

Enduring Virtues *by William N. Kelley*

The University Commencement this year brought, among others, two physicians to campus for honorary degrees. One is a Penn Med graduate: Dr. Louis Sokoloff, Class of 1946. As many of you know, he has virtually founded cerebral metabolism as an area of study. As his degree citation stated: "You have given neuroscience a new landscape of discovery. A visionary explorer of the three-pound universe we call the brain, you have charted the chemical changes that provide the brain with energy and mapped their relation to cerebral functions in normal and pathological conditions. . . . [Your] innovative acts of scholarship and scientific discovery constitute a cornerstone on which future generations will build."

The other is a national figure in medical administrative leadership, Dr. William Danforth. He had a distinguished 24-year career as chancellor of Washington University in St. Louis. In addition, for more than 30 years he chaired the Danforth Foundation, which supports innovation in education, inside and outside the classroom.

One of the common elements between these individuals is vision—and the resolve to see it through to implementation. That's why their accomplishments reach so broadly, shaping medicine and also influencing the wider society. And, by the way, that's the definition of a role model. New physicians, like our own Class of 1997, and indeed all of us do well to ponder their contributions, and insist always that our vision, like that of Lou Sokoloff and Bill Danforth, reach to the stars.

At the School of Medicine's graduation exercises, we had other examples, and you can read about them in the current issue of *Penn Medicine*. But events, too, can help shape one's vision. This spring, we had two examples that involved both the University and the city.

The first was a conference, held downtown in March, on medical ethics. It was sponsored by our own Center for Bioethics and the American Medical Association. It ran the gamut from the origin of medical ethics in this country, to changes in ethical criteria over time, to the ever-evolving relationship between society and the medical profession, and to current and future challenges to both ethics and professional values.

One of the historical items to come from the conference involves two Penn Med alumni. The A.M.A.'s first code of ethics was cobbled together by John Bell, Class of 1817, and Isaac Hays, Class of 1820. Perhaps they learned their moral activism in medical school. In any case, it benefited the profession and society as well.

Another item is that, in the 19th century, the A.M.A. tried to get rid of quackery and promote scientific medicine. One speaker pointed out that, as we look back, much of what was touted as scientific medicine at that time looks, now, a great deal like quackery.

That's a conundrum physicians always face. It's a plus, because it means that technology to diagnose and treat is moving ahead. And it will move ahead rapidly, inevitably bringing questions in its wake: Whenever you can do something new, you will have to ask: Should you do it? And when—under all conditions? Selectively? Who will decide?

We've tried to educate the Class of 1997, and all classes, to not be on the sidelines when these questions are raised. Like John Bell and Isaac Hays, our graduates should be right in there, helping society make difficult health-care choices. That is part of one's obligation as a citizen and more especially as a physician—and, I'll add, as a Penn-trained physician.

The other event, held in April, was the Presidents' Summit on America's Future, centering on volunteerism. Among institutions of higher education, the University of Pennsylvania was the exclusive sponsor of that historic gathering. I'm happy to say that virtually none of today's new graduates need initiation into volunteerism. They and their fellow students have been generous with their scant time, and creative in producing innovative programs to take health care to under-served populations. I'm sure that, nourished in altruism as they have been, they will never let that spark of giving be extinguished. Resources will always be scarce, and they know they have been blessed with gifts and skills that enable them to relieve suffering. The Presidents' Summit surely helped them reaffirm a lifelong commitment to those in need.

At the School of Medicine, we are gearing up for Curriculum 2000, which will bring sweeping changes in the way that medical students receive information and spend their four-year course of study here. But some things will not change. Some of those are items I have just detailed: the need for vision, and the courage and strength to carry it out; an unshakably moral foundation that stands as a beacon for others; and an expansive spirit in pursuing professional and personal goals.

Dr. Kelley is Dean of the School of Medicine, Chief Executive Officer of the Medical Center and Health System, and Executive Vice President of the University of Pennsylvania for the Medical Center. His essay appeared originally in Penn Medicine, Spring 1997.

Almanac

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The U.S. Constitution and the Year 2000

As Penn's Dr. Richard Beeman spearheads the planning of programs, and GSFA Dean Gary Hack advises on design, Philadelphia is working toward groundbreaking in the year 2000 for a National Constitution Center that will be a state-of-the-art museum.

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On the front cover is a visualization of Signer's Hall, produced collaboratively by the Center; Ueland Junker McCauley, architects and exhibit designers; and G. Peter Vander Heide, architecture and visualization.

For a Compass feature on Dr. Beeman's role, please see page 10.

A Museum of Ideas

... please see [page 10](#)



News in Brief

A-3 Nominations: August 11

A call for nominations to the A-3 Assembly Executive Board is issued on page 18 of this issue, with a description of an election procedure designed by a four-member committee set up this spring by Council Steering Committee leaders.

Deadline for nominations is August 11, and the slate is to be published in *Almanac* September 2.

HR Policies: Summary of Changes

Also on page 18 is a summary of changes in seven Human Resources policies, effective July 1, and an announcement on "dress casual" Fridays.

Change in Opening Convocation

Opening Convocation for academic year 1997-98, originally scheduled for Sunday, August 31, will actually be held on Tuesday, September 2. With Irvine Auditorium—the traditional location—closed for renovation, the Class of 2001 will be welcomed in the Palestra. For details on participating, call the Office of the Secretary, 898-7005.

Graduate Student Reception

The Graduate and Professional Students Welcome Reception will take place on September 4 in the Annenberg Center Lobby, 4-6 p.m. refreshments, entertainment and an information fair. Remarks will begin at 4:45 p.m. Attire is informal. All faculty are invited by the President and the Provost to join in welcoming the graduate and professional students to the academic community.

An Update on the Classification Redesign Project

To the University Community:

I am writing to update you on the progress the University has made with the Classification Redesign Project.

Last fall, administrative staff began work to collect and review position information questionnaires ("PIQs") from each employee. This was the first such review in over 15 years and a major Penn initiative by any standard. I'm pleased to report that over 85% of you responded, which is a remarkable turnout, and I thank you for putting so much effort into this.

We are now in the process of analyzing these data and resolving outstanding questions that have been raised by our review team. As that work proceeds, Human Resources will be conducting meetings to review the project's findings with school and center management. This will provide the opportunity for discussions necessary to validate the project data.

These meetings will be held beginning in the fall. Changes to the classification system will be implemented after all input from schools and centers has been considered. Any issues which require immediate attention will be responded to before the project's full implementation.

The Classification Redesign Project is a key part of the University's overall commitment to assessing all the aspects of one's "total compensation" profile, including pay, benefits, and the quality of worklife. It is a significant step toward insuring Penn's reputation as a first-rate employer. I urge you to give it your support and feedback as the project moves forward, and we will continue to keep you informed of our progress.

— John Fry, Executive Vice President

MacArthur Award: Dr. Stewart of English

An alumna and new faculty member of SAS has been named a MacArthur Fellow, winning the prestigious award that carries no obligations and has been nicknamed the "genius award." But when the John D. and Catherine T. MacArthur Foundation announced on June 17 that "Dr. Susan Stewart, a professor of English at the University of Pennsylvania" was one of this year's 23 recipients, no one could find Dr. Stewart in the Penn phone book. The reason: her appointment to the faculty, and her designation as the Donald T. Regan Professor of English, were still in process. (The Trustees passed the appointments and promotions June 20, and she took the endowed chair effective July 1.)

"I am delighted that Professor Stewart has been named a MacArthur Fellow on the eve of her arrival at the University," said SAS Dean Walter Wales. "This honor pays great tribute to the very talents we sought in brining her to Penn. I know that she will be a splendid addition to our already distinguished English faculty."

Dr. Stewart is a noted poet and scholar who took her B.A. in 1973 from Dickinson College, her M.A. in 1975 from Johns Hopkins, and her Ph.D. in 1978 from Penn in Folklore and Folklife. She began her teaching career immediately at Temple University, and has remained there ever since, serving also as Poet in the Schools in 1978-82 under the Pennsylvania Council on the Arts program of that name.

One of Penn's most eminent graduates, admired in scholarly and poetic circles in this country and Great Britain, Dr. Stewart is ranked as one of the most distinguished American experts in 20th Century literature, literary theory and cultural history, in addition to being an internationally recognized poet and commentator on the arts. "Her scholarship is marked by its originality and felicitous expression, but even more by the enormous range and consequence of its insights," said an English Department commendation in proposing her appointment to the Regan Chair.

She is the author of three scholarly books: *Nonsense: Aspects of Intertextuality in Folklore and Literature* (Johns Hopkins 1979) considers nonsense in children's literature, traditional folk verse and high art. *On Longing. Narratives of the Miniature, the Gigantic, the Souvenir, the Collection* (Johns Hopkins 1984), has significance beyond the literary academy, well known to and cited by active artists. Her latest is *Crimes of Writing: Problems in the Containment of Representation* (Oxford 1991). The first two have been published in Japanese and the second is available also in German.

Her three volumes of poetry are *Yellow Stars and Ice* (Princeton 1981), *The Hive* (Georgia 1987) and *The Forest* (Chicago 1995.) Her books and some 20 papers, along with her teaching—not only at the undergraduate and graduate level but in the public schools and community centers out of her commitment to bring poetry widely accessible—have earned her numerous awards including Guggenheim, Pew and Getty fellowships and the Lila Wallace Foundation Individual Writer's Award.

In awarding her a prize of \$280,000, the MacArthur Foundation cited her work on how literary practices have influenced social perception and activity. She is also at work on a study of the lyric, following a thread from classical times to the present in the representation of the senses and experience in lyric form.



Dr. Stewart is traveling and could not be reached for a photograph. Above, courtesy of Penn Book Center, is her first volume of poems, with Edward Hopper's *Rooms* by the Sea on the cover.

Kyoto Prize: Dr. Janzen of Biology



Dr. Janzen in 1989, the year he was named a MacArthur Fellow

Dr. Daniel Janzen, professor of biology here since 1976, will receive one of the three Kyoto Awards, Japan's most highly valued awards for lifetime achievement, each carrying a 20k gold medal and a cash prize of 50 million yen (about \$430,000).

He will receive the award in a November ceremony in Kyoto. The Kyoto Awards were established 13 years ago by Dr. Kazuo Inamori, founder and chair of Kyocera Corp., a technical ceramics producer, and of DDI Corp., Japan's second-largest telecommunications provider.

Describing Dr. Janzen as the world's foremost pioneer in tropical biology, the Foundation's announcement said his research since 1960 "has contributed to the diverse fields of ecology, microbiology, biochemistry, zoology and botany. He has proposed numerous unique hypotheses concerning the interaction between tropical plants and animals and has brought new understanding to the phenomenon of tropical biodiversity."

Dr. Janzen, known especially for his work in the tropical rain forests of Costa Rica, has also won the Swedish Royal Academy's Crafoord Prize in ecology (1984)—a companion prize to the Nobel—and was named a MacArthur Fellow in 1989.

Following is a summary of tax-related issues of particular interest to the University community in legislation currently under consideration by the U.S. House and Senate. The House passed its version of the tax bill on June 26, and the Senate passed its version on June 27. Overall, the Senate tax bill is preferable, from the University's perspective, to the House bill. House and Senate leaders are meeting in conference committee to reconcile differences between the two bills. While the House has not yet named conferees, the Senate conferees include Senators Roth (R-DE), Lott (R-MI), Domenici (R-NM), Grassley (R-IA), Nickles (R-OK), Moynihan (D-NY), Lautenberg (D-NJ), and Conrad (D-ND).—C.S.

The New Tax Bill: Implications for the University

In preparation for the House and Senate conference, President Clinton proposed significant revisions to his own tax proposals in order to make them more acceptable to Congressional leaders. Under his revised plan, the President's package includes \$42 billion in tax breaks for tuition, while eliminating the \$10,000 tax deduction he originally proposed. The House bill would provide about \$31 billion and the Senate bill would provide about \$32 billion for college-related tax relief. For higher education, there are several significant differences between the House and Senate bills.

Construction: Under present law, tax exempt bonds used to finance construction and renovation projects at private nonprofit institutions are capped at \$150 million. This cap affects approximately 30 private colleges and universities, including Penn, adversely impacting our ability to construct new facilities and renovate existing ones. The House tax bill increases the \$150 million bond cap by \$10 million a year for five years until a \$200 million dollar cap is reached. The Senate bill institutes a complete repeal of the cap for new capital expenditures.

Tuition: Other differences include the treatment of Section 117 (d) of the current tax law, a provision which allows individuals to exclude from their gross incomes, "qualified tuition reductions," from an educational organization for the education of an employee, employee's spouse, or dependent children. The House bill proposes to rescind the tax exemption for this tuition remission. The House provision would phase out the tax exemption beginning in 1998 gradually until a full repeal in 2002. The Senate bill, however, leaves Section 117 (d) intact.

The House bill also extends Section 127, the tax exemption for certain employer-provided educational assistance for undergraduate course work only through the end of 1997. The Senate bill permanently extends section 127 for both graduate and undergraduate education.

While the House and Senate bills offer less college-related relief than the administration proposed, there are significant incentives created in both bills for families to save and pay for college tuition. The House bill establishes penalty-free withdrawals from IRAs for post-secondary educational expenses. The Senate bill also allows penalty-free withdrawals, and in addition creates several types of tax-free savings accounts, including an account similar to an IRA for educational expenses.

The House bill establishes a \$10,000 per year, per student deduction for state pre-paid tuition plans used for undergraduate tuition. The Senate bill does not include a tax deduction for higher education. The House tax bill also includes a tax credit of 50 percent of up to \$3,000 in out-of-pocket tuition expenses and books for higher education for individuals with incomes up to \$40,000 and couples making up to \$80,000. The Senate bill includes a similar measure.

Health Care Issues: As part of a five-year plan to balance the budget, the House and Senate also approved changes in Medicare, Medicaid and other spending programs. Congressional conferees will be appointed to begin negotiations to modify the differences between the Senate and House versions of the spending and tax bills the week of July 14. There are several provisions in these bills of concern to the University of Pennsylvania Health System, including the Medicare "carve-out" and indirect medical education adjustment issues.

Penn supports the "carve-out" of disproportionate share and graduate medical education payments from the HMO managed care payments made by the Medicare program. We support paying those monies directly to the teaching hospitals serving Medicare managed care enrollees. By carving out these funds and paying them directly to the hospitals, Congress would remove the middle man and direct the payments where they are needed.

Through Medicare, the government has historically reimbursed hospitals that are affiliated with medical schools for the costs they incur in training doctors. As part of the overall plan to balance the federal budget, both the Senate and House bills would cut this reimbursement significantly. While Penn does not support the proposed cuts in either version, the Senate language is preferable since it would cut the payments more gradually. These funds are intended to compensate urban hospitals like Penn for the higher costs they incur due to greater service utilization.

Action: If you have any questions or would like further information on how to contact members of the Delaware, New Jersey, or Pennsylvania delegations on any of these issues, please contact our Office of Federal Relations at 898-1532, or me at 898-1388.

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

VP/Audit and Compliance: Rick Whitfield

photo by Tommy Leonardi

The Trustees at their June 20 meeting approved the appointment of Rick N. Whitfield to the new post of Vice President for Audit and Compliance.

Executive Vice President John Fry said Mr. Whitfield has done "a tremendous job" of developing and implementing audit plans and programs for both the University and the Health System since his arrival



Rick Whitfield

in January 1996 as managing director of internal audit. He had also held dual university/medical center responsibility at Vanderbilt, where he served from 1981 until he came to Penn with the assignment to "move Penn's internal audit department forward, as it evolves from an enforcement unit to one that serves as problem-solver and business partner to managers in the schools and centers," as Mr. Fry put it.

Mr. Whitfield is a graduate of Austin Peay State University with an M.B.A. from Vanderbilt's Owen Graduate School of Management. A certified public accountant who has served in the private sector as well as at Meharry Medical College and at Austin Peay, he is currently secretary/treasurer of the Association of College and University Auditors, and a member of the Association of Health Care Internal Auditors, the Institute of Internal Auditors, and the Hospital Financial Management Association.

Staff Changes

Joining Institutional Research: Dr. Theodore Bross of Jefferson

Penn's Director of Institutional Research and Analysis, Dr. Bernard Lentz, has appointed Dr. Theodore Bross of Thomas Jefferson University as Associate Director for the unit.

A graduate of Columbia University who took his Ed. D. from Rutgers, Dr. Bross has been director of administrative systems at Jefferson, leading in institutional research both as the director of Admissions and Enrollment Management and as director of Information Systems. He has also taught research and applied statistics for the past ten years and has served as a faculty advisor for over 100 master's projects in Jefferson's College of Allied Health and College of Graduate Studies. Dr. Bross was also a contributor to *Strategic Indicators in Higher Education*, published by Peterson's in 1996.

"Ted will add exceptional strength to Institutional Research's capacity to analyze the important empirical issues surrounding the Agenda for Excellence and the 21st Century Project for the Undergraduate Experience," said Dr. Lentz. Dr. Bross will be a senior analyst in a team whose work provides institutional research supporting the policy and planning goals of the University. The Office of

(continued next page)

Student Health Plan: September 1

A new Penn Student Health Insurance Plan will take effect September 1—a Point-of-Service (POS) plan provided by AETNA USHealthcare with “substantially improved benefits at a lower premium and a significant choice of health care providers,” VPUL Valarie Swain-Cade McCoullum said. Student who stay in-network will essentially have all their health care provided with minimal co-pays for specialists and prescriptions. Those who go outside the University of Pennsylvania Health System, in Philadelphia or elsewhere, will have an indemnity plan with \$250 deductible and 80% coverage of most other medically necessary care.

The new Plan will save students an aggregate of \$837,772 compared to last year’s plan, Dr. McCoullum said. The Plan also has a fitness plan reimbursement, age-appropriate immunizations, and “for the first time, a focus on the maintenance of health, as well as treatment of illness,” according to Dr. Marjeanne Collins of Penn’s Student Health Service. Complete information is being sent to all full-time Penn students in July, and brochures are available at the Health Insurance Office, Room 115 in Student Health at the Penn Tower Hotel.

Staff Changes *continued from page 3*

Institutional Research and Analysis also prepares the numerous reports and analysis required by external agencies.

To Temple: Dr. Albertaine

Dr. Susan Albertaine, who has been assistant to the Provost for the 21st Century Project, has been named Vice Provost for Undergraduate Studies at Temple University. She took office last week but continues, with her husband Dr. Alan Filreis, as a member of Van Pelt College House at Penn.

Under Temple’s Provost James England she has responsibility for undergraduate studies on the main campus; academic planning, academic resource and support programs (including a Writing Center and Math/Science Resource Center), core curriculum, degree audit, Freshman Seminars, honors program, ROTC, and main campus evening and summer programs. She will also work with the Temple Learning Communities, a special program of linked core courses for first-year students. Temple has 14 schools or colleges, 11 of them with undergraduate programs. Academic planning and initiatives that cross or connect undergraduate programs will be in Dr. Albertaine’s portfolio.

A 1972 Cornell alumna who took her Ph.D. in English at Chicago, Dr. Albertaine has been a visiting lecturer in English here. Editor of *A Living of Words: American Women in Print Culture* (Tennessee 1995), she is the author of numerous papers and of a forthcoming book on women’s writing and the language of industrialism.

To Cabrini: Dr. Bennett-Speight

Dr. Carol Bennett-Speight, director of the Faculty/Staff Assistance Program since 1989, has been appointed associate professor and director of the Social Work Program at Cabrini College.

Joining F/SAP in 1987 after taking her M.S.W. at Rutgers and serving in the private sector, Dr. Bennett-Speight earned her Ph.D. at Penn in 1996 and was selected to attend the HERS Institute at Bryn Mawr. A writer and speaker on caregiving and other worklife issues, she is currently chair of the National Employee Assistance Association’s Child and Family Committee. At Penn she has also served on the quality assurance board of Penn’s Counseling and Psychological Services, and on the School of Social Work’s Research and Policy Committee. Dean Ira Schwartz of SSW, where F/SAP is lodged, said “Cabrini’s gain is our loss.”

DEATHS

Dr. Leonard Miller, Teacher and Surgeon

Dr. Leonard D. Miller, the nationally prominent surgical educator and former Chief of Surgery at PennMed, died on June 24 after a prolonged illness. He died at the Hospital of the University of Pennsylvania, where he had been a medical student and faculty member for the last 46 years. Born July 8, 1930, he was a distinguished scholar and an All-City high school basketball player in the Jersey City Schools. He graduated from Yale University in 1951 and earned his M.D. from Penn in 1955. After an internship and a year of surgical residency at the Hospital of the University of Pennsylvania (HUP) he served from 1957 to 1959 as a Captain in the U.S. Air Force and Chief of the Surgical Service and Commander of a large Air Force Hospital in England.

After returning to Penn and completing his surgical residency in 1964, he was appointed to the faculty, becoming a full professor only five years later. During his 33 years as a faculty member he assumed many important roles. He was Director of the Shock and Trauma Unit from 1967 to 1972 and Director of the Harrison Department of Surgical Research from 1972 to 1983. He was the J. William White Professor of Surgical Research from 1970 to 1978. After several years as Acting Chairman of the Department of Surgery, he became John Rhea Barton Professor and Chairman of the Department of Surgery in 1978, serving in this role until 1983.

Dr. Miller was elected to many distinguished medical and scientific societies, including the American Physiological Society, the Society of University Surgeons, the American Surgical Association and the Halsted Society. He was perhaps best known for his commitment to education. He was Chairman of the Education Committee of the Society of University Surgeons. A winner of the Lindback Award, he also won an honorary fellowship in Alpha Omega Alpha; the medical student government teaching award for the best clinical teacher; and other awards given by medical students and residents. Dr. Miller published over a 100 research papers. His research contributions were highly significant in several different areas. He did clinical studies on cancer of the large bowel, portal hypertension and the use of portocaval shunts. His basic research activities included studies on the role of the circulation of the kidney and of oxygen transport in shock. Dr. Miller was also active as an editor, serving on the editorial board of the *Annals of Surgery* for many years, and, in 1993, editing a well-known book on the essentials of basic science in surgery.

Dr. Miller was especially admired for the respect and consideration he showed to students, faculty and staff alike, and for the care and attention that he extended to his patients. He will be affectionately remembered for his enthusiasm for baseball, which he was always eager to share with those around him. His contributions to the School of Medicine and HUP were varied. He served as Chairman of the Medical Board of HUP and of the Steering Committee of the Medical Faculty Senate and as Chairman of the Admission Committee of the School.

He is deeply loved and will always be missed by his two sons, Steven Lawrence, who is working towards a Ph.D. in Comparative Literature at University of California at Irvine, and Jason Lloyd, who is attending Law School at Penn. In lieu of flowers, contributions would be appreciated to the Leonard D. Miller Student Fund, Trustees, University of Penn School of Medicine, Department of Surgery, 3400 Spruce Street, 4 Silverstein Pavilion, Philadelphia, PA 19104. A Memorial Service will be held Tuesday, September 16 at 4 p.m. in Medical Alumni Hall, Maloney Building.

—From a Memoir of Dr. Clyde Barker, Chairman of Surgery

Dr. Matthew Moore, Investigator of Moore’s Syndrome

Belated notice has been received of the March 29 death of Dr. Matthew T. Moore, an emeritus professor of pathology who was on the faculty here for 34 years. He was 95.

A 1923 graduate of Harvard, Dr. Moore took his M.D. at Temple in 1927, where he also interned. Serving also on the staffs of Einstein, Hahnemann and other local hospitals throughout his career, Dr. Moore joined Penn’s Medical School as an instructor in neuropathology in 1936 and retired as a full professor in 1970. Of the nearly eighty papers he published, many discussed encephalographic studies of mental diseases and the study and treatment of epilepsy and abdominal epilepsy, known as Moore’s Syndrome.

He is survived by his wife, Stella Moore.

Dr. Whitney, Sociologist and Demographer

At presstime *Almanac* learned of the death of Dr. Vincent H. Whitney, emeritus professor of sociology and a noted scholar in demography, on July 8 at the age of 84. He is survived by his wife of 56 years, Lucy Mansfield Whitney, a son and two daughters, and four grandchildren. Details of his career will be published in a future issue.



Dr. Miller, by Robert Martin

Wharton: \$10 Million Goergen Entrepreneurial Management Program

The Wharton School has created the Goergen Entrepreneurial Management Program with a \$10 million gift from Robert B. Goergen, chairman and CEO of Blyth Industries, a leading manufacturer of candles, candle accessories, and home fragrance products.

The gift, one of the largest ever made to support an entrepreneurial program at a U.S. business school, will establish a Robert B. Goergen Professorship and sponsor Goergen Fellowships for faculty to teach new courses needed to meet growing demand, according to Wharton's Dean Thomas P. Gerrity, who called the program a "cornerstone of management education at Wharton...critical to our plans for the 21st Century."

A worldwide search will be conducted for a program director.

Wharton established the world's first integrated curriculum of entrepreneurial studies in 1973. It now has 18 scholars and practicing entrepreneurs offering 22 courses to some 2,000 students and executives annually, and more than 700 students now have major concentrations in entrepreneurial studies.

Mr. Goergen, a 1962 Wharton MBA graduate, is a highly successful entrepreneur in his own right, transforming Blyth Industries from a \$3 million regional manufacturer of grocery store and religious candles into a company that designs, manufactures and markets candles internationally. Blyth Industries reported \$500 million in revenues in 1996 and employs 2,200

at the parent company and two subsidiaries, Candle Corporation of America and Party Lite Gifts. Before building Blyth Industries, Mr. Goergen held management positions at a number of leading organizations including McCann-Erickson, McKinsey & Co., and Donaldson, Lufkin & Jenrette.

"Wharton provided me with many of the tools and skills responsible for my business



Alumnus Robert B. Goergen

track record," said Mr. Goergen, adding that "Given Wharton's unrivaled reputation in fostering [the entrepreneurial] spirit, the gift is intended to help the School prepare the next generation of business leaders by adding depth and breadth to its entrepreneurial management faculty."

Among the specific five-year goals of the program:

- Increase faculty leadership by increasing the number of junior faculty and supporting tenure-track development; growing standing faculty to strengthen the identity of the entrepreneurial group within the School; and attracting more visiting scholars from abroad.
- Enhance curricular leadership by significantly increasing course offerings to include such topics as acquiring businesses, commercializing new technologies, venture capital and managing rapid growth; expanding the range of issues covered; and serving as a bridge for student business acquisition information.
- Expand international programming through increased visiting scholar programs; student exchanges; and the establishment of entrepreneurial programs in developing countries.
- Expand doctoral initiatives and teacher development for the next generation of entrepreneurial education.

— From a news release of Wharton Public Affairs

Medicine: Another Piece of the Alzheimer's Puzzle

In 1907, German neurologist Alois Alzheimer described the two primary pathological characteristics—neurofibrillary tangles and amyloid plaques—that have since defined the dementing disease of aging that today bears his name. Now, for the first time since then, researchers at the University of Pennsylvania Medical Center have identified a major new pathological feature of Alzheimer's disease, equally abundant and widespread in the brains of patients and as specific to the disease as the long-known tangles and plaques.

The newly discovered pathology—a plaque-like lesion involving a previously unidentified protein—appears to constitute as much as a quarter to a third of the volume of affected gray matter tissue in Alzheimer's disease brains. Additionally, it is rare or absent in other neurodegenerative diseases. As such, it represents an important new clue concerning the origins and course of Alzheimer's disease and a likely target for therapeutic interventions to slow or halt this baffling and devastating disease.

"This is a spectacular lesion, never before seen, that tracks closely with the disease state—more specifically than tangles and perhaps more specifically than amyloid plaques," said Dr. John Q. Trojanowski, the professor of pathology and laboratory medicine and director of the Alzheimer's Disease Center at Penn who is senior author on the study report, which appears in the July issue of the *American Journal of Pathology*. "It occupies as much of the Alzheimer's brain as amyloid plaques do. As a result, we have every reason to suspect that this pathology will be found to play a crucial role in the development and progression of Alzheimer's disease."

"I find this discovery very exciting because

it introduces a new element into the study of this complex disease process," adds Dr. Marcelle Morrison-Bogorad, associate director of the Neuroscience and Neuropsychology of Aging program at the National Institute on Aging. "These plaque-like structures have never before been identified in Alzheimer's brains. The new and mysterious protein found in these structures may prove very useful in future research endeavors into the causes and evolution of a dreadful disease."

Dr. Zaven Khachaturian, director of the Alzheimer's Association Ronald and Nancy Reagan Research Institute also called it a significant finding. "If confirmed, this may become a central issue in our understanding of Alzheimer's disease," he said. "This discovery may open fresh avenues for investigating the cause or causes of Alzheimer's, give us a new diagnostic marker, and provide new targets for treatments."

A question likely to be asked is how such a pervasive pathology in an intensely studied disease could go undetected for so many years.

"The staining and chemical dye methods that have been used in the past to label Alzheimer's disease pathologies—primarily silver and thioflavin staining—do not pick up this lesion," notes Dr. Virginia M.-Y. Lee, a professor of pathology and laboratory medicine who collaborated closely on the research and is co-author of the article. "A new series of antibodies we created to explore elements of the neurofibrillary tangles, however, did."

Drs. Trojanowski, Lee, and colleagues generated four monoclonal antibodies from immunogens found in the tangles, hoping to be able to use the antibodies to tag and learn more about the proteins that make up those structures. To their surprise, the antibodies did not recognize



photo by Tommy Leonardi

Dr. Trojanowski, left, and Dr. Lee

proteins in their intended targets but, instead, revealed the extensive new lesion. Further analysis with one of the four antibodies—called AMY117—showed the plaque-like structures to consist of a novel protein with a molecular weight of 100 kilodaltons that never colocalized with the previously known amyloid plaques.

In current experiments, the researchers are hoping to be able to clone and sequence the gene that codes for the new protein. The lead author on the study is Dr. Marie Luise Schmidt, senior research investigator, and other co-authors are Dr. Mark Forman of HUP and Ting-Shan Chiu of the technical staff. Funding support was provided by the National Institute on Aging.

— From a news release by Franklin Hoke (For more on Penn research, see next page.)

Research Roundup

A new column will periodically summarize projects that have been singled out by the Schools. The notes below are from releases prepared by Franklin Hoke of the School of Medicine's Office of Public Affairs.—Ed.

Mobile Elements in 'Junk DNA'

About 95 percent of the human genome is estimated to be non-coding, meaning that it appears to play no direct role in producing the proteins that constitute the body and conduct its life processes. Among these vast stretches of genetic material—once erroneously referred to as junk DNA—are about 100,000 sequences known as long interspersed nuclear elements, or L1 elements. Most L1 sequences are thought to be inert, but two have been shown previously by researchers at Penn to be active and mobile, capable of jumping from one location in the genome to another where they then randomly reinsert themselves.

Now, using several innovative assay techniques, the Penn group has raised the number of known active L1 elements to seven. Based on the new findings (May issue of *Nature Genetics*), they estimate that as many as 30 to 60 active L1 elements may reside in the total human genome. L1's purpose is unclear, but tantalizing clues suggest an important role of some kind: "There are sequences in these elements that are similar to sequences in certain bacteria, so from an evolutionary point of view they are very old," notes Dr. Haig H. Kazazian, Jr., chairman of genetics and senior author on the study. "And they have expanded in the last 50 million years or so, especially in mammals. We suspect they may be a key force for diversification during evolution—a mechanism, perhaps, for increasing the plasticity of the genome."

Limiting Damage after Brain Trauma

Of the nearly half-a-million people discharged from hospitals each year after treatment for head injuries, some 20 percent will suffer continuing disabilities. Hoping to find a therapy that might help people more fully recover, Dr. Grant Sinson, assistant professor of neurosurgery, injected nerve growth factor (NGF) over a 14-day period directly into the site of injury in an experimental model of brain injury in the rat. According to the study (March *Journal of Neurosurgery*) this led to marked improvements in post-traumatic memory of tasks learned prior to the injury—the amnesia that so often accompanies head injury was significantly attenuated, and apoptosis of the neurons was reduced dramatically. "These data are the first anywhere to show that a unique treatment such as this trophic-factor therapy can limit trauma-induced apoptotic cell death in the brain," said Dr. Tracy K. McIntosh, a professor of neurosurgery and director of the Head Injury Center at Penn and in whose laboratory Sinson performed his experiments. Beneficial effects of the treatment persisted even after administration of NGF was ended.

To Guam for ALS, Alzheimer's, Parkinson's

In 1945, just after World War II's end and only a few years after 37-year-old baseball player Lou Gehrig died in 1941 of amyotrophic lateral sclerosis (ALS), military physicians stationed on the Pacific island of Guam identified a new neurodegenerative disease, eventually named Lytico-Bodig, that appeared to combine some of the most fearsome symptoms of ALS, Alzheimer's, and Parkinson's diseases. Further study showed the disease struck Guam's minority Chamorro population at rates about 100 times higher than the U.S. incidence rates for the better known neurological diseases. Study has continued in the decades since, but answers have been elusive.

Now 35 scientists from six institutions have a cooperative grant from the National Institute on Aging to attack again the problem of the mysterious Guamanian disease—and, they hope, provide a critical boost to science's still-limited understanding of ALS, Alzheimer's, and Parkinson's. PennMed's Drs. Virginia M.-Y. Lee and John Q. Trojanowski (see page 5 of this issue) are among the eight principal investigators. The overall project is led by Drs. W.C. Wiederholt, California/San Diego, and Ulla-Katrina Craig at the University of Guam.

Library's New Version of 'Franklin' Online

The Library's new version of Franklin, the Online Catalog, is now available to the University community. The current installation, which includes both Web and text-based interfaces, is an early release or beta version. Through the summer, the Voyager system supporting Franklin will be much improved.

Over the next few weeks, information gathered from using the beta software will be used to enhance and customize Voyager for the specific needs of Penn students and faculty. This important advantage is only available to a beta-test partner, such as Penn. In addition, Penn gains early access to future Voyager software improvements.

Recently, the Library added circulation information to bibliographic records in the new Franklin. Together with Voyager's designer, Endeavor Information Systems, the Library Systems Office is working to correct disconnects that have plagued new Franklin telnet users. Also with Endeavor, the Library is addressing date-sort and other software configuration problems. Faster speed is an urgent priority and work is underway to provide a faster Web client. To stay current with these and other system developments, check the *What's New* section of the Library Web, and specifically the *New Franklin FAQ* page (www.library.upenn.edu/news/franklin/franklin_faq.html) and the *Known Problems with the New Franklin Catalog* page (www.library.upenn.edu/franklin_bugs.html).

The original mainframe version of Franklin will run in parallel with the new Franklin interfaces while the Library identifies bugs and workouts solutions with Endeavor. Student and faculty input and suggestions are crucial in this beta period; the Library invites users to report both problems and strengthens in any aspect of the new Franklin. They will receive informative answers and helpful advice wherever possible.

—Office of the Vice Provost and Director of Libraries

PennCard Expiration Dates Extended

Regular full-time and part-time faculty and staff whose PennCards show an expiration date between 6/30/97 and 9/30/97 have until 12/31/97 to obtain a new PennCard.

Expiration dates for cardholders with a status other than regular faculty and staff are *not* extended. Those cardholders will need to obtain replacement PennCards when their cards expire by coming to the PennCard Center (with appropriate authorization) to receive a new PennCard.

Please note: When a PennCard with an extended expiration date is swiped through a card reader, the system reading the data on the magnetic stripe will now see a 12/31/97 date. However, the printed date on the card is not changed.

New "smart" PennCards and new optional services using the new PennCard will be introduced during the Fall Semester. The PennCard Center has extended the expiration dates for these cardholders in order to minimize inconvenience to cardholders and to avoid issuing cards twice.

Additional information about obtaining the new PennCard and using the new services will be provided by directly to individuals, schools and centers in early October. You may also visit the PennCard Web site at www.upenn.edu/penncard/ for more information.

If you have any questions or concerns, please contact the PennCard Center at 898-2646 or 573-4184.

—Laurie Cousart, Director,
Telecommunications & Campus Card Services

Note: More changes are coming for PennCard this fall. Check our Web site regularly for news: www.upenn.edu/penncard/. —L.C.

PNC: Thumbprinting Non-Customer Check-Cashers

PNC Bank's Executive Vice President William J. Friel has advised that starting July 14, all PNC Bank non-account holders must register a "fingerprint signature" when cashing checks over \$200 at a branch of the Bank.

The object is to combat check fraud, Mr. Friel said in a letter to Associate Treasurer Diane-Louise Wormley, suggesting that the University alert its staff and vendors to the change.

"Check fraud costs millions of dollars every year," Mr. Friel said. "A recent Federal Reserve study found that 1996 losses among all banks nationally from check fraud and counterfeiting were nearly \$10 billion."

PNC is implementing the Touch Signature® Program sponsored by the American Bankers Association. It works as follows:

When cashing a check, non-account holders will apply their right thumb to a fingerprinting device that leaves no ink stain or residue. The thumbprint or "touch signature" will be placed on the face of the check between the memo and signature lines.

"Participating banks will not maintain a data bank of thumbprint signatures," Mr. Friel added. "These signatures will be used by law enforcement officials only in cases where fraud is suspected." He also advised that non-account holders will be approached to open an account with PNC Bank to expedite check-cashing if they wish.

Speaking Out

Sansom Common: Parking?

The Sansom Common described in the June 17th issue is an exciting, imaginative development which is sure to add to life to Penn. The campus will become a much more active and interesting place for students, faculty and visitors.

One question: I studied the plan on page 3 and failed to find parking space for those who attend plays and concerts at Annenberg Center. Is there now or will parking space be made available that is adequate for rainy days?

— Morris Rubinoff, Emeritus Professor,
of Computer & Information Science

Response to Dr. Rubinoff

Business Services advised that the new parking garage at 38th and Walnut Streets was constructed in anticipation of the loss of Lot 13. See notice on page 19 for more information—Ed.

Sansom Common: Backwards?

As a concerned member of the University community, and as someone with extensive knowledge of architecture and urban planning, I feel compelled to point out potentially fatal flaws in the design plan for Sansom Common:

The Site Plan Is Backwards!

The main entrance, planned by Elkus/Manfredi Architects for Sansom Street, fails to consider how Philadelphia's traffic patterns apply to Penn. Visitors arrive primarily via the Walnut and South Street bridges directly from the Schuylkill Expressway and downtown Philadelphia. The majority of incoming traffic flow will be passing by the Walnut Street side of Sansom Common, a fact which the present design team either overlooked or ignored. The resulting "looping around" by motorists will cause even more traffic problems—not to mention hazards—along the busy, congested, pedestrian-filled Walnut Street strip.

The Plan Threatens Old Green Space!

The "not-as-yet-named" street (*Almanac*, June 17) connecting Sansom and Chestnut will require the removal of several mature locust, pine, and ginkgo trees that currently stand between Grad Towers A and B. Cutting these trees down for the sake of cars will insult founding father William Penn's philosophy of the Greene Countrie Towne, and Benjamin Franklin's conception of the university campus.

(This problem would be avoided simply by reversing the proposed site plan's orientation.)

These observations are reinforced by the principles of Feng-Sui, the Chinese method of planning and design. Feng-Sui reveals yet another flaw in the "backwards" design—the "not-as-yet-named" street will demand the demolition of the walkway and parking deck that connects Grad Towers A and B. The decision to cut one tower off from the other—literally, in this case—will destroy the original intentions of its award-winning Modern-

ist architects, Richard and Dion Neutra, and create design disharmony.

(This problem would be avoided simply by reversing the proposed site plan's orientation.)

Lot 13 Would Have Made an Optimum Site for an Academic Building!

I must join the chorus on this point. Sansom Common has not one square foot of space allocated for educational purposes. An eighteen-story Sheraton hotel is located 100 feet from the proposed Inn at Penn site. A retail mall and food court also exists 100 feet from the proposed Sansom Common site. The word "redundant" rings in the ears.

The facts observed, and added to the design concerns listed previously, it seems probable that the present incarnation of Sansom Common will be viewed in the long term as a mistake, as well as a misappropriation of prime Penn real estate. Future Penn generations will hopefully convert the structure to a better, educational purpose, one that does not threaten the existence of green space planted by earlier generations of the University of Pennsylvania community.

— Ron P. Swegman,
Cataloguer of Monographs,
Van Pelt-Dietrich Library

Response to Mr. Swegman

Mr. Swegman raises a number of issues regarding the project's goals and design on which I would like to comment.

Sansom Common, the mixed-use bookstore, inn and retail project at Lot 13, has been conceived, planned and designed in response to the University *Agenda for Excellence* to improve the quality of life in University City, our neighborhood. Pursuit of a quality-of-life-agenda is a complex and broad charge and Sansom Common will advance several of its most crucial elements.

First, in planning Sansom Common we sought to create a place for late-night, vibrant activity that would provide a destination location for the University and the broader community. In terms of planning, the master plan provides for opportunity for a critical mass of varied commercial and cultural activity to develop over time in the area from 34th to 38th Street, from Walnut to Chestnut, with Sansom Street, building on the success and feel of the fabric between 36th and 34th, as its heart. Sansom Common will be a place, not just a project.

Second, the uses at Sansom Common will complement University life by providing retail and civic spaces that are unique, attractive places, shaped by the institution's academic and intellectual spirit. The retail at Sansom Common will not be "mall" retail but unique, destination-character uses that are attracted by this spirit and thrive in it. Additionally, the project will provide many large and small civic space experiences: A large and accessible landscaped plaza along 36th in addition to many landscaped sidewalk places for strollers to linger in and enjoy.

Finally, the design has been crafted by a

team of first-rate design and operating professionals who are passionate about both academic and urban design and efficient, functional, well-performing hotels, retail spaces. Detailed issues—vehicular access, building systems and so forth—are fundamental to success and we have a team in command of these details.

Next summer, the first phase of Sansom Common will open and the making of a terrific new place will have begun.

— Tom Lussenhop, Executive Assistant
for Project Development

Visibility of Graduate Students

Previous plans for the area soon to become Sansom Common were described on the back cover of the June 17 issue of *Almanac*. According to that article, Penn was considering building a Graduate Center in 1969, with dining areas, lounges, study halls and recreation areas. A center devoted to the needs of graduate student life. That year was referred to as "a time when graduate and undergraduate activities were more sharply divided," implying that graduate and undergraduate activities are less divided in 1997.

One wonders which University *Almanac* is referring to in this statement. Certainly not my university. How often do you see graduate students at fraternity and sorority parties at Penn (except for the graduate students earning cash for monitoring the alcohol at these parties)? How often do you see graduate students hanging out at Chats, paying for meals with their PennCard, amidst the cafeteria atmosphere? How often will you see graduate students at the new "late night eatery" on campus, with its graduate student friendly location enclosed within the freshman residence? How often do you see graduate students stand up for the singing of "The Red and The Blue" at a Penn varsity game or a Glee Club performance and actually know the words to the song? There are 10,000 graduate students at Penn, and the answer to these questions is "basically never." The only significant activity that graduate students share with undergraduates involves the graduate student as the teacher and the undergraduate as the student.

Without any disrespect for undergraduates, most graduate students have very little interest in hanging out with undergraduates and removing the division between their activities. Graduate students have already experienced undergraduate activities when they were undergraduates themselves. For this reason, graduate and undergraduate activities will always be, and should be, very divided. However, the university administration focuses its planning around undergraduates and, with a quaint "why can't we all get along" mentality, expects graduate students to fit the same mold. By focusing solely on the needs of undergraduate students in this way, Penn's administration is ignoring the needs of its 10,000 graduate students. Effectively, the administration is able to justify massive "brick and mortar"

Speaking Out welcomes short, timely letters on University issues. During weekly publication they are accepted by Thursdays at noon for the following Tuesday's issue, subject to right-of-reply guidelines. The deadline for letters in the September 2 issue is Thursday, August 14. Please see the staff box on page 19 for e-mail address and fax number.—Ed.

expenditures such as the Perelman Quad and now our third hotel in recent memory, by simply forgetting that our campus has a more diverse student body. If these projects have any student mission, then they are invariably designed solely for undergraduate activities, while graduate students are 'welcome' to the fringe benefits. As a result, Penn has become a place where 10,000 graduate students are an invisible part of campus life. And the administration uses this very lack of visibility to justify their lack of planning for future graduate student space and activities.

Instead of trying to get 27-year-old Ph.D. candidates to hang out with the 19-year-old undergraduates that they teach or tutor, why not encourage M.D.s to hang out with J.D.s, M.B.A.s and Ph.D.s? Penn should be looking for ways to have its graduate schools less divided, rather than removing the division between graduate and undergraduate activities. Otherwise, maybe Penn should aim for the next lofty and unachievable goal; a time when graduate and faculty activities are less divided.

—Surya Ghosh, Ph.D. Candidate
School of Arts and Sciences

Challenging A-3 Elections

When the committee to oversee the A-3 elections was announced by the Chair of Council, I repeatedly requested that the committee take a pro-active role in running fair elections consistent with Council By-Laws. These requests were met by absolute refusals by Howard Lesnick, who claimed that the only powers given to the committee by Council were to advise whether any elections were held consistent with Council Bylaws.

After becoming personally involved with a bad faith attempt to manipulate the good faith efforts of a number of A-3 to hold legitimate elections, Mr Lesnick has apparently changed his mind about the committee's role. Nevertheless, it is clear (for reasons too numerous to detail here) that the election* announced by Howard Lesnick is utterly inconsistent with the Bylaws of University Council, the Constitution of the A-3 Assembly, and the purpose of the Committee that was appointed to oversee A-3 elections. The result of any such elections will be illegitimate, and will be challenged as such.

—Paul Lukasiak, Administrative Assistant,
Youth Study Center, SSW

* See page 18.—Ed.

Response to Mr. Lukasiak

At Council April 30, Professor Peter Kuriloff as chair of the Steering Committee announced that he had appointed a committee consisting of Howard Lesnick, Larry Gross and Alex Welte to ensure that proper elections of the A-3 Board would take place (see his column, From the Chair, in *Almanac* May 13). Later, at the request of Professor Lesnick and the committee, I appointed Jeanne Arnold of the African American Resource Center as a fourth member.

Under the supervision of this committee the Office of the Secretary established appropriate procedures for the election described elsewhere in this issue [see page 18]. I hope that all A-3s will participate in the nomination and election process set forth.

—Vivian C. Seltzer, Chair,
Steering Committee of the University Council

Follow the Money

H. Clint Davidson stated in his response. [to a letter in *Speaking Out* May 13, concerning home delivery of benefits packets] "Presently there is not a confirmed office location mailing for all staff." Well, weekly and monthly paychecks and advices get to all of us. Tap into that system.

—Fred Mitchell, Facilities Assistant
Graduate School of Education

Response to Mr. Mitchell

The primary reason for sending benefits information to homes is that such information is ideally discussed in a family setting. Nevertheless, Human Resources will continue to explore other efficient, cost-effective alternatives to the current distribution system in time for next year's open enrollment."

—Bruce S. Fisher, Manager,
Employee Communications/HR

Limiting Raises: A P.I. Objects

The University and its various administrators should stay out of the business of setting salary increases for people they do not pay salary to. I am talking about grant-supported research personnel, i.e., research technicians. While I understand that these people are University employees, the fact of the matter is that their jobs are contingent on the procurement of grant funds by faculty members. If these grants' funds are lost or not renewed, their jobs are lost. Their letter of appointment specifically states this. Not only do these grants pay their salaries, they also pay their fringe benefits (e.g., health, retirement etc.). Furthermore, the University receives an overhead rate of ~60% (from NIH) on both the salary and fringe benefit. For example, for a technician making \$20,000/year, the grant will get an additional ~\$6,000/year for the fringe benefit package. On top of that the university receives >\$15,000 in overhead.

So given that the research technician is not costing the University any money (in fact, the University is receiving overhead money which support the infrastructure of the University including, I would imagine, the salaries and benefits of the administrators who make these salary decisions), why does some University administrator insist on setting their raises? Their increases should be set by the principal investigator based on their job performance and on what the grant can support. As they do now, the University should set a minimum increase unless there are unusual circumstances to ensure that personnel do get an increase. As they do now, the University should also set a maximum increase. However, they should not set an arbitrary "average" raise for these personnel. There are built-in safeguards in addition to setting minimum and maximum raises. The P.I. will not deplete his/her grant budget simply to give the technician an "extravagant" raise. In addition, there are limits already set by the University as to what a specific job title can pay. If the P.I. can set the raises for technical staff, these people can be compensated in a way that hopefully reflects (in part) their value to the faculty member and the research project.

These people work hard and their good performance is intimately tied to whether

these grants are renewed. So even though a person's performance is outstanding, if I am lucky, I can give them a 3-4% raise. Since this year's average raise is 3%, for every person who gets a 4% raise, someone must get a 2% increase. This year is even worse since with the decrease in the fringe benefit package, health insurance costs more (by my quick calculations it can take >2.0% of the raise for single technicians making ~\$20,000 who may choose Penn Care). While I realize people are getting a one-time flex dollar adjustment, this is <\$50 for the typical technician (or about 1/10 of the cost of Penn Care). Thus, even a 4% increase is not much more than 2%—and this for people who are rated outstanding for their performance in the preceding year. While jobs can be reclassified to give additional raises, it is not possible to change someone's job title every year to give them an adequate raise. How are we to keep bright, enthusiastic people working in our labs if they cannot be partially rewarded for a job well done?

I wonder if the administrators who are making these salary decisions also have to average 3% for their raises. While I doubt it, even if they do, their salaries and fringe benefits are not generated by outside sources, e.g., grants. Rather, they come directly out of University funds (funds, in part, supplied by the overhead that research grants bring in). Somehow it seems more reasonable for the technicians, whose salaries and benefits are not a drain on University resources, to be setting (and limiting) the salary increases of these administrators.

—Stuart B. Moss,
Research Assistant Professor
Center for Research on Reproduction and
Women's Health

Partial Response to Dr. Moss

Almanac sought responses for Dr. Moss in two offices: the Compensation section of Human Resources (HR) and the Office of Research Administration (ORA).

ORA referred us to this passage of the Office of Management and Budget Circular known as OMB A-21, noting that the circular is available in full at www.whitehouse.gov/WH/EOP/OMB/html/circulars/a021/a021.html#j. Italics below are ORA's:

8. Compensation for personal services.

a. General. Compensation for personal services covers all amounts paid currently or accrued by the institution for services of employees rendered during the period of performance under sponsored agreements. Such amounts include salaries, wages, and fringe benefits (see subsection f). These costs are allowable to the extent that the total compensation to individual employees conforms to the established policies of the institution, consistently applied, and provided that the charges for work performed directly on sponsored agreements and for other work allocable as F&A costs are determined and supported as provided below.

A response is still being sought for the portion of Dr. Moss's letter suggesting that while the University should set maximum and minimum limits it should not set an arbitrary average. The Human Resources Compensation Officer who would normally respond to that issue was away from campus until after presstime, but will be asked to comment in a future issue. —Ed.

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OPPORTUNITIES at PENN

Where to Find the Job Opportunities—Here and Elsewhere

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

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

tions: Blockley Hall, the Wharton School and the Dental School.

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

In addition, almost every public library in the Delaware Valley now provides web

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

— *Employment, H.R.*

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 July 7-11, 1997

ARTS AND SCIENCES

Contact: Sue Hess

SECRETARY TECH/MED SR (40 HRS) (071011SH)

Under general supervision, perform administrative clerical duties for undergrad Biochemistry chair; receive, distribute & process information; maintain calendars; ensure scheduling; respond to inquiries regarding policies & procedures; type & proofread standard & technical materials. **QUALIFICATIONS:** HS diploma required; at least 3 yrs. secretarial experience or college degree; type 55+ WPM; thorough knowledge of word processing packages; good organizational skills; strong oral & written communication skills; mature judgment & ability to prioritize work. **GRADE:** G10; **RANGE:** \$22,013-27,427; 7-10-97 Chemistry

DENTAL SCHOOL

Contact: Monique Thompson

OFFICE MANAGER II (07980MT) Provide admin. & management support to Chairman of Periodontology Dept.; develop relationships & act as liaison with faculty, University staff & outside agencies; develop office policies & procedures; create & maintain database; schedule mtgs., travel & recruitment visits; assist in grant proposal preparation; work on independent projects, manage data & prepare reports; provide updates on status of projects & initiatives to Chairman & Directors of Divisions; write correspondence & minutes; do word processing & transcription; manage phone & office reception. **QUALIFICATIONS:** BA/BS or equiv.; knowledge of policies & procedures at University level helpful; knowledge of Dental School or a dental background desirable; demonstrated initiative, project orientation & able to meet deadlines; familiarity with MS Windows, Word, Excel; strong administrative, organizational & interpersonal skills; ability to deal with a wide variety of constituents. **GRADE:** P2; **RANGE:** \$22,351-29,098; 7-10-97 Periodontics

LAW SCHOOL

Contact: Andrew Belser

LIBRARIAN I, LTD. SERVICE (07972BEL) Process archival collections of the American Law Institute & the National Conference of Commissioners for Uniform State Laws (NCCUSL); create electronic & print-finding aids using Access 2.0; supervise 1 to 3 students. **QUALIFICATIONS:** MLS from ALA accredited library school; experience working with archives & manuscripts collections or completion of archives

courses pref.; knowledge of legal terminology & Access 2.0; excellent organizational, oral & written communication skills; able to work independently; exp. working with legal materials pref.; *end date 5/98*. **GRADE:** P4; **RANGE:** \$22,490-29,270; 7-8-97 Law School

MEDICAL SCHOOL

Contact: Ronald Story

ADMINISTRATIVE ASS'T I (071000AM) Manage mail; respond to info. requests; assist in application processing & management of admission interview program; arrange Committee meetings & appointments. **QUALIFICATIONS:** HS diploma; demonstrated interpersonal, organizational & communication skills; attention to detail & accuracy; able to learn, interpret & explain admission requirements; typing/word processing skills; some Saturdays October-March. **GRADE:** G9; **RANGE:** \$12,875-15,811; 7-9-97 Admissions

COORDINATOR CLINICAL RESEARCH (40 HRS) (05751RS) Assist in obtaining initial & amended approvals for protocols; maintain required paperwork & correspondence with/from the IRB; develop & maintain clinical trial consent forms; procure & analyze patient care blood, serum & tissue sampling; complete case reports, obtain required signature; route study patient bills to Business Office. **QUALIFICATIONS:** Registered Nurse with 2-5 yrs. acute nursing & demonstrated competence in the profession; understanding of research protocols & case report forms; must have demonstrated ability to communicate effectively with patients & motivate patients to do what is required; GI nursing exp. pref.; word processing & statistical progs. desired; *end date contingent on pending grant support*. **GRADE:** P5; **RANGE:** \$29,664-38,677; 7-11-97 Gastroenterology

HEALTH SYSTEM PHYSICIAN (40 HRS) (07989RS) Provide professional medical services to patients of UPHS; provide inpatient hospital services as required & fulfills all medico-administrative duties associated with membership on each hospital medical staff of which physician is a member; prepare records of all professional services rendered by the Health System Clinician; obtain & maintain an appointment to the medical staff of HUP & the associated faculty of the University of Pennsylvania School of Medicine; maintain appointment to & clinical privileges with the medical staff of Presbyterian Medical Center & such other hospitals as designated; maintain DEA Licensure; maintain license to practice medicine without restriction or limitation in Pennsylvania; obtain & maintain status as a participating provider in insurance programs as directed by UPHS; participate in CPUP malpractice insurance plan; serve in Residency Prog.

at Presbyterian Medical Ctr.; attending physician in the Division of Infectious Diseases. **QUALIFICATIONS:** MD, board certification (or board eligibility); current PA State Medical License & DEA License; 1-3 yrs clinical exp. in an academic setting pref. **GRADE:** Ungraded; 7-10-97 PMC

RESEARCH COORDINATOR JR (071002RS) Assist with the administrative & technical service in the operation of research projects; enter research data in database; review & abstract patient charts; assist in preparation of progress reports; assist in maintenance of database files equipment & software. **QUALIFICATIONS:** BA/BS in scientific field; demonstrated interpersonal skills; ability to use/learn PC essential; attention to detail; prior research experience; knowledge of medical terminology; working knowledge of Paradox & WordPerfect desirable. **GRADE:** P2; **RANGE:** \$22,351-29,098; 7-9-97 Dermatology

RESEARCH LAB TECH III (07995RS) Carry out laboratory protocols; keep logs & write lab reports; maintain inventory & order supplies; perform complex procedures, mastering techniques used in lab; follow established safety protocols. **QUALIFICATIONS:** BA/BS in scientific field required; some prior laboratory experience needed; ability to act in an independent manner. **GRADE:** G10; **RANGE:** \$19,261-23,999; 7-9-97 Pulmonary Vascular

RESEARCH LAB TECH III (40 HRS) (07971RS) Maintain lab equipment, glass washing & autoclaving operations; maintenance of tissue culture rooms; monitor & change CO₂ & liquid nitrogen tanks; handle inventory & ordering of supplies; assist faculty with compliance with personnel & environmental safety procedures (biohazard & radiation safety); conduct weekly swipe tests in common use areas; authorize repairs on common use equipment; provide functional supervision to one Research Lab Tech; carry out plans for preventive maintenance & emergencies; make recommendations for improved operations, cost-savings & reporting; provide backup to other research techs. **QUALIFICATIONS:** HS diploma required, BA/BS pref.; at least 3 years exp. in lab setting; must be able to work unsupervised; strong technical skills, knowledge of equipment function & repair & facilities operations required; strong knowledge of computers pref.; excellent oral & written communication skills necessary; ability to deal with multiple constituencies (faculty, techs, vendors, other University depts.); must be available for emergencies; weekend hours required on a scheduled basis; *hours 8:00-5:00; end date contingent on grant funding*. **GRADE:** G10; **RANGE:** \$22,013-27,427; 7-8-97 Molecular & Cellular Engineering

RESEARCH LAB TECH III (40 HRS) (071001RS) Word under general supervision of principal investigator; conduct bench psychology experiments of in-

travascular bubble behavior & interfacial dynamics; participate in gathering information for publication & grant proposals; maintain lab equipment & order supplies. **QUALIFICATIONS:** BS in Biomedical Engineering or related field with emphasis in fluid mechanics & endothelial biology; working knowledge of video microscopy techniques, LabVIEW software & cell culture methods; must be able to use PC & have knowledge of specific software; *end date 7/98*. **GRADE:** G10; **RANGE:** \$22,013-27,427; 7-10-97 Anesthesia

RESEARCH LAB TECH III (071020RS) Perform a variety of molecular techniques (polymerase chain reaction, DNA & RNA isolation, cloning, site-directed mutagenesis, generate transgenic worms) in a *C. elegans* molecular genetics lab; perform routine lab maintenance; document procedures; write lab reports; maintain logs; attend weekly group meetings. **QUALIFICATIONS:** BA/BS preferably in Biology or Chemistry; at least 1 year experience in molecular biology techniques & coursework in genetics & molecular biology preferred; good organizational skills. **GRADE:** G10; **RANGE:** \$19,261-23,999; 7-10-97 Cell & Dev. Biology

RESEARCH SPECIALIST JR (40 HRS) (07996RS) Under direct supervision, responsible for development of new vectors; propagation, purification, inventory & maintenance of stocks of vectors; immunofluorescent staining & PCR-based assays; establish & characterize cell lines for viral vector production; general lab maintenance; interact with investigators. **QUALIFICATIONS:** BA/BS required; lab work exposure in cell culture desired; experience in virology & molecular biology pref.; *end date contingent on grant funding*. **GRADE:** P1; **RANGE:** \$20,291-26,368; 7-10-97 IHGT

RESEARCH SPECIALIST JR (40 HRS) (07999RS) Under direct supervision, responsible for development of new vectors; propagation, purification, inventory & maintenance of stocks of vectors; immunofluorescent staining & PCR-based assays; establish & characterize cell lines for viral vector production; general lab maintenance; interact with investigators. **QUALIFICATIONS:** BA/BS required; lab work exposure in cell culture desired; experience in virology & molecular biology pref.; *end date contingent on grant funding*. **GRADE:** P1; **RANGE:** \$20,291-26,368; 7-10-97 IHGT

RESEARCH SPECIALIST JR (06963RS) Assist in implementation & data analysis for functional magnetic imaging studies; experiment design of cognitive tasks for use during MRI scanning, running & maintaining equipment for stimuli delivery & response monitoring & MRI image analysis; assist in writing research papers & abstracts. **QUALIFICATIONS:** BA in Biology, Psychology or equiv.; working knowledge

of Macintosh req.; knowledge of UNIX, computer programming & image analysis highly desirable. **GRADE:** P1; **RANGE:** \$20,291-26,368; 7-8-97 Neurology

RESEARCH SPECIALIST JR (06964RS) Assist in implementation & data analysis for functional magnetic imaging studies; experiment design of cognitive tasks for use during MRI scanning, running & maintaining equipment for stimuli delivery & response monitoring & MRI image analysis; assist in writing research papers & abstracts. **QUALIFICATIONS:** BA in Biology, Psychology or equiv.; working knowledge of Macintosh req.; knowledge of UNIX, computer programming & image analysis highly desirable. **GRADE:** P1; **RANGE:** \$20,291-26,368; 7-8-97 Neurology

RESEARCH SPECIALIST JR (06966RS) Assist in planning protocols; perform lymphocyte proliferation, screening assays, Northern & Southern blotting; design experiments, keep logs & write reports; maintain lab supplies & equipment. **QUALIFICATIONS:** BA/BS in scientific field; experience with sterile techniques preferred; knowledge of cell & molecular biology helpful. **GRADE:** P1; **RANGE:** \$20,291-26,368; 7-8-97 Pulmonary Vascular

RESEARCH SPECIALIST JR (40 HRS) (071019RS) Run a protein synthetic core; synthesize, purify, characterize designed peptides; maintain core facility; order supplies. **QUALIFICATIONS:** BS in Chemistry or Biochemistry; computer literacy; *end date 8/98*. **GRADE:** P1; **RANGE:** \$20,291-26,368; 7-11-97 Anesthesia

RESEARCH SPEC. I (40 HRS) (06967RS) Plan & do cell & molecular bio. experiments; techniques incl. recombinant DNA, PCR, RNA isolation & analysis, Western blotting, nucleic acid hybridization, some animal work; general lab duties: ordering, inventory of supplies, equip. maintenance; assist in training students & other personnel. **QUALIFICATIONS:** BA/BS in Bio., Chem. or related field; working knowledge of molec. bio. & mammalian cell culture techniques req.; 2-4 yrs. lab exp.; able to work independently. **GRADE:** P2; **RANGE:** \$22,351-29,098; 7-8-97 Cardiology

RESEARCH SPEC. I (07974RS) Assist P.I. in planning protocols; prep muscle & nerve biopsy specimens for light & electron microscopic analysis; do muscle immunocytochemical experiments; keep logs & write lab reports; develop & print negatives; input computer data; do library bibliographic searches; assist in writing methods section of papers; demonstrate techniques to students; attend mtgs.; assign tasks to student workers; maintain equip. incl. electron microscope; order supplies; monitor expenses. **QUALIFICATIONS:** BA/BS in scientific field; 1-3 yrs. exp. in electron microscopy. **GRADE:** P2; **RANGE:** \$22,351-29,098; 7-8-97 Neurology

RESEARCH SPEC. II/III (07974RS) Assist P.I. in planning protocols; prep muscle & nerve biopsy specimens for light & electron microscopic analysis; do muscle immunocytochemical experiments; keep logs & write lab reports; develop & print negatives; input computer data; do library bibliographic searches; assist in writing methods section of papers; demonstrate techniques to students; attend mtgs.; assign tasks to student workers; maintain equip. incl. electron microscope; order supplies; monitor expenses. **QUALIFICATIONS:** BA/BS required in scientific field; 3-5 yrs. exp. in electron microscopy; *application deadline 7/18/97*. **GRADE:** P2; **RANGE:** \$22,351-29,098; 7-11-97 Neurology

TECH, LAB ANIMAL (40 HRS) (07997RS) Provide care to lab animals incl. husbandry (feeding, cage cleaning & record maintenance) & enrichment of various species; help maintain rodent breeding colonies & inventories of colonies; provide tech assistance to investigators; knowledge of working with biosafety level 2 (BSL2+) agents; maintain knowledge of & compliance with USDA, AAALAC regulations & FDA Good Laboratory Practices. **QUALIFICATIONS:** HS diploma or equiv.; AALAS certification at the Technician (LAT) level highly desirable; at least 2 yrs. exp. working with lab animals, non-human primates or equiv.; knowledge of & exp. with BSL2+ agents also required; experience with tech procedures; must be able to lift 50 lbs. above the shoulders, catch & restrain lab animals; commitment to research programs & sensitivity to needs of animals essential; demonstrated interpersonal skills & communication skills required. **GRADE:** G9; **RANGE:** \$20,130-25,133; 7-10-97 IHGT

TECH, LAB ANIMAL (40 HRS) (07998RS) Provide care to lab animals incl. husbandry (feeding, cage cleaning & record maintenance) & enrichment of

various species; help maintain rodent breeding colonies & inventories of colonies; provide tech assistance to investigators; knowledge of working with biosafety level 2 (BSL2+) agents; maintain knowledge of & compliance with USDA, AAALAC regulations & FDA Good Laboratory Practices. **QUALIFICATIONS:** HS diploma or equiv.; AALAS certification at Technician (LAT) level highly desirable; at least 2 yrs. exp. working with lab animals, non-human primates or equiv.; knowledge of & experience with BSL2+ agents also required; exp. with tech procedures; must be able to lift 50 lbs. above the shoulders, catch & restrain lab animals; commitment to research programs & sensitivity to the needs of animals essential; demonstrated interpersonal skills & communication skills required. **GRADE:** G9; **RANGE:** \$20,130-25,133; 7-10-97 IHGT

PRESIDENT

Contact: Sue Hess

ASSISTANT DIRECTOR III (07975SH) Assist Executive Director in planning & implementation of fundraising program in support of the Agenda for Excellence; identify & analyze potential funding sources with emphasis on building prospect pool at \$250,000 level; assist in developing solicitation strategies; research & prepare prospect briefings, strategy papers & detailed proposals; develop & maintain prospect pipeline; responsible for quality control of written communications; coordinate annual appeals; assist with cultivation & stewardship events; coordinate & attend volunteer committee meetings. **QUALIFICATIONS:** BA/BS required; at least 3 years experience in development, preferably in higher education; experience in research and/or special events; computer skills including word processing, spreadsheet & database management applications; excellent written & oral communication skills; willingness to work some evenings/weekends. **GRADE:** P4; **RANGE:** \$26,986-35,123; 7-8-97 Development & Alumni Relations

ASSOCIATE DIRECTOR V (07976SH) Provide assistance to the Assistant Vice President for Development in planning & analysis of program & department-wide initiatives; assist in coordination of decentralized programs & fundraising for special projects; serve as development officer for assigned areas during transition period; act as liaison to student & faculty groups; design & implement plans for staff recruitment; compile & analyze data to measure campaign impact, plan Agenda for Excellence strategy & enhance quality of services to school/center programs; participate in major gift solicitation process & development of proposals for foundation/corporate prospects. **QUALIFICATIONS:** BA/BS required; at least 5 years fundraising experience, including major gifts solicitation; experience in volunteer management; demonstrated ability in staff recruitment & training; strong written & oral communication skills; familiarity with word processing packages including WordPerfect & spreadsheet programs. **GRADE:** P7; **RANGE:** \$36,050-46,814; 7-8-97 Development & Alumni Relations

DIRECTOR DEVELOPMENT/ALUMNI RELATIONS SERVICES (07984SH) Responsible to Assistant Vice President for Development for the overall planning & supervision of development & alumni relations services functions, incl. Communications, Information Services (Gifts, Records, Reports, Technical Services), Programs & Special Events, Research & Analysis; Ensure coordination & integration of these programs department-wide & develop strategies to optimize results across the Center; as a key member of the senior management team, participate in the strategic planning process, serve as an active participant and leader in policy making for department-wide initiatives & represent dept. at various Univ. functions. **QUALIFICATIONS:** BA/BS required; 7-10 yrs. progressively responsible admin. & management exp., preferably within development field & in a higher education environment; knowledge of research methodology, computer systems, info. & records management as applied to conduct of a non-profit institutional development program; understanding of & pref. experience with fundraising process; solid admin. skills & organizational ability; strong oral & written communication skills; able to establish objectives, set performance standards & motivate staff to achieve optimum result; *application deadline 7/17/97*. **GRADE:** P11; **RANGE:** \$56,135-70,246; 7-10-97 Dev. & Alumni Rels.

How to Apply

The University of Pennsylvania is an Affirmative Action and 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.

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

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

Schools and Centers

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

EXECUTIVE ASSISTANT I (40 HRS) (071034SH)

Assist Vice President in managing a wide range of issues & projects related to government, community & public affairs; recognize & track issues of relevance to the University, specifically to its government & community affairs mission, assuring appropriate follow-up with all stakeholders; provide extensive liaison between the VP's Office, University offices & external contacts; represent the VP at meetings & ensure appropriate follow-up action; write extensive range of correspondence, position papers & reports, often under tight deadlines, on behalf of the VP & President of the University; coordinate & supervise staff from various offices in carrying out special projects; provide general oversight of VP's budget & assist in long-range planning process. **QUALIFICATIONS:** BA/BS required, advanced degree pref.; 6 yrs. progressively responsible admin. and/or gov't & community relations experience required; experience at Penn or higher educational institution desirable; able to understand complex University issues & take initiative to recognize new issues of importance to the VP's Office & University; must be able to work independently in fast-paced environment, handle several assignments simultaneously & produce significant volume of work on sustained basis; proficiency with Macintosh system & a variety of software pref.; strong communication, organizational & time-management skills; supervisory experience a plus. **GRADE:** P6; **RANGE:** \$32,857-42,591; 7-14-97 President's Office

HUMANITIES & SOCIAL SCIENCE EDITOR

(071030SH) Provide media relations support of the social sciences & humanities in the School of Arts & Sciences, working within the National Media Strategy; media relations liaison to the Office of University Relations, University of Pennsylvania Museum of Archeology & Anthropology & the Institute of Contemporary Art; identify storylines for placement on news & wire services, newspapers & magazines; cultivate media contacts; liaison between faculty & media. **QUALIFICATIONS:** BA/BS in English, Journalism or related field; demonstrated writing ability; experience in journalism or public relations required; strong interpersonal & communication skills; willingness to work with national media. **GRADE:** P4; **RANGE:** \$26,986-35,123; 7-14-97 University Relations

PROVOST

Contact: Sue Hess

ADMISSIONS OFFICER I (071003SH) (071004SH) (071005SH) Plan, develop, implement & manage recruitment programs for specific geographic region; direct & coordinate programs to identify, recruit & enroll prospective students; travel 8 or more weeks conducting school visits, college nights/fairs, Intro to Penn programs & alumni schools committee workshops; interview & counsel prospects; evaluate credentials; serve on selection committee; plan & present matriculant programs; prepare region's admissions plan & annual reports. **QUALIFICATIONS:** BA/BS required; 1-3 yrs. progressively responsible experience, pref. in college admissions; familiarity with selective college admissions helpful; excellent organizational & communication skills & high energy level a must; flexibility & a good sense of humor valued; computer experience needed, pref. Macintosh; WordPerfect & Excel experience desired; willingness to work evenings & weekends is required. **GRADE:** P3; **RANGE:** \$24,617-31,982; 7-10-97 Undergraduate Admissions

BUSINESS ADMINISTRATOR V (07985SH) Under managerial direction, perform or oversee financial & administrative duties for the Office of International Programs, including budget preparation (general operating & designated), purchasing, financial reporting, payroll & personnel records administration, office security & safety, first-level computer support, office equipment maintenance & coordination of office work flow; oversee budget & ensure the integrity of financial transactions; report to the Director of the Office of International Programs & also the Executive Director of Administrative Affairs in the Office of the Provost. **QUALIFICATIONS:** BA/BS preferably in Accounting or Business or equiv.; supervisory experience & 4 yrs. exp. in accounting, business administration or equivalent; experience with computers, computerized accounting (for mainframe interface) & managerial administrative software packages (spreadsheets, data-

bases & word processing); experience in setting up small databases, running queries on databases; experience with FinMIS or able to become proficient in 6 months; knowledge of Pillar pref.; background in university financial/administrative setting & experience in personnel administration desirable; knowledge of University policies & procedures preferred; strong communication, interpersonal & organizational skills; ability to work with a diverse group of personnel; commitment to student service; international work or study experience an asset. **GRADE:** P6; **RANGE:** \$32,857-42,591; 7-11-97 International Programs

INFO SYSTEMS SPECIALIST II (071021SH) Under limited direction, provide the primary networking & computing support for students, faculty & staff of a mid-sized client site on campus; install, configure & support Ethernet cards & related networking software; provide support for mainstream applications (word processing, spreadsheets, databases); promote the use of the Internet in clinical & course work; serve as liaison to integrate other central services & resources on behalf of the client; serve as necessary on internal & interdepartmental teams. **QUALIFICATIONS:** BA/BS or equivalent experience; 4 yrs. exp. supporting end-user computing in a networked environment, preferably in the medical area; broad-based knowledge of desktop systems, operating systems, software & peripherals; support-level troubleshooting skills with an emphasis on Windows 3.1/95 networking & applications support (including the transition from 3.1 to 95); knowledge of Macintosh hardware, networking, protocols (TCP/IP & AppleTalk) & mainstream software applications; knowledge of systems-oriented UNIX a definite plus; strong communication, interpersonal & organizational skills; on-call daytime via pager; may involve some evening or weekend hours. **GRADE:** P6; **RANGE:** \$32,857-42,591; 7-14-97 ISC

RECEPTIONIST III (071006SH) Receive visitors in pleasant, courteous & helpful manner; answer routine questions, ascertain nature of visit & refer to appropriate staff; respond to informational questions; work with On-Campus Program to effectively implement the servicing of prospective candidates, their parents & visitors to Undergraduate Admissions. **QUALIFICATIONS:** HS grad, some college desirable; 2 yrs. receptionist experience or general clerical/admin. exp.; strong public relations skills essential; demonstrated capacity to communicate with persons of diverse backgrounds; able to work well under pressure; desktop computer experience req., pref. on Mac; WordPerfect & Excel experience desirable. **GRADE:** G8; **RANGE:** \$16,171-20,240; 7-10-97 Undergrad Adm.

VETERINARY SCHOOL

Contact: Ronald Story

VET TECH II/III (40 HRS) (07970RS) Tech II: Prepare patient for surgery; prepare operating area & sterilize supplies; reprocess all surgical equipment as used; know contaminated technique; maintain accurate records. Tech III: Handle overflow of cases from the Emergency Service & transfers from other services; expedite care of transferred patients; facilitate requests for special & diagnostic services; assist anesthesia with induction & recovery, patient prep, surgeon prep & surgical assisting; assist in patient evaluation; suggest daily treatment; maintain client contact; assist in case follow-up; provide pre & post-operative treatments; assist in student teaching. **QUALIFICATIONS:** Tech II: Graduate of 2 year Animal Tech program or 3 years exp.; ability to make independent judgments. Tech III: Certified Veterinary Tech; at least 18 mos.-2 yrs. vet. experience (O.R./Surgery pref.); knowledge & proficiency of instrumentation, sterile technique, suture material & patterns, surgical

principles & procedures, bandaging & splinting, venipuncture & other advanced technical skills desirable; teaching skills; good interpersonal work skills; organizational skills; hours Mon-Thurs 8:00-6:00, flexible. **GRADE:** G10/G11; **RANGE:** \$22,013-27,427 / \$23,425-29,723; 7-8-97 Small Animal Hospital

WHARTON SCHOOL

Contact: Anna Marcotte

ASSISTANT DIRECTOR III (07982AM) Provide day-to-day administration of Huebner Foundation; organize & manage fundraising; do budgeting & financial reporting; coordinate publications; manage recruitment of new students; plan conferences; alumni relations; create & manage budget; perform budget analysis & projections. **QUALIFICATIONS:** BA/BS required; 2-3 yrs. experience with background in fundraising; demonstrated organizational skills; able to meet deadlines & work independently; strong writing & communication skills; ability to deal effectively with faculty, students, corporate executives & administrators; must be proficient in Excel & WordPerfect; familiarity with Univ. Accounting systems pref. **GRADE:** P4; **RANGE:** \$26,986-35,123; 7-9-97 Huebner Foundation

ASSISTANT DIRECTOR V (071013AM) Assist in design for new Wharton academic facility; make strategic recommendations for facility needs; review, analyze & interpret financial, administrative & curricular data; compile & maintain institutional research for benchmarking monitoring financial management of the School; train staff in information & financial systems. **QUALIFICATIONS:** BA/BS required with educational background or equivalent experience in architecture or engineering; MA/MS in business or finance strongly pref.; 3-5 yrs. financial/research analyst exp. req.; demonstrated analytical, organizational & strategic planning skills; strong interpersonal & communication skills; detail-oriented, able to manage multiple deadlines & work under time pressure; strong background in utilizing information sources for research; PC literate; advanced Excel skills incl. linking, pivot tables, filters & charts required. **GRADE:** P6; **RANGE:** \$32,857-42,591; 7-10-97 Finance & Administration

ASSOCIATE DIRECTOR IV (07973AM) Supervise Wharton Family Controlled Corporation Program (FCCP), financial personnel & planning functions; coordinate support activities with Wharton School; teach classes; liaison between program & advisory board. **QUALIFICATIONS:** MA/MS in Business; 3-5 years experience with financial management; practical experience in family business; proven teaching ability; end date contingent on funding. **GRADE:** P6; **RANGE:** \$32,857-42,591; 7-9-97 Entrepreneurial Management

COORDINATOR I (07983AM) Coordinate meetings & provide info. to clients, faculty & staff; organize & streamline information; support daily communication by typing, filing, fax & phone; coordinate executive education programs. **QUALIFICATIONS:** BA/BS required, 3-4 yrs. experience as admin. ass't or equiv.; strong typing skills; able to work independently with minimal supervision; strong oral & written communication skills; experience with WordPerfect, Lotus, Word & Excel in Windows environment. **GRADE:** P1; **RANGE:** \$20,291-26,368; 7-9-97 Aresty Institute

DIRECTOR VII (07968AM) Establish overall strategy & direction for program; plan programs; develop networks & operating policies; obtain research grants & perform fundraising; negotiate with executives on joint programs; write, edit & publish papers & reports; oversee all personnel & administrative issues; manage & prepare budgets. **QUALIFICATIONS:** MA/MS required in business; 5-7 yrs. exp. in university-based family business program; demonstrated fundraising records; able to teach & design curriculum; experience in family business research & international programming; strong presentation & marketing skills; **GRADE:** P10; **RANGE:** \$48,822-64,066; 7-9-97 Entrepreneurial

DIRECTOR VIII (40 HRS) (071012AM) Manage & direct executive board meetings; create & implement strategic plan for board management & campaign communications; manage, direct & mentor staff; develop & maintain relationship with board members & donors. **QUALIFICATIONS:** MA/MS required; 7 to 10 years related experience; capacity for high-level strategic planning & supervisory exp. required; must be able to travel; application deadline 7-17-97. **GRADE:** P11; **RANGE:** \$56,135-70,246; 7-10-97 Internal Affairs

*Classified***HELP WANTED**

Research Assistants Needed at the National Center on Fathers and Families to write abstracts for the our Database. Flexible hours, work from home. Must have good writing and word processing skills. Call Keisha Armorer to schedule an interview at 573-5500.

Environmental Health/Radiation Safety Training Program Schedule

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

- **Introduction to Occupational Exposure to Bloodborne Pathogens** This course provides significant information for employees who have a potential exposure to human bloodborne pathogens. Topics include a discussion of the Exposure Control Plan, free Hepatitis B vaccination, recommended work practices, engineering controls and emergency response. This course is designed for employees who have not previously attended *Bloodborne Pathogens* training at the University. Required for all University employees potentially exposed to human blood or blood products, human body fluids, and/or human tissue. *July 15, 1:30-2:30 p.m., John Morgan, Reunion Auditorium.*

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

- **Laboratory Safety and Bloodborne Pathogens—Annual Update** This program is required annually for all faculty and staff who work with human source material, HIV or hepatitis viruses and have previously attended *Occupational Exposure to Bloodborne Pathogens*. Issues in general laboratory safety and bloodborne pathogens are discussed. Topics include bloodborne diseases, risk assessment, recommended work practices, engineering controls and personal protection as well as an update of waste disposal and emergency procedures. Participation in *Laboratory Safety—Annual Update* is not required if this program is attended. *July 17, 10:30-11:30 a.m., John Morgan, Reunion Auditorium.*

- **Radiation Safety Training** Personnel working in labs where radioactive materials are used or stored are required to attend radiation safety training before beginning work and annually thereafter. New workers may attend the training session listed below or receive training via our website (www.rso.upenn.edu). *The Radiation Safety—Annual Update* schedule is posted on the website under "calendar". *July 17, 10-11 a.m., Wistar Institute, Auditorium.*

Attendees are requested to bring their PENN ID cards to facilitate course sign in. Additional programs will be offered on a monthly basis during the fall. Check EHRS web site (www.oehs.upenn.edu) for dates and time. If you have any questions, please call Bob Leonzio at 898-4453.

Technology Training Group, Information Systems & Computing August Course Schedule

Registration for all courses begins July 28. There is a fee required for the hands-on courses; the Bits & Pieces seminars are free. For more information, please call 573-3102.

Hands-on Courses for Macintosh users

Creating a Web Page (Introduction to HTML) 8/26, 1-4 p.m.

(prerequisite: Netscape, Fetch Client, Word Processing/Text Editor, Network ID and Password)

Hands-on Courses for DOS/Windows users

What You Really Need to Know DOS 8/7, 12-1:30 p.m.

Introduction to Windows 95 8/15, 9:30 a.m.-12:30 p.m. (prerequisite: DOS course or tutorial)

Introduction to Word 7.0 for Windows 95 8/21, 9:30 a.m.-12:30 p.m.

(prerequisite: DOS course or tutorial)

Intro. to Excel 7.0 for Windows 95 8/25, 1-4 p.m. (prerequisite: DOS course or tutorial)

Introduction to Eudora for PC 8/26, 10 a.m.-12 p.m. (prerequisite: DOS course or tutorial)

Bits & Pieces Seminars

Browsing using the Netscape 8/5, 12-1 p.m.

Introduction to Fetch 8/13, 12-1 p.m.

File Transfer using WS_FTP 8/19, 1-2 p.m.

Free HIV Testing Services via Student Health

Penn's Office of Health Education, a division of the Student Health Service, is pleased to announce that free, anonymous, on-campus HIV testing remains available over the summer. Testing is conducted every other Wednesday from 12 noon to 4 p.m., at the Clinical Research Center at 4019 Irving Street, behind the Penn Dental School.

Testing is by appointment only, and is available to all members of the Penn community as well as residents of West Philadelphia. Testing is conducted by staff from the Philadelphia Community Health Alternatives (PCHA). Appointments must be made by phoning the PCHA's Mazzoni Clinic in Center City, at 563-0658. Please specify that you wish to be tested at the Penn campus site.

Questions about the testing site, as well as other concerns related to HIV/AIDS, may be directed to the Office of Health Education: 573-3525 or conklin@pobox.upenn.edu.

—Kurt Conklin, Health Educator, Student Health Service

Grants for Penn Parents at University City New School

A program of the University of Pennsylvania Partnership and University New School (UCNS) provides financial assistance to Penn parents who live in West Philadelphia and who have a child/children at UCNS, starting with the 1997-98 academic year. Assistance in the amount of \$2000 will be awarded for each child who meets UCNS admissions requirements.

The program is open to parents who live in West Philadelphia and are faculty, staff or students at the University or who are employed by the Hospital of the University of Pennsylvania or Presbyterian Hospital. Parents may apply for up to 50% financial aid, based on financial need, toward the remaining balance. For the 1997-98 school year, the highest tuition a Penn parent will pay is \$4450, the lowest figure \$2225.

For information about the University City New School, please contact: Ms. Betty Ratay, Head of School, University City New School, 4201 Spruce Street, #1C, Philadelphia, PA 19104, phone (215) 382-3313.

Fulbright Visiting Scholar Programs...U.S. Special Programs

November 1 Deadline:

Fulbright Scholar-in-Residence Program—U.S. colleges and universities are invited to submit proposals for a Fulbright grant to host a visiting lecturer in the arts, humanities, social sciences, and related fields from abroad for one or both terms of the 1997-98 academic year.

European Union Scholar-in-Residence Program—U.S. institutions are invited to submit proposals to host a European Union (EU) official or an academic from an EU member country who specializes in EU affairs as a resident fellow for one or both terms of the 1997-98 academic year.

For further information and application materials for these two programs, please write or call:

Ms. Anita Caplan, USIA Fulbright Senior Scholar Program

Council for International Exchange of Scholars

3007 Tilden Street, NW, Suite 5M

Washington, DC 20008-3009

Phone: 202/686-6283

Internet: la4@ciesnet.cies.org

Fulbright German Studies Seminar—Faculty in German studies, communication, history, sociology and political science are invited to participate in a three-week seminar on "German Society Today" in Bonn, Leipzig, Munich, and Berlin during June and July 1997. Application materials may be obtained by contacting:

USIA Fulbright Senior Scholar Program

Council for International Exchange of Scholars

3007 Tilden Street, NW, Suite 5M,

Box F-GERS

Washington, DC 20008-3009

Phone: 202/686-6244

Internet: we7@ciesnet.cies.org

January 1 Deadline

NATO Advanced Research Fellowships and Institutional Grants for research on political, security, and economic issues directly affecting the health of the NATO alliance. Special Fulbright application materials may be obtained by contacting:

USIA Fulbright Senior Scholar Program

Council for International Exchange of Scholars

3007 Tilden Street, NW, Suite 5M,

Box F-NATO

Washington, DC 20008-3009

Phone: 202/686-6244

Internet: we7@ciesnet.cies.org

NOTICE OF ELECTION: A-3 ASSEMBLY

To All Members of the A-3 Assembly:

Election of Executive Board

We are Jeanne Arnold, of the African-American Resource Center; Larry Gross, of the Annenberg School; Howard Lesnick, of the Law School; and Alex Welte, of Graduate Arts and Sciences (Physics). We were appointed by the Chair of the Steering Committee of University Council to assist in resolving a question that had arisen regarding the election of members of the Executive Board of the A-3 Assembly, and are offering to oversee the process by which a democratic election can be held.

Background. The present Constitution of the A-3 Assembly provides for an Executive Board of not more than 20 members, each elected for a two-year term. The term of office of most of the members of the Board has come to a conclusion. There is therefore a need to devise and carry out an election process if the A-3 community is to have continued representation. In order for the A-3 representative on the University Council to be allowed his or her seat this fall, the election must (according to the Council By-laws) be "democratic in principle and practice." Controversies that have arisen during the past year have made it advisable for some "friendly outsiders" to attempt to devise and follow a broadly acceptable process for holding an election. *All A-3 employees of the University not covered by a collective bargaining agreement are eligible to vote and run for office in the A-3 Assembly.* (NOTE: If you are a union-represented A-3, and receive a copy of this Notice, please ignore it). Once the Board is in place, it will be able to decide what procedures should be written the Assembly's Constitution for the future.

Call for Nominations

We invite any eligible person to nominate one or more A-3s for membership on the Executive Board. You may nominate yourself. If you nominate someone other than yourself, your nomination letter should contain the statement that your candidate has told you that he or she is willing to serve if elected. Nomination letters should identify the name and place of work of the person you nominate, and should include a very brief statement saying why you think he or she would make a good Board member. We might edit statements that are substantially longer than 25 words.

Nominations should be sent by e-mail to hlesnick@oyez.law, or by intramural mail to Howard Lesnick, Law School/6204, *no later than Monday, August 11.*

Information About the Candidates and the Election

A list of those nominated, with office identification and any supporting statements received, will be published in the first fall issue of *Almanac*, scheduled to be mailed to all staff on September 2, and also in *The Daily Pennsylvanian* during that same week. The election will be held about a week later; the notice in *Almanac* and the *D.P.* will tell you the date, time and place. Voting will be by secret paper ballot. We will count the ballots, and certify the results.

Publicity: We have mailed this Notice to all A-3s who are on the University's current list. If you know of anyone who might not have seen this notice, please copy it and pass it along.

Jeanne Arnold
Howard Lesnick

Larry Gross
Alex Welte

Dressing 'Business Casual'

Many staff members have commented about being allowed to dress "business casual" in the workplace, a practice successfully in place at many peer institutions and businesses. This kind of flexibility seems to have a positive impact on the overall quality of worklife.

We suggest that areas of the University that typically use full business attire during the summer adopt a "business casual" approach on Fridays throughout July and August.

This is not intended to change areas that now dress casual all summer long. Rather, it is suggested as an acceptable alternative for staff members who ordinarily wear suits, ties, dress shoes and the like. Should this trial period be well accepted and successful, Penn may consider expanding it after review.

Different departments may determine different ways to observe "business casual." Human Resources, based on experience gleaned from within Penn as well as from other employers, has guidelines available to assist you in implementing this idea.

We encourage you to support and implement at least a Friday "business casual" day through the start of the fall term, as we will be implementing the practice in our own offices.

Judith Rodin, President
Stanley Chodorow, Provost
John Fry, Executive Vice President

Instead of the Train...

The Penn-based carpool to/from Media and Swarthmore has openings available for riders. It arrives on campus by 8:30 a.m., parks in an enclosed garage, and leaves at 5 p.m. For more information call Janet at 898-6508.

Summary of Changes in Human Resources Policies

To the University Community:

Consistent with the recommendations of the Benefits Advisory Committee, effective July 1, 1997, minor changes have been made to seven Human Resource policies as noted below, with a review of the essential changes for each of these policies. You can view or print the revised policies from the Human Resources Home Page at www.upenn.edu/hr/. If you do not have access to the Human Resource Home Page, you can e-mail us at askhr@pobox.upenn.edu or call Human Resources/Staff Relations at 898-6093 and a copy of the policies will be forwarded to you.

— Office of Human Resources

Policy 406 Tuition Assistance for Faculty and Staff

- Inclusion of the cutoff dates to receive the tuition benefit for each semester
- Inclusion of the Stretch Program offered by the College of General Studies and Wharton Evening and Math 110 as covered course work

Policy 407 Scholarship for Dependent Children Attending the University of Pennsylvania

- Inclusion of the cutoff dates to receive the tuition benefit for each semester
- Changes in tuition benefit for staff and faculty hired on or after July 1, 1997

Policy 408 Scholarship for Dependent Children Attending Other Colleges and Universities (Direct Grants)

- Inclusion of the cutoff dates to receive the tuition benefit for each semester
- Tax implications for undergraduate tuition benefit for children of a same-sex domestic partner

Policy 409 Scholarship for Spouses/Same-sex Domestic Partners Attending the University of Pennsylvania

- Inclusion of the cutoff dates to receive the tuition benefit for each semester
- Changes in tuition benefit for staff and faculty hired on or after July 1, 1997

Policy 604 Time off with Pay for Personal Business

- This policy is no longer applicable. Benefits provided in this policy have been incorporated in the Paid Time Off benefit (HR Policy 607)

Policy 606 Floating Day

- This policy is no longer applicable. Benefits provided in this policy have been incorporated in the Paid Time Off benefit (HR Policy 607)

Policy 618 Introductory Period

- Reflects the provisions of the new Paid Time Off policy which allows newly hired staff members to use paid time off at the completion of the Introductory Period.

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 **June 9, 1997 through July 6, 1997**. Also reported were **Crimes Against Property**, including 128 total thefts (including 7 burglaries & attempts, 37 thefts of bicycles & parts, 7 theft & attempt of auto, 28 thefts from autos, 10 criminal mischief & vandalism, 3 forgery & fraud, and 6 trespassing & loitering.) Full crime reports are in this issue of *Almanac* on the Web (www.upenn.edu/almanac/v44/n1/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 **June 9, 1997 through July 6, 1997**. The University Police actively patrols from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Simple assaults—1; Threats & Harassment—6

06/16/97	10:18 PM	Admissions Walk	Complainant kicked and punched
06/17/97	11:30 AM	Franklin Bldg	Harassing e-mail sent to complainant
06/25/97	9:49 AM	HUP	Employee receiving harassing phone calls
06/25/97	6:38 PM	3423 Walnut St.	Customer made threat to complainant
06/26/97	8:35 AM	3409 Walnut St.	Threats made to patron
06/27/97	12:03 PM	McClelland Dorm	Employee received harassing phone calls.
07/03/97	10:24 AM	Science Center	Harassing phone calls received

38th to 41st/Market to Baltimore: Robberies (& Attempts)—3; Simple assaults—2; Threats & Harassment—2

06/14/97	9:21 PM	Locust Footbridge	Complainant harassed by juveniles
06/15/97	3:46 PM	39th & Market	Property taken from complainant by cab driver
06/20/97	5:34 PM	40th & Pine	Pedestrian struck in face by motorist
06/23/97	4:51 AM	100 Blk 39th	Complainant reported being assaulted
06/28/97	4:26 PM	40th & Walnut	Bike taken from juvenile by two unknown males
07/03/97	10:52 AM	309 S. 40th St.	Harassing phone calls received
07/05/97	12:28 PM	40th & Walnut	Suspect attempted to rob cab driver/arrest

41st to 43rd/Market to Baltimore: Robberies (& Attempts)—4

06/21/97	11:54 PM	300 Blk St. Mark	Complainant robbed/one arrest
06/28/97	3:21 PM	44th & Locust	Complainant robbed by unknown suspect
07/01/97	9:32 PM	4201 Chestnut	Cash taken from diner/suspect fled area
07/06/97	3:11 AM	42nd & Spruce	2 complainant's robbed by unknown suspect

30th to 34th /Market to University: Robberies (& Attempts)—2; Threats & Harassment—1

06/17/97	4:36 PM	100 Blk 34th	Complainant pushed into tree/wallet taken by unknown
06/25/97	12:25 PM	Penn Tower	Employee received threats from former employee
06/25/97	3:46 PM	33rd & Ludlow	Bicycle taken from complainant by unknown male

Outside 30th—43rd/Market—Baltimore: Sexual assaults—1

Robberies (& Attempts)—2; Aggravated assaults—2; Simple assaults—2

06/09/97	8:38 PM	19th & Market	Complainant robbed by male with simulated weapon
06/17/97	9:50 AM	400 Blk 41st St.	Complainant reported unknown person kicked in back
06/20/97	12:05 PM	Walnut St Bridge	Unknown male lifted complainant's dress; pushed same
06/25/97	4:27 PM	56th & Yocum St.	Complainant shot in chest/taken to HUP-ER
06/26/97	7:51 PM	Unit Blk. N. 40	Complainant robbed by two unknown suspects
06/26/97	8:52 PM	4437 Sansom St.	Complainant struck by another person
07/02/97	11:47 PM	400 Blk 41st	2 police officers injured during arrest

Crimes Against Society

34th to 38th/Market to Civic Center: Alcohol & Drug offenses—2

06/23/97	12:58 AM	3700 Blk Spruce	Drunk driver arrested
06/26/97	10:59 PM	100 Blk 38th St.	Drunk driver arrested

38th to 41st/Market to Baltimore: Weapons offenses—1

06/15/97	1:12 AM	40th & Locust	Suspects stopped during traffic violation/weapons found
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30th to 34th/Market to University: Disorderly conduct—1; Alcohol & drug offenses—1

06/10/97	6:47 PM	3200 Blk South St.	Male cited for disorderly conduct
07/04/97	1:30 AM	Convention Ave.	Vehicle with heavy damage/driver intoxicated/arrest

Outside 30th—43rd/Market—Baltimore: Weapons offenses—1

07/05/97	8:49 PM	44th & Pine	Vehicle with bad tag stopped/gun & drugs found/arrest
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18th District Crimes Against Persons

33 Incidents and 8 Arrests were reported between **June 9, 1997 and July 6, 1997**, by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

06/10/97	8:30 PM	4000 Spruce	Rape
06/11/97	5:45 PM	900 Faragut	Robbery
06/11/97	9:45 PM	4624 Larchwood	Robbery
06/12/97	2:15 AM	4700 Blk Spruce	Robbery
06/14/97	3:10 AM	4800 Blk Market	Aggravated Assault
06/15/97	6:00 AM	4000 Walnut	Rape
06/15/97	3:30 PM	101 S. 39th	Robbery
06/17/97	4:30 PM	3400 Blk Chestnut	Robbery
06/18/97	2:38 AM	200 Farragut	Robbery
06/18/97	11:10 AM	4800 Blk Spruce	Robbery
06/20/97	7:10 PM	405 S. 45th	Robbery
06/22/97	11:54 PM	300 Blk St. Marks	Robbery/Arrest
06/25/97	3:50 PM	3300 Ludlow	Robbery
06/25/97	10:00 PM	4600 Walnut	Aggravated Assault/Arrest
06/27/97	6:08 PM	4400 Sansom	Rape
06/28/97	12:45 AM	4623 Sansom	Robbery/Arrest
06/28/97	4:30 AM	4400 Ludlow	Rape/Arrest
06/28/97	2:00 PM	4400 Locust	Robbery
06/28/97	11:17 PM	4400 Market	Aggravated Assault
06/29/97	8:12 AM	4600 Market	Robbery
06/30/97	8:50 PM	300 48th	Robbery
07/01/97	1:25 PM	1255 49th	Agg Assault
07/01/97	9:34 PM	4201 Chestnut	Robbery
07/02/97	1:23 AM	4236 Chestnut	Agg Assault/arrest
07/02/97	11:45 PM	400 41st	Agg Assault/arrest
07/04/97	1:12 AM	4408 Walnut	Robbery
07/04/97	3:30 AM	4800 Woodland	Robbery/arrest
07/05/97	12:38 PM	4000 Walnut	Robbery/arrest
07/05/97	1:50 PM	405 45th	Robbery
07/06/97	12:00 AM	4800 Locust	Agg Assault
07/06/97	3:05 AM	4200 Spruce	Robbery
07/06/97	5:00 AM	4000 Spruce	Rape
07/06/97	11:05 PM	600 43rd	Robbery

Parking: Instead of 36th & Walnut

The parking garage at 38th and Walnut Streets (Lot #30) is available to campus visitors as the University closes Lot 13 on the north side of Walnut Street between 36th and 37th Streets. Lot 13 will be permanently closed on July 21 for the redevelopment of the site for Sansom Common.

Daily rates for the garage: 0 to 1 hour = \$3.00, 1 to 2 hours = \$5.00, 2 to 10 hours = \$7.00 and 10+ hours (until closing) = \$10.00.

Summer operating hours for the garage will be Monday-Friday from 6 a.m. to midnight., Saturday from 7 a.m. to 10:45 p.m., and Sunday from 7 a.m.-3 p.m. These hours will change as needed to accommodate special events and activities on campus.

The University recently purchased the Sheraton Hotel at 36th and Chestnut Streets and parking available on a daily basis in its garage (entered from 36th Street). Daily rates are posted.

For more campus parking information, please visit our web site: www.upenn.edu/transportation.

—Robert Furniss, Transportation & Parking

Update

SUMMER AT PENN

EXHIBIT

Now

Book Art & Conservation, A Visible Link: An Exhibit by Hedi Kyle & Denise Carbone; Rosenwald Gallery, 6th floor, Van Pelt-Dietrich Library Center (Friends of the Library). Opening reception will be September 10 at 5:30 p.m. *Through October 10.*

Deadline: August 15

The deadline for the September 2 issue of *Almanac* (and for the *September AT PENN* calendar it will contain) is **August 15**.



Almanac

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