

UNIVERSITY of PENNSYLVANIA

# Almanac

Tuesday,  
December 17, 1996  
Volume 43 Number 16



**Santa Claus West**

... see page 7

## IN THIS ISSUE

- 2 News in Brief: Awaiting Benefits Redesign; Trustees Council Grants  
SENATE: Decision to Abolish Plenary Meeting; Nominating Committee; SEC Actions December 11
- 3 Speaking Out: Error in Boundaries for Lighting; GSAC to Graduate Groups
- 4 DEATHS: Dr. Lynn Case, Dr. Hennig Cohen, Dr. Albert Oliver and Dr. Morris Viteles
- 5 Council's December 4 Deliberations, and a Swan Song

## COMPASS Features

- 6 Penn National Commission Tackles Incivility
- 7 Jerry's Busman's Holiday
- 8 Action Team News: The Big Story on 40th
- 9 Innovation Corner: Leveraging Penn's Buying Power  
How Did the Egyptians Do It?

## 12 OPPORTUNITIES

- 13 Sleight of/ Light of Hand
- 16 403b Investment Update
- 18 OEHS Training: To Update Campus Phone Book; Safety Checks & Safety Tips
- 19 More Year-End Hurrahs; Penn's Way's Winner Is...; CrimeStats
- 20 In Search of Penn History

*Santa Claus, a.k.a. Jerry Melvin, makes the homeward ride a cheerful one for those who take the Penn Bus West.*

Photo by Candace diCarlo

## News in Brief

### Council: Re Benefits Study

At the University Council's December 4 meeting, Steering Committee Chair Peter Kuriloff, also chair of the Faculty Senate, said "SEC is anticipating with great interest the report of the committee that is looking at the restructuring of benefits, and has in place its own small, very competent committee to look at the proposals that come out of the committee. SEC has assurances from the administration that we will have the time to do that very thoroughly. I assume other constituencies will have that opportunity as well."

The speaker who followed, Marie Witt, chair of the Penn Professional Staff Assembly, reported that in November's Assembly membership meeting on communications: "The topic of most importance to staff over the next year, as Dr. Kuriloff said of faculty, is benefits redesign," alone or in combination with compensation strategy and administrative restructuring/outsourcing. Safety was also high on lists.

"Particular interests were on the status reports of working committees and consultant groups that are working across campus," she continued. "Suggestions for additional communications mechanisms included more brown-bag forums, all-staff meetings with town hall formats, state-of-the-university addresses from top management to staff in particular; and special inserts in *Almanac*."

As for the best way to communicate, she said the November meeting concluded, "no one best way. There need to be multiple methods and multiple media used to get information across to the staff—and that there's definitely a desire to have input early in the process and have the ability to give feedback when information and proposals are available."

[More on Council: [page 5.](#)]

### Trustees' Council Grants

The Trustees' Council of Penn Women announces the establishment of a grant program available to members of the University community. The grants, in amounts from \$1,000 to \$5000, will be made pursuant to an application and approval process.

The grant program is potentially available to an individual who, or organization which, promotes "women's issues...the quality of undergraduate and graduate life for women...the institutional advancement of women...the physical, emotional and psychological well-being of women." The Council is inclined to give favorable consideration to projects, that

- affect a broad segment of the University population,
- move the university community to a higher awareness of women's issues,
- provide seed money for pilot programs that show potential for becoming ongoing self supporting programs.

For applications: Sharon Hardy at 3533 Locust Walk; phone 898-7811. Applications must be submitted by *February 1, 1997*; awards will be announced in April and grants will be awarded after July 1.

## SENATE From the Chair

*Under the Faculty Senate Rules, formal notification to members may be accomplished by publication in Almanac. The following is published under that rule:*

**TO: Members of the Faculty Senate**  
**FROM: Peter J. Kuriloff, Chair**  
**SUBJECT: Senate Nominating Committee**

1. In accordance with the requirements of the Faculty Senate Bylaws, notice is given to the Senate Membership of the Senate Executive Committee's 9-member slate of nominees for the Nominating Committee for 1996-97. The Nominating Committee nominates candidates for election to the Offices of the Faculty Senate (chair-elect and secretary-elect), to the at-large and assistant professor positions on the Senate Executive Committee, and to the Senate Committee on the Economic Status of the Faculty, the Senate Committee on Academic Freedom and Responsibility, and the Senate Committee on Conduct. The nine nominees, all of whom have agreed to serve, are:

*Charles Bosk* (professor sociology)  
*Helen C. Davies* (professor microbiology/medicine)  
*Michael B. Katz* (professor history)  
*John C. Keene* (professor city & regional planning)  
*Herbert S. Levine* (professor economics)  
*Kathy McCauley* (associate professor nursing)  
*Henry Teune* (professor political science)  
*Peter Vaughan* (associate professor social work)  
*David R. Williams* (professor psychology)

2. Pursuant to the Bylaws, additional nominations may be submitted by petition containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received by *Tuesday, January 14, 1997*. If no additional nominations are received, the slate nominated by the Executive Committee will be declared elected. If additional nominations are received, a mail ballot will be distributed to the Senate membership. Please forward any nominations by petition via intramural mail to the Faculty Senate, Box 12 College Hall/6303. Please forward any questions to Carolyn Burdon by email at [burdon@pobox.upenn.edu](mailto:burdon@pobox.upenn.edu) or by telephone at 898-6943.

### Annual Faculty Senate Meeting Abolished

On November 1, 1996 a ballot and explanatory material were mailed to all 2,025 members of the standing faculty and standing faculty-clinician educator on whether to abolish the annual Spring Meeting of the Faculty Senate. The votes cast by the December 4, 1996 deadline were 308 for and 288 against.

The adoption of the proposal carries with it the new requirement that the Faculty Senate Chair publish in *Almanac* by the third week in April a comprehensive report of the work of the Faculty Senate for the current academic year and probable significant issues for the succeeding academic year. No other changes in the Rules of the Faculty Senate have resulted from this vote. A meeting shall be called by the chair on the petition of twenty members of the standing faculty. Also, the Senate Executive Committee agenda and SEC Actions will continue to be published in *Almanac* as well as reports of other Faculty Senate committees. This information is normally available at the Faculty Senate home page on the World Wide Web at [http://www.upenn.edu/faculty\\_senate/](http://www.upenn.edu/faculty_senate/).

## SENATE From the Senate Office

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

### Actions Taken by the Senate Executive Committee

**Wednesday, December 11, 1996**

**1. Academic Planning and Budget Committee and Capital Council.** Past Senate Chair William Kissick reported that there have been six Academic Planning and Budget Committee meetings since the last SEC meeting. One meeting considered the Campus Master Plan and the other five meetings dealt with benefits redesign.

Capital Council dealt with expenditures to renovate laboratories for recruitment purposes or research changes.

**2. Senate Nominating Committee.** SEC voted by paper ballot for the ninth member of the committee (see above).

**3. Senate Committee on Committees.** A vote was taken on a slate of candidates for seven openings. The winners will be contacted.

**4. Just cause revision.** Faculty Senate Chair Peter Kuriloff reminded SEC that it is dealing with revisions necessitated by the separation of the just cause procedure from the misconduct policy. SEC approved revisions in language, style, and cross-referencing in the just cause procedure that were carried over from the previous meeting. The Faculty Senate Chair will review the revised just cause procedure with the administration and the revised document will be sent to the standing faculty for a vote by mail ballot. The SEC subcommittee of Frank Goodman and Charles Mooney will continue drafting recommended changes in the misconduct policy and problems with that policy will be dealt with in the future by a joint administration-SEC committee. In the interim, the misconduct policy that is in place is the one currently in the *Handbook for Faculty and Academic Administrators*.

**5. NCAA Review Reports** (*Almanac* December 10, 1996). An extended discussion was held with SEC members posing questions to Steve Golding and report committee chairs.

# Speaking Out

## Light South of Baltimore

I'm thrilled about the lighting and associated initiatives, but I wonder why the *south-of-Baltimore* part of University City was left out. My guess is that no one thought to include it, not that it's well lit already or so vast that the expense of subsidy would be prohibitive.

I'm concerned about two aspects of the neglect: (a) it's a good place for students and faculty to live, but second-rate lighting is a drawback; (b) the appearance of neglect is unhelpful to property values.

Could someone explain? Thanks.

— David Williams, Professor of Psychology and South-of-Baltimore Resident

## Response to Dr. Williams

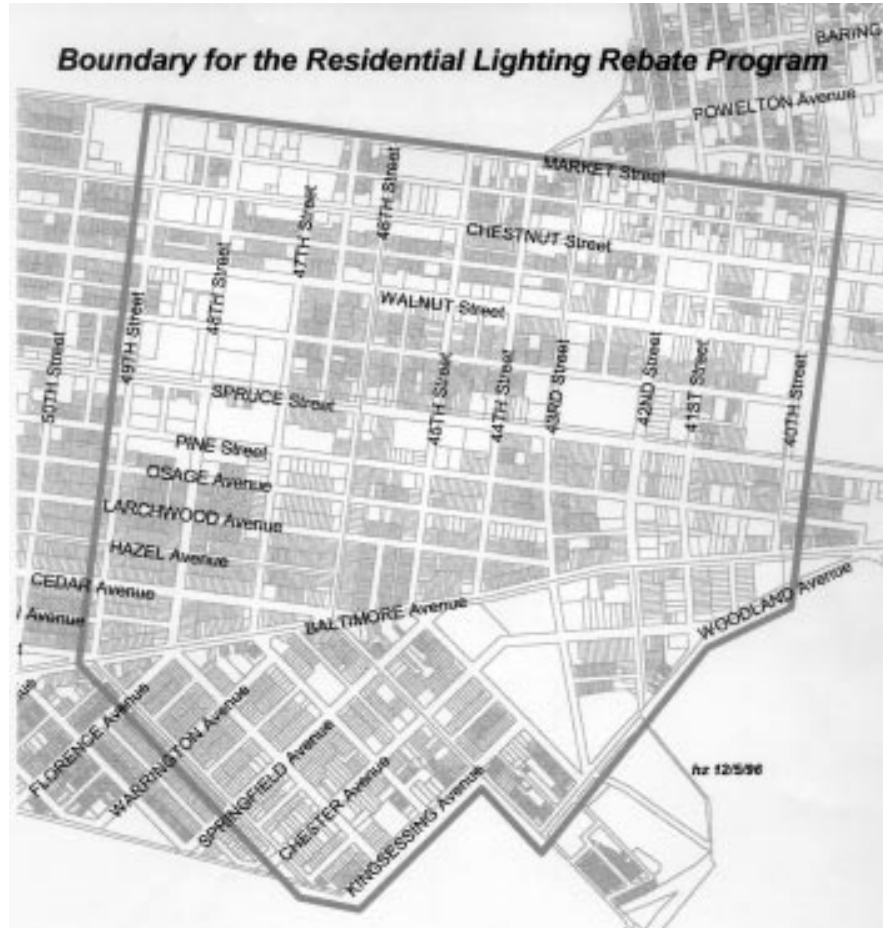
My apologies to members of the University and community about any miscommunication regarding the boundaries for the residential lighting rebate program coordinated through the West Philadelphia Partnership.

The area south of Baltimore Avenue to the southern borders of the Cedar Park and Spruce Hill neighborhoods is indeed included in the University City Lighting Initiative.

For more information, please call the West Philadelphia Partnership, 38-BRITE (382-7483).

— Carol R. Scheman, Vice President for Government, Community & Public Affairs

**Ed. Note:** *Almanac* was among those who published information given in a speech that turned out not to have been accurate; we also apologize for the misinformation. Since the ceremony that launched the lighting program, the West Philadelphia Partnership has issued the map at right, showing the targeted area for the program.



## GSAC to Departments & Groups

*The following was proposed to the GSAC general body on December 10, 1996 and was approved unanimously.*

*To Penn Faculty and Administrators:*

The Graduate Student Associations Council (GSAC) wishes to promote good relations between its constituent Graduate Student Associations (GSAs) and the Departments and Graduate Groups with which they are associated. GSAC is the body which represents students pursuing academic degrees at the University of Pennsylvania—Ph.D. students across the University and all graduate students in the School of Arts and Sciences. We serve as a liaison to the administration and advocate for issues that are important to graduate students across the university. GSAC has in the past supported many lectures, social activities, and other events sponsored by academic Departments. We have been very generous with our money, so much so that we are now apparently sometimes re-

garded as a convenient source of extra funding for Departmental projects.

To make use of our money and labor, Departments are respectfully requested to be mindful of the following GSAC policies:

1) Departments should not schedule graduate-level courses during GSAC's constitutionally mandated meeting time, from 12-1 p.m. on Tuesday, to allow departmental representatives to maintain attendance at the meetings in order to secure their full GSAC budget allocation.

2) Departments should make their copy machines and computer facilities available for the use of their associated GSAs. GSAC provides each GSA with an operating budget which may be used to pay for paper, toner, etc.

3) Departments should make their facilities available for GSA meetings and events as appropriate. A mutually acceptable arrangement should be reached between departmental administrations and the departmental or graduate group GSA leadership on this matter.

4) Departments are strongly encouraged to admit student representatives to faculty meetings, to facilitate communication between GSAs and their Departments.

5) Departments and Graduate Groups are strongly encouraged to support the formation of active Graduate Student Associations.

From this time, failure to comply with these policies will be taken into account by GSAC when considering funding requests. We will, of course, continue to support generously the activities of the GSAs of delinquent Departments. Many Departments are already supportive of GSAC, and we continue to appreciate these efforts.

— GSAC Executive Committee

Victoria Tredinnick, President  
Lynn Anne Sanguedolce, Treasurer  
Sunita Parasuraman, Vice-President for Academic Affairs  
Christy Doran, Vice-President for Administration  
David Bowie, Vice-President for Communications  
Payal Gupta, Vice-President for Student Affairs  
Jerome Bauer, Member at Large  
Amy Ksir, Member at Large  
Brian Caton, Member at Large  
Steve Winick, Ex officio

*Speaking Out welcomes reader contributions. Short timely letters on University issues can be accepted Thursday noon, January 9 for the first issue after the holiday break (January 14, 1997, edition), subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated.—Ed.*



## Dr. Lynn Case, Historian

Dr. Lynn M. Case, Emeritus Professor of History, died on December 5 at the age of 93, at his home in Havertown where he had been ailing from the effects of cancer for the past two years.

A 1925 alumnus of Hamilton College, he took his M.A. and Ph.D. at Penn, then taught at Rice and Louisiana State Universities. He had already published several books in print including his *Short History of Western Civilization* when World War II broke out. After serving as a Major in intelligence, winning the Legion of Merit and Bronze Star, he returned to Penn in 1946 as an associate professor in European history, becoming full professor in 1955 and department chair in 1965-67.

Dr. Case wrote extensively on war and diplomacy, and was much in demand as a reviewer. He also served as editorial advisor to Crowell Colliers Publishing Co.; co-founded the European Historical Society of the U. S.; and was active in numerous international societies.

He is survived by his wife, Doris Fellows Case; a son, Ronald; a daughter, Beverly Rorer; a sister; four grandchildren; and seven great-grandchildren.

## Dr. Morris Viteles, Psychologist and Dean of GSE

Dr. Morris S. Viteles, a former dean of the Graduate School of Education who was regarded as the father of industrial psychology and vocational guidance, died on December 7 at the age of 98.

Born March 21, 1898, Morris Simon Viteles earned all of his academic degrees at the University of Pennsylvania, from the B.A. in 1918 and M.A. in 1919, to the Ph.D. in Psychology in 1921. Among his many awards were an honorary LL.D. from Penn in 1973, and the 1989 Psychological Professional Gold Medal Award of the American Psychological Association.

Dr. Viteles spent his entire scholarly and professional career here, appointed an assistant professor of psychology in 1925, associate professor in 1935, and full professor in 1940. He served as Dean of GSE from 1963 to 1967 and became an Emeritus Professor in 1968.

"Intellectually a scientist, professionally a practitioner, and personally a Renaissance man, Morris Viteles was unique in his contributions to more than a half a century of the history of psychology in America and abroad," said Dr. Kenneth George, a current GSE associate dean



Dr. Viteles in an early photo used in William Brickman's 1986 history of GSE

whose career here began during the Viteles deanship. "Through seminal publications and participation in field applications in the developing role of psychology in industry, he demonstrated how research-based psychology was used for the benefit of society, and he was a dominant figure in developing contacts with psychologists in other countries."

In 1921, Dr. Viteles established at Penn the first vocational guidance program affiliated with a university. Then, through research and teaching at the University—plus extensive visits to research centers in Europe, and consulting experiences with the Milwaukee Electric Railway and Light Company and the Philadelphia Electric Company—he prepared a series of comprehensive reviews of the developments in industrial psychology both here and abroad for the *Psychological Bulletin* in the late 'twenties. This in turn led to his 1932 book, *Industrial Psychology*. Published when he was only 34, the book not only established him as a leader in the field but also served to define the field itself. That "Bible" of industrial psychology was supplemented in 1953 by the 500-page, *Motivation and Morale in Industry*, his definitive work in still another emerging aspect of the profession.

An early contribution to the field of vocational guidance was the publication in 1938 of *Vocational Guidance Throughout the World*, in which Dr. Viteles described the state of the field based on his extensive international contacts and professional knowledge of developments in all parts of the world.

From early in his career, Viteles espoused a broad international view, Dr. George said. Spending a year in Europe on an American Field Service Fellowship in 1922-1923, he later went to the Soviet Union as a Social Science Research Fellow (1934-1935), and played an early and continuing role in the International Association of Applied Psychology, of which he was president from 1958 to 1968. He became an honorary member of the Italian Society of Scientific Psychology, the Spanish Psychological Society, and the Psychological Society of France. He was also a member of the National Institute of Industrial Psychology of Great Britain.

At home, he served as Chair of the Consulting Division of the American Psychological Association and president of the Pennsylvania Psychological Association, and was active in the

## Dr. Hennig Cohen, Melville Scholar and a Founder of the American Studies Movement

Dr. Cohen taught in the English Department of the University of Pennsylvania from 1956 to 1996, as John Welsh Centennial Professor of History and English Literature from 1974 to 1992 and as an emeritus professor thereafter. Executive secretary for six years and then president in 1975 of the American Melville Society, he founded *The Melville Newsletter* and edited and annotated *The Battle-Pieces of Herman Melville* (1963), *Selected Poems of Herman Melville* and *The Confidence Man* and other novels (1964).

He continued to write and lecture worldwide until October 23, 1996, when, unable to finish the semester, he met his class and presented his last lecture—appropriately, an introduction to *Moby Dick*. He died December 12 at the age of 76.

Dr. Cohen was the executive secretary of the American Studies Association, 1956-1961, and editor of the *American Quarterly*, 1958-1970 and one of the founders of the American Studies movement in American higher education. This integration of literature, folklore, history, the arts, technology and religion became the academic discipline American Civilization. In 1973-1974 he was the first Visiting Fulbright Professor of American Studies at the University of London.

Hennig Cohen was born in Darlington, S.C. on August 26, 1919, and received a B.A. in 1941 and an M.A. in 1948 from the University of South Carolina. In 1951 he received his Ph.D. from Tulane University. Among his other honors were a Guggenheim Fellowship, 1960; Newberry Library Fellowship, 1976; National Endowment for the Humanities Fellowship, Winterthur Museum, 1980-81, and the award for Service to Scholarship from the American Literature Association, 1991.

Throughout World War II he served in the U.S. Army Air Force, where as a radio operator and aerial gunner with the 8th Air Force, he was decorated with the Air Medal and five oak leaf clusters. From 1946 to 1956 he was the Director of Public Relations for the University of South Carolina at Columbia.

Dr. Cohen lived in Swarthmore, where, when not occupied with his scholarly pursuits, he was an avid gardener. He is survived by his wife Merrie Lou (Conaway) whom he married in 1946; sons, David (a Penn alumnus who took his B.A. in 1970 and Ph.D. in 1985 and is director of libraries of the College of Charleston, S.C.), Mark (an administrator in the Boston Police Department; and Jonathan (Penn B.S.N. '79, a novelist and movie script writer of Swarthmore); a brother, David, of Darlington, S.C.; and six grandchildren.

— Ezra Krendel, Professor Emeritus of Statistics and Operations Research



Dr. Cohen in a Frank Ross photo, c. 1966, courtesy of the University Archives

American Association for the Advancement of Science, the Industrial Relations Research Association, and Training Directors of America.

Dr. Viteles modeled the role of the scientist-practitioner long before the American Psychological Association adopted the concept as a role model for psychology, Dr. George said. "Throughout his long career at the University, he was able to combine a full-time professorship involving research, teaching, and student mentoring with a staff position at the Philadelphia Electric Company as Director of Personnel Research and Training. Neither role was slighted. In fact, he used this dual role to demonstrate the effective interaction of science and profession and of research and practice."

Dr. Viteles maintained longstanding consulting relationships with the Yellow Cab Company of Philadelphia, the Technical Board of the U.S. Employment Service, and the Bell Telephone Company of Philadelphia. During World War II, he applied his scientific

knowledge and professional skills to research and practice in the armed forces, chairing the National Research Council Committee on Aviation Psychology; supervising research projects for the National Defense Research Committee, and serving as consultant to the War Manpower Commission, the U.S. Navy, and the U.S. Air Force.

"Throughout his life, Dr. Viteles maintained broad intellectual and cultural interests," Dr. George recalls. "He was fluent in French and was interested in art and music; he consistently espoused a humanistic approach to education in general and to psychology as a field. Up to the time of his death, he remained active in his community, attended cultural events in Philadelphia and New York, still read French novels, and exemplified a modern Renaissance man." His wife, Rebecca, passed away in 1985.

Dr. Viteles's wife, Rebecca, passed away in 1985. A memorial service will be held early next year at Medford Leas, in Medford, New Jersey.

Contributions in his memory may be made to the Morris S. Viteles Award in Psychology or the Psychology Graduate Research and Book Fund of the Department of Psychology at the University of Pennsylvania.

## Dr. Albert Oliver, GSE

Dr. Albert I. Oliver, an Emeritus Professor of Education who was known for his work in curriculum design, died suddenly on December 10 at the age of 84.

An alumnus of Bates College, Dr. Oliver took his doctorate in education at the University of Colorado in 1948 and taught at Penn from that year until his retirement in 1980.

He is survived by his wife, Barbara Bool Oliver, a longtime administrator of the University now retired. Contributions may be made in Dr. Oliver's memory to the American Heart Association, 625 West Ridge Pike, Suite 100, Building A, Conshohocken, PA 19428.

## Council December 4: Messages, Deliberations and a Message on Deliberation

In addition to opening statements quoted on page 2 of this issue (Council: Benefits Study Awaited), reports at the outset of Council's December 4 meeting included:

- GAPSA's announcement that it is funding a new initiative of some 120 health, law and social work students: United Community Clinics, working out of a church on 42nd Street to provide services and advice to members of the community free. He also said access to the Law library remains an issue and will be pursued.

- UA's plan for a conference on Penn's Urban Agenda, to be held early in April.

- A-3 Assembly's plans to host a holiday party December 19 (see page 19), to hold its annual Career Conference and continue a forum with EVP John Fry and HR/VP Clint Davidson.

The President reported on the new lighting program (see also this issue's p. 3) and the 40th Street Project (*Compass* p. 8). In response to a query on the lighting project, she said that in hardship cases the West Philadelphia Partnership will have the decision-making on rebating more than 50% in the event of hardship.

The Provost's State of the University report, on globalization, research and graduate study, will be published in full in January.

### The Open Forum

Two speakers brought issues to Council in its third annual Open Forum.

**Consultation and Related Issues:** Paul Lukasiak, an SSW staff member, delivered a four-part request that Council study and pass resolutions that (a) no decision be made regarding the further use of University real estate assets in the campus vicinity for purposes other than those that directly serve the mission of this university, until such time as there is a consensus regarding use of those assets toward the fulfillment of Penn's mission; (b) the decision-making process at Penn in general, with the Barnes & Noble deal as an illustration be made more responsive to the University's mission; (c) determine what services are appropriate to outsource and under what conditions outsourcing should occur for each service, (later spelled out as "not to leave it just to the Administration or treat [academic re-

sources] as an asset to exploit to make money"; and (d) set minimal standards for the treatment and compensation of employees in businesses that Penn outsources its services to, or that Penn rents to on campus.

Moderator Will Harris explained that Council would now have these topics in its purview, with various routes to disposition, normally by Steering's assigning them to committees or administrators to report back. He said Steering will probably indicate at the next meeting the disposition of the four topics.

In Q & A, Dr. Helen Davies cited as a failure of consultation the change in this year's Penn's Way's, and EVP John Fry indicated agreement on starting immediately to plan and consult for next year's campaign.

**Drug-Free Environment:** Dr. Anthony Tomazinis introduced the second Forum topic with, "I would like to explore what it would take to declare Penn a drug-free environment with zero tolerance." He reported discussion among faculty "angry as hell because we tolerate, and have on campus drug dealers, visiting buildings of the University, dealing with individuals who buy inside those buildings—not only on surrounding streets but *on campus*." He also cited harm to students' health and academic life.

Maureen Rush of Public Safety said that any such activity brought to the attention of Public Safety "will be dealt with through the criminal justice system, and there's no in between. It's illegal for all people on campus." But she said that very, very few incidents have been reported; if people do report, "we'll take care of surveillance and arrest if necessary." Dr. Tomazinis and other speakers agreed that more background information is needed toward development of a public position.

The Moderator suggested calling for a formal report early in semester. Chair-elect Vivian Seltzer added, "I one thing being asked is how much concern there is among various constituencies. We may want to have Council get the constituencies to discuss this and tell Steering whether it's a universal concern, whether we need new and additional approaches besides the Task Force."

**Council as a Deliberative Body:** As Dr. Will Harris adjourned his last Council meeting, to go on academic leave as a scholarly advisor on a new Congressionally-funded project called *The International Framework for Teaching Constitutional Democracy*, and to work on a book called *The Constitutional University*, he gave a short farewell speech, saying in part:

"Council is a place where for two hours once a month everyone around this table is a political equal. The fact that the people here are equals and that they can speak their minds and register their points of view is extremely important, because it says something about the nature of this university as one of the distinctive half-dozen or so American universities and American types of universities, in terms of the quality of deliberation that can take place.

"I think Council does a very good job at representation...It also does a good job, a very good job at times, of holding central administrators and other holders of authority to account and questioning them...and in some ways *reinforcing* their authority by giving them a chance to give reasoned responses to criticisms and questions that arise from this forum.

"What it has not done as well...is that it doesn't *deliberate* quite as well as it should. By deliberation I mean something very important, because I think of deliberation as more important than voting, more important than elections for a democratic system. [Deliberation happens when] equals assemble, and they bring their opinions but they leave with *different* opinions. And what they produce is different from what any one of them brought.

"What we do here very well is register opinions, and put them on record, in the public forum. What we don't do is to work out compromises and negotiations as well as we might.

"I hope that perhaps under another moderator we might continue to develop along those lines, where we produce insights and outcomes that are different from the particular positions that we brought to the meeting. So I urge you to do that—with a great deal of thanks for what you have taught me and what you've enabled me to see."

## Compass

## Compass

## Compass



## Compass

# OPPORTUNITIES at PENN

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

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

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

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

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

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

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

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

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

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

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

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

## ANNENBERG SCHOOL

*Specialist: Clyde Peterson*

**ADMIN ASST I** (121508CP) Input standard admission & student record material for search & retrieval using DOS driven database: type, proofread, maintain, modify routine to complex computerized office systems/materials; organize & maintain records & files; prepare weekly mass mailings; may compose standard correspondence & forms; operate standard office equipment; answer telephone; may respond to standard inquiries regarding policies & procedures. **Qualifications:** High school graduate; some college preferred; knowledge of higher education or academic life at the post-graduate level; at least 2 yrs' clerical, data entry &/or secretarial experience or equivalent; demonstrated working knowledge of office procedures, practices & methods; ability to type 45 wpm or more. **Grade:** G9; **Range:** \$17,614-21,991 Annenberg School

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

## ARTS AND SCIENCES

*Specialist: Susan Hess*

**RESEARCH LAB TECH II** (121533SH) In cellular & molecular immunology laboratory, assist in procedures, assays & manipulations relevant to experimental research; maintain mammalian cell lines in culture; prepare cell suspensions for fluorescence-activated cell sorting; analyze cellular & humoral responses to reovirus; prepare hybridomas; carry out ELISA & radioimmuno-assays; maintain liquid nitrogen facility & assist with general lab maintenance. **Qualifications:** High school graduate or equivalent; one yr. laboratory experience preferred. **Grade:** G8; **Range:** \$16,171-20,240 12-13-96 Biology

**RESEARCH LAB TECH II** (121534SH) In plant science laboratory; provide technical & administrative support for the principal investigator; assist with care of arabidopsis plants; assist with preparation of grants & publications; perform bibliographic searches; enter & catalogue references in database; maintain equipment, supplies & records; assist in monitoring expenses & supervise work-study students. **Qualifications:** High school graduate or equivalent; some lab experience preferred. **Grade:** G8; **Range:** \$16,171-20,240 12-13-96

**ASST DIR II** (121496SH) P3; \$24,617-31,982 12-6-96 External Affairs

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

**COORD II** (101026SH) P2; \$22,351-29,098 10-16-96 History

**COORD IV** (101223SH) P4; \$26,986-35,123 10-8-96 African Studies Center

**ELECTRONICS ENGINEER I** (101236SH) P4; \$26,986-35,123 10-10-96 Physics & Astronomy **EXEC ASST II** (121504SH) P8; \$39,655-52,015 12-6-96 Office of the Dean

**LANGUAGE SPECIALIST** (091108SH) P3; \$24,671-31,982 12-5-96 English Language Programs

**OFFICE SYSTEMS ADMINISTRATOR I** (111431SH) P2; \$22,351-29,098 11-19-96 SAS Computing

**RESEARCH SPECIALIST JR./I** (111410SH) P1/P2; \$20,291-26,368/\$22,351-29,098 11-12-96 Biology

**ADMIN ASST I** (101372SH) G9; \$17,614-21,991 10-31-96 Psychology

**ADMIN ASST I** (111408SH) G9; \$17,614-21,991 11-19-96 English Language Programs

**ADMIN ASST I** (111444SH) G9; \$17,614-21,991 11-20-96 English Language

**ADMIN ASST II** (101344SH) G10; \$19,261-23,999 10-24-96 External Affairs

**ADMIN ASST III** (111485SH) (40 HRS) G11; \$23,424-29,723 12-3-96 Chemistry

## DENTAL SCHOOL

*Specialist: Clyde Peterson*

**ADMIN ASST II** (07830CP) Perform administrative clerical duties for Chairman of pediatric dentistry; receive, distribute & process information; compile & summarize data; participate in analysis of reports; respond to inquiries requiring interpretation of office/departamental policies & procedures; organize & maintain office record & files; create new systems as needed; arrange events & meetings; develop/modify & implement office/clerical procedures. **Qualifications:** High school graduate; completion of high school business curriculum & related post-high school training or equivalent; at least four yrs. administrative/clerical experience; thorough knowledge of office procedures; word processing (IBM-PC) knowledge required; ability to type a minimum of 45 wpm. **Grade:** G10; **Range:** \$19,261-23,999 12-13-96 Pediatric Dentistry

**TECH, X-RAY (CERTIFIED)** (121526CP) Maintain & operate radiology processor document names & chart numbers of patients, take panoramic films, mount x-rays, check film & compile charts; schedule appointments & answer phone; help students, remove out-dated x-rays from files yearly check on processors in school & order processing solutions for departments in the school; take full month series. **Qualifications:** High school graduate or equivalent; experience in dental practice, ability to take panoramic film, Radiology certificate in Pennsylvania. **Grade:** G9; **Range:** \$17,614-21,991 12-12-96 Radiology **STAFF DENTIST** (091199CP) (091198CP) (091200-

CP) Blank 10-2-96 Dental Care Center

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

**CLERK III** (111396CP) G6; \$14,008-17,201 11-12-96 Clinic Management

## ENGINEERING/APPLIED SCIENCE

*Specialist: Clyde Peterson*

**ASST TO CHAIRMAN I** (101225CP) Provide administrative management assistance to the chair; coordinate faculty administration which includes recruitment, promotion procedures; manage all departmental office procedures & functions; oversee student services; advise undergraduate registration; record for the undergraduate program; edit publications, brochures & newsletters; oversee coordination of conferences, workshops, meetings & special events. **Qualifications:** BA/BS or equivalent related experience; two-three yrs. responsible administrative experience; demonstrated supervisory, interpersonal, organizational & time management skills; broad knowledge of Macintosh computer software; broad level of oral & written communications skills; knowledge of University procedures & protocols; ability to interact effectively with people of all levels. **Grade:** P1; **Range:** \$20,291-26,368 12-11-96 Electrical Engineering

**LANGUAGE ANALYST** (121531CP) Scan & proofread Middle English text; perform computer-assisted grammatical annotation of Middle English text; develop resource manual & provide general secretarial assistance as needed. **Qualifications:** MS in descriptive linguistics; 1-3 yrs. experience in text annotation; familiarity with UNIX, X-windows environment & EMACS; willingness to learn multiple computer platforms & software packages. (End date: 1/5/98) **Grade:** P2; **Range:** \$22,351-29,098 12-12-96 IRCS

**SECRETARY IV/V** (121500CP) Perform secretarial duties requiring the use of specialized/technical terminology; type standard & complex materials; maintain records & files; answer phones & handle inquiries; schedule meetings & conferences; handle mail & compose correspondence. **Qualifications:** High school graduate; business curriculum or equivalent; must be computer literate & willing to learn LATEX (document preparation systems); demonstrated understanding of English/grammar; demonstrated ability to communicate effectively. **SEC. IV:** two yrs. of secretarial experience; ability to type at least 55 wpm. **SEC. V:** four yrs. secretarial experience; ability to type at least 60 wpm. **Grade:** G9/G10; **Range:** \$17,614-21,991/19,261-23,999 12-10-96 CIS

**RESEARCH SPECIALIST, JR.** (111395RS) P1; \$20,291-26,368 11-15-96 IME

**OFFICE ADMIN ASST I** (111414-CP) G9; \$17,614-21,991 11-15-96 Towne Bus. Office

## EXECUTIVE VICE PRESIDENT

*Specialists: David Smith/Susan Hess*

**TELECOMMUNICATION SERVICE ASST, SR.** (37.5 HRS) (111451SC) Provide customer support & implement assistance for telephone & voice processing products & services. **Qualifications:** High school graduate & some college preferred or equivalent experience required; minimum two yrs. experience in telephone &/or voice processing required; computer literate; strong verbal & written communication skills necessary. (Work schedule may require some evenings & weekends) **Grade:** G11; **Range:** \$21,961-27,866

**ACCOUNTANT, JR.** (111450SH) (Work schedule: Monday thru Friday, 8:30 AM-4:30 PM) G11; \$20,497-26,008 11-20-96 Office of the Comptroller

**ACCOUNTANT I** (111448SH) P2; \$22,351-29,098 12-6-96 Office of the Comptroller

**ACCOUNTANT CLERK III** (111449SH) G9; \$17,614-21,991 11-20-96 Office of the Comptroller

**ACCOUNTANT II** (101267SH) P4; \$26,986-35,123 10-16-96 Office of the Comptroller

**ACCOUNTANT, FIXED ASSIST** (101266SH) P5;

# OPPORTUNITIES at PENN

\$29,664-38,677 10-16-96 Office of the Comptroller  
**BUYER II (PRODUCTION BUYER)** (121494SH) P4;  
 \$26,986-35,123 12-6-96 Publications  
**STAFF ASST IV** (121499SH) (Ability to start work at  
 7:30 AM) P4; \$26,986-35,123 12-4-96 Human Re-  
 sources  
**FINANCIAL SERVICE ASST III** (111407SH) G11;  
 \$20,497-26,008 11-18-96 Student Financial Svcs

## GRAD SCHOOL OF EDUCATION

*Specialist: Clyde Peterson*

**COORD IV** (111480CP) (Ongoing contingent upon  
 funding) P4; \$26,986-35,123 12-3-96 International  
 Programs  
**ADMIN ASST II** (07730CP) (On-going contingent upon  
 funding) G10; \$19,261-23,999 7-19-96 NCOFF

## GRAD SCHOOL OF FINE ARTS

*Specialist: Clyde Peterson*

**MANAGER, ADMINISTRATION & FINANCE** (111-  
 404CP) Responsible for planning, preparation & moni-  
 toring of the School's budget; financial analyses &  
 reporting; long & short term planning; grant & con-  
 tract administration; oversee centralized business func-  
 tions & administrative information systems; manage  
 & provide analysis of an income/expense activity  
 budget of \$14M & an endowment budget of \$25M;  
 assist the Dean in developing projects; report directly  
 to the Dean. **Qualifications:** BA/BS in business &  
 administration: five to seven yrs. experience in busi-  
 ness administration/accounting, with managerial expe-  
 rience; thorough knowledge of University financial  
 operations, policies, procedures & reporting; experi-  
 ence with computerized accounting systems, manage-  
 rial administrative databases & Excel/Access soft-  
 ware packages. **Grade:** P7; **Range:** \$36,050-46,814  
 12-10-96 Finance Office

## LAW SCHOOL

*Specialist: Clyde Peterson*

**STACK ATTENDANT** (101279CP) Union 10-21-96  
 Biddle Law Library

## MEDICAL SCHOOL

*Specialist: Ronald Story/Janet Zinser*

**BUSINESS MANAGER IV** (121505JZ) Develop stra-  
 tegic financial plans; oversee department & center  
 budgets; supervise office staff; prepare & administer  
 two annual budgets; negotiate financial & personnel  
 agreements with representatives from other Centers;  
 prepare & administer budgets for sponsored research  
 projects; manage & implement payroll & personnel  
 policies, manage space, represent Department & Cen-  
 ter on internal/external committees & task forces; act  
 as liaison with School & University business service  
 offices. **Qualifications:** MBA, MHA or equivalent;  
 seven yrs. experience as senior level business admin-  
 istration, including at least two yrs. experience in  
 academic issues; extensive experience with grants  
 administration, including NIH grants; experience with  
 fund & cost accounting; knowledge & experience  
 with accounting & managerial software; ability to  
 work independently. **Grade:** P7; **Range:** \$36,050-  
 46,814 12-12-96 CCEB  
**COORD I** (121515JZ) Oversee & coordinate Data  
 Management Unit: supervise P/T employees; serve as  
 liaison between DMU & CPR employees; assist in  
 testing & implementation of databases; assist in grant  
 preparing & data analysis; maintain all data handling  
 systems for study at CPR. **Qualifications:** BA/BS or  
 equivalent; preferably in psychology; at least one yr.  
 related experience, including data entry experience;  
 familiarity with psychological assessment instruments  
 such as SCID, ASI & EDI preferred; ability to handle  
 complex & confidential data under pressure of dead-  
 lines; ability to supervise data entry clerks & work

study students; Paradox strongly preferred. **Grade:**  
 P1; **Range:** \$20,291-26,368 12-10-96 Psychiatry  
**COORD III/IV** (121513JZ) Manage & implement all  
 aspects of search recruitment process for academic &  
 health system leadership positions; demonstrate in-  
 depth understanding of University & health Systems/  
 Medical Center policies & procedures & apply to  
 concrete situations; write reports, minutes, correspon-  
 dence & other documents related to implementation of  
 above functions; provide complete staff support for  
 Health System Management & Leadership Commit-  
 tees. **Qualifications:** BA/BS or equivalent experi-  
 ence; understanding of University & Health System/  
 Medical Center policy preferred; excellent oral, inter-  
 personal, written & organizational skills; ability to  
 work effectively under constantly changing deadlines  
 & priorities; ability to deal with people as a supervisor  
 would; ability to work independently & with great  
 autonomy with very limited supervision. **COORD. III:**  
 three-five yrs. experience preferably with experience  
 in search & recruitment process. **COORD. IV:** four-six  
 yrs. of professional administrative experience prefer-

ably with experience in search & recruitment process.  
**Grade:** P3/P4; **Range:** \$24,617-31,982/\$26,986-  
 35,123 12-11-96 CEO/Dean

**INFO SYSTEMS SPECIALIST I** (03233JZ) Manage  
 & operate local area network (Novell Netware); main-  
 tain IBM-compatible PC's; provide end-user software  
 & hardware support; manage electronic database;  
 organize clinic patient files & research data; provide  
 Internet & PennNet support for staff; support the  
 center's primary purpose in the production of research  
 that lead to better understanding of human  
 chemosensory processes; ensure a reliable computing  
 environment. **Qualifications:** BA/BS in information  
 management & computer sciences or equivalent; one-  
 three computing support experience including man-  
 aging Novell networks; familiarity with Saber LAN  
 Workstation; thorough understanding of & experi-  
 ence with designing relational database systems (Ac-  
 cess & RBase); previous experience in providing end-  
 user support within a PC/DOS/Windows environ-  
 ment. **Grade:** P3; **Range:** \$24,617-31,982 11-7-96  
 Otorhinolaryngology

## Sleight of Hand, Light of Hand

Dexterity was a bona-fide occupa-  
 tional requirement for some of the per-  
 formers who entertained Penn and com-  
 munity families during Staff Appreciation  
 Weekend. Kids and parents who chose the  
 December 8 events in the University  
 Museum's "Peace Around the World"  
 celebration saw dexterity at work in two  
 forms:

*At right,* magician John Moran mysti-  
 fies the crowd with a classic rope trick.

*Below,* Lulle Canuso of the Museum  
 Catering Co. shows the youngsters how  
 to build an elaborate Victorian Ginger-  
 bread House for the holidays, starting  
 from scratch with the construction of  
 walls from the spicy cookie dough,  
 and later in her workshop showing  
 how it is decorated with icing and  
 candies.

Photos by Stuart Watson





# OPPORTUNITIES at PENN

**PROGRAMMER ANALYST IV** (11472JZ) Analyze & design technical implementation of specified data management, perform analysis & visualization systems for bio-informatics & computational biology; develop programming specification & effort estimates; prepare program & operation documentation; maintain an up to date knowledge of current technology & literature on bioinformatics & computational biology as it relates to genomic, gene expression & molecular cellular biology; participate in evaluation of technical competence of prospective employees; participate in planning for the development & training of the programming staff; participate in writing grants & scientific papers & technical documentation. **Qualifications:** MS in CS or equivalent; at least six yrs. programming experience detailed knowledge of UNIX, Sybase, Prolog, Java, Perl, C, C++, machine learning methods, knowledge representation; special requirements; must be available for limited travel & on-call problem resolution. **Grade:** P8; **Range:** \$39,655-52,015 Genetics

**RESEARCH SPECIALIST, JR.** (121507RS) Assist in radioactive labeling of blood & make measurements of clotlysis; consult phantoms to test ultrasound imaging; digitize ultrasound images; make measurements by outlining the boundaries of the organ; assist veterinary technician; make measurements & handle animals; program computer (Macintosh); maintain general activities of lab order, glassware & maintenance. **Qualifications:** BA/BS in science. **Grade:** P1; **Range:** \$20,291-26,368 12-10-96 Radiology

**RESEARCH SPECIALIST JR.** (121521RS) Prepare & micro-inject frog oocytes; perform electrophysiological recordings; maintain frog colony; perform data analysis & graphing; input computer data; keep logs & write lab reports; maintain equipment & inventories; autoclave glassware & pipettes; order supplies. **Qualifications:** BA/BS in scientific field (chemistry, biochemistry, physiology, neuroscience or similar); knowledge of biochemistry & lab techniques; experience in oocyte injection & electrophysiological recordings. **Grade:** P1; **Range:** \$20,291-226,368 12-11-96 Pharmacology

**RESEARCH SPECIALIST II** (121514JZ) Develop computer programs for collaborators; develop protocols, carry out experiments & analyze data for exercise studies; build MR coils & other equipment. **Qualifications:** BA/BS; three-five yrs. experience; computer knowledge of IDL & Matlab desired. **Grade:** P3; **Range:** \$24,617-31,982 12-12-96 Radiology

**RESEARCH SPECIALIST II** (121529RS) Perform basic molecular biology procedures; generate constructs/sequencing/ mutagenesis; grow bacterial & mammalian/insect cells tissue cultures; maintain stocks & reagents; perform protein production & purification, chromatography & electrophoresis; design new purification & cloning approaches with minimal supervision perform receptor/ligand interactions in cell culture & in vitro; demonstrated techniques to students. **Qualifications:** BA/BS in biological sciences; three-five yrs. experience; demonstrated previous ability to work independently in a biomedical laboratory environment; good communication skills; experience with tissue culture/cloning. **Grade:** P3; **Range:** \$24,617-31,982 12-12-96 Biochem & Biophysics

**ADMIN ASST III** (40 HRS) (08974JZ) Collect, compile & analyze data, statistics & other materials for preparation of reports, manuscripts & correspondence; prepare materials for presentations; draft correspondence, reports & work plans for Director's signature; prepare & submit applications for funding; perform bibliographic research; review & follow up on laboratory group expenses with business office. **Qualifications:** High school graduate; BA/BS preferred; two yrs AAL experience; experience in grant preparation or equivalent; scientific & or medical terminology; experience on PC-based computer systems & Microsoft software packages (WordPerfect, Excel, Powerpoint, ChemDraw preferred); excellent organizational & analytical skills; able to manage multiple tasks. **Grade:** G11; **Range:** \$23,425-29,723 11-22-96 Pharmacol

**PSYCHTECH I** (37.5 HRS) (121522RS) Provide Clinic support at Section's primary location Penn & satellite site at Penn at King of Prussia (under the supervision of the Clinic Coordinator); serve as back-up to the Section's receptionist; prepare for & coordinate clinic pull patient charts &/or study books; distribute protocol-require rating forms EKG's, collect blood & urine samples & take vital signs; answer clinics telephone lines, schedule patient appointments, take detailed telephone messages for physician & staff, call patients to confirm appointments & mail study information packets to patients. **Qualifications:** BA/BS in psychology or equivalent required; clinical research experience required; ability to work independently & deal effectively with patients, professional staff & associates; ability to collect blood & centrifuge lab samples, collect urine specimens & perform 12-lead EKG's; working knowledge of word processing (Microsoft Word for Windows) is essential. **Grade:** \$20,637-25,713 12-11-96 Psychiatry

**ASST DIR VI** (111461JZ) P7; \$36,050-46,814 11-26-96 Resource Planning & Analysis

**ASSOC DIR VI** (111482JZ) P8; \$39,655-52,015 12-4-96 Architecture & Facilities Management

**COORD III** (111416JZ) P3; \$24,617-31,982 11-13-96 Pathology & Lab Medicine

**DATABASE TECH II** (091139JZ) P7; \$36,050-46,814 11-12-96 CCEB

**EDITORIAL SUPERVISOR/EDITOR/MANAGING CLINICAL EDITOR** (101234JZ) P7/P8; \$36,050-46,814/39,655-52,015 10-24-96 Radiation Oncology

**FISCAL COORD I** (111400JZ) (End date: one year) P1; \$20,291-26,368 12-5-96 Cell & Developmental Biology

**FISCAL COORD II** (091193JZ) P2; \$22,351-29,098 11-12-96 Medicine-Pulmonary

**NURSE II** (111477 RS) P4 \$26,986-35,123 12-3-96 Infectious Diseases **NURSE II** (121506RS) P4; \$26,986-35,123 12-6-96 Infectious Disease

**PROGRAMMER ANALYST I** (101355JZ) P4; \$26,986-35,123 11-1-96 Radiology

**PROGRAMMER ANALYST II** (101262JZ) P6; \$32,857-42,591 10-18-96 Radiology

**PROGRAMMER ANALYST II** (091101JZ) P6; \$32,857-42,591 11-19-96 Genetics

**RESEARCH SPECIALIST, JR.** (091204RS) (On-going contingent upon grant funding) P1; \$20,291-26,368 10-3-96 Surgery

**RESEARCH SPECIALIST, JR.** (111395RS) P1; \$20,291-26,368 11-15-96 IME

**RESEARCH SPECIALIST I** (101240RS) P2; \$22,351-29,098 10-11-96 Medicine/Rheumatology

**RESEARCH SPECIALIST I** (101271RS) (Flexibility to work beyond requisite scheduled hours, share on-call responsibilities for after hours, weekends & holidays) (End date: 10/31/98) P2; \$22,351-29,098 10-18-96 IHGT

**RESEARCH SPECIALIST 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 I** (101243RS) (101245RS) P2; \$22,351-29,098 11-6-96 Medicine-Pathology

**RESEARCH SPECIALIST I** (12148RS) P2 \$22,351-29,098 12-3-96 Institute for Human Gene Therapy

**RESEARCH SPECIALIST I/II** (101386RS) (On-going contingent upon grant funding) P2/P3; \$22,351-29,098/\$24,617-31,982 11-5-96 Medicine

**RESEARCH SPECIALIST II** (101326RS) P3; \$24,617-31,982 10-18-96 Med-Hematology/Oncology

**RESEARCH SPECIALIST II** (101241RS) P3; \$24,617-31,982 11-6-96 Medicine-Pathology

**RESEARCH SPECIALIST III** (101378RS) (101379RS) G10; \$19,261-23,999 11-5-96 Pathol & Lab Med

**RESEARCH SPECIALIST IV** (101210RS) (End date: 10/31/98) P6; \$32,857-42,591 10-4-96 IHGT

**RESEARCH SPECIALIST IV** (111460RS) P6; \$32,857-42,591 11-25-96 Pharmacology

**STAFF ASST IV** (111475JZ) P4; \$26,986-35,123 11-27-96 Ophthalmology

**ADMIN ASST I** (111476JZ) G9 \$17, 614-21,991 12-3-96 General Internal Medicine

**ADMIN ASST II** (111478JZ) (40 HRS) G10 \$22,013-27,427 12-3-96 Anesthesia

**CLERK I** (40 HRS) (101373JZ) G4; \$13,420-16,538 11-20-96 Neurology

**CLERK II** (40 HRS) (101275JZ) (On-going contingent upon grant funding) G5; \$14,714-18,069 10-17-96 Smell & Taste Center

**CLERK V** (111415JZ) G8; \$18,481-23,132 11-13-96 Pathology & Lab Medicine

**EXEC SECRETARY (N/E)** (40 HRS) (111391-JZ) (Work schedule requires evenings & weekends on regular basis) G12; \$26,133-33,725 11-21-96 Pharm

**HISTOLOGY TECH II** (40 HRS) (101330RS) G10; \$22,013-27,427 10-22-96 Ophthalmology

**LAB ANIMAL TECH** (111484RS) (40 HRS) G9 \$20,130-25,133 12-3-96 Inst Hum Gene Therapy

**OFFICE ADMIN ASST II** (40 HRS) (101376JZ) G10; \$22, 013-27,427 11-1-96 Rehab Med

**OFFICE ADMIN ASST III** (111466JZ) G11; \$20,497-26,008 11-27-96 Medical School Business Office

**RESEARCH LAB TECH III** (05437RS) G10; \$19,261-23,999 10-28-96 Medicine/Cardiology

**RESEARCH LA B TECH III** (101383RS) G10; \$19,261-23,999 11-5-96 Pathology & Lab Medicine

**RESEARCH LAB TECH III** (40 HRS) (101-385RS) (Ongoing contingent on grant funding) G10; \$22,013-27,427 11-5-96 Ctr for Exper Therapeutics

**RESEARCH LAB TECH III** (111433RS) G10; \$19,261-23,999 11-14-96 Psychiatry

**RESEARCH LAB TECH III** (40 HRS) (111439RS) (End date: 12/1/97) G10; \$22,013-25,133 11-18-96 Anesthesia

**RESEARCH LAB TECH III** (111462RS) (40 HRS) G1; \$22,013-27,427 12-3-96 Inst Hum Gene Therapy

**SECRETARY V** (40 HRS) (111446JZ) (On-going contingent upon grant funding) G10; \$22,013-27,427 11-20-96 Center for Sleep

**PART-TIME (ACCOUNTANT JR.)** (20 HRS) (08906JZ) G11; \$11,262-14,290 10-30-96 Continuing Medical Education

**PART-TIME (CONTROL CENTER OPERATOR) (SOM)** (22 HRS) (111467JZ) (Able to work nights & weekends & overtime on short notice; Applicants must past a Police background security check) (Position considered "essential" personnel) (Work schedule; Sat-Sun, 7:00AM-7:00PM) G9; \$9,678-12,083 11-27-96 Architecture & Facilities Management

**REG. PART TIME (SUPERVISOR/SOM SECURITY UNIT)** (22 HRS) (07802JZ) (Able to work overtime on short notice; must pass police background security check; position considered "essential" personnel) (Work schedule: Sat-Sun 8:00 pm-8:00 am) G10; \$10,583-13,186 11-4-96 Architecture & Facilities Management

## NURSING

*Specialist: Ronald Story*

**ASSOC DIR V/VII** (101251RS) P7/P8; \$36,050-46,814/\$39,655-52,015 11-6-96 Nursing

**COORDINATION II, FINANCIAL AID** (101229RS) P2; \$22,351-29,098 10-11-96 Nursing

**PART-TIME (ADVANCED PRACTICE NURSE)** (101231RS) (Must be able make home visits w/in 25m radius of HUP, Presbyterian, Phoenixville & Nazareth Hospitals or any additional research sites) (End date: 6/30/99) P9; \$19,917-26,156 10-10-96 Nursing

**ADMIN ASST II** (40 HRS) (111393RS) G10; \$22,013-27,427 12-4-96 Nursing

**ADMIN ASST III** (40 HRS) (101360RS) G11; \$23,425-29,723 10-25-96 Nursing

**ADMIN ASST III** (40 HRS) (111420RS) (End date: 8/31/99) G11; \$23,425-29,723 11-15-96 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

# OPPORTUNITIES at PENN

## PRESIDENT

*Specialist: Susan Hess/Janet Zinser*

**DEVELOPMENT OFFICER II** (121512JZ) Plan, direct & execute a coordinated program of fundraising & alumni relations activities targeted to individual donors, corporations & foundations designed to increase financial support for the School of Engineering & Applied Science (SEAS); assist & collaborate with SEAS Dean & associate with management & advancement of the School; work closely with central development organization, draw on its support services & integrate School's initiatives with University's overall fundraising design. **Qualifications:** BA/BS or equivalent, advanced degree preferred; seven-ten yrs. Fundraising experience or equivalent, preferably in an engineering or science institution or research university; demonstrated ability to establish objectives, set performance standards & organize & motivate staff; solid organization, administrative & management skills; superior communications skills, both oral & written; valid driver's license. (Applications deadline: 12/16/96) **Grade:** P10; **Range:** \$48,822-64,066 12-10-96 Development & Alumni Relations **ASST DIR INDIVIDUAL GIFTS** (06672JZ) P5; \$29,664-38,677 8-23-96 Development & Alumni Relations **ASST TO DIR I** (121501JZ) P1; \$20,291-26,368 12-6-96 Development & Alumni Relations **ASST MANAGER II** (121495SH) P2; \$22,351-29,098 12-3-96 University Archives **EXEC ASST I** (05508JZ) P6; \$32,857-42,591 11-20-96 Development & Alumni Relations **STAFF ASST III** (10133SH) P3; \$24,617-31,982 10-18-96 Office of the Secretary **STAFF RESEARCHER I** (101216JZ) P2; \$22,351-29,098 10-7-96 Development & Alumni Relations **STAFF WRITER II** (04062JZ) (Two writing samples must accompany application.) P3; \$24,617-31,982 10-4-96 Development & Alumni Relations **ADMIN ASST I** (40 HRS) (111468JZ) G9; \$20,130-25,133 11-27-96 Development & Alumni Relations **ADMIN ASST III** (40 HRS) (101260SH) (Some nights & weekends required) G11; \$23,425-29,723 10-14-96 Office of the President

## PROVOST

*Specialist: Clyde Peterson*

**ASST DIR V** (111493CP) Manage overall work flow of the office, supervise project staff, plan & review actions; represent Center to outside constituents & assist Director in running Center; manage New Standards in Education project, including formation of community coalitions in local school districts, coordination with partnering organizations & standards-related events; conduct research & prepare/edit written materials for Center projects. **Qualifications:** MPA in public policy field; seven-ten yrs. Experience in government, public policy or non-profit management; proficient in Microsoft Office; excellent organizational, interpersonal & communication skills. **Grade:** P6; **Range:** \$32,857-42,591 12-10-96 Center for Greater Philadelphia **ASSOC DIR RADIATION SAFETY** (121503CP) Report directly to the Director of Radiation Safety: operational responsibility for survey program, waste program, effluent monitoring, education/training, information management; also responsible for budgeting & supervision of 23-person administrative & support staff (technical & clerical) office. **Qualifications:** MS in health physics or equivalent; six yrs. Radiation safety work & experience & a major University/Medical school preferred; skilled in computer programming, personnel supervision & electronics; three yrs. managerial experience. **Grade:** P10; **Range:** \$48,822-64,066 12-10-96 Radiation Safety Office **DIR, MARKETING** (091065CP) Direct the Press's promotional & sales effort worldwide; set & achieve annual goals for Press; forecast annual sales income

based on historical patterns, books in process of publication, current market conditions & opportunities; formulate & administer domestic & foreign marketing plans, policies, activities & budget for frontlist & backlist publications; oversee the work of marketing staff, sales representatives, overseas sales agents & literary agents worldwide & arrange sale of foreign rights; administer review copy & examination copy distribution; represent the Press at book trade conventions & professional meetings; assess sales potential of new book projects & advise on publishing decisions; participate in internal committee review of editorial projects & provide recommendations on publishing strategies & on price & print run decisions; **Qualifications:** BA/BS; five yrs. related book-publishing experience, including experience in management positions; must have broad working knowledge of academic disciplines; familiarity with Macintosh & IBM computer systems; demonstrated ability to assess commercial graphic art, evaluate & select vendors, purchase outside services, manage printing & distribution systems & coordinate knowledgeably with customer service; outstanding communication & interpersonal skills. **Grade:** P7; **Range:** \$36,050-46,814 12-10-96 University Press

**LIBRARY TYPIST** (121537CP) Provide clerical support for Reference & Technical Processing units; supply reference desk with sign-up sheets, forms, publications, handouts, student disks; back-up reference staff at desk; update computer services documentation; handle computer paper & ribbons; file archival CD-ROMS; maintain reference collection, including marking, minor repair, loose leaf filing; provide photocopies when necessary. **Qualifications:** High school degree; college preferred; previous library experience preferred; must type 55 wpm. **Grade/Range:** Union 12-13-96 University Library

**REGULAR PART-TIME (ADMIN ASST I)** (111492CP) Enter vendor data into database; produce & collate letters; forward forms to purchasing, update database & maintain files; mail paperwork; review vendor statements; review check requests & invoices. **Qualifications:** Completion of high school business curriculum & related post high school training or equivalent; at least two yrs. clerical &/or secretarial experience of equivalent; working knowledge of office procedures; familiarity with database & word processing functions on PC; ability to work with moderate supervision, typing skill, dependability, attention to detail. (End date: 12/31/97) **Grade:** G9; **Range:** \$9,678-12,083 12-10-96 University Libraries

**ASST TO DIR I** (111430CP) (Work schedule may require some evening & weekend hours) P1; \$20,291-26,368 11-20-96 Institute Contemporary Art

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

**COORD II** (111435CP) P2; \$22,351-29,098 11-20-96 Learning Technology Administration

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

**INFO SYSTEM SPECIALIST II** (101323CP) P5; \$29,664-38,677 10-25-96 Undergraduate Admissions **LIBRARIAN/II** (101340CP) P4/P5; \$26,986-35,123/29,664-38,677 10-30-96 University Libraries

**RESEARCH SPECIALIST IV** (101349CP) P6; \$32,857-42,591 10-31-96 Museum

**SYSTEMS ANALYST II/RS** (101374CP) P7/P8; \$36,050-46,814/\$39,655-52,015 11-1-96 ISC/Application Development

**LIMITED SERVICE (MARKETING COORD I)** (111463CP) P2; \$18,626-24,248 11-26-96 Annenberg Ctr

**PART-TIME ASST MANAGER I** (17.5 HRS) (121502CP) P1; \$10,146-13,184 12-6-96 Museum

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

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

**ASST LAB ANIMAL TECH** (40 HRS) (091160CP) (Work schedule may include shifts other than M-F, including weekends, holidays & overtime) G7;

\$17,068-21,247 11-14-96 ULAR/School of Medicine **BIBLIOGRAPHIC SPECIALIST** (101256CP) Union 10-22-96 University Libraries

**CURATORIAL ASST** (111429CP) G11; \$20,497-26,008 11-19-96 Institute of Contemporary Art

**LAB ANIMAL AIDE** (40 HRS) (081031CP) G5; \$14,714-18,069 11-20-96 ULAR

**LIMITED SERVICE (ADMIN ASST I)** (101322CP) G9; \$9,678-12,083 10-30-96 Undergraduate Admissions

**REG. PART-TIME (ADMIN ASST I)** (20 HRS) (101213CP) G9; \$9,678-12,083 10-9-96 Biomed Library

**REGULAR PART-TIME ADMIN ASST II** (101257CP) G10; \$10,583-13,186 10-17-96 University Libraries

## VETERINARY SCHOOL

*Specialist: Ronald Story*

**CUSTODIAL WORKER** (40 HRS) (121528RS) Perform custodial tasks under supervision of contractual supervisor; keep floors, equipment, operating rooms, recovery stalls & related areas clean; maintain laboratories, offices & public areas; report malfunctioning equipment. **Qualifications:** High school graduate or equivalent; familiarity with all types of cleaning equipment; experience in hospital cleaning environment preferred; able to move about freely & perform strenuous work (lift up to 50 lbs.); able to work flexible schedule; valid driver's license required; ability to tolerate post-surgical area clean-up is required. (On-call duty & occasional weekends) (Position located in Kennett Square, PA - There is no public transportation available) **Grade:** G5; **Range:** \$14,714-18,069 12-11-96 New Bolton Center

**ADMIN ASST I/II** (40 HRS) (111419RS) (Position located in Kennett Square, PA - there is no public transportation) G9/G10; \$20,130-25,133/22,013-27,427 11-15-96 Large Animal Hospital

**ASST SUPERVISORY CUSTODIAL (NBC)** (40 HRS) (111490RS) (Position located in Kennett Square, PA - there is no public transportation) G9; \$20,130-25,133 12-6-96 Large Animal Hospital

**CENTRAL SUPPLY TECH (NBC)** (40 HRS) (111486RS) (Position located in Kennett Square, PA -

## Classifieds

### FOR SALE

**Swarthmore house**, 3-4 bedrooms, 2-1/2 baths and spacious yard. Superb schools. Walk to train. \$329,000. (610) 544-7733.

### FOR RENT

**4700 Springfield Avenue**, 2 bedrooms, second floor, modern kitchen and bathroom, hardwood floors, large backyard. \$600 includes all utilities. 724-7102.

**Office space** available January 1, 1997. The Christian Association, 3601 Locust Walk. Attractive, prime location on campus. Ideal for any community, student, or business venture. Call 386-1530 for information.

**House—Addison Street**, Rittenhouse Square. Parking, 3 bedrooms, 2 full baths, fireplace, newly renovated, new W/D, hardwood floors. \$1290. (215) 731-0577.

### SERVICES

**Shari D. Sobel, Ph.D.** Psychotherapy. University of Pennsylvania Alumna (215) 545-4744.

### VACATION

**Pocono Chalet**, 3BR/1B, near Jack Frost/Big Boulder; firewood included. \$375/week-end, (215) 898-9928.

For classified ad rates and information, contact *The Compass* at 898-3632.



OPPORTUNITIES at PENN

there is no public transportation) G8; \$18,481-23,132 12-6-96 Large Animal Hospital  
**CLINICAL LAB TECH** (111489RS) (Work schedule may require working every other weekend/two days off during the week alternate week 9:30AM-5:30PM) G10; \$19,261-23,999 12-6-96 VHUP-CLM  
**LAB ANIMAL TECH** (40 HRS) (111488RS)(Position located in Kennett, Square, PA-there is no public transportation) G9; \$20,130-25,133 12-6-96 New Bolton Center  
**NURSE, VET ASST** (40 HRS) (111491RS)(Position in Kennett, Square, PA—no public transportation) G5.; \$14,714-18,069 12-6-96 large Animal Hospital  
**OFFICE SYSTEMS COORD** (111459RS) G11; \$20,497-26,008 11-21-96 VHUP/Clinical Studies  
**TECH,VET/II** (40HRS)(11401RS)**TECH**:(Schedule requires rotating/nights/weekends)G8/G10;\$18,481-23,132,\$22,013-27,427 11-13-96 VHUP-Wards  
**TECH, VET /II** (40 HRS) (111455RS) G8/G10; \$18,-481-23,132/22,013-27,427 11-25-96 Emergency Svce  
**PART-TIME (TECH, VET I/II)** (111487RS) (Work schedule: Wednesday-Thursday, 8:00AM-8:00PM; Friday 12:00-6:00PM) G8/G10.; \$8.885-11.121/\$10.583-13.186 12-6-96 VHUP-Emergency

VICE PROVOST/UNIVERSITY LIFE

Specialist: Clyde Peterson

**LIMITED SERVICE (OFFICE ADMIN ASST III)**(121517CP) Prepare financial forms using the On-line FinMis accounting system; prepare & deposits funds derived from sales/rentals; maintain & reconcile budget from 75 student organizations; process hiring & payroll forms on a weekly basis; prepare reports & presentations. **Qualifications:** High school graduate; BA/BS preferred; two yrs. accounting experience required; working knowledge of accounting procedures; familiarity with FinMis, Excel & Word helpful; good written & oral skills; willingness to work with diverse student population in a heavy traffic area; ability to work independently. **Grade:** G11; **Range:** \$11.262-14.290 12-10-96 Office of Student Life Activities & Facilities  
**UPWARD BOUND COUNSELOR** (12650CP) (Work schedule: Tuesday-Saturday)(End date: Grant supported, ongoing continuation contingent on funding) P3;\$24,617-31,982 11-26-96 Department of Academic Support  
**VETERANS UPWARD BOUND COUNSELOR** (101255CP) (On-going contingent upon grant funding) P3; \$24,617-31,982 10-14-96 Academic Support Programs

WHARTON SCHOOL

Specialist: Janet Zinser

**DIR VII** (111418JZ) Responsible for all facilities operations maintenance, scheduling & security for four buildings totaling 600,000 square feet, School’s capital planning, space planning & allocation & new capital construction & renovations; manages staff of twelve & directly supervise the managers of facilities, classroom & special event scheduling, project management & scheduling & facilities services; responsible for the successful; implementation of multi-department operations initiative which consolidates the scheduling of special events, facilities maintenance; classroom technology delivery, computer lab reservation & student registration for computer courses. **Qualifications:** BA/BS with major in engineering or business administration or equivalent; MBA or Master’s in engineering, architecture or design strongly preferred; five-seven yrs. progressively responsible experience in facilities management, architectural planning/design or engineering; thorough understanding of technical aspects of planning for & maintenance of structural, mechanical & electrical systems of large building complex; demonstrated computer literacy; ability to use spreadsheets, databases, CAD & read blue prints; proven problem analysis skills; excellent communication & negotiating skills with proven abil-

ity to work with people from a variety of backgrounds & experience; strong management skills; position is considered “essential” personnel; able to be on call at all hours; position may require incumbent to inspect roof tops, sub-basements & other confined space & at times require incumbent to be exposed to adverse weather conditions. **Grade:** P10; **Range:** \$48,822-64,066 11-15-96 Facilities Services  
**FINANCIAL ADMINISTRATOR II** (111457JZ) Manage budget administration process for External Affairs; prepare budget, financial transactions, generate reports, administer reconciliations & reallocations; monitor payroll functions; define & assign division-wide administrative functions; serve as divisional information clearinghouse; back-up gifts processor; manage receptionist & part-time administrative assistant. **Qualifications:** BA/BS; preferably in accounting business; three-four yrs. administration or accounting, preferably at University; excellent office & computer skills; excellent oral, written & interpersonal skills. **Grade:** P4; **Range:** \$26,986-35,123 12-12-96 External Affairs  
**INFO SYSTEMS SPECIALIST II** (101212JZ) Provide departmental support to the assigned Wharton School administrative users in planning, developing/ implementing & using information management systems & IS tools to support their business needs; facilitate end user access to data; participate in programming, testing implementation & evaluation of software system packages; provide a reliable computing environment; install, manage & maintain departmental LAN & application; support mission-critical data. **Qualifications:** BA/BS, preferably in computer science or MIS or computer experience; minimum three yrs. experience in computing support, such as network management, programming systems/db analysis & PC application support; ability to coordinate variety of projects simultaneously & manage conflicting priorities; thorough knowledge of user comp environments; ability to provide timely solutions to users IS challenges; experience with Windows trouble-shooting required; working knowledge of word processing, spreadsheet & db packages required; working knowledge of Novell networks & /or Windows NT a plus; working knowledge of major programming languages such as C; working knowledge of UNIX & RDBMS theory & one product, such as Oracle or Access; SQL experience preferred; working knowledge of at least one other query/report tool such as SAS or Business Objects. **Grade:** P5; **Range:** \$29,664-38,677 12-11-96 WCIT  
**ASSOC DIR VI/VII** (101219JZ) P8/P9; \$39,655-52,015/\$43,569-57,217 10-9-96 Undergrad Division  
**COORD II** (111423JZ) (111425JZ) P2; \$22,351-29,098 11-15-96 Aresty Institute  
**DIR VII** (11535JZ) P10;\$48,822-64,066 11-8-95  
**DIR VIII** (101324JZ) P11; \$56,135-70,246 10-18-96 Finance & Administration  
**FINANCIAL ADMINISTRATOR I** (111457JZ) P4; \$26,986-35,123 11-25-96 External Affairs  
**INFO SYSTEM SPECIALIST II** (111301JZ) P5; \$29,664-38,677 11-12-96 WCIT  
**MAJOR GIFT OFFICER I/II** (11549JZ) P7/P8;\$36,050-46,814/\$39,655-52,015 11-10-95 External Affairs  
**PROGRAMMER ANALYST I** (111424JZ)(On-going contingent upon grant funding) P4; \$26,986-35,123 11-15-96 Pennsylvania SBDC  
**ADMIN ASST III** (111426JZ) G11; \$20,497-26,008 11-18-96 Steinberg Conference Center  
**BUILDING SERVICES ASST** (40 HRS) (111413JZ) G8; \$18,481-23,132 11-13-96 Wharton Facilities Svcs  
**SUPERVISOR II** (08873JZ)(This position requires periodic overtime on evenings, Saturdays, Sundays, University holidays; production cycle of the department requires that no vacation be taken during the months of December, January, August & September; availability for overtime is a requirement of this position) G11; \$20,497-26,008 11-15-96 WCIT  
**REGULAR PART-TIME (EDITORIAL ASST I)** (111453JZ) G11; \$11.262-14.290 11-25-96 Wharton Real Estate

Relative Investment Performance on Tax-Deferred Annuities

The Benefits Office regularly receives inquiries on the relative performance of investment funds offered under the University’s tax deferred annuity program.

At right is a table which shows the performance of the various funds for the *period ending 09/30/96*. The first column shows an abbreviation for the investment philosophy of the fund. (*Abbreviations are described below.*) The second column shows the overall asset size of the fund in millions of dollars. Columns three through seven show the performance of the funds over various time horizons. Columns eight and nine show the best and worst year for the last five years.

The Benefits Office will periodically publish this information in *Almanac* to assist faculty and staff in monitoring the performance of their tax deferred annuity investments. Any faculty or staff member who would like additional information on these benefit programs may call the Benefits Office at Ext. 8-7281.

—Albert Johnson  
Acting Manager of Benefits

PHILOSOPHY KEY

Domestic:  
D: Diversified Common Stock Fund  
DI: Diversified Common Stock Fund With Somewhat Higher Income  
SC: Speciality Fund With Small Company Common Stock Orientation  
B: Balanced Fund  
FIS: Fixed Income Fund (Short-Term Maturity)  
FIL: Fixed Income Fund (Intermediate-Term Maturity)  
FIL: Fixed Income Fund (Long-Term Maturity)  
FISG: Fixed Income Fund (Short-Term Maturity — Government Obligations)  
FIIG: Fixed Income Fund (Intermediate-Term Maturity —Government Obligations)  
FILG: Fixed Income Fund (Long-Term Maturity — Government Obligations)  
FIM: Fixed Income Fund (Mortgage-Related Securities)  
FIJ: Fixed Income Fund (Low-Rated Bonds)  
MM: Money Market Fund  
AA 30:40:30: Asset Allocation 30% Stocks:40% Bonds:30% Cash Benchmark Fund  
AA 60:35:5: Asset Allocation 60% Stocks:35% Bonds: 5% Cash Benchmark Fund

International:  
ICS: International Common Stock Fund  
EM: Emerging Markets Fund

Global:  
GCS: Global Common Stock Fund

Source: Lipper Analytical Services and fund families.

\* Total Return: Dividend or interest plus capital appreciation or depreciation.

(1) CREF Equity Index Account was introduced on April 29, 1994.

(2) CREF Growth Account was introduced on April 29, 1994.

Vanguard Notes:

(1) Vanguard Intermediate-Term, Long-Term, and Short-Term Bond Portfolios were introduced on March 1, 1994.

(2) Vanguard Intermediate-Term Corporate Portfolio was introduced on November 1, 1993.

(3) Vanguard Horizon Funds were introduced on August 14, 1995.

(4) Vanguard International Equity Index Fund Emerging Markets Portfolio was introduced on May 4, 1994.

403(b) Performance Update Periods Ending September 30, 1996 Total Returns\*

		Size \$mm	Latest Quarter	1-Year Averg. Annual	3-Year Averg. Annual	5-Year Averg. Annual	10-Year Averg. Annual	Best & Worst Year For the last Five Years	
								Best	Worst
<b>Calvert Funds:</b>	First Government Money Market Fund	MM 244	1.2	4.7	4.3	3.9	5.4	5.2	2.7
	Income Fund	FIL 44	1.6	4.0	3.5	7.3	8.2	18.6	-7.0
<b>Social Responsibility Funds</b>									
<b>Calvert Funds:</b>									
	Social Investment Bond Portfolio	FIL 62	1.5	4.0	3.5	6.9	NA	17.4	-5.3
	Social Investment Equity Portfolio	D 101	4.3	16.9	7.9	7.8	NA	24.4	-12.1
	Social Investment Managed Growth	B 594	4.5	10.2	8.1	9.0	9.4	25.9	-4.7
	Social Investment Money Market	MM 167	1.2	4.8	4.3	3.9	5.5	5.2	2.5
<b>CREF Funds</b>									
	CREF Bond Market Account	FIL 925	1.7	4.4	4.2	7.4	NA	17.8	-4.4
	CREF Equity Index Account (1)	D 764	3.3	19.0	NA	NA	NA	NA	NA
	CREF Global Equities Account	GCS 3,907	2.9	15.2	14.4	NA	NA	NA	NA
	CREF Growth Account (2)	D 2,008	5.1	23.0	NA	NA	NA	NA	NA
	CREF Money Market Account	MM 3,397	1.3	5.4	4.9	4.4	NA	5.9	3.0
	CREF Social Choice Account	D 1,436	3.1	14.5	11.4	12.5	NA	29.5	-1.4
	CREF Stock Account	D 77,050	2.8	17.4	15.0	13.8	13.7	30.9	-0.1
<b>Vanguard Funds:</b>									
	Asset Allocation Fund	AA60:35:5 2,339	2.8	15.3	13.2	13.4	NA	35.4	-2.3
	Balanced Index Fund	B 729	2.6	13.1	11.4	NA	NA	NA	NA
<b>Bond Index Fund:</b>									
	Intermediate-Term Bond Portfolio (1)	FIL 494	1.8	4.3	NA	NA	NA	NA	NA
	Short Term Bond Portfolio (1)	FIS 304	1.6	5.3	NA	NA	NA	NA	NA
	Long Term Bond Portfolio (1)	FIL 41	1.6	2.7	NA	NA	NA	NA	NA
	Total Bond Mkt Portfolio	FIL 2,729	1.8	4.9	4.9	7.3	NA	18.2	-3.4
	Convertible Securities Fund	DI 170	6.9	15.4	9.3	12.7	10.0	19.4	-5.7
	Equity Income Fund	DI 1,308	1.9	18.2	13.0	14.1	NA	37.3	-2.2
	Explorer Fund	SC 2,241	1.2	15.9	14.6	16.0	13.1	27.7	0.5
<b>Fixed Income Securities Fund:</b>									
	GNMA Portfolio	FIM 7,139	2.0	5.7	6.0	7.1	8.6	17.0	-1.2
	High-Yield Corporate Portfolio	FIJ 3,345	4.6	9.5	8.5	11.9	9.5	19.2	-1.7
	Intermediate-Term Corporate (2)	FIL 543	2.0	4.4	NA	NA	NA	NA	NA
	Intermediate-Term U.S. Treasury	FIIG 1,225	1.7	3.9	4.3	NA	NA	NA	NA
	Long Term Corporate Portfolio	FIL 3,343	1.7	3.4	4.8	9.3	9.5	26.4	-7.1
	Long-Term U.S. Treasury Portfolio	FILG 906	1.4	2.0	4.0	8.7	8.7	30.1	-10.1
	Short-Term Corporate Portfolio	FIS 4,261	1.7	5.7	5.2	6.6	7.6	12.7	-0.1
	Short-Term Federal Portfolio	FISG 1,338	1.6	5.5	4.7	6.2	NA	12.3	-0.9
	Short-Term U.S. Treasury Portfolio	FISG 928	1.6	5.1	4.7	NA	NA	NA	NA
<b>Horizon Fund:(3)</b>									
	Aggressive Growth Portfolio	D 127	1.7	17.9	NA	NA	NA	NA	NA
	Capital Opportunity Portfolio	D 119	5.2	12.4	NA	NA	NA	NA	NA
	Global Asset Allocation Portfolio	GA.60:30:10 74	2.4	11.4	NA	NA	NA	NA	NA
	Global Equity Portfolio	GCS 97	0.4	12.9	NA	NA	NA	NA	NA
<b>Index Trust:</b>									
	500 Portfolio	DI 26,254	3.1	20.2	17.3	15.1	14.7	37.5	1.2
	Extended Market Portfolio	D 1,959	2.6	16.1	14.8	15.9	NA	33.8	-1.8
	Growth Portfolio	D 629	3.5	21.9	19.6	NA	NA	NA	NA
	Small Cap Stock Portfolio	SC 1,565	0.6	14.6	13.9	16.3	12.2	31.6	-0.5
	Total Stock Market Portfolio	D 3,098	2.8	18.2	16.0	NA	NA	NA	NA
	Value Portfolio	D 876	2.6	18.5	15.0	NA	NA	NA	NA
<b>International Equity Index Fund:</b>									
	Emerging Markets Portfolio (4)	EM 569.7	-1.6	12.9	NA	NA	NA	NA	NA
	European Portfolio	ICS 1,367	3.7	14.4	14.7	12.1	NA	29.1	-3.3
	Pacific Portfolio	ICS 1,020	-4.0	3.8	2.6	5.1	NA	45.6	-18.2
	Intern'l Growth Portfolio	ICS 5,178	0.6	12.3	12.7	11.4	10.5	44.8	-5.7
<b>Money Market Reserves:</b>									
	Federal Portfolio	MM 2,949	1.3	5.3	4.8	4.3	5.8	5.8	3.0
	Prime Portfolio	MM 21,338	1.3	5.4	4.9	4.4	6.0	5.8	3.0
	U.S. Treasury Portfolio	MM 2,867	1.3	5.2	4.6	4.1	5.6	5.5	2.8
	Morgan Growth Fund	D 1,943	5.0	20.1	17.0	14.8	14.5	36.0	-2.7
	PRIMECAP Fund	D 3,916	1.7	10.0	20.1	18.2	15.0	39.0	4.5
	Quantitative Portfolios	D 1,169	2.8	17.7	15.7	15.1	NA	35.9	-0.6
	STAR Fund	B 5,514	3.1	14.0	12.2	12.6	11.9	28.6	-0.2
<b>Trustees' Equity Fund:</b>									
	International Portfolio	ICS 930	0.0	8.8	8.2	8.1	11.4	30.5	-8.7
	U.S. Portfolio	DI 148	3.3	15.3	12.0	14.2	12.3	33.2	-3.9
	U.S. Growth Portfolio	DI 4,943	4.1	27.2	21.0	14.7	14.3	38.4	-1.4
	Wellesley Income Fund	B 6,872	2.9	9.2	7.8	11.0	10.8	28.9	-4.9
	Wellington Fund	B 14,868	4.0	15.4	13.7	13.4	12.3	32.9	-0.5
	Windsor Fund	DI 15,229	5.3	13.3	14.1	15.9	13.1	30.1	-0.2
	Windsor II	DI 14,081	3.4	20.6	16.1	16.0	14.2	38.8	-1.2
<b>Sector Funds:</b>									
	Energy	S 675	2.5	28.9	9.8	12.4	14.4	37.1	-4.5
	Gold & Precious Metals	S 550	-3.2	1.0	7.1	8.2	7.3	93.3	-19.4
	Health Care	S 2,403	3.5	28.0	26.5	17.9	19.6	45.2	-2.3
	Utilities Income	S 645	-3.1	7.6	5.4	NA	NA	NA	NA
<b>Indexes To Compare Performance Against</b>									
	S&P 500		3.1	20.3	17.4	15.2	15.0	37.6	1.3
	Lipper Capital Appreciation Funds Average		2.0	15.6	13.1	14.1	12.7	30.2	-3.6
	Lipper Growth Funds Average		2.9	15.9	13.9	13.4	12.7	30.5	-2.2
	Lipper Growth & Income Funds Average		2.9	17.5	14.1	13.4	12.4	30.6	-1.0
	Salomon Bros. High-Grade Index		2.0	3.7	5.0	8.8	9.6	27.2	-7.6
	Lehman Brothers Gov't/Corporate Bond Index		1.8	4.5	4.6	7.7	8.4	19.2	-4.1
	Morgan Stanley Capital International-EAFE Index		-0.1	8.6	8.1	8.2	8.7	32.6	-12.2
	Morgan Stanley Capital International-EMF Index		-3.6	5.2	7.5	15.8	N/A	74.8	-17.7
	91-Day Treasury Bills		1.3	5.3	5.0	4.4	5.8	5.8	3.1



## OEHS Training Programs

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

**Introduction to Laboratory Safety at Penn (Chemical Hygiene Training):** Provides a comprehensive introduction to laboratory safety practices and procedures at Penn and familiarizes the laboratory employee with the Chemical Hygiene Plan. This course is designed for employees who have not previously attended Laboratory Safety at Penn. Required for all University employees who work in laboratories. January 15, 11 a.m.-noon, John Morgan Class of 1962.

**Introduction to Occupational Exposure to Bloodborne Pathogens:** This course provides significant information for employees who have a potential exposure to human bloodborne pathogens. Topics include a discussion of the Exposure Control Plan, free Hepatitis B vaccination, recommended work practices, engineering controls and emergency response. This course is designed for employees who have not previously attended Bloodborne Pathogens training at Penn. Required for all Penn employees potentially exposed to human blood or blood products, human body fluids, and/or human tissue. January 22, 11 a.m.-noon, John Morgan Class of 1962.

**Occupational Exposure to Bloodborne Pathogens (In a clinical setting):** \* Required for all University faculty and staff who have potential clinical exposures to blood and other human source material. It is intended for employees with direct patient contact, or those who handle clinical specimens, and administrators who routinely work in a clinical environment. Topics include: risks, protection, work practice controls and emergency procedures. This course is designed for employees who have not previously attended Bloodborne Pathogens. January 23, 1:30-2:30 p.m., Stemmler Hall Room 104. \*Registration is required for this course. Please call Bob Leonzio 898-4453.

**Laboratory Safety—Annual Update:** This program is required annually for all laboratory employees who have previously attended *Chemical Hygiene Training*. Topics include chemical risk assessment, recommended work practices, engineering controls and personal protection as well as an update of waste disposal and emergency procedures. Faculty and staff who work with human source materials, HIV or hepatitis viruses must attend the *Laboratory Safety and Bloodborne Pathogens—Annual Update*. January 17, 10:30-11:30 a.m., John Morgan Class of 1962.

**Laboratory Safety and Bloodborne Pathogens—Annual Update:** This program is required annually for all faculty and staff who work with human source material, HIV or hepatitis viruses and have previously attended *Occupational Exposure to Bloodborne Pathogens*. Issues in general laboratory safety and bloodborne pathogens are discussed. Topics include bloodborne diseases, risk assessment, recommended work practices, engineering controls and personal protection as well as an update of waste disposal and emergency procedures. Participation in *Laboratory Safety—Annual Update* is not required if this program is attended. January 24, 11 a.m.-noon, John Morgan Class of 1962.

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



## Faculty/Staff Phonebook Changes: by January 17

Currently the Business Services staff is working on the supplement for the University Faculty/Staff 1996-97 telephone directory. Please send any additions and changes in the White pages (individual listings) and Yellow pages (departmental listings) by *Friday, January 17, 1997*. You may submit entries for the Green pages, but they will not be in the supplement. Send to Corinne Bui or Maureen Connolly, Telephone Directory Section, Business Services, Suite 440A, 3401 Walnut Street/6228 or fax to 898-0488. If you have any questions, please call 898-9155.

— Corinne Bui, Business Services

## Special Checks of Residences . . . Lighting Rebates

Winter Break 1996 (12/21/96 to 01/12/97) is approaching quickly. Traditionally, this is a time of lower occupancy and greater opportunity for crime. Therefore, we need to be more safety and security conscious. To reduce the opportunity for crime (i.e., criminal mischief, burglaries, etc.), the Division of Public Safety is again offering Special Checks of Residential Properties during the following time frame: 11 p.m. on Friday, December 20th to 7 a.m. on Monday, January 13th.

Faculty, staff and students who live within the following geographical boundaries—Schuylkill River to 43rd Street, and Baltimore Avenue to Market Street—may list their residences with the Penn Police Department for Special Checks during the period it will be vacant. Penn Police officers will periodically check the exterior of the property for signs of criminal activity or security breaches, and if any are found they will take appropriate action ranging from arresting the perpetrator to conducting an interior check of the property with subsequent notifications to the listed occupant.

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

Wishing you peace and joy this Holiday Season,

— Thomas Seamon, Managing Director  
Division of Public Safety

— Maureen S. Rush, Director of  
Patrol Operations

## Safety and Security Tips for Winter Break 1996

To keep this Holiday Season happy and joyous, and the New Year full of hope and promise, here are some safety tips to keep in mind:

**If Leaving Penn for Winter Break,**

- Secure or remove all valuables (e.g., jewelry, computers, stereos, televisions, etc.). All valuables should already be engraved with your Social Security or other identifying number. Engravers can be borrowed by contacting the Special Services Unit (3927 Walnut Street, 898-4481).
- Close and lock all windows; Close all shades, drapes and blinds. Lock and bolt entrance doors to rooms or apartments.
- Use timers on lights and on a radio or television to give your residence the appearance of being occupied.
- Register your residence with Public Safety for Special Checks during the Break.
- Your answering device message should *never* indicate that you are not home. Always use plural nouns even if you live alone (e.g., "We're not available to take your call right now"). Don't use your name(s).
- Make sure your exterior lighting works and turn all lights on. Preferably, exterior lights should be on a timer or photoelectric cell. If not, contact your landlord with regards to installing these security devices *before* you leave for Break.

Attention, those who live between these geographical boundaries:

33rd to 49th Streets,

Market to Woodland Avenue:

The **Lighting Rebate Program** through the West Philadelphia Partnership makes 50% reimbursement for the purchase and installation of new energy-efficient exterior lighting on residences. Call 38BRITE (382-7483) and leave your name/address on the tape to get detailed information about the program.

**If Remaining at Penn During Winter Break,**

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

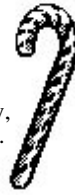
- Carry your handbag tightly under your arm with the clasp toward your body. Never let it dangle by the handle.
- Keep your wallet or handbag closed and with you at all times. Never put it on the seat beside you, on the counter next to you or under a seat when dining.
- Be aware of your surroundings and the people around you; Trust your instincts. Stay in well-lighted and well-travelled areas.
- Walk with your head up, shoulders back and your eyes scanning the people around you.
- Use the "buddy" system or the Penn Transit System when traveling at night. From non-University exchanges, dial 898-RIDE for vehicular escort service or 898-WALK for the walking escort service between the hours of 6 p.m. and 3 a.m. daily.
- If you are expecting guests or workers, do not open your door until you know it is the right person(s). Always ask to see identification of callers you don't know.
- If accosted, don't resist! Don't panic! Get a good description of the assailant (i.e., approximate age, race, sex, height, weight, clothing description, direction traveled, etc.) and report the incident to the police as soon as possible.
- Know the locations of Penn's Blue Light Emergency phones. Open the box, lift the receiver or push the button to talk.
- Report any suspicious activities (e.g., someone looking into cars or pulling on doors; a vehicle that repeatedly "circles" the block, etc.) as soon as you can: where, what, who, when and how.
- Know your emergency telephone numbers:

Division of Public Safety, Penn Police  
3914 Locust Walk

On Campus  
(University Exchanges: 898, 417 and 573): 511  
Off Campus: 573-3333  
Non-Emergencies 898-7297 / 7298  
Special Services 898-4481 / 6600  
Penn Investigators 898-4485

Philadelphia Police  
18th Police District, 5510 Pine Street  
Emergency Telephone Number: 911  
General Business Telephone Number: 686-3180  
S.E.P.T.A. Police  
Emergency Telephone Number: 580-4131

# A Few More Year-End Hurrahs



## A-3 Assembly Party: December 19

The A-3 Assembly invites all A-3 employees to their annual holiday party on Thursday, December 19, 5-7 p.m., at Club Elle, 125 Sansom Walk (between Chestnut and Walnut). There will be an open buffet and half-price drinks. PENNcard is required. For more information, call Vicki Lopez, 898-7533.

## AAA Holiday Party: the 18th, not the 11th

The annual holiday party of the African-American Association of Administrators Faculty and Staff is tomorrow (not last Wednesday as mistakenly published here last week) but the time and place were right: noon-2 p.m. in the third floor conference room of Lauder-Fischer Building.

## Steppin' Out: The Trolleys Take an Encore the 18th

Last week's trolley ride that extended Steppin' Out shopping all the way out to the Firehouse Farmer's Market was such a success it will be repeated tomorrow during the last of the 5-8 p.m. holiday shopping spree, Coordinator Helen Walker says. But next spring the whole Steppin' Out program itself will be back for an encore: "The storekeepers loved it, the shoppers loved it, so we're going to do it again in April," Ms. Walker said.

## Collecting Coats for the Needy: Through January 20

The Program for Student-Community Involvement is a drop-off site for the 1st Annual Philadelphia Cares Coat Drive now through January 20. Coats, for adults and children, as well as hats, scarfs, and gloves, can be brought to Room 200, Houston Hall, Mondays through Fridays between 9 a.m. and 5 p.m. The drive is sponsored by Advanta in partnership with United Parcel Service which delivers the donations to Philadelphia Cares to be given to Philadelphians through community organizations.

## Collecting Toys for Children in CHOP: Through December 23

Penn Tower Hotel and its restaurant PT's are collecting gifts to be distributed on Christmas Eve to children at the Children's Hospital of Philadelphia. Now through December 23, they will be accepting donations and displaying them under the Christmas tree in PT's. Gifts do not have to be wrapped. Contact Thomas Keiper at 387-8333 for more info or bring your gift to the restaurant.

### And the Winner is...

Jim Bean, manager of Penn Mail Services is the winner in the Penn's Way '97 drawing for two tickets to anywhere in the Continental U.S., donated by USAir and American Express. Congratulations Jim!

### Penn's Way to Date—\$150,491

Keep those pledges coming! If you need pledge material or additional information, please call 8-1733 or e-mail [murrayb@pobox](mailto:murrayb@pobox). Thanks for giving! Remember, your contributions are tax deductible.

— Penn's Way Campaign Committee



## Penn's Towering Poinsettia Tree

Continuing a seven-year tradition, Penn Tower has put up its annual "tree" of over 200 live poinsettias, and it's the largest yet. Displayed in the lobby on its plywood base, it stands about 11 feet tall and is over 11 feet in diameter. It can be seen from the skywalk that connects the hotel to the HUP.

**Next Issues:** There will not be an issue December 24 or 31, and none January 7. We will resume publishing weekly with the January 14 issue. The deadline for the February at Penn calendar is January 14.



## Almanac

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3600 Chestnut Street, Philadelphia, PA 19104-6106  
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URL: <http://www.upenn.edu/almanac>

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

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## The University of Pennsylvania Police Department Community Crime Report

**About the Crime Report:** Below are all Crimes Against Persons and Crimes Against Society from the campus report for **December 2 through December 8, 1996**. Also reported were **Crimes Against Property**, including 37 thefts (including 2 burglaries, 2 thefts of asuto, 4 thefts from auto, 6 thefts of bicycles & parts); 6 incidents of criminal mischief and vandalism; 6 of forgery & fraud, 1 of trespassing and loitering. Full crime reports are in this issue of *Almanac* on the Web ([www.upenn.edu/almanac/v43/n15/crimes.html](http://www.upenn.edu/almanac/v43/n15/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 **December 2 and December 8, 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, Simple assaults—1, Threats & harassment—5

12/03/96	12:16 PM	Baldwin Dorm	Unwanted obscene calls received
12/07/96	1:50 PM	Baldwin Dorm	Complainant receiving harassing calls
12/04/96	12:58 PM	203 S. 38th St.	Threatening note left
12/04/96	10:31 PM	Coxe Dorm	Unwanted phone calls received
12/06/96	11:16 PM	3744 Spruce St.	Suspect grabbed money and fled area
12/07/96	8:11 PM	Baldwin Dorm	Obscene phone calls received
12/08/96	7:49 PM	Van Pelt Library	Domestic dispute/assault/compl. Re-

fused to press charges

**38th to 41st/Market to Baltimore:** Threats & harassment—1

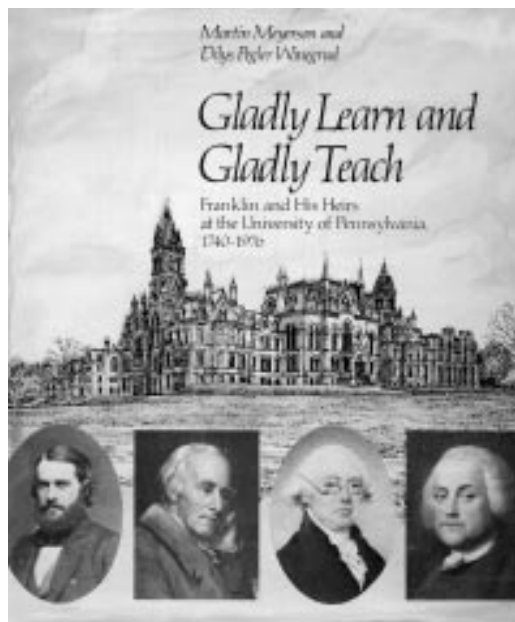
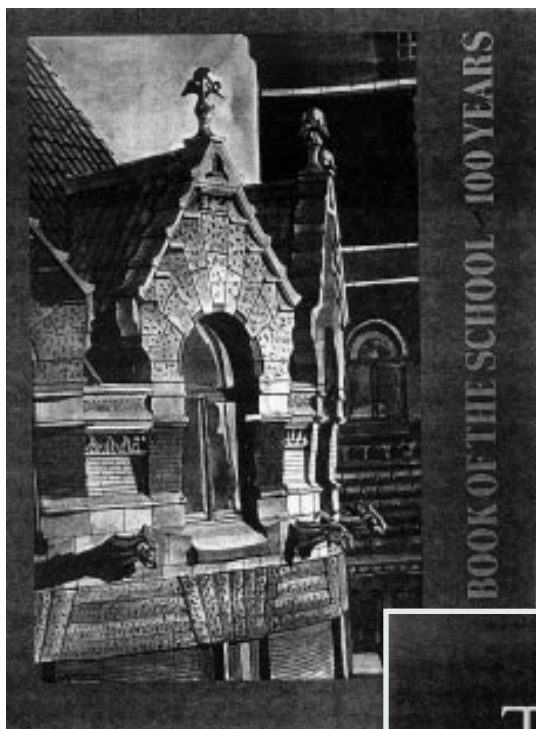
12/02/96 5 12 PM 219 S.41 St. Numerous unwanted calls received

### Crimes Against Society

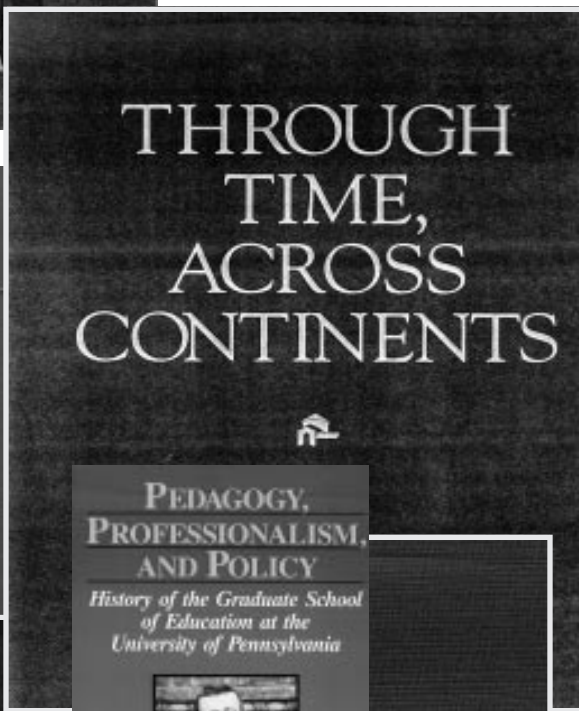
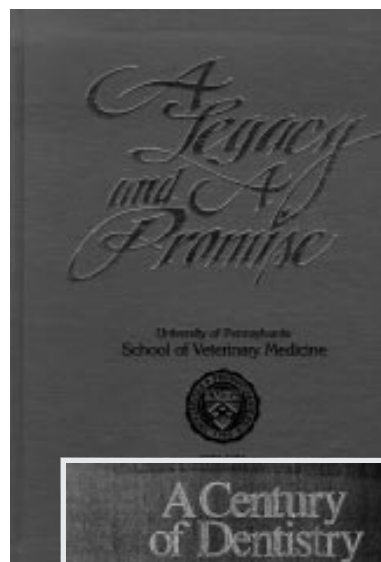
**38th to 41st/Market to Baltimore:** Disorderly conduct—1

12/04/96 9:59 PM 4000 Blk. Spruce Male cited for disorderly conduct





If they can, Penn history buffs usually read *Gladly Learn and Gladly Teach* (subtitled *Franklin and His Heirs at the University of Pennsylvania, 1740-1796*) as a companion to Edward Potts Cheyney's *History of the University of Pennsylvania 1740-1940*, but the 200th-anniversary edition is hard to find outside the Rare Books section of Van Pelt-Dietrich Library. *Gladly Learn* is at the Penn Book Store, or can be ordered from the University of Pennsylvania Press, \$37.95.



## In Search of Penn History

From time to time a newcomer to the University borrows our office copy of *Gladly Learn and Gladly Teach* (the personal copy, autographed by Meyerson and Winegrad, is *unlendable*), and returns it with a wistful, "I guess it's out of print..."

Well, no. The most recent Penn history is alive and well, and is on the University of Pennsylvania Press's booklist this year as part of a collection of *Books of Regional Interest*.

This discovery led to an impromptu survey in which we asked the librarians and/or development officers of the Schools if other histories are available. Shown here are the covers of some volumes we found:

GSFA's *The Book of the School*, edited by Ann Strong and George Thomas and published by the Graduate School of Fine Arts for its centennial celebration in 1990.

The University Museum's oversize *Through Time, Across Continents*, by Dilys Winegrad, published by the Museum.

GSE's *Pedagogy, Professionalism and Policy*, a 1986 history of the Graduate School of Education by William Brickman.

Medicine's *Innovation and Tradition at the University of Pennsylvania School of Medicine: An Anecdotal Journey* by David Cooper III and Marshall Ledger, a 225th-anniversary edition published in 1990.

Wharton's centennial edition, *The Pragmatic Imagination: A History of the Wharton School 1881-1981*, by Stephen Sass.

Dental Med's *A Century of Dentistry*, by Milton Asbell, also a centennial volume, though its first century ended earlier, in 1973.

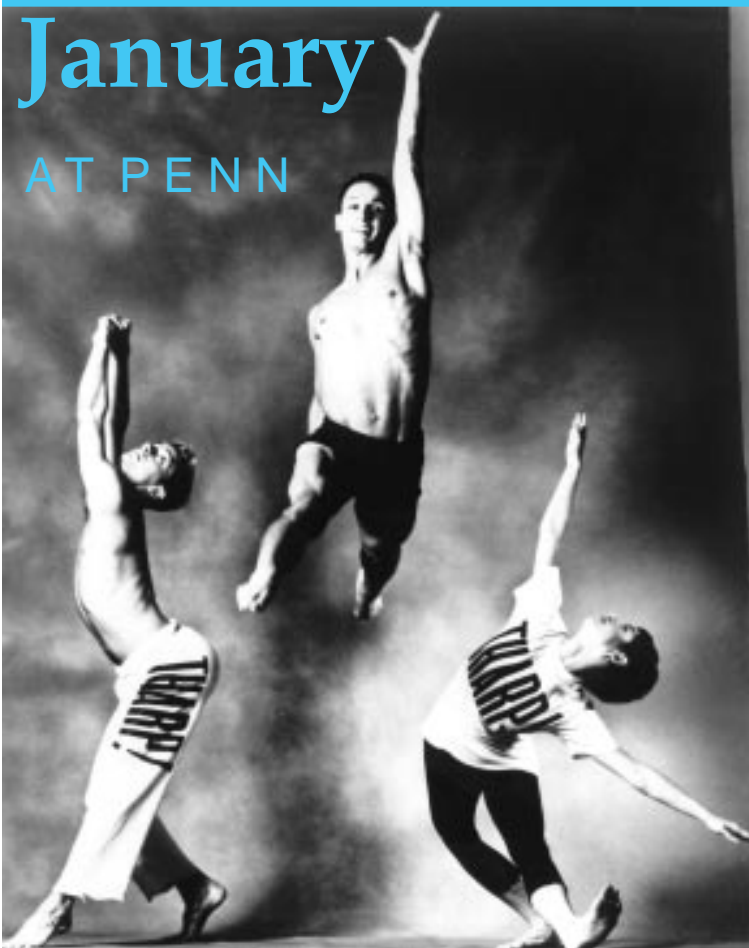
Vet Medicine's *A Legacy of Promise: The First 100 Years, 1884-1984*, by John Martin.

We also found that the *School of Social Work* has a history in monograph form, now undergoing revision...the *School of Nursing* has a manuscript history done by the late Dean Dorothy Mereness, kept in the Center for the Study of the History of Nursing...the *Law School* published a brief history in the Winter 1995 edition of the School's Journal...and SAS now keeps its brief history on the Web: <http://www.sas.upenn.edu/SAS/sashist.html>.



**Ed. Note:** If other schools or centers have histories to add to this list, please send information to me at [gaines@pobox.upenn.edu](mailto:gaines@pobox.upenn.edu). —K.C.G.





Tharp! brings three Philadelphia premieres and a brand new company to the Annenberg Center for an energetic program, January 7-12. See On Stage.

## ACADEMIC CALENDAR

- 9** Registration for Undergraduate Transfer Students. Through January 10.  
**13** Spring term classes begin.  
**24** Add period ends.

## CHILDREN'S ACTIVITIES

- 10** 101 Dalmations; 6 p.m. Also January 11, 2 p.m., open-captioned version; International House. Tickets: \$6.50, \$5.50 students, members, senior citizens.  
**11** Fun and Games in Thailand; children's workshop, 10 a.m.-noon; University of Pennsylvania Museum. \$5 materials fee.  
Storytelling Workshop with Philadelphia storyteller Linda Goss; hear tales of North Africa, in conjunction with the Gallery's current exhibition. For children in grades K-6; children must be accompanied by an adult; informal seating on the floor; 11 a.m.-noon; Arthur Ross Gallery. Snow date: January 18. Free.  
**25** The Freedom Sound; an a cappella group from North Philadelphia that blends gospel, rhythm and blues and jazz; also performing will be children from the Thomas A. Thomas Cultural Center involved in a residency with The Freedom Sound. Tickets \$6, \$3 children 12 and under.(Everybody Makes Music).

## EXHIBITS

Admission donations and hours:  
University Museum: \$5, \$2.50/seniors and students with ID, free/members, with PENNCard, children under 6; Tues.-Sat., 10 a.m.-4:30 p.m., Sunday, 1-5 p.m.; closed Mon. and holidays. Institute of Contemporary Art: \$3, \$1/students, artists, seniors, free/members, children under 12, with PENNCard, and Sun. 10 a.m.-noon; Thurs., 10 a.m.-7 p.m.; Wed.-Sun., 10 a.m.-5 p.m.; closed: Mon. & Tues. Morris Arboretum: \$4, \$3/seniors, \$2/students, free/with PENNCard, children under 6; Mon.-Fri., 10 a.m.-4 p.m.; Sat. & Sun., 10 a.m.-5 p.m. Other galleries: free.

- Upcoming**  
**6** Anne Wetzl's Photography: Recent Works; black & white photographs; reception: January 9, 4:30-630 p.m.; Burrison Art Gallery, Faculty Club. Through January 31.  
**18** Mongolia Observed: Photographs by Robert McCracken Peck; over 40 color photos examine contemporary life; Sharpe Gallery, University of Pennsylvania Museum. Through April 20.  
**25** Fort Mose: Colonial America's Black Fortress of Freedom; traveling exhibition organized by the Florida Museum of Natural History which charts the history of African-Americans in the Spanish colonies from the time of Co-

# Almanac

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

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

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

## MEETINGS

- 29** Trustees Full Board Meeting, Stated Meeting, 2 p.m., Faculty Club.

## MUSIC

- 10** Relache Ensemble, presents a concert of new works by various composers; 7:30 p.m., Prince Theatre, Annenberg Center. Also January 11, 7:30 p.m. Tickets: \$25 first row, \$15 all others, \$10 students. Call 574-8246.

## ON STAGE

- 7** Tharp!, a new company of Tharp dancers perform works by master choreographer Twyla Tharp. Tickets: \$38 evenings, \$36 matinees, \$18 students. Call 898-6791. (Dance Celebration). Through January 12.  
**23** Bare-Knuckle, Philadelphia Festival Theatre for New Plays; written by Art Becker; directed by Eugene Nesmith; Prince Theatre, Annenberg Center. Tickets: \$15 previews; \$26 Friday and Saturday nights; \$23 all other times; \$12 students. Call 898-6791. Through February 9.

## SPECIAL EVENTS

- 25** World Culture Day: Chinese New Year Celebration—Year of the Ox; 16th annual celebration; 11 a.m.-4 p.m., University of Pennsylvania Museum.

- Faculty Club**  
**22** Foods of the Forest Buffet, 5:30 -8 p.m. Call 898-4618 for reservations and price.

## SPORTS

- For basketball tickets: 898-6151. Tickets for other events are free.  
Home locations: basketball, Palestra; fencing, Weightman; gymnastics, Hutchinson; swimming, Scheerr Pool.  
**10** Women's Basketball vs. Yale, 7 p.m.  
**11** Women's Basketball vs. Brown, 7p.m.  
**14** Women's Basketball vs. Villanova, 7 p.m.  
**15** Men's Basketball vs. Drexell, 7 p.m.  
**18** Women's Gymnastics vs. Cornell, 1 p.m.  
Men's Basketball vs. St. Joseph's, 7 p.m.  
**23** Women's Basketball vs. Loyola, p.m.  
**24** Women's Swimming vs. Navy, 4 p.m.  
Women's and Men's Fencing vs. St. John's, 6 p.m.  
**25** Men's Swimming vs. Navy, 1 p.m.

## TALKS

- 8** Wnt Signalling Mechanism in Tumorigenesis and Embryogenesis; Anthony Brown, Cornell; noon; Hirst Auditorium, Dulles Bldg. (Center for Research on Reproduction and Women's Health).  
**11** Macular Degeneration 1997: Futuristic Thinking about an Old Disease; 8 a.m.-noon; Scheie Eye Institute, info.: Diane Lutz, CME coordinator, 662-8141 (Ophthalmology).  
**13** Walking with Vinoba Bhava; J. N. Mohanty, Temple; 3-5 p.m.; 103 Williams Hall (South Asia Seminar).  
**15** Approaches to Understanding Reproductive Endocrine Risk Factors for Breast Cancer; Lewis Chodosh, Institute of Gene Therapy; noon; Hirst Auditorium, Dulles Bldg. (Center for Research on Reproduction and Women's Health).  
**17** Energy Efficiency and Renewable Energy; Brian Castelli, U.S. Department of Energy; 12:15-1:45 p.m.; Room TBA, Steinberg Hall-Dietrich Hall (Institute for Environmental Studies).  
Between Art and Archaeology: Looking for Visual Culture; Renata Holod, history of art; 3-5 p.m.; Rich Seminar Rm., Jaffe Bldg.; open to all PENNCard holders (History of Art).  
**18** Nomadic Life on the High Plateau: Timeless Travels on the Steppes of Central Asia; slide lecture; Robert McCracken Peck, fellow, Academy of Natural Sciences; 2 p.m., Rainey Auditorium, University of Pennsylvania Museum; free with PENNCard or Museum admission donation. (See Exhibits).  
**20** NGOs and the Environment: The Arun III Project in Nepal; Bikash Pandey, UC-Berkeley; 3-5 p.m.; Room 103, Williams Hall (South Asia Regional Studies).  
**22** The Making of a Spermatozoon: A Molecular Perspective; Norman Hecht, Tufts; noon; Hirst Auditorium, Dulles Bldg. (Center for Research on Reproduction and Women's Health).  
**24** Korea Peace Bioreserves System; Ke Chung Kim, Penn State; 12:15-1:45 p.m.; Room TBA, Steinberg Hall-Dietrich Hall (Institute of Environmental Studies).  
Academic Life and Public Service; David Brownlee, history of art; 3-5 p.m.; Rich Seminar Rm., Jaffe Bldg.; PENNCard reequired (History of Art).  
**27** What Blessed Privilege: Medicine Missionary Organizations and the State in Colonial India; Maneesha Lal, U. of Wisconsin & U. of Pennsylvania; 3-5 p.m.; 103 Williams Hall (SARS).  
Ethics at the Extreme:Grappling with the Moral Arguments of Nazi Doctors; Arthur Caplan, Medical Ethics; Kutchin Seminar; 4:45 p.m.; Bodek Lounge, Houston Hall (Jewish Studies).  
**28** Translating Women Yiddish Writers. A Feminist Approach; Kathryn Hellerstein, German; 1 p.m.; Faculty Club (PennWomen's Club).

## We Must Make a Difference— Martin Luther King

**15** Making A Difference: Beyond The Million Man March; Henry Mitchell, architecture & facilities management and members of P.E.A.K. discuss the Million Man March and volunteer opportunities; 5-7 p.m., Room 305, Houston Hall; info: AARC, 898-0104; (Pledged, Evolving, Accountable, Knowledgeable [PEAK]).

Eyes on the Prize; Part I & Part II, showing of the award winning video series which traces the Freedom and Civil Rights Movement in the United States of America from 1954-1965; 8 p.m.; RESNET Video Channel 11 (Housing and Residential Life). Parts III & IV: Jan. 16, 8 p.m.; Parts V & VI: Jan. 17, 8 p.m.

**17** Partners of Citizenship; 3 p.m.; Smith Penniman Room, Houston Hall (School of Arts and Science).

**18** Sixth Annual Martin Luther King, Jr. Benefit Concert; presented by WXPN in conjunction with NARAS Organization, WHY Y and WRTI; benefits Philadelphia School of Creative and Performing Arts; 7 p.m.; WHY Y Forum, 7th & Arch Streets; simulcast on WXPN, WHY Y & WRTI; call 573-3340 for tickets.

**19** Program for Student Community Involvement Banner Painting for King's Walk; banners will hang throughout the week on Locust Walk; 2-6 p.m.; Houston Hall Auditorium (Alpha Phi Alpha Fraternity, Incorporated).

Martin Luther King, Jr. Anti-Violence Vigil; 7:30 p.m.; DuBois College House; speeches and refreshments follow at the Christian Association.

**20** Martin Luther King, Jr. Breakfast; 9 a.m.; DuBois College House (Black Graduate & Professional Student Association; Black Student League;United Minorities Council).

King's Speeches; all day; on Locust Walk in front of BookStore (African American Association of Administrators, Faculty & Staff).

Martin Luther King, Jr. Commemorative Program; Reverend William Gipson, chaplain; West Philadelphia Cluster Essay Contest Winners; 12-2 p.m.; Penn Tower Hotel (African American Association of Administrators, Faculty and Staff).

Martin Luther King, Jr. Luncheon; 2-4 p.m.; Penn Tower Hotel; call 387-8333 or 898-1492 for costs.

BGAPSA, BSL, UMC Town Meeting; 3-5 p.m.: Dubois College House.  
Martin Luther King, Jr. Commemorative Evening Program; Reverend Calvin Butts, Abissinian Baptist Church, NY; 7:30 p.m.; Annenberg School Auditorium.

**21** The Importance of Role Models and Mentoring in the Community; 12-1:30 p.m.; Room 207, High Rise East, Faculty, Staff and Students Sharon Smith 898-1446 (Department of Academic Support Programs)

The Color of Fear; film and discussion; 12-2 p.m.; Spruce Street House (Counseling and Psychological Services, Big C, Residential Living).

Program for the Lesbian, Gay and Bisexual Community at Penn; 7 p.m.; information: 898-5044

Does Voting Really Make A Difference? video presentation and group discussion about voting rights and student activism 7:30 p.m.; Provost's Tower, Quad; Penn ID required.

**22** History of W.E.B. Dubois: His Life and Work; panel presentation: Elijah Anderson, sociology; Vivian Gadsden, GSE; Antonio McDaniel, sociology, and Howard Stevenson, GSE; moderated by Margaret Beale Spencer, GSE; 10-12 p.m.; Room D9-10, GSE.

Movies & Mocktails; discuss film clips dealing with racial equality/racism and how these issues have transcended the 90's. Films such as: Mississippi Burning, Queen, Eye on the Prize; 7 p.m., Ucharaji Gallery, W.E.B. DuBois College House (Swing Phi Swing Social Fellowship, Incorporated).

**23** Martin Luther King, Jr. Interfaith Observance; 7:30 p.m.; Christian Association. Open to the Public Reverend William Gipson 898-8456 " Museum Exhibition. Open during Museum Hours thru April 27 Location: University Museum: Open to the Public Michael Boorse 898-4045 Free with Museum admission/donation

**29** African-American Resource Center Afro-American Studies Program Women's Center A Discussion With Molefi Asante African-American inventions and their impact on the perception of African-Americans in America.

Houston Hall's Bowl Room Must RSVP Space limited Isabel Sampson-Mapp 898-0104

From an early age the children of nomadic families are given important responsibilities. Caring for younger siblings, collecting firewood and yak dung for fuel, and assisting with the summertime milking of livestock are among the daily tasks expected of each child. Below, Sisters, Bulgan Aimag, Mongolia, September 1994, from the exhibition Mongolia Observed: Photographs by Robert McCracken Peck at the University of Pennsylvania Museum, January 18 through April 20.

