

UNIVERSITY of PENNSYLVANIA *Almanac*

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A Grand Opening

With its many famous clinics and pavilions that have been built over time, it has not always been clear which is the "main entrance" of the Hospital of the University of Pennsylvania. Now, after two years in the making, there is one front door for HUP: the spacious and highly visible Ravdin Entrance on 34th Street just south of Spruce, with its covered driveway, automatic revolving door (right) large enough to handle a gurney, and, inside, a two-story lobby with escalators (above). President Judith Rodin and Dean William N. Kelley will open it officially on Monday, October 6, at 4:45 p.m., along with the Silverstein Concourse and some new patient areas.

IN THIS ISSUE

- 2 A Three-School Center for Bioinformatics
PennMed in a New Academy on Healthcare
INews n Brief: Higher Rankings for Penn and HUP;
Deaths of Dr. Eubank, Ms. Griffin, Ms. Supple;
Memorial Service for Dr. Reece
- 3 Moving the Faculty Club: October 6 Discussion
Provost's Items from Council September 24
From College Hall: Report on Tenure Decisions
- 4 Of Record: Freedom to Disseminate Research;
Updated Policy Information for Potential
Commercial Sponsors of Research
- 6 Recognized Holidays, Fall 1997; Provost's
Reminder on Religious Observances; and
the 1997-98 Penn Academic Calendar

COMPASS Features

- 7 On The Shelf: A Rhoads Biography and
Books on Genetics, Foreign Policy, Animal Medicine
- 8 Pick-up Basketball and How to Get in on It
- 9 Well Said: Penn People in the Press
- 10 How 'Natural' Are Nature Films?;
A Wharton Brown Bag on Affirmative Action Policy

11 OPPORTUNITIES

- 14 India's Architecture of Independence;
Two PennVIPS Opportunities
- 15 Ph.D. Research Grants in France; CrimeStats
HIV Testing on Campus; HUP Studies
- 16 25-Year Club: A Change in the Way of
Welcoming This Year's 144 New Members

Pullout: October at Penn

Photographs by Tommy Leonardi



News in Brief

U.S. News Ranking: Penn's No. 7...

Penn was ranked seventh among universities in the country in the recent *U.S. News and World Report's* annual ranking of universities. Up from 13th place last year, Penn tied with Dartmouth for seventh place, while Harvard and Princeton tied for first place as best national universities. Yale slipped from first to third, tied with Duke.

A change in the magazine's method of scoring created more ties, thus 13 schools made the list of Top 10 national liberal arts schools in this survey, published September 1, 1997.



...and PennMed Makes the Honor Roll

In another *U.S. News* tabulation (July 28, 1997), the eighth annual survey of "America's Best Hospitals" listed PennMed for the first time, at 14th place on a roster headed by Johns Hopkins. Children's Hospital of Philadelphia, home of Penn's pediatrics department, was ranked second in the nation (Boston's hospital has consistently ranked first).

When it came to ranking 17 specialties (specific diseases or specializations, Penn made the "honor roll" in thirteen—in treatment for AIDS and cancer, and in the practices in cardiology, endocrinology, gastroenterology, geriatrics, gynecology, neurology, orthopedics, otolaryngology, pulmonary disease, urology, and rheumatology.

Deaths: Dr. Eubank, Ms. Griffin

At presstime *Almanac* was notified of the deaths of two members of the staff last week:

Dr. Judith Eubank, senior writer in SAS External Affairs until she took long-term disability last January, died on September 26. She is survived by her husband, Randall Couch of ISC.

Senora Griffin of Architecture and Facilities Management in the School of Medicine died on September 25 at the age of 44.

Belated notice was also received of the death on August 13 of *Terry Supple* of the Compensation Office in Human Resources. She was 43.

Additional information on all three members of the University is expected for publication next week.

Memorial Service: Dr. Reece

The Department of History will hold a memorial service Friday, October 17, for Dr. Jack E. Reece, who died at the age of 56 on August 31 (*Almanac* September 9).

The service will begin at 3:30 p.m. in the second-floor chapel of the Tabernacle United Church, on 37th Street between Sansom and Chestnut Streets. All members of the University are welcome.

In his honor the Department is also establishing the Jack E. Reece Memorial Fund to benefit graduate students in history. Contributions should be made out to the Trustees of the University of Pennsylvania and sent to the attention of Hannah R. Poole, Business Administrator, History Department, 352B, 3401 Walnut Street, Philadelphia PA 19104-6228.

An Interschool Center for Bioinformatics

A coalition of three Penn schols has established a Center for Bioinformatics at the University, based in the Institute for Medicine and Engineering and directed by Dr. Chris Overton, research associate professor of genetics, with Dr. Susan Davidson, associate professor of Computer and Information Sciences, as co-director.

"The recent explosion of knowledge about the essential properties of life (as gleaned from the Human Genome Project and similar efforts), along with rapid advances in computer technology, have laid the foundation for the development," said an announcement from PennMed, describing bioinformatics as a "newly emerging discipline that provides a scientific structure for the collection, management, analysis, and interpretation of the staggering amounts of data being generated from large-scale biology projects throughout the world."

The School of Medicine, School of Engineering and Applied Science, and School of Arts and Science are involved in what the Institute for Medicine and Engineering's director, Dr. Peter F. Davies, describes as "a superb example of interschool discovery, education, and application."

The Center will focus initially on research, education and joint academic/industry ventures. The first goal is to build a critical mass of researchers based at Penn, according to Dr. Overton. "With federal government and industry research grants, Center investigators are already working to create new computer programs to improve the compatibility of the nearly 400 genomic databases already available."

Next, said Dr. Davidson, is the education of future leaders in bioinformatics itself. Already one of the few schools offering doctoral and postdoctoral programs in biocomputational biology, Penn is adding a B.S. through SEAS and an M.S. in Biotechnology with a track in computational biology and bioinformatics. "We are one of the few universities covering all of the educational bases in the field, from B.S. to Ph.D.," Dr. Davidson said.

Through a seminar series called the Penn Bioinformatics Forum, the University will also bring together investigators from academia and industry to exchange ideas and discuss research issued. The partnership is also expected to lead to the creation of practical internships and fellowships.

Starting with three core faculty, seven associated faculty, and 14 programmers, graduate students, postdoctoral fellows and support personnel, the Center expects to recruit three new senior faculty members and associated staff persons in the next three years. For more information, the Center's website is:

<http://cbil.humgen.upenn.edu/cbiweb>.

PennMed: Founding a New Academy

The University of Pennsylvania Medical Center is one of four U.S. institutions named by the Joint Commission on Accreditation of Healthcare Organizations to develop a new Academy for Health Care Quality.

The mission of the Academy is to improve the quality of care provided to the public by presenting the healthcare professionals a "rigorous and consistent curriculum on quality evaluation, quality management, and quality improvement," the PennMed News announcement said.

Emory University, Northwestern University, and Ohio State University are the three other members who will govern, manage and operate the Academy, conceived of as a "university without walls." It is to offer a graduate-level continuing professional education and a certification program for healthcare executives, practitioners, consultants, corporate benefits managers, third-party payers, and government regulators.

"We are excited to be an integral part of the development of the Academy," said Penn's Dean of Medicine, Dr. William N. Kelley, CEO of the Pennsylvania Health System. "We bring to this partnership our hands-on experience in designing and implementing systems that not only effectively measure and control quality factors, but serve to increase overall quality of care. Indeed, our pioneering successes in retooling hospital-based quality systems to meet the more comprehensive needs of overarching health systems will permit us to make meaningful contributions to the curriculum content."

Penn faculty and administrators will "contribute significantly to the teaching function and the development of the Academy's curriculum," said the announcement. The curriculum was described as addressing several broad subject areas, including the healthcare environment; organization management and leadership; patient-care delivery processes; organization evaluation; and change management.

Corrections

A number of readers have called our attention to *Almanac's* mistake in the [September 23 issue, page 2](#), in the article on the award of an Walter H. Annenberg Professorship to Dr. Tomlinson. Mr. Annenberg is incorrectly identified as a "former" trustee, when he is an *emeritus* trustee of the University. We sincerely regret the error, along with the incorrect addition of an "s" to the name of the Annenberg School of Communication. — K.C.G.

With respect to another error on [September 23](#), the Acting Managing Editor of *The Compass*, Libby Rosof, writes: "Oops. Our ears failed us. The last issue of *The Compass* reported, in error, that the Penn Legal Assistance program was "formerly" known as the Gittis Center for Clinical Legal Studies. The program is formally known that way. We regret the misunderstanding."

Report on Tenure Decisions

In past years the Office of the Deputy Provost published data showing the internal tenure success of men and women. The last report appeared in *Almanac* November 12, 1991. At the request of several groups we are publishing data from 1980 through 1996 on hiring of women, men, and minority Assistant Professors, and data on their internal tenure success. Because achieving internal tenure can be a seven-year process for most faculty and a ten-year process for some faculty in the Medical School, our tenure success data are available only through 1990. Moreover, the data set does not include individuals hired from the outside with tenure.

The data that are published here are different from those published in earlier reports. The earlier reports focused on the numbers of males and females who stood for tenure in that academic year—the number and proportion achieving tenure and not achieving tenure. The data set that appears below includes the total hires for each year, the breakdown by gender and minority status, and the number and percent of that year's cohort who stayed at the University and achieved tenure.

—Barbara Lowery, Associate Provost, and
Bernard Lentz, Director Institutional Research and Analysis

Appointment Fiscal Year	Average Time To Tenure (in Years)			
	Female	Minority	Male	All
FY80	7.8	8.5	6.7	6.9
FY81	6.6	6.3	6.2	6.3
FY82	8.8	9.0	5.7	6.2
FY83	6.4	6.0	6.7	6.6
FY84	7.1	6.0	6.6	6.7
FY85	6.6	6.5	6.0	6.1
FY86	7.3	6.3	6.5	6.5
FY87	5.6	6.3	6.8	6.5
FY88	7.4	4.2	5.4	5.7
FY89	5.8	4.7	5.7	5.7
FY90	5.8	5.0	5.3	5.4
FY91	-	-	-	-
FY92	-	-	-	-
FY93	-	-	-	-
FY94	-	-	-	-
FY95	-	-	-	-
FY96	-	-	-	-

Hires and Promotions

Appointment Fiscal Year	Total Hires	Female Hires	%Female of Total Hires	% of Female Hires Tenured	% of Male Hires Tenured	Minority Hires	%Minority of Total Hires	% of Minority Hires Tenured	% of Total Hires Tenured	Tenure Decision Pending*
FY80	135	32	24%	16%	35%	8	6%	25%	30%	0
FY81	148	34	23%	24%	34%	9	6%	33%	32%	0
FY82	112	21	19%	29%	35%	8	7%	13%	34%	0
FY83	136	34	25%	44%	29%	7	5%	43%	33%	1
FY84	99	30	30%	30%	36%	9	9%	22%	34%	1
FY85	117	27	23%	37%	38%	13	11%	46%	38%	0
FY86	118	34	29%	12%	42%	14	12%	21%	33%	2
FY87	97	31	32%	32%	47%	9	9%	33%	42%	2
FY88	102	26	25%	19%	33%	19	19%	26%	29%	10
FY89	127	35	28%	23%	25%	14	11%	21%	24%	26
FY90	120	34	28%	15%	22%	16	13%	6%	20%	41
FY91	107	35	33%	-	-	19	18%	-	-	-
FY92	126	40	32%	-	-	5	4%	-	-	-
FY93	117	41	35%	-	-	16	14%	-	-	-
FY94	151	57	38%	-	-	20	13%	-	-	-
FY95	136	42	31%	-	-	18	13%	-	-	-
FY96	125	45	36%	-	-	20	16%	-	-	-

*Note: Primarily Clinician-Educator faculty who have not, as yet, achieved Associate Professor status or Ten-Year Tenure-Track faculty in Medicine

On Moving the Faculty Club: October 6

Dr. Elsa Ramsden, chair of the Faculty Club's Board of Governors, has called a membership meeting Monday, October 6, at 4:30 p.m. to discuss "plans for the future of the Faculty Club in facilities located within the Inn at Penn."

In a message to all members, Dr. Ramsden described summer discussions between an *ad hoc* committee of the Board and two members of the Business Services Office—Vice President Steven Murray and Associate VP Marie Witt—which resulted in "a set of plans which were reviewed and accepted by that *[ad hoc]* committee and brought to the Board at a special meeting in mid-August."

The Club's lease of Skinner Hall expires in the year 2009, and the construction of the Inn at Penn is part of the Sansom Common project at 3600 Walnut. Present construction is concentrated on the Penn Book Store, scheduled to open for the fall term in 1998.

The October 6 meeting at the Club is to include a presentation of architectural plans and a Q&A as well as an overview of circumstances that led up to the summer discussions, Dr. Ramsden said. Members are invited to bring interested colleagues, and light refreshments will be served.

Council: Student Health, Perelman Quad Board

At Council Wednesday, Provost Stanley Chodorow announced plans to proceed with the formation of a Perelman Quad Space Allocation Board, based on the longstanding success of the Houston Hall Board. He distributed an allocation policy for the Quad, updated from the one published For Comment in *Almanac* January 23, 1996, to include the Greek umbrellas BIG-C, IFC and Panhellenic among the organizations to be represented on the Board.

The Provost also announced that he and EVP John Fry have developed for a new advisory committee on student health insurance, underscoring that those in all who volunteer or are nominated must have expertise in health care insurance.

The charge as delivered:

The Provost and Executive Vice President of the University will sponsor a Student Health Insurance Advisory Committee with cross-University representation and health insurance expertise. This Committee will be convened in September, 1997. It is the University's plan to lay out a 24-month student health insurance timeline. This will enable the Advisory Committee to inform the implementation and evaluation process in an on-going manner. The work of the Advisory Committee will include a thorough review of the current health care marketplace on insurance providers, indemnity, and point-of-service plans with contracted networks of insurance. The Committee will also specifically review the University's Student Health Insurance Plan and advise on the complex issues and concerns related to the administration of the Plan.

Additional Council coverage will be published next week.

OF RECORD: On Freedom to Disseminate Research and Scholarship

Dear Colleagues,

Freedom to disseminate our research and scholarship is one of our most cherished rights and responsibilities. I am happy to share the following important principles with you.

— Ralph D. Amado, Vice Provost for Research

Restrictions on Scholarly Publications

There have been several recent incidents in which companies have attempted to restrict the dissemination of findings by academic researchers (see *New York Times*, April 29, 1997, page C1). In view of these episodes, the Conflict of Interest Standing Committee has prepared a brief review of University policies regarding restrictions on publication.

Principles and Practice

In principle, the University does not accept any limitations upon the rights of the faculty and staff to disseminate the results of scholarly research that they have conducted. This fundamental right to publish comprises research that is supported by grants, contracts, and sponsored research agreements with commercial organizations, including clinical studies. In practice, certain restrictions apply.

Research sponsored by a commercial organization: Sponsored research agreements from a commercial source often require that an advance copy of the publication be provided to the sponsor 30 days prior to submission for publication. If the company wishes to file a patent, they may request an additional 60 day period before publication for such patent filing. Under unusual circumstances, a company may request a further 30 days, the total not to exceed 120 days. Commercial sponsors are not permitted to revise, delete, or suppress information generated by University researchers.

In some instances, publication requires reference to proprietary information that forms the basis for research conducted at the University, but was provided by the commercial sponsor. Any proposed restriction on the dissemination of such proprietary information must be incorporated into the sponsored research agreement and not left to *ad hoc* negotiations at the time of publication.

Agreements that may carry restrictions on publication: Inappropriate restrictions on publication may be inserted into drafts of sponsored research agreements (SRAs) and clinical trial agreements (CTAs). Both types of agreements must be processed by an administrative unit of the University, generally the Office of Research Administration, in addition to the Office of the Dean of the relevant School(s). During the approval process, such agreements are reviewed to be sure that they do not violate University policy on publication.

The supplier of materials often requests a material transfer agreement (MTAs) which may require the signature of an administrator who represents the University, usually a staff member of the Center for Technology Transfer. Prior to approval, the Center for Technology Transfer reviews the draft MTA for conformity to publication policy.

Most consulting agreements (CAs) are negotiated directly between a faculty member and a commercial entity. Under these circumstances, the faculty member is responsible to be sure that the agreement does not violate University publication policies.

Agreement among collaborators: If research has been conducted as a group undertaking, it is customary that the program or project director determines the timing and form of presentations, publications, press releases, and other dissemination of information. More formal arrangements may exist for large-scale programs that involve investigators at many institutions, or for clinical studies, particularly those that involve complex protocols, investigational new drugs, and the like. Individual participants in a project, particularly junior ones, do not have the right to disseminate information without prior permission of the project leader(s).

Advice to Faculty and Staff

In general, faculty and staff protect themselves by having all agreements that may carry restrictions on publication reviewed by an appropriate administrative unit at either the School or University level. All sponsored research agreements (SRAs), and clinical trial agreements (CTAs) require administrative approval and are ordinarily reviewed for conformity with University policies during the approval process. All material transfer agreements (MTAs) should be reviewed by the Center for Technology Transfer before they are signed. Consulting agreements (CAs) usually do not require University approval. However, to protect themselves as well as the University, faculty are encouraged to have draft CAs reviewed by the Center for Technology Transfer when there is any question with regard to appropriateness or wording of the CA.

University of Pennsylvania Policies

The major University documents that deal with commercial restrictions on dissemination of scholarly research are reproduced herewith.

1. From the *Handbook for Faculty and Academic Administrators*, Part II.A., *Academic Freedom and Responsibility*:

“It is the policy of the University of Pennsylvania to maintain and encourage freedom of inquiry, discourse, teaching, research, and publication and to protect any member of the academic staff against influences, from within or without the University that would restrict him or her in the exercise of these freedoms in his or her area of scholarly interest.

(a) The teacher is entitled to freedom in research and in the publication of results subject to the adequate performance of his or her other academic duties and to the institutional policies and procedures as set forth in the research policies of the University.”

2. Policy information for potential commercial sponsors of research at the University of Pennsylvania, *Almanac* May 17, 1983, begins at right and continues on the opposite page.

Policy Information for Potential Commercial Sponsors of Research at the University of Pennsylvania

Prologue

The University of Pennsylvania has a long tradition of welcoming support for research projects from commercial sponsors. Such support aids our pursuit of new knowledge and, through the cooperative interactions it spawns, often facilitates the practical applications of such knowledge to the benefit of society.

Modern research universities, such as Pennsylvania, are seen and see themselves as institutions, unique in our community, that engage in sustained inquiries into fundamental areas of the humanities, of science, and of technology without regard to immediate practical consequences, and that promote the free exchange and discussion of the results obtained. As such they are often called upon for technical help and objective advice in meeting the needs of both the public and private sectors. Our policies regarding the conduct of commercially sponsored research agreements, as summarized below, reflect this image of the University. We believe that these policies, in preserving our academic ideals while recognizing the legitimate proprietary needs of the sponsor, provide a sound basis for mutually satisfactory research relationships.

1. General Considerations

The University seeks support for sponsored research conforming to its Guidelines for the Conduct of Sponsored Research which include the following criteria:

a. It is of intellectual interest to the principal investigator, who will usually be a member of the standing faculty, and who will be responsible for the conduct of all or the major portion of the work.

b. It in no way compromises the University's policy of nondiscrimination, nor the freedom of inquiry of faculty members, nor their abilities to disseminate their research findings and conclusions.

c. It is consistent with the University's basic objectives of creating and disseminating new knowledge and is appropriate to the purposes and objectives of a tax-exempt nonprofit educational institution.

In addition, sponsored programs that aid the educational purposes of the University will be especially welcome. Such aid might, for example, take the form of financial support for student theses or dissertations.

2. Negotiation and Implementation of Agreements

a. Every sponsored program must include a formal research proposal. Such a proposal requires the written approval of the cognizant deans and departmental chairpersons. In the case of a proposal having faculty from more than one school, the written approval of the cognizant deans, or Vice Provost for Research, as appropriate, is required. Proposals submitted through an institute must also have the director's approval.

b. Responsibility for negotiating any commercially sponsored research agreement rests with the Office of Research Administration under the general policy guidance of the Vice Provost for Research. A detailed outline describing the administrative structure of the program is required as part of an agreement.

c. The University undertakes research on a best efforts basis, but disclaims any guarantee of results.

d. The University expects full reimbursement of the allowable costs of research, including direct and indirect costs, the latter to be charged at no less than the rate that is applied to grants from the Federal Government. Only in unusual circumstances, and with the express approval of the cognizant dean, will deviations from this policy be permitted.

e. It is University policy not to undertake to keep proprietary information provided by the sponsor confidential, because of the negative impact such an obligation has on free communication of research results within the University and elsewhere. Exceptions to this policy will be considered in cases when the confidential information provided is peripheral to the main intellectual thrust of the work. For example, confidential information can sometimes be handled in coded form, so that results can be discussed without divulging proprietary information. The University reserves the right to refuse to accept proprietary information.

f. All research agreements will be carried out in a manner consistent with existing governmental regulations regarding such matters as human and animal subjects, recombinant DNA, and the use of hazardous and radioactive materials.

3. Publications and Publicity

a. The University accepts no limitations on its right to disseminate all findings and conclusions derived from sponsored projects except when the privacy of an individual is concerned or in the limited sense discussed in sections 2e, 3b, and 4c.

b. The University agrees to submit a copy of any proposed disclosure to the sponsor for review prior to its planned submission for publication. The sponsor may then request a delay in publication, not to exceed three months, for patent or trade secret protection (see part 4). In unusual circumstances, and with the approval of

the Vice Provost for Research, a further delay may be allowed, which in no case will exceed one year from the date of initial submission to the sponsor. It is University policy to identify fully and openly the sponsor of the research program, either by acknowledgment in a publication or if such acknowledgment is unwanted, in response to public inquiry. An exception may be made when in the judgment of the Provost such a condition is not harmful to the University nor to the integrity of the research.

c. A sponsor may not use the name of the University or of its employees or agents in any way in advertising or product-promotion activities without the prior written approval of the President of the University.

4. Patents, Trade Secrets and Licenses

a. The University strongly prefers patent to trade secret protection of intellectual property, because patent disclosure is consistent with the University's objective of disseminating new knowledge. Accordingly, patent protection will be sought for a research discovery with potential commercial importance unless both the sponsor and University agree that the discovery is not patentable.

b. The University prefers to retain title to inventions and other intellectual property resulting from sponsored research. This insures that the University will be able to direct vigorous efforts toward transferring the technology for the public benefit. The normal mechanism for this is through royalty-bearing licenses, preferably non-exclusive, though exclusive licensing may be more appropriate in specific instances. Other arrangements for disposition of intellectual property may be negotiated on a case by case basis, provided the University's property rights and the public benefit are protected.

c. When it is determined that trade secret protection is required, that portion of the sponsored agreement requiring such protection will be transferred out of the University as soon as possible, over a period not to exceed sixty days. Such transfer is necessary because the secrecy that trade secret protection requires is contrary to the University goal of openness in research. During the transfer period, University affiliated personnel may serve as extramural consultants to the sponsor. The University will have the right to publish the research developments that occurred prior to the date on which the University agreed that patent protection was unavailable, after a delay of not more than one year to protect the sponsor's interests.

d. In case of trade secret protection, the trade secret will be owned by the sponsor. The legitimate property interests of the University for the work performed prior to transfer out of the University will be protected by an agreed upon formula for royalty payments resulting from commercialization.

5. Potential Conflicts of Interest

a. The University permits extramural consulting agreements between a principal investigator and a sponsor. In such cases the University must be deemed to have a financial interest in any commercialization resulting from the combined sponsored research and extramural consulting activities of the faculty member. To insure a lack of conflict of interest, such agreements will be reviewed by the Vice Provost for Research.

b. The University recognizes the potential problems that could result when research in the same general area is funded by competitors, especially when it occurs within the same department. These problems may include the confidentiality of proprietary information and the desire of a sponsor for exclusive rights to research developments. Such arrangements will therefore be especially carefully considered by the faculty of the department and by the University administration, in order to minimize conflicts of interest.

c. Ownership of a substantial financial interest in a commercial entity by a faculty member whose sponsored research might be supported by funds from that commercial entity raises special concerns about potential conflicts of interest. Such arrangements must therefore be specifically approved by the Provost.

6. Protection Against Liability

a. The University will not be held liable for loss or damage suffered by the sponsor in the course of the research contract association with the University. Furthermore, the sponsor must agree to defend and indemnify the University in the event of any form of liability or claim arising from the sponsored research, except those arising from the University's negligence or willful acts.

b. For research agreements sponsored cooperatively by a consortium of companies the sponsors will bear the burden and expense of meeting any regulatory requirements or obtaining any necessary clearances associated with antitrust issues and will further provide warranties and/or indemnification against any antitrust violations.

7. Additional Information

Additional documents which are relevant for potential sponsors of research at the University of Pennsylvania are: *Guidelines for the Conduct of Sponsored Research*, *Conflict of Interest Policy for Faculty Members*, and the *Financial Disclosure Policy for Sponsored Projects* available from the Office of Research Administration, and the *Patent and Tangible Property Policies and Procedures* available from the Center for Technology Transfer.

Ed. Note: Since the last publication of this policy in *Almanac* May 17, 1983, the Vice Provost for Research has updated 7. *Additional Information*.

A Reminder: October 1997 Observances

This year, Rosh Hashanah falls on Thursday, October 2, starting at sundown October 1, and Yom Kippur is on Saturday, October 11, also beginning at sundown the day before. I wish to remind faculty and students of the University's policy on religious holidays that stipulates that no examinations shall be given or assigned work made due on these days.

— Stanley Chodorow, Provost

University Policy on Secular and Religious Holidays (Effective July 1, 1996)

1. No secular or religious holidays are formally recognized by the University's academic calendar. However, in setting the academic calendar for each year, the University does try to avoid obvious conflicts with any holidays that involve most University students, faculty, and staff, such as July 4, Thanksgiving, Labor Day, Christmas and New Year's.

2. Other holidays affecting large numbers of University community members include Martin Luther King Day, Rosh Hashanah, Yom Kippur, the first two days of Passover, and Good Friday. In consideration of their significance for many students, no examinations may be given and no assigned work may be required on these days. Students who observe these holidays will be given an opportunity to make up missed work in both laboratories and lecture courses. If an examination is given on the first class day after one of these holidays, it must not cover material introduced in class on that holiday.

Faculty should realize that Jewish holidays begin at sundown on the evening before the published date of the holiday. Late afternoon exams should be avoided on these days. Also, no examinations may be held on Saturday or Sunday in the undergraduate schools unless they are also available on other days. Nor should seminars or other regular classes be scheduled on Saturdays or Sundays unless they are also available at other times.

3. The University recognizes that there are other holidays, both religious and secular, which are of importance to some individuals and groups on campus. Such occasions include, but are not limited to, Memorial Day, Sukkot, the last two days of Passover, Shavuot, Shemini Atzerat, and Simchat Torah, as well as the Muslim New Year, Ra's al-sana, and the Islamic holidays Eid Al-Fitr and Eid Al-Adha. Students who wish to observe such holidays must inform their instructors within the first two weeks of each semester of their intent to observe the holiday even when the exact date of the holiday will not be known until later so that alternative arrangements convenient to both students and faculty can be made at the earliest opportunity. Students who make such arrangements will not be required to attend classes or take examinations on the designated days, and faculty must provide reasonable opportunities for such students to make up missed work and examinations. For this reason it is desirable that faculty inform students of all examination dates at the start of each semester. Exceptions to the requirement of a make-up examination must be approved in advance by the undergraduate dean of the school in which the course is offered.

Recognized Holidays for FY1998

The following remaining holidays will be observed by the University in this fiscal year (July 1, 1997 through June 30, 1998) on the dates listed below:

Thanksgiving: *Thursday and Friday, November 27, 28, 1997*
 Christmas Day: *Thursday, December 25, 1997*
 New Year's Day: *Thursday, January 1, 1998*
 Memorial Day: *Monday, May 25, 1998*

The special winter vacation granted to faculty and staff between Christmas and New Year's Day will be December 26, 29, 30, 31, 1997. If an employee is required to be on duty to continue departmental operations for part or all of this period, the special vacation can be rescheduled for some other time.

Staff members who are absent from work either the work day before a holiday, the work day after a holiday, or both days, will receive holiday pay if that absence is charged to pre-approved paid time off or to sick days substantiated by a written note from the staff member's health care provider.

Vacations and holidays for Hospital employees or those employees in collective bargaining units are governed by the terms of Hospital policy or their respective collective bargaining agreements.

— Division of Human Resources

University of Pennsylvania Academic Calendar, 1997-1998

		1997 Fall Term
Move-in and registration for Transfer Students	Thursday-Friday	August 28-29
Center for University of Pennsylvania Identification (CUPID) opens in Palestra	Friday-Tuesday	August 29-September 2
Move-in for first-year students, New Student Orientation	Saturday	August 30
Undergraduate Deans' Meeting; Penn Reading Project	Sunday	August 31
Labor Day; Community Building Day	Monday	September 1
Advising begins, New Student Convocation, Opening Exercises and Placement Examinations	Tuesday	September 2
First day of classes	Wednesday	September 3
Community Service Day	Saturday	September 6
Add period ends	Friday	September 19
Drop period ends	Friday	October 10
Fall term break	Saturday-Tuesday	October 11-14
Family Weekend	Friday-Sunday	October 24-26
Advance registration, Spring Term	Monday-Sunday	November 3-16
Homecoming	Saturday	November 8
Thanksgiving recess begins at close of classes	Wednesday	November 26
Thanksgiving recess ends 8 a.m.	Monday	December 1
Fall term classes end	Monday	December 8
Reading days	Tuesday-Thursday	December 9-11
Final Examinations	Friday-Friday	December 12-19
Fall semester ends	Friday	December 19
		1998 Spring Term
Registration for undergraduate Transfer Students	Thursday-Friday	January 8-9
Spring semester classes begin	Monday	January 12
Add period ends	Friday	January 23
Drop period ends	Friday	February 13
Spring recess begins at close of classes	Friday	March 6
Classes resume at 8 a.m.	Monday	March 16
Advance registration for fall and summer sessions	Monday-Sunday	March 23-April 5
Spring term classes end	Friday	April 24
Reading days	Monday-Wednesday	April 27-29
Final Examinations	Thursday-Friday	April 30-May 8
Alumni Day	Saturday	May 16
Baccalaureate	Sunday	May 17
Commencement	Monday	May 18
		1998 Summer Session
12-week Evening Session classes begin*	Tuesday	May 19
First Session classes begin	Tuesday	May 19
First Session classes end	Friday	June 26
Second Session classes begin	Monday	June 29
Independence Day		July 4
Second Session, 12-week Evening Session Classes end		August 7
* Options will be arranged for those who have scheduled commencement.		

On The Shelf...



As Penn faculty publish books, an occasional column appears on these pages to inform the University community of new releases.

A Cut Above

"A master teacher, a master surgeon, and the most respected surgeon in North America," said former Surgeon General C. Everett Koop of Dr. Jonathan E. Rhoads.

A biography of Rhoads, the namesake of the new Rhoads Pavilion at the Medical Center, paints a portrait of an influential man who maintained his Quaker values, modesty and humor amidst accolades and honors for his contributions to medicine, to his students and to his colleagues.

"Jonathan E. Rhoads, M.D.: Quaker Sense and Sensibility in the World of Surgery" (Hanley & Belfus), by Penn surgery Professor John L. Rombeau, an internationally recognized expert in clinical nutrition, and Donna Muldoon, medical editor, create a personal picture as they enumerate his contributions to important surgical breakthroughs,

including total intravenous feeding, early use of antibiotics in surgery, vitamin K to stop bleeding, coumadin to stop clotting, peritoneal dialysis for renal failure and more.

Rhoads, now 90, still practices medicine, although he no longer performs surgery.

Designer Babies

Visions of cookie-cutter babies dispensed by mass production have not deterred Glenn McGee, assistant professor of bioethics, from a measured consideration of what the human race has to gain — and lose — from genetic engineering.

In "The Perfect Baby: A Pragmatic Approach to Genetics" (Rowman & Littlefield), McGee states that the power of genetics is tempered by environment. Geneticists can not control environments

for humans, and especially not the family environment in which humans mature.

McGee points out that any parent with an agenda to create an *uber*-baby is in for a nasty surprise because babies are not products. Their

genes are not their fate, and, being people, they make choices their parents don't necessarily like.

McGee draws on the philosophy of pragmatism, considering genetic medicine in its social and technical context, in his effort to nudge medicine toward ethical choices.

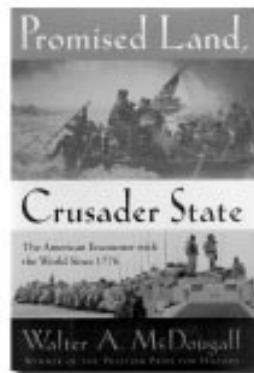
America Cloned Abroad

The use of foreign policy to proselytize other cultures to the American way of life is the subject of "Promised Land, Crusader State" (Houghton Mifflin), by Alloy-Ansin Professor of International Relations and History Walter A. McDougall.

McDougall, Pulitzer Prize-winning historian and editor of *Orbis*, examines American foreign policy and finds that it shifted in 1898 from policies that protected the American way of life to policies that tried to impose American values abroad.

Suggesting that American foreign policy should abandon its save-the-world — or Crusader

State — approach, he suggests that America should strengthen its institutions at home so they may serve as beacons of a Promised Land, inspiring other nations.



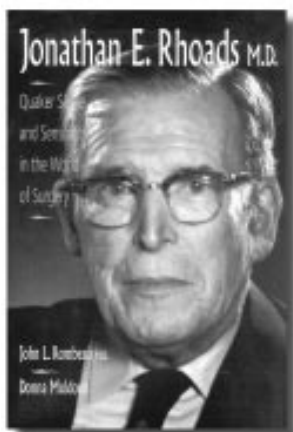
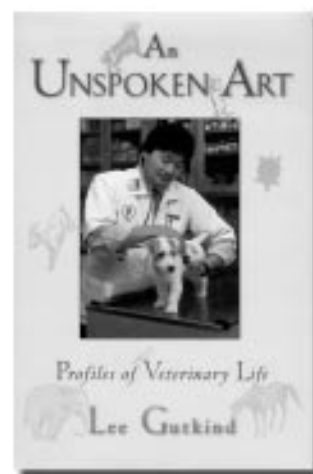
In analyzing the history of American foreign policy, McDougall finds rich resources for fashioning the foreign policy of the future.

Animal Medicine

The Veterinary Hospital and New Bolton Center star in two of the chapters of "An Unspoken Art: Profiles of Veterinary Life" (Henry Holt), by Lee Gutkind. The book explores the state of modern veterinary practice and research, including many of the same issues that come up in human medical practice and research.

Advances in technology and the changing concerns of animal owners have created a new breed of veterinarian. Gutkind has created portraits of them in their daily lives, interacting wordlessly with their patients and verbally with their patients' human owners.

Describing days in the lives of rural and urban practitioners and of zoo specialists, and describing ethical issues that animal researchers face, the book overviews veterinary medicine in the '90s.



Players Jump for Hoops

By Gabriel M. Aherne

"We need one more to make 10," Bob Lenkinski says, surveying the bustle of lay-ups and free-throw warm-ups. It's 12:15 p.m. Monday, and three more stragglers have just filed into Hutchinson Gym for their semiweekly pickup game of basketball.

"Sometimes we go five-on-five; sometimes we have to go four-on-four." The players give a final glance for any other latecomers entering the sun-drenched gym, and waste no more time. Four-on-four it is, and the odd man out busily takes to his lay-ups.

Lenkinski (with ball in photo on opposite page), 50, a professor of radiologic science at Penn for the past 10 years, plays with this group every Monday and Wednesday at noon in Hutchinson Gym (photos this page). The teams, brought together primarily by word of mouth, consist of "gym rats from all over— some from the Wharton School, some from

mechanical engineering ... people just show up," Lenkinski says.

Which is not to say Lenkinski isn't



Photographs by Mark Garvin

ries," Lenkinski says.

Basketball is also a nonstop passion for William R. Kenan Professor of Economics Jere Behrman.

Behrman, 57, organizes a pick-up game at Gimbel Gym Monday through Thursday, also at noon.

"I've played forever, probably since age 7 or 8 in '47-'48 in Indiana," says Behrman, who also played "not too prominently" as an undergraduate at Williams College.

Graduate students from various schools comprise most of the Gimbel Gym Tuesday-Thursday teams, while the Monday-

well said ... well said ... well said ...well said .

The following quotes from Penn professors and others appeared in publications across the country and around the world.

"The joke around here, of course is that if you want to get mad at us you have to read text — you can't just look at pictures."

— **Sheldon Hackney**, professor of history and former president of Penn, on why, under his tenure as its chief, the National Endowment for the Humanities suffered fewer cuts than the National Endowment for the Arts (Philadelphia Inquirer, Wednesday, Aug. 20).

"There's either a strange plague of hyperactivity in the U.S., or we've got a

lot of folks prescribing Ritalin as a psychopharmacological nanny."

— **Arthur Caplan**, director of the Center for Bioethics, on the increase in children diagnosed with attention deficit/hyperactivity disorder (Business Week, Monday, Aug. 25).

"I don't think they care if it turns off people who are over the hill."

— **Joseph Turow**, professor in the Annenberg School of Communications, in an article on whether ABC's advertising campaign to attract Generation X is effective (Philadelphia Inquirer, Thursday, Aug. 21).

"Medical ethics are slowly being undercut by business ethics, and in business, pushing to the limit of profits is not considered a sin — it's considered a virtue."

— **Arthur Caplan**, director of the Center for Bioethics, in an article on the finding that 89 percent of hospitals nationwide have been double-billing for inpatient care (Philadelphia Inquirer, Tuesday, Aug. 26).

"We'd like to see shark cartilage developed in a rigorous fashion, just as any drug is developed."

— **Dr. Angela De Michele**, a fellow in oncology and clinical epidemiology, talk-

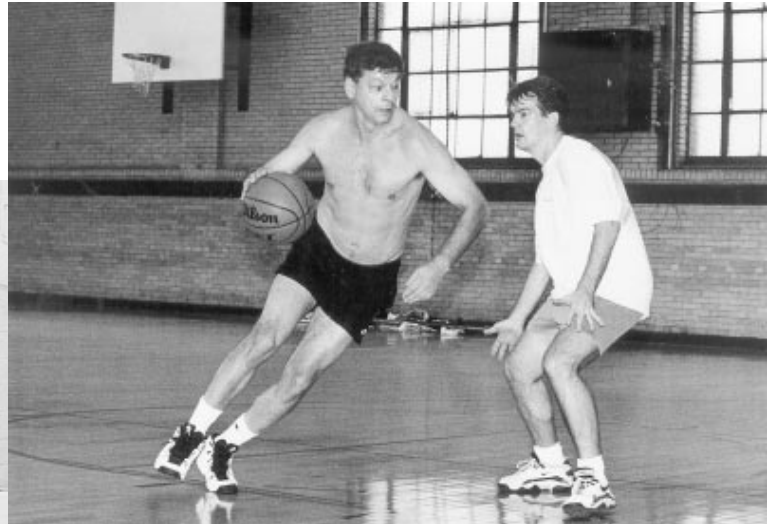
Wednesday games (photo below) are frequented by faculty, students, and staff, as well as players from outside the University. Behrman says the Monday-Wednesday game is better than the Tuesday-Thursday crew. One recent observer described Monday-Wednesday as more physical, less polite.

With so many skill levels able to play and enjoy the game together, Lenkinski says, the emphasis is clearly on enjoy-

ment, not competition. "I realize all my basketball days are behind me. Most of the time, I'm just trying to get some exercise and survive until the next game."

Sometimes, the Hutch people play with the Gimbel people and vice versa. Behrman also participates in intra-

mural basketball organized by the Department of Recreation.



University-affiliated basketball players are welcome and must register by November 21; play in the Basketball Fall Classic begins December 2. The entry cost is \$50. For more information, contact the Recreation Department at 898-6100, or view its Web page at <http://www.upenn.edu/recreation/intra>

...well said ...well said ...well said ... well said

ing about the sudden popularity of shark cartilage as a drug to aid cancer patients despite its lack of clinical testing (Asbury Park Press, Tuesday, Aug. 26).

"It's a wonderful, optimistic message ... to counter the terrible pessimistic message that people can't lose weight."

— **Dr. Albert J. Stunkard**, professor emeritus of psychiatry, on a study showing that yo-yo dieters should persist in dieting because practice makes perfect (Washington Post, Tuesday, Sept. 2).

"The only people outside the monarchy who were granted state funerals ... were all military figures, all male, and

all linked to war. The ceremony was worked out in the context of the military, which was extremely appropriate."

— **Lynn Lees**, chair of the history department, on the gun carriage and military regiment used in Princess Diana's funeral (Philadelphia Inquirer, Friday, Sept. 5).

"[Tupac Shakur] is one of these iconic figures to young people. ... He and Biggie [Smalls] will be like these mythical figures, like Zeus."

— **William Eric Perkins**, adjunct professor of African-American studies, on Tupac Shakur's staying power in the popular consciousness, even after death

(Philadelphia Daily News, Friday, Sept. 5).

"The Pentagon is not credible to continue inquiries that veterans and the public do not find persuasive."

— **Arthur L. Caplan**, director of the Center for Bioethics and a member of the Presidential Advisory Committee on Gulf War Veterans' Illnesses, commenting on the request to have the Defense Department stripped of all oversight of the investigation into the use of chemical weapons in the Persian Gulf War (New York Times, Saturday, Sept. 6).

—Assembled by Sunil Kumar

Films of Nature Not So Natural

By Sunil Kumar

A video clip of an African tribe hunting down a lion included a scene where another lion charged the camera crew and had to be shot down by one of the filmmakers.

It was one of three early documentaries on nature screened for about 20 students and professors at a talk on the history of nature documentaries and their reliability as scientific records.

The lecture and discussion, presented by the department of history and sociology of science Monday, Sept. 22, was led by University of Oklahoma Professor Gregg Mitman, who is visiting at Princeton this semester. As a guest speaker in the department's weekly lecture series, he discussed his research on the history of the credibility of film.

After introducing his research and offering copies of the first chapter of his book in progress, Mitman showed the video clips, which were from the '20s and '30s. One was silent footage of a Komodo dragon in the wild and a tribe of natives that hunted it down. The third clip, "Afri-

ca Speaks," is known as the first sound documentary. It includes a scene of a lion killing a native African.

This last film, after its release, created a furor when the public learned that the sound and many of the scenes were staged

Many were outraged as it became clear how easily movie images could be altered or manipulated.

in Hollywood. Many people in the scientific community as well as the film community were outraged as it became clear how easily movie images could be altered or manipulated.

Mitman explained that through the '20s and early '30s, the authenticity of docu-

mentary film was taken for granted and the issue of artificial footage for commercial appeal was new. The novelty of the medium and filmmakers' ties to established institutions like the Smithsonian and National Geographics strengthened the illusion of credibility and deepened the anger of critics when they learned of the deception.

In addition to raising the question of authenticity of docudramas of the '20s and early '30s, Mitman discussed the commercialization of nature in those films and the filmmakers' attempt to gain credibility by associating films with legitimate scientific institutions. He also discussed how the films reinforced the cultural belief in a link between nature and rugged machoism and survivalism.

His talk, "Hunting with the Camera: Artifice and Authenticity on the Silent Screen," was part of his exploration of how new technologies have shaped our culture, our worldview and our view of what is scientific fact.

Courts Threaten Academic Freedom

The dismantling of affirmative action poses a threat to academic freedom, said the deputy assistant secretary for civil rights from the U.S. Department of Education at a public policy seminar sponsored by Wharton's department of public policy and management, Sept. 18.

Arthur L. Coleman, of the Office for Civil Rights, led the first of three Brown Bag Seminars on educational policy on Thursdays at noon. Discussion centered on defining affirmative action and determining which legal avenues seemed most profitable for academic institutions seeking to admit a diverse student body without running afoul of the law.

A racially diverse group of 15, including students, Wharton and Law School professors, men and women, attended the talk.

Coleman focused his talk on how court decisions are whittling away at academic

freedom. As the courts strike down admissions office affirmative action strategies for too weak a relation between the remedy and past discrimination, the courts limit discretion in admissions, traditionally the prerogative of academic institutions, Coleman said.

"A range of strategies are being used by a number of campuses," said Coleman. Some schools' affirmative action programs might use race as a factor, bumping a white candidate with a black one. Or they might use race to justify scholarships for one group of students but not another. Some might look at race in the context of other achievements and circumstances, but which circumstances and how to weight them varies from school to school.

But as the courts reject these remedies, one by one, college admissions offices are losing their hold on their right to determine their standards for admission. "Aca-

demic freedom interests are in as much peril as affirmative action," Coleman said.

He suggested a strong legal argument to protect the right to admit students who don't meet traditional standards like the SATs might lie in diversity.

"Diversity is a sleeping giant," he said. It has not been tested in the courts as a rationale for admissions policies. But to use diversity successfully, educational institutions must show the positive impact it has on students. In short, colleges must study their own programs, proving the salutary effect diversity has on learning.

"You can't separate education soundness from the legal justification," Coleman concluded.

The next Brown Bag Seminar is Oct. 2. Information and abstracts of seminars are available on the seminar Web site at <http://rider.wharton.upenn.edu/~ppm>

OPPORTUNITIES at PENN

Where to Find the Job Opportunities—Here and Elsewhere

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

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

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

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

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

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

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

New Jobs for the week of September 22-26, 1997

ARTS AND SCIENCES

Contact: Anna Marcotte

INFORMATION SYSTEMS SPECIALIST I/II (091532AM) Recommend, implement & maintain desktop system acquisitions; install & configure new equipment; troubleshoot & maintain software; recommend new software for Internet applications & file sharing; install & configure software updates. **QUALIFICATIONS:** BA/BS, academic background and/or interest in the humanities preferred; ISS I: 2 years experience in computing systems, preferably in higher education setting; ISS II: 4 years experience; experience with Macintosh, Windows 95 operating systems, flatbed & slide scanners, printers, application software & networks; knowledge of MS Word, Photoshop, MIDI software, Powerpoint, HTML, PageMaker, Excel, Filemaker Pro helpful; strong verbal & written communication skills. **GRADE:** P3/P5; **RANGE:** \$24,617-31,982/\$29,664-38,677; 9-22-97 SAS Computing

INFORMATION SYSTEMS SPECIALIST II/III (091538AM) Manage & maintain Windows NT workstations, NT Servers, Macintosh computers, peripherals, E-mail, network hardware, printers, CD-ROM servers; run diagnostics & make repairs to the board level; Manage user accounts, printer queues, software upgrades, Microsoft Office applications, Microsoft Exchange server, Outlook, Web browsers; provide support for existing library applications, install, maintain & instruct end users on installed hardware/software; assist the building administrator with building, phone & security systems. **QUALIFICATIONS:** ISS II: BA/BS; 4 years relevant experience in computer support & administration; ISS III: BA/BS with 5 years experience or MS with 4 years experience in computer support & administration; desktop hardware & software diagnostic experience is required; excellent interpersonal & communication skills; ability to determine user need & consult with users, programmers, hardware experts & service personnel. **GRADE:** P5/P7; **RANGE:** \$29,664-38,677/\$36,050-46,814; 9-22-97 SAS Computing

DENTAL SCHOOL

Contact: Ronald Story

Position 091530RS was posted incorrectly on 9/

19. Below is the corrected posting.

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 education; Pennsylvania X-ray certification required. **GRADE:** G7; **RANGE:** \$17,068-21,247; 9-19-97 Implant

EXECUTIVE VICE PRESIDENT

Contact: Sue Hess

FOOD SERVICE WORKER (40 HRS)

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.

(091492SH) (091493SH) (091494SH) (091495SH) (091496SH) (091497SH) (091498SH) (091499SH) (091500SH) (091501SH) Prepare, display & serve hot & cold food items; serve & restock food, beverages, condiments, dishes & other items; responsible for cleanliness of all food handling areas; assist with the maintenance of other areas in the dining hall; receive soiled dishes & utilize machines; sweep & mop service areas. **QUALIFICATIONS:** HS diploma or equivalent. **GRADE/RANGE:** UNION; 9-24-97 Dining Services

MEDICAL SCHOOL

Contact: Anna Marcotte/Lynn Nash-Wexler

FINANCIAL ADMINISTRATOR I (03313AM) Manage post awards, accounting & controlling of financial transactions; establish, implement & monitor financial policies; oversee daily operations of post-awards; establish & oversee supporting post award positions, assign & monitor financial post awards staff; create procedures for auditing; establish & implement close-out procedures; create & oversee regular financial reports. **QUALIFICATIONS:** BA/BS in Accounting or Finance required; 1-2 years experience preferred; CPA desired; knowledge of accounting principals, FinMIS, OMB circulars & Fund Accounting Principals; knowledge of micro-computer skills. **GRADE:** P3; **RANGE:** \$24,617-31,982; 9-25-97 CCEB

HISTOLOGY TECH (40 HRS) (091551LW) Participate in routine staining & section of histology specimens; perform special stains as requested; cut animal specimens & perform immunohistochemistry as required; complete laboratory paper work; maintain quality control & follow safety standards necessary for licensure; maintain all laboratory functions; responsible for updating & maintaining laboratory manual; utilize computer database for specimen logging & tracking; provide assistance in budget formulation for long-term projects. **QUALIFICATIONS:** Board certified as Histotechnologist; 3 to 5 years minimum experience in histopathology & lab techniques; ocular experience preferred. **GRADE:** G11; **RANGE:** \$23,425-29,723; 9-26-97 Ophthalmology

PHOTO TECH II (40 HRS) (081511AM) Edit clinical photographs & attend to ancillary duties

that support that goal; maintain high quality support of studies, normal teaching & patient care. **QUALIFICATIONS:** AS degree in photography related area; 1 year experience in photo processing & slide mounting, knowledge of medical terminology required; advanced knowledge of photography helpful. **GRADE:** G9; **RANGE:** \$20,139-25,133; 9-24-97 Ophthalmology

PROJECT MANAGER I (091455AM) Provide project management for multi-center, multi-protocol clinical trials; provide technical leadership & consultation to project managers in development of clinical trials; participate in development of proposals, programs, grants & projects. **QUALIFICATIONS:** MA/MS in health related discipline, 2 years or more relevant experience in clinical research, clinical center operations & project planning activities; 2 years or more significant knowledge of Project Management business practices, principals, standards & procedures. **GRADE:** P5; **RANGE:** \$29,664-38,677; 9-25-97 CCEB

PROJECT MANAGER I (40 HRS) (091544AM) Identify potential study of patients; provide assistance & advice to patients about pain management; do chart & lab reviews; explain studies to potential subjects; help recruit, enroll & follow subjects; collect baseline data; teach about pain & quality of life assessments. **QUALIFICATIONS:** MS degree, RN required; 2 years oncology experience; accreditation in Oncology & Nursing preferred; previous research experience preferred; excellent interpersonal, communication & written skills required; ability to work as team member both under close supervision & independently; able to effectively handle time pressure & emotional component of working with cancer patients. **GRADE:** P5; **RANGE:** \$29,664-38,677; 9-26-97 CCEB

PROJECT MANAGER III (091552AM) Design new research studies & prepare grants; manage research activities; hire & supervise professional & support staff; assist in development of manuscripts; oversee project expenditures; develop strategic plans; assist with fund procurement. **QUALIFICATIONS:** MA/MS degree in health sciences, public health, or related field; PhD preferred; 5 years research & project management experience in health services research or related area; extensive data management, analysis, research methodology & management skills; strong verbal & written communication skills. **GRADE:** P8; **RANGE:** \$39,655-52,015; 9-25-97 General Medicine

PROJECT MANAGER III (091553AM) Manage research activities, e.g. designing forms, data collection, analysis & report writing; supervise professional & support staff; design new research studies & write proposals; develop & manage pilot projects program; assist in oversight of database; oversee project expenditures; participate in development of manuscripts. **QUALIFICATIONS:** MA/MS in health services, public health, or related field (PhD preferred); 5 years experience in research project management; skills in data management, research methodology & management; strong verbal & written communication skills. **GRADE:** P8; **RANGE:** \$39,665-52,015; 9-25-97 General Medicine

PSYCHTECH I (091533LW) Conduct extensive research interviews in longitudinal women's health study; schedule interviews to be conducted in subjects' homes throughout the Philadelphia area; time interviews to be obtained at specific days in menstrual cycle; collect extensive interview & subject self-report data; collect blood samples & prepare for frozen storage;

conduct cognitive tests & make physical measurements. **QUALIFICATIONS:** BA/BS & some research experience; phlebotomy certification required; demonstrated ability to recruit & conduct structured research interviews; attention to detail; good interpersonal skills; *approximately 9 home visits per week with evenings & weekends required; car & valid driver's license required; position contingent upon grant funding.* **GRADE:** G10; **RANGE:** \$19,261-23,999; 9-24-97 Ctr Res Repro Women's Hlth

RESEARCH COORDINATOR (091456LW) Direct participation in project management for large scale multi-center, multi-protocol clinical trials; direct overall project management for focused project; participate in directed infrastructure development related to project management; use & integrate procedures & policies related to project management; participate in development of CRCU educational training programs. **QUALIFICATIONS:** BA/BS required in health-related discipline, plus 2 years clinical research, clinical center operation experience & project planning activities; MS degree can substitute for required work experience; significant experience with interaction upon multi-disciplinary teams is required; 1 to 2 years knowledge of project management. **GRADE:** P3; **RANGE:** \$24,617-31,982; 9-25-97 CCEB

RESEARCH COORDINATOR (40 HRS) (091550LW) Responsible to Director of University of Pennsylvania Breast Program; participate in implementation & maintenance of database for University Multidisciplinary Breast Center; collect, code & enter data on breast cancer patients into microcomputer database; procure tissue & blood samples for research studies; prepare reports in response to data requests; update, maintain & back-up computer files; contact patients for data collection; provide data support for ongoing projects within Breast Center. **QUALIFICATIONS:** BS in health-related field; at least 1 year prior professional experience in clinical research, data entry or data management, including experience in data collection; knowledge of PC computers, Windows operation system & commercial database software required; able to focus in busy environment with frequent interruptions; excellent verbal, written & typing skills; meticulous in collecting, entering & error-checking data; ability to prioritize series of simultaneous assignments; able to meet deadlines; detail oriented; strong organizational & interpersonal skills. **GRADE:** P2; **RANGE:** \$22,351-29,098; 9-26-97 Cancer Center

RESEARCH SPECIALIST II (40 HRS) (091540LW) Perform studies of microbiologic growth of *Legionella pneumophila* and related bacteria in experimental animals, in tissue culture & on artificial media; plan experiments & perform molecular biological experiments including DNA isolation, PCR labeling of radioactive DNA probes, Southern & colony blots & DNA sequence analysis; assist in experimental animal surgery; keep logs, write laboratory reports & perform bibliographic searches; assist in writing procedural sections of papers; participate in group meetings, including providing oral & written summaries of work progress; monitor expenses & maintain laboratory equipment & supplies. **QUALIFICATIONS:** BA/BS in sciences; 3 to 5 years of direct experience in specialty or related scientific field with at least junior professional standing; sufficient experience to successfully perform duties without direct supervision; professional-level competence in technical specialty; must have all skills needed to successfully perform duties without the need for

additional training. **GRADE:** P3; **RANGE:** \$24,617-31,982; 9-23-97 Pathology

RESEARCH SPECIALIST IV (091543LW) Under limited supervision, act as technical director of morphology core for the Centers of Digestive & Liver Disease, Kidney Research & developmental program project; direct daily operations of the core, including coordinating & distributing work submitted to core for processing; supervise five core technicians; instruct core members on use of imaging system for microscopy; assist PI with developing & writing grant proposals; perform independent research for further development of core; publish related research results as appropriate; collect tissue, establish database & perform related testing for human tissue bank; develop protocols for use in developmental studies. **QUALIFICATIONS:** MS in related field, 3 to 4 years work experience or Ph.D. in related field plus 2 to 3 years work experience; ability to work independently & motivate others essential; good organizational & writing skills required; computer literacy required. **GRADE:** P6; **RANGE:** \$32,857-42,591; 9-25-97 Gastro-Intestinal

PRESIDENT

Contact: Sue Hess

DIRECTOR CORPORATE & FOUNDATION RELATIONS (03358SH) Plan, implement and manage all institutional gift appeals for the Medical Center; coordinate all special program activities, i.e. special events, stewardship & donor recognition programs, for institutional donors; coordinate private funding efforts with Medical Center efforts to seek corporate sponsorships & support through venture projects & technological transfer activities. **QUALIFICATIONS:** BA/BS; advanced degree desirable; 7-10 years progressively responsible development experience with emphasis on major gifts solicitations from corporate & foundation relations; 3 years experience in academic medical center or large scientific/health care research institution; strong administrative/supervisory experience; excellent organizational skills & communication skills, both oral & written; ability to interact effectively with senior level corporate & foundation officials; local & national travel along with valid driver's license. **GRADE:** P10; **RANGE:** \$48,822-64,066; 9-23-97 Medical Center Development & Alumni Relations

SECRETARY OF THE UNIVERSITY (091507SH) Responsible to the President & through her, to the Chairman of the Trustees for coordination & planning of meetings & agendas for the Trustees, boards of the Schools of the University & affiliated academic & special boards; provide support for the University Council; responsible for commencement, other University events such as convocations, and special projects as assigned by the President; responsible periodically for various external assignments. **QUALIFICATIONS:** BA/BS or equivalent required, doctoral degree desirable; minimum 5 years of directly related experience; ability to develop & implement strategic planning; ability to effectively manage large, complex events; excellent communications & interpersonal skills; supervisory experience required; knowledge of University preferred. **GRADE/RANGE:** UN-GRADED; 9-22-97 Office of the Secretary

STAFF RESEARCHER I (06922SH) Conduct research & analysis & compile detailed research profiles & reports for staff in Center using departmental & external information sources; prepare analyses that assess giving ability of potential donors; interpret information & assist individuals in using department's library; over-

see projects & serve on committees at Director's request. **QUALIFICATIONS:** BA/BS in related field and/or equivalent work experience in research & writing required; knowledge of fund raising principles & experience in using computer databases desirable; strong verbal & written communication skills; good analytical & interpersonal skills. **GRADE:** P2; **RANGE:** \$22,351-29,098; 9-23-97 Research & Analysis, Development & Alumni Relations

PROVOST

Contact: Ronald Story

ADMINISTRATIVE ASSISTANT II (091548RS) Provide comprehensive support for Office of the Director in administrative & editorial capacities; process routine correspondence; answer telephones; respond to permission requests & negotiate fees; maintain archives; contract & copyright files; assist in manuscript preparation. **QUALIFICATIONS:** HS grad plus 2 years related experience; college preferred; excellent verbal, written & interpersonal skills; strong computer aptitude & knowledge of IBM-PC hardware & word processing software; familiarity with databases helpful. **GRADE:** G10; **RANGE:** \$19,261-23,999; 9-25-97 University Press

CLERK V (091547RS) Supervise Museum mail room & see to distribution of incoming & outgoing mail (US & intramural); screen & redirect incoming correspondence; act as receptionist for Business Office; screen & redirect incoming phone calls; maintain office file systems for office & computer supplies, copier & fax billing, telephone directory & petty cash; process monthly financial reports; order, dispense, maintain records & bill for office supplies; process Museum purchase orders; maintain fax machine & copier; assist in other phases of work. **QUALIFICATIONS:** HS diploma; some college preferred; 2 years office experience, preferably at college or university, or equivalent; IBM computer experience desirable; demonstrated ability to work in busy office & deal with variety of people. **GRADE:** G8; **RANGE:** \$16,171-20,240; 9-25-97 Museum

INFORMATION MANAGEMENT SPECIALIST (091539RS) Under general direction work with lead consultant to provide direct hardware & software troubleshooting configuration support & training for two senior administrative units; provide support for networking (Eudora, Internet applications, networking hardware & software); coordinate with vendors & other departments; design & maintain database (FileMaker Pro); write documentation as needed; keep up on new technology; offer creative technical solutions. **QUALIFICATIONS:** BA/BS or equivalent experience; 2 to 3 years experience with variety of systems with experience supporting end-user computing; broad-based knowledge of desktop systems, operating systems, software & peripherals; support-level troubleshooting skills with emphasis on Macintosh, networking & applications support; knowledge of mainstream software applications & networking protocols; HTML knowledge a plus; strong customer service orientation; ability to work on multiple tasks simultaneously; ability to present technical information to non-technical users; ability to work independently & as part of team; excellent communication & interpersonal skills; must be able to maintain confidentiality of sensitive materials; *involves traveling to multiple sites on campus; may require some evening or weekend hours.* **GRADE:** P4; **RANGE:** \$26,986-35,123; 9-24-97 Support On Site Services

OFFICE ADMINISTRATIVE ASSISTANT I

(091546RS) Process requisitions for Accounts Payable, including travel advances, reconciliations, & reimbursements; process journals, invoices, deposit & journal receipts; process gift transmittal forms & maintain gift records; maintain petty cash fund of \$250; review other Museum petty cash funds; review monthly operating budget summaries to ensure propriety of charges; make corrections as necessary; operate computer to extract budgetary information to verify balances available & check distribution for vendors; may prepare weekly time report forms & enter data of payroll information for part-time hourly employees & student workers into payroll system; distribute office supplies, supervise mail & mail room & distribution of mail & maintain copier. **QUALIFICATIONS:** HS diploma; some college preferred; 1 or 2 years office experience, preferably in a business office of a university or college; FinMIS experience preferred; ability to type with speed & accuracy; computer familiarity or ability to learn; excellent communication & interpersonal skills. **GRADE:** G9; **RANGE:** \$17,614-21,991; 9-25-97 Museum

OFFICE ADMINISTRATIVE ASSISTANT II (091545RS) Enter & update personnel information; process employee paperwork; collect, verify & prepare weekly time report forms; maintain records of sick, vacation, holiday & overtime; prepare monthly pay forms; prepare payroll reallocations; oversee security & follow-up for disbursement of uncollected paychecks; process & keep records; prepare HR-1 & compliance forms for signature; enter job description updates; assist in monitoring of monthly budget summary sheets for operation accounts; prepare journal vouchers; operate computer to verify available balances, check distribution & other related information. **QUALIFICATIONS:** HS diploma; some college preferred; 1 to 2 years office experience, preferable in business office of university or college; knowledge of word processing or willingness to learn; experience with FinMIS preferred; good communications skills essential. **GRADE:** G10; **RANGE:** \$19,261-23,999; 9-25-97 Museum

SCHOOL OF SOCIAL WORK

Contact: Ronald Story

ADMINISTRATIVE ASSISTANT I (091542RS) Provide secretarial & administrative support; type, proofread & copy correspondence, reports & classroom materials; schedule meetings & provide meeting support; maintain database for alumni events; prepare grant proposals; provide back-up to Dean's Office & Office Manager; maintain filing systems for course syllabi. **QUALIFICATIONS:** HS diploma or equivalent; minimum 2 years related work experience; experience with grant preparation & word-processing software (MS Word); some knowledge of databases; excellent communication skills & phone manner; ability to work in team atmosphere. **GRADE:** G9; **RANGE:** \$17,614-21,991; 9-26-97 Social Work

VETERINARY SCHOOL

Contact: Ronald Story

ADMINISTRATIVE ASSISTANT III (06853RS) Provide administrative & secretarial support to Chair's Office; schedule & coordinate calendar; open & screen mail; answer telephone & respond to inquiries; prepare & proofread standard & complex/highly confidential materials; assist in maintaining department databases (teaching evaluations, personnel files, intern & resident matching programs & faculty searches); coordi-

nate Grand Rounds & seminar schedules; schedule conference/seminar rooms; oversee the Chair's Office in his/her absence. **QUALIFICATIONS:** HS diploma or equivalent; college degree preferred; 2 years experience as Administrative Assistant required; strong verbal & written communication skills; excellent interpersonal, organizational & time management skills; intermediate computer skills (word processing, spreadsheet & database); ability to maintain strict confidentiality. **GRADE:** G11; **RANGE:** \$20,497-26,008; 9-26-97 Clinical Studies-Phila

LARGE ANIMAL ATTENDANT I/II (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 & grounds keeping tasks; assist in moving patients to & from surgery area & recovery room; feed animals & assist in monitoring general health conditions; assist in positioning animal patients in operating room & with removal of down or dead animals; operate variety of equipment including fork lift; tractor & standard dump truck; related duties as assigned. **QUALIFICATIONS:** LAA I: 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.); LAA II: Same as LAA I except 3 to 5 years experience; able to work with little or no supervision; *valid driver's license required; POSITION LOCATED IN KENNETT SQUARE—NO PUBLIC TRANSPORTATION AVAILABLE.* **GRADE:** G5/G7; **RANGE:** \$14,714-18,069/\$17,068-21,247; 9-26-97 Large Animal Hospital

RESEARCH LAB TECH III (40 HRS) (091534RS) Maintain various mammalian cell lines; perform cell growth experiments; perform molecular cloning/sequencing experiments; perform RNA & protein expression experiments. **QUALIFICATIONS:** BA/BS in Biology or related discipline; MS is desirable but not required; familiarity with basic cell culture & basic molecular cloning techniques. **GRADE:** G10; **RANGE:** \$22,013-27,427; 9-22-97; Pathobiology

VET TECH I/II, PART-TIME (28 HRS) (091537RS) VT I: Administer treatments, injections & medications as prescribes; assist with diagnostic & therapeutic procedures; monitor vital parameters; observe & record symptoms & reactions of patients; VT II: Same as VT I, as well as perform diagnostic & therapeutic procedures; assist in instructions of Nursing & Vet students. **QUALIFICATIONS:** VT I: Completion of accredited animal health tech program or degree in animal science or 3 years Vet Tech experience; state certification/licensure may be necessary; VT II: Same as VT I plus 2 years experience as Vet Tech I or equivalent required; *hours: Wed 8am-8pm; Thurs 8am-8pm; Fri Noon-6pm.* **GRADE:** G8/G10; **RANGE:** \$8.88-\$11.12/hour/\$10.58-13.18/hour; 9-22-97; Small Animal Hospital

SECRETARY TECH/MED (091536RS) Type standard & specialized technical materials; maintain records; handle inquiries from staff veterinarians & referral practices; keep private practices aware of referrals via correspondence or verbal communication. **QUALIFICATIONS:** HS business curriculum; 2 years of secretarial experience; experience with word processing packages & customized programs; working knowledge of technical terminology; good communication skills. **GRADE:** G9; **RANGE:** \$17,614-21,991; 9-22-97; Small Animal Hospital

VET ANESTHESIA TRAINEE TECH/I (40 HRS) (091535RS) Trainee: Under direct supervision, learn vet anesthesia, pharmacology, animal physi-

OPPORTUNITIES

ology & restraint; anesthetize various specimens of animals using various methods; responsible for supporting life functions of patients under stress; manage chemical restraints, pain relief & recovery; maintain equipment & supplies; Tech I: Under general supervision anesthetize animals; run schedule with evening & emergency duty; assist instructions of Jr. & Sr. students & AHT students; perform resuscitations. **QUALIFICATIONS:** Trainee: Completion of accredited Animal Health Technician Program or equivalent experience; 1 to 2 years medical &/ or animal experience desirable; Tech I: Completion of accredited Animal Health Technician program & 1 year experience as Vet Anesthesia Trainee. **GRADE:** G08/G11; **RANGE:** \$18,481-23,132/\$23,425-29,723; 9-22-97 Small Animal Hospital

WHARTON SCHOOL

Contact: Anna Marcotte

ADMINISTRATIVE ASSISTANT, PART-TIME (20 HRS) (091470AM) Design & maintain human resources databases; process data & provide detailed reports & analysis; process various human resources paperwork; maintain personnel files; support training program. **QUALIFICATIONS:** Some college required, BA/BS preferred; 1 year office experience required; experience in human resources environment required; excellent computer/technical skills; ability to be front line person; strong verbal & written communication skills; demonstrated ability to observe confidentiality required. **GRADE:** G10; **RANGE:** \$10.58-13.18; 9-26-97 Human Resources

INFORMATION SYSTEMS SPECIALIST IV (091526AM) Manage staff assignments; handle new hires; evaluate staff performance; provide information system support including data analysis, system planning, selection, software/hardware configuration and troubleshooting, programming & training; provide project & strategic planning; oversee computing environment; take lead in establishing & coordinating standards & technical directions; serve as liaison to university offices & negotiate for improved procedures & systems. **QUALIFICATIONS:** BA/BS in Computer Science or MIS preferred or comparable experience; 6 years progressively responsible experience in computer support, including programming, system analysis & end-user computing support; project management experience highly preferred; Oracle experience a plus; working knowledge of PC application, LAN operating systems, programming languages, relational database design. **GRADE:** P8; **RANGE:** \$39,655-52,015; 9-23-97 Wharton Comp & Info Tech

Human Resources Q & A

• Do you have a question about employment at Penn?

You can e-mail your question to askhr@pobox.upenn.edu. We hope to answer the most frequently asked questions in this space soon in order to keep you up-to-date about Employment at Penn!



An Architecture of Independence: The Making of Modern South Asia

At the Arthur Ross Gallery now through October 5, the works of four prominent architects from India and Bangladesh—including original drawings, models, and documentary photographs—trace the development of modern architecture in the half-century since the nations of the Indian subcontinent gained independence. Guest curated by Kazi Khaleed Ashraf of Penn's Graduate School of Fine Arts and a New York architect, James Belluardo, the exhibition was organized by the Architectural League, New York.

Above: Balkrishna Doshi/i Husain-Doshi Goofa, Ahmedabad (1994)

'Saturday School' and a 'Shadowing' Day in the Workplace: Two Penn VIPS Projects with Public Schools in the Neighborhood

Dear Penn VIPS and Penn Community Members:

We would like to invite you to participate in two very worthwhile programs.

One of them, called Saturday School, will take place in the community at the Turner Middle School, 59th Street & Baltimore Avenue, starting Saturday, October 18, and running every Saturday until December from 8:30 a.m.-noon. On average, 300 to 400 members of the community, students from Turner, and students from feeder schools in the area come out and register and participate in Saturday School.

We are looking for teachers in:

1. Swimming: Certified lifeguard to teach 1 adult class and 1 children's class
2. Learning Center: Instructor for 5- to 7-year-olds and preschoolers
3. Art Instructor, for kids age 8-12 years
4. Martial Arts Instructor
5. Photography
6. Math
7. Aerobics and/or Exercise
8. Chess
9. Reading and Writing Skills
10. Homework
11. Resume writing
12. Healthy Cooking
13. Anything else.

The other activity VIPS will be focusing on is Shadowing Day on campus, a project involving One to One Philadelphia, in cooperation with the School District of Philadelphia and United Way. The University of Pennsylvania will host a One to One mentoring experience for high school students in Penn's workplace for one day, Thursday, November 20. Any VIPS members or co-workers interested in inviting a student into the workplace is asked to please contact me by email (smart@pobox.upenn.edu) or by telephone at 898-6612. There will be one mandatory training session to attend—to be scheduled after work in late October—and we are willing to add an additional training during the business day if there is a hearty demand for it.

We look forward to all who are willing to reach out and assist students to reach their goals.

— Winnie Smart-Mapp

Penn Staff, Faculty & Alumni Volunteer Service
Center for Community Partnerships

Ph.D. Research in France: Chateaubriand Scholarship in Humanities

If you are currently working towards your Ph.D., you may qualify for a scholarship from the French Government to conduct your research in France. Applicants must be US citizens and enrolled in a post-graduate program at an American University.

For research in France in: French Literature, the Humanities, the Arts, History, Philosophy, Political Sciences, etc. in association with a French research institution.

Apply in writing to: The French Cultural Service, 972 Fifth Avenue, New York, NY 10021 for application forms and information.

Scholarships include:

- a monthly stipend of 9,000 francs for a period of nine months
- health insurance
- a round-trip ticket to France

Applications must be received (at the above address) before *January 20, 1998*.

Dr. Joyce M. Randolph, Director, Office of International Programs (OIP)

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 15, 1997 through September 21, 1997**. Also reported were **Crimes Against Property**, including **52 total thefts (including 3 burglaries & attempts, 10 thefts from autos, 16 thefts of bikes & parts, 4 criminal mischief & vandalism, 4 trespassing & loitering, and 1 theft of auto)**. Full crime reports are in this issue of *Almanac* on the Web (www.upenn.edu/almanac/v44/n06/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 15, 1997 through September 21, 1997**. The University Police actively patrols from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

Crimes Against Persons

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

09/17/97	4:39 PM	Vance Hall	Threats received via phone and e-mail
09/19/97	1:46 AM	Nichols House	Complainant struck by guest

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

Threats & Harassment—3			
09/15/97	11:22 AM	Wayne Hall	Harassing mail received
09/15/97	9:22 PM	Harrison House	Unwanted calls received
09/17/97	10:54 PM	3800 Blk. Sansom	Bookbag and contents taken during robbery/no injuries
09/18/97	11:26 AM	Eisenlohr Annex	Unwanted calls received
09/20/97	1:33 AM	4000 Blk. Spruce	Complainant assaulted by suspect taking property
09/21/97	12:02 AM	4000 Blk. Walnut	Officer assaulted by suspect/arrest

41st to 43rd/Market to Baltimore: Robberies (& Attempts)—2

09/15/97	12:36 PM	4200 Woodland	Complainant reported being robbed by 2 males/2 arrest
09/18/97	3:51 PM	200 Blk. 42nd	Complainant reports unknown male attempted to rob same

30th to 34th/Market to University: Robberies (& Attempts)—1

09/19/97	11:00 PM	30th & Market	Complainant robbed by suspect who fled in vehicle
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Outside 30th to 43rd/Market to Baltimore: Robberies (& Attempts)—3; Simple Assaults—1; Threats & Harassment—1

09/15/97	11:09 AM	Wood Bldg. Garage	Complainant reports being chased by unknown person
09/16/97	1:43 AM	24th & South	2 complainant's report being struck in face by unknown
09/18/97	2:11 PM	2300 Chestnut	Wallet taken by unknown suspect
09/19/97	11:00 PM	Walnut St. Bridge	Complainant robbed by unknw suspects who fled in auto
09/20/97	9:38 PM	45th & Pine	Complainant robbed of purse by suspect with knife

Crimes Against Society

34th to 38th/Market to Civic Center: Disorderly Conduct—1

09/20/97	3:56 AM	38th & Chestnut	Male attempted to flee police/arrest
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38th to 41st/Market to Baltimore: Disorderly Conduct—3

09/16/97	9:09 PM	3900 Blk. Pine	Male arrested for disorderly conduct
09/17/97	3:07 AM	Sigma Delta Tau	Male observed urinating in window
09/18/97	10:26 PM	100 Blk. 39th	Male with unit property/created disturbance/Arrest

18th District Crimes Against Persons

14 Incidents and 2 Arrests were reported between **September 15, 1997, and September 21, 1997**, by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

09/17/97	9:00 PM	4654 Hazel	Aggravated Assault
09/17/97	10:54 PM	3800 Sansom	Robbery
09/18/97	1:14 AM	4706 Chestnut	Aggravated Assault
09/18/97	3:30 PM	4200 Spruce	Robbery
09/19/97	1:20 AM	4740 Spruce	Robbery
09/19/97	1:45 AM	804 49th	Aggravated Assault
09/19/97	6:42 PM	400 44th	Robbery
09/19/97	10:35 PM	3000 Market	Robbery
09/19/97	11:22 PM	3200 Walnut	Robbery
09/19/97	11:58 PM	423 45th	Robbery
09/20/97	1:40 AM	4000 Spruce	Aggravated Assault/Arrest
09/20/97	11:00 AM	100 Blk. 46th	Rape
09/20/97	9:45 PM	4500 Pine	Robbery
09/21/97	12:02 AM	4000 Walnut	Aggravated Assault/Arrest

Anonymous HIV Tests: Fall Hours

The campus HIV Anonymous Test Site, located at 4019 Irving Street, has resumed weekly hours instead of the alternate-Wednesday hours of the summer.

The site, staffed by Mary Palacio of PCHA (Philadelphia Community Health Alternatives), is open every Wednesday from 12 noon to 4 p.m., with appointments required. Callers may schedule appointments by calling 563-0658. That number reaches the appointment desk at PCHA's Mazzoni Clinic at 1201 Chestnut Street, 3rd floor. Testing is also done at the Mazzoni Clinic six days per week.

The Health Education office can provide callers with information about other testing sites near campus. Our number is 573-3525.

— *Kurt Conklin, Office of Health Education
Student Health Service*

Volunteers: Brain/Behavior Studies

Brain and Behavior—Menopause: The Gender Center at the Medical Center investigates sex differences in brain and behavior; it is looking for premenopausal, perimenopausal, or post-menopausal healthy women to participate in studies on the influence of reproductive hormones on brain function in women across the life span.

Brain and Behavior—Healthy Aging and Sex Differences: The Brain Behavior Laboratory is seeking healthy people 18 years of age and over to participate in brain research that examines effects of healthy aging and sex differences.

If you are healthy and proficient in English, you may be able to participate in either of these studies. Participants will receive free medical evaluations and will be reimbursed for time and transportation costs. For more information call Rachel at (215) 662-6092.



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
URL: www.upenn.edu/almanac/

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

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

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The 25 Year Club: Toasting 144 Newcomers October 7



Faculty and staff from all parts of the University gather once a year to celebrate the induction of new members who have completed 25 years of service at Penn. This year's dinner, October 7 in the University Museum, has two changes in the traditional program.

One is a tour before dinner: All members, old and new, are invited to join the tour, by assembling at 4 p.m. in the main lobby (entered from the western courtyard, near the lily pond), where guides will be waiting.

The other is a separate reception for the new members, to begin at 5 p.m. in the Museum Cafe; they will receive their souvenirs of service in a short ceremony.

Meanwhile, the returning members will have their reception in the Upper Egypt Gallery from 5 to 6 p.m. Then both receptions flow into the dinner in the Chinese Rotunda. The 145 new members of the 25 Year Club are:

Dr. Jane Alavi, Hematology/Med
Mr. Marstin Alexander, Treasurer's Office
Dr. Nina Auerbach, English/SAS
Dr. Narayan Avadhani, Animal Biol/Vet
Dr. Ruzena Bajcsy, CIS/SEAS
Dr. William Beck, Ob-Gyn/Med
Dr. Jill Beech, Vet Med
Mr. Richard Bobst, Library
Mr. Gary Bobst, Physical Plant
Ms. Tessa Bocage, Computing
Dr. Hugh Bonner, Pathology/Med
Ms. Audrey Boring-Millman, Vet Med
Dr. Thomas Bott, Biology/SAS
Mr. Joseph Botta, Physical Plant
Ms. Rosemarie Boyle, Rehab Med
Dr. Karen Buhler-Wilkerson, Nursing
Dr. Loren Burns, Dermatology/Med
Mr. John Cacovean, Admin/Dental Med
Mr. James Cavallaro, Rehab Medicine
Mr. Richard Cherry, Physical Plant
Mr. Paul Cirone, Physical Plant
Dr. Mortimer Civan, Physiology/Med
Mr. William Clark, Computing
Dr. James Clark, Environmental Med
Dr. Charles Clark, Ortho Surgery/Med
Ms. Jenni Cooper, Residence
Dr. David Cope, Otorhinolaryng/Med
Mr. Luis Culp, Morris Arboretum
Mr. William DeLuca, Jr., Physical Plant
Ms. Lynn Deporter, Treas/VP Finance
Ms. Donna Disciullo, Nursing
Dr. Robert Engs, History/SAS
Dr. Warren Ewens, Biology/SAS
Ms. Leona Fields, Pathology/Med/
Mr. Donald Fisher, Environmental Med/
Ms. Rosemarie Flynn., Budget Analysis
Ms. Adele Foster, Dining Services
Ms. Dorothy Framo, Computing
Dr. Carol Franklin, Landscape Arch/GSFA
Mr. Ray Galante, Center for Sleep/Med
Dr. James Galbally, Admin.Dental Med
Dr. Leonard Geiger, Neurology/Med
Dr. Nicholas Gianpulos, Architecture/GSFA
Mr. Stephen Gluckman, Infectious Diseases
Ms. Jacqueline Gonatas, Pathology/Med
Dr. Joseph Greenberg, Dental Medicine
Mr. Nealy Griffin, Physical Plant
Dr. Monique Guignard-Spielberg,
OPIM, Wharton

Dr. Edwin Haefele, Office of the Treasurer
Mr. Kenneth Harper, University Police
Dr. Barry Hendler, Dental Medicine
Ms. Marita Henry, Dining Services
Dr. Richard Herring, Finance, Wharton
Ms. Catherine Hicks, SAS Graduate
Dr. Eugene Hildreth, Allergy & Immun/Med
Dr. Marcy Hinchcliffe, Nursing
Dr. Renata Holod, History of Art, SAS
Ms. Willamae Howard, Dining Services
Mr. Lewis Johns, Bioengineering
Dr. William Johnson, Pharmacology/Med
Dr. Parviz Kambin, Orthopedic Surgery/Med
Mr. Michael Kearney, Computing
Dr. John Keenan, Systems Engr, SEAS
Mr. SeitoKeenya, University Library
Mr. James Keller, Wharton Undergraduate
Mr. Kenneth Kilbride, Physical Plant
Dr. Victoria Kirkham, Romance Lang/SAS
Ms. Barbara Kitamura, University Library
Ms. Rosemary Klumpp, Social Work
Mr. Thomas Knapp, Physical Plant
Dr. Robert Kunreuther, OPIM, Wharton
Ms. Esther Lafair, Legal Studies/Wharton
Dr. Mercedes Lee, Pathobiology/Vet
Ms. Janet Lentz, Lippincott Library
Dr. Alan Levy, Architecture/GSFA
Ms. Carol Lingle, Linguistics/SAS
Ms. Joan Link, Psychiatry/Med
Dr. Janice Madden, Sociology, SAS
Dr. Alan Magner, Medicine
Ms. Maryellen Malek, Music, SAS
Mr. Salvatore Mannino, University Police
Ms. Linda McCrae, Computing, Wharton
Mr. Donald Montabana, Computing
Dr. Kim Morrisson, Provost's Office
Ms. Eva Muzyłowski, Physical Plant
Ms. Jacqueline Nettles, Dining Services
Ms. Robin Niemann, Annenberg Center
Dr. William Nyberg, Ophtamology/Med
Dr. Ann O'Sullivan, Nursing
Dr. Charles Owen, Biochemistry &
Biophysics/Med
Ms. Constance Pagem, Pathology, Medicine
Ms. Zsuzsanna Paltzmann, Physiology/Med
Mr. William Parberry, Music, SAS
Dr. John Petrozzi, Dermatology/Med
Mr. Freddie Plummer, Medical School
Mr. John Preite, Physical Plant

Mr. Anthony Pungitore, Physical Plant
Ms. Beatrice Reid, Psychology/SAS
Ms. Evangeline Richbury, SAS Graduate
Ms. Geraldine Robinson, U. Museum
Ms. Nancy Rodgers, Social Work
Dr. Roger Rogers, Rehabilitation Med
Dr. Meyer Rohtbart, Psychiatry/Med
Dr. Robert Rudolph, Dermatology/Med
Dr. Robert Sadoff, Psychiatry/Med
Ms. Donna Samuel, SEAS Dean's Office
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Ms. Valerie Sandillo, Treasurer's Office
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Dr. Robert Sharer, Anthropology, SAS
Ms. Deborah Showell, Law School
Mrs. Marilyn Silberberg, U. Counseling
Mr. Richard Simmons, Med Library
Dr. Charles Stanley, Pediatrics, Medicine
Ms. Miriam Stevenson, Provost's Office
Ms. Lenore Stiber, Psychiatry/Med
Dr. James Stinnett, Psychiatry/Med
Mr. Edward Stofer, Residence
Dr. Patrick Storey, Associate Dean/Med
Dr. Robert Stote, Medicine
Ms. Marietta Suber, Dining Services
Dr. Norton Taichman, Pathology/Dent
Dr. Vassilios Theodorides, Pathobiology/Vet
Ms. Jacqueline Thompson, Dining Services
Dr. Henry Trowbridge, Human Resources
Mr. Charles Tucker, Veterinary Med
Dr. Etienne Van De Walle, Sociology/SAS
Mr. James Van Houten, Physical Plant
Dr. Robert Vanarsdall, Admin/Dent
Dr. Susan Wachter, Real Estate/Wharton
Ms. Gillian Wakely, Museum
Lt. Joseph Weaver, University Police
Dr. Annamarie Weber, Biochemistry &
Biophysics/Med
Dr. Robert Weinstein, Ob/Gyn/Med
Dr. Guy Welbon, Religious Studies/SAS
Ms. Anita Whitley, Dining Services
Mr. Michael Wisniewski, Library
Ms. Audrey Wright, Library
Ms. Margaret Yetter, Computing
Dr. Elaine Zackai, Pediatrics/Med
Dr. William Zavod, Pediatrics/Med
Dr. Robert Zimmerman, Radiology/Med
Dr. William Zucker, Management, Wharton