

Solar Agriculture:
New Bolton’s ‘Greenhouse’ Barn

New Bolton Center, the 600-acre rural campus of the University’s School of Veterinary Medicine in Chester County, has another “first” to its credit: A new 200-head dairy barn that is the first greenhouse-type barn in Pennsylvania. Adapting a design usually constructed in the northern states—where it has proved to be a big boon to the dairy industry since it is energy efficient, naturally bright, and easy to keep dry—the construction company made design modifications that reduce heat build-up in this climate. The shell of the building is pre-manufactured as a solar agriculture building—in essence, a plastic greenhouse. In the summer, the sides of the barn can be rolled up for cross-ventilation.

The dairy was officially dedicated on October 18 with a welcome from Dean Alan M. Kelly and opening remarks from President Judith Rodin. Dr. Mark Allam, who preceded Dr. Marshak as dean, called the naming of the advanced facility most fitting: “Bob Marshak, early in his career as a practitioner and later here at the school, was interested in research of diseases of cattle,” he said. “He was instrumental in establishing the School’s leadership position in basic and clinical research of animal diseases.”The Marshak Dairy Facility will serve as a living laboratory for the School and as a research and teaching site in dairy cattle health, productivity and economics. It will also enhance the teaching environment for veterinary and graduate students interested in the medical and managerial aspects of dairy operations.

The complex includes an administration area with a room overlooking the milking parlor; four sections of 40 free stalls where cows can lie down on padded mattresses, and a space for 48 comfort stalls or traditional tie stalls. For nutritional studies, each cow can be fed a different mix and monitored by computer. A flushing system that uses recycled water to wash manure into a holding lagoon where it is turned into fertilizer—minimizing the purchase of chemical fertilizers and reducing farm cost.



The milking parlor, left, in the style known as a “double-ten herringbone.”



Dr. Mark W. Allam, the eighth dean of the Vet School, served 1952-73.

Photo by Bruce Stromberg



President Rodin, right.

Below:
Dr. Kelly, the current
Gilbert S. Kahn Dean
of Veterinary Medicine.



Photos at the dedication by Addison Geary

At the dedication of the Marshak Dairy Facility, Dr. Robert Marshak, emeritus professor of medicine and ninth dean of the School of Veterinary Medicine, led a two-year-old Holstein to join the celebration. Dr. Marshak was dean from 1973 to 1987. The facility named for him, below, is the first “greenhouse-type” barn in the Commonwealth. A commodity building and bunker silos are located on the north side of the barn, and there is a milk tank that can hold 3,000 gallons of milk until it goes to a dairy to be processed.



UNIVERSITY of PENNSYLVANIA

Almanac

Tuesday,
November 5, 1996
Volume 43 Number 11



Death of Dr. Vladimir Sled’...p. 2

IN THIS ISSUE

- 2 Death of Dr. Sled' in Street Attack
Remembering Volodya (Tomoko Ohnishi)
SEC and Council Agenda
- 3 Council: On Automatic Weapons
News in Brief: 'Urban Agenda';
Memorial Lecture for Janet Stevens;
Memorial Service for Dr. Baltzell
- 4 Washington Report: Higher Education
and the Recent Congress
- 6 OF RECORD: Sexual Harassment
Policy; Policy on Consensual Sex

COMPASS Features

- 8 Women Wear the Hat Tricks
- 9 White House to Hill House
- 10 Not Your Father's Library
- 11 Innovation Corner: Transit Services
- 12 Dr. Reisch and Welfare Reform
- 13 A Hotline for the Blues

14 OPPORTUNITIES

- 18 PENN PRINTOUT: The Digest
- 19 Judge Higginbotham, Neil Welliver;
Update and CrimeStats
- 20 At New Bolton Center: When is a
Greenhouse More Than a Greenhouse?

Death of Dr. Sled' in Street Attack

Dr. Vladimir D. Sled', a research associate in the Johnson Foundation and the department of biochemistry/biophysics, in the School of Medicine, was killed late last Thursday evening, October 31. Dr. Sled' was stabbed to death as he tried to prevent the theft of the purse of his fiancée, Dr. Cecilia Hägerhäll, a Medical Center colleague with whom he was walking on the 4300 block of Larchwood Avenue around 11 p.m. They were attacked initially by a man, who was joined by a female accomplice. The two assailants jumped in a blue car that sped off, eastbound on Larchwood. Dr. Sled' was pronounced dead at 11:40 p.m. at the Penn Medical Center; Dr. Hägerhäll was treated and released.

"All of us in the Penn community are deeply saddened by the tragic death of Vladimir Sled', whose life was taken from us last night by a despicable and cowardly act," President Judith Rodin said Friday. "Dr. Sled' had immense talent and a bright, productive future, and we all suffer from this loss. Our thoughts and prayers are with his family. The University of Pennsylvania Police Department is working intensively with the Philadelphia Police Department to assist in the investigation of this horrific crime, identify and arrest those responsible, and prosecute them to the full extent of the law."

Dr. Sled', who had just turned 38 on October 28, had been at Penn since 1992. He worked in Dr. Tomoko Ohnishi's lab, co-authoring several papers on bioenergetics and some studies on mitochondrial respiratory chain disease. She called him "brilliant and dedicated, and such a nice person." Dr. Les Dutton, chair of biochemistry/biophysics, described Dr. Sled' as "a wonderful colleague. He was a gentleman and also a gentle man. He had a very wonderful dry sense of Russian humor."

Dr. Sled' took his B.S. in 1981 and his Ph.D. in 1985, both in biophysics, from Moscow State University. His thesis was on kinetic and thermodynamic characterization of quinone acceptors of the photosynthetic reaction center in chromatophores of nonsulfur purple bacteria. Before coming to the U.S., Dr. Sled' was a junior research fellow at the Institute of Medical and Biological Problems, USSR Ministry of Health in Moscow, from 1985-87. He was also a research fellow at the Institute of Biochemistry, Russian Academy of Sciences, Moscow, 1988-92. He served as the Ph.D. advisor for two post-graduate students, 1989-92, and was a lecturer for a biochemistry graduate course on Enzyme Kinetics in 1991. From 1984 to 1991, Dr. Sled' served as a member of the Organizing Committee of the Annual School-Conference "Membrane Biology" (Zvenigorod Biology Research Station, Russia).

Dr. Sled' is survived by his 12-year-old son and his many friends and colleagues. A memorial service is being planned by the department.



Dr. Vladimir Sled'

Remembering Volodya

I still can not believe what happened to Dr. Vladimir D. Sled' (nickname, Volodya) on Halloween night on his way back home from the laboratory. His family, colleagues, friends, and all of the University are deeply saddened by his tragic death by brutal violence which occurred very close to Penn campus. This is also an enormous loss not only to the research activities in my own laboratory, but also to several important collaborations with other research groups on campus and in other intra- and international collaborative groups with different expertise.

Volodya joined my group in the Department of Biochemistry and Biophysics, Medical School, in 1992 from the Department of Biology, Moscow State University, as a research associate. He had seven years' research experience in the field of mitochondrial bioenergetics in Moscow prior to his arrival to the Penn. He was a gifted and first-rate researcher and studied the conversion of energy released by the respiratory oxidation of the food molecules to ATP (a common currency in energy metabolism) which is usable for various needs of our body. He learned cryogenic electron paramagnetic resonance (EPR) techniques in my laboratory, and became one of the major forefront researchers in the bioenergetics field, with EPR expertise in addition to other spectroscopic and thermodynamic techniques. This is a powerful technique for the studies of the functional role of respiratory chain components such as flavin, iron-sulfur protein, ubiquinone. He published about two dozen first-rate papers. I obtained the NIH Fogarty International collaborative grant for six years, with Dr. Andrei Vinogradov (chairman of the biology department, Moscow State University); as co-P.I. Volodya has been a major player in the unraveling of the energy conversion mechanism in the first segment of the respiratory chain, connecting collaborating efforts of these two laboratories in Moscow and Philadelphia. He was also actively involved in the studies of the energy conversion mechanism utilizing simpler bacterial models, in combination with molecular biological techniques.

Despite the fact that Volodya read so widely, and was so knowledgeable on a wide spectrum of biological problems, he was a relatively quiet scientist and did not talk about his vast accumulation of knowledge. Only when I asked questions would he start to open his mouth to express his well-thought, keen opinions and ideas. I found it a pleasure to discuss in depth with him various topics of common interest.

Volodya behaved as a knightly gentleman, always kind to everyone. He often escorted me to my parking lot after dark, and offered to carry my bag. I believe that he was stabbed during his attempt to protect his colleague and fiancée, a post doc from Sweden, Dr. Cecilia Hägerhäll, from the attacker's harsh hits—not to prevent the purse-snatching.

We all miss him. Perhaps we will miss him forever. I often warned him not to stay in the lab too late, because it is not at all safe to walk West Philadelphia in the middle of the night. It was hard for him to follow this advice. He was much too dedicated to science.

Is there any way to prevent another incident of losing precious life?

We should all bring our ideas together, and discuss what we could do. For example, we must improve the escort service. Since we have to call the van, and wait for 30-60 minutes, not many people want to use it. Can we make the escort van like an airport shuttle bus? If the bus left every half hour from the designated locations, up until midnight, it would be far more convenient and provide greater safety to everybody.

We could have a short course for increasing awareness on how to protect ourselves, which might include lecture, experiences, or some practice on how to behave when attacked.

Let's make our campus and its neighborhood safer! This would be the best way to see that the precious life of Volodya is not wasted.

—Tomoko Ohnishi,
Professor of Biochemistry and Biophysics

SENATE From the Senate Office

The following agenda is published in accordance with the Faculty Senate Rules. Questions may be directed to Carolyn Burdon either by telephone at 898-6943 or by e-mail at burdon@pobox.upenn.edu.

Agenda of Senate Executive Committee Meeting

Wednesday, November 6, 1996, 3-5:30 p.m.

1. Continued discussion on just cause revision
2. Election of Senate Nominating Committee
3. Approval of the minutes of October 2, 1996
4. Chair's Report
5. Past Chair's Report on activities of the Academic Planning and Budget Committee and on the Capital Council
6. Open discussion on the letter from administration regarding benefits review
7. Selection of five faculty members to serve on the University Council Committee on Committees. The Faculty Senate chair-elect serves as a voting ex-officio member.
8. Other new business
9. Adjournment by 5:30 p.m.

COUNCIL

Agenda of the University Council Meeting

Wednesday, November 13, 1996 4-6 p.m. McClelland Hall, The Quad

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

- I. Approval of October 9, 1996 minutes
- II. Reports of the Chairs of the Steering Committee, Graduate and Professional Student Assembly, Undergraduate Assembly, Penn Professional Staff Assembly, and A-3 Assembly. (Reports and clarifications: 20 minutes.)
- III. Extended reports by the President and the Provost on the state of the University.
 - A. Report of the President, including campus master plan. (Presentation 40 minutes, discussion 20 minutes.)
 - B. Report of the Provost, including the research program within the international strategic plan. (Presentation 20 minutes, discussion 10 minutes.)
- IV. Discussion on Safety and Security Committee Report on Semi-Automatic Weapons. (See text, p. 3) 10 minutes.

COUNCIL Report on the November 13 Agenda

The following is a report prepared in July, 1996, and sent to the Steering Committee of University Council, summarizing discussions of the 1995-96 Committee on Safety and Security (see the Committee's year-end report, Almanac September 24). The summary was reviewed at the first fall meeting of the 1996-97 Committee.

Summary of Discussions on the University Police Department Proposal to Switch from Revolvers to Semi-Automatic Pistols

At the request of the President of the University, the Safety and Security Committee looked at the proposal to replace University Police Officers' revolvers with semi-automatic pistols.

As Chair of the Committee, I personally contacted numerous sources, including senior faculty in Arts and Sciences, the Medical School, the Law School, the Division of Public Safety, and University Administration. I also sought input from sources at three outside universities, as well as the Philadelphia Office of the FBI, and the Superintendent of the Lower Merion Police Department.

All those who spoke out on the issue at the November Council Open Forum were invited to attend meetings of our Committee. In addition, the Committee on Pluralism and the Community Relations Committee were invited to take part in our discussions. Input was received from members of the Community Relations Department; African-American Association of Faculty, Staff, and Administrators; and Penn Faculty and Staff for Neighborhood Issues (PFSNI).

Two meetings were devoted almost exclusively to this topic. Invited guests included the FBI Principal Firearms Instructor, and an internationally known consultant on police issues.

Among those who did not support the change to semi-automatic pistols, the following issues were raised:

1. It "would send the wrong message to the West Philadelphia community."
2. Some in the community have a negative view of the University, and particularly the University Police. Changing to semi-automatic weapons would aggravate this perception.
3. It would "raise the stakes"—we should consider disarming the police, so the criminals would be less likely to use guns.
4. Changing to semiautomatics would increase the likelihood of a member of the University being shot.
5. The issue must be looked at carefully before a decision is made, in the tradition of an academic institution.
6. Before a change is made, there should be some assurances that the training of officers, and the policy on deadly force be reviewed and revised as necessary.

In the course of our discussion, it became clear that semi-automatic pistols were often confused with automatic weapons, including machine guns and machine pistols. The Committee learned that:

1. The size, weight and rate of fire are the same for revolvers and semi-automatic pistols.
2. Both revolvers and semi-automatic pistols discharge one bullet for each pull of the trigger, while fully automatic weapons continue to discharge bullets at a rapid rate as long as the trigger is held back.
3. Semi-automatic pistols hold more bullets (up to 18) than a revolver (6-8), and are reloaded more quickly.
4. The "power" of a handgun is a function of the bullet used, not the design of the firearm. A change to semi-automatic weapons does not mean a change to a more powerful weapon.
5. Semi-automatic pistols have less recoil and are more accurate than revolvers.
6. Because of their increased accuracy and bullet capacity, semi-automatic pistols have become standard issue for 90% of Police Departments in the United States, including Philadelphia, SEPTA, AMTRAK, Philadelphia Housing, the State Police, Postal Police, the FBI, and all surrounding townships. In other words, all police authorities with jurisdiction in West Philadelphia, except the University Police, are currently equipped with semi-automatic pistols.

Mr. Thomas Seamon, Managing Director of Public Safety, reported that:

1. The criminal population has changed over to semi-automatic weapons in the past several years. University Police officers perceive they are at a disadvantage, and perhaps would be if a significant confrontation involving weapons were to occur.
2. The failure to equip officers consistent with the national standard could create a liability for the University, should an officer be harmed in a confrontation.
3. The current revolvers are nearing the end of their useful life and will soon need replacement.
4. Semi-automatic pistols have become the standard in the industry. It will be more difficult in the future to train officers and maintain equipment if the University Police retain revolvers.

I did not ask the Committee to vote on this issue. I felt the role of the Committee was to identify the relevant issues and gather the facts needed to help the University come to a reasoned conclusion. There was no consensus, and little likelihood that one would be reached. For some, the issue was an emotional one. In many cases, it could not be separated from larger issues, such as the University's relationship to the West Philadelphia community, and race relations in general. Whatever decision is reached, some thoughtful, responsible, important members of the community may well be upset, angered, or offended. I hope the work of the Committee on Safety and Security will help the University make the appropriate decision in the best interest of the University community in its broadest sense.

— Prepared by Sean Kennedy, 1995-96 Co-Chair and
1996-97 Chair, Committee on Safety and Security

NEWS IN BRIEF

Stevens Memorial: Sen. McGovern

In a memorial lecture honoring Janet Lee Stevens, a Penn graduate student killed in the 1983 bombing of the American Embassy in Beirut, former U.S. Senator George McGovern, will give an address on *Americans and Arabs: The Quest for Common Ground*, November 13 at the University.

Beginning at 5:30 p.m. in Room B-26 Stiteler Hall, the program includes presentation of the \$2000 Janet Lee Stevens Award for the Promotion of American-Arab Understanding. This year's recipient is Jason Erb, a student in Arabic and Islamic Studies.

Ms. Stevens was in Beirut translating for Arab journalists when she was killed in the bombing. Her family, friends, fellow students, and professors created the award and lecture to honor her memory and spirit. The purpose of the lecture is to break down stereotyping between Arabs and Americans as well as to promote understanding and tolerance.

Memorial for Dr. Baltzell

The School of Arts and Sciences' memorial service for the late Dr. E. Digby Baltzell will be held Thursday, November 14, at 5 p.m. in the Harrison Auditorium of the University Museum, with a reception in the Chinese Rotunda.

Speakers will include President Emeritus Martin Meyerson; Professors Michael Zuckerman, Henry Teune, and Harold Bershad; a former graduate student, Howard Schneiderman, and former undergraduate Martin Muoto; Former Football Coach Harry Gamble; and the Rev. John Scott, who was rector of St. Mary's Church for many of the years in which Dr. Baltzell served on the faculty.

Dr. Baltzell died on August 17 at the age of 80 (see *Almanac* September 3). Contributions in his memory may be made to the Trustees of the University of Pennsylvania for the E. Digby Baltzell Sociology Fund, School of Arts and Sciences, External Affairs Office, 3440 Market St., Suite 300, Philadelphia, PA 19104-3325.

'Urban Agenda': November 13

The Urban Agenda, one of the six priorities to be developed under Penn's *Agenda for Excellence*, is the theme of a Community/University reception given by President Judith Rodin at noon Wednesday, November 13, in Bodek Lounge at Houston Hall. The program, open to all members of the University Community, features addresses by Dr. Rodin and by HUD's Dr. Michael Stegman; a series of awards for volunteer service; and entertainment by Shaw Middle School and University City Choir.

Clarification: In the October 29 issue, a headline reading "Center for Community Partnerships: Summer Course Development Grants" should have read, *W.K. Kellogg Foundation Summer Course Development Grants*. As indicated in the text, the W.K. Kellogg Foundation has provided the funds for this new program, which both the Center for Community Partnerships and the College of Arts and Sciences administer.

Proposals for the Kellogg grants are due by *December 20, 1996*. For more information on the program, contact the Center for Community Partnerships by telephone: 898-4704, fax: 573-2799, or email: pglarsen@pobox.upenn.edu.

The following is a summary, prepared by the Office of Policy Planning & Federal Relations, of policy and funding issues recently addressed by Congress that affect Penn's faculty, students, and staff. For additional information, call the office at 898-1532.

Higher Education and the Recent Congress

The 104th Congress that began its work two years ago with much fanfare and promises of bold change adjourned last month after completing a spending plan for 1997.

That appropriations legislation held some pleasant surprises for college students and faculty, including substantial increases in funding for student financial aid and biomedical research. For some fields of importance to Penn and peer institutions, the spending plan was a mixed blessing, as those increases came with a price tag that will include reductions in basic research programs that fund university-based projects in materials and computer science and engineering.

Such painful tradeoffs among programs of importance to universities like Penn are likely to become more frequent as Congress and the Administration, regardless of the political parties in power, attempt to meet their commitment to a balanced federal budget.

Overall, the 104th Congress addressed a broad spectrum of funding and policy issues that will affect Penn. Among the policy changes were: a major overhaul of telecommunications legislation that could lead to lower rates and more flexibility for the University's computer and internet communications; immigration reform that will impose new tracking and fee requirements on nonimmigrant foreign students; and modest expansion of health insurance coverage.

Conversely, the significance of the past session of Congress, for Penn and other research universities, may be measured as much by what *did not* occur as by what did. The FY 1996 budget resolution had called for substantial reductions in federal subsidies for graduate and professional education and foreign language and area studies programs; fundamental changes in Medicare that would have cut reimbursements to teaching hospitals for the costs associated with training physicians and treating severely ill patients; and further reductions in funding for the National Endowments for the Arts and the Humanities. That budget plan also suggested considerable reductions in federal reimbursements for the indirect costs of federally sponsored university research - the costs of facilities, major equipment, and administrative infrastructure necessary to conducting first-rate research.

Due in large part to the advocacy and leadership of senior university officials, faculty, students and their parents, these chilling proposals did not reach fruition. Instead, the political and budgetary deadlock between Congress and the Administration that caused the federal government to shut down for extended periods in 1995 and earlier this year gave way to compromise on spending and policy issues in order to prevent protracted battles that would have kept members in Washington as the electoral season approached.

Our relative success in the recent budget deliberations is also due to the leadership and long-term vision of key members of Congress who have been vocal advocates for federal investments in fundamental research and in human capital—among them Senators Mark Hatfield (OR), Arlen Specter (PA), Edward Kennedy (MA), Pete Domenici (NM), Tom Harkin (IA), Bennett Johnston (CA), Claiborne Pell (RI), and Bill Frist (TN), and Representatives John Porter (IL), Bob Walker (PA), George Brown (CA), and Curt Weldon (PA). As several of these leading advocates who have a long institutional memory about the policy rationale for these investments will be retiring next month, it will be imperative to create a new cadre of leading congressional advocates for higher education and for Penn.

Research Funding— Recent Success, Future Uncertainty

In general, funding for research in basic science and engineering fared well in the FY 97 federal budget, relative to other areas of federal domestic spending. Overall, in 1997 Federal research and development expenditures overall will grow by nearly 4 percent—to \$73.9 billion. R & D spending targeted specifically for university-based research will rise by an estimated 2.7 percent—to about \$12.9 billion. This modest growth, however, is driven mainly by an increase of more than 6% for extramural research funded by the National Institutes of Health, while funding for other fields of study remains flat and in some cases, may decline.

Nevertheless, the relative priority accorded university-based research has been achieved in large part by the concerted efforts of university leaders, faculty, and chief executives of research-based corporations to advocate on behalf of sustained federal investments in research and education. Last year, Penn was among a small group of founders of the Science Coalition, which has since grown to almost 400 universities, corporations, scientific societies, voluntary groups, and prominent individuals promoting the importance of research investments to policymakers and the media. President Rodin, Trustee Chairman Roy Vagelos, and other Penn leaders, like Trustee and Nobel Laureate Michael Brown, continue to lead these efforts to make a strong case that sustained funding for basic research is crucial to our economic as well as to our intellectual health and to the education and training of future generations.

The following is a summary of several main funding and policy issues addressed in the last session of Congress that affect Penn:

NIH and Health Care Research: Biomedical research sponsored by the National Institutes of Health will benefit from an increase of more than \$700 million, or more than 6% relative to last year. Penn faculty have been increasingly successful in obtaining NIH support for their research programs, and Penn ranked fourth among all universities last year in NIH extramural support.

The Agency for Health Care Policy and Research will receive \$143.6 million, an increase of 14%.

NSF: Appropriations for the National Science Foundation, the University's second largest research sponsor, will increase by 1.5% overall, to \$3.3 billion. The agency's core research and related activities will rise 5.1% to \$2.4 billion.

Defense: Although the Defense Department's spending for research, development, and testing will grow by 7% in 97, most of this increase will derive to development and testing of weapons systems rather than to the types of basic and applied research done by faculty at Penn and other universities. Basic research funding will decline by about 2%, with the possibility of further reductions as the Defense Department distributes more than \$600 million in cuts needed to pay for increased domestic spending that emerged during the final budget deliberations. These reductions are likely to affect adversely university programs in new materials, mathematics, physics, astronomy, computer and cognitive science that have been supported substantially by DoD.

Energy: The Department of Energy division that funds high energy and nuclear physics received modest increases of .5% and 3.7% respectively. These increases will permit support for the Large Hadron Collider,

an international high-energy physics project in which Penn faculty are playing an important role. Fusion, biological, and environmental research sustained decreases ranging from 5% to 7%.

NEH/NEA: The National Endowment for the Humanities and the National Endowment for the Arts will be funded at \$110 million and \$99.5 million respectively, the same amounts as provided for the two agencies in 1996, but substantially below their 1995 level.

Student Aid and Graduate Training

The FY 97 budget provides for a substantial increase in the maximum Pell Grant—the principal vehicle of federal support for economically disadvantaged students. Spending will increase by \$1 billion, raising the maximum grant to \$2,700 for the 1997-98 academic year (\$230 higher than the current maximum award). In addition, the College Work-Study program, which supports more than 4500 Penn students, will receive \$830 million—35% more than in 1996. New federal contributions to the Perkins loan program—which provides low-cost credit to more than 8800 Penn undergraduate and graduate students—will be restored to the FY 95 level of \$158 million.

Funding was also sustained for continuing fellowships under the merit-based Jacob K. Javits and Patricia R. Harris programs and to finance new Javits awards for next year. The highly competitive Javits award is the only federal support available for graduate study in the humanities.

Other Department of Education Programs

Trio Programs: The federally funded TRIO programs provide support for disadvantaged students to ensure their success in preparing for and attending college. At Penn, approximately 385 students participate in TRIO's Upward Bound, Special Services, and Veterans' Upward Bound programs. The FY 97 appropriations bill increase TRIO funding by 8%.

Title VI and Fulbright Hays: The Title VI program provides support for programs in foreign languages, and area and international studies, including international business education. Its complementary overseas program, Fulbright-Hays, supports overseas study for U.S. students and faculty. As Penn is a leader in international studies, our students and faculty benefit from substantial support under these programs. Under the omnibus appropriations bill, Title VI received \$53.5 million, which more than restores its FY 1995 funding level. Fulbright-Hays was funded at \$5.3 million, about 8% more than last year.

Education Research and Improvement: Funding for education research sponsored by the Department of Education increased by 28% relative to last year. Penn faculty and graduate students in several disciplines, investigating and disseminating "what works" in colleges and schools, are particularly well-supported by these research programs, through Penn's Center for Policy Research in Education and the National Center for Postsecondary Improvement, a joint Stanford-Penn-Michigan initiative.

Immigration Reform

Congress also passed a reform bill to address problems of illegal immigration as part of the FY 97 spending plan. Earlier versions of the immigration reform bill posed several concerns for Penn and for other research universities, including: a requirement that foreign workers obtain two years of experience outside the U.S. before being allowed to emigrate; elimination of the "Outstanding Professor and Researcher" category of visa; a requirement that employers who hire foreign workers pay them more than American workers; restrictions on the ability of legal resident aliens to receive student aid for higher education; and limits on the length of temporary visas. While the final law significantly improves upon initial versions, it still contains provisions of concern to Penn. Among these provisions is a requirement that, beginning April 1, 1997, universities collect and report information on nonimmigrant foreign students, scholars, professors and researchers, and impose a per-individual fee to cover program costs borne by the Immigration and Naturalization Service.

Health Care

Although unable to reach agreement on the politically charged issues of Medicare and Medicaid reform, the 104th Congress did pass the Kassebaum-Kennedy health insurance reform bill, which subsequently was signed into law by President Clinton. Key provisions of the new law, such as restrictions on the use of preexisting conditions to deny health coverage and guarantee renewability of health insurance policies, are expected to improve access and portability of health insurance coverage for individuals and families in Pennsylvania and throughout the nation. Among its other provisions, the reform bill also establishes a pilot program to test Medical Savings Accounts; increases the health insurance tax deduction for the self-employed; and strengthens laws related to health care fraud and abuse.

Several politically-popular health amendments were also approved or considered in the context of appropriations legislation as Congress rushed to adjourn for the year. Amendments requiring health insurers to provide minimum 48 hour hospital maternity stays and to set similar annual and lifetime caps for mental health and physical health benefit coverage were passed as part of FY 97 appropriations legislation. However, an amendment outlawing so-called "gag" clauses in managed care contracts that limit physician discussions concerning treatment options failed to gain approval. These piecemeal efforts to place controls on managed care may be a harbinger of things to come in the next Congress.

Telecommunications Act

Earlier this year, Congress passed and the President signed into law a major reform of federal telecommunications law. The new law expands competition in the delivery of all forms of telecommunications and information services, and creates special rates for certain providers of educational services. The act is intended to stimulate new technologies and allow new providers to offer telecommunications and information services previously only offered by telephone companies. The new competition fostered by the act could lead to lower prices, greater flexibility, and more options for colleges and universities in the delivery of telecommunications and information services and technologies.

Among the most controversial provisions of the legislation is the "Communications Decency Act" (CDA), which imposes criminal liability to any individuals or organizations who "make available" to minors (18 and under) "indecent" material via the internet. The wide use of computer networks at colleges and universities, in conjunction with our commitment to protect academic freedom, would make compliance with this law particularly problematic for Penn and peer institutions. A constitutional challenge to the CDA was filed in Federal Court Philadelphia by the American Civil Liberties Union and others. A three-judge panel held on June 12, "without hesitation... that the CDA is unconstitutional on its face," and enjoined the Justice Department from enforcing the most problematic provisions of the act. An appeal to the Supreme Court is possible.

Issues for 1997 and Beyond

The new Congress that convenes in January will take up several new measures of direct interest to the University, as well as the regular funding measures and much of the unfinished business described above. Among Penn's most salient concerns:

- **Copyright and Intellectual Property Legislation**—Proposals to overhaul patent and intellectual property law in order to align U.S. policy with the General Agreement on Tariffs and Trade (GATT) and prevent piracy of commercial data bases are likely to be taken up by the next Congress. Such legislation could create conflicts between commercial information services and educators and researchers who depend upon "fair use" or free access to certain data bases and other published materials. If enacted, these provisions could add prohibitive costs to the preparation and use of teaching materials, including on-line texts;
- **Student Aid**—Congress will begin reauthorization of the Higher Education Act, including the student financial aid programs that provide \$8 million in federal grant and work-study assistance and more than \$80 million in federally guaranteed and subsidized loans to more than 9000 undergraduate, graduate, and professional students at Penn. It will also consider extension of the 1994 law that permits agreements among colleges to award need-only financial aid and to commonly adopt certain aid principles;
- **Entitlement Reform**—The Administration and Congress may begin efforts to address the growing cost of federal entitlement programs, including Medicare reforms that may affect support for medical training and patient care provided by academic medical centers;
- **Tax Policy**—Congress will consider tax initiatives that may: (a) help families meet current costs of college tuition and provide tax-favored incentives for pre-college savings; (b) restore access to tax-exempt financing for universities to permit them to lower costs of constructing and renovating facilities; and (c) extend the non-taxability of employer-provided tuition benefits at the undergraduate and graduate levels;
- **NIH**—Congress will take up reauthorization of the National Institutes of Health, Penn's leading research sponsor. This legislation will set funding levels and policies for the conduct of biomedical research for the next several years;
- **Faculty Retirement**—Congress will again consider legislation to clarify the permissibility of voluntary early retirement incentive plans offered to tenured faculty.

I. Sexual Harassment Policy

I. Conduct

Our community depends on trust and civility. A willingness to recognize the dignity and worth of each person at the University is essential to our mission.

It is the responsibility of each person on campus to respect the personal dignity of others. We expect members of our University community to demonstrate a basic generosity of spirit that precludes expressions of bigotry.

Penn properly celebrates the diversity of its community. We come to Penn from many different backgrounds and include different races, religions, sexual orientations, and ethnic ancestries. Learning to understand the differences among us, as well as the similarities, is an important dimension of education, one that continues for a lifetime. Tolerance alone, however, is not enough. Respect and understanding also are needed. We should delight in our differences, and should seek to appreciate the richness and personal growth which our diversity provides to us as members of this community.

The University is committed to freedom of thought, discourse and speech, and the attainment of the highest quality of academic and educational pursuits and daily work. Policies and regulations implementing this commitment include the Statement on Academic Freedom and Responsibility, the Guidelines on Open Expression, and the Code of Academic Integrity.

The University also has established policies on behaviors that interfere with these freedoms. Foremost among these policies is the University's Statement on Non-Discrimination, which prohibits discrimination on the basis of race, color, sex, sexual preference, religion, national or ethnic origin, handicap or disability.

The University also has adopted the following policy concerning sexual harassment. The terms "harassment" and "sexual harassment" as used throughout, are defined as a matter of University policy, and are not necessarily identical or limited to the uses of that term in external sources, including governmental guidelines or regulations.

II. Purposes and Definitions

A. Purpose

For many years the University has stressed that sexual harassment is not tolerated at Penn. As an employer and as an educational institution, the University is committed to eradicating sexual harassment.

Sexual harassment in any context is reprehensible and is a matter of particular concern to an academic community in which students, faculty, and staff must rely on strong bonds of intellectual trust and dependence.

B. Definition

For the purposes of University policy, the term "sexual harassment" refers to any unwanted sexual attention that:

1. Involves a stated or implicit threat to the victim's academic or employment status;
2. Has the purpose or effect of interfering with an individual's academic or work performance; and/or,
3. Creates an intimidating or offensive academic, living, or work environment.

The University regards such behavior, whether verbal or physical, as a violation of the standards of conduct required of all persons associated with the institution. Accordingly, those inflicting such behavior on others are subject to the full range of internal institutional disciplinary actions, including separation from the University. Likewise, acts of retaliation will be subject to the same range of disciplinary actions.

As noted in the *Handbook for Faculty and Academic Administrators*, *Policies and Procedures*, the *Academic Bulletin*, and other University publications, persons engaged in such harassment within the University setting are subject to the full range of internal institutional disciplinary actions, including separation from the institution.

Not every act that might be offensive to an individual or a group necessarily will be considered as harassment and/or a violation of the University's standard of conduct. In determining whether an act constitutes harassment, the totality of the circumstances that pertain to any given incident in its context must be carefully reviewed and due consideration must be given to the protection of individual rights, freedom of speech, academic freedom and advocacy.

III. Resources

School and administrative units should make known to all of their members the available resources and the informal and formal procedures for resolving complaints of sexual harassment within the unit or at the University Level.

These resources include the following:

A. Information, Counseling, and Support

The following University resources are available to members of the University community who seek information and counseling about University policies on sexual harassment, standards of behavior, informal and formal mechanisms for resolving complaints and resources for complainants and respondents.

Deans and directors may also make referrals to these resource offices:

- Office of Affirmative Action
- African American Resource Center
- Faculty/Staff Assistance Program
- Lesbian Gay Bisexual Center
- Office of Labor Relations
- Office of the Ombudsman
- Office of Staff Relations
- Victim Support Services
- Penn Women's Center
- Student Health Services
- Counseling and Psychological Services
- Office of the Vice Provost for University Life

B. Informal Mechanisms for Mediation and Resolution

The Ombudsman, the Office of Affirmative Action, the Penn Women's Center, all other offices named as resource offices in this policy, the Judicial Inquiry Officer, the Office of Residential Living, department chairs, deans and administrative directors, the provost, and the senior vice president are available to assist in the informal resolution of complaints.

C. Formal Mechanisms for Resolution and Adjudication

When informal resolution is not chosen or is unsatisfactory, complainants are urged to use appropriate formal mechanisms described below:

1. Complaints of sexual harassment against a faculty member, instructor, or teaching assistant may be brought by a student, staff, or faculty member to the department chair or dean of the faculty member. The department chair or dean who receives a complaint is then charged with pursuing the matter. While the process depends on the particulars of the complaint, normally the department chair or dean interviews the faculty member. If the matter is not resolved informally, the department chair or dean either conducts an investigation or requests that the Ombudsman, the Office of Affirmative Action, the Office of Staff Relations, or the Office of Labor Relations do so. If the results of the investigation persuade the dean or department chair that sanctions are warranted, he/she consults with faculty members—without disclosing the identity of the individuals involved—to aid in determining an appropriate sanction, including whether there is substantial reason to believe that just cause exists for suspension or termination. If it is determined that action should be taken to suspend or terminate, the dean should refer the matter to the Committee on Academic Freedom and Responsibility of the school in accordance with the procedures set out in section II. E.10 of the *Handbook for Faculty and Academic Administrators* (1989).

2. Complaints of sexual harassment against a staff member may be brought by a student, staff member or faculty member to the supervisor of the person complained against. The supervisor who receives the complaint is then charged with pursuing the matter. While the process will depend on the particulars of the complaint, normally the supervisor interviews the staff member. If the matter is not resolved informally, the supervisor either conducts an investigation or requests that the Ombudsman, the Office of Affirmative Action, the Office of Staff Relations, or the Office of Labor Relations do so. If the result of the investigation persuades the supervisor that sanctions are warranted, he or she consults with his or her colleagues or supervisor—without disclosing the identity of the individual(s) involved to aid in determining an appropriate sanction. A staff member who believes that his or her rights have been violated directly by another staff member or administrator may file a grievance by contacting the Office of

OF RECORD Two Policies Reissued by the Provost

Staff Relations within the Office of Human Resources under the University of Pennsylvania Staff Grievance Procedure.

3. Complaints by students of sexual harassment may be made to the Office of the Vice Provost for University Life. Grievances associated with sexual harassment in student employment may also fall within the purview of the Vice Provost for University Life.

4. A complaint of sexual harassment may be brought against a student by filing a complaint under the Charter of the University Student Judicial System, or, if the respondent is a graduate or professional student enrolled in a school which has established a hearing board or other decision-making body, with that body.

5. A tenured or untenured faculty member, whether full or part time, who believes she or he has been subjected to sexual harassment by a faculty member or by an academic administrator may file a grievance under the Faculty Grievance Procedure, *Handbook for Faculty and Academic Administrators* (1989), part II E. 15, provided the complaint constitutes a grievance as defined in Section I of the Procedure. This procedure is administered by the Faculty Grievance Commission. The panel makes its recommendations to the provost. In cases that involve reappointment, promotion or tenure, and in which the provost has declined or failed to implement the recommendations of the panel to the satisfaction of the grievant, the grievant may obtain a hearing before the Senate Committee on Academic Freedom and Responsibility on the actions of the provost.

6. If the matter has not previously been referred to a different panel or committee, a student or staff member who believes that she or he has been subjected to sexual harassment by a faculty member, and whose complaint has not been resolved through the mechanisms listed above, may bring the matter to the Faculty Senate Committee on Conduct. This committee is a standing committee of the Faculty Senate. At meetings with the Committee, the student or staff member may be accompanied by an advisor who is a member of the University community (student, faculty, or staff). The findings and recommendations of the Committee shall be advisory and shall be submitted to the provost for her or his decision and implementation.

D. Central Reporting of Sexual Harassment

1. A decentralized system of resources encourages the reporting and resolution of complaints of sexual harassment. To that end, and with the consent of the complainant, those offices described in Sections III.A and III.B of this policy that have handled through mediation or counseling a complaint that was not submitted to a formal hearing board should forward to the Ombudsman a report of the matter as soon as it is received. Such reports should not include the names of the persons involved. They should include, however, a description of the complaint, the schools or administrative units with which the complainant and respondent are affiliated, and the disposition of the complaint. In the case of a large department in a large school, the department also should be identified. Reports from decentralized areas will enable the Ombudsman to identify patterns in a particular location and the frequency of such incidents in a given area. Such information can then be transmitted to the appropriate dean or administrative supervisor. The reports will also enable the Ombudsman to act on behalf of the community and to conduct whatever investigation he or she deems necessary to determine whether University regulations are being violated.

2. Summary reports of formal charges of sexual harassment that have been adjudicated and records of their disposition should be forwarded to the Ombudsman's Office as a matter of information by the resource offices named in this policy.

3. Based on the information forwarded to her or him during the previous year, the Ombudsman shall submit to the president on an annual basis a summary report of the number and type of formal and informal charges of sexual harassment and their resolution by September 15 of the academic year. This report will be shared with the University community early in the semester.

E. Education and Prevention

The prevention of sexual harassment and the establishment of effective procedures with due concern for all parties require a thoughtful educational program.

1. University resource offices will provide to the community information on: a. available mediation and resolution resources; and b. sources of support and information for victims and respondents.

2. Deans and heads of major administrative units are encouraged to discuss this policy and issues of sexual harassment at meetings of faculty and staff.

3. Training programs for residential advisors, senior administrative fellows, those who meet students in crisis situations and others serving in an advisory capacity to students will include training about referrals, resources, and methods for handling instances of sexual harassment.

4. An overall educational program for students that addresses issues of peer sexual harassment and also provides information, definition, support, and the identification of sexual harassment resources has been developed by the Office of the Vice Provost for University Life, the Office of Affirmative Action, and the Penn Women's Center in conjunction with the Office of Residential Living, the Council of College House Masters, and the Council of Senior Faculty Residents involved with the Freshman Year Program. Such an educational program is directed toward new undergraduate and graduate and professional students.

5. The University will publish annually the operative portions of this policy statement, including information about the resources available to advise, counsel, and assist in the mediation of sexual harassment allegations. Information will explain how and where to contact University-wide and school-specific resources and will be posted in conspicuous locations. All members of the University should feel a responsibility to try to prevent sexual harassment whenever they observe it. Community members should report sexual harassment to appropriate University resources promptly for appropriate action.

F. Exit Interviews

Deans and administrative directors will periodically survey departing students, faculty and staff to measure the existence and frequency of reports of sexual harassment. Based on the data yielded by these surveys and the annual reports of the Ombudsman, the University administration will determine, in consultation with the University Council, whether there is a need for further efforts to be taken on the issue of sexual harassment.

G. Implementation

Deans and administrative directors will be responsible for the implementation of this policy. The provost and senior vice president will oversee the performance of deans and directors in the implementation of this policy.

OF RECORD

II. Policy on Consensual Sexual Relations Between Faculty and Students

The relationship between teacher and student is central to the academic mission of the University. No non-academic or personal ties should be allowed to interfere with the integrity of the teacher-student relationship. Consensual sexual relations between teacher and student can adversely affect the academic enterprise, distorting judgments or appearing to do so in the minds of others, and providing incentives or disincentives for student-faculty contact that are equally inappropriate.

For these reasons, any sexual relations between a teacher and a student during the period of the teacher/student relationship are prohibited. The prohibition extends to sexual relations between a graduate or professional student and an undergraduate when the graduate or professional student has some supervisory academic responsibility for the undergraduate, to sexual relations between department chairs and students in that department, and to sexual relations between graduate group chairs and students in that graduate group. In addition, it includes sexual relations between academic advisors, program directors, and all others who have supervisory academic responsibility for a student, and that student. Teachers and academic supervisors who are sexually involved with students must decline to participate in any evaluative or supervisory academic activity with respect to those students.

The Provost, Deans, Department Chairs and other administrators should respond to reports of prohibited sexual relations that are brought to them by inquiring further and, if such reports appear to be accurate, initiating appropriate disciplinary action or remedial measures against the teacher or supervisor involved.

This policy supplements the University's policy on Sexual Harassment. In addition, although this policy prohibits consensual sexual relations only between a teacher/supervisor and that individual's student, the University strongly discourages any sexual relations between members of the faculty (or administration) and undergraduates.

Women Wear the Hat Tricks at Penn

By Meghan Leary

If a woman told you that she played hockey for Penn, you'd probably assume she was talking about field hockey. But Lisa Bard and Nicole Terry play *ice* hockey, a women's club sport at Penn that's been played at the Class of 1923 rink for a decade or so, but has gotten practically no attention.

That could change, as their sport gains higher visibility. Women's ice hockey will make its debut as an Olympic sport at Nagano, Japan in 1998, with the United States as a strong contender. It's also a varsity sport at six Ivy League schools, which avidly pursue some of the best women players in the United States and Canada. (Columbia is the other Ivy school that doesn't field a varsity team.)

Neither Bard, a junior goalie, nor Terry, a junior center, both from Massachusetts and co-captains of the team, is optimistic that Penn will field a varsity team any time soon. Terry believes that Penn

"would never make women's ice hockey a varsity team unless they also made a men's team also." There's also the question of cost — equipment and facilities don't come cheap — and the lack of popularity of the women's sport in this region. While Philadelphia's National Hockey League team, the Flyers, enjoys strong fan support, the area isn't a hockey hotbed like New England.

Penn's team, consisting of 30 women, now practices at odd hours only twice a week. To raise the level of play to compete with talented Ivy League opponents, the Quakers would need a lot more ice time. "Ice is very expensive and the only way that we could practice enough to be a varsity team would be to take over the ice rink," Bard said. She doesn't think that would ever happen because the rink relies on revenue from the community as well as from Drexel and Widener Universities. Both universities have men's ice hockey teams that use the Class of 1923 Ice Rink for practices and games. The fees they pay are an important part of the rink's revenue.

This year, the Penn women will play 16 games with other college clubs, local clubs and even some local high school teams. The quality of teams on the schedule varies, in part because Terry wants to give novice players a chance to become acquainted with competitive play without being overwhelmed.

The Penn team is not the most experienced team, although a few members did play in high school. The players range from novices to those who have played the game for many years. Many of the women on the team are strong athletes who played some other varsity sport at Penn, but opted not to continue. "We have a lot of former field hockey and soccer players who want to stay active in a sport," Terry said.

But neither Terry nor Bard believe in rewarding those who do not show up for practice with playing time. "If you skip a lot of practices, you don't play," Bard said. Only 16 players are chosen to play in each game. Terry, who is in charge of the scheduling, says the four added games the club will play this year (in prior years they played only 12 games) will allow more women to play.

Taking the whole team on the road is an

expensive endeavor, and a lot of money is in short supply. SAC gives the team about \$7,500 a year, but that barely covers ice time at home. Team members are responsible for the rest. To defray the cost of road trips and equipment, the team relies largely on fund-raising by selling hats and collecting dues — each player is required to pay \$105 a year.

To cut down on road expenses, the Quakers usually stay with team members' families and always schedule multiple games on weekends. For example, when they go to Boston, they play both Boston University and M.I.T. Other opponents include Princeton's club team, Connecticut College and a fair number of women's teams in the New Jersey, Pennsylvania and Washington area. The ages of players on non-affiliated club teams range from 18 to 40 years old.

Women's ice hockey is played a lot like men's, but with one fundamental difference. There is no checking. The women's game is more of a passing game and relies a lot more on finesse than the men's game. The only other real difference is that women play three 15-minute periods instead of 20-minute ones.

While Bard and Terry are the leaders of the team and in charge of its operations, they are not the coaches. The team has two coaches who volunteer their time because they love the game.

The head coach, in his second year, is Chris Ritchie, who played ice hockey at the University of Scranton. Tim Wetherill, a second-year medical student at Jefferson, played hockey at Dartmouth.

Each coach concentrates on a different aspect. Wetherill works with the novice players, teaching them the fundamentals of hockey. His philosophy is to be "inspirational rather than preaching." Ritchie works with the advanced players. But both men agree that they want the team to become more aggressive and to go for their shots more. Ritchie believes that the most important thing is that there is "constant improvement from practice to practice and game to game."

The Quakers will play their second home game of the season on Nov. 16 at 10:45 a.m. when they take on the Grizlies, a club from southern New Jersey.



Photograph by Randolph Cinco

That's a woman weilding the hockey stick for Penn

From White House to Hill House

By Barbara Beck

As the 1996 presidential campaign winds down, candidates came last week to Penn's campus.

President Clinton spoke Oct. 29 to more than 10,000 cheering supporters at

drawing crowds as early as 11 a.m.

By 1 p.m., long lines of those eager to see the president were winding down Walnut Street.



Hill Field. The following night, independent candidate Ross Perot spoke at Irvine Auditorium to an overflow crowd.

For Clinton, it was exactly the kind of day his campaign had hoped for — a large enthusiastic crowd holding Clinton/Gore signs or waving red and blue flags and enjoying beautiful fall weather — during the last few days of an election in which the president has a substantial lead over his Republican opponent, Bob Dole.

"I wanted to come here today where there would be so many young people to ask you to think about your tomorrows," Clinton shouted to an enthusiastic crowd. "I ask you to go home tonight and before you go to bed, to spend just a few moments asking yourself a simple question: What do I want my country to be like when we cross the bridge into the 21st century? What do I hope my country will be like when my children are my age?"

Clinton drew a huge, boisterous crowd of students, faculty and staff from Penn and nearby Drexel University as well as enthusiastic support from the West Philadelphia community in a rally that began

Because of tightened security, it took several hours to get the crowd through five metal detectors.

Residents of Hill House had to make their way through a maze of reporters, secret service, campaign volunteers and White House staff.

Many who chose not to stand in line watched and listened intently from 34th Street. Many Penn employees could be seen on tiptoes trying to get even a quick glimpse of the president, who last appeared at the University during the 1992 presidential campaign.

(continued on page 13)



Photographs by Linda Johnson

The president at Penn with crowds, political signs and patriotic flags.

It's Not Your Father's Library

By Libby Rosof

Out of thousands of libraries, *Wired Magazine On Line* listed only 15 as the libraries you would want to connect to from your computer. One was the University of Pennsylvania's. Along with Yale's library, Berkeley's, the University of Michigan's, even the Library of Congress, there's Penn's, named as a great place to do electronic research. Well maybe not

And then they have to design the library indexes and systems so even the technophobic can comfortably wade in and fish without fear of drowning in seas of data and technological miscues.

Remote access to the library occurs around the clock. "Today's librarian does more behind the scenes work, putting up on-line help so it's available when you need it — at 1 a.m.," said Patricia E.



Penn's librarians help streamline electronic searches

exactly a place. Maybe a cyberspace.

But the point is not electronics for electronics' sake here. It's electronics to make research easier, more effective, more efficient.

But switching library materials to electronics is no guarantee of efficiency.

"The computer revolution pretends to be immediate," said Paul H. Mosher, vice provost and director of libraries, the man overseeing the transformation of Penn's libraries to the computer age. "It takes culture a long time to adapt to it and make it fulfill its promise."

Effecting that adaptation is the modern librarian, whose role has changed in many ways with the advent of the electronic search.

Anyone who has typed a search term into a computer knows the frustration of receiving thousands of citations and trying to sort through them.

"Librarians have to be behavioral scientists," Mosher said. "They have to learn how people and information interact."

Renfro, Associate Director of Library Public Services. "A lot of effort goes into doing very good guides, hypertext links so the network is easy to use."

It all goes back to the role of figuring out how people think, and then helping software developers design systems to fit that paradigm, or selecting electronic material that fits.

"Electronics moves librarians out of the role of keepers and mediators, and more into the role of consultants," Mosher said.

Research Librarian Patty Lynn said she thought her role hadn't changed all that much. "I'm still helping people use things and satisfying their needs."

Renfro agreed. "We've always done a lot of selection as librarians, and we're still selecting. The key role for a librarian is to sort and make available the useful material."

What has changed for Lynn, though, is the speed with which things change. Even the library's Web page looks totally dif-

ferent now from how it looked only three months ago, she said.

"It used to be easy to keep up with new reference books," Lynn said. "You'd pass by the new reference book shelves all day, every day." The same books would be there for several days. Now many of the traditional physical touchstones of library work have become disembodied data on line, requiring an active search.

Mosher also said that electronics have speeded up the changes in the library: "It used to be stable and static. Now it's adaptive and perpetually changing. My colleagues have caught on to it. A lot of the change is driven by the librarians themselves, driven by knowledge, people, technology. We want to give better access to information, better information, better organization of the network. We will produce better students, and that's really our goal.

"The reference rooms are moving into electronics at top speed," Mosher said. "The finding and requesting mechanisms we are moving as fast as we can. We have 32 million pieces of information on electronics. Documents, journal articles, all abstracts and indexes are moving on line."

The shift to on-line information has affected the card catalog, which continues to shrink at Penn. Only about 550,000 manual records remain to be converted to computer form — a small amount in a system of 4 million volumes.

With the finding and requesting mechanisms going on line, librarians can now turn increased attention to learning what collections faculty and students need and want in any formats or media that apply to their academic work.

"Teams of librarians are intensifying their outreach to faculty and students and bringing back to the library what they learn to meet the goal of more responsive service," said Mosher.

To handle the explosion of data and to develop and make accessible specialized collections, Renfro said, librarians in-

(Continued on page 11)



Innovation CORNER

Review of Campus Transportation Services Begins

By Phyllis Holtzman

A University-wide task force comprised of students, faculty and staff will embark today on a comprehensive review of transportation services on campus.

The primary mission of the Penn Transportation Committee will be to identify tactical changes to further improve the effectiveness of Penn Transit Services. The study will involve a review of the services provided by Escort Service and PennBus, as well as an examination of opportunities to coordinate services with Walking Escort Service, the Health System's transportation programs and SEPTA.

In addition, the committee will address longer-term issues regarding the boundaries and timetables of Penn Transit Services, and will recommend a multiyear strategy for potentially restructuring the

services provided to the area east of campus.

"The study will result in a blueprint for further enhancements to our campus transportation services, both in the short and long terms," said Steven Murray, Vice President for Business Services, who will serve as chair of the task force. "We recognize that transportation services are a key component of our goal of improving the quality of life on campus for students, faculty and staff."

For a complete list of task force members, see next week's Almanac.

The Department of Transportation and Parking, which oversees Penn's Transit Services, last month increased the services offered on the PennBus and Escort Shuttle Services. The PennBus has doubled its service; both the eastbound and westbound vehicles now each make a full run every one-half hour. The Escort vans now operate on a fixed schedule, every 15 minutes. In addition, two new pick-up points have been added — the Fairfax Apartments at 4247 Locust St., and the Garden Court Plaza, at 4701 Pine St. Three new vans will be added to the fleet, bringing the total to 18, and nine new Escort drivers have been hired, bringing the total to 63.

Bob Runiss, director of transportation and parking, said Escort Services ridership for October increased by 16 percent from 37,326 to 43,296. Furthermore, with the enhanced service provided by the

PennBus, its ridership increased by 91 percent during the same period, going from 3,345 to 6,406.

The PennBus operates Mondays through Fridays from 6 p.m. through 12:30 a.m. The Escort Service runs seven nights a week, from 6 p.m. through 3 a.m.

Murray said the goal of the task force is to complete its analysis over a four week period.

"We will be meeting weekly, with a great deal of information and data gathering going on between meetings," he said. "Our hope is to present our recommendations to the University community by the end of this month."

Murray said that a major review of the system last took place in 1991, at which time it was completely restructured to a route-based system. It had previously operated like a taxi system.

From 1986 — the year Business Services took the system over from the Division of Public Safety — until 1991, use of the system rose from approximately 14,000 rides a year to approximately 100,000. Last year the system provided 350,000 rides.

"Penn's Transit Services clearly have become an integral part of the lives of our students, faculty and staff," Murray noted. "They impact the way we study, work and recreate at Penn. It is already one of the most comprehensive university transit systems, and we are committed to making it even more responsive to the needs of the Penn community."

Library

(continued from 10)

creasingly must specialize in different fields. Penn, because it has so many libraries that already cater to specific fields, has a leg up on the trend.

Librarians are also working outside the walls of the library, working with their patrons at their desk tops and their classrooms.

"We're doing more teaching," Lynn said. "We make appointments, do one-on-one teaching all the time. I've done a lot more classes. I'm working with the School of Education, for example, to take our instructional services to the point of need."

Renfro said it was important to reach patrons in their own environment, rather than waiting for them to come to the library. "We're doing far more work out in

classrooms, in the Resnet computer labs. We're not waiting for them to come into the libraries. The challenge isn't for just librarians keeping up, but keeping the Penn community up to date on what we have."

All these electronics and remote library operations have not eliminated the need for the physical library.

"It's a myth that you don't have to come in," said Lynn.

For one thing, the 4 million volumes — in print — are heavily used.

"There are certain forms of information and content that do not automate well," said Mosher, as he described the inconvenience of reading and scrolling through a long book on a computer. "A 400-page book is a scroll on the computer screen. We gave up the scroll in the year 200 and went to the codex [a manuscript

in book form]."

The building is also a retreat. "The library is still a center for study," Mosher said. "You can learn anything in the library, meet your friends, work with materials in the library." He notes that some students need to escape the activity in the dorms and retreat to the peace of the library to focus on their work.

But the building at Penn is not your father's library.

"All new carrels are wired for laptops," he said. Van Pelt-Dietrich Library Center has computer stations and a computerized classroom within the building. Even the periodical reading lounges will be wired for laptop computers in the near future.

And the role of the librarian is no more obsolete than the need for a physical library. Contemplating the way that librarians are helping patrons negotiate the wired jungle, Lynn said, "We're needed more than ever."

Prof Proposes Penn Cure for Social Ills

By Robert Strauss

Like Newt Gingrich, Penn Professor of Social Work Michael Reisch believes that the latest welfare reform legislation that passed into law this summer was extremely significant: "The most dramatic reversal of social policy in the last 60 years in any form," says Reisch.



Dr. Michael Reisch

But unlike Gingrich and the bill's supporters, Reisch believes the series of bills is a misguided disaster, leaving the poor – and especially the urban poor – in potentially

dire straits.

"There has been talk of welfare reform for a long time, and often that just means reducing welfare costs," says Reisch. "But real welfare reform would require greater investment for jobs and other improvements for the poor. This latest legislation has to be put in context not just of the effect on low income children and families, but the broader effort of some of the people proposing it to end the concept of entitlements altogether."

Reisch has proposed that the University, being part of an urban center that will suffer disproportionately from the loss of entitlements to the poor, make a concerted effort to study the effects of the legislation.

"I would like to develop a multidisciplinary, multifaceted research project, using the recent legislation as a point of departure," says Reisch. "But I wouldn't merely want to gather data. I would want to use the data to develop local or state planning, policies and action efforts, which might even be able to be used nationwide."

Reisch came to Penn two years ago after nine years at San Francisco State University. Penn, he says, gave him more opportunities to do research, particularly in his specialties of contemporary social policy, history and philosophy of social welfare and the relationship between

politics and community change. He is a self-described "activist about issues around welfare" and intends to continue to work with community groups as an advocate. To that end, he has recently become a steady contributor to the opinion pages of the Philadelphia Inquirer, being asked to give perspective to work and welfare issues.

Reisch, who is also director of the doctoral program in Social Work, worries that the recent welfare legislation will further divide suburb and city, as well as more sharply separate the races. Urban life, in particular, will suffer.

"While there may not be an increase in crime, there will be one in poverty and that won't only affect the people directly hit by the legislation," he said. "We who love cities will experience a degradation of the quality of life. Without a broad-based coalition of poor people, the working class and the middle class people who have compassion for this type of problem, we are never going to see much political change that will help the urban areas and the poor in them."

Reisch said that circumstances were different when the "safety net" was first proposed in the 1930s and when it was enhanced in the 1960s.

"In the middle of the Depression, there was a more widely shared belief that the problems were structural in nature and not attributed to individual deficiencies, as they are now," he says. "The solutions were generated that were considered universal. Certainly, during the Depression, these were not race-based sets of programs, as some people think now."

"In the 1960s, there had been a generation of relative prosperity. The civil rights movement generated discussions about poverty and the thought was that this could be addressed without sacrificing our overall affluence," says Reisch. "But pretty much since the 1970s, family income has remained stagnant. There are a lot of new millionaires, but that doesn't reflect the daily reality of the family in the United States. Many families that are doing better are doing so with considerable sacrifice: two-income households, second jobs and so forth. In order to maintain the level of material well-being, the quality of life has diminished. People are less likely to think they have enough left over to help the poor."

Reisch says he hopes American society will eventually re-assess the values of cities and start to break down political and racial boundaries between suburbs and cities.

"I know this sounds like pie in the sky, but those political boundaries are anachronistic," he says. "They serve to divide people and hinder integration of populations, of approaches to community problem solving. We have to rethink the fundamental value of the individual and the community and stop promoting social goals with the individual as paramount; not to get rid of individual freedoms, but to have better balance between individual and community needs."

Reisch finds Philadelphia an interesting laboratory in this regard. The native New Yorker has lived in Baltimore, Washington and San Francisco as well, which he finds as more adaptable urban areas.

"I think there is a lot of talent in the city, but in many ways, the negativity and provincialism of Philadelphia prevent them from coming together in a collaborative way," he says. "The racial and class divisions of the city are very sharp, both within the city and between the city and suburbs. I think that makes it difficult for action to be taken to correct the city's problems. I also think the city has less clout on the state level than any of the other cities in which I've lived. Legislators define the state's problems as urban problems, which are then defined as Philadelphia's problems."

"Still, while talking of the impediments to helping the urban poor survive in the welfare-reform era, Reisch is optimistic about Penn's potential role in searching for solutions."

"The faculty and students at Penn can play a leading role, not only with what is happening to the population on welfare, but in all sorts of areas: what is happening to low-income children on a larger scale, the homeless, the effects of child abuse and neglect, immigration issues, health in the cities, job creation," says Reisch. "There is a whole constellation of social issues that could be the subject of research, analysis and action, and Penn could be out in front, leading the discussion."



Feeling Blue? Call the Depression Hotline

By **Esaúl Sánchez**

Feeling a little depressed once in a while is something normal, especially this time of year, as fall and winter days get shorter. But sometimes those feelings interfere with work or home life, or they do not go away.

That's where Penn's Faculty/Staff Assistance Program (F/SAP) comes in. The program takes phone calls from Penn people who might be suffering from depression and then helps them cope. Under this program, which is in its second year, counseling on depression is only a phone call away, every Tuesday from 9 a.m. to 1 p.m. from Oct. 15 until Dec. 10.

Sometimes it's hard for people to recognize that their symptoms are severe enough to warrant help.

"When people feel sad all the time, or discouraged about the future, uninterested in sex, unable to get work done, or more tired than usual, they can give us a call," said Dr. Carol Bennet-Speight, director of F/SAP. "Our job is to determine how serious is the situation and give them help and guidance."

The monitoring and handling of early symptoms of depression help people better deal with their lives and jobs. And early intervention can prevent the devel-

opment of problems such as alcohol and drug abuse.

Sometimes people are concerned that calling F/SAP might interfere with their career or reputation.

"In general people are nervous about calling a counseling program in their workplace," said Bennet-Speight. "Suppose you are applying for a promotion and you are getting these feelings of de-

counselor asks a standard set of questions that have been nationally approved in determining the degree of depression a person is suffering. The counselor scores the answers and establishes a preliminary judgment on how depressed the caller is, based on pre-established standards.

"If the counselor considers the caller is undergoing severe or extreme depression, he or she will ask the caller to come immediately to Blockley Hall to talk with a

therapist," Bennet-Speight said. "If the caller doesn't want to do that, the counselor will give him or her a list of emergency phone numbers for

counselors and

clinics not related to the university. If the case is milder, the counselor offers help at Penn or other alternatives."

Calls to F/SAP are handled by professional counselors with advanced training in psychology, family therapy and drug or alcohol therapy. They are licensed by the state of Pennsylvania, said Bennet-Speight.

Last year about 50 callers made use of the depression phone line, increasing the volume of new cases for the fiscal year 1995-1996 by 20 percent.

Besides helping with depression, the F/SAP office helps with personal and workplace issues such as grief from the loss of a loved one, career concerns and workplace conflict.

F/SAP DEPRESSION HOT LINE

Tuesdays, 9 a.m. to 1 p.m., to Dec. 10

898-7910

pression. You might not want your future supervisor to learn about the way you're feeling. We want to remove any obstacles between people and the help they need and provide options to those who fear the stigma often attached to depression.

"In our program Penn people call and receive help on the phone without having to reveal their names. If more than a phone conversation is needed, they can come to our office and get from three to six therapy sessions, all confidential and paid by Penn as a benefit to its employees. Or if they feel uncomfortable about using our services we refer them to outside counseling services."

During a depression-related call, the

Clinton

(continued from page 9)

The Hill Field appearance, however, was just as much Mayor Ed Rendell's party. The mayor, who served as master of ceremonies of the event, introduced the President and other elected officials including City Council President John Street, area congressmen and University President Judith Rodin.

As the presidential race waned into its final days, the Clinton campaign focused on education, welfare and jobs. Although Clinton did not unveil any new initiatives, the onlookers were not disappointed — especially in the taped music broadcast hours before the president's arrival as well as in the appearance of Philadelphia-

based entertainers Patti LaBelle, Grover Washington Jr., and Boyz II Men.

While Clinton highlighted his popular proposal to offer a \$1,500 tax credit for two years of community college tuition, he has long since stopped mentioning that his proposal requires a student to maintain a B average to qualify for the tax credit in the second year.

Clinton also talked about a plan to mobilize 30,000 AmeriCorps volunteers and other trained reading experts to help teach children to read.

"Of the 200,000 extra work-study slots we just got allocated," Clinton said, "I want 100,000 of those devoted to young people who say, yes, if you will help me

go through college, I will be glad to take some of my time to teach a young child to read."

Clinton also spoke about the Internet and thanked those who are in the forefront of science and technology.

"And I want to thank especially one of your own who is here today and was pioneer of the Internet . . . Pennsylvania's own David Farber."

Farber, the Alfred Fitler Moore professor of telecommunications, said he wasn't surprised by the president's remarks. "But the students are really impressed — especially the foreign students," said Farber. "They're not used to that type of dealing with the gods."

OPPORTUNITIES at PENN

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

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

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

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

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

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

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

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

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

Job Opportunities and daily postings can also be accessed on the Human Resources web page (www.upenn.edu/hr/). A position must be posted for seven (7) calendar days before an offer can be made.

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

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

ANNENBERG SCHOOL

Specialist: Clyde Peterson

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

ARTS AND SCIENCES

Specialist: Susan Curran

COORDINATOR II (101026SC) Provide technical & planning support for existing computer resources within academic department, including faculty/staff machines, WEBSITE & student lab; help faculty/graduate students learn computer as pedagogical tool; advise undergraduate regarding departmental requirements; maintain record of undergraduate majors; transfer credits & drop/add; coordinate independent studies with advising faculty; supervise support staff working in computing & undergrad areas. **Qualifications:** BA/BS or equivalent & two yrs. admin. exp.; strong communication & interpersonal skills; proven ability to work well with people; ability to triage hardware/software problems; diagnose general area of malaise & correct simple problems; identify, analyze & plan for departmental & Web computing needs; technical ability: HTML, word processing, e-mail, some database, academic research functions; SRS pref. **Grade:** P2; **Range:** \$22,351-29,098 10-16-96 History
ADMIN. ASSISTANT I (101372SC) Administer department colloquium series; assist Director of Graduate Studies; organize records & meetings for faculty search committees; prepare course work, reserve classrooms & execute library searches for faculty. **Qualifications:** High school grad with post-h.s. business curriculum; two yrs. secretarial experience; exp. with computers & word processing software. **Grade:** G9; **Range:** \$17,614-21,991 10-31-96 Psychology
ASS'T DEAN (POST-BACCALAUREATE PROGS.) (07829SC) P5; \$29,664-38,677 8-16-96 CGS
ASSOCIATE DIRECTOR VI (101211SC) P8; \$39,655-52,015 10-4-96 SAS Computing
COORDINATOR IV (101223SC) P4; \$26,986-35,123 10-8-96 African Studies Center
ELECTRONICS ENGINEER I (101236SC) P4; \$26,986-35,123 10-10-96 Physics & Astronomy
ADMIN. ASS'T III (37.5 HRS) (101346SC) G9/G10; \$18,872-23,562/\$20,637-25,713 10-24-96 SAS Admin.
ADMINISTRATIVE ASSISTANT II (101222SC) G10; \$19,261-23,999 10-10-96 Linguistics/LDC
ADMINISTRATIVE ASSISTANT II (101344SC) G10; \$19,261-23,999 10-24-96 External Affairs
RECORDS ASSISTANT I (101345SC) G8; \$16,171-20,240 10-24-96 Dean's Office-Graduate Division

DENTAL SCHOOL

Specialist: Clyde Peterson

INSTRUMENT STERILIZATION ATTENDANT I (40 HRS) (101331CP) Decontaminate, clean & assemble full range of scientific surgical supplies & equip. used in clinic; select appropriate methods of sterilizing instruments; store & issue sterile supplies & laboratory equip.; inventory & replenish clinical areas. **Qualifications:** H.S. grad or equiv.; able to push or pull up to 50 lbs. & lift up to 25 lbs.; demonstrated ability to follow detailed oral & written instructions. **Grade:** G5; **Range:** \$14,714-18,069 10-28-96 Clinic Mgmt.
TECH, X-RAY II (101341CP) Take various types of radiographs of head & neck incl., full mouth series, panoramic (pan tomography-head & neck), operate quint scintigraph unit for skull series & TMJ linear tomography & operate Tomax multi-directional tomography unit. **Qualifications:** H.S. grad; dental exp.; knowledge of x-ray units; must be radiology certified. **Grade:** G11; **Range:** \$20,497-26,008 10-31-96 Radiology
COORDINATOR III (101265CP) P3; \$24,617-31,982 10-17-96 Clinic Management
MGR. I (091202CP) (Schedule may include some Saturdays) P2; \$22,351-29,098 10-2-96 Dental Care Ctr.
RESEARCH SPECIALIST, JR. (101269CP) P1; \$20,291-26,368 10-22-96 Pathology
RESEARCH SPECIALIST I (091102CP) P2; \$22,351-29,098 9-20-96 Biochemistry
RESEARCH SPECIALIST II (04394CP) (End date: 6/98) P3; \$24,617-31,982 5-7-96 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
ADMINISTRATIVE ASSISTANT II (101270CP) G10; \$19,261-23,999 10-22-96 Academic Affairs
CLERK V (PRIMARY CARE UNIT GROUP) (101248CP) G8; \$16,171-20,240 10-14-96 Primary Care Unit
DENTAL ASSISTANT I (40 HRS) (10429CP) G7; \$17,068-21,247 10-5-95 Dental Care Center
DENTAL ASSISTANT I (40 HRS) (091148CP) G7; \$17,068-21,247 9-24-96 Dental Care Center
DENTAL ASSISTANT I (091196CP) G7; \$17,068-21,247 10-2-96 Periodontics/Implants

ENGINEERING/APPLIED SCIENCE

Specialist: Clyde Peterson

PROGRAMMER ANALYST II (101302CP) Develop & install perl script to enhance the web services provided by SEAS, such as on-line quizzes, web interfaces to databases; work with SEAS departments to enhance the SEAS presence on the World Wide Web & provide technical assistance; work with students &

administration to identify opportunities for state-of-the-art tech to enhance English education & administrative support; manage software support & license for SEAS Computer labs; work with faculty to select appropriate software for education in the SEAS labs; second tier software support for Netscape. **Qualifications:** BA/BS in computer science or related experience; two years experience in programming & systems; proficiency in C/C++ & perl programming; UNIX experience; Macintosh or Windows experience; demonstrated ability to communicate effectively & work with students & faculty with diverse technical background; knowledge of engineering topics; Oracle & Java experience a plus. **Grade:** P6; **Range:** \$32,857-42,591 10-29-96 Computer & Education Tech Svcs.
ASSISTANT TO CHAIRMAN I (101225CP) P1; \$20,291-26,368 10-11-96 Electrical Engineering
ADMINISTRATIVE ASSISTANT III (091167CP) G11; \$20,497-26,008 9-26-96 Student Services

EXECUTIVE VICE PRESIDENT

Specialists: David Smith/Susan Curran

ACCOUNTANT II (101267SC) Maintain property management system; reconcile system to general ledger; supervise the physical inventory & tagging of capitalized equipment; monitor equipment purchases; supervise staff of two. **Qualifications:** BA/BS in accounting; two-four yrs. of accounting experience; thorough knowledge of accounting standards & practices; knowledge of FinMis preferred; PC literacy; supervisory experience preferred. **Grade:** P4; **Range:** \$26,986-35,123 10-16-96 Office of the Comptroller
ACCOUNTANT, FIXED ASSIST (101266SC) Direct all aspects of the University's fixed asset accounting; coordinate capital projects process with Facilities Management & Office of the Treasurer; oversee updating & maintenance of Property Management System; supervise plant accounting, equipment tagging & periodic physical inventory of equipment; support the field with training & education. **Qualifications:** BA/BS in accounting; minimum four yrs. accounting experience; thorough knowledge of accounting standards & practices; knowledge of FinMis & supervisory experience preferred; PC literacy; ability to manage multiple tasks in dynamic environment. **Grade:** P5; **Range:** \$29,664-38,677 10-16-96 Comptroller
DIRECTOR, INTERNAL AUDIT (CORPORATE COMPLIANCE) (091127SC) P12; \$65,611-80,031 9-20-96 Internal Audit
ADMINISTRATIVE ASSISTANT II (091146SC) G10; \$19,261-23,999 9-26-96 Publications
ADMIN. ASSISTANT II (40 HRS) (101254SC) G10; \$22,013-27,427 10-14-96 Dining Services
ASSISTANT TEACHER (101358SC) G9; \$17,614-21,991 10-25-96 Penn's Children's Center
CLERK, STORE II (37.5 HRS) (101332SC) (Week-end work & extra hours required as needed) G6; \$15,009-18,429 10-21-96 Computer Connection
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 REP. I (37.5 HRS) (091147SC) G10; \$20,637-25,713 9-23-96 Computer Connection

GRAD SCHOOL OF EDUCATION

Specialist: Clyde Peterson

DIRECTOR II (081007CP) (End date: 9/30/01) P5; \$29,664-38,677 9-9-96 NCAL
PROGRAMMER ANALYST I (081006CP) (End date: 9/30/01) P4; \$29,986-35,123 9-9-96 NCAL
PROJECT COORDINATOR (081008CP) (End date: 9/30/01) P4; \$29,986-35,123 9-9-96 NCAL
RESEARCH SPECIALIST I (07785CP) (On-going contingent upon grant funding) P2; \$22,351-29,098 7-19-96 GSE/NCOFF
ADMINISTRATIVE ASSISTANT II (07730CP) (On-going contingent upon funding) G10; \$19,261-23,999 7-19-96 NCOFF

OPPORTUNITIES at PENN

LAW SCHOOL

Specialist: Clyde Peterson

STACK ATTENDANT (101279CP) Union 10-21-96 Biddle Law Library
COORDINATOR II (081013CP) P2; \$22,351-29,098 9-17-96 Law Development & Alumni Relations

MEDICAL SCHOOL

Specialists: Ronald Story/Janet Zinser

ASSISTANT DIRECTOR VI (101352RS) Oversee operation of the Morphology Core, a service facility which provides investigators with access to the technologies of "in situ" hybridization, immunocytochemistry at the light & electron microscope level & other morphologic techniques; manage scientific, staffing, safety, financial & compliance matters; supervise staff of at least three research technicians; interface with faculty & staff; establish scientific priorities & implement scientific protocols in the laboratory; develop & implement standard operating procedures; ensure compliance with regulatory agencies & institutional safety environmental health guidelines. **Qualifications:** MS or PhD in the biological sciences with relevant training & working knowledge of cellular morphology required or equivalent; proven scientific & management skills required; excellent organizational, written & oral communication skills necessary. **Grade:** P7; **Range:** \$36,050-46,814 10-28-96 IHGT
PROGRAMMER ANALYST I (101355JZ) Proficient in IDL programming for image manipulation & analysis; process MR image data according to investigator-initiated protocols; maintain research group's computers & interacts with service to ensure smooth operation; work with PI co-investigators & post-doctoral fellows toward establishment of image analysis protocols & is responsible for their implementation; responsible for transfer of image data to the workstation where processing & analysis will occur; teach software & instruct students in Supercard programming. **Qualifications:** BA/BS in computer science or equiv.; demonstrated exp. with UNIX programming & relevant operating & application languages; excellent communication & organization skills. **Grade:** P4; **Range:** \$26,986-35,123 11-01-96 Radiology
RESEARCH COORDINATOR, JR. (101215RS) Assist PI(s) in clinical research studies; recruit patients for studies & coordinate studies among investigators & other participating persons; acquire patient background info & assist investigators in data analysis; ensure patients are examined; interact with research personnel in establishing imaging protocols; responsible for transfer of imaging data to workstations; instruct research MR & DEXA techs for performing scans; schedule regular mtgs. **Qualifications:** BA/BS; MR technologist; conversant with personal computer or Mac (basic operating system, word processing & database); exp. with patient recruiting. **Grade:** P2; **Range:** \$22,351-29,098 10-28-96 Radiology
RESEARCH SPECIALIST, JR. (101361RS) Research involving department of hematopoietic stem cell (HSC) gene therapies & characterization of cell & genes involved in development & function of hematolymphoid system; perform experiments involving animal surgery & cellular & molecular biology; responsible for production & monitoring of SCID-hu mice supplies with limited supervision; assist in experiments involving SCID-hu mice; perform experiments involving modeling of HSC gene therapies in SCID-hu mice & certain basic science studies for successful development of HSC gene therapies; perform library bibliographic searches & assist principal investigator in writing procedural sections of manuscripts; demonstrated techniques to student & other lab personnel. **Qualifications:** BA/BS in scientific field required; knowledge of molecular & cell biology required; exp. with cDNA cloning or retroviral vectors a plus; ability to work independently; excellent organizational skills & knowledge of computers required. (End date: 11/30/98) **Grade:** P1; **Range:** \$20,291-26,368 10-29-96 IHGT

STAFF PHYSICIAN (101371RS) Serve as primary care physician; provide on-going & continuity care to older adults in a variety of UPHS clinical settings including office based practices, nursing homes & the ACE Unit, assisted living, personal care & other hospital settings; participate in home visits & multidisciplinary comprehensive geriatric assessments; develop programs designed to meet the needs of older in managed care settings. **Qualifications:** Pennsylvania MD license & willingness to acquire a New Jersey license; three-five yrs. practice experience as a medical director of a nursing home preferred; fellowship training in geriatric medicine. **Grade/Range:** Blank 11-1-96 Medicine

OFFICE ADMINISTRATIVE ASSISTANT II (40 HRS) (101376JZ) Assist with processing purchase, payroll, reimbursement & Human Resource forms; organize & maintain record filing systems; coordinate administrative support functions; assist personnel in routing requests for external & internal services; perform office secretarial duties; prepare reports & correspondence. **Qualifications:** High school graduate, some advanced education helpful; two yrs. experience at the OAAI level or equivalent; ability to work independently & prioritize tasks; knowledge of clerical accounting, office procedures, Lotus 1-2-3, Microsoft Word & PC's; ability to type 45 wpm. **Grade:** G10; **Range:** \$22,013-27,427 11-1-96 Rehab Medicine
RESEARCH LAB TECHNICIAN III (05437RS) Prepare sterile supplies, carry out various experiments, handle radioactive chemicals; use various lab equipment such as high speed centrifuge, ultra-centrifuge, gamma counting & scintillation counting; ordering lab supplies. **Qualifications:** BA/BS in biology, biochemistry or chemistry; prior laboratory experience is required. **Grade:** G10; **Range:** \$19,261-23,999 10-28-96 Medicine/Cardiology

RESEARCH LAB TECH III (40 HRS) (12669RS) Perform polysomnographic studies on patients referred for evaluation; score polysomnograms; rectify basic recording equipment problems; maintain laboratory equipment according to schedules. **Qualifications:** BA/BS in science; exp. in polysomnography preferred; experience with computers and knowledge of basic electronics, certified in CPR, valid driver's license and access to car. **Grade:** G10 **Range:** \$22,013-27,427 10-28-96 Center for Sleep
PART-TIME (ACCOUNTANT JR.) (20 HRS) (08906JZ) Perform accounting/bookkeeping tasks; process invoices for payment; post payment & journal entries; research & resolve problems; correct billing errors; reconcile statements & generate financial reports. **Qualifications:** High school graduate with post high school training; minimum two yrs. experience at senior accounting clerk level; thorough knowledge of accounting functions; computer skills utilizing spreadsheet software; excellent interpersonal & communication skills. **Grade:** G11; **Range:** \$11,262-14,290 10-30-96 Continuing Medical Education

REGULAR P-T (LAB ASSISTANT I) (101362RS) Assist with the preparation of grant applications; manage & update grants & balances; place & track orders; maintain inventory supplies; handle the business aspect of the lab & all accounts; assist with lecture outlines & course description. **Qualifications:** H.S. graduate with related secretarial &/or administrative assistant experience; BA/BS preferred; excellent organizational skills; thorough knowledge of office procedures & the ability to work independently; knowledge of Mac word processing & database programs a must; strong basic writing skills & proofread skills; previous exp. in lab or research setting a plus. **Grade:** G5; **Range:** \$7,074-8,687 10-29-96 Microbiology
ASS'T DIRECTOR 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
COORDINATOR II (091195JZ) P2; \$22,351-29,098 10-4-96 Cancer Center
COORDINATOR IV/IV (091191JZ) P4/P5; \$29,986-35,123/\$29,664-38,677 10-7-96 Cancer Center

DATABASE TECHNICIAN II (091139JZ) P7; \$36,050-46,814 10-2-96 Psychiatry
EDITORIAL SUPERVISOR/EDITOR/MANAGING CLINICAL EDITOR (101234JZ) P7/P8; \$36,050-46,814/\$39,655-52,015 10-24-96 Radiation Oncology
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 COORDINATOR (101215RS) P3; \$24,617-31,982 10-7-96 Radiology
RESEARCH COORDINATOR (101280RS) (On-going contingent upon grant funding) P3; \$24,617-31,982 10-18-96 Psychiatry
RESEARCH COORDINATOR (101353RS) (End date: 7/1/98) P3; \$24,617-31,982 10-24-96 CCEB
RESEARCH COORDINATOR, JR. (101227RS) P2; \$22,351-29,098 10-8-96 Medicine/Rheumatology
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, JR. (101351RS) (On-going contingent upon grant funding) P1; \$20,291-26,368 10-24-96 Psychiatry
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 SPEC. I (101261RS) (Position requires travel to multiple study sites, must have access to a car). P1; \$20,291-26,368 10-22-96 Psychiatry
RESEARCH SPECIALIST I (101339RS) (End date: 10/31/98) P2; \$22,351-29,098 10-22-96 IHGT
RESEARCH SPECIALIST III (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 SPEC. II (101326RS) P3; \$24,617-31,982 10-18-96 Medicine-Hematology/Oncology
RESEARCH SPEC. III/III (06641RS) P3/P4; \$24,617-31,982/\$26,986-35,123 9-23-96 Dermatology
RESEARCH SPECIALIST IV (101210RS) (End date: 10/31/98) P6; \$32,857-42,591 10-4-96 IHGT
PART-TIME (CLINICAL SPECIALIST) (20 HRS) (101325RS) (On-going contingent upon grant funding) P6; \$18,775-24,338 10-17-96 Medicine
ADMINISTRATIVE ASSISTANT I (101226JZ) G9; \$17,614-21,991 10-10-96 Radiology
ADMINISTRATIVE ASSISTANT II (091138JZ) G10; \$19,261-23,999 9-26-96 Psychiatry
ADMINISTRATIVE ASSISTANT II (091189JZ) G10; \$19,261-23,999 10-2-96 Rehabilitation Medicine
CLERK II (40 HRS) (101275JZ) (On-going contingent upon grant funding) G5; \$14,714-18,069 10-17-96 Smell & Taste Center
CLERK II (101350JZ) G5; \$14,714-18,069 10-24-96 IHGT
HISTOLOGY TECHNICIAN II (40 HRS) (101330RS) G10; \$22,013-27,427 10-22-96 Ophthalmology
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
OFFICE SYSTEMS COORDINATOR (101356JZ) G11; \$20,497-26,008 10-25-96 CCEB

OPPORTUNITIES at PENN

PROGRAMMER I (40 HRS) (091136JZ) G10; \$22,013-27,427 9-23-96 Anesthesia
RESEARCH LAB TECHNICIAN II (40 HRS) (101228RS) A G8; \$18,481-23,132 10-9-96 Medicine/Rheumatology
RESEARCH LAB TECH III (40 HRS) (101328RS) (On-going contingent upon grant funding) G10; \$22,013-27,427 10-18-96 Surgery/Neurosurgery
SECRETARY IV (091152JZ) G9; \$17,614-21,991 09-24-96 Institute for Neuroscience
SECRETARY IV (091155JZ) G9; \$17,614-21,991 09-24-96 Institute for Neuroscience
SECRETARY IV (091177JZ) G9; \$17,614-21,991 09-27-96 Pathology & Lab Medicine
SECRETARY V (40 HRS) (091181JZ) (End date: 09/30/98) 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
SERVICE ASS'T II (40 HRS) (101338JZ) G10; \$22,013-27,427 10-21-96 Arch. & Facilities Mgmt.

NURSING

Specialist: Ronald Story

ADVANCED PRACTICE NURSE (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
ASSOCIATE DIRECTOR V/VII (101251RS) P7/P8; \$36,050-46,814/\$39,655-52,015 10-22-96 Nursing
COORDINATION II, FINANCIAL AID (101229RS) P2; \$22,351-29,098 10-11-96 Nursing
PROJECT MANAGER II (101334RS) (Evening & weekend scheduling as needed to facilitate enrollment) (End date: 6/30/00) P7; \$36,050-46,814 10-24-96 Nursing
PART-TIME (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
ADMINISTRATIVE ASSISTANT II (40 HRS) (101252RS) G10; \$22,013-27,427 10-18-96 Nursing
ADMINISTRATIVE ASSISTANT II (40 HRS) (091187RS) G10; \$22,013-27,427 10-2-96 Nursing
ADMINISTRATIVE ASSISTANT III (40 HRS) (101360RS) G11; \$23,425-29,723 10-25-96 Nursing
PART-TIME (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

ASSISTANT DIRECTOR IV (091053JZ) P5; \$29,664-38,677 9-6-96 Development & Alumni Relations
ASSISTANT DIRECTOR IV / ASSOCIATE DIRECTOR V (12653JZ) P5/P7 \$29,664-38,677/\$36,050-46,814 9-3-96 Development & Alumni Relations
ASSISTANT DIRECTOR INDIVIDUAL GIFTS (06672JZ) P5; \$29,664-38,677 8-23-96 Development & Alumni Relations
ASSISTANT VICE PRESIDENT, INDIVIDUAL GIFTS (07743JZ) Ungraded 7-12-96 Development & Alumni Relations
ASSOCIATE DIRECTOR IV (07845JZ) P6; \$32,857-42,591 8-1-96 Development & Alumni Relations
COORDINATOR III (091134JZ) (Some evening & weekend work required) P3; \$24,617-31,982 9-23-96 Development & Alumni Relations
DIRECTOR, NEW YORK CITY REGION (0164JZ) (Position located in New York) P11; \$56,135-70,246 1-29-96 Development & Alumni Relations
ADMINISTRATIVE ASSISTANT I (40 HRS) (101217JZ) G10; \$22,013-27,427 10-7-96 Development & Alumni Relations

EXECUTIVE ASSISTANT I (05508JZ) P6; \$32,857-42,591 8-15-96 Development & Alumni Relations
MANAGING EDITOR, COMPASS (06682SC) (Two writing samples must accompany application) P7; \$36,050-46,814 6-28-96 News & Public Affairs
PROGRAMMER ANALYST I (091051JZ) P4; \$26,986-35,123 9-9-96 Dev. & Alumni Relations
STAFF ASSISTANT III (10133SC) P3; \$24,617-31,982 10-18-96 Office of the Secretary
STAFF ASSISTANT IV (07823JZ) P4; \$26,986-35,123 7-31-96 Development & Alumni Relations
STAFF RESEARCHER I (101216JZ) P2; \$22,351-29,098 10-7-96 Development & Alumni Relations
STAFF WRITER I (08938JZ) P3; \$24,617-31,982 08-21-96 Development & Alumni Relations
STAFF WRITER II (04062JZ) (Two writing samples must accompany application.) P3; \$24,617-31,982 10-4-96 Development & Alumni Relations
ADMINISTRATIVE ASSISTANT I (091052JZ) G9; \$17,614-21,991 9-9-96 Dev. & Alumni Relations
ADMINISTRATIVE ASSISTANT I (08939JZ) G9; \$17,614-21,991 8-21-96 Dev. & Alumni Relations
ADMINISTRATIVE ASSISTANT II (091080SC) G10; \$19,261-23,999 9-11-96 News & Public Affairs
ADMINISTRATIVE ASSISTANT II (091120JZ) G10; \$19,261-23,999 9-19-96 Dev. & Alumni Relations
ADMINISTRATIVE ASSISTANT III (40 HRS) (101260SC) (Some nights & weekends required) G11; \$23,425-29,723 10-14-96 Office of the President
OFFICE ADMINISTRATIVE ASSISTANT II (101282JZ) G10; \$19,261-23,999 10-17-96 Development & Alumni Relations

PROVOST

Specialist: Clyde Peterson

LIBRARIAN I/II (101340CP) Assist engineering Librarian in meeting information needs of the school & in the administration of the Library; provide reference service; teach faculty & students to use information resources; share in collection development; serve as information systems liaison to the Engineering & Science Libraries; create Web documentation; design appropriate user interfaces for electronic resources; develop & implement innovative & effective electronic services; contribute to the creation teaching program in the Engineering & Science Libraries; produce user documentation; act as librarian in her absences. **Qualifications:** ALA accredited MLS; academic background in engineering or related science discipline strongly preferred; experience in on-line database searching & aptitude for teaching required; strong computing skills; strong interpersonal skills & excellent written & verbal communication skills essential; public service orientation & strong reference skills needed; knowledge of scientific research methods & familiarity with changing information & publishing environment in engineering & science needed. **LIB. I:** No previous library experience. **LIB. II:** One-three years previous professional library experience. **Grade:** P4/P5; **Range:** \$26,986-35,123/\$29,664-38,677 10-30-96 University Libraries
RESEARCH SPECIALIST IV (101349CP) To assist Section Curator & the General Editor of the Pennsylvania Sumerian Dictionary for conducting original, professional-level research in the area of Sumerian & Akkadian philology; responsible for the writing & editing of articles, production of manuscripts, preparation of text editions, reference checking & all other phases of production of the Sumerian. **Qualifications:** PhD in Sumerology with strong background in Akkadian; experience in philological research; editing & publication experience; teaching experience preferred. **Grade:** P6; **Range:** \$32,857-42,591 10-31-96 Museum
SYSTEMS ANALYST II/SR. (101374CP) Responsible for the technical & functional analysis of information processing & management systems, completing feasibility studies, design systems & identifying the interrelationship among systems; develop system design specification & cost benefit estimates; ensure

adherence to departmental technical & quality assurance standards; maintain thorough knowledge of system development tools; determine functional requirements for client offices; organize, plan & manage projects. **Qualifications:** BA/BS; detailed knowledge of database design concepts development methodologies; expertise in UNIX & relational database technology required; knowledge of COBOL, C, & ADABAS/NATURAL a plus; excellent written, verbal & interpersonal skills; demonstrated planning & organizational skills; working knowledge of LAN, project management software & desktop presentation tools helpful. **SYSTEMS ANALYST II:** Four yrs. progressively responsible experience within a large administrative computing environment, including a minimum of three yrs. in system design & analysis. **SYSTEMS ANALYST, SR.:** Six yrs. progressively responsible experience within a large administrative computing environment, including a minimum of three yrs. in system design & analysis **Grade:** P7/P8; **Range:** \$36,050-46,814/\$39,655-52,015 11-1-96 ISC/Application Development

ADMINISTRATIVE ASSISTANT I (101336CP) Answer telephones & handle routine telephone inquiries; handle secretarial work for two Associate Directors; keep their calendars; arrange meetings conferences; may also handle Director's calendar & meeting schedule in absences of his assistant; handle mail, mail distribution, photo copy & supplies; maintain Director's office files; handle filing; update list of Board of Overseers, Consulting Scholars & Research Associates; assist with Search Committee work as necessary. **Qualifications:** High school graduate or equivalent; two yrs. clerical or secretarial experience or equivalent; office experience, preferably at a college or university or demonstrated ability; must be computer literate: IBM (Windows & Word Perfect) & familiarity with Macintosh; professional discreet attitude & ability to maintain confidentiality of materials; ability to type with speed & accuracy; excellent clerical aptitude; background in archaeology &/or anthropology helpful. **Grade:** G9; **Range:** \$17,614-21,991 10-29-96 Museum

ADMINISTRATIVE ASSISTANT III (101319CP) Serve as receptionist for International Undergraduate & Transfer Admission office; maintain calendar & coordinate appointments for three professional staff members; prepare student files & transfer applications for credit evaluation prepare & update credit information to be evaluated by credit coordinator; enter credits & update student record on student registrar system; mail credit evaluation & corresponding literature to incoming students; maintain & update files of all current students who are pursuing pre-matriculant credit; act as liaison between academic & administrative departments when questions about students credit evaluation arises; verify all outgoing letters & admissions decision for transfer applicants; oversee training of work study students. **Qualifications:** Completion of high school business curriculum & related post high school training or equivalent; at least two years of experience at the AA II level or comparable background; demonstrated thorough knowledge of office procedures, practices & methods; demonstrated knowledge of basic computer skills on Macintosh preferred;

Classified

FOR SALE

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For classifieds rates and information, contact *The Compass* at 898-3632

OPPORTUNITIES at PENN

strong public relations skills & a genuine interest in working with students from different cultural background are essential. **Grade:** G11; **Range:** \$20,497-26,008 10-30-96 Undergraduate Admissions

COORDINATOR INVENTORY CONTROL II (37.5 HRS) (101259CP) Insure that materials for installation, operation & maintenance of PennNet are available at all times; perform inventory functions; identify appropriate vendors point of contact, obtain necessary quotations & prepare purchase requisition; assist Manager & staff in the identification of new products suitable for deployment to PennNet. **Qualifications:** High school graduate or equivalent; BA/BS or business background or equivalent preferred; minimum of three yrs. experience in sales, purchasing, inventory control & general office procedures; ability to carry out vendor negotiations independently; demonstrated knowledge of network electronic products essential; experience in the use of office machinery (personal computers, including database, spreadsheet & e-mail software); good communication skills; physical ability to lift & manipulate up to 50 lbs. **Grade:** G12; **Range:** \$24,500-31,617 10-28-96 ISC/Networking

LIMITED SERVICE (ADMINISTRATIVE ASSISTANT I) (101322CP) Receive, distribute & process all financial aid applications; compile, file & maintain completion of all students financial aid folders; insure that financial aid folders are stamped & assigned appropriate Admissions correspondence codes & reviewed 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 for students; liaison between the Financial Aid Office & Undergraduate Admission Office; oversee work of work-study students & temporary staff. **Qualifications:** Completion of high school business curriculum & related post-high school training or equivalent; at least two years of clerical/secretarial experience or equivalent; demonstrated thorough knowledge of office procedures, practices & methods; demonstrated knowledge of basic computer skills on Macintosh preferred. **Grade:** G9; **Range:** \$9,678-12,083 10-30-96 Undergraduate Admissions

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

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

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

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

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

INFORMATION SYSTEM SPECIALIST II (101323CP) P5; \$29,664-38,677 10-25-96 Undergraduate Admissions

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

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

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

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

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

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

ADMIN. ASSISTANT III (101320CP) G11; \$20,497-26,008 10-21-96 Undergraduate Admission

ADMIN. ASSISTANT III (101321CP) G11; \$20,497-26,008 10-21-96 Undergraduate Admissions

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

BIBLIOGRAPHIC SPECIALIST (101256CP) Union 10-22-96 University Libraries

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

LIMITED SERVICE (ADMINISTRATIVE ASSISTANT I) (101274CP) G9; \$14,678-18,326 10-22-96 Annenberg Center

REGULAR PART-TIME (ADMINISTRATIVE ASSISTANT I) (20 HRS) (101213CP) G9; \$9,678-12,083 10-9-96 Biomedical Library

REGULAR-PART-TIME (ADMINISTRATIVE ASSISTANT I) (101342CP) G9; \$9,678-12,083 10-24-96 University Libraries

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

VETERINARY SCHOOL

Specialist: Ronald Story

MANAGER II (PHARMACY) (101337RS) Perform financial & administrative duties involving provision of pharmaceutical supplies in Large Animal Hospital at New Bolton Center; supervise department employees; order & schedule pharmaceutical inventory; **Qualifications:** High School graduate; BA/BS preferred; four yrs. experience in pharmaceutical operation or equivalent preferred; supervisory experience preferred; good mathematical skills & accuracy; demonstrated knowledge of established inventory systems, standards & practices; excellent organizational & communication skills ability to lift 20-25 lbs. (*Position in Kennett Square, PA; no public transportation*) **Grade:** P3; **Range:** \$24,617-31,982 10-28-96 Large Animal Hospital-NBC

PHARMACY ASSISTANT I/II (101264RS) Perform duties involving provision of pharmaceutical supplies; order supplies, stock shelves & assist with inventory; prepare unit-dose syringes & weigh & measure ingredients for compounding; maintain records, file daily charges & bookkeeping; perform light typing; price medication, fill prescriptions & properly label prescriptions in accordance with federal & state regulations; prepare unit-dose syringes. **Qualifications: PA I:** H.S. grad; exp. in pharmaceutical operation or equiv. pref.; excellent clerical skills & accuracy required; ability to communicate effectively with faculty, staff & clients & students; ability to lift, on occasion, considerable weight; interest in Vet Medicine helpful. **PA II:** BA/BS pref.; three yrs. experience in pharmaceutical operation or equivalent preferred; demonstrated clerical & mathematical skills. (*Position in Kennett Square, PA; no public transportation*) **Grade:** G8/G10; **Range:** \$16,171-20,240/ \$19,261-23,999 10-28-96 Large Animal Hospital

TECH, VET O.R. I/II (40 HRS) (08881NS) **TECH I:** Set up for surgical procedures; circulate for surgery cases; prepare sterile supplies & instruments; trans-

port animals as needed, clean up areas between cases & end of day. **TECH II:** same as above, as well as provide assistance & guidance to our staff; orientate new personnel; assist with in-service programs & teaching four yr. students. **Qualifications: TECH I:** High school graduate graduate of two yr. Animal Tech College or previous related O.R. experience **TECH II:** graduate of two yr. Animal Tech College with minimum two yrs. in-house surgical experience. (*Work schedule may include evenings, weekends, holidays & emergency on-call*) **Grade:** G8/G10; **Range:** \$18,481-23,132/\$22,013-27,427 10-31-96 VHUP-Surgery

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

HISTOLOGY TECHNICIAN I (101263RS) G7; \$14,935-18,592 10-24-96 Pathobiology

TECH, VET I/II (40 HRS) (101253RS) G8/G10; \$18,481-23,132/22,013-27,427 10-22-96 VHUP-Wards

P-T (VET TECH TRAINEE) (20 HRS) (101249RS) (*Position in Kennett Square, PA; 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

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

WHARTON SCHOOL

Specialist: Janet Zinser

ADMINISTRATIVE ASSISTANT II (101367JZ) Extensive typing, proofreading, editing & collating of standard & complex admissions letters; maintain inventory of office supplies & items for admit pack; perform data entry. **Qualifications:** High school graduate; some college preferred; two yrs. at the AA I level, including data entry experience; attention to detail a must; ability to work under pressure & meet deadlines required. **Grade:** G10; **Range:** \$19,261-23,999 10-20-96 MBA Admissions

ADMIN. ASSISTANT II (101368JZ) Support Operations Managers & three Directors on administrative issues; act as liaison with Dean's office for special interest candidates; perform data entry duties; enter application into database & edit information. **Qualifications:** H.S. grad, some college pref.; two yrs. at the AA I level; strong interpersonal skills; ability to work well under pressure & meet deadlines. **Grade:** G10; **Range:** \$19,261-23,999 10-20-96 MBA Admissions

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

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

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

INFO. 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

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

PROGRAMMER ANALYST I/II (05456JZ) P4/P6; \$26,986-35,123/\$32,857-42,591 5-16-96 WCIT

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

TECHNICAL WRITER (09417JZ) (*Final candidates may be ask to submit a writing sample*) P6; \$32,857-42,591 7-18-96 External Affairs

PENNPRINTOUT

CGI-based forms and server-side image maps may sound like techno-babble to you, but for Penn Web developers who want to add a touch of interactivity or image pizzazz to their sites, these terms signify basic building blocks for creating effective web sites. Yet many don't realize that forms and image maps are not only allowed, but encouraged on the Penn Web. You can't create your own scripts, but you can utilize generic scripts to provide these functions. Image map information is available at <http://www.upenn.edu/dccs/www/provider/configuration.html#imagemap> and forms information is located at <http://www.upenn.edu/dccs/www/provider/feedback-forms/>.

You may also want to consult the online style guide for the Penn Web, *Web Style*, which contains information on page design, including practical tips about typography, navigational aids, and graphics; step-by-step instructions on how to begin constructing web pages; a sample template; a glossary of web terms; and both general and Penn-specific resources. Also included are catalogs of Penn Web and University logo graphics, with instructions on how to download and use these graphics. *Web Style* can be viewed at <http://www.upenn.edu/style/>.

If you're looking for guidelines to help you understand and manage color palettes for graphics on your web pages, try John MacDermott's "I Am Curious Yellow" site at <http://www.upenn.edu/newmedia/colors/>.

Finally, if you have basic HTML coding down, but wonder what the future holds, check the Penn Printout Online (<http://www.upenn.edu/pennprintout/>) for an overview of future directions; possible stumbling blocks; the carrot-and-stick promise of HTML-based style sheets that, perhaps, both designers and HTML purists can live with; as well as a variety of pointers to related information on the web at large.

Library adds new business database

Steven J. Bell and Michael Halperin discuss the General BusinessFile, Lippincott's newest database for business research on the web, in the latest edition of the Penn Printout Online (<http://www.upenn.edu/pennprintout/>). The article includes an overview of the database and provides descriptions of EasyTrac and PowerTrac, the simple versus the sophisticated search tools included with the General BusinessFile. If your research would benefit from online access to business journal articles and abstracts, U.S. company profiles, and investment analyst's reports, don't miss the Bell/Halperin article.

Why wait in line?

Penn *InTouch*, the password-protected online service for Penn students, is accessible from any PennNet-connected computer running a recent version of the Netscape web browser. From the Penn *InTouch* home page, you can view personal financial infor-

mation, such as your billing account, loan disbursements from your lender, and the status of your loan or financial aid application. You can also check your transcripts, examine class schedule information, and update your address online.

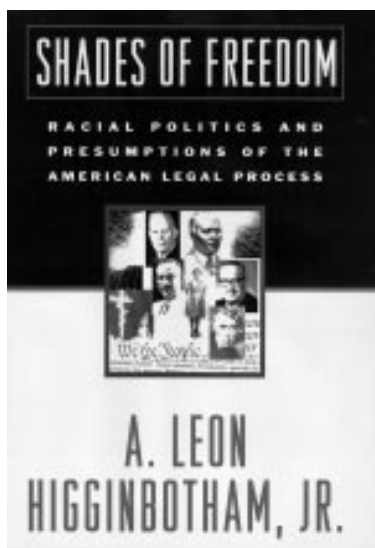
Penn students can access the system by pointing Netscape to <http://sentry.isc.upenn.edu/intouch/>, selecting the Penn *InTouch* option, and entering their personal access code (PAC). First-time users must enter their birth date as their PAC and then change it when prompted. Students accessing Penn *InTouch* from a computer lab or from a friend's machine, should close the Netscape window when they finish using the system; otherwise the next user may be able to view their information. A demonstration version of Penn *InTouch* is available at <http://www.upenn.edu/registrar/intouch/> for anyone who does not have access to the live system.

New technology equipped classrooms

This summer's classroom renovations brought substantial improvement to twelve Central Pool classrooms. Ten rooms in Towne Building, a large Chemistry lecture hall, and one seminar room in Van Pelt College House are now in service. You can see the details of these and other recently renovated classrooms at <http://www.upenn.edu/newmedia/classrooms/overview/>.



Chemistry 102 features a new lab bench that provides a safe, spacious, well-equipped area for chemical demonstrations and operation of the AV and computer systems. Dual computers, video tape playback, and a document camera are displayed via high-resolution projection. A master control system integrates all functions to a single panel.



Shades of Freedom: November 11

On November 11, the celebrated jurist and Trustee Emeritus, the Hon. A. Leon Higginbotham, Jr., comes to campus for a lecture marking the release of his newest book, *Shades of Freedom: Racial Politics and Presumptions of the American Legal Process* (Oxford University Press, \$30). President Judith Rodin and Law School Dean Colin Diver are hosts. Robert Potamkin, W '67, L '70, is the sponsor of the event in Harrison Auditorium in the University Museum from 4:30-5:30 p.m. A reception and book signing will follow the lecture.

Shades of Freedom is the long-awaited sequel to Judge Higginbotham's award-winning *In the Matter of Color*, also issued by Oxford. The third and fourth volumes in the series, "*Race and the American Legal Process*" are to be published in 1998 and 1999. Judge Higginbotham, the Presidential Medalist of Freedom who taught in the Penn Law School until his recent retirement, is also preparing an autobiography for Knopf.

Neil Welliver: November 9

An Emeritus Professor comes back to Philadelphia for a "Meet-the-Artist" reception and signing on November 9 from 2 to 5:30 p.m. at The Print Center, 1614 Latimer Street. As part of the opening of a new exhibit there, *Neil Welliver Prints: The Essence of Maine* Professor Welliver will sign *Prints—1973-1995* (Down East Books, \$37.50) with its 50 color plates and 20 black and white reproductions, plus 27 photographs documenting the printmaking process. Although he is known for his ability to capture the Maine landscape in oil on canvas, this book focuses on his talent as a printmaker.



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 21 through 27, 1996**. Also reported were **Crimes Against Property**, including 39 thefts (including 3 burglaries, 3 thefts of auto, 4 thefts from auto, 11 of bikes and parts); 7 incidents of criminal mischief and vandalism; 2 of trespassing & loitering. Full crime reports are in this issue of *Almanac* on the Web (<http://www.upenn.edu/almanac/v43/n11/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 20 and 27, 1996**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Robberies (& attempts)—1, Aggravated assaults—1, Threats & harassment—5

10/21/96	11:07 AM	133 S. 36th St.	Unwanted ad received
10/22/96	4:43 PM	Stouffer Triangle	Unwanted phone calls received
10/22/96	7:34 PM	Stouffer Triangle	Unwanted phone calls received
10/24/96	9:56 PM	Magee Dorm	Complainant harassed by known person
10/25/96	9:55 PM	38th & Sansom	Pizza driver robbed by 2 unknown males
10/26/96	11:18 AM	300 Blk. 38th	Officer struck by suspect/arrest
10/26/96	9:05 PM	Magee Dorm	Complainant harassed by known person

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

10/22/96	1:39 PM	3800 Blk. Locust	Male harassing another male
10/23/96	3:20 PM	4000 Blk. Pine	Necklace taken during robbery/actor fled in vehicle
10/23/96	4:47 PM	4050 Chestnut	Complainant assaulted via gun/arrest
10/23/96	11:36 PM	3936 Pine St.	Dispute between roommates
10/27/96	1:18 AM	119 S. 39th St.	Complainants assaulted at establishment
10/27/96	3:43 PM	40th & Walnut	Complainant grabbed by unknown actor

Outside 30th to 43rd/Market to Baltimore: Aggravated assaults—1, Threats & harassment—1

10/22/96	1:32 AM	400 S. 45th	Unwanted calls received
10/23/96	11:19 AM	1301 Filbert	Officer assaulted/suspect arrested

Update

NOVEMBER AT PENN

SPECIAL EVENTS

13 *Seventh Annual Career Fair*; college students can meet with alumni and discuss career opportunities; 7-9 p.m.; Bodek Lounge, Houston Hall; open to PENNcard holders (College Alumni Society).

TALKS

5 *Urban Design in Great Britain*; a brown bag lunch; John K. Billingham, M. ARCH; noon-1:30 p.m.; Room 306, Furness Building (City and Regional Planning)

What is Being Progressive?; a brown bag discussion of the book *Politics of Meaning, Restoring Hope and Possibility in an Age of Cynicism* by Michael Lerner; 12:10-1 p.m.; Christian Association (Christian Association).

6 *Modeling Ovarian Cancer to Define a Genetic Basis*; Thomas Hamilton, Fox Chase Cancer Ctr; noon; Hirst Auditorium, Dulles Bldg. (Ctr. for Research in Reproduction and Women's Health).

Rethinking Masculinity: Gender and Representation in Latin American Film; Alvaro Fernandez Bravo, Temple; noon; Bowl Room, Houston Hall (Latin American Cultures Program).

9 *College Day*; keynote speech: *The Influence of the Media on the 1996 Presidential Election*; Kathleen Hall Jamieson, communications; luncheon speech: *Redefining the Welfare State*; Michael B. Katz, history; 10 a.m.-2 p.m.; Faculty Club; \$20 (College Alumni Society).



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

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