

UNIVERSITY of PENNSYLVANIA *Almanac*

Tuesday,
May 5, 1998
Volume 44 Number 32

Where Babies Come From

The Hospital of the University of Pennsylvania (HUP) will start celebrating on May 11 the opening of the newly constructed Labor & Delivery unit and Intensive Care Nursery (ICN) on the 7th floor of the Ravdin Building.

The new facility has 14 Labor, Delivery and Recovery (LDR) rooms equipped with state-of-the-art technology, and 31 bassinets for infants. The LDRs are immediately adjacent to two fully-equipped operating rooms for emergency and scheduled cesarean sections and other procedures. But is also designed for comfort, said Dr. Mark A. Morgan, director of Obstetrics and Maternal Fetal Medicine. It has private jacuzzis, skyline views of Philadelphia and comfortable family waiting areas among other things. "The ICN supports family-centered care and includes private quarters for breastfeeding mothers and special consultation rooms for parents to meet with their child's caregivers." The unit is staffed by nurses who specialize in infant intensive care and a team of physicians from Penn and CHOP who care for newborns from the most high-risk situations to their transition to home.

Special events for faculty, staff and students:

Open House: Monday, May 11, 3-5 p.m. marks the opening with tours, commemorative gifts (see t-shirt design, below), a raffle and refreshments.

Regular tours, with gifts and refreshments, will also be held throughout the week at the times listed below, but *registration is required for these tours* (call 1-800-789-PENN).

Additional Tours:

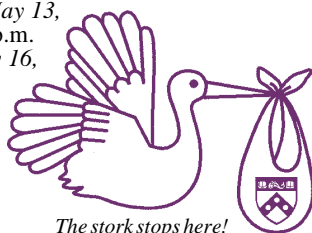
Tuesday, May 12, 2-4 p.m.

Wednesday, May 13,

1-3 p.m., 5-7 p.m.

Saturday, May 16,

11 a.m.-1 p.m.



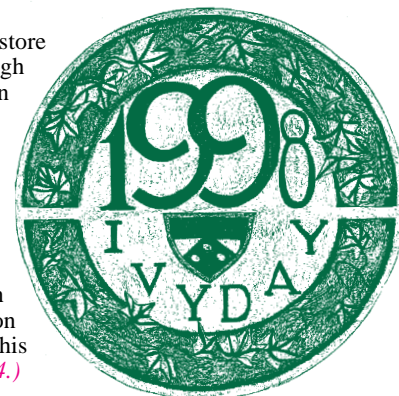
The stork stops here!

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Ivy Stone is Bookstore Bound

The 1998 Ivy Stone is destined for the new Penn Bookstore now under construction at 36th and Walnut Streets. Though the actual stone won't be laid until June 3, there will be an unveiling ceremony at the Bookstore on Ivy Day, Saturday, May 16—with drawings of the stone displayed at the site at approximately 5:30 p.m. The design (*right*) by College sophomore Laurie Kalb will be cut in black granite and will be installed in the floor of the Bookstore's main entrance, in the rotunda at 36th and Walnut. Ivy will be planted around that entry area. Presentation of Ivy Day awards starts at 4 p.m. in College Hall 200, with officers of the Class of '73 (the Twenty-Five Year reunion class) returning to present the Senior Honor Awards to this year's winners. (*For more on the Bookstore, see page 4.*)



Six Faculty Fellows for the College Houses

Interim Provost Michael L. Wachter has announced the appointment of six new Faculty Fellows to the 1998 comprehensive College Houses. Selected by Faculty Masters in consultation with students and staff within each College House, the six who will begin their terms on July 1 are Professors Michael Gamer of English (Hamilton); Anita Gelburd of the Wharton School (Hill), Tina Lu of AMES (Harnwell); Lori Rosenkopf of Wharton management (Gregory); Alan Strudler of Wharton legal studies (Harrison) and Joseph Sun of SEAS (Community).

"Students at Penn consistently want greater and more varied interaction with Penn's scholars and teachers," said Dr. Wachter. "These appointments, when combined with our Faculty Masters and incumbent Faculty Fellows, will go a long way towards guaranteeing that result."

Faculty Fellows, who serve two-year appointments, live in the College Houses with their families, dining with students and bringing House residents into daily contact with other scholars and teachers. Some Fellows are chosen because their scholarly interests are related to the specialized programming in the Houses, Dr. Wachter added, but "all join the College Houses because of their ability to serve in more than one capacity. They are informal advisors, program initiators and bridge builders to the other resources of the University." (*Profiles of the new Fellows are on page 5.*)

FY1999 Commonwealth Appropriation: Up 2.8%

On April 22, the Pennsylvania House, by a vote of 197-2, gave final legislative approval to Senate Bill 1315, Penn's Commonwealth appropriation for Fiscal Year 1999. The Senate had previously approved SB 1315 on March 31, by a vote of 47-0. The bill now goes to the Governor for his signature, which is expected.

Senate Bill 1315 provides a total of \$36,461,000 in funding for the University, an increase of \$991,000, or 2.8%, over FY 1998 funding levels. As shown in the table on page 8, this funding is broken down as follows: \$31,489,000 for the Veterinary School (a 3.25% increase); \$4,034,000 for the Medical School and \$938,000 for the Dental Clinics. All appropriations are funded at the level recommended by the Governor in his proposed budget released in February.

The Legislature also gave approval to several smaller appropriations funded through separate bills. These appropriations include \$199,000 for the University Museum (a 10% increase), \$132,000 for Cardiovascular Studies at HUP and \$600,000 for the Hospital's Cancer Center (a 9.1% increase). In addition, the General Appropriations bill (House Bill 2281) includes \$4 million in Museum Assistance Grant funding, which is awarded on a competitive basis to museums and cultural institutions not receiving direct grants. Last year, the Morris Arboretum received approximately \$120,000 through this program.

The General Assembly approved two equipment programs which will benefit the University. The Legislature provided \$6 million for the higher education equipment grant program, the same as last year's funding. Last year Penn received \$307,000 through this program. Also, the engineering equipment grant program was funded at \$1 million (same as last year). In FY 1998 Penn received \$63,000 from this matching program.

Finally, the General Appropriation (GA) bill provided additional funding to assist hospitals experiencing losses due to uncompensated care. The GA bill increased by \$7.5 million the amount of state money included in the Community Access Fund, a fund created two years ago to offset losses hospitals had incurred due to Act 35 of 1996 (welfare reform legislation). With federal match, there will now be a total of approximately \$37 million available and teaching hospitals, for the first time, are eligible to receive allocations from the fund. The exact dollar impact of this expansion on the Health System (HUP, Presbyterian, Pennsylvania Hospital) has not yet been determined.

— Paul S. Cribbins, Director for Commonwealth and City Relations

HONORS



Paul Steinhardt



Douglas Massey



Lewis Tilney

National Academy

Three members of the University are among the 60 new members elected to the National Academy of Sciences this year. They are:

Dr. Douglas S. Massey, the Dorothy S. Thomas Professor of Sociology and Population Studies and chair of sociology in SAS, whose research and writing on race, ethnicity, and urban inequality in America—as well as his studies in international immigration—have earned him numerous awards and prizes. Publishing frequently in Spanish as well as English, he also writes on Latin American cultures and particularly on Mexico. His 1994 *American Apartheid: Segregation and the Making of the Underclass* won three major awards, and he recently received the Southwestern Book Award for *Miracles on the Border*, which explores Mexican migration to the U.S. He is past president of the Population Association of America.

Dr. Paul J. Steinhardt, the Mary Amanda Wood Professor of Physics in SAS, whose work ranges from highly theoretical work on the properties of elementary particles and superstrings related to cosmology to the study of astrophysical observations that test cosmological models. In several books (among them *Inflationary Cosmology* and *Quasicrystals: The State of the Art*) and over a hundred papers and articles he has explored the birth and development of the universe—while also winning an award for faculty advising. He has been a Guggenheim Fellow, a Sloan Fellow, and Phi Beta Kappa National Lecturer among other honors. He also holds, with Phillip Taylor, several patents for methods and apparatus for eliminating moiré interference using quasiperiodic patterns.

Dr. Lewis G. Tilney, the Strausz-Hupe Term Professor of Biology who is known throughout the world for his work on the fundamental mechanisms that mediate cell motility and the scaffolding that maintains the shape of cells. Through molecular genetics he is presently studying, under a major NIH grant, the formation of bristles in *Drosophila pupae* as a model system for understanding how actin filaments pack into bundles, how the length and number of the filaments is determined, and how these bundles interact with the cell surface to help determine cell form. The author of some 120 papers on work done here and on sabbaticals to Japan, Kenya and France, he is also noted for stimulating interdisciplinary research within his school and across school lines.

Next Week: Five Guggenheim Fellowships and other honors to Penn faculty. Also delayed to next week are details of the implementation of the new vending ordinance and coverage of the April 22 Council discussions on consultation and vending.

Corrections: On the front cover of the April 21 issue, Lindback Award Winner Dr. Peter Davies is incorrectly placed in SAS rather than SEAS; in the back-cover profile he is correctly described a member of engineering. In last week's "countdown" on page 11, another typo skews *Almanac's* projected schedule in May. We come out May 12; skip May 19; and publish May 26. —Ed.



Lydie Moudileno



Herbert S. Wilf



Tyrone Cannon

Chairs for Six in SAS: Drs. Moudileno, Wilf,

Dean Samuel H. Preston of the School of Arts and Sciences has announced the appointment of two faculty members to endowed chairs during the past semester, and of four to term chairs.

Two Endowed Professorships

Dr. Lydie Moudileno of Romance languages has been named to the M. Mark and Esther K. Watkins Assistant Professorship in the Humanities. Dr. Moudileno is an alumna of the Université de Nancy who received her M.A. in French from the University of Colorado at Boulder, in 1990, and her Ph.D. in French literature from UC/Berkeley in 1994. She taught at the University of Nebraska/Lincoln; at Colorado/Boulder where she won the Graduate Student Teaching Excellence Award; and at Berkeley; before joining Penn as assistant professor of French and Francophone literature in 1994. Last October, she chaired a conference in Paris at the Salon du Livre d'Outre-Mer on critical visions of the production artist. Her articles in *The French Review* and other academic journals explore themes of creolization and postcolonial identity in the works of Maryse Conde, Henri Lopes, and Soni Labou Tansi. The author of *L'Ecrivain antillais au miroir de sa littérature* (1997), she is working on a second book that will examine figures of black characters in literature and film from Africa and the diaspora.

The Watkins chair, established by a 1969 bequest to support the humanities at Penn, is for a scholar who is "an accomplished teacher and one who shows potential as a leader" in his or her field. It is named for M. Mark Watkins and his wife, Esther K. Watkins, established a bequest in 1969 to support the humanities at Penn. Mr. Watkins was a member of the Class of 1921 who was the president of Conoflow Corporation.

Dr. Herbert S. Wilf of mathematics has been appointed to the Thomas A. Scott Professorship in Mathematics. Dr. Wilf received his B.S. in 1952 from M.I.T. and his Ph.D. in 1958 from Columbia. After serving as manager of engineering computing at Fairchild Engine Division and head of the computing section at Nuclear Development Associates, Dr. Wilf taught for three years at the University of Illinois before joining Penn in 1962. He has authored, co-authored and edited numerous books—including *Algorithms and Complexity*; *Mathematics for the Physical Sciences*—and published more than 100 research and expository papers. In 1994 Dr. Wilf co-founded the *Electronic Journal of Combinatorics*, and he is currently an editor of the *American Mathematical Monthly*. His many honors include the Lindback Award; a Guggenheim Fellowship; a Fellowship of the Institute of Combinatorics and its Applications; the Haimo Award of the Mathematics Association of America for Distinguished Teaching; and, most recently, the Leroy P. Steele Prize for Seminal Research given by the American Mathematical Society in January, 1998.

The Scott chair dates from 1881, when the one-time president of the Pennsylvania Railroad, Thomas Alexander Scott, expressed a desire to endow a chair in mathematics in a letter to the trustees giving the disarmingly simple reason: "I understand help is needed for a chair of that character."

Four Term Professorships

Dr. Tyrone Cannon, associate professor of psychology and psychiatry, has been appointed to the Alfred L. Cass Term Chair. Dr. Cannon received his B.A. from Dartmouth in 1985 and his Ph.D. from USC in 1991. He came to Penn in 1991 following an internship at the Neuropsychiatric Institute at UCLA. Experimental psychopathology, behavioral genetics, and developmental and cognitive neuroscience, particularly as they apply to schizophrenia, are Dr. Cannon's primary research areas. Among his numerous awards are a Predoctoral Merit Fellowship while at USC, a Dissertation Fellowship from the Scottish Rite Foundation, the National Research Service Award from the National Institute of Mental Health, and the Young Scientist Award in 1990 from the Life History Research Society. Dr. Cannon holds membership in the Society for Psychophysiological Research; American Association for the Advancement of Science; and the American Psychological Society to name a few. Currently he is working on NIH-sponsored studies entitled *Brain Function and Structure in Twins with Schizophrenia* and *Prenatal and Perinatal Factors in Adult Schizophrenia*.



Margreta de Grazia



John Richetti



Jean-Michel Rabaté

Cannon, Richetti, de Grazia, and Rabaté

His chair was established when Stephen and Lucille Cass Oppenheim made a commitment in 1988 to establish a term chair in memory of Mrs. Oppenheim's father, Alfred. Mrs. Gertrude Cass, Alfred's widow and Mrs. Oppenheim's mother, also contributed to the gift. Stephen Oppenheim, W'60, is a specialist in tax law who is CEO of Faust, Rabbach and Stanger in New York. He and other members of the family have been long-term supporters of Penn and SAS.

Three in English: Three professors from the Department of English have been named Clara M. Clendenen Term Chairs in English: *Margreta de Grazia, John Richetti, and Jean-Michel Rabaté.*

Dr. de Grazia received her B.A. from Bryn Mawr in 1968 and her M.A. (1970) and Ph.D. (1974) from Princeton. She taught at the University of New Mexico and at Georgetown before coming to Penn in 1983. She is the author of *Shakespeare Verbatim: The Reproduction of Authenticity and the 1790 Apparatus* (1991), and co-edited *Subject and Object in Renaissance Culture* (1996) with her SAS colleagues Maureen Quilligan and Peter Stallybrass. Among her prestigious fellowships are those of the National Humanities Center, the American Council of Learned Studies, and the Guggenheim Foundation. She is currently completing a book entitled *Countermodern 'Hamlet'* and editing, with Stanley Wells, the *New Cambridge Companion to Shakespeare Studies*.

Dr. Richetti received his B.A. from St. Francis College in Brooklyn in 1960, and his M.A. (1961) and Ph.D. (1968) in English at Columbia, where he specialized in 18th-Century English literature. He has taught at St. John's University in New York, Columbia, Stanford, and Rutgers universities before coming to Penn as the Leonard Sugarman Term Professor of English in 1987. He served as chairman of the Department of English at Penn from 1990-95. His books include *Popular Fiction Before Richardson: Narrative Patterns 1700-1739; Defoe's Narratives: Situations and Structures; Philosophical Writing: Locke, Berkeley, Hume; and Daniel Defoe*. He has recently edited the *Columbia History of the British Novel*, and *Cambridge Companion to the Eighteenth-Century Novel*. He has just completed a new book, *The Novel and Social Change: Fiction and History in Britain 1680-1780*. His awards and honors include Woodrow Wilson and Woodbridge Fellowships at Columbia; a Fulbright to University College, London; a Guggenheim; an American Council of Learned Societies Fellowship; the Lindback Award at Rutgers; and a Senior Research Fellowship from the NEH. Dr. Richetti has served as co-editor of the *Cambridge University Press Studies in Eighteenth-Century Literature and Thought*, and he is currently editing the Restoration and Eighteenth-Century British Literature volume of the *Cambridge History of English Literature*.

Dr. Rabaté received his B.A. from the Sorbonne Paris-III, completed his M.A. in English Literature in 1970, and his Ph.D. *summa cum laude* from Sorbonne Paris-VIII in 1980. Dr. Rabaté taught at the University of Dijon as professor of English and American Literature for 12 years and has also taught in Manchester, Paris and Montreal. He came to Penn in 1992 as the Marjorie G. Ernest Term Professor in English. Dr. Rabaté has published widely on such authors as Pound, Joyce, Beckett and Bernhard and on the topics of critical theory and the aesthetics of modernism. His books include: *Language, Sexuality, and Ideology in Ezra Pound's Cantos* (1986); *La Beauté Amère: Fragments d'esthétique* (Barthes, Broch, Mishima, Rousseau) (1986); *James Joyce: Portrait de l'auteur en autre lecteur* (1984); *Joyce Upon the Void: The Genesis of Doubt* (1991); and *Ghosts of Modernity* (1996). Most recently, he edited *Writing the Image after Roland Barthes* (1997). Professor Rabaté is a founding member of the *Groupe de recherches sur James Joyce*, co-editor of *James Joyce—Scribble*, and has served as director for the *College International de Philosophie* (Paris) from 1992-1997. He is also co-director of *Ulysses-fin-de-siecle*, a publishing company in Dijon.

These three chairs stem from a bequest of Clara M. Clendenen, a 1925 graduate of Penn's School of Education who both taught and worked in banking, and who specified in her will that Penn's English department should receive a significant financial award from her estate.

Death of Dean Allam

The Most Successful Dean of any Veterinary School in the 20th Century

At right, Dr. Mark Allam in 1989 as he accepted the Centennial Medal of the School of Veterinary Medicine. The citation called the period of his deanship the "Golden Years" in which the core elective curriculum evolved and New Bolton Center emerged as the premier research and treatment facility in the field.



Dr. Mark W. Allam, who served as dean of the University of Pennsylvania School of Veterinary Medicine from 1953 until 1973, died on April 28 at the age of 89 at his home in Swarthmore, PA.

Dr. Allam grew up on a farm outside of Philadelphia and, enrolling in the School of Veterinary Medicine directly from high school in 1928, he graduated from Penn's School of Veterinary Medicine in 1932. He opened a practice in Media, PA, where he treated companion animals and made calls to dairy and horse farms. While in practice, he arranged to further study surgery at Penn's School of Medicine and was introduced to the principle of aseptic surgery which he promptly instituted in his own practice.

In 1945 Dr. Allam joined the School of Veterinary Medicine faculty to teach surgery. He insisted on aseptic surgery there, and the technique soon spread throughout veterinary medicine. Seven years later, in 1952, he was appointed interim dean and then in 1953, dean. "During the 21 years he was in the dean's office the School rose to the pinnacle of veterinary medicine," said the present Dean Alan Kelly. "He was probably the most successful dean of any veterinary school in the 20th century. We all owe him an enormous debt of gratitude for his leadership, and we deeply mourn his loss."

Dean Allam was the driving force for the establishment of New Bolton Center, the school's new large animal facility in Kennett Square, PA. The West Philadelphia hospital provided limited space for the treatment of horses and cattle and a larger, rural campus was needed.

Under his leadership, New Bolton Center developed into one of the leading equine clinics in the nation. Dr. Allam's legendary fund-raising skills secured contributions from horse breeders and owners that made the superb clinic and research facilities of New Bolton a reality. He obtained funding for the first endowed professorship at a school of veterinary medicine anywhere. Dr. Allam also applied these skills in Harrisburg where he was able to secure much-needed support for the school from the Commonwealth.

At the Philadelphia campus, Dr. Allam increased the faculty and focused on basic and clinical research, laying the foundation for the outstanding research reputation of the school that is part of its consistent rating as number one in the nation. Dr. Allam recognized the importance of establishing a formalized Ph.D. program at the school and he was instrumental in the development of veterinary medical specialties.

He was a founding member of the American College of Veterinary Surgeons, and served as chairman of the board of regents in 1966-67; an annual lecture in his honor has been delivered at the association's meeting since 1982. Dr. Allam served as vice president of the American Veterinary Medical

(continued on page 4)

Dean Allam (continued from page 3)

Association in 1956 and was a member of the board of directors from 1963 until 1967. The organization honored him with the AVMA Award in 1969. His other honors include the Bronze Medal from the Philadelphia Society for Promoting Agriculture in 1971; Man of the Year by the Quaker City Farmers in 1977; and Honorary Associate of the Royal College of Veterinary Surgeons. In 1984 he received Penn's honorary degree at a special convocation for the Centennial of the School.

After his retirement from the deanship, Dr. Allam served for four years as assistant vice president for health affairs at the University.

Dr. Allam was a familiar figure at the Devon Horse Show, the American Gold Cup and at other equine events. He enjoyed carriage driving and was until recently a familiar sight at New Bolton Center, with bowler and driving apron, high on the seat of a carriage. Dr. Allam and his late wife, Lila, spent much time and effort in restoring the manor house at the rural campus, named in their honor, making it the centerpiece of New Bolton Center buildings. The family have asked in lieu of flowers contributions to Allam House, c/o the School of Veterinary Medicine, 3800 Spruce Street/6006.

Dr. Allam is survived by two daughters, Shelley A. Rosato of Elverson, PA and Maryjane A. Downey of Newark, DE, six grandchildren, and four great-grandchildren, a sister, Dorothy Allam of Lima, PA and a brother, Robert Allam of Wallingford, PA.

SENATE From the Senate Office

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

Agenda of Senate Executive Committee Meeting

Wednesday, May 6, 1998, 2:30-4:30 p.m.

1. Approval of the minutes of March 3, April 1, 15 and 21, 1998
2. Past Chair's Report on activities of the Academic Planning and Budget Committee and on the Capital Council

Old Business

3. Report of the Senate Committee on the Economic Status of the Faculty, Section V
4. Update on Committee on Consultation (*Almanac April 14, 1998*)
5. Chair's Report

New Business

6. Invited comments on Distributed Learning Report (*Almanac April 21, 1998*)
7. Selection of four SEC members to serve in 1998-99 on the University Council Steering Committee
8. Determine whether SEC meeting scheduled for June 3 should be held
9. Other new business
10. Adjournment by 4:30 p.m. immediately followed by a reception for members of the Senate Executive Committee and members of Senate committees

Toward Opening the New University of Pennsylvania Bookstore

As part of the development of Sansom Common, the new University Bookstore is scheduled to commence operations in mid-July. The new store will anchor the first phase of the complex which will also include other retail stores and the Inn at Penn.

In July, 1996, the University reached agreement with Barnes & Noble to operate the Penn Bookstore for a fifteen-year period. As part of the management agreement, Barnes & Noble agreed to make a significant contribution to the construction of the new Penn Bookstore that would combine the best elements of a great academic bookstore with the amenities of a Barnes & Noble superstore. This new 50,000 square-foot store, which will be about 60% larger than the current store, will have a significant increase in both academic and tradebook titles. (The new store will have approximately 130,000 titles.) It is projected that its approximately 90,000 academic titles will make it one of the most comprehensive academic bookstores in the country. It will also feature a significantly expanded faculty authors section as well as a large "world news" section. The new store, situated in the heart of Sansom Common, will be a tremendous strategic advantage for Penn.

Inside the Bookstore

The main rotunda of the store will feature the 1998 Ivy Stone (see page 1). Other features of the new store include: a 100-seat Cafe serving Starbucks coffee; a comprehensive music department with listening boards; poster and print department; an expanded assortment of emblematic clothing and gifts, school supplies and specialty items; and a full-time community outreach director who will coordinate regular in-store author appearances and other special events. Plans to feature faculty and alumni authors, poetry readings, children's story-telling and community events are all under development. Opportunities to work collaboratively with the University Museum, Institute for Contemporary Art, Morris Arboretum and the Penn Press are also being explored.

*For a view of the new store floor plan and interior renderings, visit the web at <http://www.upenn.edu/bus-svcs/storeplans.html>



Dwayne Carter



Mike Knezic

Management Team

In its new location, the Penn Bookstore will continue to be staffed by the same core of formerly Penn employees who transferred to Barnes & Noble in the summer of 1996. Working with new staff to be hired for the larger facility, they will continue to be an integral part of the Penn community as they serve the needs of our students, faculty and staff. Regular customer service surveys will continue to be conducted and will be the basis for reviewing the services delivered at the new store. Finally, to ensure that the new Bookstore as well as the B&N management team, are meeting the needs of the University community, Business Services will continue to work closely with the University Council Bookstore Committee, chaired by Professor Regan. In anticipation of the expanded scope of operations, Barnes & Noble has appointed Dwayne Carter as the new General Manager for the University of Pennsylvania Bookstore. Mr. Carter comes to Penn with over 20 years of retail management experience including serving as B&N Regional Manager in Connecticut and Massachusetts with responsibility for 12 campus stores. For the past three years, he has been the Director of the Boston University Bookstore and Chairman of the Large Store Group at Barnes & Noble. His experience will provide additional support to Mike Knezic who will continue in his role as Director of Store Operations. The entire Bookstore team is focused on the successful

opening of the new facility. Grand opening events will be announced in the near future.

A Transition Period

There will be a three-to-four week period during which the Bookstore will be transferring many of its trade books to the new store. Every effort will be made to retain key book sections and to retrieve transferred items surrounding retail openings in July and August, construction on the Inn at Penn and the remainder of Sansom Common will continue. For approximately 12 months after the Bookstore opens, deliveries will be made to the store via the Sansom Street entrance. Once the Inn is completed, a new truck dock will open to accommodate the entire Sansom Common development. We will do everything possible to minimize inconvenience to our customers, and we ask for your patience as we work to complete the entire project.

We welcome your comments and suggestions as we move toward opening of the new Bookstore. Please forward them to witt@pobox.

Computer Connection

The Computer Connection will also move to the new facility in July 1998. It remains a department of the University and is not managed under the Barnes & Noble agreement, although it will be co-located with the Bookstore at Sansom Common. The Computer Connection will carry its traditional assortment of hardware product lines, including Apple, Dell, and Hewlett-Packard; as well as an expanded selection of peripherals, accessories, and software titles. Departmental orders and delivery services will continue to be managed by the Computer Connection and computer repair services will continue to be provided by The Computer Fixer through an agreement with the Computer Connection. A separate location near Sansom Common will be provided for the repair service. For more information on the Computer Connection, visit our web page at <http://www.upenn.edu/ccx/>

— Marie Witt, Interim Vice President for Business Services



*Above: Michael Gamer,
Anita Gelburd and Tina Lu*

*Below: Lori Rosenkopf,
Alan Strudler and Joseph Sun*

Six New Faculty Fellows in the College Houses

(see story,
page 1)



Hamilton: Michael Gamer

Dr. Michael Gamer, assistant professor of English, joins Hamilton College House, where the Faculty Master is Dr. Neil Shubin of biology. With Dr. Gamer will be his wife, Elise Bruhl, an attorney who will soon begin a clerkship with the Hon. Marjorie O. Rendell, U.S.D.C. Eastern District of PA.

A specialist in Gothic literature, Dr. Gamer came to Penn in 1994 after taking his Ph.D. from the University of Michigan (1993), two M.A.'s (from the University of York in 1988) and from UC/Berkeley in 1987) and bachelor's degree from Claremont McKenna College in 1986.

Last summer Dr. Gamer directed the Penn English Dissertation Proposal Writing Workshop for new doctoral candidates, and he is co-director of the English Graduate Mentor Program, which places new teaching assistants into peer groups run by experienced graduate students who act as mentors, teaching resources and troubleshooters. He is a recent recipient of the Lindback Award (1997) and of an Andrew W. Mellon Foundation Fellowship (1997). He is currently finishing a manuscript, *This Pageantry of Fear: Making Poetry in the Ages of Radcliffe and Lewis*.

Hill: Anita Gelburd

Dr. Anita Gelburd, who is the director of undergraduate academic affairs and of Wharton Evening School Programs at the Wharton School, joins Hill College House, where the Faculty Master is Dr. James O'Donnell of classics, who is also vice provost for information systems and computing.

Joining Dr. Gelburd will be her husband, Lawrence Gelburd, who took his MBA from Wharton in 1991 and is an independent record producer in Philadelphia.

Dr. Gelburd received her Ph.D. in American Civilization from Penn in 1994 after taking three

masters degrees here (in American Civilization, Higher Education and music) and a B.A. in Music from Goucher College in 1980. She has direct experience with Penn's College Houses, having served as an administrative fellow and a graduate fellow of Stouffer College House from 1983-1985. She was also TA in American Civilization, in GSE and in the Wharton School, and an instructor at the Governor's School for Business at Wharton.

In her present post she is responsible for managing all aspects of undergraduate student advising and the administration of academic programs and regulations for Wharton's 2,400 full-time students.

Harnwell: Tina Lu

Dr. Tina Lu, assistant professor of Chinese literature in AMES, will be a Faculty Fellow in Harnwell College House, where Dr. David Brownlee of art history is Faculty Master. She will be joined by her husband and Scholar in Residence Dr. Stuart Semmel, who is a lecturer in history and literature at Harvard.

A 1991 alumna of Harvard, *summa cum laude*, Dr. Lu completed her Ph.D. there in comparative literature in December, with a dissertation on two Chinese plays. A member of Harvard's house system for six years, she was both a residential tutor and, as an advisor on race relations, the organizer/mediator of discussions on race and ethnicity. She also coordinated the presentation of Asian and Asian-American films.

Dr. Lu has received a Mellon Fellowship in the Humanities (1991-96) and a Fulbright grant for study abroad in Taiwan (1990-91).

Gregory: Lori Rosenkopf

Dr. Lori Rosenkopf, the Douglas Vickers Term Assistant Professor of Management at the Wharton School, will be a Faculty Fellow in Gregory House, where Dr. Alan Filreis has been

Faculty Master. She will be joined by her husband, Kevin Valentine, who is completing his third year at Penn Law and will become an associate at Blank, Rome, Comisky & McCauley next fall. The couple also bring to the House their two children, Taylor Valentine, 3, and Trevor Valentine, who is two months old.

Dr. Rosenkopf took her B.S. with distinction from Cornell's College of Engineering in 1984 and her M.S. from Stanford in engineering in 1986. Her Ph.D. is from Columbia's Graduate School of Business, 1994.

Her teaching interests include the Management of Innovation and Technology, Strategy, Organization Theory and Behavior, and Networks. She was Wharton's Kraft General Foods Term Lecturer in Management in 1993-94, and her earlier professional experience includes systems engineering for AT&T, 1985-1988, and as industrial engineering with Eastman Kodak Company in 1982-1985.

Harrison: Alan Strudler

Dr. Alan Strudler, assistant professor of legal studies at the Wharton School, becomes a Faculty Fellow of Harrison College House, headed by Faculty Master John Richetti of English. Professor Strudler's wife, Eleonora Curlo, who teaches marketing at the City University of New York, will also join the House.

Dr. Strudler took his Ph.D. in philosophy from the University of Arizona, Tucson, in 1983 and a J.D. there in 1985. Dr. Strudler joined Wharton's legal studies department as assistant professor in 1995 after serving as a visiting assistant professor at Columbia's Graduate School of Business, research associate at Maryland's Institute for Philosophy and Public Policy (1989-95), visiting assistant professor of philosophy at Stanford (1988-89) and an Andrew W. Mellon Fellow at CalTech (1986-88).

He teaches both undergraduate and graduate courses in business ethics and negotiation.

Community: Joseph Sun

Joseph Sun, director of Academic Affairs at SEAS, is the new Faculty Fellow of Community House, whose Faculty Master is Dr. Stephen Gale of regional science. Mr. Sun will be joined in Community by his wife, the molecular biologist Mae Jane Sun (C'85), and their two daughters, Victoria, 4, and Olivia, 1.

Mr. Sun is nearing completion of his Ph.D. in city and regional planning at GSFA, where he earned the M.S. in the Appropriate Technology and Energy Management in 1988. His B.A. is from UCLA's School of Fine Arts (1983). He also received a certificate in intensive advanced Mandarin Chinese language from the Central Institute of Nationalities in Beijing (1982).

As director of academic affairs for SEAS since 1997, Mr. Sun works with the dean, associate dean for undergraduate education and others to provide leadership and management for the school's undergraduate and graduate academic affairs, including advising, curriculum development and management, admissions and graduation, student affairs and student records.

Earlier Mr. Sun served as director of academic affairs for the Wharton School (1994-97); as interim director of the Greenfield Intercultural Center (1993-94) and as assistant dean in the College (1990-93). He also acted as assistant dean for residence from 1986-1990, supervising student academic/residential programs and playing a leading role in the establishment of the House Manager system. He has also lectured in CGS's American Civilization Program.

OPPORTUNITIES at PENN

Where to Find the Job Opportunities—Here and Elsewhere

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

How to Apply:

Current Employees can call 898-7284 to obtain the name of the hiring officer for the available position, (please provide your social security number for verification and the position reference number). Internal applications should forward a cover letter and resume directly to the hiring officer. A transfer application is no longer needed!

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

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.

A full listing of job opportunities is also on the Human Resource Services website: www.upenn.edu/hr/. Current employees needing access to the web may go to the Computer Resource Center at 3732 Locust Walk with your PENNCARD to obtain a list of computer labs on campus available for your use. In addition, almost every public library in the Delaware Valley now provides web access.

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

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

New Jobs for the week of April 27 to May 1, 1998

DENTAL SCHOOL

DIRECTOR B (081409AB) GRADE: 28; 4-28-98 Resource Management
RESEARCH SPECIALIST B (040637AB) GRADE: 25; 4-30-98 Biochemistry

MEDICAL SCHOOL

BUSINESS ADMINISTRATOR A (40 HRS) (040611AM) GRADE: 25; 4-30-98 Pulmonary Vascular
BUSINESS ADMINISTRATOR B (40 HRS) (040625AM) GRADE: 26; 4-28-98 Orthopaedic Surgery
DIRECTOR D (040605AM) GRADE: 30; 4-28-98 School Administration
FINANCIAL COORDINATOR (040624AM) GRADE: 25; 4-28-98 Radiology
HEALTH SYSTEM PHYSICIAN (40 HRS) (040612LW) (040613LW) (040614LW) GRADE: MED; 4-29-98 Emergency Medicine
RESEARCH COORDINATOR (040603LW) *position contingent upon grant funding.* GRADE: 25; 4-28-98 Psychiatry
RESEARCH SPECIALIST A (040586LW) GRADE: 24; 4-27-98 Renal Electrolyte
RESEARCH SPECIALIST A (040615LW) *position contingent upon grant funding.* GRADE: 24; 4-28-98 Neurology
RESEARCH SPECIALIST A/B (40 HRS) (040606LW) *must be available for emergencies; weekend hours required on emergency basis; position contingent upon grant funding.* GRADE: 24/25; 4-28-98 Molecular & Cellular Engineering
RESEARCH SPECIALIST B (40 HRS) (040626LW) GRADE: 25; 4-28-98 Cardiology Section
RESEARCH SPECIALIST B (040630LW) *position contingent upon grant funding.* GRADE: 25; 4-29-98 Endocrine Section
TECH PSYCHOLOGY (040638LW) (040639LW) *car & valid driver's license required; evenings & weekends required.* GRADE: 23; 4-30-98 Center for Research on Reproduction & Women's Health

NURSING

ADVANCED PRACTICE NURSE, PART-TIME (20 HRS) (030469SH) GRADE: 28 RANGE: \$22,317-40,843; 4-29-98 Nursing Practice
OUTREACH WORKER (40 HRS) (040619SH) *ability to work some regular evening & weekend hours re-*

quired; position contingent upon grant funding. GRADE: 22; 4-28-98 Nursing Practice

PRESIDENT

ADMINISTRATIVE ASSISTANT A (040635LW) GRADE: 23; RANGE: \$17,900-30,425; 4-29-98 Development & Alumni Relations
ADMINISTRATIVE ASSISTANT B (40 HRS) (040622SH) GRADE: 24; 4-28-98 Office of the President
ADMINISTRATIVE ASSISTANT B (40 HRS) (040623SH) *some overtime required.* GRADE: 24; 4-28-98 Office of the President
DESIGNER PUBLICATIONS (040634LW) GRADE: 25; 4-29-98 Development & Alumni Relations
DIRECTOR D (101652LW) *valid driver's license required.* GRADE: 30; 5-1-98 Development & Alumni Relations

PROVOST

FINANCIAL ANALYST (040631SH) GRADE: 25; 4-30-98 Provost's Office
LIBRARIAN B/C (040601SH) GRADE: 26/27; 4-28-98 Access Services
LIBRARY CLERK (040572SH) GRADE: UNION; 5-1-98 Dental School Library
LIBRARY DOOR GUARD/STACK ATTENDANT (040602SH) GRADE/RANGE: UNION; 4-28-98 Access Services
SYSTEMS ANALYST SR (040636SH) GRADE: E; 4-30-98 Environmental Health & Radiation Safety
WORD PROCESSOR B (040621SH) GRADE: 23; 4-28-98 Undergraduate Admissions

VETERINARY SCHOOL

TECH VET ANESTHESIA TRAINEE/TECH VET ANESTHESIA (40 HRS) (040628LW) *on call emergency duty evenings & weekends.* GRADE: 22/24; 4-29-98 Small Animal Hospital

VICE PROVOST/UNIVERSITY LIFE

ADMINISTRATIVE ASSISTANT B (040618AB) GRADE: 24; 4-27-98 Career Planning & Placement Services

WHARTON SCHOOL

ADMINISTRATIVE ASSISTANT B (040620AB) GRADE: 24; 4-28-98 Health Care Systems
COORDINATOR A (040632AM) GRADE: 25; 4-30-98 Executive Education

Penn Perspective: June 9-11

Enrollment is now open for the 16th annual Penn Perspective, the University's summer institute for administrators and for faculty serving as departmental chairs. The institute is offered primarily to provide participants with a broad understanding of the University's structure and mission, and the challenges facing Penn today.

The three-day program consists of lectures and presentations by many of Penn's senior officers and academic administrators, including the President, Provost, and Executive Vice President. Topics include Penn's academic foundation, management and fiscal practices, research, student life, human resources, computing, development and alumni relations, as well as current University issues. Built into the agenda is time for questions, discussion, and opportunities to interact with colleagues.

According to the program's sponsors, past participants cite "the acquisition of a wealth of information, the opportunity to hear directly from and interact with key Penn leaders, and the development of lasting, collegial relationships" among the benefits of attending Penn Perspective. For more on the program, its cost and application procedures, contact Human Resources/Training and Development at 898-3400.

Computer Courses in May

The Office of Information Systems and Computing, Technology Training Group, offers computer courses to Penn faculty, staff and students with a valid PENNCARD. All classes and seminars are held at the Computing Resource Center, 3732 Locust Walk (across from the Penn Bookstore). Registration is required for all hands-on courses. Individuals must register themselves by calling 573-3102 (no third party registration). Registration for May classes has begun.

All prerequisites must be satisfied before registering for any course. For more information on course descriptions and prerequisites send e-mail to learnit@isc.upenn.edu or visit their web site at <http://www.upenn.edu/computing/isc/ttg>.

Hands-On Courses: DOS/Windows Users

Intermediate Excel 97, May 8, 9 a.m.-4 p.m.
Intermediate Word 97, May 15, 9 a.m.-4 p.m.
Intro to PowerPoint 97, May 21, 9 a.m.-4 p.m.
Intermediate Access 97, May 28, 9 a.m.-4 p.m.

Hands-On Courses: Macintosh Users

Intro to Excel 5.0, May 5, 9 a.m.-4 p.m.
Intro to PowerPoint 4.0, May 13, 9 a.m.-4 p.m.
Creating a Web Page (Intro), May 19, 1-4 p.m.
Intro to Filemaker Pro 3.0, May 26, 9 a.m.-4 p.m.

Lunchtime Seminars

Browsing Using Netscape, May 5, noon-1 p.m.
File Transfer Using Fetch, May 12, noon-1 p.m.

Wanted: Lab Equipment

REMEDY is in search of lab equipment for Penn's Upward Bound science courses. Any materials suitable for high school biology, chemistry, and physics courses will help ensure that underprivileged students not only graduate from high school but go on to successfully complete college and beyond.

Equipment can include anything from table-top centrifuges to glassware and hot plates, but it must be functional. Please feel free to call me at 573-3314 or e-mail me at krakowsk@mail.sas.upenn.edu if you have donations, questions or suggestions.

— Andrew C. Krakowski
Director, REMEDY in Philly



Salary Structure: for an explanation of the codes following the word GRADE: see the website.

Alumni (and Faculty/Staff) 5K Run (or Walk): May 16

The 20th Annual Alumni Run/Walk on Saturday, May 16, 1998, is sponsored by the University's Alumni Society and the Department of Recreation, for Penn affiliates of all ages. It is a 5,000 meter (3.1 miles) race and walk which winds through Penn's campus beginning at 9 a.m.; the start and finish is at Superblock, 39th and Locust Walk. An awards ceremony will be held at 10:30 a.m. at the registration area in Superblock. Awards will be presented to the top 10 male and female runners, the top 3 finishers in each of the categories listed below. There will be *no* duplication of awards, except in the case of placing as one of the 10 Top Overall male and female runners. Each participant must choose only one category.

Dressing and shower facilities will be available between 7:30 a.m. and noon in Gimbel Gym. Identification required (PENNCard or valid drivers license) for entry to facility. Participants must bring their own lock and towel.

Race results will be available to all participants at the conclusion of the race or visit the web site: www.lmsports.com. Participants can enjoy a video replay of their finish during the post race festivities which will include light refreshments.

Awards: *5K Run*—1st overall male/female; top 10 male/female; top 3 finishers for each class year male/female; top 3 finishers faculty/staff age groups male/female; top 10 finishers for spouses male/female; top 10 finishers for children. *5K Walk*—Top 20 male or female walkers (walkers are not eligible for running awards).

Entry Fee: \$12-pre-registered by May 11th; \$15-race day registration. Official entry forms are available at Gimbel and Hutchinson Gyms.

Pre-Registration: By mail (*postmarked by May 11th*) to 20th Annual Alumni Run/Walk, c/o Department of Recreation, Hutchinson Gym, University of Pennsylvania, 220 S. 32nd Street, Philadelphia, PA 19104-6319. Make checks payable to: Trustees, University of Pennsylvania. Mail-in entrants may pick up race number on day of race at "Pre-Registration" table.

Commemorative "1998 20th Annual Alumni Run/Walk" t-shirts will be given out on race day to all pre-registered entrants. Entrants who register on race day are not guaranteed a t-shirt.



Student Employment Office: New Location

The Student Employment Office has recently moved to 204 South 40th Street/6175. The telephone and fax numbers remain the same.

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 *April 20 through April 26, 1998*. Also reported were **Crimes Against Property:** 35 total thefts & attempts (including 3 thefts of auto, 6 thefts from auto, 5 thefts of bicycles and parts), 4 incidents of criminal mischief & vandalism, 2 incidents of burglaries & attempts, 1 incident of trespassing & loitering, and 2 incidents of forgery & fraud. Full crime reports are in this issue of *Almanac* on the Web (www.upenn.edu/almanac/v44/n32/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 *April 20 through April 26, 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: Robberies (& attempts)—1
04/20/98 10:49 AM 38th & Market Complainant reported car taken by unknown suspects

38th to 41st/Market to Baltimore: Simple assaults—1, Threats & harassment—1
04/24/98 3:28 PM 3900 Blk Walnut Complainant struck in face
04/26/98 2:20 AM High Rise North Complainant reports harassing phone calls

30th to 34th/Market to University: Purse snatches —1; Threats & harassment —1
04/23/98 5:44 PM Franklin Field Complainant assaulted/suspect arrested
04/26/98 6:43 AM 33rd & Walnut Purse taken by unknown suspect who fled area

Outside 30th-43rd/Market to Baltimore Robberies (& attempts) 1; Aggravated assaults 1
04/21/98 1:30 AM 43rd & Larchwood Backpack with contents taken by unknown suspect w/gun
98/04/25 1:21 AM 5900 Lansdowne Ave. Complainant shot in leg/taken to HUP

Crimes Against Society

30th to 34th/Market to University: Disorderly conduct—1
04/24/98 5:06 PM 33rd & Walnut Male gambling/arrest

18th District Crimes Against Persons

9 Incidents and 2 Arrests were reported between *April 20, 1998* and *April 26, 1998*, by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

04/21/98	1:42 AM	4300 Larchwood	Robbery
04/23/98	11:00 PM	46th Spruce	Robbery/Arrest
04/25/98	10:30 PM	4700 Blk Spruce	Rape
04/25/98	6:10 AM	4600 Chestnut	Robbery/Arrest
04/26/98	1:37 AM	4811 Florence	Aggravated Assault
04/26/98	5:34 PM	4700 Blk Baltimore	Rape
04/26/98	12:01 AM	4900 Spruce	Robbery
04/26/98	6:43 AM	3300 Walnut	Robbery
04/27/98	2:30 AM	5120 Chestnut	Aggravated Assault

Classifieds

VACATION

Pocono Chalet, Locust Lake Village, 3BDR/1B, sleeps 7, Deck. Swimming, fishing, tennis. \$375/week, (610) 356-3488.

HOUSE FOR SALE

Modern house, near Vet. School; living/dining room, 2 bedrooms, 2 small bedrooms, 2 baths, rec room (or home office), greenhouse, garage, patio, \$164,000. 222-4369.

PAID VOLUNTEERS WANTED

Research Studies: The Unit for Experimental Psychiatry, of the Department of Psychiatry, University of Pennsylvania, is in the process of recruiting volunteers interested in participating in sleep and sleep deprivation research studies. We are investigating the effects of sleep deprivation and shortened sleep on performance measures, including reaction time and memory function, and we are also measuring the effects of shortened sleep or absence of sleep on the way brain activity (EEG) appears as it "catches up" on lost sleep. We have several different research studies running concurrently and in some of these we are also investigating the response of the hormonal and immune systems to sleep loss and sleep reduction. Participation in an ongoing research study would involve between 3 and 21 days spent in our facility, depending on the particular research study design. Remuneration is dependent upon amount of time commitment involved. If you are interested in volunteering for one of our research studies please call (215) 573-5855 for details on the particular research studies for which you might be suited. If you are interested in participating, you will be asked a series of questions over the phone to determine your initial eligibility for one of our research projects.

To place classifieds: (215) 898-5274.

Calendar Deadlines

There is no issue of *Almanac* scheduled for May 19, so the issue of May 12 will contain an Update for May at Penn which will cover May 13 through May 27. The deadline for that Update is *May 5*. The deadline for Summer at Penn (which will appear in the May 26 issue) is *May 12*.



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 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).

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Illegal, Immoral, or Stupid by Ralph D. Amado

A pretty good first cut for making life choices, be they personal or professional, is to ask, *Is it illegal? Is it immoral? Is it stupid?* Busy people at the University can get into trouble, particularly with regard to the differences between their private benefit and their responsibility to Penn, by forgetting to pose these questions.

Forgetting to ask recently brought discredit to some faculty at an Ivy League institution, and considerable institutional embarrassment as well. Let's call the place Ivybridge. An audit of federally-funded cost reimbursement grants at Ivybridge revealed that a number of University employees, including senior faculty who were also principal investigators, were at the same time employees of a commercial business. The business also had federal contracts and was owned by one of the senior faculty's family. The grants to the business were supporting many of the same activities as those at Ivybridge. The hours that faculty and other employees reported to have worked at the commercial business raised serious doubts about the time devoted to the grant at Ivybridge. For example, one principal investigator, a faculty member, was a full-time employee of the company and its chairman, working an average of 170 hours monthly at the company during a five-month period in which he also claimed to be on the full-time faculty at Ivybridge. Furthermore one report claimed reimbursement to someone for work at Ivybridge on June 31 and September 31. In summary the audit found extensive violation of Ivybridge's policies on outside paid professional activity and nepotism, as well as lapses in research accounting procedures.

This story is not a joke. It is a true cautionary tale. Even talented and experienced faculty can, in their busy lives, do things that may be illegal and are certainly stupid. Usually the excesses are not nearly so blatant as those at Ivybridge. In fact, often they involve conflicts that are as much perceived as real. Nevertheless, these acts damage the reputation of the faculty members, and they also bring discredit and the wrath of the federal auditors down on the institution. We must guard against them.

At Penn, each individual employee bears primary responsibility for managing his or her own behavior. The faculty rightly cherish their academic freedom, but freedom carries responsibility with it. A creative environment like ours needs to be as free as possible, but at the same time we need to be scrupulous in separating our personal interests and gain from our institutional responsibilities. Failure to do so will end by restricting the freedom of all.

Each faculty member, each Penn employee, is responsible for maintaining a bright line between official matters, between University financial and human resources, and personal interests. The University provides help through policies and offices designed to help. A list of some of them appears here. If you have the slightest question, you should consult these resources. It is better to be a little cautious than to be a lot immoral, illegal or, worst of all, stupid.

Sponsored Research

- *Handbook for Faculty and Academic Administrators* (www.upenn.edu/assoc-provost/handbook)
- *Research Investigator's Handbook* (www.upenn.edu/ora/rihframes.htm)

Conflict of Interest

- *Layman's Guide to Conflict of Interest* (www.upenn.edu/VPR/COI1b.html#LAYMAN)
- *University Policies* (www.upenn.edu/VPR/COI1b.html#POLICIES)
- *Conflict of Interest Standing Committee* (www.upenn.edu/VPR/COI1b.html#CISC)

Intellectual Property

- *Patent Policy* (www.upenn.edu/ctt/doc/patent.html)
- *Participation Agreement* (www.upenn.edu/ctt/doc/download.html)
- *Mission Statement for Center for Technology Transfer* (www.upenn.edu/ctt/doc/mission.html)
- *Invention Disclosure Form* (www.upenn.edu/ctt/doc/download.html)
- *Copyright Policy* (www.upenn.edu/assoc-provost/handbook/v_d.html)
- *Policy on Computer Software* (www.upenn.edu/assoc-provost/handbook/v_f.html)

Human Resources

- *University Resources, Uses of*—Human Resources Policy 003 (www.upenn.edu/hr/policy/index.html)
- *Conflict of Interest*, Human Resources Policy 005 (www.upenn.edu/hr/policy/index.html)
- *Guidelines to Extramural Activities*, Human Resources Policy 006 (www.upenn.edu/hr/policy/index.html)

University of Pennsylvania/Commonwealth of Pennsylvania: History of Non-Preferred Appropriation

(in thousands of dollars; see story, page 1)

	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999 SB 1315	FY 1999 % Increase
Instruction	\$11,838	\$15,489	\$ 9,489	\$ 9,089	\$0	\$0	—
Medical Instruction	3,326	4,280	4,280	4,280	4,034	4,034	0.0
Dental Clinics	773	994	994	994	938	938	0.0
Veterinary Instruction *	7,456	7,456	10,420	10,420	—	—	—
New Bolton Center *	2,840	4,154	7,118	7,518	—	—	—
Food and Animal Clinics & Services *	1,529	1,968	1,968	1,968	—	—	—
Center for Animal Health & Productivity*	934	1,201	1,201	1,201	—	—	—
Total Vet. Medicine	\$12,759	\$14,779	\$20,707	\$21,107	\$30,498**	\$31,489**	3.25
Total University	\$28,696	\$35,542	\$35,470	\$35,470	\$35,470	\$36,461	2.8

* Veterinary School line item

** Vet School appropriations combined into one line item entitled "Veterinary Activities."

(as of 4/23/98)