

UNIVERSITY of PENNSYLVANIA *Almanac*

Tuesday,
January 20, 1998
Volume 44 Number 18

Martin Luther King, Jr.: An Extended Commemoration

For this year's commemoration of the birth of Dr. Martin Luther King, Jr., the theme of "The Vision Lives On...Recapturing the Spirit" was developed not just for January 19, or even as the week-long celebration it had become, but extending into February with explorations of Dr. King's ideas and the events and issues that have arisen since his death. Here is a list of the activities taking place at Penn.

January Events

20 *The Man Behind The March: Bayard Rustin*; presentation on the life of Bayard Rustin, organizer of the 1963 March on Washington, 7:30 p.m. for location call 898-5044 (Lesbian Gay & Bisexual Center at Penn).

Eyes On The Prize, Part I & II, showing of the award-winning video series which traces the Freedom and Civil Rights Movement in the U.S. from 1954-1965, 10 p.m., RESNET Video Channel 11 (Penn Video Network).

21 *GSE's Annual MLK Celebration*; Earl S. Richardson, president, Morgan State University, GrD'76; 10 a.m., Room D 9-10, GSE (GSE Development & Alumni Relations).

Eyes On The Prize, Part III & IV, showing of the award-winning video series which traces the Freedom and Civil Rights Movement in the U.S. from 1954-1965; 10 p.m., RESNET Video Channel 11 (Penn Video Network).

22 *Martin Luther King, Jr. Interfaith Program*; featuring Johnnetta B. Cole, president emerita, Spelman College, the Presidential Distinguished Professor of Anthropology, Women's Studies and African American Studies at Emory University. Also featuring student reflections on Dr. King's Ministry, Rah Na Na, and Penn's Gospel Choir; 7 p.m., Meyerson Hall (Office of the Chaplain and Interfaith Council).

Eyes On The Prize, Part V & VI, showing of the award-winning video series which traces the Freedom and Civil Rights Movement in the U.S. 1954-1965, 10 p.m., RESNET Video Channel (Penn Video Network).

23 *Free Speech and Community*; a forum led by faculty which will explore free speech and a community's need to support diverse members of the community; 2:30 p.m., for location call 898-3357 (MECHA, BSL, APSC, ACELA, UMC).

Jazz for King & Poetry Too; cabaret featuring Glenn Bryan's renowned group, "Signature". Also featured, poetry by Kamau Ma'atand Huie Douglas, 6 p.m., DuBois College House (African-American Resource Center, Penn Women's Center, DuBois College House).

27 *Syphilis And Social Justice: What's The Connection?*; Robert Fullilove, a colleague of Dr. King and currently an associate dean, Columbia University's School of Public Health, discusses the links between social policy and Sexually Transmitted Disease (STD) prevention in America; 7 p.m., Ben Franklin Room, Houston Hall (Student Health Service).

28 *Civil Rights Leader: Cesar Chavez*; film from the Chicano Film Series highlighting the life of Mexican Civil Rights leader, Cesar Chavez; 7 p.m.; GIC, 3708 Chestnut (Movimiento Estudiantil Chicano de Aztlan (MECHA)).

February Events

2 *Black Jews, Black/Jewish Relationships & the Civil Rights Movement*; pictorial essay and lecture presentation by the African/Edenic Heritage Museum that includes an exploration of the African presence in the promised land 1-5 p.m.; for location call Isabel Mapp, 898-0104 (African-American Resource Center, Greenfield Intercultural Center).

5 *Walking The Walk/Talking The Talk*; 5-7 p.m.; for location call Reverend Beverly Dale, 386-1530 (The Christian Association).

8 *The isms*, workshop to challenge the "isms" which many possess; learn tools to help begin dismantling the "isms"; 7 p.m.; GIC, 3708 Chestnut (Greenfield Intercultural Center African-American Resource Center Hillel).

15 *Race Relations Sunday*; an invitation to participate in an afternoon of ecumenical worship; 4 p.m., for location call Reverend Beverly Dale, 386-1530 (The Christian Association).

18 *Blacks & Jews: The Main Issues*; a documentary on Blacks and Jews and a discussion immediately following about the relationship between these groups; 7 p.m.; GIC, 3708 Chestnut (Greenfield Intercultural Center, African-American Resource Center, Hillel).

26 *Advantages/Disadvantages of Segregated and Interracial Worship*; a roundtable discussion; 7 p.m.; for location call Reverend Beverly Dale, 386-1530 (The Christian Association).

Below:
Johnnetta Cole,
the January
22 speaker



News in Brief

Changes in SAS

As Dr. Eugene Narmour returns to teaching, the new Associate Dean for Humanities is Dr. Rebecca Bushnell of English. Dean Samuel Preston is also assigning specific academic areas to each of the four Associate Deans; see page 2 for details.

Community Housing

In a new post held by D-L Wormley of the Treasurer's Office, the Guaranteed Mortgage Program and Off-Campus Housing are combined with other initiatives to strengthen local neighborhoods near Penn; details on page 2.

Women of Color: March 6

Penn's and affiliated hospitals celebrate the National Women of Color Day on March 6, as part of Women's History Month. To nominate members of Penn, Penn Health System, Presbyterian or Pennsylvania Hospital, contact Penn's Pamela Robinson, 898-9531; or UPHS's Toni Woodley-Chambers, 662-3688 or Paulette Cleveland, 662-6600. For more information including scholarship tickets for students: Linda Wigfall at 898-1215 or Winnie Smart-Mapp, 898-6612.

Reminder: Council Open Forum

The January 28 meeting of the University Council is the annual Open Forum meeting any member of the University can attend. Those intending to speak must contact the Office of the Secretary by *Wednesday, January 21* (call 898-7005).

The meeting, 4-6 p.m. in McClelland Hall, The Quad, has a special format, published in *Almanac* January 13, or see: www.upenn.edu/almanac/v44/n17/council.html.

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**Senate and Council
Membership Lists, 1997-98**



The following is from a memorandum sent by Dean Samuel Preston on Friday, January 16, to the standing faculty of the School of Arts and Sciences.

SAS: Dr. Rebecca Bushnell as Associate Dean for Humanities; Reorganization of the Dean's Office

Just prior to the official start of my deanship this week, I received word that Eugene Narmour, who served as Associate Dean for the Humanities and Social Sciences since 1995, suffered a minor stroke just after the new year began. To everyone's great relief, Gene is recovering nicely and plans to continue as a faculty member in Music. Under the circumstances, however, Gene has informed me that he is stepping down from his post as Associate Dean, effective immediately.

Gene's sudden departure from the Dean's office is a tremendous loss for SAS, and I would like to express my gratitude for all that he has done to strengthen the School. Gene's accomplishments during the past two and a half years—whether in helping to recruit and retain top faculty, leading our effort to establish a new Humanities Center, or spearheading the revitalization of area studies and foreign language instruction—have been extraordinary. As a longtime friend and colleague of Gene's, I was very much looking forward to working with him in the Dean's office. I know that you join me in wishing Gene a speedy recovery and a well-deserved rest.

In my conversations with Gene, his most central concern was identifying someone who could carry on the momentum that we have achieved in the humanities. In that connection, I am delighted to announce the appointment of Dr. Rebecca W. Bushnell, Professor of English, to the newly-configured post of Associate Dean for Arts and Letters.

Rebecca's scholarship, which is enabled by a mastery of six languages, ranges from Sophoclean tragedy to English Renaissance drama and includes forays into theatre and politics. This versatility will be a vital asset in the administration of the many activities under her purview. Her most recent book is *A Culture of Teaching: Early Modern Humanism in Theory and Practice* (Cornell, 1996). Rebecca's outstanding teaching was honored with a Lindback Award in 1986, and she has received fellowships from the ACLS and the Folger Institute.

Rebecca's service to the English department, the School, and the University has been exemplary. She chaired the Graduate Group in English from 1991 to 1994, currently chairs the SAS Committee on Undergraduate Education and is a member of the Humanities panel of the SAS Personnel Committee. She was director of the campus-wide Presidential Commission on Strengthening the Community (1993-94) and has also served as chair of the University Council Committee on Libraries (1995-96).

Rebecca received her B.A. with distinction in English literature from Swarthmore College, an M.A. in English literature from Bryn Mawr College, and an M.A. and Ph.D. with distinction in comparative literature from Princeton University. She joined Penn's English faculty as an assistant professor in 1984 and became a full professor in 1995.

Rebecca will be an extraordinarily effective spokesperson for arts and letters across both SAS and the University and to external constituencies as well. She brings to the Dean's office a broad perspective on the humanities that will be critical to our efforts to maintain and advance our outstanding programs of scholarship and teaching in this area.

I have reorganized the Dean's office so that all four associate deans will be responsible for direct departmental oversight.

- As Associate Dean for Arts and Letters, Rebecca Bushnell will be responsible for the departments of Classical Studies, English, Folklore and Folklife, German, History of Art, Music, Philosophy, Religious Studies, Romance Languages, and Slavic Languages.
- Associate Dean David Balamuth will add oversight of the Linguistics department to his present duties.
- In addition to his duties as Associate Dean for Graduate Studies, Walter Licht will be responsible for the departments of Anthropology, Asian and Middle Eastern Studies, History, Sociology, and South Asia Regional Studies.
- College Dean Rick Beeman, who is chairing the University's task force to identify senior appointments in the Political Science department, will be directly responsible for that department.

Supported by our talented set of associate deans and department chairs, I look forward to working with the faculty in the years ahead.



Dr. Rebecca Bushnell

Community Housing: Managing Director D-L Wormley

Diane-Louise (D-L) Wormley, associate treasurer at Penn, has been named managing director for community housing, Executive Vice President John Fry announced Friday.

Starting February 1, Ms. Wormley will be responsible for the implementation of initiatives focused on strengthening the neighboring community by increasing home ownership. She will also oversee the Office of Off-Campus Living, which provides rental service information and acts as the primary liaison with landlords.



D-L Wormley

"As Penn moves forward with its numerous initiatives to enhance the quality of life for students, faculty and staff, a key priority will continue to be encouraging people to live in the West Philadelphia community," Mr. Fry said. "In her new position, D-L will play a key role in ensuring that this important University priority becomes a reality. With her significant experience developing Penn's existing housing and mortgage programs, her leadership of the 40th Street Action team, and her demonstrated commitment to the West Philadelphia community, D-L is the perfect person to assume this role."

Ms. Wormley came to Penn in 1984 as a senior counselor for The Penn Plan, the University's innovative tuition financing program. She held increasingly responsible positions in the Office of Student Financial Services before moving to the Treasurer's Office as Associate Treasurer in 1994.

There her work included managing short-term investments and working capitol portfolio; maintaining banking relationships and negotiating related contracts for the University and Hospital; managing the cashier's office; and coordinating Penn's guaranteed mortgage program.

Ms. Wormley also co-chaired (with Maureen Rush, Director of Police Operations) the 40th Street Action Team which completed a number of enhancements to the 40th Street retail corridor.

Ms. Wormley has served in numerous administrative posts in higher education, including director of career planning and placement-liberal arts at Stanford University; director of career planning and placement at Fisk University; and director/corporate associates program at the Atlanta University Graduate School of Business Administration.

She received a bachelor's degree in English from William Smith College in Geneva, N.Y. and participated in the Summer Institute for Women in Higher Education at Bryn Mawr College. Ms. Wormley serves a Trustee at Hobart & William Smith Colleges.

Getting Published: January 28

The SAS Alumni Lecture Series and Kelly Writers House Alumni Writers Series presents Loretta Barrett, CW '62, GED '65, president of Loretta Barrett Books, Inc., in a talk on *Getting Published* January 28 at 3:30 p.m. at Kelly Writers House, 3805 Locust Walk.

Faculty Club: Showcase Dinners

Starting Wednesday, January 21, the Faculty Club will offer a Chef's Showcase Dinner every Wednesday 5:30- 8 p.m. The five-course dinner, *prix-fixe* with a complimentary glass of wine, is open to all members of the University; for reservations call 898-4618.

The Club has also instituted a Happy Hour, Monday through Friday at day's end, with complimentary hors d'oeuvres and reduced drink prices. It is also open to all members of the University.

Pianist Bobby Blake is featured at both Showcase Dinners and Happy Hours.

— Samuel H. Preston, Dean

Myths and Realities of the Ph.D. Marketplace

by Janice F. Madden, Vice Provost for Graduate Studies

The mass media has made many assertions about graduate programs in research universities in recent years, including

"Research universities do not train their students for employment in industry."

"Research universities do not train their students for college teaching jobs" (A criticism that is somewhat muted by another):

"There are no university and college teaching jobs."

"Postdoctoral positions are simply 'holding patterns' for Ph.D.s unable to find permanent placements."

In short, these are all ways of coming to the conclusion that there are research universities are producing too many Ph.D.s.

Not one of these statements is accurate, at least in reference to the Ph.D. in general.

Every one of them is accurate, at least in relation to some doctoral programs at some universities.

Poor information abounds. Problems arise from the tendency to speak of the Ph.D. as if all recipients had the same training. But, the Ph.D. in Mechanical Engineering has as much in common with a BA in Fine Arts or an MBA as she does with the Ph.D. in Art History when it comes to labor market strategies and other outcomes. The state of the job market, currently and relative to the past, varies a great deal by field. Also, the quality of the program awarding the Ph.D. strongly influences the likelihood of many de-

sired outcomes.

Today, I review some of the evidence gathered by the AAU Committee on Graduate Education to illustrate these issues. While I have developed the graphical presentation, the initial data were produced in response to requests by Yale President Richard Levin, another member of the committee.

Chart 1 shows the tremendous growth in Ph.D. production in the last decade.

The growth has occurred in both AAU and other institutions, but the expansion has been greater in the other institutions.

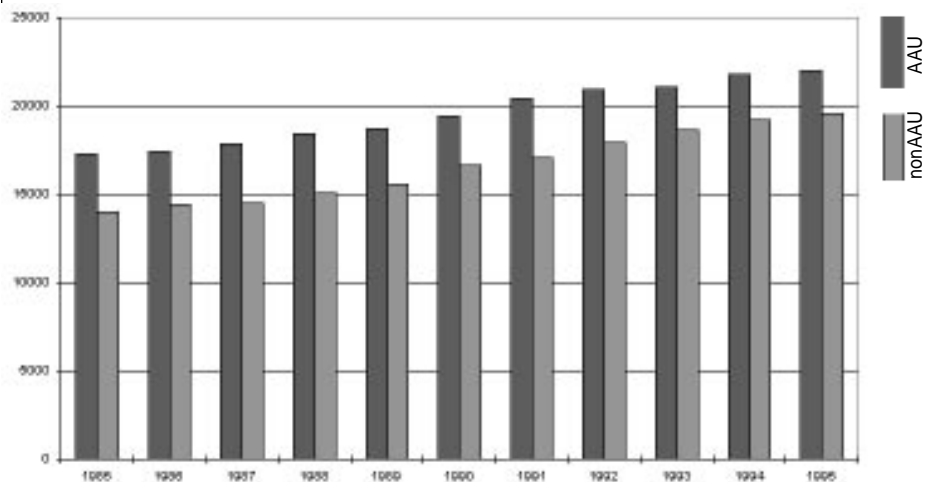
Has this expansion been too great? Those who argue that it has not, frequently point to the low and unchanging Ph.D. unemployment rates that accompanied this expansion. **Chart 2** shows that Ph.D.s have lower unemployment rates than any other segment of the work force.

But, this is the wrong criteria. Obviously, persons with the ability to earn a Ph.D. possess many more skills and talents than the average worker or other segments of the workforce and would have lower unemployment regardless of their Ph.D.s. Employment is not the criteria. Rather, what matters is that the Ph.D. is being used on the job in a way that justifies the expense of earning the degree. The costs of obtaining the degree in almost all, if not all, cases is borne in large part by federal and state governments. Even students educated in private universities with private fellowship funds are educated at social expense in terms of foregone taxes and other social uses to which the "donated" funds could have been used.

A few years ago, there was a very moving moment at the Council of Graduate Schools meeting when the winner of the dissertation prize in Astronomy said that he had found his training worth doing even if he never worked as an astronomer again. He said that the chance to do astronomy for his graduate career was sufficient reward for him. There was not a dry eye in

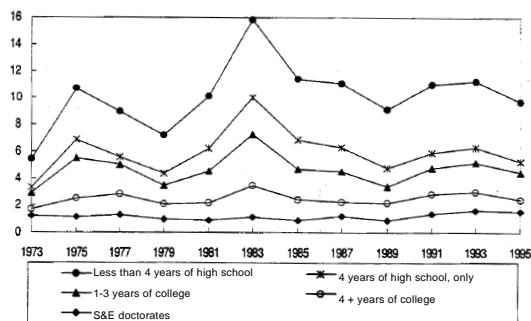
(continued next page)

Chart 1. Ph.D.s Produced in AAU* and in Other Institutions, 1985-95



* American Association of Universities, the 62-member organization of research-intensive universities.

Chart 2. Unemployment Rates of Persons with Doctoral Degrees in Science and Engineering and Persons 25 to 64 Years of Age in the Overall Population, by Educational Level: 1973-95



Note: Data for the doctorate population in 1991 and 1993 are not strictly comparable to each other or to those in preceding years.

Sources: Doctoral statistics from National Science Foundation/SRS, Survey of Doctorate Recipients. General population figures from Bureau of Labor Statistics, Current Population Survey.

Chart 3: 1993 and 1995 Labor Market Rates for Recent U.S. S&E. Ph.D.s (1-3 Years After Degree)

Field of Degree	Unemployment Rates		Involuntary-Out-of-Field Rates	
	1993	1995	1993	1995
All Science & Engineering	1.7	1.9	4.0	4.3
Engineering	1.9	1.7	3.7	3.7
Chemical Engineering	1.1	4.3	2.1	3.3
Civil Engineering	1.9	1.3	1.4	1.0
Electrical Engineering	1.9	0.9	3.8	3.0
Mechanical Engineering	1.3	2.8	8.3	5.0
Life Sciences	0.9	2.0	2.6	2.6
Agriculture	1.1	1.1	2.7	2.2
Biological Science	0.7	2.2	2.3	2.8
Health/Medical	1.5	1.3	2.1	2.2
Math/Computer Sciences	1.1	2.6	4.9	6.2
Computer Science	1.5	1.1	2.1	2.7
Mathematical Science	0.7	4.0	7.1	9.3
Physical Sciences	3.0	2.4	5.4	5.3
Chemistry	1.6	2.1	4.0	4.1
Geosciences	3.4	1.7	8.5	6.8
Physics	5.3	2.9	6.1	6.7
Social Sciences	1.8	1.4	4.6	5.5
Economics	2.1	1.4	4.1	2.7
Political Sciences	2.4	2.5	5.1	11.2
Psychology	1.4	0.5	2.2	3.8
Sociology/Anthropology	3.3	3.2	11.6	9.1

SOURCE: NSF/SRS, Survey of Doctorate Recipients, 1993 and 1995.

Chart 4. Proportion of Ph.D. Graduates with Definite Plans at Graduation, 1985-95

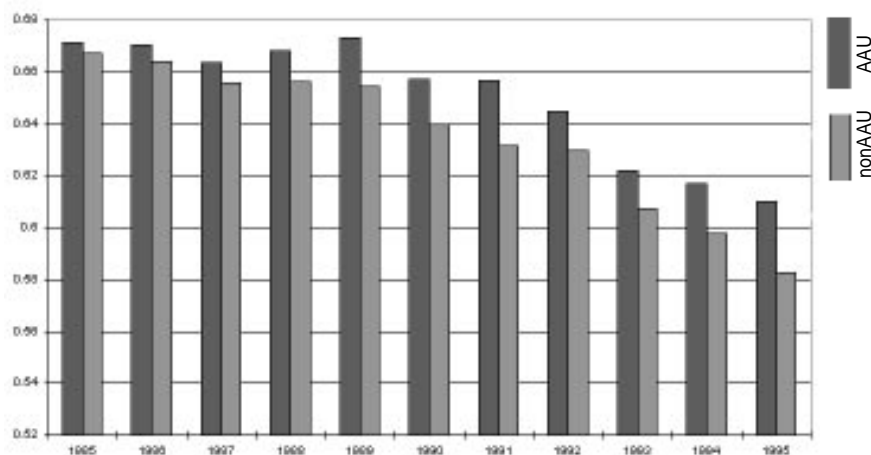


Chart 5. Proportion of New Ph.D.s with Commitments for Post Doctoral Study, 1985-95

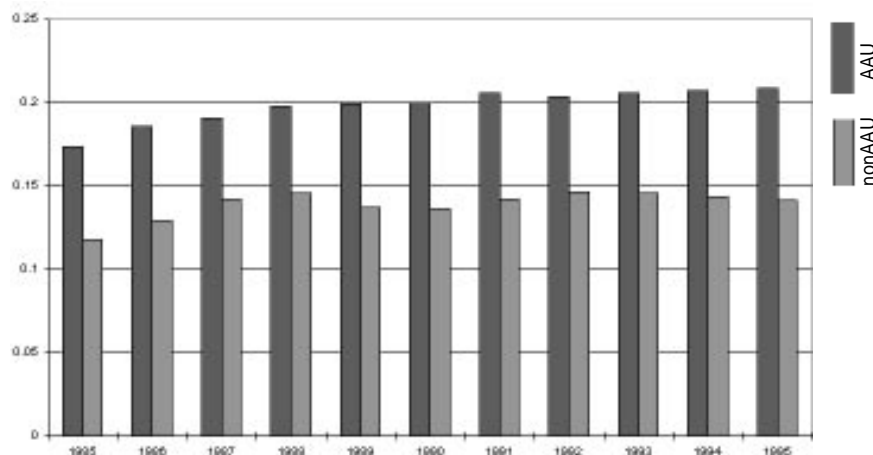
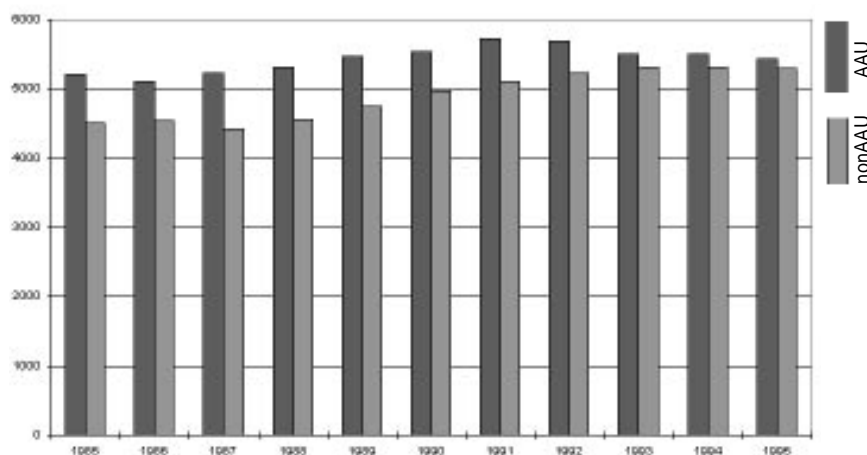


Chart 6. Number of New Ph.D.s Employed in Educational Institutions



the audience of graduate deans.

While one has to admire the intellectual commitment that underlies those remarks, we cannot and should not justify the social and public expenditures on doctoral education with those sentiments. To convince governments and universities of the need to continue their support of doctoral education, we must show social returns to those expenditures. We must show that Ph.D.s are employed in jobs that appropriately utilize their training.

If we cannot demonstrate this fact, then we must either change the training or reduce production options which should be considered for a variety of other reasons, as well.

Although Ph.D.s are employed, do the jobs they hold justify the investment in their education?

Chart 3 (on page 3) shows unemployment and out-of-field employment rates by field for Ph.D. recipients in 1989-91 and 1991-94. These data do show evidence of employment problems in social sciences, physical sciences, engineering and mathematics, while life sciences have a relatively strong market by this standard. But note that even for the worse case here—anthropology and sociology in 1993—more than 85% of Ph.D.s are employed in field-relevant jobs within one to three years after graduation.

Other evidence that suggests a developing problem is the recent decline in the proportion of new Ph.D.s who have definite plans at graduation.

Chart 4 shows that there have been noticeable declines since 1990. While graduates of AAU institutions are both more likely to have definite plans and have experienced less of a decline in the proportion with definite plans, the downward trends for both AAU and nonAAU graduates is consistent with growing dissatisfaction with job prospects.

Some have suggested that these general data understate the problem because many of the graduates with definite plans are actually moving into postdoctoral positions as “holding patterns” waiting for better jobs. Furthermore, the “healthier” placements noted in the life sciences for recent Ph.D.s in Chart 3 may reflect nothing more than the postdoc holding pattern being more prevalent in this field. Among all Ph.D. graduates, Chart 5 shows that the proportion moving into postdocs has increased over the decade. In fact, postdoctoral positions have been expanding for the two prior decades, as well. But most of the growth in the recent decade occurred in the earlier years, not after 1989 when the proportion with definite plans started to decline. Also, the fact that a larger proportion of AAU Ph.D.s go on to postdocs suggests that this pattern is a positive choice of scholars, not a last resort of those with no jobs.

But, it is hard to tell anything about postdocs from the data on Ph.D.s in all fields. The proportion of Ph.D.s undertaking postdoctoral study varies tremendously by field of study: nationally, 80% of biochemists but less than 10 percent of Ph.D.s in the humanities and social sciences undertake postdoctoral study. Evidence suggests that the fields in which postdocs are more prevalent are distinguished by their content not by their job market “tightness.” USC President Steven Sample’s recent survey of postdoctoral students and academic departments found general agreement that, at least in biochemistry and physics, there is a consensus that the postdoctoral training itself is necessary to obtaining the skills necessary for careers in those fields.

Others have suggested that the market is declining because there are fewer jobs in academe as a result of the uncapping of retirement age and cutbacks in government support of higher education. Furthermore, it is suggested that we, in the AAU institutions, are not training our students for teaching-oriented jobs. Chart 6 shows the number of new Ph.D.s who report they have a job in an educational institution. These data suggest that there has been no decrease in the number

of jobs in educational institutions. *But* these same data show that nonAAU Ph.D.s are obtaining an increasing proportion of those jobs (*Chart 7*). Due, however, to the overall growth in the number of Ph.D.s that we are producing, the proportion of our new Ph.D.s that go on to the educational jobs is actually declining (and is less than the proportion for nonAAU institutions).

But, I started my remarks today by saying that it was *wrong* to aggregate all Ph.D.s in discussing the job market. There is tremendous variety by field in “job market norms.” *Chart 8* shows that about three quarters of our humanities Ph.D.s go on to employment in academe, and this proportion has been *growing* over the last two decades. This pattern is true for both AAU and nonAAU Ph.D.s. In the social sciences and the sciences, 60% of our Ph.D.s go on to academe, far exceeding the proportions in nonAAU institutions. In both cases, after slight declines in proportions in the 1980s, there have been increases in the 1990s for AAU graduates and a decrease outside the AAU. About a third of our engineers go on to academic employment, and AAU and non AAU institutions have similar experiences in this field.

One possible interpretation of the AAU-nonAAU differences is that academe is the preferred employment for Ph.D.s in all fields but engineering. While AAU graduates may be less likely to be employed by educational institutions (of all kinds) at graduation, they are more likely to be employed in academe in years 1 to 3 after the degree.

While the labor market in academe for new Ph.D.s seems to be holding up rather well as far as number of jobs, what is happening to the quality of those jobs?

Chart 9 shows the probability that a job in academe is a tenure track job has *increased* over the last two decades in the humanities, while decreasing in other fields. It is the sciences that have less likelihood of tenure track employment. In the sciences, engineering, and social sciences, the prospects for tenure track positions have decreased since 1985, although the most dramatic decreases are in engineering, where the academic market accounts for a smaller share.

There were some surprises in these data relative to the popular discussion.

Most notably: The “recovery” of the humanities, especially the growth in academic jobs and in tenure track jobs for AAU graduates, has not been noted elsewhere, to my knowledge, and many contrary allegations have been circulated in both popular and academic media.

Also, the significantly stronger performance of the AAU institutions needs to be noted and understood. Legislative efforts to cast wider nets in funding of doctoral education, at the same time as the magnitude of those funds decrease, seem particularly ill-advised.

The message that the AAU institutions have to get out about our doctoral programs and graduates is that:

- labor market prospects for graduates from our programs are very good in general, certainly better than for those in lower quality programs;
- our graduates are overwhelmingly using their education in their jobs; and
- Ph.D. graduates who are facing job market difficulties appear to be in a small group of fields and in weaker programs.

Finally, the labor market problems that are evident today may well be short term. A Ph.D. takes several years to train. Decisions about admissions and program size today must not be based on short term conditions in the labor market, but on longer term expectations of a broad range of national needs that must consider needs by field and the role of quality of training.

Chart 7. Proportion of Ph.D. Graduates Employed by Educational Institutions, 1985

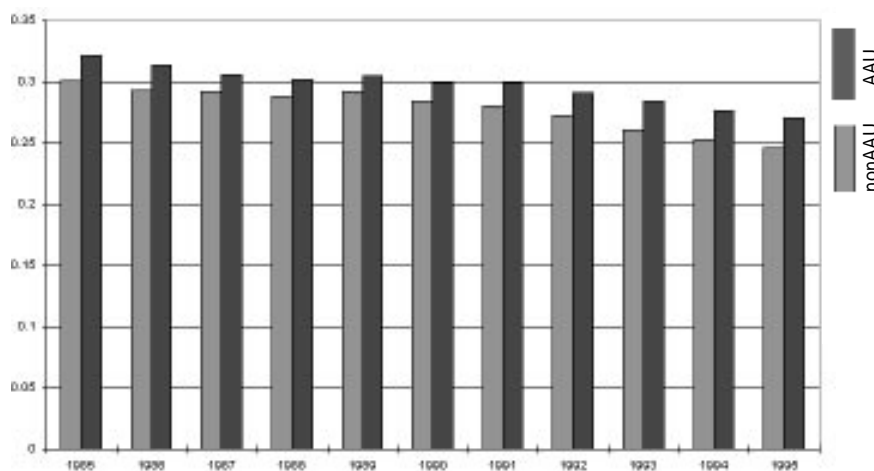


Chart 8. Proportion of Ph.D.s Employed in Academe, 1 to 4 Years after Graduation, by Year and MajorField: 1979-95

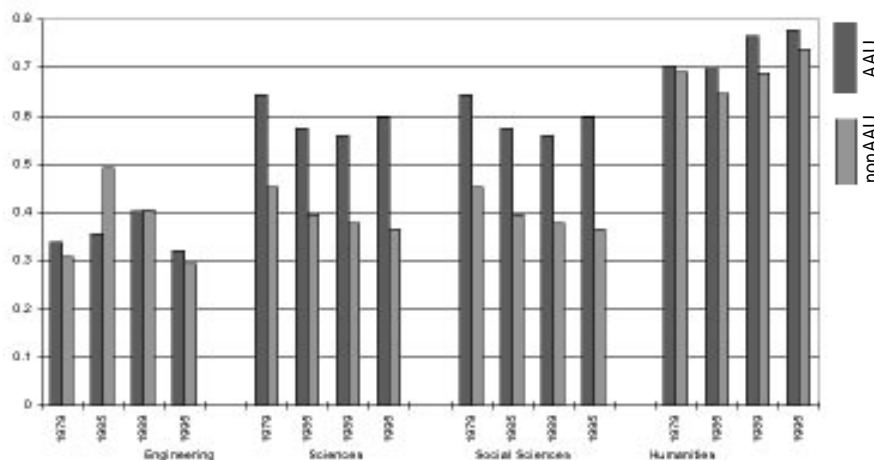
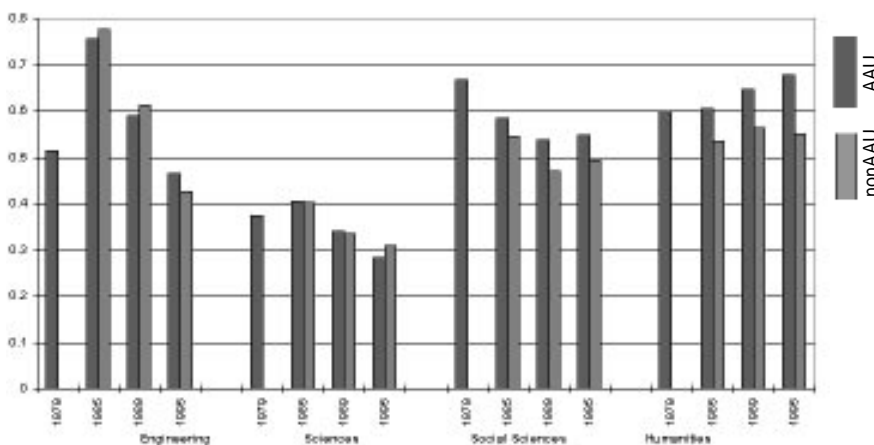


Chart 9. Proportion of Ph.D.s Employed in Academe Who Have Tenure or Tenure Track Jobs, 1 to 4 Years after Graduation, by Year and Major Field: 1979-95



Dean's Review Committee: School of Nursing

Interim Provost Michael Wachter has announced the membership of the committee to review the the deanship of Dr. Norma Lang, School of Nursing (a standing procedure on completion of five years as dean). Members are:

Dr. Andrew Abel, Robert Morris Professor of Banking and Professor of Finance, Wharton, *Chair*
Dr. Abass Alavi, Professor of Radiology/Medicine
Dr. Jane Barnsteiner, Professor of Nursing
Dr. Linda Brown, Professor of Nursing
Mrs. Eleanor Davis, Alumna/Overseer
Dr. Gregory Farrington, Dean, SEAS
Ms. Amy Levi, Nursing '99
Ms. Kelly Nealon, Nursing '00
Dr. Charles Rosenberg, Professor of History and Sociology of Science, SAS
Dr. Neville Strumpf, Associate Professor of Nursing
Dr. Rosalyn Watts, Associate Professor of Nursing
Ms. Connie Goodman, Office of the Secretary, *Staff*

Speaking Out

Response on Elimination of Calvert

We wish to respond to the letter from Stephen W. Thompson (*Almanac* January 13), regarding the elimination of Calvert as an investment option in the TaxDeferred Annuity (TDA) plan.

First, we would like to point out that a great deal of time and research was put into this decision. Factors such as overall participation, employee satisfaction levels, investment returns relative to other carriers, and the availability of comparable investment vehicles were all taken into account in addition to cost considerations.

One of the factors in the initial selection of the Calvert investment vehicle was the availability of a socially responsible investment vehicle. Recently however, a number of participants in the Calvert fund have requested that their accounts be transferred to the other carriers, bringing the participation in the fund down to a very low level. Participants who want to remain in a socially responsible fund have requested transfers to TIAA/CREF, which offers a similar fund with the same investment parameters and goals as those of the Calvert fund. Other participants have moved to the funds in the Vanguard Group. Both TIAA/CREF and Vanguard have a multitude of funds that include companies that are socially responsible, even if that is not their sole objective. TIAA/CREF has 10 investment options while Vanguard has over 50 fund options, ranging from minimal risk to very aggressive investments. Employees utilizing either or both of these providers have virtually unlimited ways to diversify and find investment vehicles which suit their needs and goals.

We in Human Resources have always maintained that one of our objectives in providing retirement benefits is to balance the availability of a diverse base of investment options for TDA participants and holding the line on the rapidly rising cost of employee benefits administration.

—Jack Heuer,
Vice President, Human Resources

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

SENATE From the Senate Office

The following agenda is published in accordance with the Faculty Senate Rules.

Agenda of Senate Executive Committee Meeting Wednesday, January 21, 1998, 3-5:30 p.m.

1. Approval of the minutes of December 10, 1997
2. Chair's Report
3. Discussion with SEC appointees to the Provost Search Committee
4. Past Chair's Report on activities of the Academic Planning and Budget Committee and on the Capital Council
5. Senate committees
 - a. Committee on the Faculty
 - (1) Progress Report
 - (2) Benefits discussion and action
 - b. Committee on Administration Progress Report
6. Faculty Club Update and Discussion
7. Other new business
8. Adjournment by 5:30 p.m.

Questions can be directed to Carolyn Burdon, Executive Assistant to the Faculty Senate Chair, by e-mail at burdon@pobox.upenn.edu or by telephone at 898-6943.

OF RECORD

Final Report of the Consultative Committee on the Selection of a Dean of the School of Arts and Sciences

The School of Arts and Sciences Dean Search Committee was convened by President Judith Rodin and Provost Stanley Chodorow on December 4, 1996. Members of the committee were: Janice Bellace (professor of legal studies and deputy dean, The Wharton School); Kent Blasie (professor of chemistry, SAS); Anthony Cashmore (professor of biology, SAS); Colin Diver (professor of law and dean, Law School); Oscar Gandy (professor of communications, Annenberg School); Lynn Hunt (professor of history, SAS); Natalie I. Koether (University trustee and chair, SAS overseers); Bruce Lenthall (doctoral student, SAS); Douglas Massey (Dorothy Swaine Thomas professor of sociology and chair, SAS), *chair*; John Richetti (professor of English, SAS); Mark Rosenzweig (professor of economics and chair, SAS); Justin Shellaway (SAS student); Ari Silverman (SAS student). Constance C. Goodman, Associate Secretary of the University, served as secretary to the committee.

In order to understand the issues and challenges facing the School of Arts and Sciences, the committee consulted widely with representatives of the School, as well as with members of the administration with the goal of finding a dean who could provide the intellectual vision and leadership necessary to maintain and strengthen the School's academic excellence in education and research. The committee sought candidates with distinguished scholarly records and significant administrative and management experience who could represent the School and its interests to other constituents both within and outside of the University. The search focused on engaging a chief academic officer of the School who could be responsible for all educational programs, research activities, planning, budgeting, development and faculty appointments. The committee sought a dean who could maintain and strengthen the School's excellence and guide it into the 21st Century.

The committee solicited nominations from SAS faculty, students, and alumni, as well as from peer institutions across the country. Advertisements were placed in *The Chronicle of Higher Education*, *Science*, *The New York Times*, *Black Issues in Higher Education*, and *Hispanic Outlook*. In addition, the search firm of A.T. Kearney was engaged to assist the committee in identifying candidates.

In all, the Committee met 25 times and reviewed the credentials of 115 candidates, 16 of whom were women, 7 were identified as minorities; and 13 were faculty members of the School.

A total of 18 individuals were interviewed. At the completion of this process, and after careful deliberation, the committee submitted a set of recommendations to the president and provost, who subsequently announced the appointment of Dr. Samuel H. Preston, professor of sociology and director of Penn's Population Studies Center, as the new Dean of the School of Arts and Sciences. The appointment will be submitted to the Trustees of the University for final approval at the Stated Meeting to be held on February 20, 1998.

OPPORTUNITIES at PENN

Where to Find the Job Opportunities—Here and Elsewhere

Listed below are the *new* job opportunities at the University of Pennsylvania. Where the qualifications are described in terms of formal education or training, prior experience in the same field may be substituted.

There are approximately 280 additional open positions for examination at the Job Application Center, Funderberg Information Center, 3401 Walnut St. (215-898-7285). Hours of operation are Monday through Friday, 9 a.m.-1 p.m. New

openings are also posted daily at the following locations: Blockley Hall, the Wharton School and the Dental School.

A full listing of job opportunities is at the Human Resource Services website: www.upenn.edu/hr/. Current employees needing access to the web, may go to the Computer Resource Center at 3732 Locust Walk with your PENNCARD to obtain a list of computer labs on campus available for your use.

In addition, almost every public library in the

Delaware Valley now provides web access. In the near future, as our office remodels the Job Application Center, we hope to have computers available for current employees and others to peruse the current job openings. Openings are also mailed to approximately 50 community sites weekly.

Please note: Faculty positions and positions at the Hospital and Health Systems are not included in these listings. For Hospital and Health System openings, contact 662-2999.

New Jobs for the week of January 12-16, 1998

SCHOOL OF ARTS & SCIENCES

Contact: Anna Marcotte

OFFICE ADMINISTRATIVE ASSISTANT II/III (121992AM) Provide administrative financial support; process purchasing & reimbursement transactions; monitor budget expenses; prepare journal entries; serve as liaison with Business Services, Comptroller's Office, granting agencies & vendors; assist in building administration, submission of grant proposals & other administrative tasks as assigned. **QUALIFICATIONS:** HS diploma & related post-HS training or equivalent; OAAII: 2 years experience at OAAI level or comparable background; OAAIII: 2 years experience at OAAII level or comparable background; experience in FinMIS, MSWord, Excel & UMIS applications highly desired; knowledge of clerical accounting & office practices, methods & procedures; demonstrated computer ability. **GRADE:** G10/G11; **RANGE:** \$19,261-23,999/\$20,497-26,008; 1-16-98 Williams Hall Business Administration Services

BUILDING SUPERVISOR I (37.5 HRS) (010030AM) Handle assigning work requests; provide direct daily supervision of Building Services Assistants, as well as temporary hires; help in completion of assigned tasks; assess condition of general use & classroom areas of buildings & report findings. **QUALIFICATIONS:** HS diploma; 3 years of experience in building operations & repair work; knowledge of building & maintenance procedures;

How to Apply

- **Current Employees** can call 898-7285 to obtain the name of the hiring officer for the available position, (please provide your social security number for verification and the position reference number). Internal applicants should forward a cover letter and resume directly to the hiring officer. A transfer application is no longer needed!

- **External Applicants** should come to the Application Center to complete an application. Applicants interested in secretarial, administrative assistant, or other office support positions, will have an appointment scheduled for a technology assessment as part of the application process.

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

Schools and Centers

Penn is a large community made up of many schools and centers which have their own character and environment. The openings listed here are arranged by School or Center.

physically able to move about actively; ability to supervise work of others; *must have valid driver's license*; application deadline 1-17-98. **GRADE:** G9; **RANGE:** \$18,872-23,562; 1-12-98 Facilities & Operational Services

FISCAL COORDINATOR II (010019AM) Assist in budget preparation; perform financial & administrative duties including purchasing, accounts payable, budgetary & payroll transactions; maintain office equipment; assist in oversight of budgets & ensure integrity of financial transactions; work with vendors & secure bids & negotiate prices; provide back-up supervision of staff & supervise students; supply data for financial statements; monitor & reconcile accounting reports; maintain records. **QUALIFICATIONS:** BA/BS in Business, Accounting or related field or equivalent work experience; 2 to 3 years related experience; familiarity with payroll, personnel, accounts payable, budgetary & purchasing functions; PC proficiency; knowledge of word processing, spreadsheets & relational database management; familiarity with Macintosh, Excel & Filemaker highly desired; knowledge of FinMIS highly desired; excellent interpersonal & communication skills; highly organized & flexible. **GRADE:** P2; **RANGE:** \$22,351-29,098; 1-12-98 The College

RESEARCH SPECIALIST JR (010031AM) Run animals in behavioral experiments; perform some surgery; perform histological analyses of brain tissue; prepare statistics; supervise students. **QUALIFICATIONS:** BA/BS in Biology, Chemistry or Psychology desired; experience with animal handling & injections; basic knowledge of PC computer operations (spreadsheet experience highly desired). **GRADE:** P1; **RANGE:** \$20,291-26,368; 1-12-98 Psychology

RESEARCH SPECIALIST JR (010072AM) Perform experiments leading to characterization of genes; construct & analyze plasmid vectors & DNA libraries; isolate DNA & RNA from plants & analyze by southern & northern blotting; perform PCR analyses of genetic crosses to map mutations; perform genetic transformation of plants; isolate & map mutations affecting plant development; organize genetic stocks; supervise work-study students; maintain lab supplies & equipment. **QUALIFICATIONS:** BA/BS in Biology, Genetics, Biochemistry or biology-related field; 1 year of relevant experience highly desired; training in molecular biology; ability to work independently. **GRADE:** P1; **RANGE:** \$20,291-26,368; 1-16-98 Biology

ENGINEERING/APPLIED SCIENCE

Contact: Alicia Brill

ADMINISTRATIVE ASSISTANT III (010033AB) Assist faculty, organize, type, edit & format grant proposals, papers & progress reports; coordinate & prepare course materials; assist Office Manager with department administrative matters; open & distribute mail; organize meetings, etc.; assist in various aspects of academic programs. **QUALIFICATIONS:** HS diploma required, some college or technical school strongly preferred; 1 to 2 years experience at AAII level or related experience; experience with computers, word processing & presentation software; excellent organizational skills & initiative. **GRADE:** G11; **RANGE:** \$20,497-26,008; 1-13-98 Mechanical Engineer-

ing & Applied Mechanics

ADMINISTRATIVE ASSISTANT III (40 HRS) (081216SH) Perform administrative duties requiring use of independent judgment & initiative; maintain complex records, reports and/or other organized systems of information; provide administrative support to the Directors of Internal Audit for Health System, Information System & University; manage Directors' calendars; coordinate personal contact with staff & others, provide assistance in administrative requirements of Directors' respective staffs; monitor Directors' individual budget areas. **QUALIFICATIONS:** BA/BS in Business or related field; 3 to 4 years experience as Administrative Assistant, preferably providing support to 2 or more supervisors; demonstrated excellent verbal & written communication, customer service & interpersonal skills; demonstrated skills in Microsoft Word, Excel, PowerPoint preferred; ability to manage multiple & competing priorities. **GRADE:** G11; **RANGE:** \$23,425-29,723; 1-16-98 Internal Audit

STAFF ASSISTANT III (010028AB) Manage, hire & train departmental support staff of 6 employees; organize responsibilities to meet department administrative needs & administrative needs of 26 faculty members; assist Chair with all administrative duties, i.e., faculty teaching assignments & hiring, faculty promotions & tenure review cases, faculty leaves, space allocations, etc.; prepare reports & statistical analyses for Chair; advise faculty, staff & students of policies; coordinate conference, retreats & faculty visits; serve as liaison with SEAS Building Administrator for maintenance of space. **QUALIFICATIONS:** BA/BS or equivalent related experience; 3 to 5 years progressively responsible managerial, supervisory & administrative experience; experience with E-mail & other software; exceptional interpersonal skills; demonstrated time management & organizational skills; technical typing & editing experience (LaTeX); excellent written communication skills; knowledge of protocols & University procedures; ability to interact with individuals at all levels. **GRADE:** P3; **RANGE:** \$24,617-31,982; 1-12-98 CIS

EXECUTIVE VICE PRESIDENT

Contact: Sue Hess

ACCOUNTING CLERK III (010045SH) Match vendor invoices to purchase orders; verify invoices; enter data & process invoices for payment; answer phone calls from vendors & departments; research & resolve payment problems as required. **QUALIFICATIONS:** HS diploma or equivalent required, AA/AS preferred; 1 to 2 years clerical accounting experience, preferably in accounts payable; basic knowledge of accounts payable functions; ability to operate office equipment; excellent communication & organizational skills. **GRADE:** G9; **RANGE:** \$17,614-21,991; 1-14-98 Comptroller's Office

ASSISTANT TEACHER (010059SH) Assist classroom teacher in classroom management & supervision of children; ensure safety & well-being of children; assist in developing & carrying out daily lesson plans; maintain healthy conditions for children including changing diapers, cleaning changing area & maintaining kitchen & bathroom facilities; act as teacher in her/his absence;

OPPORTUNITIES at PENN

arrange & maintain educational materials & equipment; assist in logging daily activities, keeping records & preparing reports; provide input for assessments; assist in planning & attending field trips; participate in continuing education programs; keep abreast of latest professional techniques & literature. **QUALIFICATIONS:** AA/AS degree or equivalent in Child Care/Early Childhood Education or related field with 2 or more years previous child care experience (or 3 to 4 years direct child care experience); knowledge & understanding of early childhood principles & developmental milestones; ability to nurture & teach children ages 3 months through 5 years. **GRADE:** G9; **RANGE:** \$17,614-21,991; 1-14-98 Penn Children's Center

COOK (010046SH) Prepare & present food items for outlets & events; breakdown & proper storage of items; clean kitchen food handling areas; communicate with & provide assistance to fellow food handlers. **QUALIFICATIONS:** 2 years experience as a la carte restaurant or hotel cook. **GRADE/RANGE:** UNION; 1-14-98 Faculty Club

DIRECTOR VIII (010036SH) Plan, direct & coordinate large scale information system project; evaluate system alternatives & planning, development, installation & implementation of new business process & systems in decentralized environment; provide leadership to highly-skilled business & technical specialists; manage project deliverables, timeline, budget, communications & quality. **QUALIFICATIONS:** BA/BS required, advanced degree preferred; 7 years experience in business analysis, management & planning of large scale information systems project, preferably in large academic institution; experience in process improvement/restructuring programs; knowledge of research administration & accounting in academic institution highly desirable. **GRADE:** P11; **RANGE:** \$56,135-70,246; 1-13-98 Vice President Finance

MANAGER ACCOUNTING OPERATIONS II (010044SH) Manage department personnel & activities; oversee development & enhancement of procedures, controls & systems to ensure efficient operations; coordinate reporting to ensure integrity of payroll database & operations. **QUALIFICATIONS:** BA/BS in Accounting or equivalent; 5 to 7 years accounting experience, including minimum 3 years supervisory experience in accounting or related function; knowledge of payroll operations & tax requirements; familiarity with complex computer system environments. **GRADE:** P8; **RANGE:** \$39,655-52,015; 1-14-98 Comptroller's Office

MANAGER ADMINISTRATION & FINANCE (0100-35SH) Manage financial & administrative activities including budget preparation, purchasing, administration of programs & related activities; oversee budgets &

ensure integrity of financial transactions processed; prepare reports, presentations & needs assessments; exercise resource stewardship. **QUALIFICATIONS:** BA/BS in Accounting, Business Administration, Finance or equivalent required, MA/MS preferred; 7 years experience in accounting, business administration, or equivalent; knowledge & experience with computerized accounting & managerial administrative software packages; knowledge of University policies & procedures & knowledge of FinMIS highly desired; understanding of academic issues, programs & organizations; excellent organizational, communications & management skills. **GRADE:** P7; **RANGE:** \$36,050-46,814; 1-13-98 Vice President Finance

MECHANICIAN II (40 HRS) (010047SH) Repair & maintain vehicles & equipment; manage, develop & maintain repair shop; develop & implement equipment maintenance program; make recommendations for upgrading & purchasing new equipment; instruct & supervise interns & staff. **QUALIFICATIONS:** HS diploma; 5 years of professional gasoline mechanic experience required; experience with wide range of large & small engine repair & maintenance highly desirable; experience in safe operation of machinery required; demonstrated organizational & communication skills are essential; teaching skills highly desired; must be able to perform physically demanding tasks; *valid driver's license required*. **GRADE:** G11; **RANGE:** \$23,425-29,723; 1-14-98 Morris Arboretum

GRAD. SCHOOL OF EDUCATION

Contact: Anna Marcotte

ADMINISTRATIVE ASSISTANT II (010017AM) Maintain student database & run reports; respond to inquiries; maintain program files; type & proofread; schedule appointments & meetings; screen mail; copy & distribute division memos & program memos. **QUALIFICATIONS:** HS diploma; 2 to 3 years experience at AAI level or equivalent; database experience & strong organizational skills highly desired; demonstrated computer skills desired. **GRADE:** G10; **RANGE:** \$19,261-23,999; 1-16-98 ELD

ADMINISTRATIVE ASSISTANT II (010064AM) Manage communications: telephones, mail, faxes, E-mail, bulletin boards, etc.; answer program inquiries; send out informational packets; direct specific questions; provide clerical support for faculty & chair; manage textbook & backpack orders; supervise work-study students; maintain equipment & supplies; order & supervise repairs. **QUALIFICATIONS:** HS diploma required, post-HS training preferred; 3 years experience at AAI level or equivalent experience; knowledge of University desirable; ability to work professionally & effectively with diverse groups; PC proficiency (Microsoft Word/Windows, Excel, FileMaker Pro). **GRADE:** G10; **RANGE:** \$19,261-23,999; 1-16-98 PED

MEDICAL SCHOOL

Contact: Anna Marcotte/Lynn Nash-Wexler

ADMINISTRATIVE ASSISTANT II (40 HRS) (010015AM) Under limited supervision, provide administrative support to Department of Finance; maintain calendar; edit correspondence; provide pre-award support, including grant coordination & submission responsibilities; manage & organize office filing systems; use databases & spreadsheets; support purchasing staff as needed. **QUALIFICATIONS:** HS diploma required, BA/BS preferred; 4 years secretarial experience required and/or equivalent combination of education & experience; must have experience with Microsoft Office (Word, Excel, PowerPoint & Access) & database systems; experience transcribing dictations highly desired; excellent typing skills required; strong verbal & written communication skills; ability to handle multiple tasks simultaneously; excellent organizational skills; ability to work under tight time frames; *position contingent upon grant funding*. **GRADE:** G10; **RANGE:** \$22,013-27,427; 1-16-98 Institute for Human Gene Therapy

ADMINISTRATIVE ASSISTANT III (40 HRS) (010013AM) Manage calendar; arrange travel; obtain reimbursements; organize visits; prepare & distribute meeting materials; handle mail and inquiries; attend meetings & take minutes; serve as liaison to external contacts;

compose correspondence; assist in manuscript, grant & review preparation. **QUALIFICATIONS:** HS diploma required, BA/BS degree preferred; science background highly desired; 6 years progressively responsible experience; experience in healthcare setting highly desired; knowledge of Microsoft Office on Mac; ability to work independently & to prioritize work; *ability to work overtime*. **GRADE:** G11; **RANGE:** \$23,425-29,723; 1-12-98 Pulmonary

ADMINISTRATIVE ASSISTANT III (010042AM) Manage & maintain offices; serve as primary contact & representative; organize calendars; develop & maintain filing system; coordinate special projects; assist in planning & organizing events & meetings; assist in grant preparation process; assist in Web site development. **QUALIFICATIONS:** BA/BS or equivalent; 2 to 4 years relevant experience; advanced Macintosh skills; PC proficiency & knowledge of spreadsheet programs; financial background highly desired. **GRADE:** G11; **RANGE:** \$23,425-29,723; 1-13-98 Pulmonary

CLERK IV (111874AM) Deliver campus mail; perform special errands; setup/breakdown conference room; perform heavy lifting; handle audio-visual equipment; perform library research. **QUALIFICATIONS:** HS diploma or equivalent; 1 to 2 years clerical experience required, experience in academic setting preferred; ability to work with diverse group of people; ability to work under pressure; proven record of punctuality & dependability; ability to lift & carry 50 lbs. **GRADE:** G7; **RANGE:** \$14,935-18,592; 1-13-98 CCEB

DIRECTOR VII (122059AM) Provide leadership & direct operation of ASU, a service unit which includes animal housing, surgical facilities, pre-clinical toxicology dedicated facilities & transgenic facility; oversee scientific, staffing, facilities, physical plant & property, safety, financial & compliance matters; supervise professional & technical staff; provide clinical veterinary care; share on-call responsibilities for after hours & weekend or holiday duties; ensure compliance with regulatory agencies. **QUALIFICATIONS:** DVM degree required & ACLAM certification; must be licensed to practice veterinary medicine & USDA accredited in Pennsylvania, or be willing to commit to obtaining licensing within first year of employment; 3 to 5 years experience conducting biomedical research required, preferably in academic environment; experience with Good Laboratory Practices (GLP) highly desirable, as is Master's degree in biomedical field; experience working with laboratory animals, including non-human primates; excellent organizational, written & oral communication skills; proven clinical & management skills; *must be flexible with schedule to include working nights, weekends & holidays; must be willing to have on-call responsibilities; position contingent upon grant funding*. **GRADE:** P10; **RANGE:** \$48,822-64,066; 1-12-98 Institute for Human Gene Therapy

FISCAL COORDINATOR II (010068AM) Handle purchasing & payroll functions; prepare, manage & develop budgets; assist in grant proposal preparation; analyze, generate & distribute reports; maintain & monitor records; may supervise staff & students. **QUALIFICATIONS:** BA/BS in Accounting, Business or related field; 3 to 4 years progressively responsible experience; experience in management in academic & research environment; experience with federal grants administration, accounting or equivalent; experience with Lotus 1-2-3, WordPerfect required; experience with FinMIS & Pillar training required; experience with University financial policies & procedures highly desired; proficiency with computers & computerized accounting; strong communication, interpersonal & organizational skills. **GRADE:** P2; **RANGE:** \$22,351-29,098; 1-16-98 Psychiatry

HEALTH SYSTEM PHYSICIAN, PART-TIME (010067LW) Provide health care services on part-time basis exclusively or almost exclusively off-site, in one of designated satellite locations or hospitals which are affiliates of the University of Pennsylvania Health System but are located off-site. **QUALIFICATIONS:** MD license to practice medicine without restriction or limitation in Pennsylvania; DEA licensure; *position consistent with faculty appointment*. **GRADE/RANGE:** UNGRADED; 1-16-98 Obstetrics & Gynecology

INFORMATION MANAGEMENT SPECIALIST I

Human Resources

Q & A

- Do you have a question about employment at Penn?

You can e-mail your question to askhr@pobox.upenn.edu. We hope to answer the most frequently asked questions in this space soon in order to keep you up-to-date about Employment at Penn!

- Interested in temporary employment? Or, temporary employment while you look for a full-time position at Penn?

Contact Today's Penn Temps, the sole-source provider of temporary services at Penn. Contact Today's Penn Temps at 573-9600, or stop by their office in the Funderburg Information Center.

OPPORTUNITIES at PENN

(010040AM) Assist in evaluation of network configuration; support Windows NT workstation users; optimize network's configuration; train personnel on software/hardware products; provide coordinated response to network problems; establish system to maintain software; evaluate new software/hardware products; maintain & promote network security; assist in development & integration of FoxPro-based systems & user-friendly interfaces to access internal & external networks & databases. **QUALIFICATIONS:** BA/BS in Computer Science; 3 years of network operations/software development experience; knowledge of multi-platform operating systems, Microsoft Office, AppleTalk & TCP/IP; excellent communication & interpersonal skills. **GRADE:** P4; **RANGE:** \$26,986-35,123; 1-13-98 Radiation Oncology

INFORMATION MANAGEMENT SPECIALIST I (010049AM) Develop & manage database systems for multi-center clinical trials; research new database administration technologies; participate in developing new database infrastructures; assist with training initiatives. **QUALIFICATIONS:** BA/BS in Computer Science or Information Science; 1 year experience in Database Administration; ability to interact effectively with faculty, staff & administrative personnel; good communication skills required; demonstrated ability to effectively present information. **GRADE:** P4; **RANGE:** \$26,986-35,123; 1-16-98 CCEB

LAB ASSISTANT I, PART-TIME (24 HRS) (010025LW) Assist post-doc fellows with experiments; conduct experiments independently with general supervision; place & track lab orders & supplies; perform other administrative duties for lab. **QUALIFICATIONS:** BA/BS in Biology; knowledge of immunology & molecular biology; *hours 9 to 5, 3 days per week; end date 6-30-98.* **GRADE:** G5; **RANGE:** \$7,077-8,681; 1-12-98 Microbiology

NURSE II (010039LW) Assist in identification of protocol subjects; screen, interview & enroll subjects in in/out-patient protocols; conduct patient protocol visits; educate patients about protocol; complete case forms; perform venipuncture to collect required blood specimens; communicate findings; assist in program planning; triage sick calls from study subjects; provide cross-coverage for active protocols. **QUALIFICATIONS:** Active registered nurse licensure in PA; 2 years nursing experience; experience with HIV infected patients & clinical trials desired; ability to perform venipuncture; excellent communication, organizational & interpersonal skills; must be detail oriented; *position contingent upon grant funding.* **GRADE:** P4; **RANGE:** \$26,986-35,123; 1-13-98 Infectious Diseases

RESEARCH COORDINATOR JR (010048LW) Collect data, conduct interviews & tabulate surveys; enter data into computerized database; conduct data analysis; perform literature searches in library & on databases; write reports on literature reviews; assist with grant proposal development; design data collection instruments; manage & organize data files; assist with manuscript preparation. **QUALIFICATIONS:** BA/BS in research-related field; experience with computerized statistical packages desirable; must have excellent computer skills; excellent written & verbal communication skills required. **GRADE:** P2; **RANGE:** \$22,351-29,098; 1-14-98 General Medicine

RESEARCH COORDINATOR JR (122015LW) Responsible for coordination of research & administrative activities of NIH-funded study of obesity in infants & children; recruit subjects & maintain cohort retention throughout study; schedule & conduct home & hospital study visits & interviews; responsible for data collection, analysis, maintenance & quality assessment; maintain & administer databases, patient information & related records; prepare progress reports & assist in publication of scholarly articles; responsible for overseeing protocol compliance for study; responsible for general management of project, problem-solving & trouble-shooting; train & supervise lower level techs (if any) & student assistants. **QUALIFICATIONS:** BA/BS in Psychology or Social Science required; 2 to 3 years experience; strong verbal & written communication skills; computer proficiency; *position contingent upon grant funding.* **GRADE:** P2; **RANGE:** \$22,351-29,098; 1-16-98 Psychiatry/Weight/Eating

RESEARCH LAB TECH III (010026LW) Under general supervision, assist PI in genetic & molecular experiments; maintain genetic stocks; perform genetic crosses

& analysis of outcomes, microscopy, DNA cloning & PCR; assist PI with management of laboratory; assist in preparation of manuscripts. **QUALIFICATIONS:** BA/BS in Science or equivalent required; laboratory experience in maintenance of genetic stocks & molecular biology required. **GRADE:** G10; **RANGE:** \$19,261-23,999; 1-12-98 Pennsylvania Muscle Institute

RESEARCH LAB TECH III (010043LW) Under close supervision, perform biochemical & molecular analyses including Western & Southern blots, gel electrophoresis & HPLC; analyze behavioral data, including data entry & analysis using Excel; maintain *Drosophila* stocks. **QUALIFICATIONS:** BA/BS in Biology or related field; experience with HPLC & routine molecular biology techniques; experience with *Drosophila* stocks; proficiency with Excel spreadsheets; *occasional nights, weekends & holidays.* **GRADE:** G10; **RANGE:** \$19,261-23,999; 1-13-98 Center for Sleep

RESEARCH LAB TECH III (010052LW) Perform yeast genetic experiments, recombinant DNA experiments & yeast cell biology experiments; order & maintain lab supplies; perform general lab duties; isolate & manipulate DNA; assist with genetic screens; prepare growth media. **QUALIFICATIONS:** BA/BS in Biology, Chemistry or related field. **GRADE:** G10; **RANGE:** \$19,261-23,999; 1-15-98 Cellular & Developmental Biology

RESEARCH LAB TECH III (010054LW) Perform laboratory procedures such as DNA sequencing, plasmid construction & cloning; perform lymphocyte cell culture, tissue culture, bio-synthetic labeling, SDS-PAGE, blotting, immunoprecipitation, immunochemistry, affinity chromatography, preparative RNA/DNA, handling of small animals & isotopes & general laboratory maintenance; participate in meetings; assist with publications. **QUALIFICATIONS:** BA/BS; minimum 1 to 2 years experience in laboratory setting; *position contingent upon grant funding.* **GRADE:** G10; **RANGE:** \$19,261-23,999; 1-15-98 Renal Electrolyte

RESEARCH LAB TECH III (010058LW) Perform molecular cloning to construct transgenes & expression vectors; perform DNA isolation, DNA enzymology, restriction mapping, cloning, PCR amplification, PCR mutagenesis, DNA sequence analysis, computer data collection & DNA sequence analysis. **QUALIFICATIONS:** BA/BS in Biology; coursework & lab experience in molecular & developmental biology highly desired. **GRADE:** G10; **RANGE:** \$19,261-23,999; 1-15-98 Cellular & Developmental Biology

RESEARCH LAB TECH III (010051LW) Carry out biochemical & molecular biology experiments; isolate proteins, RNA & DNA; run gels; perform PCR; clone genes; perform immunohistochemistry; keep lab records; maintain glassware & chemicals; order supplies; maintain, euthanize & isolate tissue from rats. **QUALIFICATIONS:** BA/BS degree required; some working experience in research highly desired; familiarity with biochemical & molecular biology lab procedures & experimental record-keeping; *must be able to work with rats.* **GRADE:** G10; **RANGE:** \$19,261-23,999; 1-16-98 Cellular & Developmental Biology

RESEARCH LAB TECH III (40 HRS) (010069LW) Conduct experiments studying drug effects on animal behavior & neurochemistry; perform surgical procedures & animal behavior measures to determine drug reinforcement; operate laboratory equipment; maintain equipment & supplies; conduct chemical analyses; prepare reports & logs. **QUALIFICATIONS:** BA/BS in scientific or related field; lab work exposure required; *position contingent upon grant funding.* **GRADE:** G10; **RANGE:** \$22,013-27,427; 1-16-98 Psychiatry

RESEARCH SPECIALIST JR (010056LW) Communicate with researchers regarding requests for human tissue; coordinate procurement of tissue from sources, matching with researcher request; procure, preserve & ship surgical/autopsy tissues; keep logs, do data entry, retrieve path reports, do chart reviews; prepare frozen sections; communicate with participants at other universities; maintain freezers/lab inventory. **QUALIFICATIONS:** BA/BS in Biology or related field or equivalent experience in research/healthcare field; minimum 1 year work experience (office, lab or customer service); strong verbal communication skills essential; computer proficiency. **GRADE:** P1;

RANGE: \$20,291-26,368; 1-14-98 Pathology
RESEARCH SPECIALIST JR (010053LW) Perform routine laboratory procedures, including *C. elegans* strain maintenance, genetic screens & crosses, isolation of plasmid DNA, gel electrophoresis & PCR; prepare solutions & media; maintain lab records; order supplies. **QUALIFICATIONS:** BA/BS in biological sciences; exposure to relevant lab work. **GRADE:** P1; **RANGE:** \$20,291-26,368; 1-15-98 Genetics

RESEARCH SPECIALIST JR (010055LW) With direct & indirect supervision, perform routine & complex laboratory procedures including bacterial expression, gel electrophoresis & various types of chromatography; maintain lab records; perform data analysis; assist in experimental design; order supplies. **QUALIFICATIONS:** BA/BS in scientific discipline; 1 year exposure to lab work (can be through course work); computer skills; some knowledge of chemistry. **GRADE:** P1; **RANGE:** \$20,291-26,368; 1-15-98 PA Muscle Institute

RESEARCH SPECIALIST JR/I (010024LW) Perform basic molecular biology techniques & applications in support of ongoing projects; perform nucleic acid isolation & manipulating - Northern blots, transfections, PCR, cell culture & subcloning; maintain equipment & supplies. **QUALIFICATIONS:** RS JR: BA/BS in scientific field; exposure to laboratory research in molecular biology & tissue culture; desire to do challenging experimental work under direction; ability to work independently under limited supervision; RS I: Same as RS JR plus 1 to 3 years experience. **GRADE:** P1/P2; **RANGE:** \$20,291-26,368/\$22,351-29,098; 1-12-98 Institute for Medicine & Engineering

RESEARCH SPECIALIST I (010050LW) Perform routine laboratory procedures; operate oligonucleotide synthesizer; purify plasmid DNA; perform PCR; run gels; operate DNA sequencers; manage projects; maintain lab records; perform minor equipment maintenance; order lab supplies. **QUALIFICATIONS:** BA/BS in biological research field; 2 years experience for Research Specialist I desirable. **GRADE:** P2; **RANGE:** \$22,351-29,098; 1-15-98 Genetics

RESEARCH SPECIALIST II (010024LW) Assist PI & Research Associate in support of advanced on-going research projects; perform molecular biology techniques/applications & cell/tissue culture; perform nucleic acid isolation & manipulating-Northern blots, transfections, PCR, cell culture & subcloning; responsible to plan, advise & execute specific research projects; assist in plan for protocol & in writing procedural section; assist in planning & writing of documents, lab reports & protocols; perform complex data analysis of research studies. **QUALIFICATIONS:** BA/BS in scientific field; 3 to 5 years laboratory research experience in molecular biology or tissue culture; desire to do challenging experimental work under direction. **GRADE:** P3; **RANGE:** \$24,617-31,982; 1-16-98 Institute for Medicine & Engineering

RESEARCH SPECIALIST III (010041LW) Under limited direction, provide high level support in areas of molecular & cellular biology; conduct complex cloning strategies in creation of vectors; create & isolate recombinant viruses; perform analysis of transgenic animals for recombinant gene expression; manage internal core facility within Wilson Laboratory specializing in creation of knockout mice. **QUALIFICATIONS:** BA/BS in biological sciences required, MA/MS preferred; 3 to 5 years research experience or equivalent required; must have ability to work independently & coordinate many projects & activities concurrently; strong writing, verbal & interpersonal skills are essential; organized & motivated to implement progressive changes; ability to keep pace with expanding technologies associated with gene therapy necessary; *position contingent upon grant funding.* **GRADE:** P4; **RANGE:** \$26,986-35,123; 1-15-98 Molecular & Cellular Engineering

RESEARCH SPECIALIST IV (010023LW) Assist/advise in development of research plan utilizing apoptotic modulators, angiogenesis inhibitors & immuno modulators in treatment of cancer; conduct source research to adopt/design & develop experimental design; draft routine/complex protocols & provide guidance to other researchers; teach/perform cell culture & molecular biological techniques as well as facilitate general aspects of

laboratory management; oversee staff/students/trainees; co-author research papers & grants; attend or present research. **QUALIFICATIONS:** BA/BS in scientific or related field; 3 to 5 years research experience, including experience in molecular biology & genetics; experience with adeno viral vectors mediated gene transfer, flow cytometry & cell culture; computer skills essential; ability to work independently; *flexibility in working additional hours when required; position contingent upon grant funding.* **GRADE:** P6; **RANGE:** \$32,857-42,591; 1-12-98 Surgery/HDSR

SECRETARY IV (40 HRS) (11871AM) Maintain records & manage filing systems; handle scheduling; coordinate meetings; prepare agendas & reports; maintain databases; answer telephones; process mail; compose correspondence. **QUALIFICATIONS:** HS diploma required, BA/BS preferred; 2 to 3 years progressively responsible secretarial experience; type 60-70 wpm; experience with NIH grant processing system highly desired; Macintosh computer proficiency with word processing, spreadsheets, databases & scheduling. **GRADE:** G10; **RANGE:** \$22,013-27,427; 1-12-98 Center for Bioethics

SECRETARY V (37.5 HRS) (010065AM) Support department Chair; handle correspondence; type, edit & proofread; gather data; develop & maintain files; answer phones; maintain inventory & equipment; assist in event & meeting planning. **QUALIFICATIONS:** HS diploma; 2 to 3 years related experience; strong communication, interpersonal & organizational skills. **GRADE:** G10; **RANGE:** \$20,637-25,713; 1-16-98 Psychiatry

NURSING

Contact: Sue Hess

NURSE III (010038SH) Provide health center support & coordination as well as clinical nursing, community liaison, education & quality management functions; function as registered nurse in community based practice; facility orderly function of center & patient education; participate in reviewing problems, recommending policy revisions & developing future projects. **QUALIFICATIONS:** BA/BS in Nursing; 3 to 5 years experience in outpatient setting; licensure as registered nurse in Pennsylvania; strong interpersonal, verbal & written communication skills; computing & management skills; *position contingent upon viability of Practice.* **GRADE:** P5; **RANGE:** \$29,664-42,591; 1-13-98 Nursing Practice

PRESIDENT

Contact: Sue Hess

ADMINISTRATIVE ASSISTANT II (010027LW) Provide assistance in planning & coordinating events; create & manage database; research & prepare information & materials; coordinate mailings & travel arrangements; schedule & organize meetings; handle mail; staff events; monitor budget; prepare financial forms & act as financial

system end-user. **QUALIFICATIONS:** HS diploma; 4 years progressively responsible administrative/clerical experience, preferably in development/special events; knowledgeable in Windows environment including Corel WordPerfect & FileMaker Pro; knowledge of (FinMIS) preferred; excellent organizational & interpersonal skills; attention to detail; *occasional evening/weekend work.* **GRADE:** G10; **RANGE:** \$19,261-23,999; 1-12-98 Development & Alumni Relations/Programs & Special Events

PROVOST

Contact: Sue Hess

ADMINISTRATIVE ASSISTANT I, PART-TIME (20 HRS) (010061SH) Perform pre-order searching for books, scores & recordings; prepare scores & periodicals for binding; assist with cataloging of recordings; assist Music Librarian with various projects, as needed. **QUALIFICATIONS:** HS diploma required, BA/BS in Music preferred; reading knowledge of German, French or Italian highly desired; ability to perform detail-oriented work. **GRADE:** G9; **RANGE:** \$9,67-12,08; 1-14-98 Music Library

ASSOCIATE DIRECTOR VI (122056SH) Develop policies & oversee museum collections, renovation, inventory, exhibitions, & compliance; supervise staff & manage operating budget & grants; advise director on loans, accessions & exhibitions; organize & implement exhibits; initiate contracts; write grants & assist with fund-raising; initiate & implement renovation of storage facilities; oversee operations of registrar, conservation lab, intern program & photographic studio. **QUALIFICATIONS:** MA/MS degree in Archeology, Anthropology or related degree to Museum collections or comparable experience; 7 years of museum experience, preferably in collections management or exhibits; experience in grant writing; supervisory experience required; knowledge of collections & operations; excellent communications skills required. **GRADE:** P7; **RANGE:** \$36,050-46,814; 1-12-98 Museum

SYSTEM PROGRAMMER III (010037SH) Provide support for various Library subsystems, including software selection, testing, implementation, maintenance, upgrading, enhancing & documenting products as necessary; recommend hardware & software products; work with vendors & Library staff to determine type of products to be purchased; develop tools to monitor network & system loads & failures; develop automated procedures for preserving integrity of system in case of external failures or excessive loading. **QUALIFICATIONS:** BA/BS in CIS or equivalent required, MA/MS preferred; experience with large multi-user server systems, desktop systems, client server protocols & local & wide area computer networks & resources; 2 years program experience; supervisory experience highly desired; knowledge of multiple programming languages, computer operating systems & networking environments; familiarity with database design; ability to communicate effectively. **GRADE:** P8; **RANGE:** \$39,655-52,015; 1-14-98 Systems

VETERINARY SCHOOL

Contact: Lynn Nash-Wexler

FISCAL COORDINATOR I (122019RS) Monitor research budgets, summarize data & prepare monthly reports; maintain & assign spreadsheets; track all transactions & resolve purchasing & accounts payable discrepancies; interpret University policies & procedures to faculty & staff; prepare research accounts for close outs; administer petty cash fund; assist in budget preparation; process journal vouchers & reallocations. **QUALIFICATIONS:** BA/BS in Accounting or Business or equivalent job experience; 2 years experience of accounting practices; excellent computer skills; knowledge of FinMIS, including ability to work with Excel, Lotus 1-2-3/Windows required; knowledge of University budget, purchasing & systems preferred; ability to work independently; strong communication & interpersonal skills needed. **GRADE:** P1; **RANGE:** \$20,291-26,368; 1-15-98 Animal Biology

VICE PROVOST /UNIVERSITY LIFE

Contact: Alicia Brill

ADMINISTRATIVE ASSISTANT II (071085AB) Manage student/alumni automated record file systems; process credential forms; perform scanning to store & retrieve materials; handle purchasing requisitions; serve as

Family Weekend: October 2-4

Penn's Family Weekend has been officially changed to October 2-4, 1998, in conjunction with the Penn-Bucknell football game. (It had been scheduled for November 13-15, as published in the Three-Year Academic Calendar, 1996-97 through 1998-99, *Almanac* April 16, 1996). For more information call Kim Allen, Penn Family Weekend coordinator, 898-2753, allenk@pobox.upenn.edu.

daily relief receptionist. **QUALIFICATIONS:** BA/BS degree with 2 to 3 years experience or equivalent; knowledge of Windows; experience with scanning systems desired; strong organizational, communications & interpersonal skills required; ability to work under pressure & to handle confidential material. **GRADE:** G10; **RANGE:** \$19,261-23,999; 1-15-98 Career Planning Services/Placement

WHARTON SCHOOL

Contact: Anna Marcotte

ASSOCIATE DIRECTOR IV (010034AM) Develop & manage student affairs program; lead & supervise student organizations; coordinate events & student orientation; develop leadership training, budget management & academic advising. **QUALIFICATIONS:** MA/MS degree required, preferably in Higher Education Administration or related field; 4 to 6 years progressively responsible experience in university setting; experience in student event/activities planning required; some experience in academic advising and/or counseling highly desired; demonstrated managerial & administrative skills required; strong knowledge of student development theory & practice preferred; superior interpersonal, verbal & written communications skills essential. **GRADE:** P6; **RANGE:** \$32,857-42,591; 1-12-98 Wharton Undergrad

PLACEMENT COUNSELOR II/ASSISTANT DIRECTOR IV (010062AM) Placement Counselor: Provide career counseling to MBA students; design & manage programs that facilitate counseling opportunities; design, deliver & manage career workshops & panels; serve as primary contact for recruiting representatives; manage staff & students; Assistant Director: Provide career counseling services to MBA students; plan & implement career-related programming; teach Career Management Seminar to 1st year MBAs; coordinate collection, analysis & reporting of placement data; develop & maintain relationships with employers. **QUALIFICATIONS:** Placement Counselor: BA/BS required; MA/MS in Business or Career Counseling preferred; experience in, & an understanding of career development process; strong verbal & written communication skills; knowledge of word processing & database management; Assistant Director: MA/MS in Management or Counseling; 3 to 5 years experience in career development services; knowledge of business & business careers; strong verbal & written communication skills; familiarity with PC-based systems; polished teaching & platform skills. **GRADE:** P4/P5; **RANGE:** \$26,986-35,123/\$29,664-38,677; 1-16-98 Career Development & Placement

RECEPTIONIST III (010070AM) Handle telephone inquiries; assemble & mail information packets; prepare, post & handle monthly sign-up sheets; file records; maintain supply of brochures, newsletters, etc. **QUALIFICATIONS:** HS diploma or equivalent, some college preferred; 2 years experience as secretary or receptionist; excellent telephone manners & interpersonal skills; good business English skills; type 25 wpm. **GRADE:** G8; **RANGE:** \$18,481-23,132; 1-16-98 Wharton Small Business Development

SECRETARY IV (010071AM) Type & proofread, including examinations & manuscripts; develop & maintain records & filing systems; schedule & coordinate appointments & meetings; maintain calendars; answer inquiries; interpret policies & procedures; handle mail; compose correspondence & forms. **QUALIFICATIONS:** HS diploma & some related post-HS training or equivalent; minimum 2 years secretarial experience; experience with word processing packages & office automation equipment; type 55 wpm; strong verbal & written communication skills. **GRADE:** G9; **RANGE:** \$17,614-21,991; Statistics

Classified

VACATION

Pocono Chalet, 3BDR/1B, Near Jack Frost/BB. Firewood incl. \$375/weekend (215) 898-9928.

VOLUNTEERS WANTED

Genetic Research Studies

- Healthy African American men and women 18 years of age and older are sought to participate as matched controls in a multiethnic research study. Eligible volunteers will be paid \$50. For more information about this study please contact Nancy at (215) 573-4583. University of Pennsylvania Health System.

- Volunteers are sought who have had Anorexia or Bulimia and who have a sibling, cousin, or other relative who also has had an eating disorder. Eligible participants will be compensated \$100. For further information about this study please contact Nancy or Chris at (215) 573-4583.

To place classifieds: (215) 898-5274.

Update

JANUARY AT PENN

FILMS

International House: Call 895-6542 for info and show times.

22 *The Cinema of Andrei Konchalovsky: Runaway Souls & the Poetry of Place*; through January 26.

The First Teacher (Russia/Kirghizstan, 1965, 35 mm, 102 minutes, Russian w/subtitles); 7 p.m. Also January 24 and 26.

Run Away Train (USA, 1985, 35 mm, 111 minutes); 9:15 p.m. Also January 25.

23 *Asya's Happiness* (USSR, 1967, 35 mm, 99 minutes, Russian w/subtitles) 7 p.m. Also January 25 and 26.

Shy People (USA, 1987, 35 mm, 188 minutes); 9 p.m. Also January 24.

24 *Uncle Vanya* (USSR, 1970, 35 mm, 110 minutes, Russian w/subtitles); 8 p.m. Also January 25.

FITNESS/LEARNING

English Language Programs: TOEFL Prep, Speaking and Listening, GMAT Essay Writing, Language of Meetings; Classes begin the week of January 26 and meet in Bennett Hall. Registration and fees required; for information call: 898-8681.

TALKS

21 *Coordinate Regulation of Myosin Proliferation and Apoptosis*; Kenneth Walsh, Tufts, School of Medicine; 4 p.m.; Grossman Auditorium, Wistar Institute (Wistar Institute, Cancer Training Program).

23 *Credibility Networks*; Geoffrey Hinton, University of Toronto; noon-1:45 p.m.; IRCS, 3401 Walnut (IRCS).

A Novel Alternative Motor Fuel Formulated from Natural Gas Extracts, Alcohols, and Ethers; Stephen Paul, Plasma Physics Lab, Princeton; 12:15-1:45 p.m.; Room 1203, Steinberg Hall-Dietrich Hall (Institute for Environmental Studies).

26 *Towards a Cultural Psychology of Hindu In-*

dia; Stanley Kurtz, Harvard; 3:30 p.m.; B-21 Stiteler Hall (Psychology).

27 *Unarmed Bodyguards: International Accompaniment for the Protection of Human Rights*; Liam Mahony; 4 p.m.; Smith-Penniman Room, Houston Hall (Latin American Cultures Program).

TBA; 5 p.m.; Smith-Penniman Room, Houston Hall, (French Institute).

Deadlines: The deadline for the March At Penn calendar is *February 10*. The deadline for the April At Penn calendar is *March 17*. The deadline for the weekly update is the Monday before the week of publication.

Children's Swimming Classes

Swimming classes will be held on Saturdays from January 31 through April 25, Section I: 10-10:50 a.m., Section II: 11-11:50 a.m., at Hutchinson Gymnasium, 220 South 32nd Street. The registration deadline is January 26, 1998. Cost: \$100/1 child; \$180/2 children; \$170/3 children. Complete the registration forms in person at: Department of Recreation, Gimbel Gymnasium, 3701 Walnut Street. Check or money orders should be made out to Trustees of the University of Pennsylvania.

Class of 1923 Ice Rink Access

Effective immediately the main entrance of the Class of 1923 Ice Rink (the plaza at 3130 Walnut Street) can be accessed by PENNCARD holders. With the installation of the new reader, students, faculty, and staff no longer need to descend the Walnut Street stairs and enter via the lower entrance. This change is intended to provide a more convenient option for the Penn community to access the Rink.

Public skating hours at the Rink for this semester are: Monday 4-6 p.m., Tuesday 6-8 p.m., Wednesday 4-6 p.m., Thursday 6-8 p.m., Friday 8-10 p.m., 12-2 a.m., Saturday 12:30-2:30 p.m., 8-10 p.m., 12-2 a.m., Sunday 1-3 p.m.

Admission with PENNCARD is \$4.50. Skate rental is \$1.50. Discount books of 10 public skating admission passes are \$40 with PENNCARD. For more information, please call 898-1923 or visit www.upenn.edu/icerink.

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 29, 1997 through January 11, 1998**. Also reported were **Crimes Against Property: 31 total thefts and attempts (including 9 incidents of criminal mischief & vandalism, 7 thefts from autos, 6 burglaries and attempts, 4 thefts of bicycles & parts, 3 incidents of forgery & fraud, 2 incidents of trespassing & loitering, and 1 theft of auto and attempt)**. Full crime reports are in this issue of *Almanac* on the Web (www.upenn.edu/almanac/v44/n18/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 29, 1997 through January 11, 1998**. The University Police actively patrols 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: Homicide & Manslaughter—1; Threats & Harassment—1
12/31/97 12:29 AM 3500 Civic Center Complainant reported to have been shot/unknown suspect
01/08/98 1:38 PM Nursing Ed Bldg. Complainant receiving unwanted calls

38th to 41st/Market to Baltimore: Robberies (& Attempts)—1; Threats & Harassment—5
12/30/97 3:40 PM Hamilton Court Complainant reports unwanted calls received
01/02/98 11:17 PM Penn Police HQ Complainant reports unwanted calls
01/03/98 3:22 AM 3813 Chestnut St. Complainant reports being robbed/Arrest
01/04/98 1:36 PM 3900 Blk. Walnut Complainant spit on by unknown suspect
01/08/98 7:51 PM 3914 Delancey Unwanted calls received
01/09/98 1:10 PM 3939 Chestnut Threat received on answering machine

30th to 34th/Market to University: Simple Assaults—1
12/30/97 1:09 PM Lot #36 Complainant assaulted by unknown suspects with gun

Crimes Against Society

34th to 38th/Market to Civic Center: Disorderly Conduct—1
01/09/98 3:43 PM 100 Blk. 38th Male cited for disorderly conduct

38th to 41st/Market to Baltimore: Disorderly Conduct—2
12/29/97 11:33 PM 4000 Blk. Chestnut Male stopped for disorderly conduct/cited
01/08/98 1:52 AM 119 S. 39th St. Male yelling profanities/cited

41st to 43rd/Market to Baltimore: Disorderly Conduct—1; Alcohol & Drug Offenses—1
01/04/98 2:48 AM 4201 Walnut St. Male refused to leave area/cited
01/10/98 12:46 AM 42nd & Walnut Driver of auto cited for driving under influence

18th District Crimes Against Persons

24 Incidents and 5 Arrests were reported between **December 29, 1997, and January 11, 1998**, by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

12/29/97	8:10 AM	4525 Pine St.	Robbery	Arrest
12/29/97	9:00 PM	2326 45th St.	Robbery	
12/30/97	1:30 PM	3400 Civic Center Blvd.	Aggravated Assault	
12/30/97	6:55 PM	604 42nd St.	Robbery	
12/30/97	10:56 PM	4622 Larchwood	Robbery	
12/31/97	12:28 AM	3500 Civic Center Blvd.	Homicide	
01/01/98	6:37 PM	4500 Linmore	Carjacking	
01/02/98	12:13 PM	4303 Chestnut	Robbery	
01/02/98	7:55 PM	800 48th St.	Robbery	Arrest
01/02/98	9:18 PM	3900 Sansom	Robbery	
01/03/98	3:10 AM	3813 Chestnut	Robbery	
01/05/98	3:00 PM	4800 Pine	Robbery	
01/05/98	8:00 PM	4256 Market	Robbery	
01/05/98	9:11 PM	4238 Chestnut	Aggravated Assault	
01/06/98	5:23 AM	1230 Melville	Aggravated Assault	
01/07/98	5:00 PM	503 41st St.	Robbery	
01/07/98	6:48 PM	4300 Spruce	Robbery	
01/07/98	9:00 PM	4200 Walnut	Aggravated Assault	Arrest
01/09/98	9:05 AM	4700 Walnut	Aggravated Assault	Arrest
01/09/98	8:00 PM	4500 Springfield	Robbery	
01/10/98	6:00 AM	4427 Walnut	Aggravated Assault	Arrest
01/10/98	9:00 PM	1234 Markoe	Aggravated Assault	
01/11/98	6:40 PM	4300 Locust	Robbery	
01/11/98	7:20 PM	4400 Chestnut	Robbery	



Almanac

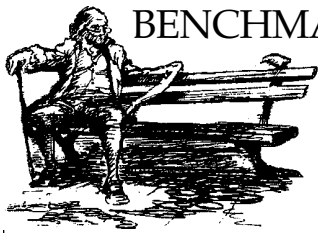
Suite 211 Nichols House
3600 Chestnut Street, Philadelphia, PA 19104-6106
Phone: (215) 898-5274 or 5275 FAX: 898-9137
E-Mail: almanac@pobox.upenn.edu
URL: www.upenn.edu/almanac/

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

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A Museum Perspective on Internationalization at Penn

by Jeremy A. Sabloff and Joyce White

Long before “globalization” became a buzz word of the late 20th century, the 110-year old University of Pennsylvania Museum, now one of the leading archaeology/anthropology museums in the world, formed partnerships with host countries in the exploration of humanity’s past. Take Thailand as an example. Over the past three decades archaeologists of the Museum and Thailand’s Fine Arts Department (FAD) have excavated twelve prehistoric sites. Six Thai archaeologists (and 10 students from other Southeast Asian countries) have come to Penn and, after graduating with masters of science or doctorates, have gone on to prominent positions in their country’s archaeological establishment.

One of the Penn/FAD joint excavations in Thailand has had particular renown. In 1992 Ban Chiang was inscribed by UNESCO (United Nations Educational, Scientific, and Cultural Organization) as a World Heritage Site, eighteen years after its excavation in 1974-75. This site is now mentioned in most introductory world prehistory texts, and a Smithsonian-produced exhibition on the research traveled internationally before being permanently installed in a specially built museum in Ban Chiang village in the northeastern part of the country.

The Museum celebrated this long-term collaboration in October, when His Excellency, Nitya Pibulsonggram, Ambassador of Thailand to the United States, President Rodin, and Dr. Jeremy Sabloff co-hosted a festive event honoring Ban Chiang and the continuing relationship between our Museum and Thailand. Incense, Thai food contributed by many local Thai restaurants, and enchanting Thai music filled the Museum’s Rotunda. With more than 350 guests in attendance, approximately 40% of whom were Thai or Thai-American, and an atmosphere of multi-cultural warmth and conviviality, one had to feel that goodwill and spirit of cooperation boded well for continued future partnership between Penn and Thailand.

Cross-cultural partnerships are not easily established or maintained. Negotiating the intricacies of relating to many countries at one time (the Museum sponsored archaeological and anthropological research projects in eighteen different countries this past year alone), each with different bureaucracies, antiquities laws, and histories with the West and with Penn is fraught with challenges and periodic tempests. Holding to an ethical course while still carrying on our mission to investigate human diversity through time also requires considerable thoughtful effort and ongoing case by case reassessment. Over the decades, perspectives on research and collecting have changed radically.

In 1970, the UNESCO convention on the acquisition of antiquities changed forever the way that the University of Pennsylvania Museum—and museums everywhere—would think about collecting. Artifacts without clear provenance (information about their past), black market artifacts, artifacts host governments did not want removed—were not to be acquired by museums if they had left their country of origin after the convention had been ratified. The University of Pennsylvania Museum was an early supporter of the convention and a leader among museums in trying to stem the acquisition of looted antiquities.

By the time of the UNESCO convention, the world, and the nature of archaeology, had changed much. With renewed interest in cultural heritage in countries around the world, the days when archaeologists could negotiate a simple permit to excavate ancient treasures and carry them back to museums had long passed. Now the “treasure” that Museum researchers would bring home would be knowledge about our

shared human past, while the obligations to publish—and further share the wealth—would grow. Over the years, the Museum had made a fundamental shift in priorities—from the acquisition of objects, to the acquisition and dissemination of knowledge. Maintaining true to the letter and the spirit of the UNESCO convention has helped us to establish useful cooperative partnerships with other countries.

Successful multi-national efforts require sustained devotion of both individuals and institutions as well as sustained infusion of resources. In the current economic climate, finding ongoing sources of funding for archaeological work is not straightforward. For example, the Museum is particularly pleased at the plural sources of funding that have supported the Thai research and its publication thus far. The National Science Foundation, National Geographic Society, American Philosophical Society and the Ford Foundation, among others, have provided funding for the Museum’s research programs in Thailand. Private sources of funding have also been essential. For instance, at the October 25th Thai celebration, a \$300,000 challenge grant was announced with the anonymous donor offering \$100,000 to match \$200,000 to be raised. The challenge grant will be used to support many aspects of analysis and publication. Important funding has also been contributed from Thai sources. The government of Thailand contributed to the excavation at Ban Chiang, and more recently, Thailand’s John F. Kennedy Foundation has given a major grant to support the publications of the Ban Chiang monograph series. Sharing the financial burden can only strengthen the long-term partnership.

Similarly in Turkey, to cite another example, the Museum has forged an excellent working relationship with the government, corporations, and private citizens. The Museum has been working on and off at the great archaeological site of Gordion, home of the legendary King Midas, since 1950 and currently is cooperating with the Turkish government to conserve the site and promote tourism. A non-profit Gordion Foundation also has been established in Turkey to raise funds from the private sector in Turkey to support this work.

The Museum’s ongoing research at the famous Maya site of Copán, Honduras, provides another good example of productive, cooperative research. Our Museum has joined forces with the Peabody Museum, Harvard University, the Middle American Research Institute, Tulane University, and the Honduran government to undertake a pioneering project inside Copán’s great Acropolis. Supported in part by funding from the Inter-American Bank, this fieldwork is successfully helping to create an important tourist destination in Honduras, while revolutionizing scholarly understanding of ancient Maya civilization.

The Museum, through its own research, through the field training of large numbers of graduate and undergraduate students in numerous foreign countries, through the many visits of foreign scholars to work with our extensive, world-wide collections, and through the loans of our objects for exhibition all over the globe, lives and breathes internationalism on a daily basis. We are proud to contribute to the University’s visibility throughout the world and are delighted with the emphasis on internationalism in the *Agenda for Excellence*.

Dr. Sabloff is the Charles K. Williams II Director of the University of Pennsylvania Museum and Dr. White is a Senior Research Scientist in the Asian Section of the Museum.

Faculty Senate Committees, 1997-98

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Mark Stern, social work

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19. Engineering (computer & information science, electrical engineering, systems): Sohrab Rabii, electrical engineering
20. Fine Arts (architecture, city & regional planning, fine arts, landscape architecture & reg planning): Anthony R. Tomazinis, city & regional planning
21. Law: Charles W. Mooney
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23. Medicine (anesthesia, obstetrics & gynecology, radiation oncology): Gregory S. Kopf, obstetrics & gynecology
24. Medicine (dermatology, ophthalmology, orthopaedic surgery, otorhinolaryngology, psychiatry, molecular & cellular engineering): Juan Grunwald, ophthalmology
25. Medicine (genetics, microbiology, molecular & genetic engineering, pharmacology, physiology): Howard Goldfine, microbiology
26. Medicine (allergy & immunology, cardiology, diabetes, endocrine, infectious disease, gastroenterology, pulmonary, renal): Gary R. Lichtenstein, gastroenterology
27. Medicine (emergency medicine, general medicine, hematology-oncology, hypertension, rheumatology, neurology, rehabilitation medicine): DuPont Guerry IV, hematology-oncology
28. Medicine (pediatrics): Richard A. Polin
29. Medicine (radiology, surgery): Robert H. Choplin, radiology
30. Nursing: Jane Barnsteiner
31. Social Work: Roberta G. Sands
32. Veterinary Medicine (microbiology, pathobiology): David S. McDevitt, animal biology
33. Veterinary Medicine (clinical studies—New Bolton Center, Philadelphia): Colin Johnstone, clinical studies, New Bolton Center
34. Wharton (accounting, health care systems, insurance, operations & information management, statistics): James D. Laing, operations & information management
35. Wharton (finance, legal studies, public policy & management): Arnold J. Rosoff, legal studies
36. Wharton (management, marketing, real estate): Marshall Meyer, management

Assistant Professor Members
Julie Fairman, nursing
Wanda Mohr, nursing
Georgette Poindexter, real estate

Senate Committee on Academic Freedom & Responsibility

Terms Expire April 1998

Larry Gross, communication, *Chair*
E. Ann Matter, religious studies
Ruth J. Muschel, pathology & lab med

Terms Expire April 1999

Rubin C. Gur, psychiatry
Susan Sturm, law
Susan Watkins, sociology

Terms Expire April 2000

Jere R. Behrman, economics
Oscar Gandy, communication
Edward N. Pugh, psychology

Ex officio

Senate Chair-elect John C. Keene, city & reg plng

Senate Committee on Conduct

Terms Expire April 1998

Vivian L. Gadsden, education
John A. Lepore, civil systems
Hermann Pfefferkorn, geology, *Chair*

Senate Committee on the Economic Status of the Faculty

Terms Expire April 1998

Roger M. Allen, Asian & Mid East studies
To be named, *Chair*

Terms Expire April 1999

Joseph Gyourko, real estate
Bruce J. Shenker, pathology/dental

Terms Expire April 2000

Jane Barnsteiner, nursing
Rebecca Maynard, education

Ex officio

Senate Chair Vivian Seltzer, social work
Past Senate Chair Peter J. Kuriloff, education
Senate Chair-elect John C. Keene, city & reg plng

Committees Elected by the Senate Executive Committee

Senate Committee on Administration

Louis A. Girifalco, mat'l sci & engr, *Chair*
Frank Goodman, law
Abba M. Krieger, statistics
Joan Mollman, neurology
Cynthia Scalzi, nursing
Henry Teune, political science
Jerry Wind, marketing

Ex officio

Senate Chair Vivian Seltzer, social work
Senate Chair-elect John C. Keene, city & reg plng

Senate Committee on the Faculty

Ralph Ginsberg, education
Larry D. Gladney, physics
William F. Harris II, political sci, *Chair*
Robert C. Hornik, communication
Charles W. Mooney, law
Yvonne Paterson, microbio/med
Harvey Rubin, medicine
Paul Shuman, statistics

Ex officio

Senate Chair Vivian Seltzer, social work
Senate Chair-elect John C. Keene, city & reg plng

Senate Committee on Publication Policy for Almanac

Harold J. Bershad, sociology
Helen C. Davies, microbiol/med
Peter J. Freyd, mathematics
Martin Pring, physiology/med, *Chair*

Ex officio

Senate Chair Vivian Seltzer, social work
Senate Chair-elect John C. Keene, city & reg plng

Senate Committee on Students and Educational Policy

Stephen N. Dunning, religious studies
Stephen Gale, regional science
Paul Guyer, philosophy
Ann O'Sullivan, nursing
Holly Pittman, history of art
Jorge Santiago-Aviles, electrical engr
Neil Shubin, biology
Mark Steedman, computer & info sci
David R. Williams, psychology, *Chair*

Ex officio

Senate Chair Vivian Seltzer, social work
Senate Chair-elect John C. Keene, city & reg plng

Faculty Grievance Commission

Terms Expire June 30, 1998

Paul R. Kleindorfer, op'ns & info mgmt, *Past Chair*
Yoshitaka Suyama, biology, *Chair-elect*
Barbara B. Woodhouse, law, *Chair*

[The Faculty Grievance Procedure can be found in Section II.E.12 of the *Handbook for Faculty and Academic Administrators* (online at: www.upenn.edu/assoc-provost/handbook), in *Almanac* 8/30/88, revised *Almanac* 5/24/94, or contact the Faculty Senate Office, 898-6943.]

The University Council

The University Council, Penn's University-wide governance organization, meets monthly during the academic year to deliberate on campus issues and share information on University projects and progress. Council is advisory to the president and includes representatives of the Faculty Senate, two student assemblies, and three staff assemblies. The full membership is shown below.

Council's agenda and formal reports, and much of its debate, appear in *Almanac*. Meetings are open to observers who register their interest in advance by calling the Office of the Secretary (898-7005).

Much of the work of Council is done through its committee structure. As noted in the bylaws: "The committees governed by these bylaws are the standing committees of the Council, special committees created by the Council from time to time, and the independent committees."

This insert lists on pages C and D the 1997-98 membership of the standing committees—those "whose activities are directly instrumental in advancing the work of the Council"—and of the independent committees,

which Council "does not directly charge but which may be called upon to report to the Council on specific issues within their purview."

Any member of the University may be asked to serve on committees of the University Council, and only members of the University are eligible to do so. Each year, publishing a call in *Almanac* for volunteers and nominations, the Committee on Committees accepts nominations from the various constituencies for membership on the standing committees with the exception of the Committee on Research, and on the independent committees with the exception of the Committee on Open Expression and the Academic Planning and Budget Committee. (These excepted committees' structures are outlined in detail in the Bylaws, published March 21, 1995 and maintained on line.) The Committee on Committees' nominations are forwarded to the Steering Committee, which appoints members.

The workings of the committees can be found in an overview of their charges published in *Almanac* October 14, 1997, or in Year-End Reports in the issues of September 23, October 14, and November 25.—Ed.

1997-98 University Council Membership

Steering Committee

Donna Arthur
Jane Barnsteiner
James Bean
Noah Bilenger
Joan Goodman
Larry Gross
Meredith Hertz

John C. Keene, *Chair-elect*
Peter J. Kuriloff, *Past Chair*
Judith Rodin
Matthew Ruben
Gino Segre
Vivian Seltzer, *Chair*
Sanjay Udani
Michael Wachter

Elected by the Faculty at Large

(Faculty Senate Officers are Indicated)

Barry Cooperman
Helen C. Davies
Jean Henri Gallier
Larry Gladney
David Hackney, *Past Secy*
John C. Keene, *Chair-elect*
Paul R. Kleindorfer
Peter J. Kuriloff, *Past Chair*
Robin L. Leidner

Howard Lesnick*
Jack Nagel, *Secy*
Ann O'Sullivan
Daniel D. Perlmutter
Martin Pring*, *Secy-elect*
Harvey Rubin
Jorge Santiago-Aviles
Vivian Seltzer, *Chair*
Mark Stern

Elected by Faculty Constituencies

Term Expires May 1998

2 Murray Murphey
4 Peter J. Freyd
6 Ponzy Lu
8 Jere R. Behrman*
10 George Cardona
12 Gino Segre
14 John P. Sabini*
16 Denice C. Stewart
18 Haim Bau
20 Anthony R. Tomazinis
22 Virginia Lee
24 Juan Grunwald*
26 Gary R. Lichtenstein
28 Richard A. Polin
30 Jane Barnsteiner
32 David S. McDevitt*
34 James D. Laing
36 Marshall Meyer*

Term Expires May 1999

1 Larry Gross
3 Gregory Possehl
5 Larry C. Rome*
7 Ralph Rosen*
9 Christopher Looby
11 William R. LaFleur
13 Ellen Kennedy*
15 Herbert L. Smith*
17 Joan F. Goodman
19 Sohrab Rabii
21 Charles W. Mooney
23 Gregory S. Kopf
25 Howard Goldfine
27 DuPont Guerrey
29 Robert H. Choplin
31 Roberta G. Sands
33 Colin Johnstone
35 Arnold J. Rosoff*

Assistant Professors

Term Expires May 1998
Wanda Mohr

Term Expires May 1999
Julie Fairman
Georgette Poindexter

Junior and Research Faculty Members

Term Expires May 1998

Term Expires May 1999

To be named

(Faculty Senate offices are italicized. Asterisk [*] indicates observer status)

Undergraduate Students

Samara Barend
Rishi Bajaj
Noah Bilenger
Bill Conway
Adam Etra
David Goldberger
Meredith Hertz
Jeremy Katz

Dan Kryzanowski
Lee Rosen
John Seitz
Sara Shenkan
Lori Taliaferro
Olivia Troye
Olivia Voellmicke

United Minorities Council

Tope Koledoye

Graduate/Professional Students

David Bowie
Christy Doran
Omotola Hope
Deborah James
Drae M. Jones
Scot Kaplan
Angelos Keromytis

Christina Mastroianni
Matthew Ruben
Srinivas Sripada
Heidi Tarshis
Sanjay Udani
Vit Vasista
Alex Welte

One to be named

Members of the Administration

Colin Diver
Raymond Fonseca
William Gipson
Gary Hack
Norma Lang

Larry Moneta
Judith Rodin
Maureen Rush
Ira Schwartz
Valarie Swain-Cade McCoullum
Michael Wachter

Librarians Assembly

John Keane

Penn Professional Staff Assembly

James Bean

A-3 Assembly

Donna M. Arthur

ROTC Representative

Col. Paul F. Pugh*

Parliamentarian

Mark Frazier Lloyd*

Moderator

*To be named**

Secretary

Constance C. Goodman*

1997-98 Council and Independent Committees

Council Committees

Admissions and Financial Aid

Chairs: David Williams (psychology) Co-chair
Warren Seider (chemical engineering) Co-chair

Faculty:

Peter Conn (English)
Robert F. Giegengack (geology)
Larry Gladney (physics)
William Graham (materials science)
Abba Krieger (statistics)
Katherine McCauley (nursing)
Warren Seider (chemical engineering)
David Williams (psychology)

Students:

Three grad/professional to be named
Josh Fink (College '00)
Rachael Goldfarb (College '99)
Eugene Huang (SEAS '99)

PPSA: Nancy Streim (assoc. dean, GSE)

Ex officio:

Terry Conn (asst. vice provost, Univ. life)
William Schilling (director, student financial aid)
Willis Stetson (dean of admissions)
Sharon Pepe (director, Penn Plan)
Invited guest: Carrie Spann (associate director, Wharton undergraduate division)

Bookstore

Chair: Robert Regan (English)

Faculty:

William R. Brennen (chemistry)
Ted Chinburg (mathematics)
Phillipe Met (Romance languages)
Daniel Raff (management)
Robert Regan (English)
Ruth York (nursing)

Students:

Heidi Tarshis (dental)
One grad/professional to be named
Robin Grossman (College '99)
One undergrad to be named

PPSA:

Joanne Lyon (office manager, Nursing)
Michael Ryan (dir. Special Collections)
Adam Sherr (mkt./meal contract coord., Dining)
A-3: Loretta Miller (Student Information & Systems)
Ex officio: Michael Knezic (director, Bookstore)

Communications

Chair: Martin Pring (physiology/medicine)

Faculty:

James Corner (architecture)
Gerald Faulhaber (pub pol & mgmt)
Ellis Golub (biochemistry)
Steven Kimbrough (oper & info mgmt)
David Mozley (radiology & psychiatry)
Martin Pring (physiology/medicine)
David Smith (anesthesia/med)
One to be named

Students:

Jennifer Chayo (College '00)
Joanna Fueyo (biomedicine)
Paul Goydan (Wharton '00)
Elvin Montero (Annenberg)

PPSA:

Donna Milici (dir., Acad. Computing)
One to be named

A-3: *Two to be named*

Ex officio: Ken Wildes (director, communications)
Larry Moneta (associate vice president, business services)
Paul Mosher (vice provost & dir. of libraries)
Steven Murray (vice president, business services)
James O'Donnell (vice provost, information systems & computing)

Community Relations

Chairs: Margaret Cotroneo (nursing) Chair, fall '97
Jane Isaacs Lowe (social work) Chair, spring '98

Faculty:

Margaret Cotroneo (nursing)
Peter Dodson (animal biology/geology)
Frank Goodman (law)
Christopher Hasty (music)
Martin G. Keane (medicine)
Klaus Krippendorff (communication)
Jane Isaacs Lowe (social work)
Brian Spooner (anthropology)

Students:

Two grad/professional to be named
Jonathan Bluth (College '99)
Aaron Fidler (Wharton '00)

PPSA:

Robert Dougherty (librarian, Mid East Bib. Van Pelt)
Quyen Ho (membership dir. WXPB)
Marja Hoek-Smit (dir. Intl Housing Finance Program)
Billie Meeks (GSE)

A-3:

Donna Arthur (Law School)
Debra Smiley Koita (CPPS)

Ex officio:

Jeanne Arnold (director, African American Resource Center)
Glenn Bryan (director, community relations)
Vinnie Curren (manager, WXPB)
Michael Diorka (director, recreation)
John Fry (executive vice president)
David Grossman (director, PSCI)
Ira Harkavy (director, community partnerships)
Pam Robinson (assoc. dir. res. life)

Facilities

Chair: Anthony R. Tomazinis (city & reg plng)

Faculty:

Nadia Alhasani (architecture)
Stephen Hoch (mrktg)
Anuradha Mathur (landscape architecture)
Barbara Savage (history)
Anthony R. Tomazinis (city & reg plng)
Vucan Vuchic (systems engr)
Two to be named

Students:

Two grad/professional to be named
Kyle Duarte (Wharton '98)
Michelle Koch (Wharton '00)

PPSA:

Vivian Hasiuk (asst. to chair, Physics)
Two to be named

A-3:

John Hogan (Biddle Law Library)

One to be named

Ex officio: Glenn Bryan (director, community relations)

Omar Blaik (vice president, fac. services and contract management)
Alice Nagle (coordinator, Program for People with Disabilities)
Ronald Sanders (registrar)

International Programs

Chair: Pedro Ponte-Castaneda (mechanical engr)

Faculty:

N. Bulent Gultekin (finance)
Robert Mariano (economics)
Pedro Ponte-Castaneda (mechanical engr)
Thomas Safley (history)
Harold F. Schiffman (S. Asian st)
Arie Schinnar (pub pol & mgmt)
Richard Waterman (Wharton)
Eric Weinberg (biology)

Students:

Chioma Ogbuokiri (Wharton)
Brian Tsung-Han Tsai (Architecture)
One grad/professional to be named
Loren Berman (College '00)
Jonathan Zilberstein (SEAS '98)
One undergrad to be named

PPSA:

Lois Ginsberg (assoc. dir., Organizational Dynamics)

A-3:

One staff member to be named

Ex officio: Joyce Randolph (dir, intl. programs)

Library

Chair: Karin McGowan (pediatrics)

Faculty:

William R. Brennen (chemistry)
Robert Gaiser (anesthesia/med)
Ellis Golub (biochemistry/dental)
Karin L. McGowan (pediatrics)
Philippe Met (Romance languages)
Donald F. Morrison (statistics)
Amos B. Smith (chemistry)
One faculty member to be named

Students:

Alexander Thein (GAS)
One grad/professional to be named
Michelle McClarske (College '00)
Michelle Tucker (College '00)

PPSA:

Wesley Proctor (Office of the President)

A-3:

One to be named

Ex officio: Elizabeth Kelly (director, Biddle Law Library)

Paul Mosher (vice provost & dir. libraries)

Personnel Benefits

Chair: David Hackney (radiology/med)

Faculty:

Eugene K. Betts (medicine)
Charles E. Dwyer (education)
David Hackney (radiology/med)
Hendrik Hameka (chemistry)
Carl Polsky (accounting)
Gerald F. Porter (mathematics)
Sheldon Rovin (dental)
To be named (liaison, Senate Committee on the Economic Status of the Faculty)

Administration:

Three staff members to be named

A-3:

Stephanie Knox (Dental Restoration)
Debra Smiley Koita (CPPS)

Students:

Margaret Schroeder (Nursing)
Ex officio: Kenneth Campbell (comptroller)
Al Johnson (assistant manager, benefits counseling)
Barbara Lowery (associate provost)
Jack Heuer (vice president, human resources)

Committee on Pluralism

Chair: Eric Cheyfitz (English)

Faculty:

Fay Ajzenberg-Selove (physics)
Jorge Santiago-Aviles (elec engr)
Mary Berry (history)
Eric Cheyfitz (English)
Stephen N. Dunning (religious studies)
Stephen Gale (political science)
Alan Heston (economics)
Jill E. Jacobs (radiology/med)

Council Committees continued

Students:

Isabel Molina Guzman (Annenberg)
John P. Williams (Medicine)
One grad/professional to be named
Snigdha Bollempally (C '99)
Two undergrads to be named

PPSA:

Christopher Cataldo (mgr., admin & fin, GSFA)
Lyn Seng (dir. special projects, Medical School)

A-3:

John Hogan (Biddle Law Library)
Stephanie Knox (Dental Restoration)
Loretta Miller (Student Info & Systems)
Ex officio: Jeanne Arnold (director, African American Resource Center)
Donna M. Arthur (chair, A-3 Assembly)
James Bean (chair, PPSA)
Valerie deCruz (dir., Greenfield Intercultural Center)
Elena DiLapi (dir., Penn Women's Center)
Tope Koledoye (chair, United Minorities Council)
Joyce Randolph (director, international programs)
Scott Reikofski (director, fraternity/sorority affairs)
Terri White (director, academic support programs)

Recreation and Intercollegiate Athletics

Chair: Peter Hand (animal biology/vet)

Faculty:

Steven Galetta (neurology/med)
Stephen Gluckman (infectious diseases/med)
Hendrik Hameka (chemistry)
Peter Hand (animal biology/vet)
Alan Heston (economics)
Edward T. Lally (pathology/dental)
Cynthia Scalzi (nursing)
Raymond W. Sweeney (vet)

Students:

Jennifer Giordano (education)
One grad/professional to be named
Marc Edelman (Wharton '99)
Jeremy Moneta (SEAS '00)

PPSA:

Erika Gross (liability adm., Risk Management)
Jennifer Wollman (assoc. dir, Classes & Reunions)

A-3: *Two to be named*

Ex officio: Steve Bilsky (director, division of recreation & intercollegiate athletics)
Michael Burton (office of the president)
Larry Moneta (associate vice pres. campus services)
Willis Stetson (dean of admissions)

Research Committee

Chair: Barbara Medoff-Cooper (nursing)

Faculty:

Nabil Farhat (elec engr)
Anthony Kroch (linguistics)
Peter J. McCleary (architecture)
Barbara Medoff-Cooper (nursing)
Mark R. Rosenzweig (econ)
Brian Strom (medicine)
Barbara Weber (hem-onc/med)
Arjun G. Yodh (physics)
Two to be named

Students:

Joanna Fueyo (biomed)
Sameer S. Sonkusale (GEP)
Two undergrads to be named
Ex officio: Ralph Amado (vice provost for research)
Anthony Merritt (director, research administration)

Safety and Security

Chair: Sean Kennedy (anesthesia/med)

Faculty:

Marilyn V. Howarth (emergency med)
Sean Kennedy (anesthesia/med)
John Lepore (civil systems)
Ponzy Lu (chemistry)
Jerry Prince (Romance lang)
Alvin Rubinstein (political sci)
Karen Winey (materials sci)
Gail Yarnell (restorative dentistry)

Students:

Two grad/professional to be named
Ben Cohen (College '99)
Scott J. Cohen (College '00)
Emily Pollack (College '00)

PPSA:

Valerie Pena (director, Health Science Library)
David Valentine (bus. adm. Office of International Programs)

A-3:

John Hogan (Biddle Law Library)
One to be named

Ex officio: Jeanne Arnold (director, African American Resource Center)

Barbara Cassel (associate vice provost)
Elena DiLapi (director, Penn Women's Center)
Robert Furniss (director, transportation and parking)
James Miller (director, fire & occupational safety)
Scott Reikofski (director, fraternity/sorority affairs)
Maureen Rush (director, police operations)
Thomas Seamon (managing director, public safety)
James Wargo (director, physical plant)

Student Affairs

Chair: Anthony Rostain (psychiatry)

Faculty:

John Biaglow (radiation oncology/med)
Alexander J. Brucker (ophthalmology)
Lisa Downing (philosophy)
Alan Charles Kors (history)
Anthony Rostain (psychiatry)
Neville Strumpf (nursing)
Two to be named

Students:

Two grad/professional to be named
Noah Bilenker (College '99)
Steven Schorr (Wharton '98)
Dolya Srivisal (Wharton '99)

PPSA:

Jackie Smith (student financial services)
Caryn Stivelman (Johnson Foundation)
Ex officio: Noah Bilenker (chair, UA)
William Christian Gipson (University chaplain)
Larry Moneta (associate vice pres., campus services)
Terry Conn (assistant vice provost, Univ. life)
Sanjay Udani (Chair, GAPSA)

Independent Committees

Academic Planning & Budget

Chair: Michael Wachter (interim provost)

Faculty:

Roberta Ballard (pediatric)
Michael Fitts (law)
Eduardo Glandt (chemical engineering)
Richard Kihlstrom (Wharton)
Peter Kuriloff (GSE)
Kenneth Lande (physics)
Gerald Porter (mathematics)
Susan Ross (microbiology)
Kenneth Shropshire (legal studies/real estate)

Administration:

Susan Corson-Finnerty (exec. asst. to dep. provost)
Ms. Kathryn J. Engebretson (V.P. finance)
*John Fry (EVP)
Linda Koons (exec. asst. to provost)
Bernard Lentz (dir. institutional res. & analysis)
Mike Masch (asst. to pres/exec. dir. budget & mgmt. analysis)

*Paul Mosher (vice provost & dir. libraries)
Stephen Schutt (V.P. & chief of staff, president's office)

Students:

Alan Danzig (UA 6/98)
Sundar Natarajan (GAPSA 6/98)
Mark Sagat (UA 6/99)

Disability Board

Chair: Janet Deatruck (nursing)

Faculty:

P. J. Brennan (medicine)
Janet Deatruck (nursing)
Ira Katz (psychiatry)
Scott Manaker (medicine)
Olivia Mitchell (insurance)
Ralph Schumacher (medicine)
Arthur Whereat (medicine)

A-3:

John Hogan (Biddle Law Library)
Ex officio: David Hackney (radiology/med)
(chair, Personnel Benefits Committee)

Honorary Degrees

Chair: Jeffrey Tigay (Asian & Mid Eastern st)

Faculty:

Stuart Churchill (chem engr)
Frank Goodman (law)
Marilyn Hess (pharmacology)
Madeleine Joulie (chemistry)
Howard Kunreuther (oper & info mgmt)
A. M. Rostami (neurology/med)
Jeffrey Tigay (Asian & Mid Eastern st)

Students:

Jason Marbutt (College '98)
Abraham Oler (College '98)
William H. Sauer (medicine)
Alexander Thein (SAS)

Open Expression

Chair: Dennis Culhane (social work)

Faculty:

C. Edwin Baker (law)
Dennis Culhane (social work)
Mary Morrison (psychology)
Pamela Sankar (bioethics)
Howard Stevenson (education)
Three to be named

Administration:

Dennis Mahoney (Wharton)
Winnie Smart-Mapp (Community Partnerships)

A-3:

One to be named

Students:

Don Marks (GAPSA; GAS)
Galya Ruffer (GAPSA; GAS)
One grad/professional to be named
Miranda Berge (UA; College '99)
Jeremy Katz (UA; College '99)
One undergrad to be named

Student Fulbright Awards

Committee discontinued

(Asterisk [*] indicates observer status)