Suite 500, 3440 Market St. (History and Sociology of Science).

*Everyday Violence and Social Suffering: Confronting HIV Risk Among Homeless Heroin Addicts*; Philippe Bourgois, San Francisco State; 4:30 p.m.; Annenberg School Auditorium (Urban Studies).

*Collaboration and Ecology*; Thomas Phifer, formerly of Richard Meier; 6 p.m.; Room B-1, Meyerson Hall (GSFA).

**5** *Virtues and Vices—Scrovegini*; faculty, staff, and student discussion; 7:45-8:50 a.m.; Newman Center (Newman Ctr.).

*Cell Cycle Regulation of the Metaphase to Anaphase Transition*; Sandra Holloway, genetics; Raiziss Rounds; noon; Austrian Auditorium, Clinical Research Bldg. (Biochemistry & Biophysics).

*Déjeuner Causerie; L'Afrique Francophone*; Maryse Missoumba, French; noon-1:30 p.m.; Meeting Rm., Lauder Fischer Hall (French Institute).

*Save Our Land, Save Our Towns*; Tom Hylton, journalist; Lukens Lecture; 3 and 8 p.m.; Widener Education Center, Morris Arboretum; reservations: 247-5777 ext. 176 (Morris Arboretum).

**6** *American Jews and American Politics: Convergences and Contradictions Revisited*; Daniel Elazar, Bar-Ilan Univ.; 10 a.m.-noon; Center for Judaic Studies, 420 Walnut St. (Cntr. for Judaic Studies).

TALKS

*Health and Safety Aspects of X-ray Radiation*; Paul Heiney, physics; noon; LRSM Reading Room (Physics).

*Israeli Nation-Building and the Social Division of Space*; Oren Yiftachel, Ben-Gurion Univ.; 1-3 p.m.; Center for Judaic Studies, 420 Walnut St. (Ctr. for Judaic Studies).

*Checkpoint Control During the Fission Yeast Cell Cycle*; Nancy Walworth, UMDNJ; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar; Cancer Training Program).

*Hippocampal Network Dysfunction and the Etiology of Temporal Lobe Epilepsy*; Robert Sloviter, Helen Hayes Hospital; 4:15 p.m.; Room 140, John Morgan Bldg. (Mahoney Institute of Neurological Sciences).

**7** *Stress System Abnormalities in Melancholic and Atypical Depression: Molecular, Pathophysiological and Therapeutic Implications*; Philip Gold, National Institute of Mental Health; noon-1 p.m.; Austrian Auditorium, CRB (Psychiatry; Behavioral Health Services; Philadelphia Child Guidance Ctr.).

*Henson's Node: The Organizer of the Amniote Embryo*; David Mosser and Claudio Stern, Columbia; 3:30 p.m.; Room 109, Leidy Labs (Biology).

*Rethinking Black Liberation Past, Present, and Future*; Manning Marable, Columbia; Higginbotham Lecture; 5 p.m.; Room 110, Annenberg School (Afro-American Studies).

*Learning from Barcelona*; David Mackay, MBM Arquitectes, Barcelona; 6 p.m.; Room B-1, Meyerson Hall (GSFA).

**8** *Implementing Sustainable Development in High Consumption Societies: A Comparative Assessment of National Strategies & Initiatives*; James Meadowcroft, University of Scheffield; 12:15-1:45 p.m.; Room 109, Steinberg Hall-Dietrich Hall (Institute for Environmental Studies).

*On "Evidence" and Cezanne*; Susan Sidlauskas, art history; 3-5 p.m.; Rich Seminar Room, Jaffe Bldg.; open to all PENNCard Holders (Art History).

**11** *Objectivity and Community in Science*; Theodore Porter, UCLA; noon; Room 111, Annenberg School (Annenberg School).

*Localizing Modernity*; Kwame Anthony Appiah, Harvard; noon-2:30 p.m.; Room 329A, 3401 Walnut (History).

*Molecular Basis of the Regulation of the Lutropin/Choriogonadotropin Receptor*; Mario Ascoli, University of Iowa; noon; Room M100-101, John Morgan Bldg. (Pharmacology; Center for Experimental Therapeutics).

*NGOs, Governments and Political Development in Asia*; Julie Fisher, Yale; Room 103-5, Williams Hall (SARS).

*Blood and Bureaucracy in Japan: Law, Conflict and Compromise*; Eric Feldman, NYU; 4 p.m.; Suite 500, 3440 Market St. (H & SS).

*Ecocultural Approaches: Recent Studies of Cognitive Performance*; John Berry, Queen's University; 4 p.m.; Room B-26, Stiteler Hall (Psychology).

*Manet, Flaubert, and the Stain of Modernism*; Arden Reed; 4 p.m.; Room 201, Jaffe Building (Romance Languages; Art History).

*Constructs*; Stanley Saitowitz, UC-Berkeley; see also *Exhibits*; 6 p.m.; Room B-1, Meyerson Hall (GSFA).

**12** *Economics and Christianity*; faculty, staff, and student discussion; 7:45-8:50 a.m.; Newman Center (Newman Ctr.).

*Beyond the Cosmos: God's Extra-dimensional Metaphysics*; Hugh Ross, astrophysicist; 12-12:55 p.m.; Bodek Lounge, Houston Hall (Penn Faculty-Staff Christian Fellowship).

*Mechanisms and Therapeutic Implications of Resistance to HIV Protease Inhibitors*; John Erickson, National Cancer Institute-Frederick Cancer Center; Raiziss Rounds; noon; Austrian Auditorium, CRB (Biochemistry and Biophysics).

*Dilemmas: Schooling and Technologies*; Jan Hawkins, Education Development Center, NY; 4 p.m.; Room 110, Annenberg School; registration: 898-9794 or [vanessas@nwfs.gse.upenn.edu](mailto:vanessas@nwfs.gse.upenn.edu) (GSE).

*Traditional Modernism: The Legal Reforms of Muhammed al-Shawkani*; Ahmad Dallal, Yale; 4:30 p.m.; Room 421, Williams Hall (Middle East Center).

*Hagia Sophia: A Possible Reconstruction of the First Dome*; illustrated lecture by Ahmet Cakmak, Princeton; 6 p.m.; Rainey Auditorium, Museum; \$10, \$8/ members, seniors, full-time students with ID (University Museum).

**13** *Not by Bread Alone: Immigrant Adaptation to America and the Development of Ethnic Foodways*; Hasia Diner, NYU; 10 a.m.-noon; Center for Judaic Studies, 420 Walnut St. (Ctr. for Judaic Studies).

*Anharmonic Interactions in High Density GICs*; Chetna Bindra, MSE; noon; LRSM Reading Room (Physics).

*Universalist and Particularist Perspectives in Israel's Formative Period*; Ilan Peleg, Lafayette; 1-3 p.m.; Center for Judaic Studies, 420 Walnut St. (Ctr. for Judaic Studies).

*The Function of the p53 Tumor Suppressor Gene*; Arnold Levine, Princeton; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar; Cancer Training Program).

*Regulation of Synaptic Transmission in the CNS*; Donald Faber, Allegheny University, MCP, Hahnemann; 4:15 p.m.; Room 140, Morgan Bldg. (Mahoney Institute of Neurological Sciences).

*State Regulation of Quality and Technology*; Leonard Fishman, New Jersey Dept. of Health and Senior Services; 4:30-6 p.m.; Colonial Penn Center Auditorium (LDI Center for Health Policy).

TALKS

*After the '96 Elections and Into the 21st Century*; Mary Frances Berry, history; Kathleen Hall Jamieson, communications; Ruth Mandel, Rutgers; Penn Mid-Atlantic Panel on Women's Studies; 6 p.m.; Rm. 109, Annenberg School (Women's Studies).

**14** *Novel Messenger Molecules in the Brain and Their Clinical Relevance*; Solomon Snyder, Johns Hopkins; noon-1 p.m.; Austrian Auditorium, CRB (Psychiatry; Behavioral Health Services; Philadelphia Child Guidance Center).

*The Role of Positive Interactions in Communities: More Lessons from Intertidal Habitats*; Mark Bertness, Brown; 3:30 p.m.; Rm. 109, Leidy Labs (Biology).

*Flags and Frames: Art Works, Art Worlds, and Nations*; Nicholas Thomas, Australian National University; 4:30 p.m.; Room 329A, 3401 Walnut (Ethnohistory).

*Recent Work*; Winka Dubbeldam, Architectonics, New York; 6 p.m.; Room B-3, Meyerson Hall (GSFA).

*Must Science and Religion Conflict?*; Nelson Dorny, systems engineering; 7 p.m.; Ben Franklin Room, Houston Hall (Latter-day Saint Student Association).

*Why We Often Hafta Sleep but Never Havta Sheep: What is "Proper" English?*; Leila Gleitman, psychology and linguistics; 7-8:30 p.m.; \$5, free/CGS Special Programs participants; registration: 898-6479 (College of General Studies).

**15** *Coastal Change and Land Loss: Rates, Scales and Misconceptions*; George Oertel, Old Dominion; 12:15-1:45 p.m.; Room 109, Steinberg Hall-Dietrich Hall (Institute for Environmental Studies).

*Attitudes Towards Ukiyo-e in Late 19th and Early 20th c. Japan*; Christine Guth, art history; 3-5 p.m.; Rich Seminar Room, Jaffe Bldg.; open to PENNCard holders (Art History).

**18** *Structure-Function Relationships in MAO B Revealed by Site-Directed Mutagenesis Studies*; Creed Abell, University of Texas-Austin; noon; Room M100-101, John Morgan Bldg. (Pharmacology; Center for Experimental Therapeutics).

*Theorizing the Empirical*; Nancy Ferris, history; noon-2 p.m.; Room 329A, 3401 Walnut (History).

*Extending the Legacy: Planning America's Capital for the 21st Century*; Reginald Griffith, National Planning Commission, Washington, D.C.; 6 p.m.; Room B-1, Meyerson Hall (GSFA).

*NGOs and the Mobilization of the Landless in Bangladesh*; Khushi Kabeer, Rural Development Program, Nijira Kori, Bangladesh; Room 103-5, Williams Hall (SARS).

*TBA*; 4 p.m.; Suite 500, 3440 Market St. (H & SS).

**19** *TBA*; faculty, staff, and student discussion; 7:45-8:50 a.m.; Newman Center (Newman Center).

*Eneidine-Chromoproteins: A Wonder of Nature*; Nada Zein; Bristol-Myers Squibb; Raiziss Rounds; noon; Austrian Auditorium, CRB. (Biochem. & Biophysics).

*Palestinian Poetry in Israel, 1948-1966: The Years Under Military Law*; Waleed Khleif, Nazareth Documentation Center; 4:30 p.m.; Room 421, Williams Hall (Middle East Center).

TALKS

**20** *Jewish Solidarity and Citizenship Passion: Confronting Incompatible Doctrines During the Nazi Era*; Gulie Arad, Tel-Aviv U.; 10 a.m.-noon; Ctr. for Judaic Studies, 420 Walnut (Ctr. for Judaic Studies).

*The Interaction of Surfaces Across Rough Metal Interfaces*; Randy Knarr, chemical engineering; noon; LRSM Reading Room (Physics).

*The Dilemma of Israeli Diplomacy during Early Statehood*; Michael Feige, Hebrew U.; 1-3 p.m.; Ctr. for Judaic Studies, 420 Walnut (Ctr. for Judaic Studies).

*Telomere Function in Mammals*; Titia deLange, Rockefeller University; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar; Cancer Training Program).

*The Emperor's Old Clothes: Classical Narratives in Early Modern Japan*; Lawrence Marceau, University of Delaware; 4:30 p.m.; Room 421, Williams Hall (Center for East Asian Studies).

*The Future of Private Sector Technology Assessment*; Robert Rubin, The Lewin Group; 4:30-6 p.m.; CPC Auditorium (LDI Center for Health Policy).

*Tumbling*; Diane McKinney-Whetstone, SAS Alumni reads from her novel; 4 p.m.; ICA (SAS).

**21** *Compulsive Buying and Binge Eating*; Susan McElroy, University of Cincinnati; 12-1 p.m.; Austrian Auditorium, CRB (Psychiatry; Behavioral Health Services; Philadelphia Child Guidance Ctr.).

*Programmed Cell Death During the Hypersensitive Response in Higher Plants*; Eric Lam, Rutgers; 3:30 p.m.; Room 109, Leidy Labs (Biology).

*Optical Coherence Control of Electron Populations and Electrical Currents in Semiconductors*; Henry van Driel, U. of Toronto; Condensed Matter Physics Seminar; 4 p.m.; LRSM Lecture Hall (Physics).

*Exhibit Tour & Talk*; with Richard Torchia, artist and independent curator; in conjunction with *Fischli and Weiss Exhibit*; 6 p.m.; ICA (ICA)

**22** *Limits and Possibilities of Iconography: Figuring Out the Kalenderhane St. Francis Cycle*; Cecil Striker, art history; 3-5 p.m.; Rich Seminar Room, Jaffe Bldg.; open to PENNCard holders (Art History).

**25** *Women, NGOs and Development in India*; Rekha Mehra, International Center for Research on Women, Washington, D.C.; 3-5 p.m.; Room 103-5, Williams Hall (SARS).

*Thinking and Writing About the Future*; Paul Kennedy, Yale; 2-4 p.m.; Rm. 329A, 3401 Walnut (History).

*Biomechanical Modeling of Central Nervous System Injury*; David Meaney, bioengineering; 3:30 p.m.; Room 337, Towne Bldg. (Chemical Engineering).

*TBA*; 4 p.m.; Suite 500, 3440 Market St. (H & SS).

**26** *Hanging Out in the Breeze: G Protein Coupled Receptors as Substrates for Extracellular Proteases*; Lawrence Brass, hematology-oncology; Raiziss Rounds; noon; Austrian Auditorium, CRB (Biochemistry and Biophysics).

*Syriac Historiography and Secular Culture in Edessa under the Early Abbasids*; Lawrence Conrad, Wellcome Institute, London; 4:30 p.m.; Room 421, Williams Hall (Middle East Center).

Computer Courses for Penn Faculty, Staff and Students

The Office of Information Systems and Computing, Technology Learning Services, offers computer courses to Penn faculty, staff and students with a valid PENNCard. All classes and seminars are held at the Computing Resource Center, 3732 Locust Walk (across from the Penn Bookstore).

Registration is required for all hands-on courses. Individuals must register themselves by calling 573-3102 (no third party registration). Registration for November classes began October 28. Registration for December classes begins November 25.

All prerequisites must be satisfied before registering for any course. For more information, course descriptions, and prerequisites send email to [ils@isc.upenn.edu](mailto:ils@isc.upenn.edu) or visit our web site at <http://www.upenn.edu/ils>. (Ed. Note: Those who do not have access to the web can examine course descriptions and prerequisites—subject to minor adjustments—in *Almanac* September 10, 1996, p. 16.)

November and December Course Schedule		
Hands-On Courses for DOS/Windows Users		
What You Really Need to Know about DOS	November 5, 12-1:30 p.m.	
Introduction to Windows	November 7, 1-4 p.m.	
Introduction to Excel for Windows	November 21, 9:30 a.m.-12:30 p.m.	or December 12, 1-4 p.m.
	November 26, 9:30 a.m.-12:30 p.m.	
	November 27, 1:30-4:30 p.m.	
	December 9, 1:30-4:30 p.m.	
Hands-On Courses for Macintosh Users		
Introduction to Word for MAC	November 12, 9:30 a.m.-12:30 p.m.	
Introduction to Excel for MAC	November 18, 1:30-4:30 p.m.	or December 16, 1-4 p.m.
	November 14, 9:30 a.m.-12:30 p.m.	or December 4, 1:30-4:30 p.m.
	December 3, 9:30 a.m.-12:30 p.m.	
Bits & Pieces Seminars		
File Transfer Using Fetch	November 7, 12-1 p.m.	or December 12, 12-1 p.m.
	November 21, 12-1 p.m.	
File Transfer Using WS FTP	November 12, 1-2 p.m.,	or November 25, 1-2 p.m.,
Browsing Netscape		or December 3, 1-2 p.m.

November  
AT PENN