

UNIVERSITY of PENNSYLVANIA *Almanac*

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Research Services Office: Combining Operations That Support Research

In early April a new organization, Research Services, consisting of the Office of Research Administration, and the Research Accounting and the Federal Compliance sections of the Comptroller's Office, will make its debut in freshly renovated space on the Mezzanine level of the Mellon Building.

The new office will report jointly to the Vice Provost for Research and Vice President for Finance. The concept of Research Services was originally proposed by the Research Administration Reengineering Team as the "center of expertise and unified locus for all sponsored project support activities." It will provide pre- and post-award research administration and accounting support services for the faculty, and all schools and centers.

Building on the recommendations of the Reengineering Team and the outcomes from a pilot project in the School of Engineering and Applied Science, Research Services will utilize a team approach to support the sponsored project process from identification of funding sources through project close-out. The goal of the new organization is to become a partner with principal investigators, department and school administrators and the regulatory offices, in the acquisition and administration of externally sponsored research funds. Teams of Research Services staff will form working relationships with assigned departments/schools and their faculty to work together to improve service at each step of the process, to share knowledge and expertise, and to assure compliance with our sponsors' requirements. Teams will be cross-trained in order to maintain a high level of service and a commitment to meeting sponsor deadlines. Initial priorities for Research Services include expansion of the team approach to other schools, reassessment of internal processes to take maximum advantage of the combined staffs, and development of the requirements for new systems to support the research administration process across the campus.

The transition to Research Services will be led by Anthony Merritt, formerly Executive Director for Sponsored Programs, and Robert J. McCann, formerly Assistant Comptroller, who together have over 50 years experience in various aspects of grant and contract administration, cost accounting and regulatory aspects of research. They will be supported by the existing staffs of the two offices which will be reconfigured into three working groups, Medical School Research Administration led by Susan Passante, Research Administration for all other schools and centers led by Berenice Saxon, and the Operations and Accounting group led by Donald Kearney. In recognition of the significant requirements for new information systems to support the administration of sponsored research at all levels, a Senior Project Manager is being recruited to lead that effort.

The address for Research Services will be 133 S. 36th Street, Mezzanine/3246. The telephone number will be 898-7236/7269, the fax number 898-9708, and web site www.upenn.edu/ora/.

Ralph Amado,
Vice Provost for Research

Kathryn Engebretson,
Vice President for Finance



Open Enrollment April 8-17

Open Enrollment packets containing the PennChoice booklet, a worksheet and a dependent verification form have been sent to benefits eligible faculty and staff at their home addresses. For an overview of events, including fairs where enrollment kits for the new Long-Term Care option will be found, please [see page 8](#).

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Making Music Matter: April 15

A Symposium, Exhibition and Concert Celebrate the Life of Stokowski

Commemorating the transfer of the Leopold Stokowski Collection from The Curtis Institute of Music to the Penn Library, The Friends of the Library and Penn's Music Department will honor the legendary conductor with a triumvirate of activities on April 15. It is a celebration of his contributions to music in the first half of the century; Stokowski conducted the Philadelphia Orchestra from 1912 to 1938 and, among other accomplishments, worked with Disney to create *Fantasia*.

The event, *Leopold Stokowski: Making Music Matter*, starts with an afternoon symposium, from 3 to 5 p.m. in 200 College Hall, followed by an exhibition opening of items from the Leopold Stokowski Collection and closes with a concert featuring Stokowski's well-known transcriptions, performed by Penn's Symphony Orchestra.

Bernard Jacobson, former program annotator and musicologist for the Philadelphia Orchestra, will deliver the symposium's keynote address, *Leopold Stokowski: Magician in a Materialist World*. A panel discussion will follow featuring former Philadelphia Orchestra musicians Mason Jones, Sol Schoenbach, and John de Lancie who played under Stokowski; record producer Howard Scott; and Stewart Warkow, the former general manager of the American Symphony Orchestra.

The opening will follow at 5:15 p.m. in the Van Pelt Library's Kamin Gallery, and will feature items from the Leopold Stokowski Collection. The exhibition continues through June 26. The Symphony Orchestra will cap the celebration with a multimedia concert performance of Stokowski transcriptions and film clips at 8 p.m. in the Annenberg Center's Zellerbach Theatre.

Accompanying these events is an online exhibition of the Leopold Stokowski Collection, featuring biographical information, photographs, recordings and other articles from the collection at www.library.upenn.edu/special/gallery/stokowski.

The events are free and open to the public, but reservations are required for the concert. To RSVP, call the Friends of the Library, 800-390-1829, or e-mail friends@pobox.upenn.edu.

Moving Forward on Strategic Issues and Budgetary Policy

The report by the Faculty Senate Committee on Administration entitled "Budgetary Policies and Strategic Issues" has appeared at an opportune time. There is heightened concern among faculty about resource allocations and a wide recognition that the great changes facing the University require careful ordering of priorities. At the same time, some important steps have been taken by the University. These include the Board of Trustees commitment to making student financial aid a major development priority, the ongoing efforts at cost savings and cost containment, and the recently instituted budgeting cycle which strives to project University budgeting parameters five years into the future.

The funds flowing to Schools and faculty are taken to represent the direct support of the academic program of the University. Other expenditures, for purposes ranging from the Library and Museum, to Development and Security, constitute indirect support. To state the obvious, both arms are essential to the academic mission. But what is at issue here is the question of the proper balance between expenditures for the direct and indirect activities.

Our report speaks to this question (*Almanac* March 24). In that same issue of *Almanac*, the administration representatives to the University Cost Containment Committee offered their response to the Senate report. A close reading of the two documents shows some discrepancies either in data utilized and/or in conclusions reached. We consider this expression of difference to parts of the Senate analysis to be a healthy stroke toward building a strong, open and inclusive consultative process between administration and faculty.

The Committee on Administration report provides a starting point from which the faculty, through the Faculty Senate, can make its appropriate contribution to the strategic issues the University must consider. It is worthwhile to restate some of the major findings in our report. In considering them, it must be kept in mind that the changes they refer to took place incrementally over a period of nearly two decades and were not obvious on a year-to-year basis. Also, they describe global University changes and not those in individual schools. As detailed in the report, the result of these increments represents a considerable shift in the relative allocation of University resources. This shift is evident from an examination of the factors considered in the report, among which are student aid, the subvention and allocated costs for schools, faculty salaries and administrative/clerical salaries.

The cost of student aid to the schools, and the difference between allocated costs and subvention, are two indicators that show how the fraction of University resources available for support of academic programs has decreased since 1980.

Of course student financial aid is a necessity if we are to continue to attract a diverse group of outstanding students. Also, it is likely that the need for student financial aid will increase. Nevertheless, while tuition revenues have increased by 330% since 1980 the portion of student aid charged to the schools' unrestricted budgets has increased by 700%. (*Unrestricted* and *restricted* are accounting terms. Unrestricted income may be spent as desired; restricted income is pledged to a specific purpose).

Schools receive the bulk of the subvention funds and the assessments of allocated costs. While subvention and allocated costs are independent of each other in an accounting sense and the budget figures for each are arrived at by a different process under different financial conditions and constraints, the difference between these two figures is important. It represents an expense in the school budgets above the direct costs of operating the schools. Since 1980, the allocated costs have increased by over 300%; the increase in subvention has been less than 220%. It is important to understand that the sum of the unrestricted student financial aid and the excess of allocated costs over subvention is the amount of revenues that must be generated in the schools *above the schools direct costs* in order to balance the school budget. This has a direct impact on faculty.

Allocation of funds for faculty support in comparison to the total academic budget, and relative to support for administrative/clerical personnel are two other important measures. Since 1980, the total academic budget (exclusive of health care services) grew by over 350%, but total faculty salaries grew by only 260%. This is a statement about the lack of growth of the tenure track standing faculty, *not* faculty salary raises. Whether or not faculty raises have been adequate and competitive is not relevant to the substance of the report. (For this information, see forthcoming report of the Senate Committee on the Economic Status of the Faculty).

An obvious measure of resource reallocation is the expenditure for faculty salaries relative to expenditures for administrative/clerical salaries from *unrestricted* funds. This measure is of interest because it is based on money that can be used for any purpose the University chooses. Also, it subtracts out all support that comes from grants or other restricted sources, both for faculty and administrative/clerical staff. For example, it does not include research staff, who are overwhelmingly paid from research contracts and grants. With this in mind, we note that the growth in unrestricted faculty salaries since 1980 was less than 230% while the increase in unrestricted administrative/clerical salaries was over 340%.

The Committee on Administration report shows that there has been a dramatic shift in resource allocations over the past two decades. The recent administration initiatives on cost savings, student aid and a five year planning cycle are critically important for modifying this shift and in fact there has already been some slight but definite reversal toward greater relative support of the academic programs.

With the Committee on Administration report as a background, the Faculty Senate intends to participate in strategic analysis of resource allocation. An excellent working relationship has already been established among faculty and administration members of the University Committee on Cost Containment. Cost containment and resource allocation are intimately related and need to be done in a strategic context. The Senate looks forward to working with the Administration in this regard.

— Vivian C. Seltzer, Chair of the Faculty Senate,

with

— Louis Girifalco, Chair of the Committee on Administration

Vending Ordinance: Hearings at City Council April 14

Hearings have been scheduled for April 14 on the ordinance to regulate vending in University City by amending Section 9-206 of The Philadelphia Code, entitled "Sidewalk Vendors in Neighborhood Business Districts." The University's draft of the proposed ordinance was published in *Almanac* December 9, 1997. Updated information is on the University web site at <http://www.upenn.edu/foodplaza/> and on a site maintained by the Penn Consumer Alliance at <http://galadriel.physics.upenn.edu/foodtrucks>.

The hearings are expected to begin at 10 a.m. in the Council Room on the 4th floor of at City Hall. Under City Council rules, anyone who wishes to speak to a proposed ordinance may do so, but must register in advance by calling 686-2017.

Upcoming Holidays

The following dates are not new but are noted in response to queries. — Ed.

Memorial Day: May 25. It is observed nearly a full week before the traditional May 30 date, which falls on a Saturday this year.

Independence Day: July 3. The Fourth of July falls on a Saturday, and the University's closing will be on the Friday before.

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

Actions Taken by the Senate Executive Committee

Wednesday, April 1, 1998

1. Items from the Chair's Report.

a. The chair drew attention to the Cost Containment Report of the Senate Committee on Administration (*Almanac* March 24, 1998).

b. There will be a special SEC meeting on April 15 to discuss reports of the Committee on Students and Educational Policy and the Committee on the Faculty. Also, a special meeting will be held April 21 to discuss the report of the Committee on the Economic Status of the Faculty.

c. Appreciation was extended to Professor Howard Lesnick and the University Council *Ad Hoc* Committee on Consultation for their excellent report in record time (to be published in a future *Almanac*).

2. Report of the Past Chair on Academic Planning and Budget Committee and Capital Council. Past Senate Chair Peter Kuriloff reported that the Academic Planning and Budget Committee examined issues around radiation and environmental health and insuring safety in each school. The committee also reviewed a report on the University Press and continued discussion on cost centers. Capital Council held no meetings since the last SEC meeting.

3. Further Discussion on report by the Senate Committee on Administration on Cost Containment (*Almanac* March 24, 1998). Committee chair Professor Louis Girifalco noted differences between the Faculty Senate report and administration response to the committee report: Among other matters, he emphasized that the Senate report was an 18-year analysis. Furthermore, it did not deal with faculty salaries. (See *From the Senate Chair*, page 2 of this issue.)

A SEC member said the report contained three important items: (a) faculty bring in three times their own salary; (b) faculty compensation as a percent of the total University budget is down to 17%, whereas the non-academic percent of the budget is much greater; and (c) administrative/clerical salaries far exceed educational refinement efforts. Professor Girifalco noted those were the reasons the study was undertaken, and that the broad statements of the report need closer examination.

4. Report by the Subcommittee on Faculty Course Evaluations of the Senate Committee on Administration. Subcommittee Chair Professor Jerry Wind said the subcommittee set out to evaluate the current course/faculty evaluation process, define the parameters for an ideal system, and develop specific action recommendations (report to be published). The subcommittee reported faculty see the importance of these evaluations but change was needed, requiring time and effort. A SEC member noted that evaluations began with student-generated course evaluations that subsequently became included in the administration's faculty performance evaluations. The committee chair emphasized that there are three different audiences for the evaluation instrument: students, reappointment and promotion committees, and the instructor. The SEC member recommended the subcommittee make an explicit recommendation to develop delayed student course evaluations and that a University-wide system be created to feed upwards to the Provost's Staff Conference. Other comments included: the need for a flexible system to adapt to the varied schools and departments; a suggestion to add reference to grade inflation as students give favorable evaluations to teachers who give high grades; the importance of identifying poor teachers and resolving that; and the need to recognize and take seriously the importance of the relationship between outstanding teachers and promotion and tenure. It was accepted unanimously, subject to suggestions by SEC. A motion was made to accept the report.

5. Discussion led by Chair, Senate Committee on the Economic Status of the Faculty. Committee Chair Professor Erling Boe asked SEC to discuss a committee proposal that SEC approve a motion calling for public release of more salary information according to school. There was brief discussion on the many sides of open salary information, such as in the California systems. The Senate Chair clarified that the Economic Status Committee is not seeking disclosure of individual faculty salary. A SEC member said such a move can be problematic in an open salary environment, while another SEC member said there is value to openness regardless of the consequences—it will be fair and make things fair. A motion was moved, seconded and adopted with one abstention and will be integrated into the Economic Status Committee's final report to SEC on April 21.

6. Informal discussion with Interim Provost. Interim Provost Michael Wachter addressed questions raised by the Chair. The first matter concerned the implications of the Medical School's recent request for a handbook change regarding the title of Professor. Provost Wachter said much has been done over the years in the Medical School to create a plan for the necessary expansion. A SEC member from the Medical School explained that a significant portion of teaching apprenticeship is done by non-standing faculty which then offers some relief for standing faculty who have clinical responsibilities.

Regarding a point in the Senate's Cost Containment Report that health services are more than one-half of the University budget, Provost Wachter noted there are a number of questions that need to be considered. The administration is working with Dean Kelley on how he plans to address them. He pointed out that the Medical School is the largest contributor to the subvention pool, benefitting less financially strong schools, such as SAS and Fine Arts. A question was asked regarding volatile health costs and whether the University is protected should the \$100 million plus become a \$100 million minus. The Provost replied that the information he has been given is that the University is not at risk. After a short discussion concerning the current integrity of the faculty, the chair thanked Interim Provost Wachter for his visit.

The discussion with Professor Boe continued for a brief period until adjournment.



In Memoriam

Susan C. Coslett, 1949-1998

Susan Cromwell Coslett, Assistant Dean of the Graduate School of Fine Arts, died peacefully on March 29 at her parents' Swarthmore home after a courageous battle against cancer, during which she continued to work every day until a few weeks before her death.

Susan's twenty-seven years at the University of Pennsylvania were spent primarily at the Graduate School of Fine Arts, where she played a vital role in the academic administration of the School. Modest and generous, she was universally loved and respected by her colleagues, for whom she set the highest standards. Five academic Deans benefited from her wise counsel, and every faculty member in the school consulted Susan to find the appropriate procedure for any number of situations. The staff at the GSFA looked to Susan as a friend and loyal ally to whom they could turn for support and advice.

A member of the Scott Foundation in Swarthmore, Susan was an avid gardener and horticulturalist. With her mother Virginia, she traveled widely in Europe and America to visit outstanding gardens. Also a physical fitness enthusiast, Susan was a daily lap swimmer at Hutchinson Gymnasium. She is a graduate of Swarthmore High School and Endicott College.

Susan is survived by her parents, Virginia and Harry Coslett of Swarthmore, and her sister Ann Coslett of Alexandria.

A memorial service was held on April 3 at Old Christ Church in Philadelphia, where Susan was interred with other family members.

The Graduate School of Fine Arts plans a campus service as well as special fund in Susan's memory (for information on these, call 898-5967). Or, memorial gifts may be directed to the office of the Dean, Graduate School of Fine Arts, or to the Scott Foundation, 500 College Avenue, Swarthmore, PA 19081.

— *Colleagues and Friends in the Graduate School of Fine Arts*

Memorial Service: Donald Carroll

A memorial gathering will be held for Donald Carroll, ninth Dean of the Wharton School, on April 20, 1998, at 11 a.m. in Alumni Hall of the Faculty Club. Dean Carroll died on February 24 at the age of 67 (see *Almanac* March 3/10), and a memorial fund has been established in his honor at the Wharton School.

HONORS & ... Other Things



Above, Lt. Holmes
At left, Dr. Ledger

To Pew Trusts: Marshall Ledger

Dr. Marshall Ledger, the founding editor of *Penn Medicine*, leaves Penn shortly to become manager of public affairs and publications for the Pew Memorial Trusts, where he will start a group of magazines, on the model he created when he left the *Pennsylvania Gazette* eleven years ago to become Director of Publications and Periodicals for PennMed. After starting *Penn Medicine*, the medical alumni magazine which he continued to edit for 11 years, Dr. Ledger also established a series of internal publications—notably *Penn Health* for the health system; *Penn Pulse* for faculty, residents and fellows; and the quarterly *Community Connection*.

Dr. Ledger, who joined Penn in 1967 as an instructor in English, was an assistant professor from 1969-73. In 1976, after teaching at New Hampshire and free-lancing as a writer and editor, he returned to Penn as associate editor of the *Gazette*. During his 11 years with the *Gazette*, then edited by Tony Lyle, the magazine was twice named Magazine of the Year by CASE, and in the remaining nine years took gold medals in the "top ten" category. Prizes continued at the medical school, where both *Penn Medicine* and *Penn Pulse* won numerous were award-winners.

For Penn's 250th anniversary (and the medical school's 225th), Dr. Ledger collaborated with Dr. David Y. Cooper on *Innovation and Tradition at the University of Pennsylvania School of Medicine: An Anecdotal Journey* (Penn Press 1990). His book with Martha Ledger, *Dear Old Penn in Postcards: The University of Pennsylvania 1900-1923*, also won two CASE gold awards and a bronze in 1989.

Friends will salute Dr. Ledger and toast his future tomorrow afternoon in the Wood Room of the John Morgan Building; for information e-mail mkopchin@mail.med.upenn.edu or call Medical Public Affairs at 662-2560.

To Villanova: Sue Holmes

Last month, officers and members of the Fraternal Order of Police, Lodge No. 113, gathered to honor Lieutenant Susan Holmes as she conducted her last roll call at Penn. Lt. Holmes resigned effective March 9 to accept a similar position with Villanova University.

Reviewing her nearly 19-year career at Penn speakers noted that Sue Holmes actually began her association with Penn as a freshman, joining the Police Department after a stellar career as a student athlete. Professionally, Lt. Holmes was recognized as a supervisor who exercised her responsibilities in a fair and even-handed manner. She was especially cited for her unparalleled performance in developing the community outreach programs and student services while assigned as Lieutenant in the Victim Support (now Special Services) Unit of the Department. Lt. Holmes' personal devotion (including hundreds of uncompensated hours) to those entities was slowed when she was reassigned to patrol as the overnight watch commander. However, VSSS' loss was patrol's gain, and the FOP took great pleasure in presenting Lt. Holmes with a handsome plaque engraved to denote their warm thoughts for her service to them and for her success in the future.

— Hugh McBreen, President, FOP, Lodge No. 113

Dr. Kenneth R. Laker, Alfred Fitler Moore Professor of Electrical Engineering, has been elected 1998 president-elect of the Institute of Electrical and Electronics Engineers, Inc., the world's largest technical professional society. He will take office as president on January 1, 1999, to head the organization of more than 310,000 members in some 150 countries. Through its members the Institute is a leading authority on areas ranging from aerospace, computers and telecommunications to biomedicine, electric power and consumer electronics.

Honors to Young Scientists

Dr. Andrew M. Rappe, an assistant professor of chemistry whose work involves the quantum-mechanical prediction of the properties of molecules and solids, has been named an Alfred P. Sloan Research Fellow for the coming two years, and two assistant professors in the biology have won major awards:

Dr. Ted Abel has received a Klingenstein Fellowship Award in Neurosciences, which carries a \$120,000 prize and will support his work on understanding the molecular basis of learning and memory.

Dr. Paul Sniegowski, Assistant Professor of Biology, is a recipient of the \$100,000 Young Investigator Award in Molecular Studies of Evolution sponsored by the Alfred Sloan Foundation and the National Science Foundation. His work centers on evolutionary and population genetic theory as a framework for understanding the evolutionary significance of mutation rates and mutational phenomena.

Honors for Books

Dr. Peter Conn's 1997 book from Cambridge Press, *Pearl S. Buck: A Cultural Biography*, won this year's Literary Award of the Athenaeum of Philadelphia. This award goes to the outstanding book published in the prior year by a Philadelphia-area author. Dr. Conn is the Andrea Mitchell Professor of English and will be chair-elect of the Faculty Senate in the coming year.

To coincide with last month's world conference on the Arabic novel, held in Cairo, the second edition of Dr. Roger Allen's influential book on the *Arabic Novel* was reissued there in Arabic by the Egyptian Ministry of Culture. In addition to presenting a paper as part of the week-long conference, he was asked to represent all international participants in the opening ceremonies (see photograph). Dr. Allen is both professor of Arabic in SAS and director of Wharton's Huntsman Program in International Studies and Business.

A belated note on a similar international honor: last year a day was declared in Guam for Bruce Montgomery, the Penn Glee Club director, who was named Honorary Ambassador at Large in a special bill of the Legislature. The occasion was the unveiling of Guam's first "Award for Excellence in Scholarship and the Arts," which will be given each year to two high school seniors. Mr. Montgomery was chosen on the basis of his lifelong work with the arts in academia.

Honors in Health Sciences

At Council March 4, President Judith Rodin summed up piecemeal information that has been released on federal funding this year and applauded that Penn ranks 10th in the nation, up from 12th the year before: "Our health schools have had great news in this area: the School of Nursing is number one in the nation, the Schools of Medicine and Veterinary Medicine both rank number three, and the School of Dental Medicine is number four. So congratulations to an outstanding faculty who are garnering these awards in a peer-reviewed, merit-based system."

Some individual honors to those in health:

The 1997 Virginia Apgar Award in Perinatal Pediatrics has been given to Dr. Maria Delivoria-Papadopoulos, emeritus professor of pediatrics and physiology, given to

Dr. Allen, left, as seen in a Cairo journal.

Below: Dr. Lavizzo-Mourey, left, and Dr. Jemmott



photo by Denise Kosman

"an individual whose career has had a continuing influence on the well-being of newborn infants."

Dr. Risa Lavizzo-Mourey, director of the Institute on Aging, has been elected to the Institute of Medicine of the National Academy of Sciences, recognizing "outstanding achievements in recommending public health care policies." She is a member of President Clinton's Advisory Commission on Consumer Protection and Quality in the Health Care Industry.

An M.D. who is also a Ph.D. student in cell and molecular biology at PennMed, Dr. Carmen J. Williams, has received Burroughs Wellcome Fund Career Award. Dr. Williams is also the winner of an NIH Physician Scientist Award, and before joining Penn she received the Resident Teaching Award at The Pennsylvania Hospital.

A Sixth Thouron Fellow

Soon after Interim Provost Michael Wachter's announcement that the Class of 1998 would have five Thouron Scholars (*Almanac* Feb. 24), a sixth was named: Dr. Wachter noted at Council March 4 the selection of *Andrea Ritchie*, a senior in The College, who is an applicant to study international relations at Oxford.

Women of Color Awards

At the eleventh annual Women of Color luncheon last month, three Penn women were cited for their personal and public achievements to enhance the community:

- Dr. Loretta Sweet Jemmott, associate professor of nursing and director of the Center for Urban Health Research at Penn, who along with her husband, Princeton Psychology Professor John Jemmott, launched a four-year project on HIV prevention called *Be Proud! Be Responsible! Strategies to Empower Youth to Reduce Their Risk for AIDS*, being implemented as a national model by the Division of Adolescent and School Health of the Centers for Disease Control;

- Estella de Llanos, Penn Law '98, who has been an intern for the past two years with Community Legal Services, assisting the Hispanic elderly and disabled clients who were at risk of losing their SSI benefits; and

- Lashanta Johnson, College '98, who as research assistant to Professor Lani Guinier has coordinated projects that promoted a national conversation on race. She has also been a volunteer at the People's Emergency Center, where she facilitated parent-child programs.

In SAS:

Three Faculty Research Fellows

The School of Arts and Sciences is pleased to announce the recipients of Faculty Research Fellowships for the 1998-99 academic year.

These fellowships offer SAS faculty members a semester free of teaching and administrative responsibilities in order to carry out their research projects.

The recipients and their research topics:

Dr. Eugene Beier, Professor of Physics—The Sudbury Neutrino Observatory Project.

Dr. Ayako Kano, Assistant Professor of Asian and Middle Eastern Studies—Japanese Feminist Debates: The First Hundred Years in the Rhetoric of Gender and Sexuality.

Dr. Thomas Sugrue, Associate Professor of History—Racial Integration and Its Critics in Twentieth-Century America.

— Office of the Dean

Honors in Athletics

Penn has a long line of championships in competitions that don't always grab the headlines in the daily sports section. Here are three additions to the roster.

Fencing: All-American Quakers

Penn placed three fencers in the top ranks—and in All American status—at the 1998 NCAA Fencing Championships at the University of Notre Dame, Indiana, last month.

Freshman *Michael Golia* finished second in the men's sabre competition.

In the men's foil competition, 1997 NCAA Men's Foil Champion *Cliff Bayer* was in line to defend his title, but teammate *Yaron Roth* moved ahead. Mr. Bayer's second place also made him All American.

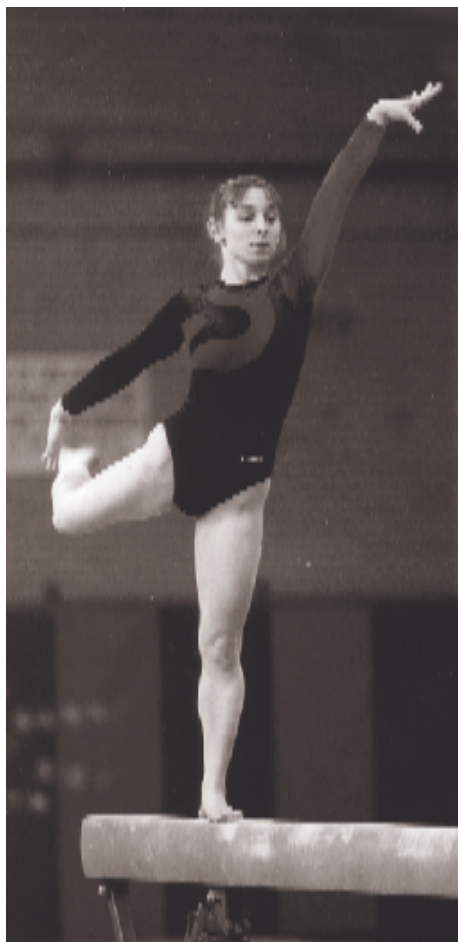
As a team, Penn finished sixth with 89 points throughout the three-day event.

Wrestling: Third EIWA Win

Penn has won the Eastern Intercollegiate Wrestling Championship for the third consecutive year. 1997 All-American and NCAA finalist *Brandon Slay* and *Steve Walker* led the way with individual championships.

Mr. Walker won the 126-pound title at the Ivy Kickoff, Keystone Classic and Penn State, while placing fifth at Midlands.

Mr. Slay received the Fletcher Award for most career points scored, is ranked No. 3 in the Amateur Wrestling and he is Penn's all-time "winningest" wrestler, according to DRIA's information officer. On March 24, Mr. Slay was unanimously selected as the Eastern Intercollegiate Wrestling Association Wrestler of the Year, as voted by the 12 EIWA coaches.



On the Beam: Senior tri-captain Kathleen Gunn (above) and sophomore Becky Nadler (right) are part of the championship Quaker team.

Record-Breaking in Gymnastics

Early in March, when the Penn Gymnastics Team won its second consecutive Ivy title—with an Ivy Classic record score of 187.350—it was the fifth such title in the past eight years for Coach Tom Kovic's teams. Then, on March 21, the Quakers won Penn's first-ever ECAC Championship with an all-time school scoring record of 190.575. This also made Penn the first Ivy League school ever to win an ECAC title. (The Eastern College Athletic Conference includes Brown, Cornell, James Madison, Northeastern, Penn, William and Mary, Yale, and Vermont.)



Update

APRIL AT PENN

TALKS

7 *Israeli Women and their Literature in the Last Century: Some Historical Perspectives*; Hanita Brand, Asian and Middle Eastern studies; 4:30 p.m.; Room 421, Williams Hall (Middle East Center).

8 *The Historical Origins of Afrocentrism*; Mia Bay, history and co-director of the Black Atlantic Project at the Center for Historical Analysis, Rutgers; 4:30 p.m.; History Lounge, 329A, 3401 Walnut St. (History; Afro-American Studies).

14 *Male and Female Slavery in Islam and Its Practice in the Ottoman Empire*; Ahmed Akgunduz, Princeton; 4:30 p.m.; Room 421, Williams Hall (Middle East Center; Turkish Students Association).

TICKETS

7 Free tickets for Anita Hill's April 15 talk on *Speaking Truth to Power* will be available at the Afro-American Studies table on Locust Walk, noon-3 p.m. Through April 8. Ticket rain date: April 9.



Brian Eno's ambient *Music For Airports* compositions (1978) come alive for the first time in a concert performance by contemporary New York artists Bang on a Can, accompanied by a multi-faceted orchestra. Their tour reaches the Zellerbach Theatre in the Annenberg Center at 8 p.m. on April 17. Discounted tickets are available for Penn employees (\$15), students (\$12), and senior citizens (\$15). Call the Annenberg Center Box Office at 898-6791 for tickets.

OPPORTUNITIES at PENN

Where to Find the Job Opportunities—Here and Elsewhere

Listed below are the *new* job opportunities at the University of Pennsylvania.

There are many additional openings for examination at the Job Application Center, Funderburg Information Center, 3401 Walnut Street, (215-898-7284). Hours of operation are Monday through Friday, 9 a.m.-1 p.m. New openings are also posted at the following locations: Blockley Hall, The Wharton School and the Dental School.

Full descriptions of job opportunities are on the Human Resource Services website: www.upenn.edu/hr/. Where the qualifications

are described in terms of formal education or training, prior experience in the same field may be substituted. 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.

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.

RANGE: \$16,171-20,240; 3-31-98 Institute for Environmental Medicine

RESEARCH SPECIALIST I (030417LW) GRADE: P2; RANGE: \$22,351-29,098; 4-1-98 Radiology

RESEARCH SPECIALIST III (030464LW) GRADE: P4; RANGE: \$26,986-35,123; 3-30-98 Pathology

RESEARCH SPECIALIST JR (030463LW) GRADE: P1; RANGE: \$20,291-26,368; 3-30-98 Institute for Human Gene Therapy

RESEARCH SPECIALIST III (030481LW) GRADE: P4; RANGE: \$26,986-35,123; 3-30-98 Physiology

SECRETARY III (020172AM) GRADE: G8; RANGE: \$16,171-20,240; 3-30-98 Vice Dean for Administration

NURSING

ACCOUNTANT II (030466SH) GRADE: P4; RANGE: \$26,986-35,123; 3-30-98 Nursing Practice

ADVANCED PRACTICE NURSE (030468SH) GRADE: P9; RANGE: \$43,569-57,217; 3-30-98 Nursing Practice

ADVANCED PRACTICE NURSE (030469SH) GRADE: P9; RANGE: \$43,569-57,217; 3-30-98 Nursing Practice

CLINICAL RECEPTIONIST (40 HRS) (030470SH) GRADE: G8; RANGE: \$18,481-23,132; 3-30-98 Nursing Practice

DRIVER-CLERK (40 HRS) (030471SH) GRADE: G7; RANGE: \$17,068-21,247; 3-30-98 Nursing Practice

NURSE III (030467SH) GRADE: P5; RANGE: \$29,664-38,677; 3-30-98 Nursing Practice

PRESIDENT

ADMINISTRATIVE ASSISTANT II (030479LW) GRADE: G10; RANGE: \$19,261-23,999; 3-30-98 Development & Alumni Relations

DEVELOPMENT OFFICER I (030482LW) GRADE: P7; RANGE: \$36,050-46,814; 4-1-98 Development & Alumni Relations

DEVELOPMENT OFFICER CHIEF/LAW DEVELOPMENT (030483LW) GRADE/RANGE: UNGRADED; 4-1-98 Development & Alumni Relations

PROVOST

OFFICE ADMINISTRATIVE ASSISTANT II, PART-TIME (20 to 25 HRS) (030449SH) GRADE: G10; RANGE: \$10.58-13.18; 3-30-98 LRSM

VICE PROVOST/UNIVERSITY LIFE

SECRETARY IV (030430AB) GRADE: G9; RANGE: \$17,614-21,991; 3-30-98 Office of Student Conduct

WHARTON SCHOOL

INFORMATION MANAGEMENT SPECIALIST II (030461AB) GRADE: P6; RANGE: \$32,857-42,591; 4-2-98 WCIT.

New Jobs for the week of March 30-April 3, 1998

DENTAL SCHOOL

CLERK III (40 HRS) (030498AB) GRADE: G6; RANGE: \$16,010-19,658; 4-2-98 Clinic Management

CLINICAL RECEPTIONIST (030496AB) GRADE: G8; RANGE: \$16,171-20,240; 4-2-98 Dental Care Network

FISCAL COORDINATOR II (030495AB) GRADE: P2; RANGE: \$22,351-29,098; 4-3-98 FISOPS

OFFICE ADMINISTRATIVE ASSISTANT I (030497AB) GRADE: G9; RANGE: \$17,614-21,991; 4-2-98 General Office

EXECUTIVE VICE PRESIDENT

ASSOCIATE DIRECTOR V (030465SH) GRADE: P7; RANGE: \$36,050-46,814; 3-31-98 Construction Fi-

nancing/Real Estate

MANAGER VI (030474SH) GRADE: P7; RANGE: \$36,050-46,814; 3-30-98 Technology Transfer

MANAGER ACCOUNTING OPERATIONS II (010044SH) GRADE: P8; RANGE: \$39,655-52,015; 3-31-98 Comptroller's Office

TECHNOLOGY TRANSFER ASSOCIATE (030473SH) GRADE: P6; RANGE: \$32,857-42,591; 3-30-98 Technology Transfer

LAW SCHOOL

ADMINISTRATIVE ASSISTANT III (030429AM) GRADE: G11; RANGE: \$20,497-26,008; 3-30-98 Career Planning

MEDICAL SCHOOL

BUSINESS ADMINISTRATOR III (030476AM) GRADE: P4; RANGE: \$26,986-35,123; 3-30-98 Hematology

COORDINATOR II (030450AM) GRADE: P2; RANGE: \$22,351-29,098; 3-30-98 Center for Research on Reproduction & Women's Health

FINANCIAL ADMINISTRATOR II (030477AM) GRADE: P4; RANGE: \$26,986-35,123; 3-30-98 Pharmacology

OFFICE ADMINISTRATIVE ASSISTANT III (40 HRS) (030478AM) GRADE: G11; RANGE: \$23,425-29,723; 3-30-98 Orthopaedic Surgery

PROGRAMMER ANALYST II (030462AM) GRADE: P6; RANGE: \$32,857-42,591; 3-30-98 CCEB

RESEARCH COORDINATOR SR (030435LW) GRADE: P4; RANGE: \$26,986-35,123; 4-1-98 Radiology

RESEARCH LAB TECH II (030480LW) GRADE: G8;

Classified

POSITION AVAILABLE

Research Lab Technician, starting May or June 1998. Salary Range: \$20,000-\$23,000 plus benefits. Applicants with lab experience in biochemistry and/or molecular biology preferred. We use molecular biological tools to study hematopoiesis and its disorders. Please send CV to: Gerd Blobel, M.D., Ph.D., Abramson Research Center, #316A, Children's Hospital of Philadelphia; 324 S. 34th Street, Phila., PA 19104.

To place classifieds: (215) 898-5274.

Take Our Daughters To Work Day—April 23

Penn faculty and staff are invited to bring their young guests (girls 9 to 15 years old) to some or all of the following activities to supplement their time in the workplace. Sponsors must accompany their guests at all times and have supervisory approval to participate.

When Girls Play, Everybody Wins

10-11 a.m., Gimbel Gym, 3701 Walnut Street. The Athletic Department presents an interactive sports seminar on the value of participation, and feeling good about being successful. Featuring a skills clinic, so bring your tennis shoes. Reservations: Jules Spaeth, 898-4024 or spaeth@ben.dev.upenn.edu.

Penn Relay Carnival/Nike Track Test

Franklin Field, 235 S. 33rd Street. Receive free tickets to the Penn Relay Carnival—the world's finest, largest, and best track and field relay meet. This includes admission to the NIKE Track Test, an interactive track & field experience. Call the Athletic Department, 898-4024.

Careers in Law Enforcement, Public Safety and Security

10 a.m.-noon, Public Safety Building, 4040 Chestnut Street. Come talk with some of the women in the Division of Public Safety. Meet a detective, a police chief, a bike patrol officer, a victim advocate and others. Tour of the new Public Safety building and snacks included. Reservations: Sylvia Canada, 898-9001 or canada@al.police.upenn.edu

WXPN Radio Station Tour

11 a.m. and 2 p.m., 3905 Spruce Street. WXPN is a public radio station of the University. Take a peek at the inner-workings of a radio station with a tour of the control rooms and offices of WXPN. Reservations: Eva Brothers, 573-3340 or eva2@pobox.upenn.edu Limit: 12 per tour.

Laying the Foundation for a Successful 21st Century Career

11 a.m.-noon, Smith-Penniman Room, Houston Hall, 3417 Spruce Street. Patricia Rose, director of Career Planning and Placement, will offer her suggestions for career success in the 21st century world of work. Tell your daughter to bring her questions on the outlook for career fields of interest to her. This session is most suitable for girls 12-15 years old, but all are welcome. Reservations: Patricia Rose, 898-9625 or prose@pobox.upenn.edu.

Lunch at the Faculty Club

11:30 a.m.-2 p.m., 2nd Floor, 200 S. 36th Street. Members and non-members are invited to the Faculty Club for buffet lunch with their daughter/young guest. Adults: \$6.50, Young Guest: \$3.25 discounted rate. Presented by the Faculty Club.

Beverage at Chats

11 a.m.-1:30 p.m., 3800 Locust Walk. Free fountain beverage for Take Our Daughters to Work Day sponsor and visitor. Presented by Dining Services.

Fitness & Fashion With Funk

2-3 p.m., DuBois College House Multipurpose Room, 39th & Walnut. Join Janice Ferebee, fitness/fashion/youth advocate, author of "Got It Goin On," and second year Social Work graduate student at Penn for a funky workout of the mind, body, and spirit. Most suitable for girls 11-15, but all are welcome. Reservations: Janice Ferebee, 417-8478 or janice2@dolphin.upenn.edu. Limit: 30.

Body Image: Your Relationship With Food, Weight, And Exercise

3-4 p.m., DuBois College House Multipurpose Room, 39th & Walnut. Diane Woznicki, MS, RD is a part-time instructor and nutrition minor of the School of Nursing who will be presenting an informative talk on body image. Her workshop will be directly after "Fitness & Fashion w/ Funk," and will deconstruct your attitude about the ideal body. Reservations: Sandra K. Lee, 592-6494/skl@sas.upenn.edu.

Anthropologists In The Making

2-3 p.m., University Museum, 33rd and Spruce (enter through Kress entrance on the east side). A tour of the Museum of Archaeology and Anthropology highlighting collections and a presentation on careers in the museum field. Presented by the University Museum of Archaeology and Anthropology. Reservations: Joe Sivick, 898-4015.

Mentors Make A Difference!

4-5 p.m., Room 202, Williams Hall, 36th and Spruce. Ever wonder what a mentor is and why everyone seems to have one? This is an opportunity for you to find out what mentors do, if you should have a mentor, if you can be a mentor, and how to find one for yourself. Presented by the Faculty and Alumni Volunteer Service. Reservations: Isabel Sampson-Mapp at 898-5351/sammapp@pobox.upenn.edu

(Sponsored by the Division of Human Resources Worklife Programs; for information regarding other Worklife Programs, contact Marilyn Kraut, 898-0380 or kraut@pobox.upenn.edu.)



Almanac

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

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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 **March 23, 1998 through March 29, 1998**. Also reported were **Crimes Against Property: 44 total thefts & attempts (including 8 incidents of criminal mischief & vandalism, 8 thefts of bicycles or parts, 3 thefts from auto, 2 incidents of forgery & fraud, 1 incident of burglaries & attempts, and 1 theft of auto & attempt)**. Full crime reports are in this issue of *Almanac* on the Web (www.upenn.edu/almanac/v44/n28/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 **March 23, 1998 through March 29, 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: Threats & Harassment—3

03/25/98	11:37 PM	Speakman Dorm	Unwanted calls received
03/27/98	3:00 PM	3624 Market St.	Complainant threatened via phone
03/27/98	3:13 PM	Speakman Dorm	Unwanted calls received

38th to 41st/Market to Baltimore: Robberies (& Attempts)—1; Simple Assaults—1; Threats & Harassment—2

03/23/98	12:22 AM	208 S 40th St.	Complainant robbed by unknown suspect
03/23/98	9:48 PM	3925 Walnut St.	Complainant reports being harassed
03/26/98	6:45 PM	Low Rise North	Complainant reports receiving threats via e-mail
03/28/98	12:35 AM	Harnwell House	Complainant struck in face

30th to 34th/Market to University: Simple Assaults—1

03/25/98	11:39 PM	Ice Rink	Complainant struck with hockey puck
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Crimes Against Society

34th to 38th/Market to Civic Center: Weapons Offenses—1

03/27/98	1:43 AM	38th & Spruce	Report of suspect with gun/Arrest
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18th District Crimes Against Persons

11 Incidents and 0 Arrests were reported between **March 23, 1998** and **March 29, 1998**, by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

03/23/98	12:09 AM	208 40th	Robbery
03/23/98	11:52 AM	236 48th	Homicide
03/23/98	3:50 PM	4800 Market	Robbery
03/24/98	2:10 AM	4800 Pine	Robbery
03/24/98	7:45 PM	4625 Pine	Robbery
03/24/98	8:37 PM	4500 Walnut	Robbery
03/25/98	7:40 AM	200 Farragut	Robbery
03/25/98	6:00 PM	500 43rd	Robbery
03/25/98	8:10 PM	4722 Baltimore	Robbery
03/28/98	11:45 AM	3400 Civic Center	Aggravated Assault
03/28/98	8:30 PM	4800 Windsor	Robbery

Open Enrollment: April 8-17

This year's annual Open Enrollment period begins on Wednesday, April 8 and closes on Friday, April 17. Open Enrollment is the time to:

- review your current PennChoice plan elections;
- learn about new benefits and changes to current benefits;
- review your plan options; and
- choose the coverages that best meet your needs and those of your family.

The choices you make during Open Enrollment become effective on July 1, 1998 and remain in effect through June 30, 1999. You can only change your PennChoice elections mid-year if you have a qualifying life change event. Your PennChoice enrollment packet, which has been mailed to your home, provides information on qualifying life change events.

Key Open Enrollment Dates:

April 8 through April 17

- The Benefits Enrollment Network (BEN), Penn's interactive telephone enrollment system, opens on April 8 and closes at midnight on April 17. *You must call BEN by midnight April 17 to make any changes to your benefits elections or enroll in a Health Care or Dependent Care Pre-Tax Expense Account.*
- CNA Insurance's telephone enrollment system opens on April 8 and closes at midnight on April 17. *You must call the system by midnight April 17 to enroll yourself in Long Term Care.* April 17 is the deadline for returning eligible family members' applications for Long Term Care to CNA Insurance. (See Long Term Care **below** for more information on enrolling yourself and eligible family members.)

April 21

If you are adding dependents to your coverage, waiving medical coverage for the first time or waiving dental coverage (a new option this year), BEN will fax or mail a form to you that you must complete and return with dependent documentation, when applicable, to the Benefits Office by April 21, to complete your enrollment or waiver. (Your PennChoice book provides more information on this process.)

If You Need Additional Information and Assistance During Open Enrollment

- Stop by one of the Open Enrollment Fairs listed below and talk to a Benefits Specialist. Please bring your Open Enrollment packet with you.
- Call the Open Enrollment hotline at (215) 898-0852 Monday through Friday, 9 a.m. to 5 p.m. The hotline will be open from April 8 to April 17.
- Visit the Benefits Office Monday through Friday, 8:30 a.m. to 5 p.m., and meet with a Benefits Specialist. Please bring your Open Enrollment packet with you.

Long Term Care

Long Term Care is a new benefit which will be effective July 1, 1998. CNA Insurance is administering the benefit. Please look for information on Long Term Care in your enrollment packet.

- To learn about Long Term Care, attend one of the Benefits Fairs or lunch time sessions listed below, pick up an information kit at the fairs, sessions or Benefits Office or call CNA Insurance at 1-800-528-4582.
- To enroll yourself in Long Term Care call CNA's telephone enrollment system at 1-800-262-1949 between April 8 and April 17. If you are a full-time benefits eligible faculty or staff member, you may call CNA directly to enroll or call BEN (follow the voice instructions for Long Term Care) and BEN will transfer you to CNA's telephone enrollment system.
- To enroll an eligible family member pick up an information packet, complete the application in the packet and return it to CNA Insurance by April 17. Follow the instructions in the packet.

After Open Enrollment

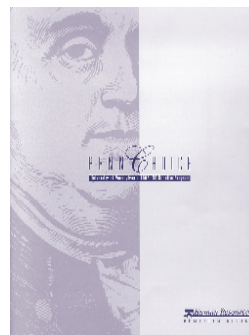
- **May:** You will receive a confirmation statement in May from the Benefits Office that summarizes all of your benefits elections with the exception of Long Term Care. If you enroll in Long Term Care, you will receive a separate Long Term Care confirmation statement from CNA Insurance. Carefully review your confirmation statement and contact the Benefits Office immediately if you have any questions about your benefit elections. If you have questions about Long Term Care, call CNA Insurance at 1-800-528-4582 or send an e-mail to gltc.custservice@cna.com.
- **June:** The first payroll deductions for the 1998-1999 Plan Year coverage will begin in June. Review your deductions and contact the Benefits Office immediately if you have any questions about deductions for all benefits with the exception of Long Term Care. Contact CNA Insurance with questions about deductions for Long Term Care.
- **July:** The first payroll deductions for contributions to Health Care and Dependent Care Pre-Tax Expense Accounts will begin in July. Review your deductions and contact the Benefits Office immediately, if you have any questions.

Open Enrollment Events

Event	Location	Date	Time
Long Term Care Sessions	Houston Hall Smith-Penniman Room 3417 Spruce Street	April 6	12-1 p.m. 1-2 p.m.
Long Term Care Sessions	Houston Hall Smith-Penniman Room 3417 Spruce Street	April 8	12-1 p.m. 1-2 p.m.
Main Benefits Fair	Faculty Club Alumni Hall 200 S. 36th Street	April 9	10 a.m.- 2 p.m.
Long Term Care Sessions	Houston Hall Smith-Penniman Room 3417 Spruce Street	April 13	12-1 p.m. 1-2 p.m.
Benefits Fair at New Bolton Center	New Bolton Center Kennett Square, PA	April 14	10 a.m.- 2 p.m.
Benefits Fair at the Dental School	Dental School Lobby 40th and Locust	April 15	10 a.m.- 2 p.m.
Long Term Care Sessions	Houston Hall Smith-Penniman Room 3417 Spruce Street	April 16	12-1 p.m. 1-2 p.m.

Please review your enrollment materials and take advantage of the services, fairs and lunch time sessions offered by Human Resources/Benefits during the Open Enrollment Period.

—Leny V. Bader
Director, Human Resources/Benefits



Errata—PennChoice Booklet

Pages 6-7: Under Mental Health, all provisions under BC/BS Plan 100, PENNCare and UPHS Point of Service (POS) should have been printed in blue, indicating that changes were made in the benefits.

Page 11: In the blue box on the left side of the page, the e-mail address for CNA has a typo. The correct address is

gltc.custservice@cna.com.