

# UNIVERSITY of PENNSYLVANIA *Almanac*

Tuesday,  
February 17, 1998  
Volume 44 Number 22

## SENATE

From the Senate Office

### Slate of Nominees for 1998-99

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

**TO: Members of the Faculty Senate**  
**FROM: Vivian C. Seltzer, Chair**  
**SUBJECT: Senate Nominations 1998-99**

1. In accordance with the Faculty Senate Rules, official notice is given of the Senate Nominating Committee's slate of nominees for the incoming Senate Officers. The nominees, all of whom have indicated their willingness to serve, are:

*Chair-elect:* Peter J. Conn (prof English)  
*Secretary-elect:* Rosane Rocher (prof S. Asia regional st)

*At-large Members of the Senate Executive Committee*  
(to serve a 3-year term beginning May, 1998):

Holly Pittman (assoc prof history of art)  
Pedro Ponte-Casteñada (assoc prof mechanical engr)  
Phoebe S. Leboy (prof biochemistry/dental)  
Kenneth I. Wolpin (prof economics)

*One Assistant Professor Member of the Senate Executive Committee*

(to serve a 2-year term beginning May, 1998):  
Kathleen Hall (education)

*Senate Committee on Academic Freedom and Responsibility*

(to serve a 3-year term beginning May, 1998):  
David B. Brownlee (prof history of art)  
Howard Lesnick (prof law)  
Daniel D. Permuter (prof chemical engr)

*Senate Committee on Conduct*

(to serve a 2-year term beginning May, 1998):  
Jane B. Alavi (assoc prof medicine)  
Lee V. Cassanelli (assoc prof history)  
Vivian L. Gadsden (assoc prof education)

*Senate Committee on the Economic Status of the Faculty*

(to serve a 3-year term beginning May, 1998):  
Erling E. Boe (prof education)  
Richard L. Kihlstrom (prof finance)

2. Again in accord with the Senate Rules you are invited to submit "additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominees of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee." Pursuant to this provision, petitions must be received by mail at the Faculty Senate, Box 12 College Hall/6303, or by hand at the Faculty Senate Office, 210 Houston Hall by 5 p.m., *Tuesday, March 3, 1998.*

3. Under the same provision of the Senate Rules, if no additional nominations are received, the slate nominated by the Nominating Committee will be declared elected. Should additional nominations be received, an election will thereafter be held by mail ballot.

## Penn Nursing: No. 1 in NIH Grants

Penn's School of Nursing is first in the nation for nursing research funding from the National Institutes of Health, with \$6.3 million in grants for 1997—a 17.8 percent increase in the School's federal funding over FY1996, when Penn was second in the country. During this period, NIH increased its overall funding for nursing schools by 6.2 percent, according to NIH data released by the School last week.

"The impressive rate at which our faculty's grants have been funded in recent years when federal dollars for research have become very competitive confirms our position as a premier institution for nursing research," said Dean Norma Lang. The School has particularly earned a national reputation for the discovery of new models of nursing interventions in hospital and community, she added. One example is the Penn Nursing Network, a system of eight community-based nursing practices in which advanced practice nurses provide health services to people of all ages in a variety of settings.

"The practices provide opportunities for Penn Nursing researchers to implement their research findings and to continually develop new solutions to contemporary health issues," said the Dean. "The goal of nursing research is to inform the health care system in a way that advocates for better health care. In an era of rapid change in health care systems, nursing plays a crucial role in disseminating new knowledge that ultimately optimizes health, prevents illness, and enhances the quality of life for patients and their families."

Penn Nursing researchers are currently active in such areas as cancer and AIDS care and prevention; health policy and health services delivery; the care of high-risk pregnant women and their babies; the prevention of low birthweight; care of the elderly and long-term care; urban health care issues; and nursing history.

Dr. Barbara Medoff-Cooper, director of the School's Center for Nursing Research, calls the research funding "an important measure of the scope, value and productivity of the School's research program. What is equally important is how our findings are incorporated into the education of our students and into nursing practice. It is in all these measures as well that the School of Nursing is considered a leader among nursing schools throughout the nation."



Dean Norma Lang

*The directors of seven centers that helped take Penn Nursing over the top in 1997: Standing, l-r, Barbara Medoff-Cooper, Nursing Research; Ruth McCorkle, Advancing Care in Serious Illness; Neville Strumpf, Gerontologic Nursing Science; Karen Buhler-Wilkerson, Study of the History of Nursing; Seated, Loretta Sweet Jemmott, Urban Health Research; Linda Aiken, Health Services and Policy; Susan Genaro, Women Children and Families*

On page 3, President Rodin summarizes federal findings on Penn crime reporting and gives her response.

Councilwoman Blackwell has submitted her bill to control vending in West Philadelphia, and hearings are expected in April (page 2); for the full text of the ordinance see

*Almanac* Between Issues,  
[www.upenn.edu/almanac](http://www.upenn.edu/almanac).

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## News in Brief

### Staff Info Session: February 26

All A-1 and A-3 employees of the University are invited to a special information session to be held Thursday, February 26, from noon to 1:30 p.m. in 102 Chemistry Building, 34th & Spruce, under the joint aegis of the Penn Professional Staff Assembly (PPSA) and the A-3 Assembly.

Executive Vice President John Fry, Human Resources Vice President Jack Heuer, and the new Director of Professional Employee Development, Annie McKee, will make presentations and answer questions on three topics:

- Plans for a Skills Development Center;
- What's Happened Since the P.I.Q.? (the Position Information Questionnaire, a 26-page form filled out last year by all staff as part of HR's classification redesign project); and
- Phase II of Benefits Redesign.

"This will be an interactive session" said the invitation by PPSA chair Jim Bean and A-3 Assembly chair Donna Arthur. "We hope to have 30 minutes for questions and answers following the presentations." They urged staff to send questions ahead of time via e-mail to at [jhbean@pobox](mailto:jhbean@pobox), or at [darthur@oyez.law.upenn.edu](mailto:darthur@oyez.law.upenn.edu).

### Research Foundation Deadline

Applications for Research Foundation Proposals are due on *March 15*. Due to space limitations, it is not possible for *Almanac* to publish the guidelines in this issue. However, these guidelines are available online at <http://www.upenn.edu/almanac/v44/n07/research.html> as published in the October 7, 1997 issue.

### Faculty Regalia Sale: March 3-4

The Bookstore invites faculty to order custom-made regalia now and save 15% on all caps, gowns and hoods during the Faculty Regalia Sale, March 3-4, 10 a.m.-4 p.m. An E.R. Moore Co. representative will be on hand to assist in the selection of academic regalia.

## OF RECORD

### Pre-Tax Expense Accounts

To all faculty and staff:

Effective March 1, 1998, the University's Pre-Tax Health Care and Dependent Care Accounts will be administrated by Eastern Benefit Systems, Inc. (EBS), a professional claims administrator that has been in business for over 20 years. EBS will be responsible for processing claims, issuing checks to plan participants, and answering participants' questions regarding their benefits. Enrollments in these accounts (during open enrollment and for new employees) will continue to be processed by the Human Resources Benefits Office.

Therefore, beginning March 1, 1998, please submit your claims directly to EBS at the following address:

Eastern Benefit Systems, Inc.  
Attn: University of Pennsylvania FSA Unit  
200 Freeway Drive East  
East Orange, NJ 07018

This week, EBS will be sending you a claims kit with claim forms and pre-addressed envelopes. Starting on March 1, if you have inquiries about reimbursable amounts as well as the status of your account, please call 1-888-PENNFLX (1-888-736-6359), Ext. 213, and identify yourself as a Penn employee.

— Office of Human Resources/Benefits

## Search in Progress: 12 House Deans for 21st Century College Houses

Penn begins this week a national search for the positions of House Deans to staff its 21st Century College Houses, Dr. Christopher Dennis, Director of Academic Programs and Residence Life, announced Monday.

The Deans, who will all live in their respective College Houses, will be the key administrative officers for the Houses and will "work closely with Faculty Masters and future student House Councils in implementing the educational programs of each House," he said. "They will manage local delivery of many academic and student services, including the academic support services of 'The Wheel,' and help design and implement a wide variety of educational and co-curricular programming for 5,300 undergraduates in residence." (For a description of 'The Wheel,' please see *Almanac* February 10.)

The twelve College Houses will be integrated into the University's academic support systems, and the House Deans will collaborate with each of the four undergraduate schools in support of their educational objectives and policies—and within the guidelines established by the four undergraduate schools. Dr. Dennis added, "The positions come from a realignment of the old residential living administrative structure, and are part of the continuing effort to bring resources formerly in auxiliary areas, more directly in support of the academic mission of the University and to support the academic priorities of the *Agenda for Excellence*."

All of the House Deans are expected to be appointed by July 1.

### Vending: Legislation Filed, Hearings in April

On February 12, Councilwoman Jannie Blackwell introduced at City Council proposed legislation to regulate the activities of street and sidewalk vending in the University City area. The bill she filed differs from the proposal published in *Almanac* December 9 in several ways, according to Jack Shannon, managing director of economic development in the Office of the EVP.

Aside from differences in proposed locations, Mr. Shannon said, the composition of the Vending Advisory Board has changed and provision has been made for that Board to review all design standards.

City Council is expected to conduct public hearings concerning this proposed legislation sometime in April.

The full text of the proposal as now introduced is in "Almanac Between Issues" at [www.upenn.edu/almanac/](http://www.upenn.edu/almanac/). For the December 9, 1997, proposal made by Penn, see [www.upenn.edu/almanac/v44/n15/vending.html#ordinance](http://www.upenn.edu/almanac/v44/n15/vending.html#ordinance). Alternative proposals made in the interim by the vendor and campus organizations can be reached via the Penn Consumer Alliance's posting to [galadriel.physics.upenn.edu/foodtrucks/pennord/](mailto:galadriel.physics.upenn.edu/foodtrucks/pennord/).

### Committee on Asian/Pacific-American Students' Needs

President Judith Rodin has formed a special committee to develop recommendations based on the 1996-97 report of the Pluralism Committee of University Council (*Almanac* September 23, 1997), that the students felt their particular needs and unique academic challenges were overlooked and underserved. The members are:

Dr. Janice F. Madden, Vice Provost for Graduate Education, *Chair*  
Ms. Barbara A. Cassel, Associate Vice Provost for University Life  
Dr. Mark Chiang, Assistant Professor of English  
Ms. Sarah S. Cho, C '98  
Ms. Valerie De Cruz, Director, Greenfield Intercultural Center  
Dr. Grace Kao, Assistant Professor of Sociology  
Mr. Ronald Kim, GAS '04  
Ms. Linda C. Koons, Executive Assistant to the Provost  
Mr. Eric Lee, Past Chair, Asian/Pacific Student Coalition  
Mr. Seung W. Lee, C '99  
Mr. Bo Liang, GAS '04, President, Peking University Alumni Association  
Dr. Jorge Santiago-Aviles, Associate Professor of Electrical Engineering and  
Senior Faculty Resident, King's Court/English House  
Mr. Dennis A. Yao, associate professor of public policy and management

### Arrest in Penn Tower Assault

On Monday, February 10, University Police arrested Larry Ray, a 28-year-old employee of a local cleaning contractor, and charged him with the January 19 assault on a secretary at the Penn Cancer Center as well as the burglary of several offices in that building.

Ms. Toby Laiken, who suffered facial injuries from an intruder she apparently interrupted when she arrived at work at 5:30 a.m. on January 19, was treated at HUP and released. University Police and Philadelphia Police cooperated in a joint investigation that led to the arrest of Mr. Ray, who has been arrested seven times previously for offenses including aggravated assault, robbery and burglary.

Penn Tower has since installed a telephone system where dialing "0" from anywhere in the building will contact Penn Security, according to a HUP spokesperson. On February 1, Allen Cronhein became manager of security and human resources at Penn Tower, replacing Anthony Marziani, who resigned.

The following is updated from a memorandum Dr. Rodin sent Monday, February 9, to the leadership of the Faculty Senate, the University Trustees, and other members of the University. The full report can be found at [www.upenn.edu/almanac/between/fullreport.html](http://www.upenn.edu/almanac/between/fullreport.html).

## On Crime Reporting: The Federal Findings and Penn's Response

I write to inform you that we have received the report of the U.S. Department of Education ("DOE") based on its review of the University's compliance with the federal law that requires annual reporting of crimes on campus. As you may recall, we have been expecting this report since October 1997, when DOE staff left campus after spending several months reviewing records kept by our Division of Public Safety, interviewing campus officials, and reviewing our crime reporting procedures.

The findings identify several areas in which DOE believes the University needs to improve, as I will summarize below. The areas are specific and limited—the findings are not in any way an indictment of our crime reporting.

The DOE review for the calendar years 1994, 1995 and 1996 found absolutely no evidence that the University was "hiding" or "distorting" campus crime. Significantly, the findings explicitly acknowledge "no instances of noncompliance with the Campus Security Report disclosure requirements as a result of the University's application of the Federal definition of 'campus'." This conclusion directly rebuts the allegation made by *The Philadelphia Inquirer* more than a year ago that prompted the DOE review—that Penn too narrowly defined its "campus" and, thereby, avoided reporting a number of crimes that occurred on the city streets patrolled by University police as a supplement to Philadelphia Police Department patrols.

The following are the specific DOE findings and its recommended action:

**Finding #1:** Hate crime statistics are not included in the Campus Security Report.

**Summary:** We are required to report statistics for certain Uniform Crime Report (UCR) classifications—murder, forcible rape, aggravated assault—that "manifest evidence of prejudice based on race, religion, sexual orientation or ethnicity." During the three-year period under review, there was no incidence of "hate crimes" at Penn in these classifications, and our annual reports included nothing on hate crimes. The DOE wants the University to note explicitly the absence [or presence, should it become applicable] of hate crimes; we will amend our reports to do so and ensure that they are appropriately distributed.

**Finding #2:** Failure to report specific incidents.

**Summary:** The University failed to include in its 1994 statistics an alleged rape that was reported to the Director of Victim Support and Special Services in November 1994. This unintentional omission came to our attention some months ago. The DOE recommends that we correct our 1994 crime statistics to reflect the addition of this incident four years ago. We have corrected our pamphlet and will ensure that the revised report—which will now show a single alleged rape in that calendar year—is appropriately distributed.

In addition, the DOE found that Penn did not report Pennsylvania Liquor Control Board citations issued for underage drinking to eight Penn students during Spring Fling in April 1996. The DOE has directed us to amend our 1996 Campus Security Report to reflect these incidents; we will do so and ensure that the report is appropriately distributed.

**Finding #3:** Failure to complete separate statistics for separate campuses.

**Summary:** The University did not publish separate campus security statistics for its non-contiguous geographic locations—specifically, New Bolton Center, the University Boathouse, Morris Arboretum, Flower and Cook Observatory and Wharton Sinkler Conference Center. These properties are located as far as 32 miles from our West Philadelphia campus, and they experience virtually no serious crime; nevertheless, the DOE wants Penn to list these locations separately in Penn's annual reports, and we will do so in the future.

**Finding #4:** Failure to include statistics for all campus locations.

**Summary:** Penn's annual reports for 1994-1996 did not include statistics for all campus locations, most specifically, the Hospital of the University ("HUP"). The DOE has directed that we include these statistics in our annual reporting. We will do so in the future, and we will amend our past reports to reflect the appropriate statistics and ensure that they are appropriately distributed.

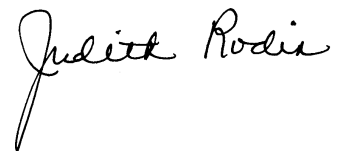
**Finding #5:** Failure to notify all prospective students of the availability of the Campus Security Report.

**Summary:** The DOE does not specify exactly how colleges and universities should disseminate information to prospective students, but it has indicated its preference that we improve our notification. Penn does notify prospective students of the availability of our campus crime statistics in a variety of ways. Many of our schools made this notification on the World Wide Web; others combine written notification with the World Wide Web. In 1997, in addition, the Office of Undergraduate Admissions sent a letter to about 73,000 prospective applicants, indicating that the statistical information was available on our web site or by calling the Division of Public Safety; it also sent the pamphlet, "Campus Safety and Security: A Shared Responsibility," to 15,160 applicants for undergraduate admission.

As a matter of principle, we disagree with the premise that using the World Wide Web is not a reasonable notification method. Thousands of our students and prospective students use it daily to learn about the University. The DOE has indicated its preference, however, that notification be included in printed student recruitment literature, and we will do so in the future as these publications are reprinted.

**Finding #6:** Failure to provide the Campus Security Report to all current students.

**Summary:** The DOE found that the University did not provide a copy of each annual crime report to all current students. In fact, the complete text of each report was published in *Almanac* and remains available on the web, but the DOE wants Penn to disseminate the information in printed form to all current students, faculty and staff. So we will do so.





Following is the restated Family and Medical Leave Policy (Human Resource Policy 631). This policy supersedes the same policy that was published Of Record in Almanac on September 7, 1993. This restatement of the policy includes the following practices that the University has been following in administering the policy:

- Inclusion of faculty and unionized staff members as eligible employees.
- Use of the "rolling backward" method for determining the 12-month period for purposes of the eligibility for a Family and Medical Leave.
- Extension of the benefit beyond the requirements of the federal law to allow the use of Family and Medical Leave time for a same sex domestic partner consistent with the University's definition of a same sex domestic partnership.

If you have any questions regarding this policy please contact the Division of Human Resources, Department of Staff and Labor Relations at 898-6093 or e-mail us at [askhr@pobox.upenn.edu](mailto:askhr@pobox.upenn.edu).

— John J. Heuer, Vice President for Human Resources

## Revised Family and Medical Leave (FMLA) Policy *Effective February 1, 1998*

Eligible employees may be entitled to unpaid leave under the federal Family and Medical Leave Act (FMLA) for specified family and medical reasons. Paid leave may have to be substituted for unpaid leave in certain cases. The following is the University's FMLA policy. Please contact the Division of Human Resources if you have any questions.

### Eligibility

To be eligible for FMLA benefits, an employee must have been employed by the University for at least twelve (12) months and have worked for at least 1,250 hours during the 12-month period immediately preceding the start of the leave. The employee must also be employed at a worksite of the University where 50 or more employees are employed by the University within 75 miles of that worksite.

### Qualified Leave Reasons

The University will grant FMLA leave to eligible employees for the following reasons:

- a. The employee's serious health condition;
- b. The birth and care of the employee's child;
- c. Placement with the employee of a child for adoption or foster care; and
- d. Care of the employee's spouse, domestic partner, child, or parent with a serious health condition.

Leave for the birth and care, or placement and care of a child must conclude within 12 months of the birth or placement of the child. FMLA applies equally to male and female employees.

### Definitions

a. *Employee* means faculty or staff member employed by the University on a full time, part time or temporary basis.

b. *Serious Health Condition* means an illness, injury, impairment, or physical or mental condition that involves either:

- 1) inpatient care in a hospital, hospice or residential medical care facility, or
- 2) continuing treatment by a health care provider.

c. *Continuing treatment* means, in broad terms:

- 1) A period of incapacity (i.e., inability to work, attend school or perform other regular daily activities due to the serious health condition, treatment thereof, or recovery therefrom) of more than three consecutive calendar days (and any subsequent treatment or period of incapacity involving the same condition) involving treatment two or more times by a health care provider or treatment by a health care provider on at least one occasion that results in a regimen of continuing treatment under the

health care provider's supervision.

2) Any period of incapacity due to pregnancy or prenatal care.

3) Any period of incapacity or treatment for such incapacity due to a chronic serious health condition that requires periodic visits for treatment by a health care provider; continues over an extended period of time; and may cause episodic rather than continuing incapacity (e.g., asthma, diabetes, epilepsy, etc.).

4) A period of incapacity that is permanent or long-term due to a condition for which treatment may not be effective (e.g., Alzheimer's, severe stroke, terminal stages of a disease).

5) Any period of absence to receive multiple treatments by a health care provider either for restorative surgery after an accident or injury or for a condition that would likely result in a period of incapacity of more than three consecutive calendar days in the absence of medical intervention or treatment (e.g., chemotherapy for cancer, physical therapy for severe arthritis, or dialysis for kidney disease).

d. *Parent* means the biological parent of an employee or an individual who stands or stood in the place of a parent to an employee when the employee was a child.

e. *Child* means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in the place of a parent, who is under 18 years of age or 18 years of age or older and incapable of self-care because of a mental or physical disability.

f. *Health Care Provider* means a physician, dentist, podiatrist, clinical psychologist, or optometrist who is authorized to practice medicine or surgery in the state in which the individual practices his/her profession. In cases limited to treatment consisting of manual manipulation of the spine to correct a subluxation, medical certification may be provided by a chiropractor.

### Notice Requirement

Employees seeking FMLA leave are required to provide their supervisors and the University's Division of Human Resources at least 30 days prior written notice of the proposed leave. Where advance notice is not possible, such as in the event of a medical emergency, notice should be given as soon as practicable. Failure to give advance notice where foreseeable may delay or postpone the commencement of the leave. Please contact the Division of Human Resources for the applicable forms.

### Certification of a Serious Health Condition

If FMLA leave is based on a serious health condition, whether it involves the employee or a family member (parent, spouse, domestic part-

ner or child), medical certification from a health care provider will be required.

Failure to provide such certification may result in a delay of the employee's leave. Where the University requires an employee to provide a medical certification, that certification must be provided within twenty (20) calendar days of the University's request. In addition, when returning to work from a leave taken because of the employee's own serious health condition, the employee will be required to provide medical certification that the employee is fit to return to work. Please contact your supervisor or the Division of Human Resources for available medical certifications forms. Employees should be aware that the University may, under certain circumstances, require recertification of a medical condition. In addition, employees may be required to report on their intent to return to work. Whenever an employee learns of a change in the anticipated length of a FMLA leave, the employee must notify the University within two (2) business days of learning of such a change.

### Length of Leave

Eligible employees may be entitled to up to twelve (12) weeks of unpaid leave during any 12-month period (which period is measured backward from the date an employee uses any FMLA leave). Each time an employee takes FMLA leave, the remaining leave entitlement equals the balance of the 12 weeks that has not been used during the immediately preceding 12 months.

Where both spouses or domestic partners are employed by the University, they are each entitled to 12 weeks of FMLA leave for the birth and care of their newborn child, or for the care and placement with them of a child for adoption or foster care.

In certain circumstances, employees may take intermittent leave or leave on a reduced leave schedule. Intermittent leave or leave on a reduced schedule for the birth and care or placement and care of a child for adoption or foster care will be allowed only with the University's prior written approval. Intermittent leave or leave on a reduced schedule may be taken whenever medically necessary to care for a seriously ill family member or because of the employee's own serious health condition.

### Substituting Paid Leave

Where an employee takes FMLA leave because of the employee's own serious medical condition, the employee *must* substitute any unused paid time off, sick leave or short term disability leave for any (otherwise) unpaid FMLA leave.

*(continued next page)*

In all other cases, accrued sick leave *may* be substituted for any (otherwise) unpaid FMLA leave if sick leave is permitted under the University's Sick Leave Policy. See Sick Leave policies (Human Resource Policies 612 and 613). Where an employee has unused paid time off, the employee must substitute that paid time off for all or part of any (otherwise) unpaid FMLA relating to birth of a child or placement of a child for adoption for foster care, or care for a spouse, child or parent who has a serious health condition.

The University will designate an employee's use of paid leave as FMLA leave based on the information provided by the employee. Paid leave that is substituted for unpaid leave will be counted toward the 12 weeks of FMLA leave.

### Benefits During Leave

During any FMLA leave, the University will maintain the employee's medical, dental, life and disability insurance coverage on the same conditions that coverage would have been provided if the employee had been continuously employed during the entire leave period. The University and the employee will each continue to pay their portion of the benefit costs. In some instances, the University may recover premiums it paid to maintain health coverage for an employee who fails to return to work from FMLA leave on a prorated basis.

During a FMLA leave, sick leave and paid time off will continue to accrue only during that portion of the leave which is paid by using sick or paid time off days. During any unpaid FMLA leave sick leave and paid time off will not accrue. For those persons returning from any unpaid FMLA leave, accrual of paid time off and sick leave will resume the first of the month which follows or coincides with the date the individual returns to active work. Where the FMLA leave is taken on an intermittent basis or as a reduced-schedule, sick leave and paid time off will continue to accrue during the leave on a pro rata basis.

### Return from Leave

Employees returning from leave will be reinstated to the same or equivalent position, with equivalent pay, benefits, and other terms and conditions of employment. Failure to return to work may result in termination of employment.

Employees returning from a leave for a serious health condition must also provide supervisors with a certification from a health care provider documenting their fitness to return to work. Employees who are unable to return to work at the end of the leave should notify their supervisor in writing at least two weeks in advance. Supervisors should contact Human Resources/Staff & Labor Relations to discuss alternatives prior to taking any action if an employee is

unable to return to work.

In addition, except as provided in this policy, an employee's use of FMLA leave will not result in the loss of any employment benefit that the employee earned before using FMLA leave. Use of FMLA leave will not be counted against the employee under a "no fault" attendance policy.

### Other Leave Arrangements

If an employee is ineligible for leave under FMLA, the employee may be entitled to a leave of absence under the University's established policies addressing leaves of absence. The determination of whether an employee qualifies for FMLA leave will be made at the time leave is requested.

FMLA benefits may run concurrently with benefits provided by Worker's Compensation.

### For More Information

Information can be obtained by contacting the Division of Human Resources. In addition, a poster has been placed in the Division of Human Resources which includes further details regarding eligibility and other requirements of the law. Questions of interpretation under this policy will be resolved by reference to the FMLA and regulations issued by the United States Department of Labor. Employee's rights under this policy shall in no case be less than those afforded by the FMLA.

## Provost's Interdisciplinary Seminar Fund: March 20

The Provost announces a seminar fund to stimulate the creation of interdisciplinary discussions and connections that could grow into lasting cooperative intellectual efforts and perhaps programs.

This fund will provide financial support for up to three years for seminars based on new intellectual groupings. To be eligible for funding, seminars must draw on faculty scholars from at least two schools. Seminars that include Penn graduate or undergraduate students will be particularly welcome as will seminars with participation from the non-academic community outside the University. The fund will provide each seminar with from \$10,000 to \$25,000 (depending on documented need) a year for up to three years. Funding in the second and third years is subject to success in the previous years. Success is defined as growing attendance, publications, general visibility and other evidence of intellectual progress. Each proposal must contain criteria by which its success can be judged.

Applications to the Provost's Interdisciplinary Seminar Fund should contain:

- i A seminar title.
- ii A brief (no more than five pages) description of the intellectual area of the seminar and of how the suggested new connections will advance the subject.
- iii The names and affiliations of the principal faculty (no more than 4) proposing the seminar with a two page CV on each.
- iv The names and affiliations of others who will be major participants in the seminar.
- v A suggested set of criteria or goals by which progress of the seminar can be established.
- vi A proposed budget for the first year of the seminar.

The original and 10 copies of the completed application should be in the office of the Vice Provost for Research, 212 College Hall/6381, by 5 p.m. *Friday, March 20*. A committee will review the applications and funded proposals will be announced by mid-May.

— *Ralph D. Amado, Vice Provost for Research*

## Trustee Council's Summer Research Funds: March 6

The Trustees Council of Penn Women offers three summer research stipends in the \$3000 range to female faculty, or faculty members whose research is centrally concerned with the role of women in society, science, or arts and letters. These awards are given to assist in the promotion of standing faculty to the permanent rank of Associate Professor. Applicants should submit *no later than Friday, March 6*, a two-page summary of the research to be undertaken, with an explanation of how the stipend will facilitate the research, plus a c.v. and a University reference to Dr. Drew Faust, Director, The Alice Paul Research Center, Logan Hall, 249 S. 36th St./6403.

Proposals will be reviewed, and the stipend awarded, through a peer review process. It is expected that the research, or a significant subset thereof, will be concluded during the summer of 1998, and a written report be submitted to the review panel and to the Trustees' Council.

## Laser Safety Training

The Office of Environmental Health & Radiation Safety (EHRS) holds *Laser Safety Training* February 25, in Room 1433, Blockley Hall 1, 1-2:15 p.m. It is for all faculty, staff and students who use lasers in their research and have not previously attended the University's laser safety training program. Topics include user responsibilities, medical surveillance, and recommended work practices.

Laser safety training is one element of the University's laser safety program. The program also includes a laser safety manual, a laser registry, signage, medical surveillance, and laboratory audits. All laser users should have a copy of the *University Laser Safety Manual*. For a copy of the manual, call EHRS at 898-4453 or consult the EHRS web site at [www.oehs.upenn.edu](http://www.oehs.upenn.edu).

Principal investigators must complete a Laser Registry form listing the location and type of laser(s) they are using along with the names of all users. A copy of the form is attached to the *Laser Safety Manual*.

Door warning signs are required for areas in which lasers are used; upon request EHRS will make these signs which have been specified by the ANSI standards.

A medical surveillance program has been established for faculty and staff that use Class 3B and Class 4 lasers, with examinations done by the Ophthalmology Department at HUP to establish a baseline for each user's eyes. To be eligible for the program, principal investigators must complete the Laser Registry form and return it to EHRS.

To sign up for the training or for any questions, please contact Laura Peller at 898-4453 or e-mail [laura@oehs.upenn.edu](mailto:laura@oehs.upenn.edu).

# OPPORTUNITIES at PENN

## Where to Find the Job Opportunities—Here and Elsewhere

Dear Penn Community,

Below, you will see a new format for the Job Opportunities. This change was prompted by several realities. One, usage of the Penn Jobs website has been increasing enormously (approximately 16,000 hits the week of January 24), and at the same time printing costs have escalated. Our department and others continue to manage our budget with cost containment in mind. Two, access to the Internet is available via desktop and/or via campus computer labs to all Penn staff. In addition, virtually all public libraries in the Delaware Valley provide Internet access. Finally, as the job market and work environ-

ment change, internet exposure is becoming a valued competency. Therefore, please note the following changes:

- Printed in *Almanac* will be titles, and other minimal information for new positions for the week as space permits.
- Full job descriptions and qualifications will be on the Penn Jobs website:  
[www.upenn.edu/hr/](http://www.upenn.edu/hr/)
- Copies of full postings of new jobs will continue to be available by Wednesday mornings in the Penn Job Application Center, located in the Funderberg Information Center, ground floor, 3401 Walnut Street. The Job Application Center is open 9 a.m.-1 p.m., Monday through Friday.

• We will continue to mail the new postings to approximately 50 community organizations each week, and will ask these organizations to post the jobs wherever possible.

• New positions will continue to be posted in the following locations: School of Medicine, (Blockley Hall), School of Dental Medicine, and the Wharton School.

We are sensitive to the fact that this may impact and/or inconvenience some staff and community members. Questions or comments can be directed to [askhr@pobox.upenn.edu](mailto:askhr@pobox.upenn.edu).

— Alicia Brill, Manager of Recruitment Services, Division of Human Resources

## New Jobs for the week of February 9-13, 1998

### SCHOOL OF ARTS & SCIENCES

Contact: Anna Marcotte

**ADMINISTRATIVE ASSISTANT I** (020-189AM) GRADE: G9; RANGE: \$17,614-21,991; 2-12-98 South Asia Regional Studies  
**ASSOCIATE DIRECTOR V** (020201AM) GRADE: P7; RANGE: \$36,050-46,814; 2-13-98 CGS  
**DIRECTOR, ACADEMIC APPOINTMENTS & BUDGETING** (020158AM) GRADE: P8; RANGE: \$39,655-52,015; 2-9-98 Dean's Office  
**PROGRAMMER ANALYST IV** (020188AM) GRADE: P8; RANGE: \$39,655-52,015; 2-12-98 Linguistic Data Consortium

### DENTAL SCHOOL

Contact: Alicia Brill

**ADMINISTRATIVE ASSISTANT I** (020-199AB) GRADE: G9; RANGE: \$17,614-21,991; 2-13-98 FISOPS

### EXECUTIVE VICE PRESIDENT

Contact: Sue Hess

**ADMINISTRATIVE ASSISTANT III** (37.5 HRS) (020173SH) GRADE: G11; RANGE: \$21,961-27,866; 2-10-98 Technology Transfer  
**ASSISTANT COMPTROLLER II** (020174SH) GRADE: P11; RANGE: \$56,135-70,246; 2-10-98 Comptroller's Office  
**CUSTOMER SERVICE ASSISTANT III** (37.5 HRS) (020160SH) GRADE: G10; RANGE: \$20,637-25,713; 2-9-98 Campus Card Services  
**MANAGER VI** (020159SH) GRADE: P7; RANGE: \$36,050-46,814; 2-9-98 Campus Card Services

### MEDICAL SCHOOL

Contact: Anna Marcotte/Lynn Nash-Wexler

**ASSISTANT LAB ANIMAL TECH** (40 HRS) (020163-LW) GRADE: G7; RANGE: \$14,935-18,592; 2-10-98 Institute for Human Gene Therapy  
**BUILDING SERVICES ASSISTANT, PART-TIME** (20 HRS) (020190AM) GRADE: G8; RANGE: \$8.88-11.12; 2-12-98 Architecture & Facilities Management  
**CONTROL CENTER OPERATOR/MED SCHOOL** (020191AM) GRADE: G9; RANGE: \$17,614-21,991; 2-12-98 Architecture & Facilities Management  
**HEALTH SYSTEM PHYSICIAN** (40 HRS) (020195-LW) GRADE/RANGE: UNGRADED; 2-12-98 Neurology  
**LAB ANIMAL TECH** (40 HRS) (020166LW) GRADE: G9; RANGE: \$20,130-25,133; 2-11-98 Institute for Human Gene Therapy  
**PSYCH TECH I** (40 HRS) (020179LW) (020180LW) (020184LW) (020185LW) GRADE: G10; RANGE: \$22,013-27,427; 2-11-98 Psychiatry/Addictions  
**RESEARCH LAB TECH III** (020167LW) GRADE: G10; RANGE: \$19,261-23,999; 2-11-98 Physiology

**RESEARCH LAB TECH III** (020177LW) GRADE: G10; RANGE: \$19,261-23,999; 2-11-98 Pathology  
**RESEARCH LAB TECH III** (40 HRS) (020182LW) GRADE: G10; RANGE: \$22,013-27,427; 2-11-98 Psychiatry/Addictions  
**RESEARCH LAB TECH III** (40 HRS) (020186LW) GRADE: G10; RANGE: \$22,013-27,427; 2-11-98 Psychiatry  
**RESEARCH LAB TECH III** (020192LW) GRADE: G10; RANGE: \$19,261-23,999; 2-12-98 Cellular & Developmental Biology  
**RESEARCH SPECIALIST JR** (020164LW) GRADE: P1; RANGE: \$20,291-26,368; 2-11-98 Radiation Oncology  
**RESEARCH SPECIALIST JR** (020165LW) GRADE: P1; RANGE: \$20,291-26,368; 2-11-98 Radiation Oncology  
**RESEARCH SPECIALIST JR** (020168LW) GRADE: P1; RANGE: \$20,291-26,368; 2-11-98 Genetics  
**RESEARCH SPECIALIST JR** (101725LW) GRADE: P1; RANGE: \$20,291-26,368; 2-13-98 Pulmonary Vascular  
**RESEARCH SPECIALIST JR/I** (020171LW) GRADE: P1/P2; RANGE: \$20,291-26,368/\$22,351-29,098; 2-11-98 Dermatology

### Computer Courses in March

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

Registration is required for all hands-on courses. Individuals must register themselves by calling 573-3102 (no third party registration). Registration for March classes has begun.

All prerequisites must be satisfied before registering for any course. For more information on course descriptions and prerequisites send email to [learnit@isc.upenn.edu](mailto:learnit@isc.upenn.edu) or visit our web site at <http://www.upenn.edu/computing/isc/ttg>.

#### DOS/Windows Users: Intro courses

*Windows 95*, March 3, 9:30 a.m.-12:30 p.m.  
*Word 7.0*, March 9, 1:30-4:30 p.m.  
*Excel 7.0*, March 17, 1:30-4:30 p.m.  
*Access 7.0*, March 23, 1-4 p.m.

#### Macintosh users: Intro courses

*Excel 5.0*, March 5, 9:30 a.m.-12:30 p.m.  
*Word 6.0*, March 11, 1-4 p.m.  
*Filemaker Pro 3.0*, March 27, 1-4 p.m.  
*Creating a Web Page*, March 20, 1-4 p.m.

#### Lunchtime Seminars

*Browsing using Netscape*, March 3, 12-1 p.m.  
*File Transfer Using Fetch*, March 9, 12-1 p.m.

**RESEARCH SPECIALIST JR/I** (020197LW) (020198-LW) GRADE: P1/P2; RANGE: \$20,291-26,368/\$22,351-29,098; 2-12-98 Genetics  
**RESEARCH SPECIALIST JR/I** (010056LW) GRADE: P1/P2; RANGE: \$20,291-26,368/\$23,351-29,098; 2-13-98 Pathology  
**RESEARCH SPECIALIST I** (020162LW) GRADE: P2; RANGE: \$22,351-29,098; 2-9-98 Hematology/Oncology  
**RESEARCH SPECIALIST I** (020169LW) GRADE: P2; RANGE: \$22,351-29,098; 2-11-98 Surgery  
**RESEARCH SPECIALIST III** (020183LW) GRADE: P4; RANGE: \$26,986-35,123; 2-11-98 Psychiatry/Addictions  
**RESEARCH SPECIALIST IV** (020161LW) GRADE: P6; RANGE: \$32,857-42,591; 2-9-98 Genetics  
**SECRETARY III** (40 HRS) (020178AM) GRADE: G8; RANGE: \$18,481-23,132; 2-11-98 Pathology  
**SECRETARY III** (40 HRS) (020181AM) GRADE: G8; RANGE: \$18,481-23,132; 2-11-98 Infectious Diseases  
**SECRETARY III, PART-TIME** (25 HRS) (020172AM) GRADE: G8; RANGE: \$8.88-11.21; 2-11-98 Vice Dean for Administration

### PROVOST

Contact: Sue Hess

**EDITOR, ACQUISITIONS** (020146SH) GRADE: P6; RANGE: \$32,857-42,591; 2-9-98 University Press

### VETERINARY SCHOOL

Contact: Lynn Nash-Wexler

**LAB ASSISTANT I** (020175LW) GRADE: G5; RANGE: \$12,875-15,811; 2-10-98 Animal Biology  
**VET TECH OR IVET TECH OR II** (40 HRS) (020155-LW) GRADE: G8/G10; RANGE: \$18,481-23,132/\$22,013-27,427; 2-9-98 VHUP - Surgery

### VICE PROVOST FOR UNIV LIFE

Contact: Alicia Brill

**ASSOCIATE DIRECTOR ACADEMIC SUPPORT SERVICES** (020187AB) GRADE: P6; RANGE: \$32,857-42,591; 2-11-98 Academic Support Programs  
**HOUSE DEAN** 12 positions (020202AB) through (020213AB) GRADE: P6; RANGE: \$32,857-42,591; 2-13-98 APRIL

### WHARTON SCHOOL

Contact: Anna Marcotte

**ACCOUNTANT/FINANCIAL ANALYST I** (020152AM) (020153AM) GRADE: P6; RANGE: \$32,857-42,591; 2-9-98 Finance & Administration  
**INFORMATION MANAGEMENT SPECIALIST II** (121984-AM) GRADE: P6; RANGE: \$32,857-42,591; 2-12-98 WCIT  
**STAFF WRITER III** (020176AM) GRADE: P5; RANGE: \$29,664-38,667; 2-11-98 External Affairs



# Update

FEBRUARY AT PENN

## MUSIC

**19** *Early Music at Penn*, Richard Stone performs the music of Silvius Leopold Weiss on the lute; 8 p.m., Room 107, Music Building; \$8, \$4 for students w/ID, free for students with PENNCARD (Music).

## SPORTS

*Penn Basketball Faculty & Staff Nights*; 7 p.m., Palestra; each faculty and staff member receives one free ticket; additional tickets: \$5 for the 2/21 game, \$2 for the 2/28 game. Call 898-6151 for more info.

**21** *Penn Men vs. Harvard*

**28** *Penn Women vs. Columbia*

## TALKS

**17** *Mad Cows Meet Psi-Chotic Yeast: The Prion Hypothesis*; Susan Lindquist, University of Chicago; 3 p.m.; Grossman Auditorium, Wistar Institute (Biochemistry and Biophysics).  
*Ninth-Century Muslim Anarchists*; Patricia Crone, Princeton University; 4:30 p.m.; Room 421, Williams Hall (Middle East Center).

**20** *Ambiguity in Discourse*; Timothy Fernando, Carnegie Mellon University; noon-1:45 p.m.; Suite 400A, 3401 Walnut (Cognitive Science).

**24** *Wage Labor, Education, Politics and Family in a Palestinian Refugee Camp Under Israeli Occupation*; Maya Rosenfeld, political science; 4:30 p.m.; Room 421, Williams Hall (Middle East Center).

**Deadlines:** 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.

## 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 *February 2, 1998 through February 8, 1998*. Also reported were **Crimes Against Property: 45 total thefts & attempts (including 7 thefts from autos, 5 incidents of criminal mischief & vandalism, 4 thefts of auto & attempt, 1 incident of trespassing & loitering, 2 of forgery & fraud, and 1 incident of burglaries & attempts)**. Full crime reports are in this issue of *Almanac* on the Web ([www.upenn.edu/almanac/v44/n22/crimes.html](http://www.upenn.edu/almanac/v44/n22/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 *February 2, 1998 through February 8, 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:** Simple Assaults—1  
02/03/98 1:16 PM HUP Suspect sprayed pepper spray/Arrest  
**38th to 41st/Market to Baltimore:** Robberies (& Attempts)—1; Simple Assaults—1; Threats & Harassment—2  
02/03/98 3:30 PM 3900 Blk. Chestnut Complainant harassed by phone  
02/04/98 3:16 AM 41st & Locust Purse taken by simulated weapon/3 Arrests  
02/04/98 2:26 PM 3900 Blk. Spruce Complainant reported being assaulted  
02/07/98 4:17 PM Harnwell House Unwanted calls received  
**41st to 43rd/Market to Baltimore:** Robberies (& Attempts)—1; Threats & Harassment—1  
02/05/98 6:49 PM 326 S. 42nd St. Complainant reports being harassed  
02/06/98 7:14 AM 4200 Blk. Osage Wallet taken by unknown suspect  
**Outside 30th to 43rd/Market to Baltimore:** Robberies (& Attempts)—1  
02/05/98 11:02 PM 4200 Chester Av. Complainant reports being robbed/Arrest

### Crimes Against Society

**34th To 38th/Market To Civic Center:** Disorderly Conduct—1  
02/07/98 6:04 PM 3744 Spruce St. Aggressive panhandler/Cited  
**38th to 41st/Market to Baltimore:** Disorderly Conduct—1  
02/06/98 3:36 AM 3900 Blk. Delancey Nude male on highway/Cited  
**41st to 43rd/Market to Baltimore:** Alcohol & Drug Offenses—1  
02/07/98 11:41 PM 4200 Blk. Walnut Numerous bags of drugs confiscated/Arrest  
**30th to 34th/Market to University:** Weapons Offenses—1  
02/06/98 1:09 PM 200 Blk. 34th Vehicle stopped/gun found/1 Arrest

## 18th District Crimes Against Persons

18 Incidents and 5 Arrests were reported between *February 2, 1998 and February 8, 1998*, by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

02/02/98	6:55 PM	4600 Market	Aggravated Assault/Arrest
02/03/98	7:45 AM	4500 Walnut	Robbery
02/03/98	7:10 PM	4435 Baltimore	Robbery
02/03/98	7:45 PM	4514 Pine	Robbery
02/04/98	3:15 AM	4100 Locust	Robbery
02/04/98	4:12 PM	4701 Pine	Robbery/Arrest
02/04/98	6:57 PM	4700 Chester	Robbery
02/04/98	7:25 PM	4403 Chestnut	Robbery
02/04/98	9:57 PM	4833 Woodland	Robbery
02/05/98	12:36 AM	4800 Chestnut	Rape
02/05/98	12:44 AM	4600 Chestnut	Robbery
02/05/98	1:21 AM	4522 Osage	Aggravated Assault/Arrest
02/05/98	4:27 AM	3900 Market	Robbery/Arrest
02/05/98	10:55 PM	4200 Chester	Robbery/Arrest
02/06/98	7:00 AM	4222 Osage	Robbery
02/06/98	6:40 PM	4224 Chester	Robbery
02/06/98	10:00 PM	4740 Hazel	Aggravated Assault
02/08/98	6:40 PM	4600 Cedar	Robbery

## Classified

### FOR RENT

Luxury 1500 square foot (approx.) two floor apartment for rent on Sansom Row. Two bedrooms, fireplace, Jacuzzi, deck, etc. On-site parking. Must see. Asking \$2,200/month. Available April. (215) 898-9116 [w] or (215) 386-3722 [h].

### HOUSE AVAILABLE

Searching for **renter/housesitter** for furnished 6+ bedroom house from April 30-Sept. 1, 1998. Located in Overbrook Farms, near R5; comes with two cats and a yard. (215) 871-4232.

### HOUSE FOR SALE or RENT

**Tudor-style twin**, 535 S. 46th Street, between Larchwood & Baltimore, newly renovated kitchen, working fireplace, two-car garage, new roof, new gas heater, lovely glass porch with ceramic tile floor, full dining room & living room. Come and see it. Asking price \$97,500 (negotiable); Penn 105 Plan available for Penn employees. For more info call: 662-8017 or (610) 827-1745; e-mail [Whmir1745@aol.com](mailto:Whmir1745@aol.com).

### VACATION

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

### VOLUNTEERS WANTED

**Penn Abandoned Animal Rescue League:** help transport abandoned pets to the shelter, call 472-8261.

To place classifieds: (215) 898-5274.

**Correction:** In the *February 3* issue's *Honors*, the description of Dr. Thomas Sugrue's Philip Taft Award was missing a clause: the award is given by *Cornell's Institute for Labor Research* on the recommendation of a national committee.—Ed.



*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](mailto:almanac@pobox.upenn.edu)  
URL: [www.upenn.edu/almanac/](http://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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The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic, or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Valerie Hayes, Executive Director, Office of Affirmative Action, 3600 Chestnut Street, 2nd floor, Philadelphia, PA 19104-6106 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

## It's About Time *by Larry D. Gladney*

Recently I received a catalog in the mail which announced a new venture in distance learning: earn a Masters in Liberal Arts by watching videotaped lectures of famous professors (including at least two from Penn). Look at any number of newspapers, magazines, or Internet articles and you find a burgeoning number of such attempts to reach, in non-traditional ways, the growing market for non-traditional students. Even at Penn, the move towards residential learning, the use of "new" technologies like the Internet, and the drive to create more programs for continuing education students adds an air of uncertainty, for those who worry about such things, as to what kind of education faculty will be expected to deliver in the next century. As for distance education, it's probably safe to say that, at the least, it makes us uneasy even to contemplate it.

Aside from the possibility that distance learning ventures for non-traditional students may prove to be an important source of revenue for Penn, the challenge of thinking about what constitutes a Penn education for such students gives us ample opportunity to re-explore what we do and why we do it that way even for our primary "customers." In physics, for example, we've known for a long time that the standard methods of lecture-recitation-lab have remarkably little effect in getting students to learn central concepts about how the universe works. There is plenty of evidence from the mid-1970's on that shows that even the better students in our "service" courses often finish our classes with no firm belief in Newton's Laws of Motion. The video that shows students, faculty, and staff at Harvard's 1992 graduation failing miserably at explaining why the earth has seasons is often presented as evidence of how shockingly bad traditionally taught science classes are in making important concepts part of our lifelong knowledge set.

So why is there such reluctance to radically reform classes in the basic sciences (or in a number of other disciplines)? It's not because people don't know how to do it better. Eric Mazur's method for "concept teaching" with peer-instruction in the classroom has been described in at least two previous "Talk About Teaching" articles (e.g., [www.upenn.edu/almanac/v42/n3/teach.html](http://www.upenn.edu/almanac/v42/n3/teach.html)). This method, appropriately administered with new technology, focuses classroom time on core concepts through peer discussions and, through classroom voting, provides immediate feedback on student understanding of those concepts while maintaining the economy of scale of large lectures. In principle, votes and peer discussions can be transmitted and recorded from almost anywhere on the planet: in short, an interactive classroom without borders. Yet, despite the success of this method in a variety of institutional settings and the desire to improve science teaching (witness the substantial changes in the undergraduate laboratory experience), the traditional lecture lives on.

One reason why is that the present roles of students and faculty are comfortable, even if a bit creaky. Ultimately, a radical change in how we teach will come from making demands of our courses which are fundamentally different than those engendered by traditional students. To get rid of the lecture, we need a set of students who can't respond to the blackboard and won't sit passively for 50 minutes without some form of interaction. To get faculty to focus more on concepts, we need to provide a means for knowing more about each student's strengths and weaknesses as part and parcel of how a

course is run. The same technology that can make distance learning the personally engaging and interactive experience we expect it should be can also incorporate the peer-instruction method in a perfectly natural way. A high-tech version of such a course can have the peer discussion take place through chat rooms much as discussions extended after class take place now for a few of our humanities courses, although considerably more sophisticated software technology would have to be used. Technical problems remain, of course, but the electronics industries seem eager to provide worldwide high-speed access to global information on a fairly short timescale. Anticipating how we can make educational use of this trend might lead to a new path for re-invigorating our roles as teachers for either traditional or non-traditional students.

Some examples of where the communication boundaries of space and time are currently being challenged, even for traditional students, lie with experiments that Penn is already implementing. In the fall of 1997, SEAS presented a complete introductory course in Telecommunications through asynchronous lectures offered, in audio and text, over the Web. Students were allowed considerable flexibility as to when and from where they could "tune in" for extended class discussion and interaction through the computer. This semester, Penn is offering a course on expository writing to 32

early admissions students. The course, directed completely over the Web, makes use of expertise already incorporated into a system that offers remote help on writing to current Penn students. On the science side, an interactive, interdisciplinary textbook on introductory calculus, physics, and chemistry, available only through the Web, serves as the sole text for a credit-bearing course offered during Penn's Pre-Freshman Program. Web accessibility makes it possible to incorporate rich graphics, animations, Java simulations and links

straight from the text to science or math topics in the news available over the Internet. The grandest vision of such experiments might have faculty assuming an educational role that is no longer constrained by the view of what constitutes a "classroom" or a "semester." We can imagine a suite of courses which allow high school students who have chosen to come to Penn to do advanced placement at Penn but without requiring a physical presence on campus. Alumni can engage in quantitative classes that are as engaging, interactive, and convenient as the Alumverse course taught by Al Filreis. Finally, proper use of technology allows for an education for any student that is as personalized as we care to make it.

Inevitably, leadership for determining the way we educate students in the next century must come from the faculty, at least as long as we are not replaced by videotapes and online software. The danger in not being proactive in "embracing and extending" these technologies is not so much in being left behind by them, but being simply left out. Although no one can predict with certainty, it is at least plausible that distance technologies will play a significant role for students of all types in the new millenium. We can run the risk that education, say on the Internet, will become just a new form of television or we can take a dynamic role in shaping it as an educational medium that truly embraces and extends the values we treasure. While it might be too early, or maybe already too late, perhaps it's about time to give a new vision of an interactive form of distance learning a chance.

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*Proper use of technology  
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we care to make it.*

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*Talk About Teaching is in its fourth year as a series co-sponsored by the  
College of Arts and Science and the Lindback Society for Distinguished Teaching.  
Dr. Gladney is associate professor of physics and astronomy in SAS.*