

# UNIVERSITY of PENNSYLVANIA *Almanac*

Tuesday,  
September 23, 1997  
Volume 44 Number 5

## IN THIS ISSUE

- 2 **SENATE: Slate Elected**  
Council Agenda for September 24  
New Chairs and Chairholders in SAS
- 4 **Staff Changes: Mr. Bryan, Ms. Witt**  
Deaths: Dr. S. Brody, Dr. Watanabe  
Council: Schedule of 1997-98 Meetings  
and Outline of the Year's Agenda

## COMPASS Features

- 5 **A Modern Glassblower in the Sciences**  
and Some Ancient Examples at the Museum
  - 6 **Law School's Student Clinic**
  - 7 **Riders Drive Changes in Penn Transit**
- 
- 9 **OPPORTUNITIES**
  - 12 **403b Investment Update**
  - 14 **Family Day Festival; Computer Training**
  - 15 **Grad Students' Careers, Part II;**  
Update, CrimeStats
  - 16 **Benchmarks: Tax Bill Impacts (Scheman)**  
The Presidents' Summit Revisited
- Pullout: Council Reports, 1996-97:**  
**Year-End Reports of Steering**  
**and of Five Committees**

## Are You Free Sundays? The University Museum is.

Thanks to an anonymous gift, the University of Pennsylvania Museum of Archaeology and Anthropology is now admission-free on Sundays. Director Jeremy Sabloff has announced. The opening display as this change takes place is *Roman Glass: Reflections on Cultural Change*, which is also one of the highlights of Penn's Family Day for faculty and staff (please see page 14). More than 200 examples of Roman glass and associated materials from the first century B.C. through the sixth century A.D. are featured in the exhibition. Breaking with the tradition of exhibiting ancient glass purely as an art form, the Museum has placed the bottles, bowls, cups and jugs in settings as they would have been used, illuminating daily life in the ancient Roman empire—from a woman's use of galena eyeliner to a community's funerary customs. The opening with a Curator's Lecture by Dr. Stuart Fleming is Saturday, September 27, at 2:30 p.m.; Sunday at 2:30 p.m. there is a film on Pompeii.



## For SAS Faculty, New Chairs and New Chairholders

Interim Dean Walter Wales has announced the appointment of eleven faculty members to distinguished chairs in the School of Arts and Sciences—six of the members to endowed chairs, two to endowed term chairs, and three to term chairs\*.

Two of those designated for endowed chairs are longtime members of the SAS faculty, Dr. Paul Rozin of Psychology and Dr. Gary Tomlinson of Music, while the other four are newcomers recruited to the prestigious professorships—Dr. Millicent Marcus in Italian Studies, Dr. Larry Silver in History of Art, Dr. Susan Stewart in English and Dr. Arthur Waldron in International Relations. All take up their positions this term except Dr. Marcus, whose appointment starts in July 1998.

Former SAS Dean Rosemary Stevens of the History and Sociology of Science and Dr. Eugene Wolf of Music are the new holders of endowed term chairs. The three named to term chairs are Dr. Alexander Kirillov, who joined Mathematics three years ago; a new arrival in Jewish Studies, Dr. Beth Wenger; and Dr. Arjun Yodh of Physics, who has been here since 1988.

Photographs and thumbnail sketches are on [pages 2 and 3 of this issue](#).

\* Named professorships come in several forms. For *endowed chairs*—the oldest form—institutions draw only on the interest of endowment to support the salary and activities of the chair, leaving the principal intact; traditionally, those appointed to endowed chairs have held them for the remainder of their active careers. An *endowed term chair* follows the same rule financially, preserving the principal and drawing only upon interest, but the incumbent is appointed for a set term of years. A *term chair* differs in that not only is the interest paid out, but a predetermined portion of the principal is applied each year to the chair's support, so that after a term of years—normally five—the chair itself is retired.

## Philadelphia Summit on Youth and Volunteerism: September 26-27

The University of Pennsylvania is host to the "Philadelphia Summit" this weekend in which the City prepares to follow through on the Presidents' Summit for America's Future—the April 1997 event that focused national attention on a goal of improving the lives of two million young people in the nation by the year 2000.

*Philadelphia's Promise: The Alliance for Youth's Summit on Youth and Volunteerism*, is the launching event of this region's drive to improve life for children: their health and safety, their learning and opportunity, and the communities they live in. Former Congressional leaders William H. Gray and Harris Wofford, Pennsylvania Governor Tom Ridge, Mayor Ed Rendell and Penn President Judith Rodin are among the speakers in the program, co-sponsored by the *Philadelphia Inquirer* and the *Philadelphia Daily News*. Please [see the back page](#) of this issue for program and registration information.

Illustrations, courtesy of the University Museum. Top, a twin-headed flask, probably from Aleppo, c. 2 A.D. Above, a group of objects, 1 A.D. to 4 A.D.

## SENATE From the Senate Office

### Election to Faculty Senate Posts

No nominations were received by petition by the September 16, 1997, deadline and the Senate Nominating Committee's nominees are therefore declared elected; terms effective May 1, 1997.

One At-large Member of the Senate Executive Committee, 1-year term:  
*Mark Stern (social work)*

One Assistant Professor Member of SEC, 2-year term:  
*Georgette Poindexter (real estate)*

Two Members of the Senate Committee on Academic Freedom and Responsibility:  
2-year term: *Susan Watkins (sociology)*  
1-year term: *E. Ann Matter (rel.studies)*

One Member of the Senate Committee on the Economic Status of the Faculty  
1-year term: *Samuel H. Preston (sociol.)*

### Council September 24: Motion to Lower the Quorum, Other Items for Discussion

At the University Council's first fall meeting, 4-6 p.m. in McClelland Hall, the Quadrangle, the order of business includes, in addition to housekeeping items:

- Election of a Moderator. (1 minute)
- Status Reports of the President, Provost, Chair of Steering, and Chairs of UA, GAPSA, PPSA and the A-3 Assembly. (40 minutes).
- Discussion of a proposed bylaws revision to lower the quorum for a vote at meetings. (15 minutes). The motion reads (deletion bracketed, insertion underlined):  
Section IV. Meetings, 5. Conduct of meetings, revise first sentence to read: "[A majority] Forty percent of the full membership shall constitute an actual quorum."
- Discussion of significant issues raised in year-end reports of five Council Committee reports (whose full texts are on pages S-3 through S-8 of this issue). (40 minutes). The order of discussion is:
  - A. Admissions and Financial Aid
  - B. Communications
  - C. Community Relations
  - D. International Programs
  - E. Pluralism
- Discussion of a motion on the certification of each constituency's election procedures (10 minutes). The motion reads: In order to implement the requirement of the University Council bylaws that constituent organizations having representation on the University Council be democratic in both practice and principle, any such organization shall supply, at the beginning of each year as a condition of its representatives being authorized to sit as members of Council, a clear statement of its current election procedures and a description of its most recent elections and their results.
- Discussion of a draft agenda for 1997-98 (see page 4 of this issue). (20 minutes).



Dr. Rozin



Dr. Tomlinson



Dr. Silver



Dr. Stewart

## SAS Endowed Chairs...

### The New Kahn Chair: Dr. Rozin

Dr. Paul Rozin, professor of psychology here for 27 years, is the inaugural recipient of the Edmund J. and Louise W. Kahn Professorship for Faculty Excellence. Dr. Rozin's research in cultural psychology and cultural evolution has produced well-known studies in the acquisition of likes and dislikes for foods; the nature and development of the magical belief in contagion; the cultural evolution of disgust; lay conceptions of risk of infection and toxic effects of foods; and the interaction of moral and health factors in concerns about risks. He was awarded a Guggenheim Fellowship in 1977, and served as editor of *Appetite* for 10 years. Dr. Rozin has also served as Director of the General Honors and Benjamin Franklin Scholars programs. He is a 1956 Chicago alumnus who took his M.A. in 1959 and Ph.D. in 1961 from Harvard. The Kahn Professorship was established through a bequest by Mrs. Kahn, a Smith College alumna who worked for *Newsweek* and owned an interior design firm, and whose husband, a member of the Wharton Class of 1925, made his successful career in the oil and natural gas industry.

### Annenberg Chair: Dr. Tomlinson

Dr. Gary A. Tomlinson, a member of the music faculty since 1979, is the new Walter H. Annenberg Professor in the Humanities. Dr. Tomlinson is a 1973 alumnus of Dartmouth who received his M.A. in 1975 and Ph.D. in 1979 from California at Berkeley. His areas of specialization are late Renaissance and early Baroque music, 19th-century Italian opera, and music historiography and anthropology. Dr. Tomlinson is the author of several articles and books, including *Music in Renaissance Magic: Toward a Historiography of Others* (1993), *Monteverdi and the End of the Renaissance* (1987), and *Italian Secular Song 1606-1636* (1986). His many prestigious awards and honors include a MacArthur Fellowship, a Guggenheim Fellowship, and the Alfred Einstein Prize of the American Musicological Society.

His chair is named for its donor, an alumnus and former trustee who has endowed eight chairs at the University as well as founding the Annenberg School for Communications and Annenberg Center for the Performing Arts.

### The New DiVito Chair: Dr. Marcus

Starting in 1998-99, Dr. Millicent Marcus of the University of Texas becomes the Mariano DiVito Professor in Italian Studies, the first to hold the chair created through a bequest from Mr. DiVito, an Italian immigrant who also supported the Center for Italian Studies at Penn. Dr. Marcus, a 1968 alumna of Cornell who took her



Dr. Wolf



Dr. Kirilov

Ph.D. from Yale in 1974, is a scholar of Italian medieval literature and Italian cinema who has won Fulbright and Guggenheim Fellowships, and whose books include *Filmmaking by the Book: Italian Cinema and Literary Adaptation* (1993); *Italian Film in the Light of Neorealism* (1986); and *An Allegory of Form: Literary Self-Consciousness in the 'Decameron,' Stanford French and Italian Studies* (1979).

### Farquhar Professor: Dr. Silver

Dr. Larry Silver, a specialist in Northern Renaissance and Baroque art and the history of graphics, has been recruited from Northwestern University as the James and Nan Wagner Farquhar Professor of the History of Art.

Dr. Silver, a 1969 Chicago alumnus, received his Ph.D. in 1974 from Harvard and taught at Northwestern for 18 years. The winner of a Kress Foundation Fellowship and a Fulbright among other awards, he is especially known for his 1993 textbook *Art in History*, and for *The Paintings of Quinten Massys* (1984). He was also the founding director of the Chicago Area Art History Colloquium and a consulting curator at the Art Institute of Chicago.

The Farquhars and their son Douglas, a professor of art history at the University of Maryland who serves on Penn's History of Art Visiting Committee, have been prominent supporters of the University for many years. A pioneer in Florida land development in the 1940s, the late James Farquhar became the founding chairman of Nova University in Fort Lauderdale in 1961, and was chairman emeritus until 1976.

### Regan Professor: Dr. Stewart

Dr. Susan Stewart, a Penn alumna whose joining the faculty became major news during the summer as she was named a MacArthur Fellow in July, had already been recruited to the Donald T. Regan Professorship in English before she won the no-strings "genius award." The Regan chair was established jointly by Merrill



Dr. Waldron



Dr. Stevens



Dr. Wenger



Dr. Yodh

Lynch & Co., and friends of the Honorable Donald T. Regan, HON '72, the former Penn Trustees chairman who was an executive at Merrill Lynch before he became Chief of Staff to President Ronald Reagan.

Dr. Stewart graduated from Dickinson in 1973, took her M.A. from Johns Hopkins University in poetry, and came to Penn for her 1978 Ph.D. in folklore and folklife studies. She taught at Temple University for nearly 20 years. She is a widely read poet (*Yellow Stars and Ice*, 1981; *The Hive*, 1987; *The Forest*, 1995.) and a scholar of poetry and prose (*Crimes of Writing: Problems in the Containment of Representation*, 1991, and *On Longing: Narratives of the Miniature, the Gigantic, the Souvenir, the Collection*, 1984), and has served as elected supervisor of the English Institute at Harvard. She continues on the editorial boards of the *Journal of Modern Literature* and *Public Culture*. She is now at work on the history of the lyric in relation to the representation of the senses, focusing on poetic works from the classical period to the present.

#### The New Lauder Chair: Dr. Waldron

Dr. Arthur Waldron joins Penn as the Joseph H. Lauder Professor of International Relations, the chair established by Trustee Leonard Lauder, W '54, president and CEO of the Estee Lauder Companies and a co-founder with his brother of the Lauder Institute here.

Dr. Waldron, a 1971 Harvard alumnus who took his Ph.D. in history there in 1981 and studied abroad in Japan, Taiwan, the USSR, France and England, has been a professor of strategy and policy at the U.S. Naval War College and an adjunct professor of East Asian Studies at Brown University. His books include *From War to Nationalism: China's Turning Point, 1924-1925* (1995) and *The Great Wall of China: From History to Myth* (1989). His awards include a Ford Foundation Grant, a Hooper Fellowship and a Visiting Fellowship at the Institute of Southeast Asian Studies in Singapore.

## ...Endowed Term Chairs

### Sheerr Professor: Dr. Stevens

Dr. Rosemary Stevens, professor of the history and sociology of science and former Dean of SAS, is the new Stanley I. Sheerr Endowed Term Professor.

One of the world's leading experts in the history and evolution of health care administration, Dr. Stevens is a 1957 Oxford alumna who received her Ph.D. in epidemiology from Yale in 1979. She taught at Yale and Tulane before coming to Penn. Twice chair of History and Sociology of Science, she is a member of American Academy of Arts and Sciences, the National Academy of Sciences, the Center for the Advancement of Health, and the College of Physicians of Philadelphia. Her books include *In Sickness and In Wealth: American Hospitals in the Twentieth Century* (1989), *The Alien Doctors* (1978), and *Welfare Medicine in America* (1974). In 1990, she was cited for her distinction in research and contributions to health services research with The Baxter Foundation Prize, the American Board of Medical Specialties Special Award, and the Welch Medal of the American Association for the History of Medicine.

Stanley I. Sheerr, W'33, is perhaps best known at Penn for his family's 1967 gift naming the Sheerr Pool in Gimbel Gym. Although Stanley and Francis Sheerr have passed away, Richard Sheerr, C'69, and Constance Sheerr Kittner, CW'61, their son and daughter, remain active supporters of Penn.

### Class of 1965 Professor: Dr. Wolf

Dr. Eugene Wolf, professor of music, has been named to the chair established in 1990 by the Class of 1965 in honor of their 25th reunion.

Dr. Wolf is an alumnus of Rochester's Eastman School of Music, 1961, with an M.S. and Ph.D. from New York University. He has been on the faculty here since 1973, and has served as director of graduate studies and chair of the music department. A specialist in 18th-century music, Dr. Wolf has been honored with the Alfred Einstein prize of the American Musicological Society, the Richard S. Hill Award of the Music Library Association (with his wife, Jean K. Wolf), a Guggenheim fellowship, a fellowship from the American Council of Learned Societies, and a National Endowment for the Humanities fellowship. Dr. Wolf has written numerous articles and essays, as well as his 1981 book *The Symphonies of Johann Stamitz: A Study in the Formation of the Classical Style and The Symphony at Mannheim: Johann Stamitz, Christian Cannabich*, written in 1984 with his wife. Dr. Wolf presently serves as series editor for *Recent Researches in the Music of the Classical Era*, A-R Editions, Inc.

Alumni Suzanne Denbo Jaffe, James S. Riepe, and George A. Weiss are the Class of '65 representatives for this professorship.

## ... and Term Chairs

### Carey Term Chair to Dr. Kirillov

Dr. Alexandre Kirillov, who first came to Penn as a visiting professor of mathematics in 1992 and became a full professor here in 1994, has been appointed the Francis J. Carey Term Professor in Mathematics. The chair is one created by alumnus William Polk Carey to honor his brother, also an alumnus.

A member of the Russian Academy of Sciences and alumnus of Moscow State University,

Dr. Kirillov focuses his research on the theory of group representations, differential geometry and mathematical physics—to such effect that he has received three invitations to lecture before the International Congress of Mathematicians, held every five years—and only two mathematicians in history have been invited more. Currently he serves on the Scientific Council of the Erwin Schrodinger Institute in Vienna. His publications, printed in multiple languages, include *What is Number?*; *Theorems and Problems of Functional Analysis*, which he co-authored with D. Gvishiani; and *Elements of the Theory of Representations*.

Francis J. Carey, C'45, L'49, is president of the New York investment banking firm of W.P. Carey & Co., Inc. William Carey, W'53, chairs the firm and is on Economics Visiting Committee of SAS. He also serves on the board of the Institute for Economic Research.

### Katz Term Professor: Dr. Wenger

Dr. Beth S. Wenger has been appointed the Katz Family Term Professor in American Jewish History, taking a chair established by Herbert D. and Eleanor Meyerhoff Katz.

Dr. Wenger is a 1985 alumna of Wesleyan who received her Ph.D. in history in 1992 at Yale, with a thesis named the Best Doctoral Dissertation in American Jewish History. Since then she has won fellowships and grants from Mellon, the National Foundation for Jewish Culture and the Memorial Foundation for Jewish Culture; held postdoctoral fellowships at the Center for the Study of American Religion at Princeton and at Penn's Center for Judaic Studies. One of her primary research interests is the growing sense of national identity that emerged among Jewish immigrants to America, and her latest book is *New York Jews and the Great Depression: Uncertain Promise* (1996).

The Katzes have been dedicated supporters of Jewish Studies at SAS for many years. As the current chair of the Board of Overseers for the Center for Judaic Studies, Mr. Katz, W'51, is also a board member of the United States Holocaust Memorial Council, vice president of the American Israel Public Affairs Committee, and the vice chairman of the United Jewish Appeal. Mrs. Katz is a 1954 Wellesley graduate, a trustee of Curry College, and president of the Eleanor M. and Herbert Katz Family Foundation.

### The William Smith Chair: Dr. Yodh

Dr. Arjun Yodh has been appointed the William Smith Term Professor, taking a chair created by Alumnus Martin Lipton, Esq., in honor of the first provost of the University.

Dr. Yodh, a professor of physics who came to Penn in 1988, earned his B.S. at Cornell in 1981 and his M.S. and Ph.D. from Harvard. Honored for his research by the Office of Naval Research and the Alfred P. Sloan Foundation, he has also been a Lilly Foundation Faculty Teaching Fellow, developing new courses in modern optics for undergraduates and graduates at Penn. He has published extensively, notably in the British journal *Nature*. Currently, Dr. Yodh has focused his research interests on aspects of chemical, condensed-matter, and optical physics. Most of his experiments are oriented toward lasers and the unique spectroscopies these tools offer.

Mr. Lipton, W'52, is senior partner and director of New York's Wachtell, Lipton, Rosen & Katz, a former Penn trustee and a member of the SAS Board of Overseers. He also heads the NYU Law Center Foundation and the Charles Zarkin Memorial Foundation, Inc.



## STAFF CHANGES

Photo by Addison Geary

### City Relations: Glenn Bryan

Glenn Bryan has been appointed the Acting Director for City Relations, Vice President Carol Scheman announced Friday. In this role, he will be responsible for the University's relationship with the City of Philadelphia and its officials. "These responsibilities are in addition to his present duties as Assistant to the Vice President for Government, Community, and Public Affairs, and Director for Community Relations," Ms. Scheman said.



Glenn Bryan

### Associate VP: Marie Witt

Marie D. Witt, an alumna who has been on the Penn staff since 1981, has been promoted to Associate Vice President for Business Services effective immediately, the Division's Vice President Steven D. Murray has announced. Ms. Witt has served as director of support services in the Division since 1991. She has line responsibility for services to the Penn Children's Center, Class of 1923 Ice Rink, PennTrex, and the Computer Connection, and within the Division she is also responsible for human resources and marketing. "In her expanded role, Marie will assume incremental responsibility for business services to the Penn Bookstore and the Faculty Club," Mr. Murray said.

Marie Witt took her B.A. from SAS in 1981 with an individualized major in human resources and organizational psychology. She started her working career at Penn in Human Resources in 1981, and was also in the Telecommunications Department before assuming her present role. She has served on numerous University committees and is the immediate past chair of PPSA (Penn Professional Administrators Assembly).



Marie Witt

## DEATHS

### Stanley "Steve" Brody, Gerontology and Public Health

Stanley J. Brody (known as "Steve" to family and friends), an emeritus professor of physical medicine and rehabilitation who was especially influential in the field of gerontology, died of a stroke at the age of 79 on September 11 in La Jolla, California. In 1939, Steve Brody graduated with a J.D. from Columbia University, but never practiced. Instead, he decided to pursue a master's degree in social work, which he earned in 1941 from the University of Pittsburgh. During World War II, Professor Brody was in the Navy for four years, serving in both the Atlantic and Pacific theaters.

Professor Brody joined the University in 1969 as associate professor of social planning in the then-department of community medicine, with a joint appointment in psychiatry. He became a full professor of rehabilitation medicine in 1974. Later he was professor of health care systems, and he became chair of the graduate group in 1978. After becoming emeritus professor in 1986, he continued to teach in the College of General Studies. In addition to serving on the faculty he held a number of federal and state roles including that of southeast regional director of the Pennsylvania State Department of Public Welfare.

Professor Brody is survived by his wife, Elaine Breslow Brody, to whom he was married for 54 years; his son, Peter; his daughter, Laurel Karpman; and his four grandchildren.

### Dr. Mary Watanabe, Lecturer and Promoter of Japanese Culture

Dr. Mary Ishimota Watanabe, a former lecturer in what is now AMES, died of cancer on September 12 at the age of 76.

Dr. Watanabe was a volunteer for more than 40 years for Japanese organizations and groups that promoted social services and civil rights for immigrants and the needy. She had taken her bachelor's degrees in chemistry and biology from San Jose State College in 1942 when she and her family were interned at relocation camps in California and Wyoming. Released in 1943 through the efforts of the American Friends Service Committee, she enrolled at Radcliffe and Harvard, completed her doctorate in biology, and worked as a biochemist with the Army Quartermaster Corps in South Philadelphia.

In 1954, Dr. Watanabe enrolled in a Japanese language course at Penn. She joined the Asian Studies department as a lecturer of Japanese in 1961. Five years later she left to join the Pacific/Asian Coalition, where she was national president for three years in the late 1970s. Until illness forced her to slow down her work four years ago, Dr. Watanabe spent her time promoting Japanese culture, raising funds for the Japanese House and Garden in Fairmount Park and helping Asian students acquire loans.

Dr. Watanabe is survived by her husband of 48 years, a brother and a sister. A memorial service will be held later.

## COUNCIL

### Schedule of Meetings, 1997-98

University Council meetings will be held on the following dates in 1997-98, from 4-6 p.m. in McClelland Lounge of the Quad, unless otherwise announced. Penn I.D. is required for entry to the Quad, and observers must register their interest by calling the Office of the Secretary, 898-7005, in advance of the meeting they wish to attend.

| 1997:        | 1998:       |
|--------------|-------------|
| September 24 | January 14  |
| October 15   | February 11 |
| November 12  | March 4     |
| December 3   | April 22    |

### Outline of Agenda, 1997-98

This draft agenda includes the items recommended by the Council Steering Committee and University Council, the routine reporting of Council committees, and the two extended reports from the president and provost stipulated in the bylaws. While focus issues are identified through February, there may be unforeseen matters that arise during the year that will be placed on the agenda. The last two meetings of the year are left unspecified in terms of focus in order to accommodate agenda items that may need to be postponed from earlier meetings.

#### September

Selection of focus issues for the academic year  
Committee reports remaining from previous year:  
Admissions, Communications,  
Community Relations, International Programs,  
and Pluralism (*see insert in this issue*).

#### October

Discussion on committee charges for 1997-98  
Committee reports remaining from previous year:  
Bookstore, Facilities, and Library  
Minority Permanence Plan  
Followup on audits of dining and residential living  
Strategies to increase attendance and make  
Council more interactive

#### November

Extended reports by the president and provost on the "State of the University"  
Committee reports remaining from previous year:  
Disability Board, Open Expression,  
Recreation & Intercollegiate Athletics,  
and Safety & Security

#### December

Committee reports remaining from previous year:  
Personnel Benefits and Student Affairs  
Second phase of benefits redesign  
Role of postdoctoral students in the University  
Open Forum

#### January

Oral interim committee reports (as available)

#### February

Extended report by the president, the provost and other administrators covering budgets and plans for the next academic year.  
Oral interim committee reports (as available)

#### March

Final committee reports (as available)  
Unfinished agenda items

#### April

Final committee reports (as available)  
Unfinished agenda items  
Preliminary discussion of next year's focus issues  
source: Faculty Senate Office

# Glassblower Creates for Science Labs

By Meghan Leary

With goggles securely over her eyes, Karen Knoepp leans forward, gently wraps her lips around a rubber tube and blows, turning what look like ordinary pieces of glass into masterpieces. But her works will not be seen in galleries or grace tabletops. Rather, they will be used in laboratories to aid scientific research.

Knoepp, a scientific glassblower, has been at Penn for eight years as an independent subcontractor for her father's company, The Glassblowers Inc. She spends eight hours a day, five days a week, working in a small room in the basement of the Chemistry Building, custom creating equipment for experiments as well as doing the more mundane work of making and repairing funnels.

Using her basic knowledge of science to interact with Penn scientists, she often brainstorms with them when developing the proper apparatus for an experiment. "A scientific glassblower has to be knowledgeable in different scientific backgrounds to interact with scientists," says Knoepp.

Knoepp services mainly the chemistry department, but also does work for other departments within the University, including physics, engineering, the medical school and CHOP.

She sees a large part of her job as maintaining and repairing systems. "It is a repair and recycle program," she says. And she is saving the University money. "I can repair something at a fraction of what it would cost to buy it new," she says. But "sometimes it is harder to repair than it is to make the piece."

When repairing an object, the rotation is very important because "gravity works against you and it [the glass] tends to cool." To alleviate these problems a lathe holds and turns the glass in a horizontal plane.

But to her, the hardest thing in repairing is knowing how to reheat an object so as



Photograph by Candace diCarlo

*Karen Knoepp repairing chemistry lab glass mounted on a lathe*

not to create "thermal shock" which she likenes to dropping an ice cube into hot tea. A successful repair is accomplished by gradual heating.

Scientific glassblowers are rare and the process they use is different from that employed in artistic glassblowing. One difference is the glass. In scientific glassblowing, Pyrex, the same material used for clear baking dishes, is molded into shape at much higher temperatures.

Knoepp became interested in glassblowing at a young age, but didn't consider the profession until her father, who is himself a scientific glassblower, needed help serving the University City area. "My father had the ability to expand his business and I jumped at the opportunity," says Knoepp who relocated her family to the tri-state area from California.

The process of becoming a scientific glassblower is a long one. Spending four years as her father's apprentice, Knoepp slowly gained the knowledge and the expertise through intensive training sessions in a master-pupil relationship. But "the basic requirement is practice," she says. "Being an apprentice is similar to being a full-time, committed student."

In the third year of the apprenticeship, she received the opportunity to work at Penn. This allowed Knoepp, who has taken some basic chemistry courses, to gain experience working with scientists. "I am constantly learning and perfecting

and expanding my skills and knowledge."

Knoepp has developed strong relationships with the scientists with whom she works. Many are graduate students, who eventually move on to private industry and other universities, and call on her services. "My business grows as people graduate," she says.

As her business grows, so does her ambition. Besides teaching a glassblowing class for the past five years at Bryn Mawr College, she has begun

pursuing a degree in business at Penn so that she can take over the family business when her parents retire. Until that happens, she is happy working with the scientists at Penn. "Glassblowing is my passion," she says.

## Ancient Glassblowers Created Status Symbols

Want to show you have class? Use glass. That is the theme of the new **Roman Glass: Reflections on Cultural Change** exhibit, coming to the University Museum on September 27. This glass exhibit differs from past ones in that it narrates how glass assimilated into the everyday life of ancient Romans and how it came to be a symbol of status. Drawing many of its pieces from the museum's own Hellenistic and Roman collections, the exhibit features items that have never before been displayed, including brightly colored perfume and cosmetic bottles and funerary items. The exhibit will run through November.

— Meghan Leary

# Student Clinic for Practice of Law

By Susan Perloff

*It may have been the legal victory of their life.*

The Philadelphia Inquirer reported May 23 that two University of Pennsylvania law students, Bruce Bellingham and Jeffrey Powell, scored a million-dollar verdict for a client — the day after graduation. The case involved Herbert Smith, an airport sky cap, who was claimed age discrimination by a former employer.

It may have been the legal victory of their life. They were participating in Penn Legal Assistance, a clinical program at the Law School, in which students represent clients under the close and direct supervision of faculty members.

"Our students really get front-line responsibility to represent people," says Alan Lerner, C '62, Law '65, practice associate professor of law. "They experience what it is to have responsibility for someone's important matter. And that's not an intellectual experience. It's an emotional experience.

"Whether students are handling a custody matter, litigating a serious dispute or helping someone start a business, students in the clinical program need to use all their intelligence and all their theory and doctrine."

School classes, even graduate-school classes, teach theory more than practice. That's why colleges and graduate programs offer — or require — internships and externships. Medicine, veterinary medicine, dentistry, social work and education have long required such on-the-job training. Starting in the '70s, law schools joined the trend.

Today most law schools across the country — including Penn's — offer "clinical programs."

In a typical recent clinical course, students handled a custody case that had been pending for five years. They represented the child's legal custodian against the natural father, winning primary custody for their client. The mother was not involved.

In another situation, after eight depositions, students won \$35,000 for a client in a civil rights case.

About 40 percent of law students take the elective "clinical," primarily those in their third (and final) year. Why only 40 percent? According to Lerner, the academic rigors of the clinicals are "enormously demanding," earning five or seven credits per course. Besides, some clinical courses are so appealing and popular that there's not enough room for all the students who want to attend.

In addition to the Penn Legal Assistance program, formerly known as the Gittis Center for Clinical Legal Studies, Penn also offers two other kinds of experiential programs, whereas most schools offer only one kind.

## **Penn's Three Clinical Programs**

Penn offers simulation, such as moot court and trial advocacy, which is the most common form of clinical program, with students learning from fictional cases.

And Penn also offers externships, in which students work under the supervision of community attorneys. Penn students take externships at the National Labor Relations Board, the Philadelphia district attorney's office, the U.S. attorney in Philadelphia, the Environmental Protection Agency and the general counsel of the hospital.

The Penn Legal Assistance program is the most unusual of the three. Clients tend to seek student representation because "they can't afford the kind of lawyering they need," Lerner says, either in areas of litigation or in transactional matters.

Judges, court administrators, Social Security administrators, Community Legal Services, the Philadelphia Bar Association's Volunteers for the Indigent Program (VIP), and the Wharton Small Business Development Center are among those who refer clients to Penn law students.



Photograph by Gregory Benson

**Alan Lerner**

Lerner frequently quotes a student who said, "I got a really good grade in evidence, but I learned evidence in the clinic." Learning the theory differs from practicing law.

## **Practical Property Law**

Students are currently handling this case: A nonprofit agency (let's call it FLASH) runs a program for addicted and formerly addicted prison inmates. FLASH is involved in a dispute with the city and the Redevelopment Authority over access to the property where it runs the program.

*Student Clinic ... (continued on page 8)*



# *New Improved Shuttle Service* **Riders Drive Changes At the ~~Old Escort Service~~**

## **The Riders Spoke and Penn Transit Services Listened**

Responding to campus security concerns, a task force convened in November to improve the operations of Penn Transit Services. After just a few months of intensive work, the Penn Transit Task Force\* — a dedicated group of undergraduate and graduate students, faculty and administrators — made substantive recommendations. The wheels are now rolling on all the changes they recommended.

"It was a pleasure to be associated with a team that responded so quickly and effectively," said Steve Murray, committee chairman and vice president for Business Services. "Their report is an example of how hard work and cooperation can lead to well-informed, significant changes and improvements in a relatively short time. And Transportation and Parking did a terrific job of implementing the recommendations."

### **High-Tech Tools Speed Communications and Service**

The new **Global Positioning Satellite System (GPS)** locates every vehicle in operation nearly instantaneously, thereby identifying the closest vehicle to a pick-up request.\*\*

"With between 60 and 100 off-campus pick-up requests coming in every hour that we operate, GPS will significantly decrease our response time," said Ron Ward, manager of Transportation Services. GPS has replaced the telephone-van tracking system.

**Up-to-the-minute schedule and emergency information** along with area weather forecasts soon will be broadcast on state-of-the-art electronic displays at DRL, 3401 Walnut, High Rise South and Johnson Pavilion Transit Stops. The Penn Transit Operations Center will keep the displays up-to-the-minute.

### **More of everything — Flexibility, Routes, Ways to Find Out About Them**

The Shuttle will continue to operate the A, B, C and X routes between 6 p.m.



*New transit stop signs call out to new riders.*

and 3 a.m. Additional route and schedule information is available on the schedule maps distributed at every transit stop and on the Transportation Web site.\*\*\*

### **No More Stepping Over Other Passengers**

All new Penn Shuttle vehicles have been refitted with center aisles for easier entrance and egress. The modifications eliminated only one seat per vehicle. Besides eliminating the need to step over other passengers, the new center aisles will decrease transit delays caused by

*Transit ... (continued on page 8)*

## **\* The Penn Transit Task Force:**

The Task Force members represented Penn Transit's diverse usership:

### **Chairman:**

- Steve Murray, vice president for Business Services

### **Members:**

- Hillary Aisenstein (undergraduate student)
- Victoria Barbadoro (undergraduate student)
- Glenn Bryan (director of Community Relations)
- Barbara Cassel (assistant vice provost for University Life)
- Robert Furniss (director of Transportation & Mail Services)
- Bryan Huey (graduate student—SEAS)

- Dr. Edward Morlok (U.P.S. Professor of Transportation)
- Maureen Rush (director of Police Operations)
- Brian Spooner (professor of anthropology; PFSNI member)
- Kimberlynn Taylor (administrative assistant, WEPIC)
- Ronald Ward (manager, Transportation Services)
- Steven Wiesenthal (associate vice president, Medical Center)
- John Williams (graduate student—Medical School)

### **Their Mission**

The task force examined the concerns and needs of University transit services

users and set out to improve service on the Escort Service and PENNBus; improve coordination among all the area transportation and escort systems, including the Walking Escort Service, the University Health System's transportation efforts and SEPTA; and identify strategies for short- and long-term transportation planning and restructuring.

**\*\* To dial a ride or get more transit information, call 898-RIDE**

**\*\*\* The Transit Web site is <http://www.upenn.edu/transportation>**

some riders having to exit and re-enter vehicles prior to reaching their stops.

### **More Safety With Interdepartmental Cooperation**

The Task Force recommendations led to a cooperative effort between the Division of Public Safety and Penn Transit Services to make the most of their resources.



*The new Shuttle vans have center aisles for better seat access.*

"Public Safety periodically found their police vehicle pool strained by legitimate but non-emergency transit requests," said Bob Furniss, director of Transportation and Mail Services. "Penn Transit Services has now dedicated a vehicle and driver to respond to these requests. This cooperative effort is win-win. Public Safety has in-

creased their response time to emergency situations and we have increased services for the entire University community."

### **Just What is the Shuttle, Anyway?**

Penn Shuttle vehicles provide transportation to and from campus transit stops to parts of West Philadelphia and Center City. The Shuttles operate between 6 p.m. and 3 a.m. seven days a week and provide riders with "to door" service.

### **How's That Different from the PENNBus?**

The PENNBus runs between 4:50 p.m. and 12:30 a.m. Monday through Friday. The PENNBus West serves West Philadelphia, and the PENNBus East, which began operation January 1997, serves areas east of campus. They both operate on a fixed schedule and established route. Schedules and route information are available by phone and on the Web site.

### **Hello-o. Where Can You Find Your Ride?**

Large signs now identify every on-campus transit stop. Here are the transit stops:

- Grad Tower A, 36th Street between Sansom and Chestnut

- DRL, 33rd Street just south of Walnut
- 3401 Walnut
- Gimbel Gym, Walnut near 37th
- High Rise South, Super-Block at 39th Street
- Johnson Pavilion, Guardian Drive, across from the Nursing Education Building
- Penn Tower Hotel, 34th Street
- Houston Hall, Spruce Street near 36th
- Quadrangle, 37th and Spruce

For more information on off-campus pick-up points, check the Web site.

### **Keep Those Ideas Coming**

Penn Transit Services will survey its riders in late fall to monitor rider satisfaction and needs. The survey, to be distributed and collected at transit stops, will assist in prioritizing the department's future projects.

"These greatly beneficial changes would not have come about without the input and work of last year's Transit Task Force," said Furniss.

The full report of the Task Force can be found at the Transportation Web site.



### **Student Clinic ... (continued from page 6)**

"It gets more complicated," says Lerner. Law students interviewed the clients to gain a complete and accurate understanding of the history of the case, the work FLASH does, the transaction that gave FLASH access to the property, the city's and Redevelopment Authority's role in approving the transfer of the property from the estate of a former private owner, the goals of the client.

While the students may have learned about laws of property transfer and rights, they had not learned in class about a municipal program that allows the transfer of private property to a nonprofit organization free and clear of liens. So the students learned it in the clinical.

"They develop a legally viable theory by which they can institute a law suit and get a court to enforce what they believe

are the rights of their client," Lerner says. "The students also prepare and file a complaint in federal court, prepare and argue a motion for a preliminary injunction to prevent demotion, then enter into settlement negotiations with the city and the redevelopment agency. They have to make sure to cross all the T's and dot all the I's."

So what makes this case different from a case presented in classroom T145? Everything. In class, students discuss a case from the law books, trying to tease out the legal theory that applies. In the clinical, the case is real, not hypothetical. The combatants have a substantial stake in the outcome and some of the cases have precedent-setting potential. "They're trying to create the future," says Lerner, trying not to sound overly dramatic — though his

enthusiasm is contagious.

Students on the FLASH case have studied property law, civil procedures, constitutional law and civil rights law. They might have taken a course simulating negotiation. But, says Lerner, "They would have taken no course that would have integrated all of that. They would not have had a situation that would have them spending hours with their clients, in an organization setting, deciding who speaks for the client, what theories and strategies will achieve those goals, and what happens if they choose a strategy or theory that doesn't work.

"They have taken no course that teaches them to stand up and address two federal judges to convince not to throw them out of court." Only in the clinical programs do they get on-the-job preparation for practicing law.



# 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/](http://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 September 15-19, 1997

### ARTS AND SCIENCES

Contact: Anna Marcotte

**ADMINISTRATIVE ASSISTANT III** (091484AM) Provide support for Department Chair & Business Administrator; draft correspondence, type & proofread; arrange meetings; keep calendars; assist with preparation of faculty appointment & promotion materials; coordinate newsletter publication; conduct background research; act as liaison to offices & departments within & outside the University; coordinate course schedule & teaching evaluations; update course information & web pages; help arrange for visas & housing; organize & maintain files; coordinate room assignments. **QUALIFICATIONS:** HS diploma, BA/BS preferred; 3 to 4 years experience at AAIL level or equivalent; experience with WordPerfect & spreadsheets; strong word processing skills; knowledge of SRS & HTML helpful; demonstrated organizational & interpersonal skills; strong verbal & written communication skills; ability to work well under pressure. **GRADE:** G11; **RANGE:** \$20,497-26,008; 9-17-97 Economics

**DIRECTOR II** (091483AM) Manage grant that provides training & technical assistance & issue approximately 30 mini-grants to University-community partnership projects in the Philadelphia region; oversee consortium program; develop training & technical assistance services; oversee publications, creation of website(s), databases & development of evaluation tools; conduct site visits; support program development; write progress reports; supervise staff & students. **QUALIFICATIONS:** BA/BS degree, MA/MS strongly preferred; 5 to 7 years related experience required; demonstrated experience in managing federal grants & knowledge of service learning & higher education-community school partnerships; program development & budgeting experience necessary; computer literate; strong verbal & written communication skills required; *position requires in-state & some out-of-state travel; end date 8/31/98.* **GRADE:** P5; **RANGE:** \$29,664-38,677; 9-19-97 Penn Program for Public Service

### DENTAL SCHOOL

Contact: Ronald Story

**CLINICAL RECEPTIONIST** (40 HRS) (091488RS) Receive & register patients; make appointments; receive & record patient payments; maintain patient records; answer telephone; light typing & general office duties; *hours 8:30am to 5:30 pm, possible Saturdays.* **QUALIFICATIONS:** HS diploma; 2 to 4 years experience in clinical or practice setting; experience with billing systems. **GRADE:** G8; **RANGE:** \$18,481-23,132; 9-17-97 Dental Care Center

**CLINICAL RECEPTIONIST** (091489RS) Take & relay phone messages; schedule & confirm dental appointments; enter patient data into computer; perform insur-

ance authorization & billing; receive patient fees; monitor student/attending/patient encounters through various encounter forms & patient records; pull & file patient records; order office supplies. **QUALIFICATIONS:** HS diploma; receptionist experience; good interpersonal skills; light/medium typing; light computer skills. **GRADE:** G8; **RANGE:** \$16,171-20,240; 9-18-97 Oral Medicine

**CLINICAL RECEPTIONIST** (40 HRS) (081310RS) Maintain appointment schedule for all outpatient visits; coordinate scheduling of research patients for ongoing clinical therapeutic studies; handle all patient reimbursements including dental & medical insurance; input data for all student/patient encounters; maintain chart file on all scheduled patients. **QUALIFICATIONS:** HS diploma; 2 to 4 years experience in clinical setting, including computer data entry. **GRADE:** G8; **RANGE:** \$18,481-23,132; 9-19-97 Oral Medicine

**CLINICAL RECEPTIONIST** (40 HRS) (091529RS) Process insurance forms; answer telephones; register new patients; record students' cases; keep records; process reports; handle collection of clinic fees & billing. **QUALIFICATIONS:** HS diploma; computer experience; good interpersonal skills required; ability to work in fast-paced environment. **GRADE:** G8; **RANGE:** \$18,481-23,132; 9-19-97 Endodontics

**DENTAL ASSISTANT I** (40 HRS) (091530RS) Decontaminate, clean & assemble full range of surgical & implant supplies & equipment; assist in surgical set up & break down of operations; assist on the dental surgical team; expose & mount x-rays; issue inventory & store clinical supplies & implant components. **QUALIFICATIONS:** HS diploma & completion of accredited dental assistant program, 1 year direct experience may be substituted for formal Pennsylvania x-ray certification. **GRADE:** G7; **RANGE:** \$17,068-21,247; 9-19-97 Implant

### ENGINEERING/APPLIED SCIENCE

Contact: Ronald Story

**MAJOR GIFTS OFFICER I** (091469RS) Cultivate & solicit individual major gifts prospects; develop cultivation & solicitation strategies & carry out according to pre-determined timeline; schedule & plan 225 prospect visits per year; identify, cultivate & solicit prospects in consultation with faculty & development staff; actively research parent, friend & alumni pool for new prospects; maintain personal portfolio of prospects; collaborate efforts with other development officers & with Central Development; assist with & attend development events. **QUALIFICATIONS:** BA/BS required with 3 to 5 years progressively responsible experience in institutional development or related work, with emphasis on major gift solicitation; experience in gift proposal writing & prospect research; knowledge of word processing & database software essential; strong verbal & written communication skills; effective team worker; *valid driver's license*

*required.* **GRADE:** P7; **RANGE:** \$36,050-46,814; 9-16-97 Development & Alumni Relations

### EXECUTIVE VICE PRESIDENT

Contact: Sue Hess

**ACCOUNTANT I** (091505SH) Perform subsidiary ledger review & reconciliations; prepare financial statements & billings; interact extensively with University Business Administrators; accumulate & analyze data for preparation of Federal Cash Transaction Reports; prepare journal entries & trail balances; assist senior accountant in preparation & examination of other financial reports; test for accuracy, completeness & compliance with federal guidelines & other contractual agreements; initiate daily LOC cash drawdown. **QUALIFICATIONS:** BA/BS in Accounting or equivalent; 1 year experience in research/grant accounting preferred; proficiency with personal computer & working knowledge of Lotus 1-2-3; strong verbal & written communication skills. **GRADE:** P2; **RANGE:** \$22,351-29,098; 9-18-97 Comptroller

**ACCOUNTANT/FINANCIAL ANALYST I** (091476SH) Provide financial management of University & Federal student loan programs, student account receivables & student income & liability accounts; perform monthly reconciliations & reports; monitor operational processes; assist in analysis of new student loan program viability through data modeling & projection of revenue & expenses. **QUALIFICATIONS:** BA/BS in Accounting or Finance with minimum of 3 to 5 years experience in accounting or finance, or equivalent experience; must possess skills in financial analysis & in preparation of financial statements for various projects; demonstrated knowledge of general accounting principals, financing models & accounting reconciliations, as well as proficiency in WordPerfect, Word & Excel; strong verbal & written communication skills a must. **GRADE:** P6; **RANGE:** \$32,857-42,591; 9-15-97 Student Financial Services

**ADMINISTRATIVE ASSISTANT III** (37.5 HRS) (091452SH) Coordinate special projects as assigned; assist with Customer Service initiatives; arrange meetings & events; assist with calendars; assist with publication of the University Faculty & Staff telephone directory including data entry & proofreading; process purchase orders, journals, C forms & related financial forms; download & create monthly budget reports for departments; answer telephones, research, & respond to inquiries; organize & maintain office records & files; create new systems as required; compose correspondence, reports & forms; process union reports & payroll; assist with routine human resource functions. **QUALIFICATIONS:** Completion of HS Business curriculum & related post-HS training or equivalent; BA/BS preferred; at least 2 years experience at the Administrative Assistant II level or comparable background; thorough & comprehensive knowledge of office procedures; ability to operate

Macintosh & other office equipment; knowledge & skills in word processing, database, desktop publishing, spreadsheet & Internet applications; knowledge of University financial systems desirable; strong customer service skills, interpersonal & written communications skills required; ability to independently handle projects. **GRADE:** G11; **RANGE:** \$21,961-27,866; 9-15-97 Business Services

**COOK (40 HRS) (091521SH) (091522SH)** Prepare & present all food items for all Faculty Club outlets & events; prepare stocks, soups & sauces; prepare & present or turn out hot & cold food items; breakdown & store unused items after banquet functions & cafeteria; responsible for cleanliness of all kitchen food handling areas; prepare mise en place for next day; maintain quality standards. **QUALIFICATIONS:** HS diploma; 2 years experience as an a la carte restaurant or hotel cook. **GRADE/RANGE:** UNION; 9-19-97 Faculty Club

**FINANCIAL SERVICES ASSISTANT II (091447SH)** Responsible for repayment & compliance of Federal & University regulations governing student loans; conduct group entrance & exit interviews with students to explain University policy & government requirements; establish & compute loan repayment; advise student borrowers on terms of loan; verify enrollment; monitor transmission of financial/demographic information to billing service; maintain in-house student loan files; audit deferment/cancellation forms; process credit verification forms; respond to written inquiries; assist with microfilming. **QUALIFICATIONS:** HS diploma; some college preferred; excellent written, oral & interpersonal skills; public speaking experience a plus; understanding of University academic & financial student policies & procedures; knowledge of WordPerfect essential. **GRADE:** G10; **RANGE:** \$19,261-23,999; 9-15-97 Student Fin. Services

**FINANCIAL SERVICES ASSISTANT III (091478SH) (091479SH)** Enter & verify family contribution components in prescribed formats using computer terminals; process Federal Pell Grants following complex federal guidelines & resolve discrepancies using federal tax returns, correct discrepancies through the use of Department of Education software program; following Federal & Penn guidelines, process replacement of summer savings requirement & work study to loan requests & revise financial aid packages if warranted; perform preliminary review of financial aid disbursement reports to identify funds needed to pass to students' accounts and take appropriate methods to correct; research student accounts & prepare ledger reports; resolve social security number & financial aid form discrepancies. **QUALIFICATIONS:** AS or equivalent experience; ability to read & understand complex guidelines, policies & procedures; requires independent judgment to identify, select & apply the most appropriate of available guidelines & procedures; demonstrated problem solving skills in setting priorities, evaluating results & coordinating with others; demonstrated proficiency with computers & ability to use word processing & spreadsheet programs; capacity to learn new technologies as needed; ability to take initiative & work independently, manage multiple tasks & be flexible & productive in meeting high pressure deadlines; excellent organizational, communication & interpersonal skills; ability to work with diverse team environment; discretion in working with highly confidential materials. **GRADE:** G11; **RANGE:** \$20,497-26,008; 9-15-97 Student Financial Services

**MAIL CARRIER (40 HRS) (091502SH) (091503SH)** Pick up & deliver University Intramural & US mail; make evening drop-off to 30th Street Post Office; sort & meter all types of mail; maintain records on Business Reply & Postage Due mail; operate data entry equipment & University vehicle. **QUALIFICATIONS:** HS diploma or equivalent; ability to consistently lift 70 lbs.; knowledge of US Postal Service regulations (including metering domestic & foreign addressing, assorted classes of mail, weight & packaging limitations & restrictions) desired; *hours 10:30am to 6:45 pm shift.* **GRADE/RANGE:** UNION; 9-19-97 Mail Service

**MANAGER ACCOUNTING OPERATIONS II (091504SH)** Manage daily activity of University Accounts Payable Department; enforce University policy regarding cash disbursements; significant involvement in implementation of on-line Accounts Payable Purchasing system; develop & maintain a good working relationship with business administrators, vendors, Purchasing & Accounts Payable office. **QUALIFICATIONS:** BA/BS in Accounting or equivalent; 5 to 7 years accounting experience, including 3 years in supervisory position in high volume accounts payable operation; thorough knowledge of accounting standards, practices & systems; work-

ing knowledge with computer-based financial systems. **GRADE:** P8; **RANGE:** \$39,655-52,015; 9-19-97 Comptroller's Office

**PANTRY ASSISTANT (40 HRS) (091524SH)** Prepare & present all cold food items & desserts for all Faculty Club outlets & events; breakdown & store unused items after banquet functions, turnout & other events; responsible for cleanliness of kitchen food handling areas; item preparation for next day; maintain quality standards. **QUALIFICATIONS:** HS diploma; 2 years food service experience. **GRADE/RANGE:** UNION; 9-19-97 Faculty Club

**STAFF ASSISTANT III (40 HRS) (091487AB)** Provide high level administrative & project management support; organize office activities, including management of office files & confidential reports; serve as liaison between the office & its internal & external customers; maintain Director's calendar & travel arrangements; assist in overseeing the budget; handle work requiring complex & specialized knowledge. **QUALIFICATIONS:** BA/BS or equivalent work experience with minimum of 3 years progressively responsible administrative experience or equivalent combination of education & experience; demonstrated excellent verbal & written communication, interpersonal & organizational skills. **GRADE:** P3; **RANGE:** \$24,617-31,982; 9-16-97 Executive VP

**SUPERVISOR III (37.5 HRS) (091434SH)** Coordinate the departmental order process for campus computer store; responsible for purchasing, customer service, departmental order input, pre-sales, support & billing; supervise support staff. **QUALIFICATIONS:** BA/BS preferred; minimum 2 years experience in retail environment; ability to work independently & function in a supervisory capacity in retail operation; working knowledge of computers & computer product lines; excellent customer service skills; *extended hours may be required due to emergency or unexpected operational situations; Saturday work is required; open store at least 15 minutes before scheduled, 20 minutes before scheduled on Saturdays.* **GRADE:** G12; **RANGE:** \$24,500-31,617; 9-15-97 Computer Connection

**UNIT LEADER I (40 HRS) (091491SH)** Assist with responsibilities & training of all employees in customer service, quality control, operational efficiency, food preparation & presentation, health code compliance, HACCP guidelines (serv-safe), sanitation & safety; must be sanitation certified; responsible for key control, opening, closing, lock-up & security systems procedures when scheduled; complete & reconcile weekly summary reports of cash sales, cash deposits & customer counts. **QUALIFICATIONS:** HS graduate; at least 2 years food service experience; *late night operation.* **GRADE/RANGE:** UNION; 9-19-97 Dining Service

## MEDICAL SCHOOL

Contact: Anna Marcotte/Lynn Nash-Wexler

**ADMINISTRATIVE ASSISTANT II/III (40 HRS) (091515AM)** Provide support to Assistant Director; type & proofread dictations & other materials; draft correspondence/forms; assist with preparing grant applications; maintain student records; handle calendars & scheduling; manage seminar series; organize file systems. **QUALIFICATIONS:** HS diploma; BA/BS preferred; AAI: 4 years related experience with increasing responsibilities; AAII: 6 years related experience; word processing, database management & transcribing experience required; demonstrated typing skills; excellent organizational skills; strong verbal & written communication skills; ability to handle multiple assignments simultaneously. **GRADE:** G10/G11; **RANGE:** \$22,013-27,427/\$23,425-29,723; 9-18-97 Molec & Cellular Engineering

**ADMINISTRATIVE ASSISTANT III (40 HRS) (091510AM)** Assist with clinical practice & teaching program administration; handle scheduling & communications with patients & students; type & create presentation materials; compile research; arrange lectures; organize tutorials; answer phones; maintain inventory; attend lectures. **QUALIFICATIONS:** BA/BS preferred; 2 years relevant experience; demonstrated computer proficiency in word processing, database & Internet; knowledge of medical terminology or basic ophthalmology helpful. **GRADE:** G11; **RANGE:** \$23,425-29,723; 9-17-97 Ophthal.

**FISCAL COORDINATOR I (081413AM)** Assist in budget preparation; monitor budgets & reallocate funds; assist in pre-award grant preparation & posting journal entries; maintain grants management database. **QUALIFI-**

**CATIONS:** BA/BS in Accounting, Finance or financial field required; some directly related experience. **GRADE:** P1; **RANGE:** \$20,291-26,368; 9-19-97 Microbiology

**HEALTH SYSTEM PHYSICIAN (40 HRS) (091461LW)** Provide professional medical services to patients of UPHS; provide inpatient hospital services as required & fulfill 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 the Hospital of the University of Pennsylvania & associated faculty of University of Pennsylvania School of Medicine; maintain appointment to & clinical privileges with 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 participating provider in insurance programs as directed by UPHS; participate in CPUP malpractice insurance plan. **QUALIFICATIONS:** MD, board certification (or board eligibility); current PA State Medical License & DEA License. **GRADE/RANGE:** UN-GRADED; 9-16-97 OBGYN

**HEALTH SYSTEM PHYSICIAN, PART-TIME (32 HRS) (091460LW)** Provide professional medical services to patients of UPHS; provide inpatient hospital services as required & fulfill 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 the Hospital of the University of Pennsylvania & associated faculty of University of Pennsylvania School of Medicine; maintain appointment to & clinical privileges with 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 participating provider in insurance programs as directed by UPHS; participate in CPUP malpractice insurance plan. **QUALIFICATIONS:** MD, board certification (or board eligibility); current PA State Medical License & DEA License. **GRADE/RANGE:** UN-GRADED; 9-16-97 OBGYN

**INFORMATION SYSTEMS SPECIALIST I, PART-TIME (21 HRS) (091481AM)** Provide computer support for staff & faculty; design & program data base; back up & maintain file server & web site; support hardware & software needs. **QUALIFICATIONS:** BS in Computer Science; 2 years experience with micro-computer systems & various software packages. **GRADE:** P3; **RANGE:** \$14,770-19,189; 9-16-97 Microbiology

**LAB ANIMAL TECH (40 HRS) (091514LW)** Manage daily Richards 6 & 8 non-human primate areas; under limited direction, provide care to laboratory animals, specifically non-human primates, including husbandry, health checks & environmental enrichment of various species; organize & maintain records pertaining to sanitation, environmental enrichment & inventory; maintain & monitor environmental monitoring system for animal housing areas & report deficiencies; receive supplies & notify ASU Facilities Coordinator when supplies are low; assist with employee & investigator training; monitor & document employee performance; provide input & develop Standard Operating Procedures; assist with Vet Tech duties as needed; may provide technical assistance to investigators who use IHGT-ASU facilities, including venipuncture, surgery & necropsy; maintain knowledge of & compliance with USDA, AAALAC & GLP regulations. **QUALIFICATIONS:** HS diploma required; BA/BS preferred with exposure to animal science &/or biological sciences; AALAS certification at Lab Animal Technician level required; at least 4 years experience working with laboratory animals, including non-human primates is necessary; may substitute 8 years experience if no AALAS certification; knowledge of & experience with BSL2+ agents also required; experience with technical procedures as described; must be able to lift heavy objects (50 lbs.) above the shoulders & restrain lab animals; an exceptional commitment to research programs & sensitivity to needs of animals is essential, along with energy & willingness to meet tight & aggressive deadlines; excellent interpersonal skills & communica-

tions skills required; *position contingent upon grant funding.* **GRADE:** G11; **RANGE:** \$23,425-29,723; 9-19-97 Institute for Human Gene Therapy

**MANAGEMENT RESEARCH ANALYST** (091471LW) Oversee electron microscopy facility; prepare grant applications; conduct scientific experiments; maintain lab facilities; oversee educational program; advise faculty & staff. **QUALIFICATIONS:** PhD in Cell & Molecular Biology; at least 5 years experience with all aspects of electron microscopy. **GRADE:** P10; **RANGE:** \$48,822-64,066; 9-16-97 Pathology

**PSYCH TECH I** (40 HRS) (091482LW) Screen & recruit patients for research study; administer/score psychological tests; conduct baseline/follow-up interviews; maintain complete records; check/enter data in research database; prepare data summaries; perform library searches; make/record research patient payments; schedule interviews; *research study is located at an off-site North Philadelphia addiction treatment facility.* **QUALIFICATIONS:** BA/BS required, social science degree required; computer experience preferred; must complete training to handle bio-hazardous materials (urine/blood samples); knowledge of research procedures preferred; *position contingent upon grant funding.* **GRADE:** G10; **RANGE:** \$22,013-27,427; 9-16-97 Psychiatry/Addictions

**PSYCH TECH I** (40 HRS) (091509LW) Outreach, coordinate, implement & document activities in AIDS research study; set up community meetings in North Philadelphia off-campus location; analyze/prepare materials for community presentations; participate in conference calls; maintain records; provide clerical & administrative support to off-site RAP office. **QUALIFICATIONS:** BA/BS required; Social Science concentration preferred; familiarity with computers & interviewing skills preferred; *must be willing to work evenings & weekends; position contingent upon grant funding.* **GRADE:** G10; **RANGE:** \$22,013-27,427; 9-19-97 Psychiatry

**PSYCH TECH I, PART-TIME** (28 HRS) (091454LW) Conduct research interviews in women's health study; schedule interviews to be conducted in subjects' homes throughout Philadelphia area; collect interview & subject self-report data; collect blood samples & prepare for frozen storage; conduct cognitive tests & make physical arrangements; approx. 9 home visits/week with evenings & weekends required. **QUALIFICATIONS:** BA/BS preferred, phlebotomy certificate required; research experience preferred; demonstrated ability to recruit & conduct structured research interviews; attention to detail; good interpersonal skills; *car & valid driver's license required.* **GRADE:** G10; **RANGE:** \$10,58-13.18/hour; 9-16-97 Ctr for Rsch on Reproductive Women's Health

**RECEPTIONIST III** (40 HRS) (091513AM) Handle multi-line telephone set; screen calls & determine routing; greet guests & visitors; assist with escorting visitors & recruits; perform data entry; type letters; assist with filing; create files. **QUALIFICATIONS:** HS diploma required; BA/BS preferred; solid phone experience & professional & courteous phone manner required; 2 years general clerical experience necessary; experience with word processing & database systems, especially knowledge of Macintosh software/hardware highly desirable; ability to handle multiple tasks simultaneously & good typing skills are essential. **GRADE:** G8; **RANGE:** \$18,481-23,132; 9-17-97 Inst. for Human Gene Therapy

**RESEARCH COORDINATOR JR** (091475LW) Review medical records for identification of cases & adherence to protocols; coordinate slide & block acquisition; organize slides for review; enter data into database; coordinate, track & study records; coordinate photo & pathology review data; digitize photographs & archives to database; coordinate with staff of large project in completion of retrospective pathology review; assist PI with use of image system in clinical setting. **QUALIFICATIONS:** BA/BS in scientific or related field; 2 to 3 years experience with pathology records/slides/blocks/data coordination in medical research environment; experience using database management & software; knowledge of computers & word processing; attention to detail, highly organized, strong interpersonal skills, ability to function independently. **GRADE:** P3; **RANGE:** \$24,617-31,982; 9-16-97 Pathology

**RESEARCH LAB TECH II** (40 HRS) (091519LW) Assist with research subject recruitment; administer interviews; score test batteries; ensure data completeness;

monitor compliance to protocol; collect/enter research data into an established database; maintain files; provide information to clients regarding research protocols & procedures; position is in Conditioning Division running multiple research trials. **QUALIFICATIONS:** HS diploma with some college courses in related field; familiarity with research methodology preferred; interviewing skills desirable; detail oriented; strong verbal & written communication skills; *must be willing to work evenings & weekends; position contingent upon grant funding.* **GRADE:** G8; **RANGE:** \$18,481-23,132; 9-19-97 Psychiatry

**RESEARCH LAB TECH III** (081419RS) Assist with protocols involving molecular analysis of early muscle development; perform in situ & filter hybridization techniques; prepare recombinant DNA vectors; conduct DNA cloning & sequencing; cell transfections; establish primary cell cultures; histological procedures; document data by photomicrography; conduct RNA & DNA analysis of transgenic mice; analyze data; maintain mouse colony; order supplies. **QUALIFICATIONS:** BS in Biology or equivalent; some experience in molecular or development biology. **GRADE:** G10; **RANGE:** \$19,261-23,999; 9-16-97 Cell & Dev. Biology

**RESEARCH LAB TECH III** (40 HRS) (091473LW) Perform hematopoietic & mammalian cell culture immunohistochemistry, Northern & Southern blotting & PCR sequencing. **QUALIFICATIONS:** BA/BS in scientific field; some experience in Biological Science. **GRADE:** G10; **RANGE:** 22,013-27,427; 9-16-97 Pathology

**RESEARCH LAB TECH III** (081398RS) Perform research in signal transduction/molecular oncology, including biochemistry, molecular biology & tissue culture; assist with protein purification, western blotting, kinase assays, order supplies, maintain laboratory. **QUALIFICATIONS:** BA/BS in Biology/Chemistry or related field; experience preferred but not required. **GRADE:** G10; **RANGE:** \$19,261-23,999; 9-16-97 Cell & Dev. Biology

**RESEARCH SPECIALIST JR/I** (40 HRS) (091512LW) Perform routine laboratory procedures including C elegans strain maintenance, genetic crosses, isolation of plasmid DNA, PCR & gel electrophoresis; prepare solutions & media; maintain lab records; order supplies; perform minor equipment maintenance. **QUALIFICATIONS:** RS Jr: BA/BS in biological sciences; exposure to lab work; RS I: BA/BS in biological sciences; 1 to 2 years

experience. **GRADE:** P1/P2; **RANGE:** \$20,291-26,368/\$22,1351-29,098; 9-19-97 Genetics

**RESEARCH SPECIALIST JR/I** (40 HRS) (091518LW) Provide technical support in area of animal models to laboratory personnel, including junior faculty, postdoctoral fellows & technicians within Director's research laboratory; independently manage breeding colonies of mice; design strategies for cross-breeding; develop computerized system for documenting pedigrees; perform molecular studies to detect transgenic lines; perform surgical procedures on small animals, including rats, mice & rabbits; work with administration on management of IACUC submissions & accounts for animals & animal related charges. **QUALIFICATIONS:** BA/BS in scientific field; RS Jr: previous experience working in research laboratory; RS I: 1 to 3 years of hands on experience working with animals, especially in context of breeding rodents; ability to work independently with minimal supervision necessary; strong verbal & written communication skills required; computer experience necessary, including working knowledge of word processing, spread sheet & calendar programs; ability to thrive in challenging & fast-paced environment, as well as dedication to maintaining high standards of animal welfare are required; *ambitious research programs & protocols require flexibility to work beyond requisite scheduled hours; position contingent upon grant funding.* **GRADE:** P1/P2; **RANGE:** \$20,291-26,368/\$22,351-29,098; 9-19-97 Molecular & Cellular Engineering

**RESEARCH SPECIALIST I** (40 HRS) (091516LW) Run cardiopulmonary bypass machines & other related research equipment; assemble & maintain equipment; perform surgery, administer anesthesia & give post-operative care to large animals; contact volunteers for experiments, obtain & analyze blood samples from human volunteers; perform complex blood analysis techniques; perform hematology & cytology techniques; attend weekly research meetings; participate in design of experimental protocols, data, analysis & reduction & writing of scientific papers; present findings at research conferences; clean & maintain laboratory & equipment; repair equipment; supervise & teach other employees. **QUALIFICATIONS:** BA/BS with emphasis in science related field; 1 to 3 years lab experience; experience with large animals, surgical & anesthesia skills; *must be willing to work evenings & weekends; position contingent upon grant funding.* **GRADE:** P2; **RANGE:** \$22,351-29,098; 9-19-97 Surgery

**RESEARCH SPECIALIST I/II** (091459LW) Conduct semi-independent bench research including the following techniques: DNA cloning, purification & sequence analysis; RNA purification & analysis (including RNase protection); Southern & Northern analysis; protein purification & Western analysis; RT/PCR; tissue culture; assist in animal husbandry; maintain laboratory; order supplies & maintain financial records; *minimum 2 year commitment is requested.* **QUALIFICATIONS:** BA/BS in Science; RS I: 1 to 3 years previous working experience; RSII: 3 to 5 years previous experience. **GRADE:** P2/P3; **RANGE:** \$22,351-29,098/\$24,617-31,982; 9-16-97 Hematology

**RESEARCH SPECIALIST I/II** (091531LW) RS I: Perform routine & complex laboratory techniques; carry out PCR applications & electrophoresis of PCR products; prepare & radioactively label DNA primers, extract DNA; catalogue, organize & maintain DNA stocks; carry out general laboratory techniques; maintain lab records; perform minor equipment/maintenance order lab supplies; assist in experimental design; perform data analysis; RS II: Perform routine & complex lab techniques; test new procedures; techniques include DNA & RNA isolation, PCR, electrophoresis, library screening, gene cloning & subcloning, YAC, BAC & PAC manipulation, general laboratory procedures & complex computer analysis of data; order supplies; monitor expenses; research & suggest protocols & techniques; perform complex data analysis; train & direct technicians; maintain lab safety. **QUALIFICATIONS:** RS I: BA/BS in Biology or Chemistry with 1 to 3 years experience in molecular laboratory techniques; RS II: BA/BS required in Biology or Chemistry; MA/MS preferred; at least 3 years experience in molecular laboratory techniques; computer skills desirable. **GRADE:** P2/P3; **RANGE:** \$22,351-29,098/\$24,617-31,982; 9-19-97 Genetics

**RESEARCH SPECIALIST II** (091458LW) Perform laboratory research in Molecular Biology; synthesis of site

## 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.



specific mutants of a number of protease & antiprotease genes (including chymase & antichymotrypsin); cloning, expression & purification of wild type & mutant protease inhibitor proteins. **QUALIFICATIONS:** BA/BS in physical/biological sciences (i.e., Chemistry, Biology); 3 to 5 years related experience. **GRADE:** P3; **RANGE:** \$24,617-31,982; 9-16-97 Infectious Diseases

**RESEARCH SPECIALIST III** (40 HRS) (091472LW) Screen/recruit subjects; recruit female subjects from community-based treatment facilities; conduct baseline & follow-up evaluations including structured & semi-structured research instruments; provide quality assurance for research charts; maintain study logs, lab data; coordinate recruitment/screenings at offsite treatment facilities; train staff in research/diagnostic instruments & motivational interviews; work in high risk drug addicted population. **QUALIFICATIONS:** Master's Degree required, Social Science concentration preferred; 1 to 3 years research experience; familiarity with diagnostic research instruments; experience with substance abusers; *position contingent upon grant funding.* **GRADE:** P4; **RANGE:** \$26,986-35,123; 9-16-97 Psychiatry

**RESEARCH SPECIALIST III** (091462LW) Conduct an independent molecular biology research project & maintain all essential reagents, cultures of primary transformed cells & accurate records; train others in use of techniques; prepare written reports & assist in project design. **QUALIFICATIONS:** MS in Molecular Biology or Biochemistry, or equivalent; at least 3 years experience in molecular biology; demonstrated research ability; supervisory experience; strong verbal & written communication skills; ability to work as part of team; knowledge & expertise in standard molecular biology & cell culture techniques. **GRADE:** P4; **RANGE:** \$26,986-35,123; 9-16-97 Pharmacology

**RESEARCH SPECIALIST III** (40 HRS) (091457LW) Handle significant volume of infectious blood & cell samples; be thorough with biological lab practices; organize documents around radioactive & biohazardous materials; assist in determinations on project; solve procedural/technical complex problems; use sophisticated/innovative equipment to perform complex analysis. **QUALIFICATIONS:** BA/BS; 3 years minimum experience in immune/endocrine/microbiological techniques; excellent computer skills. **GRADE:** P4; **RANGE:** \$26,986-35,123; 9-16-97 Psychiatry

**RESEARCH SPECIALIST III** (40 HRS) (05748RS) Assist in immunological techniques, such as separation of peripheral blood lymphocytes, lymphoproliferation assays & ELISA; perform basic tissue culture techniques; maintain short-term & long-term T & B cell cultures; assist in service requests for flow cytometry; prepare reagents & supplies for various immunological assays; provide assistance for ELISA techniques; assist users of CIC equipment & facilities; perform molecular biological techniques as needed. **QUALIFICATIONS:** BA/BS in scientific field required; previous (1 to 3 years) laboratory experience knowledge, experience in cellular immunological techniques & molecular biology & theory required; good organizational skills, ability to work with limited supervision & knowledge of Macintosh computers required. **GRADE:** P4; **RANGE:** \$27,986-35,123; 9-16-97 Institute for Human Gene Therapy

## PROVOST

Contact: Ronald Story

**ADMINISTRATIVE ASSISTANT III** (091490RS) Perform administrative/secretarial duties under general supervision, report to Head Football Coach & staff; budget & plan team travel, team banquets & development events; handle purchasing & installing computer needs; manage work-study staff & Football Manager staff; stock office supplies & implement new office technology. **QUALIFICATIONS:** HS diploma required; minimum 2 years clerical training or experience & ability to type with speed & accuracy; ability to operate variety of office equipment; proficient in Microsoft Windows, Word & Excel; ability to manage office & student workers; strong interpersonal skills; ability to deal with wide variety of constituencies. **GRADE:** G11; **RANGE:** \$20,497-26,008; 9-18-97 Intercollegiate Athletics

**ADMINISTRATIVE COORDINATOR** (081410SH) Act as primary client contact for TTG, perform client intake for all custom services, maintain departmental WWW site, initiate & monitor client needs assessments, schedule all TTG training & facilities, teach training seminars, serve as an assistant for TTG director, develop & main-

tain customer information database, order appropriate materials for client training. **QUALIFICATIONS:** AS or equivalent (BA preferred); excellent customer service & strong verbal & written communication skills; proficient with Macintosh & Windows; experience with HTML & developing Web pages; strong interpersonal & organizational skills; good keyboarding skills. **GRADE:** G12; **RANGE:** \$22,866-29,509; 9-15-97 Tech Training Group

**FISCAL COORDINATOR II** (081326SH) Coordinate cost recovery program for department; process, monitor & verify budget actions; perform payroll functions in compliance with University regulations; process purchase orders & travel reimbursements; maintain petty cash funds; process journals & reallocate funds; represent Business Administrator as needed. **QUALIFICATIONS:** AS or equivalent required; 3 to 5 years related experience; knowledge of Macintosh & related software; familiarity with FinMIS accounting/payroll applications; must have excellent communication skills. **GRADE:** P2; **RANGE:** \$22,351-29,098; 9-19-97 Radiation Safety

**INTERN ATHLETICS** (40 HRS) (091451RS) Assist coaching & management of women's softball program during the academic year; actively participate in coaching & recruitment activities for program; assist with alumni relations & general program activities as assigned; report to Head Women's Softball Coach. **QUALIFICATIONS:** BA/BS is highly preferred; previous experience playing & coaching, preferably on the college or elite club level; must possess ability to motivate & direct student athletes & be able to recruit within Ivy & NCAA guidelines; *candidates must be willing to work evenings & weekends.* **GRADE:** UNGRADED; **RANGE:** \$10,000; 9-16-97 Intercollegiate Athletics

## VETERINARY SCHOOL

Contact: Ronald Story

**CLINICAL LAB TECH** (40 HRS) (091486RS) Under general supervision perform variety of clinical tests utilizing instrumentation such as microscopes, auto. analyzers, etc; prepare tissues, blood specimens & samples for analysis; perform chemical, biological, microscopic, hematological & bacteriological tests; tests include blood counts, urinalysis, bacteria identification, etc.; record results & perform preliminary analysis; maintain laboratory records & equipment; may demonstrate techniques/equipment to students plus related duties; *POSITION LOCATED IN KENNETT SQUARE - NO PUBLIC TRANSPORTATION.* **GRADE:** G10; **RANGE:** \$22,013-27,427; 9-16-97 Large Animal Hospital

**CLINICAL RECEPTIONIST** (40 HRS) (091506RS) Perform client registration, collection of fees & telephone triage; handle heavy telephone & people contact; maintain master list of calls & patients; receive clients; accept payments & deposits; maintain patient files & charts; answer emergency related inquiries; insurance accurate completion of registration material by patients' owners & doctors. **QUALIFICATIONS:** HS diploma; 2 to 4 years clerical experience in clinical setting required; veterinary or medical receptionist experience preferred; must interact well with all types of individuals; must have ability to remain calm in all situations; excellent phone skills. **GRADE:** G8; **RANGE:** \$18,481-23,132; 9-18-97 Small Animal Hospital

**LARGE ANIMAL ATTENDANT I** (40 HRS) (091485RS) Under general supervision perform variety of duties involving daily care & feeding of animals; provide daily maintenance of stall facilities; perform general housekeeping & groundkeeping tasks; assist in moving patients to & from surgery area & recovery room; feed animals & assist in monitoring general health conditions; assist with positioning animal patients in operation room; assist with removal of down or dead animals; operate variety of equipment including fork lift, tractor & standard dump truck; related duties as assigned; *Position Located in Kennett Square—NO PUBLIC TRANSPORTATION.* **QUALIFICATIONS:** 1 to 3 years experience working with large animals; mechanical aptitude; flexibility in hours may be required; ability to perform strenuous work (lift up to 50 lbs.); *valid driver's license required.* **GRADE:** G5; **RANGE:** \$14,714-18,069; 9-16-97 Large Animal Hospital

**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

Opportunities continue, page 14

## Relative Investment Performance on Tax-Deferred Annuities

The Benefits Office regularly receives inquiries on the relative performance of investment funds offered under the University's tax deferred annuity program. Below is a table which shows the performance of the various funds for the *period ending 06/30/97*. The first column shows an abbreviation for the investment philosophy of the fund. (*Abbreviations are described below*). The second column shows the overall asset size of the fund in millions of dollars. Columns three through seven show the performance of the funds over various time horizons. Columns eight and nine show the best and worst year for the last five years.

The Benefits Office will periodically publish this information in *Almanac* to assist faculty and staff in monitoring the performance of their tax deferred annuity investments. Any faculty or staff member who would like additional information on these benefit programs may call the Benefits Office at 8-7281.

—Albert Johnson  
Acting Manager of Benefits

## PHILOSOPHY KEY

### Domestic:

AA 30:40:30

Asset Allocation 30% Stocks:40% Bonds:30% Cash Benchmark Fund

AA 60:35:5

Asset Allocation 60% Stocks:35% Bonds: 5% Cash Benchmark Fund

B

Balanced Fund

D

Diversified Common Stock Fund

DI

Diversified Common Stock Fund With Somewhat Higher Income

FII

Fixed Income Fund (Intermediate-Term Maturity)

FIIG

Fixed Income Fund (Intermediate-Term Maturity —Government Obligations)

FIL

Fixed Income Fund (Long-Term Maturity)

FILG

Fixed Income Fund (Long-Term Maturity —Government Obligations)

FIM

Fixed Income Fund (Mortgage-Related Securities)

FIS

Fixed Income Fund (Short-Term Maturity)

FISG

Fixed Income Fund (Short-Term Maturity —Government Obligations)

MM

Money Market Fund

S

Specialty Stock Fund

SC

Specialty Fund With Small Company Common Stock Orientation

### International:

EM

Emerging Markets Fund

ICS

International Common Stock Fund

### Global:

GAA

Global Asset Allocation 60% Stocks:30% Bonds: 10% Cash Benchmark Fund

GCS

Global Common Stock Fund

Source: Lipper Analytical Services and fund families.

\* Total Return: Dividend or interest plus capital appreciation or depreciation

### Vanguard Notes:

(1) Formerly Quantitative Portfolio  
(2) Formerly International Portfolio



## 403(b) Performance Update Periods Ending June 30, 1997 Total Returns\*

|   | Philosophy   | Size<br>\$mm | Latest<br>Quarter | 1-Year<br>Aver.<br>Annual | 3-Year<br>Aver.<br>Annual | 5-Year<br>Aver.<br>Annual | 10-Year<br>Aver.<br>Annual | Best & Worst Year<br>For the last<br>Five Years |       |
|---|--------------|--------------|-------------------|---------------------------|---------------------------|---------------------------|----------------------------|---|-------|
|   |              |              |                   |                           |                           |                           |                            | Best  | Worst |
| <b>Calvert Funds:</b>                           |              |              |                   |                           |                           |                           |                            |   |       |
| Capital Accumulation Portfolio                  | D            | 47           | 15.0              | 8.6                       | N/A                       | N/A                       | N/A                        | N/A   | N/A   |
| First Government Money Market Fund              | MM           | 245          | 1.2               | 4.9                       | 4.8                       | 4.0                       | 5.4                        | 5.2   | 2.7   |
| Income Fund                                     | FIL          | 31           | 3.2               | 8.1                       | 8.3                       | 6.9                       | 8.7                        | 18.6  | -7.0  |
| New Africa Fund                                 | EM           | 11           | 1.6               | 14.0                      | N/A                       | N/A                       | N/A                        | N/A   | N/A   |
| Strategic Growth Fund                           | D            | 98           | 10.6              | -21.0                     | 6.1                       | N/A                       | N/A                        | N/A   | N/A   |
| World Values Fund                               | ICS          | 220          | 12.1              | 19.2                      | 10.9                      | 10.6                      | N/A                        | 25.8  | -4.1  |
| <b>Social Responsibility Funds</b>              |              |              |                   |                           |                           |                           |                            |   |       |
| <b>Calvert Funds:</b>                           |              |              |                   |                           |                           |                           |                            |   |       |
| Social Investment Bond Portfolio                | FII          | 60           | 3.7               | 7.6                       | 7.4                       | 6.7                       | N/A                        | 17.4  | -5.3  |
| Social Investment Equity Portfolio              | D            | 130          | 14.0              | 25.4                      | 16.7                      | 11.1                      | N/A                        | 25.4  | -12.1 |
| Social Investment Managed Growth                | B            | 636          | 11.1              | 18.4                      | 14.6                      | 10.6                      | 9.0                        | 25.9  | -4.7  |
| Social Investment Money Market                  | MM           | 167          | 2.4               | 6.1                       | 5.3                       | 4.2                       | 5.5                        | 6.1   | 2.5   |
| <b>CREF Funds</b>                               |              |              |                   |                           |                           |                           |                            |   |       |
| CREF Bond Market Account                        | FII          | 1,108        | 3.7               | 8.0                       | 8.1                       | 7.0                       | N/A                        | 17.8  | -4.4  |
| CREF Equity Index Account                       | D            | 1,402        | 16.7              | 30.4                      | 26.7                      | N/A                       | N/A                        | N/A   | N/A   |
| CREF Global Equities Account                    | GCS          | 5,098        | 15.6              | 24.5                      | 18.3                      | 17.5                      | N/A                        | 35.4  | -0.5  |
| CREF Growth Account                             | D            | 3,661        | 17.0              | 32.0                      | 28.6                      | N/A                       | N/A                        | N/A   | N/A   |
| CREF Money Market Account                       | MM           | 4,018        | 1.4               | 5.4                       | 5.4                       | 4.5                       | N/A                        | 5.9   | 3.0   |
| CREF Social Choice Account                      | D            | 1,934        | 11.6              | 24.3                      | 20.1                      | 15.2                      | N/A                        | 29.5  | -1.4  |
| CREF Stock Account                              | D            | 93,114       | 15.8              | 27.4                      | 23.2                      | 17.5                      | 12.9                       | 30.9  | -0.1  |
| <b>Vanguard Funds:</b>                          |              |              |                   |                           |                           |                           |                            |   |       |
| Asset Allocation Fund                           | AA60:35:5    | 3,353        | 12.5              | 24.8                      | 22.6                      | 16.3                      | N/A                        | 35.4  | -2.3  |
| Balanced Index Fund                             | B            | 1,023        | 11.5              | 20.7                      | 19.0                      | N/A                       | N/A                        | N/A   | N/A   |
| <b>Bond Index Fund:</b>                         |              |              |                   |                           |                           |                           |                            |   |       |
| Intermediate-Term Bond Portfolio                | FII          | 560          | 3.8               | 7.9                       | N/A                       | N/A                       | N/A                        | N/A   | N/A   |
| Short-Term Bond Portfolio                       | FIS          | 445          | 2.5               | 6.7                       | N/A                       | N/A                       | N/A                        | N/A   | N/A   |
| Long-Term Bond Portfolio                        | FIL          | 55           | 5.3               | 8.9                       | N/A                       | N/A                       | N/A                        | N/A   | N/A   |
| Total Bond Mkt Portfolio                        | FII          | 4,087        | 3.6               | 8.0                       | 8.4                       | 7.0                       | 8.4                        | 18.2  | -3.4  |
| Convertible Securities Fund                     | DI           | 173          | 7.5               | 16.1                      | 13.8                      | 12.1                      | 9.9                        | 19.4  | -5.7  |
| Equity Income Fund                              | DI           | 1,769        | 12.2              | 27.2                      | 24.4                      | 17.2                      | N/A                        | 37.3  | -2.2  |
| Explorer Fund                                   | SC           | 2,299        | 14.3              | 7.5                       | 18.2                      | 16.2                      | 11.6                       | 27.7  | -0.6  |
| <b>Fixed Income Securities Fund:</b>            |              |              |                   |                           |                           |                           |                            |   |       |
| GNMA Portfolio                                  | FIM          | 7,792        | 4.0               | 9.3                       | 9.2                       | 6.9                       | 9.0                        | 17.0  | -1.2  |
| High-Yield Corporate Portfolio                  | FIJ          | 3,977        | 5.0               | 14.4                      | 12.0                      | 11.0                      | 9.7                        | 19.2  | -1.7  |
| Intermediate-Term Corporate                     | FII          | 660          | 3.7               | 8.3                       | N/A                       | N/A                       | N/A                        | N/A   | N/A   |
| Intermediate-Term U.S. Treasury                 | FIIG         | 660          | 3.6               | 7.3                       | 8.0                       | N/A                       | N/A                        | N/A   | N/A   |
| Long-Term Corporate Portfolio                   | FIL          | 3,309        | 5.3               | 9.2                       | 9.9                       | 8.7                       | 9.9                        | 26.4  | -7.1  |
| Long-Term U.S. Treasury Portfolio               | FILG         | 878          | 5.1               | 8.2                       | 9.8                       | 8.8                       | 9.5                        | 30.1  | -10.1 |
| Short-Term Corporate Portfolio                  | FIS          | 4,553        | 2.3               | 6.8                       | 7.0                       | 6.1                       | 7.8                        | 12.7  | -0.1  |
| Short-Term Federal Portfolio                    | FISG         | 1,357        | 2.3               | 6.6                       | 6.7                       | 5.8                       | N/A                        | 12.3  | -0.9  |
| Short-Term U.S. Treasury Portfolio              | FISG         | 980          | 2.3               | 6.4                       | 6.6                       | N/A                       | N/A                        | N/A   | N/A   |
| Growth & Income Portfolio (1)                   | D            | 1,638        | 16.9              | 33.7                      | 27.6                      | 19.8                      | 14.5                       | 35.9  | -0.6  |
| <b>Horizon Fund(3)</b>                          |              |              |                   |                           |                           |                           |                            |   |       |
| Aggressive Growth Portfolio                     | D            | 331          | 18.1              | 30.9                      | N/A                       | N/A                       | N/A                        | N/A   | N/A   |
| Capital Opportunity Portfolio                   | D            | 86           | 6.5               | 0.0                       | N/A                       | N/A                       | N/A                        | N/A   | N/A   |
| Global Asset Allocation Portfolio               | GAA.60:30:10 | 82           | 5.9               | 12.7                      | N/A                       | N/A                       | N/A                        | N/A   | N/A   |
| Global Equity Portfolio                         | GCS          | 129          | 10.7              | 17.1                      | N/A                       | N/A                       | N/A                        | N/A   | N/A   |
| <b>Index Trust:</b>                             |              |              |                   |                           |                           |                           |                            |   |       |
| 500 Portfolio                                   | DI           | 41,481       | 17.4              | 34.6                      | 28.7                      | 19.6                      | 14.4                       | 37.5  | 1.2   |
| Extended Market Portfolio                       | D            | 2,548        | 15.7              | 19.0                      | 22.4                      | 17.8                      | N/A                        | 33.8  | -1.8  |
| Growth Portfolio                                | D            | 1,688        | 20.2              | 38.3                      | 31.9                      | N/A                       | N/A                        | N/A   | N/A   |
| Small Cap Stock Fund                            | SC           | 2,152        | 17.3              | 18.2                      | 21.2                      | 18.6                      | 11.2                       | 31.6  | -0.5  |
| Total Stock Market Portfolio                    | D            | 4,857        | 16.8              | 29.3                      | 26.4                      | 18.7                      | N/A                        | 35.8  | -0.2  |
| Value Portfolio                                 | D            | 1,419        | 14.5              | 30.7                      | 25.5                      | N/A                       | N/A                        | N/A   | N/A   |
| <b>International Equity Index Fund:</b>         |              |              |                   |                           |                           |                           |                            |   |       |
| Emerging Markets Portfolio                      | EM           | 903          | 6.8               | 13.1                      | 10.7                      | N/A                       | N/A                        | N/A   | N/A   |
| European Portfolio                              | ICS          | 2,080        | 9.6               | 30.2                      | 21.2                      | 15.1                      | N/A                        | 30.2  | -2.3  |
| Pacific Portfolio                               | ICS          | 1,120        | 19.3              | -4.0                      | -1.1                      | 10.6                      | N/A                        | 45.6  | -18.6 |
| Intern'l Growth Portfolio                       | ICS          | 7,141        | 6.8               | 14.6                      | 13.1                      | 14.2                      | 9.4                        | 44.8  | 0.8   |
| <b>Money Market Reserves:</b>                   |              |              |                   |                           |                           |                           |                            |   |       |
| Federal Portfolio                               | MM           | 3,334        | 1.3               | 5.3                       | 5.3                       | 4.5                       | 5.8                        | 5.8   | 3.0   |
| Prime Portfolio                                 | MM           | 25,901       | 1.3               | 5.3                       | 5.4                       | 4.5                       | 5.9                        | 5.8   | 3.0   |
| U.S. Treasury Portfolio                         | MM           | 3,112        | 1.3               | 5.1                       | 5.1                       | 4.3                       | 5.6                        | 5.5   | 2.8   |
| Morgan Growth Fund                              | D            | 2,413        | 16.1              | 26.4                      | 26.8                      | 18.1                      | 13.2                       | 36.0  | -2.7  |
| PRIMECAP Fund                                   | D            | 5,725        | 15.6              | 31.9                      | 29.1                      | 23.6                      | 14.8                       | 39.0  | 9.9   |
| STAR Fund                                       | B            | 6,661        | 10.1              | 21.3                      | 19.0                      | 14.4                      | 12.0                       | 28.6  | -0.2  |
| <b>Trustees' Equity Fund:</b>                   |              |              |                   |                           |                           |                           |                            |   |       |
| International Value Portfolio (2)               | ICS          | 985          | 11.2              | 17.2                      | 10.3                      | 11.4                      | 8.9                        | 30.5  | 2.1   |
| U.S. Portfolio                                  | DI           | 160          | 17.3              | 32.8                      | 25.3                      | 18.8                      | 11.9                       | 33.2  | -3.9  |
| U.S. Growth Portfolio                           | DI           | 7,279        | 16.7              | 29.3                      | 29.7                      | 18.1                      | 14.7                       | 38.4  | -1.4  |
| Wellesley Income Fund                           | B            | 7,026        | 7.2               | 16.8                      | 14.7                      | 12.0                      | 11.6                       | 28.9  | -4.9  |
| Wellington Fund                                 | B            | 19,171       | 12.2              | 25.0                      | 21.1                      | 15.7                      | 12.2                       | 32.9  | -0.5  |
| Windsor Fund                                    | DI           | 19,958       | 11.1              | 34.8                      | 22.8                      | 19.0                      | 13.2                       | 34.8  | -0.2  |
| Windsor II                                      | DI           | 20,145       | 14.7              | 31.5                      | 26.5                      | 19.4                      | 14.4                       | 38.8  | -1.2  |
| <b>Sector Funds:</b>                            |              |              |                   |                           |                           |                           |                            |   |       |
| Energy  | S            | 1,034        | 11.4              | 24.2                      | 18.9                      | 18.5                      | 12.3                       | 37.1  | -4.5  |
| Gold & Precious Metals                          | S            | 421          | -10.3             | -20.1                     | -5.7                      | 4.2                       | 0.6                        | 93.3  | -20.1 |
| Health Care                                     | S            | 3,783        | 19.1              | 32.9                      | 35.4                      | 23.4                      | 19.4                       | 45.2  | 5.8   |
| Utilities Income                                | S            | 603          | 7.1               | 8.8                       | 14.5                      | 11.8                      | N/A                        | 34.0  | -11.2 |
| <b>Indexes To Compare Performance Against</b>   |              |              |                   |                           |                           |                           |                            |   |       |
| S&P 500   |              |              | 17.5              | 34.7                      | 28.9                      | 19.8                      | 14.6                       | 37.6  | 1.3   |
| Russell 3000                                    |              |              | 16.8              | 30.6                      | 27.1                      | 19.2                      | 14.2                       | 36.8  | 0.2   |
| Lipper Capital Appreciation Funds Average       |              |              | 13.9              | 14.4                      | 20.5                      | 16.4                      | 1.9                        | 30.2  | -3.6  |
| Lipper Growth Funds Average                     |              |              | 15.8              | 24.0                      | 23.1                      | 17.3                      | 13.1                       | 30.5  | -2.2  |
| Lipper Growth & Income Funds Average            |              |              | 14.3              | 28.1                      | 23.6                      | 17.4                      | 12.8                       | 30.6  | -1.0  |
| Salomon Brothers Brady Bond Index               |              |              | 10.2              | 11.6                      | 19.2                      | 14.0                      | N/A                        | 49.0  | -16.4 |
| Salomon Bros. High-Grade Index                  |              |              | 5.1               | 9.3                       | 10.3                      | 8.5                       | 10.0                       | 27.2  | -7.6  |
| Lehman Brothers Gov't/Corporate Bond Index      |              |              | 3.6               | 7.8                       | 8.3                       | 7.2                       | 8.7                        | 19.2  | -4.1  |
| Morgan Stanley Capital International-EAFE Index |              |              | 13.0              | 12.8                      | 9.1                       | 12.8                      | 6.6                        | 32.6  | 1.4   |
| Morgan Stanley Capital International-EMF Index  |              |              | 8.6               | 12.8                      | 7.0                       | 14.8                      | N/A                        | 74.8  | -17.7 |
| 91-Day Treasury Bills                           |              |              | 1.3               | 5.3                       | 5.4                       | 4.6                       | 5.7                        | 5.8   | 3.1   |

Undergraduate Admissions. **QUALIFICATIONS:** HS diploma; some college desirable; 2 years receptionist experience or general clerical/administrative experience; desktop computer experience required, preferably on Macintosh; word processing (WordPerfect) & spreadsheet (Excel) applications experience desirable; strong public relations skills essential; demonstrated capacity to communicate with persons of diverse backgrounds; ability to work well under pressure. **GRADE:** G8; **RANGE:** \$16,171-20,240; 9-17-97 Undergraduate Admissions

## WHARTON SCHOOL

Contact: Anna Marcotte

**ADMINISTRATIVE ASSISTANT I, PART TIME** (20 HRS) (091480AM) Provide clerical support (creating & typing letters); receive, distribute & process information; maintain calendars; manage correspondence & telephone interaction; maintain files/papers; handle mailings; assist in arranging meetings; act as liaison between faculty, students & clients. **QUALIFICATIONS:** HS diploma; 2 years related experience; knowledge of office procedures & automation equipment; proficiency on Word &/or WordPerfect for Windows & database management; ability to work with frequent interruptions & function independently; strong verbal & written communication skills. **GRADE:** G9; **RANGE:** \$9,436-11,781; 9-16-97; Risk & Decision Processes

**ASSISTANT DIRECTOR III** (091528AM) Develop & manage client relations with individuals & corporate human resources personnel; hire, supervise & train telemarketing & registration representatives; responsible for all aspects of course registration, including marketing & communication course contact; manage custom course inquiries. **QUALIFICATIONS:** BA/BS required; MA/MS preferred; 3 to 5 years experience with customer service, marketing & telemarketing; supervisory experience desired; PC experience (WordPerfect, Lotus); proven ability to work independently. **GRADE:** P4; **RANGE:** \$26,986-35,123; 9-19-97 Exec. Education

**COORDINATOR II** (091520AM) Manage logistical support for Executive Education programs; work with participants, faculty & program director to ensure program needs; organize & complete financial & administrative requirements. **QUALIFICATIONS:** BA/BS required; 2 to 3 years experience coordinating management training or educational programs; PC experience with WordPerfect, Lotus & graphics packages; strong customer service experience; strong verbal & written communication skills; occasional weekends & evenings. **GRADE:** P2; **RANGE:** \$22,351-29,098; 9-18-97 Executive Education

**PROGRAMMER ANALYST I/II** (091527AM) Perform needs analysis & system design; maintain support of information systems on PC, LAN, client/server Web environments; support users requirements for data storage, manipulation, reporting & analysis; analyze, customize, implement & support vendor-supplied information systems; provide front-line support on PC applications, Novell or NT networks & data access. **QUALIFICATIONS:** BA/BS in Computer Science or MIS, or comparable experience; PAI: Minimum of 1 to 3 years experience; PAII: 2 to 3 years in programming & systems; strong experience in C, Perl, Pascal, Visual Basic, C++ & Java; Web development experience preferred; working knowledge of UNIX or NT; knowledge of project life cycle management techniques & code management software highly desirable; strong verbal & written communication skills. **GRADE:** P4/P6; **RANGE:** \$26,986-35,123/\$32,857-42,591; 9-19-97 Wharton Computer & Info Technology

## Classified

### FOR LEASE

Entire floor of office space (about 9500 square feet) in secure building; located across from the future headquarters of University Police on Chestnut between 40th and 41st Streets. Perfect space for educational or other nonprofit group. Available late winter. Call 243-1640.

Note: To place classifieds call:  
(215) 898-5274.

## Technology Training Group, ISC: October Course Schedule

Computer training courses are offered to faculty, staff and students with a valid PENNCard for a fee; registration begins September 29th. Lunchtime seminars are free; registration is not required. For more information, call 573-3102.

### Courses for DOS/Windows Users

What You Really Need to Know About DOS 10/7, noon-1:30 p.m.

Introduction to Windows 95 10/17, 1:30-4:30 p.m.

Introduction to Word 7.0 for Windows 95 10/21, 1:30-4:30 p.m.

Introduction to Excel 7.0 for Windows 95 10/27, 1:30-4:30 p.m.

### Courses for Macintosh Users

Creating a Web Page (Intermediate Level) 10/29, 1-4 p.m.

### Lunchtime Seminars

Introduction to Netscape 10/9, 1-2 p.m.

Introduction to WS\_FTP 10/14, noon-1 p.m.

Introduction to Fetch 10/23, noon-1 p.m.

## Penn Family Day: October 4's Festival of Fun

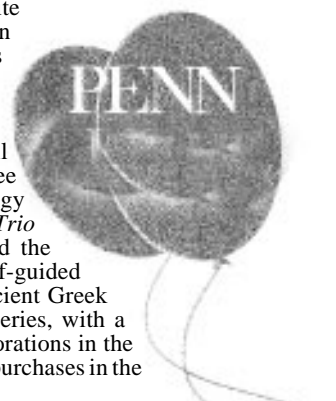
The President, Provost and Executive Vice President invite all members of the University community to participate in Penn Family Day, Saturday, October 4. The celebration includes new exhibitions and tours at the University Museum; an afternoon Festival of Fun at Hill Field and the Penn football game in the evening.

The University Museum, open from 10 a.m.-4:30 p.m., will be free to all Penn faculty and staff families when the employee shows his or her PENNCard. Following a 1:30 p.m. archaeology tour, guides will be available at 2:30 and 3 p.m. to offer special *Trio of Treasures* tours, featuring famous Museum artifacts and the Museum stories behind them. Children can take one of two self-guided treasure hunt tours, looking for the real Hercules in the Ancient Greek World gallery, or images of cats found throughout the galleries, with a Museum "Cat Walk" guide. Visitors can continue their explorations in the shops: all PENNCard holders will receive a 10% discount on purchases in the Museum Shop and the Pyramid Shop for Children.

Hill Field will be transformed into a Festival of Fun, with activities getting underway at 3 p.m. There will be interactive games such as Human Foos Ball, Bungee Run, Cliff Hanger, and Human Joust. Miniature Golf, Pop-A-Shot and a Moon Bounce will provide more family fun for the young at heart. Entertainment will be provided by the Penn Glee Club, Penn Marching Band and Cheerleaders as well as a DJ. Admission is free for Penn faculty, staff, family and friends with admission tickets which can be picked up in person at Weightman Hall in advance, Monday-Friday, 10 a.m.-4:30 p.m. or ordered by mail using the form below or the copy that will be in a brochure to be distributed shortly to all faculty and staff.

Family Day then moves to Franklin Field for a 6 p.m. football game vs. Towson University. There will be special half-time contests. Admission to the game is free for Penn faculty and staff with tickets; \$2 per ticket for family and friends. Complimentary hot dog and soda will be available.

Complimentary parking will be available, with PENNCard, at 34th and Chestnut Street garage. This event is sponsored by the Division of Human Resources and supported by the Athletic Department and the University Museum. For more information call: 898-6151.



### Penn Family Day: October 4, 1997

Please return this form to Penn Athletic Ticket Office, Weightman Hall/6322.

Orders received before September 26 will be mailed to your campus address.

Orders received after September 26 will be held for pick-up at Hill Field on October 4.

Faculty/Staff Name \_\_\_\_\_

Campus Address/Mail Code \_\_\_\_\_

Campus Phone Number \_\_\_\_\_

**Festival of Fun** \_\_\_\_\_ # of tickets for faculty/staff (free)

\_\_\_\_\_ # of tickets for family/friends (free)

**Football Game** \_\_\_\_\_ # of tickets for faculty/staff (free)

\_\_\_\_\_ # of tickets for family/friends (\$2 each)

\$ \_\_\_\_\_ Total paid for family/friends

Make check payable to: UPIA

## Academic Career Conference, Part 2: Going on the Job Market

The ninth annual Academic Career Conference, co-sponsored by Career Planning and Placement and the Vice Provost for Graduate Education, will be held on Thursday, September 25, in the Ben Franklin Room, Houston Hall from 4 until 6:30 p.m.

4-4:30 p.m. *Taking the Long View in Your Job Hunt: Maintaining flexibility: Evaluating and applying for one-year positions and/or postdocs*; Dr. Janice Madden, Vice Provost for Graduate Education,

4:30-5:15 p.m. *Interviewing for Academic Jobs: What to expect*; Dr. Erin O'Connor, assistant professor of English, *Convention, Phone and other First Interviews: Preparing for them and doing them well*; Dr. Grace Kao, assistant professor of sociology, *Campus Interviews: Preparing for them and doing them well*

5:15-6:30 p.m. *The Academic Job Search: Hiring from the Search Committee's Perspective: How they hire, What they look for*; Dr. Richard Freedman, associate professor of music, Haverford College; Dr. Douglas Buchholz, assistant professor of English, Community College of Philadelphia; Dr. Georgia Arbuckle, associate professor of chemistry, Rutgers University; Dr. Lynn Lees, professor of history, Penn.

To sign up call 898-7530 or send an e-mail message to [vick@pobox.upenn.edu](mailto:vick@pobox.upenn.edu).

## 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 **September 8, 1997 through September 14, 1997**. Also reported were **Crimes Against Property**, including **41 total thefts (including 2 burglaries & attempts, 11 thefts of bicycles & parts, 3 thefts & attempts of auto, 9 thefts from autos, 7 criminal mischief & vandalism and 1 forgery & fraud.)** Full crime reports are in this issue of *Almanac* on the Web ([www.upenn.edu/almanac/v44/n05/crimes.html](http://www.upenn.edu/almanac/v44/n05/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 **September 8, 1997 through September 14, 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—3, Threats & Harassment—3  
09/08/97 6:57 PM International House Complainant reports being assaulted  
09/10/97 1:47 PM Franklin Dorm Obscene phone calls received  
09/11/97 10:43 AM Nursing Ed Bldg. Complainant reports receiving unwanted calls  
09/11/97 11:10 AM 3400 Blk Walnut Vendor harassed by another vendor  
09/13/97 12:57 AM 3744 Spruce St. Complainant struck during disturbance  
09/13/97 10:58 AM Franklin Annex Complainant punched by unknown person

**38th to 41st/Market to Baltimore:** Robberies (& Attempts)—1, Simple Assaults—1, Threats & Harassment—2  
09/09/97 1:41 PM 218 S. 40th Guard reports being struck  
09/09/97 1:43 PM 4008 Chestnut St. Harassing phone calls received  
09/09/97 4:31 PM High Rise North Unwanted calls received  
09/12/97 11:53 PM 4016 Spruce St. Complainant observed suspect in house/bitten by same

**41st to 43rd/Market to Baltimore:** Robberies (& Attempts)—1, Simple Assaults—1  
09/10/97 3:21 PM 206 S. 42nd St. Student struck by another student  
09/11/97 11:09 PM 42nd & Spruce 2 complainants robbed by unknown suspect

**Outside 30th to 43rd/Market to Baltimore:** Robberies (& Attempts)—1  
09/11/97 11:36 PM 49th & Springfield Complainant robbed by unknown suspect

### Crimes Against Society

**34th to 38th/Market to Civic Center:** Disorderly Conduct—2  
09/08/97 7:27 PM 3744 Spruce St. Male arrested for disorderly conduct  
09/09/97 6:57 PM 3700 Blk Chestnut Male arrested for disorderly conduct

**38th to 41st/Market to Baltimore:** Disorderly Conduct—2, Weapons Offenses—1  
09/09/97 7:08 PM 3800 Blk Chestnut Male arrested for disorderly conduct  
09/09/97 10:19 PM 41st & Locust Gun found during vehicle stop/no permit/arrest  
09/11/97 11:47 PM 39th & Locust Suspect became disorderly/cited

**41st to 43rd/Market to Baltimore:** Disorderly Conduct—1  
09/08/97 10:38 PM 43rd & Sansom Male causing problems on highway/cited for disorderly conduct

### 18th District Crimes Against Persons

10 Incidents 1 Arrest were reported between **September 8, 1997, and September 14, 1997**, by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue

|          |          |                  |                    |
|----------|----------|------------------|--------------------|
| 09/09/97 | 1:00 AM  | 4300 Blk Pine    | Rape/Arrest        |
| 09/11/97 | 10:20 PM | 4700 Hazel       | Robbery            |
| 09/11/97 | 11:30 PM | 3300 Market      | Robbery            |
| 09/11/97 | 11:35 PM | 4800 Springfield | Robbery            |
| 09/12/97 | 12:01 AM | 200 42nd         | Robbery            |
| 09/12/97 | 12:35 AM | 4500 Springfield | Robbery            |
| 09/13/97 | 2:45 PM  | 33 40th          | Robbery            |
| 09/13/97 | 4:30 PM  | 4808 Greenway    | Robbery            |
| 09/14/97 | 1:00 AM  | 4100 Ludlow      | Aggravated Assault |
| 09/14/97 | 8:30 PM  | 4200 Chestnut    | Aggravated Assault |

# Update

## SEPTEMBER AT PENN

### EVENTS

**25** GSAC Grad Student Welcome Back Party, 4-9 p.m., Bodek Lounge, Houston Hall. Graduate ID required for entry.

### FILMS

International House; tickets \$3/students with PENNCARD, \$6.50/adults, \$5.50/seniors; members. **25** *Death of a Gunfighter*; 7:30 p.m. **26** *NextFrame: Festival of International Student Film & Video*; 8 p.m.; Continues through Sunday. More info: [www.temple.edu/ufva/nextframe](http://www.temple.edu/ufva/nextframe).

### TALKS

**23** *Can a Jewish State be a Democratic State?* Gruss Lecture in Talmudic Law, Izhak Engard, law, 4-6:30 p.m., Room 214, Law School (Law). **24** *Telling the Planning Story: A Challenge to the Planning Profession*, Eric Kelly, Ball State, noon, Upper Gallery, Meyerson Hall (Fine Arts). **25** *Textual Strategies, Authoritative Voice, and the Dead Sea Scrolls*, Maxine Grossman, graduate student, 7-9 p.m., Woody Room, Van Pelt Library (Philadelphia Seminar on Christian Origins). **29** *Altered Signal Transduction and Transformation by a Naturally Occurring Mutant EGF Receptor*, Albert Wong, Thomas Jefferson University, noon, Pharmacology Seminar Room, John Morgan Building, (Pharmacology, Center for Experimental Therapeutics).

*The Importance of Context Memory in Shared Attention*, Erving Hafter, UC Berkeley, 4 p.m., Room B-26, Stiteler Hall (Psychology).

*Context and Materials (Travels and Associations)*, Lynda Benglis, Artist, 6 p.m., Room B-3, Meyerson Hall (Fine Arts).



*Almanac*

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

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

EDITOR Karen C. Gaines  
ASSOCIATE EDITOR Marguerite F. Miller  
ASSISTANT EDITOR Tina Bejian  
WORK-STUDY STUDENTS Lateef Jones, Gregory Krykewycz, Tony Louie

ALMANAC ADVISORY BOARD: *For the Faculty Senate*, Martin Pring (Chair), Jacqueline M. Fawcett, Phoebe S. Leboy, Peter J. Kuriloff, Ann E. Mayer, Vivian Seltzer. *For the Administration*, Ken Wildes. *For the Staff Assemblies*, Berenice Saxon for PPSA, Diane Waters for A-3 Assembly, and Joe Zucca for Librarians Assembly.

The *Compass* stories are written and edited by the Office of University Relations, University of Pennsylvania.

ACTING MANAGING EDITOR Libby Rosof  
DESIGNER Annette Earling  
NEWS STAFF Phyllis Holtzman, Kirby F. Smith, Sandy Smith  
The *Compass*, Suite 210 Nichols House,  
3600 Chestnut Street, Philadelphia, PA 19104-6106  
Phone: (215) 898-1426 or 898-1427 FAX: 898-1203  
E-mail: [rosol@pobox.upenn.edu](mailto:rosol@pobox.upenn.edu)  
URL: [www.upenn.edu/pennnews/](http://www.upenn.edu/pennnews/)

The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic, or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Valerie Hayes, Interim Director, Office of Affirmative Action, 1133 Blockley Hall, Philadelphia, PA 19104-6021 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).





## The New Tax Bill: Summarizing the Impacts

On July 31, Congress approved the conference report on H.R. 2014, The Taxpayer Relief Act of 1997. President Clinton signed the bill into law on August 5th. This legislation will help students and families as they save for college education, pay tuition bills, and repay student loans. The agreement included many of the elements the higher education community had been supporting.

Importantly, the new law does not change the current tax treatment of tuition remission benefits given to employees of colleges and universities and to graduate teaching and research assistants (Section 117(d)). An early version of the bill would have deleted this benefit and subjected any tuition remission benefit to federal income tax. Another significant provision in the law is the repeal the \$150 million bond cap for private colleges and universities.

The law establishes the Hope Scholarship, a \$1,500 tax credit for the first two years of college, similar to the proposal outlined by President Clinton. The HOPE credit is available for tuition and fees paid, less all grants and scholarships, for classes starting on or after January 1, 1998.

Also included in the law is an extension of Section 127 (tax exemption for employer provided educational assistance) for three years for undergraduates. However, the exclusion will not be extended to graduate or professional students, and this is a major loss that we will try to correct in future tax legislation.

Deductions of up to \$2,500 a year for five years in interest paid on student loans are also allowed in the new law. The maximum deduction will be \$1,000 in 1998, \$1,500 in 1999, \$2,000 in 2000, and \$2,500 in 2001 and thereafter. The deduction will be available for interest paid in the first 60 months on any loan used to pay college expenses.

Additionally, the law allows penalty free withdrawals from IRAs for undergraduate and graduate education. It also establishes "Education IRAs" that can be funded with annual, nondeductible contributions of up to \$500 per child. Contributions to these accounts can be made beginning January 1, 1998. The earnings on these accounts are tax-free if the funds are used to pay college expenses.

Under the new law, TIAA-CREF loses its tax exemption on its contingency reserve. Officials at TIAA-CREF had predicted that revoking the company's non-profit status could cut its payouts, however, there is no evidence as of yet that this will affect the premiums of enrollees.

Lawmakers also came to an agreement on a separate bill to cut spending, which included the following provisions that will impact the University of Pennsylvania Health System:

A change in the formula by which teaching hospitals are reimbursed for the indirect costs of training physicians. The new law cuts that reimbursement rate gradually to 5.5 per cent by 2001, as the Senate had proposed (the language preferred by teaching hospitals over the House proposal).

An adjustment in payments that Medicare makes to health-maintenance organizations (HMOs) to pay for the cost of treating their members at hospitals. Penn had advocated for lawmakers to carve out of those payments the monies that are meant to cover the cost incurred by a hospital for training doctors and for treating patients who frequently are more severely ill or have more complicated problems. The compromise legislation earmarks the funds for training doctors, providing compensation directly to the hospitals, but not money for treating seriously ill patients.

Please call either me (8-1388) or the Office of Federal Relations (8-1532) if you have any questions.

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

## Philadelphia's Promise: Schedule of the September 26-27 Summit on Youth and Volunteerism (Please see story, page one)

### Friday, September 26

5 - 7 p.m. Zellerbach Theater, the Annenberg Center  
*Opening Ceremony and Welcome*  
Edward G. Rendell, Mayor of Philadelphia  
Tom Ridge, Governor, Commonwealth of Pennsylvania  
Judith Rodin, President, University of Pennsylvania  
William H. Gray, CEO, The College Fund/UNCF

### Saturday, September 27

8:30 - 9:30 a.m. Zellerbach Theater  
*Registration and Volunteer Expo*  
9:30 - 10:15 a.m. Summit Overview and Welcome  
Mayor Rendell  
Harris Wofford, Corporation for National Service  
Judith Rodin  
10:30 a.m. - 12 noon Williams Hall  
Creative Practices and the ABC's of Project Planning  
Workshops on Five Goals of the Philadelphia Summit

#### Goal One: *Caring Adult* (Celeste Bryant, One to One Philadelphia)

Presents common principles and guidelines that have proved effective in a wide range of mentor settings; elements and policies that can help guide the development of responsible mentor programs.

#### Goal Two: *Safe Places* (Shelly Yanoff, PCCY)

Highlights of several programs; suggestions on how individuals and systems can create safe spaces for children to learn and play.

#### Goal Three: *Healthy Start* (Heather Block-Reilly, DPH)

Clarification of healthy start goals for Philadelphia area children and youth; sharing ideas and information on best practices.

#### Goal Four: *Skills for Employment* (Carina Wong, GPF)

Introduces participants to Philadelphia's nationally recognized School-to-Career initiative, which provides opportunities for experience and academic preparation needed for employment and/or post-secondary education upon graduation from high school.

#### Goal Five:

##### — *Community Service* (Bob Coccagna, SDP)

Outlines principles of good practice for continuing service and learning for area youth and the organizations where they provide service.

##### — *Lessons Learned by Corporations* (Dale Mitchell, DVGM)

For cooperate sponsors that have pledged to support the goals of the summit and organizations seeking to become involved in the process; will include lessons learned by those involved in the summit and corporate giving campaigns.

##### — *Utilizing Older Adults* (Nancy Henkin, Temple Intergenerational Program)

Focuses on strategies for mobilizing older volunteers and retirees to use their lifetime of skills to strengthen communities.

12 noon - 1:30 p.m. Lunch and Volunteer Expo

1:30 - 3 p.m. Williams Hall: *Regional Planning sessions.*

3 - 3:40 p.m. Zellerbach Theater: *Philadelphia's Promise*

"Keeping Philadelphia's Promise"

Mayor Rendell

Jack Miller, Co-Chair, Philadelphia's Promise

Christine James-Brown, President, United Way of SEPA,  
Co-Chair, Philadelphia's Promise

**Registration:** To request a form for registration by fax, please call the Summit Hotline at (215) 665-2510. Campus arrangements are being made by the Center for Community Partnerships, via Joann Weeks, 898-0240.