



BENCHMARKS

Improving Graduation Rates for Undergraduates

by Stanley Chodorow

As part of the *Agenda for Excellence* and its focus on undergraduate education, the Office of the Provost and the undergraduate deans have been looking at a variety of measures to improve the undergraduate experience and Penn's educational outcomes. The Office of the Provost is announcing several new initiatives to improve Penn's graduation rate and advising system for undergraduates. Although Penn's graduation rate is already very high, many students who come close to satisfying all of their graduation requirements do not graduate because of academic and financial difficulties.

The establishment of these initiatives caps a nine-month effort led by Deputy Provost Michael Wachter with the undergraduate deans, Frank Claus and Bill Schilling from SFS, Institutional Research Director Barney Lentz, and advisers from the undergraduate schools and SFS. Working together, the group has formed an integrated academic and financial advising system for undergraduate students.

Penn's current graduation rate of 87.6% is far in excess of the national average of 70% for private universities. At the same time, while it is on a par with that of Columbia and Cornell, it falls somewhat below that of the other Ivies. Penn students who do not graduate fall into several categories: some transfer to other universities; some fail to satisfy academic requirements and are dropped from the rolls; and some decide that university education is not for them.

Yet, what the study showed was that nearly a quarter of the 12.4% who do not graduate either have satisfied all of their degree requirements but are on financial hold or have completed thirty courses but have not completed all of their degree requirements. These are the students the new initiative will concentrate on at the outset. They have made a large academic, financial, and time commitment to Penn as the University has to them. The University needs to help them complete their undergraduate education.

The heart of the new initiative is a system in which senior members of the school advising offices will be designated as liaisons to Student Financial Services (SFS). The new liaison system will enable students who face financial and academic hurdles to meet with teams of specially trained individuals who can handle both sets of problems. Working with the students, the senior advisers will identify the remaining requirements facing the students on the academic and financial fronts. Thus, the University will make important advising resources available to students in a more coordinated and effective way than ever before.

With the liaison system in place for the first time this academic year, Penn expects to provide early warning systems for students who intend to graduate and to direct the students with combined academic and financial problems to the specially trained liaisons. But the efforts that led to the creation of the new system have already produced some positive results. A number of students who had completed all of their requirements but remained on financial hold have now been given their diplomas. Just solving those cases moved Penn ahead of Columbia in the undergraduate retention rate.

The University's commitment to enhance undergraduate retention rates is further intensified by current findings that graduation rates for African-American and Hispanic students are lower than for other groups of students. One significant reason for this is the financial difficulty that too often burdens students in underrepresented minority groups. Such burdens can severely and understandably affect academic performance or prevent students from graduating.

Over the next year, Penn expects to deliver diplomas to most African-American and Hispanic students from past graduating classes who have fulfilled their academic requirements but still have financial debts to the University. Penn intends to provide assistance to all students facing this dilemma by extending to them a new, more flexible loan arrangement. Indeed, favorable terms have already been worked out for a number of students under this new arrangement. This initiative alone should improve the African-American graduation rate by three to five percentage points by next year.

The University believes its new innovative, integrated academic-financial advising system will make a noteworthy difference in the lives and success of undergraduates at Penn. For academically or financially vulnerable students, the University will turn the odds more in their favor by working with them to ensure that they are given the best possible chance to graduate with the Penn degree that they have labored so hard to attain. Everyone who has been involved in building this system deserves our deepest appreciation.

Provost Chodorow heads both the 21st Century Project and the Perelman Quad Project which includes the renewal of Logan Hall (see text, upper right).

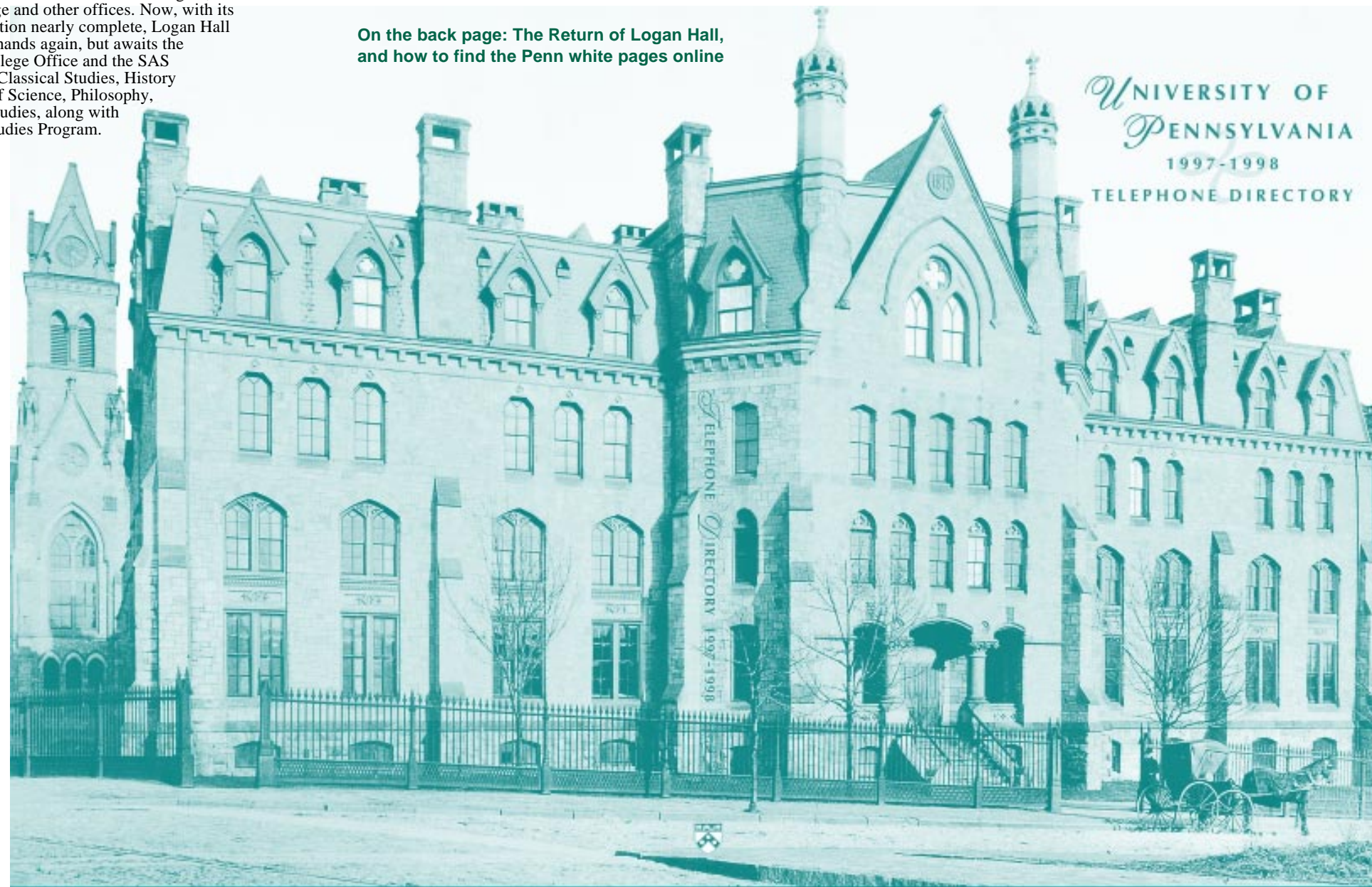
The New Phonebook: In Print & On-Line

The 1997-98 Faculty and Staff Telephone Directory will be delivered on campus in its traditional paper format with both perfect-bound and spiral-bound the week of November 3—with the cover, below and [page 1](#), a sepia representation of Logan Hall, c.1880.

Information in the *white pages* is also available on-line, via the University's Directory Services web page at <http://www.upenn.edu/computing/directory>. The on-line directory information will be updated biweekly. Corrections, omissions, or changes to the 1997-98 Faculty and Staff Telephone Directory should be *typed* and *faxed* to the Business Services Office at 898-0488 or submitted via email: bui@pobox.upenn.edu. To order additional copies of the Telephone Directory or inquire about orders please contact Corinne Bui at 898-9155.

Historic Logan Hall: As Penn reoccupies the second oldest building on this "new" campus—in the spring semester 1998—it will celebrate the fourth phase of a landmark building by Thomas Webb Richards, Penn's first professor of architecture. Built in 1874 as Medical Hall, it became the first home of the Wharton School in 1906, and was named Logan (for a founding trustee of the University who had been William Penn's colonial officer). In 1952 it was transformed again, to house the College and other offices. Now, with its five-year restoration nearly complete, Logan Hall is *not* changing hands again, but awaits the return of the College Office and the SAS Departments of Classical Studies, History and Sociology of Science, Philosophy, and Religious Studies, along with the Women's Studies Program.

Photograph from the Collections of the University Archives, by an unknown photographer. The Penn Phonebook cover was designed and the photograph enhanced Publications Services.



On the back page: The Return of Logan Hall, and how to find the Penn white pages online

UNIVERSITY of PENNSYLVANIA

Almanac

Tuesday,
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IN THIS ISSUE

- 2 Affirmative Action Council: Membership and Charge
SENATE: SEC Agenda 10/29; Election Notice
PPSA: John Fry at November 3 General Meeting
- 3 HONORS & Other Things
- 4 DEATHS: Dr. Brightman, Dr. Gurin, Ms. Adams
- 5 Speaking Out: Protesting the Bookstore Report;
More on Parking and Research
- 6 Financial Training in a Changing World (Beers)

The Compass Features

- 7 Trustees Council of Penn Women's First Decade
and a Beacon Award to Hillary Clinton
- 8 The Primo Levi Conference
- 9 African American Studies Marks its 25th Year;
Dr. Janzen's Kyoto Preview: Gardening the Wild
- 10 A New Ambassador Corps Hits the Streets

11 OPPORTUNITIES

- 15 Update, CrimeStats

- 16 BENCHMARKS:
Improving Graduation Rates
for Undergraduates
(Chodorow)

Pullout: November at Penn

Affirmative Action Council 1997-98 Charge and Membership

The national debate over affirmative action policies continues this year; in the context of this debate, it is important that faculty, staff and students play an active role in shaping our future course and implementing our policies. The University's Affirmative Action Council has ably carried out this responsibility for many years. I have reviewed the charge and membership of the Council to ensure that it will be well equipped to handle its responsibilities during this academic year. The Council's charge and membership for 1997-98 appear below.

—Judith Rodin, President

Charge

The Affirmative Action Council is an advisory committee appointed by the President to review the University Affirmative Action Program, to recommend changes when necessary, to develop policy proposals, and to monitor performance and progress relating to affirmative action throughout the University.

In addition, the Council is charged by the President with oversight and coordination of the University's implementation of the Sexual Harrassment Policy, the Guidelines for Addressing Academic Issues of Students with Disabilities, and the Non-discrimination Policy.

Members of the Council are appointed by the President for one-year terms, and include faculty, staff, and students. The Director of Affirmative Action, administrators from the Provost's Office, Human Resources, and other University offices serve as *ex-officio* members on the Council. The Chairperson of the Council is a tenured faculty member appointed by the President for a two year term.

Membership for 1997-98

Dr. Peter Vaughan, School of Social Work, *Chair*
Ms. Jeanne Arnold, African American Resource
Center, *ex-officio*

Professor Regina Austin, Law School
Dr. Robert W. Beiderman, School of Dental Medicine
Mr. Glenn Bryan, Community Relations
Mr. Michael Burton, Office of the President, *ex-officio*
Dr. Alicia M. Conill, School of Medicine
Ms. Valerie DeCruz, Greenfield Intercultural
Center, *ex-officio*

Ms. Elena DiLapi, Penn Women's Center, *ex-officio*
Ms. Debra Fickler, Esq., Office of the General
Counsel, *ex-officio*

Dean Raymond Fonseca, School of Dental Medicine
Dr. Oscar Gandy, Annenberg School for Communication
Dr. Patricia A. Grimes, School of Medicine
Ms. Isabel Molina Guzman, Graduate and
Professional Students Assembly

Ms. Sharon Harris, Human Resources, *ex-officio*
Valerie O. Hayes, Esq., Office of Affirmative
Action, *ex-officio*

Mr. Gavin Kerr, Human Resources/Medical Center
Ms. Temitope Koledoye, United Minorities Council
Dr. Risa J. Lavizzo-Mourey, Institute on Aging
Dr. Bernard Lentz, Institutional Research and Analysis
Dr. Barbara Lowery, Office of the Provost, *ex-officio*
Dr. Janice Madden, Vice Provost for Graduate
Education

Dr. Vicki Mahaffey, Ombudsman, *ex-officio*
Mr. Barry Stupine, School of Veterinary Medicine
Ms. Lori H. Taliaferro, Undergraduate Assembly
Professor Antonia Villarruel, School of Nursing

SENATE From the Senate Office

The following agenda is published in accordance with the Faculty Senate Rules. Questions may be directed to Carolyn Burdon either by telephone at 898-6943 or by e-mail at burdon@pobox.upenn.edu.

Agenda of the Senate Executive Committee Meeting Wednesday, October 29, 3-5:30 p.m.

1. Approval of the minutes of October 8, 1997
2. Chair's Report
3. Past Chair's Report on activities of the Academic Planning and Budget Committee and on the Capital Council
4. Faculty liaisons to the Trustee Committees on Academic Policy, Jere Behrman and Larry Gross, and Facilities/Campus Planning, Anthony Tomazinis and John Hunt
5. Selection of ninth member of Senate Nominating Committee from among SEC members
6. Report of the Senate Committee on the Faculty
7. Draft statement on outsourcing
8. Open discussion on the matter of consultation
9. Questions for Provost Chodorow on the 21st Century College Houses
10. Other new business and general questions
11. Adjournment by 5:30 p.m.

Under the faculty Senate rules, formal notification to members may be accomplished by publication in Almanac. The following is published under that rule.

TO: Members of the Faculty Senate
FROM: Vivian C. Seltzer, Chair
SUBJECT: Nomination for Secretary-elect 1997-98

The Senate Nominating Committee was reconvened to fill a vacancy in the position of Secretary-elect for 1997-98.

1. In accordance with the Faculty Senate Rules, official notice is given of the Senate Nominating Committee's nominee. The nominee, who has indicated his willingness to serve, is:

Secretary-elect: Martin Pring (physiology/medicine)

2. Again in accord with the Senate Rules you are invited to submit "additional nominations, which shall be accomplished via petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominee of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee." Pursuant to this provision, petitions must be received by mail at the Faculty Senate, Box 12 College Hall/6303, or by hand at the Faculty Senate Office, 210 Houston Hall by 5:00 p.m., Tuesday, November 11, 1997.

3. Under the same provision of the Senate Rules, if no additional nominations are received, the slate nominated by the Nominating Committee will be declared elected. Should additional nominations be received, an election will thereafter be held by mail ballot.

PPSA General Meeting November 3

EVP John Fry on the State of the Campus

PPSA invites all members of the A-1 community to attend its Fall General Meeting on Monday, November 3, from 11 a.m. to 1 p.m. in Bodek Lounge, Houston Hall.

John Fry, Executive Vice President of the University, will present an update on the "State of the Campus," addressing the recent outsourcing of Facilities Management and its impact on campus development projects such as residential renovations, the new Residential Community proposal, and the Perelman Quad and Sansom Common. Mr. Fry will also speak to the ongoing review of all non-academic areas of the institution. Questions on these topics may be forwarded in advance to Jim Bean (by e-mail to jhbean@pobox, or Intramural Mail to P-241FBA/6280). In addition, Mr. Fry has agreed to answer questions from the floor following his presentation.

All members are urged to join us for this very important and informative session. For those unable to attend, information will be posted following the meeting on the PPSA web site <http://www.upenn.edu/ppsa/>.

The University is going through many changes. The better our information the better able we will be to work with our staffs during this important time in the University's life.

—Jim Bean, Chair, Penn Professional Staff Assembly

Note: Soft drinks and light snacks will be provided, along with information on PPSA and a sign-up sheet for those interested in its communications and activities. —J.B.

HONORS & Other Things

Dr. Aaron T. Beck, professor emeritus of psychiatry, has won the Cummings PSYCHE Award of the Nicholas and Dorothy Cummings Foundation in collaboration with the Institute for Behavioral Healthcare, for "significant contributions which have reshaped the fields of psychiatry, psychology, social work and behavioral health." The presentation, consisting of \$50,000 and a bronze statue of the Greek goddess Psyche, honored him as "one of the major figures of 20th Century psychotherapy" and one who "permanently altered the face of psychotherapy" through his development of goal-directed treatment. In the course of his work, which continues at the Beck Institute for Cognitive Therapy and Research in Bala Cynwyd, Dr. Beck has published 11 books and some 350 articles in addition to delivering patient care.

Penn Trustee Susan Catherwood, past chair of the University Museum's Board of Overseers, is the fifth recipient of the Museum's "Angell" award—the Marian Angell Godfrey Boyer Medal—as a "tireless and highly effective supporter" and "great champion of our Museum," in the words of Director Jeremy Sabloff. The medal was given at the annual kick-off meeting of the Museum's Women's Committee, of which Ms. Catherwood is a longtime member.



Dr. Stuart L. Fine, professor and chair of ophthalmology at PennMed and director of the Scheie Eye Institute, has received the Retina Research Foundation's 1997 Award of Merit in Retina Research. The \$50,000 prize (of which \$5000 is an honorarium and



the rest to support ongoing research, honors his leadership in planning and conducting major national clinical trials, such as the 15-year NIH Collaborative Ocular Melanoma Study which began in 1985 to compare treatments of the disease nationally. Dr. Fine first demonstrated the value of such clinical trials in the evaluation of new and existing therapies in a Diabetic Ret-



inopathy Study in 1976, and has since studied macular as well.

This month in Halle, the German Criminological Society awarded its Cesare Beccaria Gold Medal to Dr. Marvin E. Wolfgang, professor of criminology and of law. The award is named for the author of a 1764 essay, *Of Crimes and Punishments*, that Dr. Wolfgang has called "the most significant contribution to Western criminal law." It was reissued last year in English with a foreword by New York's former Governor Mario Cuomo and an introduction by Dr. Wolfgang. In addition, Dr. Wolfgang has received the Roscoe Pound Award of the National Council on Crime and Delinquency and the Edward Sutherland and August Vollmer Awards of the American Society of Criminology. He is also the first holder of a new award named for him: the Wolfgang Criminology Award established by the private security organization Guards-mark, in Memphis, TN.

HONORS to Come: A longer honors column was planned for this issue, but many items were held to allow for letters in *Speaking Out*, pp. 5-6. We expect to publish another column next week, and we always welcome new items from members of the faculty and staff. — Ed.

Above, in ascending order left to right, are Dr. Aaron T. Beck, Dr. Marvin Wolfgang, Mrs. Susan Catherwood and her Angell Medal.



Dr. Richard Estes

Awards and the Quality of Life: Dr. Estes

Dr. Richard J. Estes, professor of social work, has been awarded the International Rhoda G. Sarnat Prize of the National Association of Social Workers, and in November he will receive another major award, from the International Society for Quality of Life Studies, for the "Best Research Article for 1996 Award."

The research article is "Social Development Trends in Asia: 1970-1994" from the quality-of-life field's leading journal, *Social Indicators Research*.

Dr. Estes is also known for a recent study indicating the "best and worst places to live" as measured by the ability of nations to provide for the basic social and material needs of their citizens. As chair of the Program in Social and Economic Development in the School of Social Work, Dr. Estes oversees the conduct of such studies every five years, analyzing social and political conditions as well as the more traditional economic factors used to rank quality of life. In the latest of these studies, delivered at an international conference in Jakarta in September, Dr. Estes presented Denmark as the best place to live, and Angola as the worst—with the U.S. at 27th place—between Bulgaria and Estonia.

The Sarnat Prize, for advancing the image of social work nationally and internationally, carries a cash award that Dr. Estes will use to support his continuing work with the Montreal-based International Bureau of Child Rights to expose "the growing network of organizations that engage in the international trafficking of children for sex,"

Corrections: October 21 Issue

In transcribing the tape-recorded Council discussion on outsourcing, *Almanac* misheard the last names of Matthew Ruben (p.5) and Rashida Abdu (p. 6); we apologize for both errors.

In the *The Compass* feature on the game MAGIC: The Gathering (p. 9), admirers of its inventor, Dr. Richard Garfield, mistakenly conferred a full professorship on him in conversation with *Compass*'s reporter. Dr. Garfield did teach mathematics here while completing his Ph.D. with Dr. Herbert Wilf, and is remembered as a very popular TA. Our apologies to Dr. Garfield and thanks to Dr. Peter Freyd for the correct information. —Ed.

Lost: Jerry's Cocker Spaniel

PennBus driver Jerry Melvin's dog was lost on campus Monday, October 20, in the vicinity of 33rd and Walnut Streets. His family is very sad and would appreciate help in locating the young cocker spaniel, white with brown spots, wearing a black fabric collar and answering to the name Lucky. Reward: Call (215) 492-8403 or beeper #308-3537.

—from information contributed by Professor Brian Spooner and others

DEATHS



Dr. Brightman

Dr. Vernon Brightman, Infectious Diseases

Dr. Vernon J. F. Brightman, a professor of oral medicine in the forefront of research in infectious diseases, died on October 17 at the age of 66.

Dr. Brightman had begun his affiliation with Penn's School of Dental Medicine in 1960, often carrying up to half a dozen roles at once as he engaged in teaching, research, dental practice and administrative assignments at the Dental School, HUP and other local hospitals.

At the time of his death he was serving both as assistant dean for faculty development and as associate program director of the School's General Clinical Research Center—two posts he had held since the early 'nineties—as well as directing the Page Oral Medicine Diagnostic Lab and chairing the Infection Control Committee of the School. He has also held a secondary ap-

pointment as professor in PennMed's otorhinolaryngology department since 1973.

A 1952 alumnus of the University of Queensland, at Brisbane, Vernon John Francis Brightman took his M.D.Sc. at Queensland in 1956 and came to the U.S. to study toward his Ph.D. at the University of Chicago. On the award of that degree, in 1960, he came to Philadelphia as a postdoctoral fellow in the skin virus laboratory of Children's Hospital and a lecturer in microbiology at Penn Dental School. After a brief time away as Senior Lecturer in microbiology at Queensland, 1962-64, he returned to the University as assistant professor and rose to full professor by 1970, taking his D.M.D. from the School of Dental Medicine along the way, in 1968.

At various times in the 'seventies Dr. Brightman also assumed clinical posts at PGH, CHOP, and Presbyterian Hospitals, and in 1973-76 he was director of the Oral Medicine Unit at HUP. In 1978 he took a three-year stint as chair of oral medicine at Penn Dental, and the following year he became director of the Oral Medicine Diagnostic Clinic and Laboratory there. From 1982 to 1990 he also served as program director of the W.D. Miller General Clinical Research Center.

A Fellow of the American Academy of Oral Pathology and Diplomate of the American Academy of Oral Medicine, Dr. Brightman was also a Fellow of the American Association for the Advancement of Science and of Philadelphia's venerable College of Physicians.

In over 100 scientific papers, book chapters and abstracts, Dr. Brightman examined a wide spectrum of oral health problems. For example, as one of the editors of the well-known Burket's *Oral Medicine* (the ninth edition issued in 1994), he contributed chapters on red and white lesions; benign tumors including gingival enlargement; diseases of the tongue; chronic oral sensory disorders—pain and abnormalities of taste; oral symptoms without apparent physical abnormality; sexually transmitted and blood-borne infections; and rational procedures for diagnosis and medical risk assessment.

He also wrote on volunteerism and community programs as they relate to the dental curriculum, and the challenge of providing access to oral health care.

Dr. Brightman is survived by his wife, the former Signe Janssen; three sons, Thomas M., Julian E. and David F. Brightman; and a brother, Maxwell Esmonde Juel Brightman.

A memorial service will be announced by the School. Meanwhile, the Vernon J. Brightman Memorial Fund for the Gateway Building is being established in his name to benefit the new Infectious Disease Center of the School, and the family ask donations to the Fund via the Oral Medicine Department at 4001 Spruce Street.

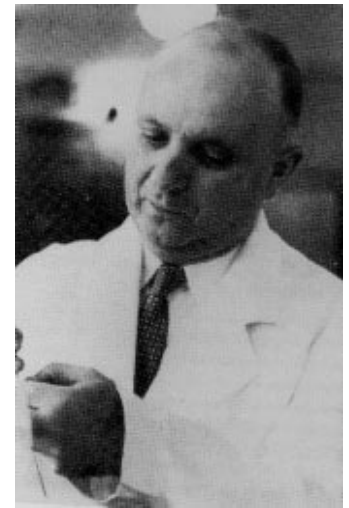
Wanted: Computers for City High Schools

If you have upgraded your computer system and you have an outdated computer, printers or associated equipment which you are no longer using, please consider donating this equipment for use in the Philadelphia City High Schools. Ingrid Waldron runs a series of workshops for city high school biology teachers, and they have been very grateful for past donations which they have put to good use in their classrooms. Peter Conn is working on faculty and curriculum development at University City High School, and they also would be grateful for donated computers.

If you are interested in making a donation, please contact Ingrid Waldron (898-8396 or iwaldron@sas) by November 7, if possible; or Peter Conn (898-5726 or pconn@english) to make arrangements.

— Ingrid Waldron, Professor of Biology
— Peter Conn, Professor of English

Dr. Gurin in a Scope photograph reproduced from the Cooper and Ledger history, Innovation and Tradition at the University of Pennsylvania School of Medicine, University of Pennsylvania Press 1990.



Dr. Samuel Gurin, Dean and Pioneer in Radioactive Tracers

Dr. Samuel Gurin, a distinguished biochemist who made history both in his research and as a basic scientist chosen to be a Dean of Medicine, died of congestive heart failure on October 22 at the age of 92.

Dr. Gurin received his bachelor's, master's and doctoral degrees from Columbia University, and joined Penn in 1937 as an instructor of biochemistry, became professor of physiological chemistry in 1948, and by 1955 he was the Benjamin Rush Professor of Biological Chemistry. He also chaired the Department of Biochemistry from 1955 to 1962, when he became Dean—the first non-M.D. to do so. After stepping down as dean in 1969, he went on to found the Marine Biochemical Research Laboratories at the University of Florida in 1970, which he directed until 1984. He became an emeritus professor in December 1976.

Dr. Gurin published over 100 scientific articles, and was especially noted for his research into the isolation of vitamin B, the biosynthesis of cholesterol, and his pioneering use of the radioactive C-14 in metabolic tracer studies. His work with Dr. D. Wright Wilson, his predecessor as Rush Professor, is credited with the introduction of radioisotopes into medical science, and through such application of those new techniques he found (with R.O. Brady and others) that fatty acid synthesis did not occur without carbon dioxide and bicarbonate in the system, and that citrate stimulates fatty acid synthesis.

He was a member of the National Institute of Health Advisory Council on General Medicine, the American Chemical Society, and the American Society of Biological Chemists.

Alongside his career as a biochemist, Dr. Gurin was a serious musician who had studied at the Julliard School in New York. An accomplished pianist, he frequently presented concerts at his Maine home, and two of his orchestral compositions were performed by the orchestra at Conductor Pierre Monteux's music school in Hancock, Me.

Dr. Gurin is survived by his wife, Celia Zall Gurin; his sons, Robert and Richard; five grandchildren, and eight great-grandchildren.

Bernice Adams, Dining

Bernice Adams of the Dining Services ("Bunny" to those who knew her), died October 10 at the age of 73. She was a long-time employee of Dining Services who started at at Houston Hall Dining 40 years ago, and was a Unit Leader I at Hill House Dining by the time she left under disability in 1986. She also assisted in the establishment of Local 54 AFL-CIO/ASCME, the union with which Dining Services workers are affiliated at Penn.

Mrs. Adams was an alto in the St. Charles Choir for 45 years. She is survived by three sisters, Viola, Loretta and Arlene; two nieces, Leslie and Lory; two nephews, Evander and John, Jr; one brother-in-law, John; two great-nephews; two great-nieces, and cousins.

Speaking Out

Three Letters on the Bookstore

Following are three letters on the report of the Council Committee on the Bookstore (Almanac October 14), followed by a response from the Committee Chair, Dr. Robert Regan. The Report, originally scheduled for the October meeting of Council, is expected to be on the November 12 agenda — Ed.

A Level Field?

I read the 1996-97 Bookstore Committee's report and I gaze in blank astonishment. The Committee recommends that the University act to ensure a level competitive playing field in the course book business—on Barnes & Noble's behalf.

Is there a company less in need of extra help in competition than Barnes & Noble? Can the Committee cite one instance of a Barnes & Noble store being driven out of business by competition from an independent bookstore? The stories I hear are about neighborhoods like Manhattan's Upper West Side, now saturated with Barnes & Noble stores and littered with the corpses of well-regarded independents. Barnes & Noble has a long, successful history of looking out for itself; they need no special help from us.

This is particularly true in the course book business, which demands large movements of merchandise and people in a very short space of time. The more staff, storage space, and national and international warehousing and delivery capacity you can call on, the greater your advantage. I fail to see why Barnes & Noble is the competitor most in need of special help here; and I fail even more deeply to see how the Committee can believe that making course lists available to "everyone" can fail to benefit Barnes & Noble even more than their already gargantuan size does.

But this is simply the business end. University City is the most bookstore-poor campus area I've ever seen; House of Our Own is, as far as I know, the only used-book dealer between 21st Street and Cobbs Creek. The advantage House of Our Own and the Penn Book Center have had over the pre-B&N bookstore was not only customer service for certain professors, but more attention to and availability of new and currently interesting books. Both stores have done more to promote lively intellectual community at Penn than the Bookstore has ever done in my time here (going back to 1979).

It would be an act of blackest ingratitude merely to allow Barnes & Noble (and, in the case of Penn Book Center, Penn's insane rent-seeking) to drive the independents out of business; to direct the University's own resources toward that end would be an act of intellectual barbarism.

—John Hogan

Biddle Law Library/AFSCME Local 590

'Comrades' Favored?

The purpose of this letter is to oppose the recommendations of the Bookstore Committee (*Almanac* October 14, 1997) and to urge its rejection by the University Council. The Committee is distressed because some faculty members refuse to share their reading lists with the University Bookstore. Among their speculations into the reasons why some faculty prefer to use independent bookstores, the Committee claims, "Some teachers favor friends or ideological comrades with their book orders." In the interest of "free and open competition," the Committee urges the Provost to insure that all departments place their reading lists on their PennNet home pages in advance of pre-registration.

The Committee's snide speculation about faculty motives misses the two major reasons why many of us do not use the University Bookstore. First, we get much better service from the Penn Book Center and House of Our Own. In each case, we can deal with the proprietor and with staff who know their stock and provide us with personalized service. Second, we want to encourage the preservation and prosperity of independent bookstores.

No vibrant university community exists without good independent bookstores. They sustain intellectual life. They carry an array of titles rarely found elsewhere. Their proprietors know the community they serve and select books that meet its needs and interests. They are places to browse and to chat — oases in the world of sterile and impersonal chain stores.

A head-to-head competition between small independent bookstores and Barnes & Noble for course book orders will not be "fair and open." It will give all the business to Barnes & Noble. With publishers making returns more difficult, independents cannot afford to speculate on expensive books. In the interest of convenience, students purchasing books for one course at Barnes & Noble will buy the ones for others there, if they are available.

Without course book orders, neither of this community's two excellent bookstores can survive. They will fold. If you want an idea of the consequences, do the following: go to Center City and look at the titles in the window of the new Barnes & Noble. Then look in the windows of House of Our Own and the Penn Book Center. I rest my case on the difference.

—Michael B. Katz, Sheldon and Lucy Hackney Professor of History

Signed also by:

Nina Auerbach, Professor of English

Edward Baptist, Lecturer in History

Charles Bernheimer, Professor of Romance Languages

Warren Breckman, Asst. Prof. of History

Edward C. Carter II, Adj. Prof. of History
Marc Chiang, Assistant Professor of English & Asian American Studies
Eric Cheyfitz, Professor of English
Peter Conn, Andrea Mitchell Professor of English

Dennis Culhane, Assoc. Prof. Social Work
Helen C. Davies, Prof. Microbiology/Med
Robert Engs, Assoc. Prof. of History
Drew Faust, Annenberg Prof. of History
Jeff Fear, Assistant Professor of History
Stephen Feierman, Professor and Chair, History & Sociology of Science
Farah Jasmine Griffin, Asst. Prof. English
Sarah Barringer Gordon, Asst. Prof. Law
Larry Gross, Professor of Communications
Lynn Hunt, Annenberg Prof. of History
Larry W. Hunter, Asst. Prof. Management
Bruce Kuklick, Roy and Jeannette Nichols Professor of History

Demie Kurz, Co-director, Women's Studies
Lynn Hollen Lees, Professor and Chair, History

Robin Leidner, Assoc. Prof. Sociology
Walter Licht, Professor of History and Assoc. Dean of Graduate Studies, SAS
David Ludden, Assoc. Prof. History and Chair of South Asian Studies
Ian Lustick, Professor and Chair, Political Science

Margaret A. Mills, Professor and Chair, Folklore and Folklife

Ann Moyer, Assistant Professor of History
John Puckett, Assoc. Prof. of Education
Charles Rosenberg, Bers Professor of History and Sociology of Science
Elaine Simon, Co-director, Urban Studies Program

Eric Schneider, Assistant Dean, SAS
Matthew Sommer, Asst. Prof. of History
Peter Stallybrass, Professor of English
Mark Stern, Professor of Social Welfare and History, School of Social Work
Janet Theophano, Associate Director, CGS
Marc Trachtenberg, Professor of History
Daniel Traister, Curator, Department of Special Collections, Van Pelt Library
Greg Urban, Professor of Anthropology
Liliane Weissberg, Prof. German and Comp. Lit. and Chair, Program in Comp. Lit. and Literary Theory

Ideological Impropriety?

This is in response to the committee report and recommendations on bookstore policies (*Almanac* Oct. 14, 1997). There are a multitude of reasons regarding where one might order books for one's courses, and they can be named plainly without insinuating ideological impropriety (and the very idea that favoring a corporate bookstore chain might be any less ideological could be debated as well).

My own reasons for working with House of Our Own are directly tied to the kind of university experience I hope to contribute to

Speaking Out welcomes reader contributions. Short timely letters on University issues can be accepted Thursday noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated.—Ed.

for students on this campus.

1) Philadelphia is a great city for bookstore lovers, and discovering House of Our Own in the process of getting one's textbooks for one out of the four courses a student takes just might inspire curiosity about what other types of book outlets there are in this city.

2) House of Our Own's topical and disciplinary range happens to overlap to some extent with the field I work in—students who go there get a rich exposure to connecting fields and occasionally bring those ideas back into the classroom.

3) Having gone to a European university before immigrating to the States, I'm utterly used to professors ordering texts at whatever store they please. No one would have dreamt of requiring that one store be favored.

The degree of corporatization (and undermining of variety) in the academy in this country is already quite perplexing to me, and I hope that the suggested policy which surely is not in the spirit of Ben Franklin will not be adopted.

— Regina Bendix
Undergraduate Chair,
Dept. of Folklore and Folklife

Response to Bookstore Letters

In answer to all three letters above, let me clarify that the proposal to put titles and ISBN numbers of course texts on departmental web pages came not from Barnes & Noble, not from the management of the University Bookstore, but from faculty and student members of the Bookstore Committee. Our motive was simple: we sought to insure that textbook-buyers would be as well served by vendors as possible. We believe open and free competition will serve that end. We listed the anticipated good results of proposal in the report published in *Almanac* October 14, 1997.

We considered the consequences of the change we proposed for vendors who compete with the University Bookstore, since a competitive environment is precisely what we want to encourage. For every list of required texts previously available only to one competitor of the University Bookstore that would, under our proposal, become available to the Bookstore, dozens of lists previously available only to the Bookstore would become available to competing vendors. Can that accomplish anything but the competition we seek? We can only guess what the consequences will be for the Bookstore and for its competitors, but this we do know: In other university communities where Barnes & Noble has opened its Superstores—at Penn State, for example—the number of independent vendors competing in the market has increased significantly. A lively and competitive market, it would appear, increases sales for all.

To those who take issue with my word "ideological," I respond that I am one of those with a long institutional memory: two decades ago instructors gave their ideological friends book monopolies; when the occasion for that disappeared, some seem by habit to have continued to support monopoly,

however disadvantageous for students that may be. The Bookstore Committee hopes to see all vendors competing on a level playing-field.

— Robert Regan
Chair, Bookstore Committee

Parking v. Research as Missions

The response by Mr. Furniss to my letter in *Almanac* October 14 gave a history of the new Night/Weekend Parking Policy and described the primary mission of Penn's parking program, but it missed the point I was trying to make. I'll try again.

1. It is clearly in the best interests of the research-and-teaching mission (as distinct from the parking-program mission) of the University to encourage and facilitate the access of research students and faculty to their offices and laboratories in the evenings and on weekends. For example, I refer to Lot No. 1, which is adjacent to the LRSM.

2. Except for special events, there is generally plenty of empty space in Lot No. 1 for students and faculty to park in the evenings and on weekends, as they have been doing for the past 33 years.

3. It does make sense to issue special permits to these faculty and students to indicate that they are University people and thereby to control access to University property.

4. It does not make sense to charge the students \$50 and the faculty \$300 for the privilege to drive to work in the evenings and on weekends, thereby giving up the leisure time normally enjoyed by most administrators.

5. The cost of issuing the stickers could not be more than \$10, given that the facilities for this already exist, and no more people need to be hired. Therefore, it is obvious that the transportation and parking department is using this as a way to generate new income. This is inappropriate and is counter to the best interests of the University.

This letter needs to be sent further up the brain stem of the University so that appropriate action can be taken.

— Charles McMahon, Professor of
Materials Science and Engineering

Response to Dr. McMahon

Let me also try to make clearer that the Night/Weekend Parking Policy does have some provisions along the lines you mention, although it is true they do not apply to all locations.

As endorsed by University Council Steering Committee in February, 1997, the policy calls for a core set of monitored night permit lots that are at fees which are substantially discounted from daytime rates, especially for research graduate students.

The designated night parking lots are free to faculty, staff and students who already pay for daytime permits.

Additionally, these night permit parking lots are supplemented by numerous unmonitored, free lots which include Nos. 3, 18, 29, 31, 33, 40, 41, 42, 45, 47. And, the parking garage (#37) located at 34th & Chestnut Streets is also available after 4 p.m. on weeknights at a discounted \$4 fee.

— Robert Furniss
Director, Transportation and Mail Services

Financial Training in a Changing World

As Penn's financial processes evolve from a paper-driven environment to one which is more decentralized and facilitated by technology, so too must the financial training evolve to ensure that those who use the processes can do so in as efficient and effective a way as possible. Financial training was a key recommendation of the Task Force on Fiscal Accountability when it rendered its report to the Trustee committee on Audit and the Administration in June of 1993. An early outgrowth of the task force recommendation was the establishment of an Accounting and Business Certification Program in order to better equip our financial administrators to fulfill their fiduciary responsibilities in accordance with internal and external policies, procedures, laws and regulations.

The introduction of the new business processes associated with the implementation of FinMIS necessitated the training of upwards of 1200 individuals through the Summer of 1996. Since that time, monthly training sessions have been conducted, both for new employees and for those individuals who want, or need to enhance their skills in those areas. Given the changes associated with the new accounting system and the lack of formal accounting training on the part of some of our financial administrators, a basic accounting course will be initiated in November, 1997 in order to assist all individuals with general ledger access to better comprehend the accounting/FinMIS relatedness.

In order to better assess and address current and future financial and business training needs, during Fiscal Year 1997, a Training Advisory Board comprised of both school and central financial administrators was established. The group meets regularly to monitor current training offerings and to prioritize future training initiatives. One example of their deliberations was the development of a soon-to-be-offered course for individuals with FinMIS access. The course is intended to increase their understanding of how to schedule, view and run financial reports and to develop report sets and report extracts as expeditiously as possible.

As all of the above suggests, financial training is critical to successfully evolving our business processes and enhancing our management capabilities in the future. Training is in everybody's best interest and requires a partnership between the schools and the center to ensure success. At the center, we will expand our training capabilities over the next several months in order to better meet the need. We expect that the schools will do their part by continuing to identify both training needs and those individuals who would benefit from the training opportunities; continuing to participate in conducting training as required and, in general, lending their wholehearted support to the overall training effort.

Let's all keep the momentum going.
— Alfred F. Beers,
Associate Vice President for Finance

Women Celebrate 10 Years of Taking the Reins

By Meghan Leary

Can women have it all? Yes! That is the message of the Trustees Council of Penn Women. And it is succeeding. In existence for 10 years, the Council has become an established force on campus.

The brainchild of former Chairman of the Board of Trustees Al Shoemaker, the Council claims 139 women, including Penn resident Judith Rodin, from more than 40 different professions. But it is also “a collection of 139 different life experiences,” says Trustee Judy Berkowitz, former president of the Council.

Berkowitz, who has been active in the Council since its inception, believes that Shoemaker deserves a lot of the applause that the Council receives. He had felt that Penn needed an institutional network to support women’s groups on campus, so he pulled together more than 100 prominent

Penn graduates from all over the country. Many of them had not actively participated in University functions since their graduation, but once contacted, these women proved anxious “to become reinvolved with the University because they felt they owed the University a great debt for their education,” Berkowitz said. But “nobody knew what was being unleashed at the time”

What was unleashed was a collection of smart and successful women who wanted to become an active influence in the lives of future generations of women leaders. The Council’s “mission,” said Pamela Ries, the chair of the Council’s 10th Anniversary Celebration, “is [to become] a national network of Penn alumni [who] foster and promote women’s issues in the community.”

Council members are mentors, role models and advocates for women on cam-

pus. The Council advocates for advancement of staff and faculty, and it works to ensure women’s participation in search committees and the equal consideration of women applicants.

Each year the Council holds a Career Dinner, in which junior women have the opportunity to dine with women in their field of interest. The students get the chance to learn from the experiences—both professional and volunteer—of the Council members. The Council has also instituted a shadowing program, which allows students to see first hand the working world.

The Council, which has raised more than \$13 million since their founding, finances programs to educate women about their opportunities while at Penn as well as after they graduate. The Fund to Encourage Women pays for lectures by academic leaders, research grants for junior faculty, as well as an on-line mentoring program.

But one of the most important things that the Council does is to provide emergency grants. These grants help women who find themselves, as a result of an extreme situation, in a financial bind. The fund is one of the “most successful programs,” Berkowitz said. “It is important that women are given opportunities and the grant encourages that.”

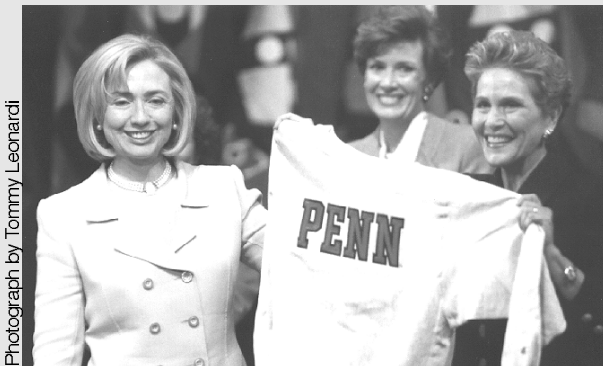
To encourage leadership, the Council each year presents an undergraduate woman leader with an award. And today’s leaders at the University can turn into tomorrow’s leaders. Berkowitz proudly boasts that “all the past presidents of the Council are now trustees.”

The “energy and initiative [of the Council] produced an organization that was outstanding right from the start” and it “has become an established machine,” said Berkowitz.

At the Oct. 22 10th Anniversary Celebration, Rodin said the Council is bringing more women to prominent roles and is changing “the good ol’ boys rule.”



Hillary Clinton Accepts Beacon Award



Photograph by Tommy Leonardi

Hillary Clinton (left) accepting a Penn sweatshirt from President Judith Rodin at the award ceremony.

Clinton, speaking before more than 900 people crowded into Annenberg’s Zellerbach Theater, said she was “deeply honored to receive the award from people [she] respects.”

Clinton commended the Council for its advocacy for women. “Women want to play as big a role as men in ensuring that our futures are good enough for us.” After her speech, Clinton answered a number of audience questions ranging from what her opinions are on the use of phonics in schools to what advice she gave her daughter when she went off to college.

Judy Berkowitz, a member of the Board of Trustees, said that it was the “perfect tribute to the 10th anniversary that a woman of [Clinton’s] stature would come to the University to accept this award.”

The Trustee’s Council of Penn Women celebrated its 10th anniversary with First Lady Hillary Clinton.

Clinton was presented the Council’s Beacon Award, which honors a strong leader in women’s issues. Clinton was chosen because she “introduces energy and inspiration throughout the world,” said President Judith Rodin.

— Meghan Leary

Compass Editor's

At a conference on Italian writer Primo Levi and the Holocaust in Italy, I expected the usual academic papers on his life and literary accomplishments.

The conference sponsor, the Center for Italian Studies here, with the participation of Professor Pietro Frassica of Princeton University, invited a mix of internationally recognized experts to speak, including Susan Zuccotti, the principal historian of the Italian Holocaust, and Cesare Segre, philologist and major analyst of modern Italian culture.

But what made the Oct. 17 conference a special experience was not the traditional, brilliant academic minds renowned in their fields, but the witnesses, live and in film, who had known Levi in and out of the death camp.

Levi, a post-World War II Italian writer and chemist, dedicated his life to bearing witness to his Nazi death-camp experiences in extraordinary, dispassionate prose and fiery poetry.

The traditional academic side of the conference was excellent. Cultural historian and journalist Alexandre Stille presented remarkable primary material — slides of the pages from a notebook with caricatures of Levi's underground circle of friends in the resistance. As the war wore on and the Nazi presence in Italy increased, "the portraits got darker and darker," said Stuart Curran, director of the center.

On the nontraditional side, the conference screened the American premiere of "La Tregua," by Francesco Rosi, a commercial film released in Italy and Europe but not yet in the United States. Starring John Turturro, the film was adapted from Levi's memoir about the months it took for the Italian prisoners of Auschwitz, liberated by the Russians, to make it home via Russia and through war-torn Europe.

And the conference screened a BBC documentary on Levi's life, "The Memory of the Offense," filled with readings from his writings and interviews of family members, friends, resistance members, and survivors

of the Nazi death camps who described Levi and his determination to create an accurate record of his Holocaust experiences for the world's collective memory.

And most important of all, the conference invited a witness to the horrors of the Holocaust, a witness to Levi in Auschwitz.

The conference attracted a diverse group of more than 75, including members of the Amici, or Friends of the Center for Italian Studies. Penn Physical Plant employee Lou Falcone, 46, learned about the conference from Amici. So did poet and videographer Maria Fama, 47.

"I very much love Primo Levi," she said, citing his pristine writing and moving works. She also came because her cousin, Lina Insana, a doctoral candidate in Italian at Penn, was reading a paper by Gian Paolo Biasin from Berkeley.

English Professor Jean-Michel Rabaté was there as well. "For me there are two writers — moving and honest writers — who have written about the Holocaust: Robert Antelme and Primo Levi," he said. He spoke of Levi's humanity, his intensity and his vision.

Another Levi fan, Asit Bhattacharya, 64, a physicist from Germantown, recalled how he had picked up his first Levi book, "The Periodic Table," by chance. "This looks like chemistry. I may be able to understand," he remembered thinking. When Levi killed himself, Bhattacharya felt he had lost a friend. "I can't pardon him."

Anna Rosa Kohn, 56, from Princeton (the town, not the school), was talking to Penn mathematics professor Eugenio Calabi, 74, who identified himself as an Italian Jew to explain his presence. Kohn said she too was born in Italy and was Jewish.

"Part of our purpose is outreach," center Director Curran said. Then he turned to the serious side of the conference. "Witnessing is about not keeping it in small, enclosed arenas."

This was by far the most moving presentation I have ever heard in an academic conference.

— Stuart Curran



The witness was death camp survivor Jean Samuel, who arrived from France. He is the main character in "The Canto of Ulysses," a chapter in Levi's book "Survival in Auschwitz."

His handsome white hair, pink complexion and build — still erect and sturdy — belied his suffering at the hands of the Nazis.

He began: "'Whether we like it or not, we are witnesses and we bear the weight of it.' This is what Primo Levi wrote to me in one of his first letters after finding each other [after their release from Auschwitz] in March '46."

Speaking in halting English, he departed from his prepared notes to name — and record in public memory — some of his fellow prisoners who had retained their dignity and humanity in the face of unspeakable degradation in the Nazi death camps, and had died there without proper markers or graves.

"The system schemed to break down our human condition, to annihilate our will to live, to make us a number, and object," he said.

And he spoke of his own need to speak out after 35 years of silence.

Just as Levi had described Samuel as a model for what it meant to be human, Samuel returned the compliment to Levi, and after Levi's suicide, took up his cause, bearing witness.

The silence that followed Samuel's account finally broke into a standing ovation when Curran rose and walked to the podium to thank him. After more than 30 minutes of comments and questions, moderated by Rabaté, the audience left the conference carrying Samuel's memories.

Libby Rosof, Compass editor

Afro-American Studies Marks 25 Years at Penn

by Libby Rosof

For their 25th birthday, the Afro-American Studies Program (AFAMS) threw itself an academic party — a conference of course.

The conference, African American Studies in the 21st Century, called together African-American scholars, some media people and even a businessman, and asked them to consider which road African-American scholarship should travel into the next century.

They brought some disparate experiences and views to the conference, organized under the leadership of AFAMS Director Herman Beavers and held here Oct. 16 to 18. They also brought a common vision — the need for more interdisciplinary study.

A FAMS is by definition a model of interdisciplinary study, all its courses cross-listed with departments across the University. Its success in interdisciplinary

studies is reflected in the national ranking of its English component. For the last three years, U.S. News and World Report has ranked it second in the nation after Harvard.

After the conference, which attracted about 200 people, Beavers expressed an interest in broadening the AFAMS. The program already has a link with the School of Medicine, but Beavers said he hopes to expand it and establish links with the other professional schools.

(continued on page 10)

Penn Previews Janzen's Kyoto Award Lecture

By Libby Rosof

Penn conservation biologist Daniel Janzen, a winner of this year's 50 million yen (about \$430,000) Kyoto Prize, gave a crowd of 200 a preview right here on campus Oct. 21 of the lecture he will give in Japan upon receiving his award in November.

His talk was a passionate call for preserving wildlands and biodiversity.

In the struggle between nature's genetic imperatives and humans', "humans have won," he said. "The world no longer belongs to nature. We can turn it into any piece of garbage we want to."

But he distanced himself from the tree-huggers and greenies who wanted to preserve wilderness for its own sake. "There is no pristine nature out there to be saved," he said.

Janzen alternately preached and amused, using slides and props to deliver his point — that humans must rescue so-called wildlands by cultivating them. Calling wildlands gardens, he argued, is a way to recognize their value to humanity: The "gardens" and their biodiversity produce more than the same land converted to farming and industry.

As an example, he compared a forest, an effective "green scrubber" of polluted air, to a mechanical scrubber. The forest, he said, would do the job for \$15 to \$30 per ton of pollutants, as compared to the mechanical scrubber, which would do the job for \$300 to \$500 per ton.

"If it stays a wildland, it will be obliterated," he said. "But if we move it into a garden and give it the care a garden gets, it will be with us forever."

Janzen spends half his time each year studying the biological diversity in a tropical rainforest, the Guanacaste Conservation Area in Costa Rica. The announcement of his Kyoto Award, made over the summer, stated: "He has proposed numerous unique hypotheses concerning the interaction between tropical



Photograph by Tommy Leonardi

Daniel Janzen

plants and animals and has brought new understanding to the phenomenon of tropical biodiversity."

The award, one of the three Kyoto Awards bestowed each year for lifetime achievement, legitimizes conservation biology, giving formal recognition to conservation of tropical wildlands, Janzen said. He thanked Penn and his department for allowing him the time away from campus to do his research.

Janzen has also won the Swedish Royal Academy's Crafoord Prize in ecology (1984) — a companion prize to the Nobel — and won a MacArthur Fellowship — nicknamed the "genius award" — in 1989.

Lively discussions marked much of the conference.

The Black Gender Studies workshop brought a historical perspective and a modern one to the roles of black men. Marlon Ross, professor of English at the University of Michigan, said that early 20th century literature and sociological studies showed awareness of how narrow the definition of acceptable black male sexuality was. He then read an excerpt from the "Color of Manhood," which called for a movement towards "varying degrees and types of black men."

And Penn English Professor Michael Awkward commented on popular views of African-American male roles. The Million Man March, he said, had paradoxical objectives — to advance blacks in general under a religious paradigm that was puritanical and inconsiderate of women's advancement.

His comments provoked lively, sometimes angry discussion among the 20 people attending the workshop. "People disagree and have lots of perspectives," Beavers said afterwards. "That's a good thing."

But people agreed a lot more than they disagreed.

At the workshop on the Black Body in Society: Health, Education and Social Well-Being, the panelists' backgrounds included medicine, nursing, history, statistical studies

and psychology. But they found much in common. They all longed for better communication between disciplines. There is little interaction between humanities scholars and his field, said Dr. Raynard Kington, research medical officer for the National Center for Health Statistics, Centers for Disease Control, and senior scientist for the RAND Corporation. "They must understand each other's context. Literature has the potential for generating hypotheses," he said.

The panelists called for more blacks participating in policy committees, in proposal design and preparation, and in academic studies. Dr. Marion Gray Secundy, who directs a program at Howard University on clinical ethics, said she was one of only 15 people of color in her area. "It is a very lonely and a scary place to be," she said, calling on more participation from prominent blacks.

Academic studies that lacked black perspectives had shortcomings, said Margaret Beale Spencer, Board of Overseers Professor of Education at the Graduate School of Education here. She wondered why developmental psychology has failed to consider the context of American racism for children growing up.

The discussion segued into why stress-related health problems affect black men more than other groups. Someone said those problems needed to be seen in the

context of the pressures that societal racism creates. Spencer said the pressure begins early, when misguided, racist educators inappropriately discipline young African American boys for healthy behaviors.

At the "Transforming our Communities: African American Studies, Business and Law" workshop, Chicago businessman Thomas Coates explained how he has been refurbishing Chicago neighborhoods, such as Bronzeville, getting buildings of African-American historical interest declared historic landmarks.

Beavers said the workshop was a particularly good example of the kind of conversation he had hoped to encourage with the conference. "He's trying to make that area a tourist attraction. We brought him because we have Wharton, here, and this was a way to bring Wharton into the discussion.

"Wharton students got some ideas of other ways to use a Wharton degree other than just going into corporate America."

In his closing remarks, Beavers said there might be people who felt the conference didn't cover all the bases. He issued a challenge to graduate students to go out and do all that work.

Nathaniel Glasser and Henri Tetrault contributed to this story.



Ambassador Corps Hits the Streets

The first 28 members of the University City District's (UCD) Safety Ambassadors officially began their patrol duties Oct. 23 in ceremonies at Drexel University.

After welcoming remarks from dignitaries including Philadelphia Mayor Ed Rendell and President Judith Rodin, UCD Manager of Safety John Conlow (*standing, in business suit*), conducted the group's first roll call and handed out certificates for completing a four-week training course.

The Ambassadors are patrolling daily in University City from 10 a.m. to 11 p.m.

"The UCD Safety Ambassadors will serve as eyes and ears for the community, helping make University City safer. They



Photograph by Candace diCarlo

will also be roving hosts, providing information about University City and its attractions," said UCD Executive Director Paul Steinke.

They will be in constant contact with their operations base via two-way radios; supervisors at the base can in turn contact police if needed.

The corps of Safety Ambassadors will number 40 at full strength. They join 25 sidewalk cleaners already at work in the district. Half of the

Safety Ambassadors live in West Philadelphia, and 90 percent are city residents.

The University City District is a special services district formed by a coalition of businesses, government agencies, community groups and major institutions, including Penn.

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 October 20-24, 1997

ANNENBERG SCHOOL

Contact: Ronald Story

BOX OFFICE ASSISTANT, LIMITED SERVICE (101700RS) Responsible for ticket sales through window, telephone & mail orders; reconcile money taken in with ticket audit stubs; prepare statistical reports & mailing lists. **QUALIFICATIONS:** HS diploma or equivalent, BA/BS preferred; demonstrated ability to reconcile money taken in with ticket stubs; previous sales experience in similar setting helpful; good telephone manner & ability to work under pressure required; must be willing to learn computerized box office system; *hours 12 noon-6pm, 9 months per year, evenings & weekends required.* **GRADE:** G5; **RANGE:** \$12,875-15,811; 10-24-97 Annenberg Center

ARTS AND SCIENCES

Contact: Anna Marcotte

ADMINISTRATIVE ASSISTANT II (101710AM) Provide general administrative & secretarial support; handle word processing, proof-reading, editing & spreadsheet applications; coordinate travel arrangements & expense reimbursements; coordinate mailings, including mail merge documents; assist with planning staffing meetings & special events. **QUALIFICATIONS:** HS diploma; 3 years experience as Administrative Assistant or Secretary; knowledge of Windows, Word & Excel essential; *application deadline 10-31-97.* **GRADE:** G10; **RANGE:** \$19,261-23,999; 10-24-97 External Affairs

ADMINISTRATIVE ASSISTANT II, PART-TIME (28 HRS) (101693AM) Manage program office; organize events, including publicity, invitations & mailings; prepare meetings & receptions; organize & maintain office records/files; maintain web page & databases; prepare financial documents; create/edit newsletter; maintain office supplies. **QUALIFICATIONS:** HS diploma required, BA/BS preferred; 2 years relevant experience; strong organizational skills & ability to handle many projects; ability to prioritize & work independently; excellent writing skills; computer proficiency in WordPerfect, MS Word, Excel, Filemaker Pro. **GRADE:** G10; **RANGE:** \$11,266-14,299; 10-22-97 Jewish Studies Program (Asian & Middle Eastern Studies)

FISCAL COORDINATOR I (37.5 HRS) (101694AM) Manage weekly payroll; record, monitor & verify budget & expense transactions for departmental & grant funding; maintain & run systems for monthly billings; assist research professors with pre-award process to include budgets & current & pending support; run, analyze & distribute monthly expenditure reports; create & maintain spreadsheets & databases.

QUALIFICATIONS: BA/BS in Accounting or Business or equivalent work experience; experience & knowledge of FinMIS preferred; strong computer skills; proficiency with spreadsheet environment; familiarity with pre-award research process; strong communication, interpersonal & organizational skills; working knowledge of Univ. policies & procedures preferred. **GRADE:** P1; **RANGE:** \$20,291-26,368; 10-23-97 Chemistry

SYSTEMS PROGRAMMER I (081248AM) Manage Windows NT server & desktop computing support for faculty, staff & students for instructional, research & administrative support needs. **QUALIFICATIONS:** BA/BS & 2 years experience supporting Macintosh/PC hardware & software; academic background and/or interest in Biology preferred; extensive experience with Macintosh, Windows 95 & NT operating systems, flatbed & slide scanners, slide makers, printers, application software & networks; Linux experience desired; knowledge of Photoshop, Word, Canvas, Powerpoint, HTML, PageMaker, Excel, Filemaker Pro; strong verbal & written communication skills. **GRADE:** P6; **RANGE:** \$30,857-42,591; 10-22-97 SAS Computing

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.

DENTAL SCHOOL

Contact: Ronald Story

SECRETARY IV, PART-TIME (17.5 HRS) (101659RS) Under supervision, provide secretarial & administrative support requiring judgment & initiative; type & proofread standard & complex materials; develop & maintain filing systems; answer phones & handle inquiries requiring interpretation of policies; arrange appointments & conferences; handle mail; suggest & implement office procedures. **QUALIFICATIONS:** HS diploma with business training; experience preferred; type 50 wpm; strong computer, organizational, verbal & written communication skills; ability to work well with diverse group of people; handle multiple tasks; determine priorities. **GRADE:** G9; **RANGE:** \$9,677-12,083; 10-20-97 Restorative Dentistry

ENGINEERING/APPLIED SCIENCE

Contact: Ronald Story

ADMINISTRATIVE ASSISTANT II, LIMITED SERVICE (101674RS) Provide administrative/clerical support to department faculty & Assistant to the Chair; type journal articles, book chapters, class materials, proposals, equations & other assorted technical materials; assist with on-line student information, web page maintenance, coordination of annual orientation, recruiting interviews for new students & faculty, management of conferences, special events, "working papers" access & course scheduling; gather data for faculty dossiers. **QUALIFICATIONS:** HS diploma, business curriculum & related post HS training or equivalent; minimum 2 years administrative or secretarial experience; proficiency with MS Office, including equation editor, required; knowledge of HTML, LaTeX, WordPerfect & desktop publishing; type 65 wpm; knowledge of specification/technical terminology desired; solid organization, proofing & communication skills; *9 months per year.* **GRADE:** G10; **RANGE:** \$14,446-17,999; 10-22-97 Systems Engineering

EXECUTIVE VICE PRESIDENT

Contact: Sue Hess

ACCOUNTANT I (101696SH) Perform subsidiary ledger review & reconciliations; prepare financial statements & billings; interact extensively with University Business Administrators; accumulate & analyze data for preparation of Federal Cash Transaction Reports; prepare journal entries & trail balances; assist senior accountant in preparation & examination of other financial reports; test for accuracy, completeness & compliance with federal guidelines and/or other contractual agreements; initiate daily LOC cash drawdown. **QUALIFICATIONS:** BA/BS in Accounting or

equivalent; 1 year experience in research/grant accounting preferred; proficiency with PC & working knowledge of Lotus 1-2-3; strong verbal & written communication skills. **GRADE:** P2; **RANGE:** \$22,351-29,098; 10-23-97 Comptroller

ASSISTANT MANAGER, BENEFITS ACCOUNTING/RESEARCH (101673SH) Review & recommend modifications to benefits programs; supervise administration & financial management of these programs; analyze utilization reports from providers; coordinate systems requirements for department; serve as liaison between University & its providers/ consultants; supervise staff of 5 accounting professionals. **QUALIFICATIONS:** BA/BS or equivalent required, MBA with emphasis in finance or math preferred; minimum 5 years progressive experience in benefits design & administration; knowledge of ERISA & other benefits regulations; highly developed analytical & supervisory skills; ability to conceptualize issues & evaluate their practical impact on programs; computer skills including WordPerfect, Lotus & Access or Dbase. **GRADE:** P8; **RANGE:** \$39,655-52,015; 10-20-97 Human Resources Benefits

BENEFITS SPECIALIST II (101672AB) Counsel employees on full range of University benefits, including analysis & costing of impact of choosing available options; calculate & explain provisions of University's defined benefit & defined contribution plans; calculate & explain maximum amounts allowed as contributions to 403(b) plan; present benefit programs & changes before diverse audience; actively participate in planning & conducting open enrollment process. **QUALIFICATIONS:** BA/BS preferably in Business Administration; minimum 2 to 3 years benefits experience; knowledge of ERISA & other benefits regulations; excellent oral & written communication skills; proven analytical skills; computer skills including WordPerfect, Lotus & Access or Dbase. **GRADE:** P4; **RANGE:** \$26,986-35,123; 10-20-97 Human Resources Benefits

INTERNAL AUDITOR (101670SH) (101671SH) Work collaboratively with management to evaluate business controls, drive strategic initiatives & streamline business processes; build partnerships with management to proactively assess risk issues; approach audit & consultative requests using value added philosophy; assist with business risk assessments, audit program design, development & implementation; utilize latest computer-assisted auditing techniques to document & report results; excellent long-term opportunities exist to transfer into key University & Health System management positions. **QUALIFICATIONS:** BA/BS in Accounting, Business or related field; advanced degree in Business, Finance, Information Systems or related field preferred; CIA, CPA or MBA or commitment to pursue preferred; 0-8 years experience in internal audit or public financial accounting; consulting or operations experience; strong accounting or operations experience preferably in university environment; thorough understanding of business processes & controls is essential; excellent communication, interpersonal, leadership & management skills. **GRADE:** P4-P9; **RANGE:** \$26,986-57,217; 10-23-97 Office of Audit & Compliance

INTERNAL AUDITOR, HEALTH SYSTEM (101679SH) Work collaboratively with management to evaluate business controls, drive strategic initiatives & streamline business processes; build partnerships with management to proactively assess risk issues; approach audit & consultative requests using a value-added philosophy; assist with business risk assessments, audit program design, development & implementation; utilize the latest computer-assisted auditing techniques to document & report results; excellent long-term opportunities exist to transition into key University & Health System management positions. **QUALIFICATIONS:** BA/BS in Accounting, Business or related field; advanced degree in Business, Finance, Information Systems or related field preferred; 0-8 years experience in internal audit or public financial accounting, consulting or operations experience depending on the specific needs of the Health System; strong accounting or operations experience preferably in a health care environment & a thorough understanding of business processes & controls is essential; excellent communication, interper-

sonal, leadership & management skills; CIA, CPA or MBA or commitment to pursue preferred. **GRADE:** P4-P9; **RANGE:** \$26,986-57,217; 10-23-97 Office of Audit & Compliance

MEDICAL SCHOOL

Contact: Anna Marcotte/Lynn Nash-Wexler

ADMINISTRATIVE ASSISTANT II (37.5 HRS) (101707AM) Provide administrative support to director of large clinical & research division; handle office communications; compose, prepare & edit correspondence, forms & reports; assist in preparing data reports; organize & maintain records/files; develop/modify workflow procedures; manage calendars, schedules & mail; arrange meetings, events & travel; assist with handling of & reporting on expenses & purchases. **QUALIFICATIONS:** HS diploma; 2 years relevant experience required; strong verbal & written communication skills & interpersonal & organizational skills; knowledge of office procedures & computer proficiency preferred. **GRADE:** G10; **RANGE:** \$20,637-25,713; 10-24-97 Psychiatry

ADMINISTRATIVE ASSISTANT II (40 HRS) (101645AM) Provide support to Director; type & proofread; transcribe dictated material; draft correspondence/forms; manage scheduling; assist with preparing publications. **QUALIFICATIONS:** HS diploma required; BA/BS preferred; 4 years administrative experience required or equivalent; experience with word processing & database systems; excellent typing skills required; experience transcribing dictations necessary; strong verbal, written & organizational skills; *afternoon shift with potential weekend work (schedule negotiable); position contingent upon grant funding.* **GRADE:** G10; **RANGE:** \$22,013-27,427; 10-20-97 Institute for Human Gene Therapy

ADMINISTRATIVE ASSISTANT III (40 HRS) (101644AM) Under general direction, provide administrative support to Director & supervisor; type & proofread both standard & confidential material; transcribe dictated material; draft routine correspondence/forms; schedule & reschedule appointments, meetings & other activities for supervisor & Director; schedule large programmatic meetings, such as Philadelphia CF Consortium; handle itineraries of visiting postdoctoral fellow & non-tenure track faculty recruits to Director's laboratory; work closely with supervisor to prepare graphic material for presentations by supervisor & Director; act as liaison to internal & external graphics artists to prepare slides & other graphic materials; help create textual slides & other presentation materials for supervisor & Director. **QUALIFICATIONS:** HS diploma required, BA/BS preferred; minimum 6 years administrative experience required or equivalent combination of education & experience; must have experience with word processing & database systems; excellent typing skills required; experience transcribing dictations necessary; solid telephone experience & professional, courteous phone manner required; strong verbal & written communication skills; ability to handle multiple tasks simultaneously; excellent organizational skills; ability to meet deadlines; *hours 7 am - 4 pm; position contingent upon grant funding.* **GRADE:** G11; **RANGE:** \$23,425-29,723; 10-20-97 Institute for Human Gene Therapy

ASSISTANT DIRECTOR VI (101692AB) (40 HRS) Maintain & modify forecasting model for operating budget; facilitate budget request & presentation package; provide support in developing budget package; develop system to monitor accuracy of operating budget & to provide explanations for the variances; evaluate impact of variance on aggregate budget; analyze impact of new initiatives on finances. **QUALIFICATIONS:** BA/BS required, MBA with financial planning background or related field preferred; 5 years of financial planning & modeling experience; ability to conduct quantitative analysis; strong analytical background; strong working knowledge of spreadsheet & database software; familiarity with FinMIS & Business Object in conjunction with Data Warehouse; must be able to demonstrate ability to conceptualize complex tasks; excellent oral & written communication skills. **GRADE:** P7; **RANGE:**

\$36,050-46,814; 10-23-97 Resource Planning & Analysis

DIRECTOR VII (101665AM) Develop & implement long-term strategic plan for office automation, communication networks & Picture Archiving & Communication System (PACS) software; direct research of Applications & Systems Engineers; design large software systems & document design; test designed software; develop user manuals; manage support software. **QUALIFICATIONS:** MS in Electrical Engineering, Computer Science or Biomedical Engineering; knowledge of image display & image processing is essential; experience in implementation of image display software essential; experience in large-scale software design & implementation, system integration & high performance communications networks; thorough understanding of UNIX, DOS, VMS, MAC-OS operating systems & TCP/IP, LAT/Decnet & AppleTalk networking protocols; familiarity with relational database development & integration; knowledge of imaging standards (ACR/NEMA) desirable. **GRADE:** P10; **RANGE:** \$48,822-64,066; 10-20-97 Radiology

HISTOLOGY TECH II (091551LW) Participate in routine staining & sectioning 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:** Registered as histological technician by American Society of Clinical Pathologists or ASCP eligible; minimum 2 years direct experience as Histology Technician; broad knowledge of principles, methods & techniques of histological laboratory work; ocular experience preferred. **GRADE:** G10; **RANGE:** \$19,261-23,999; 10-24-97 Ophthalmology

LAB ANIMAL TECH (40 HRS) (101668LW) Under moderate supervision, provide all aspects of care to laboratory animals including husbandry (feeding, cage cleaning, record maintenance, etc) & enrichment of various species; help maintain rodent breeding colonies & inventories of colonies; provide technical assistance to investigators who use Animal Services Unit, including venipuncture; maintain knowledge of & compliance with USDA, AAALAC regulations & FDA Good Laboratory Practices. **QUALIFICATIONS:** HS diploma required; AALAS certification at Technician (LAT) level highly desirable; minimum 1 to 2 years experience working with laboratory animals, including non-human primates, necessary; knowledge of & experience with BSL2+ agents also required; experience with technical procedures as described; must be able to lift heavy objects above shoulders & catch & restrain lab animals; exceptional commitment to research programs & sensitivity to needs of animals essential; energy & willingness to meet tight & aggressive deadlines; excellent interpersonal & communications skills required; *position contingent upon grant funding.* **GRADE:** G9; **RANGE:** \$20,130-25,133; 10-21-97 Institute for Human Gene Therapy

PROGRAMMER ANALYST III/IV (101702AM) (101703AM) PA III/IV: Analyze & design technical implementation of specified data management, analysis & visualization systems for bioinformatics & computational biology; develop programming specification & effort estimates; prepare technical documentation & user guides; maintain up-to-date knowledge of current technology & literature on bioinformatics & computational biology as it relates to genomic, gene expression & molecular cellular biology; participate in evaluation of technical competence of prospective employees; participate in writing grants, scientific papers & technical documentation; PA IV: Additional duty of plan development & training of staff. **QUALIFICATIONS:** MA/MS in CS, Mathematics or related field or equivalent; PAIII: 3 to 4 years programming experience; PA IV: 5 to 6 years programming experience; detailed knowledge of UNIX, Sybase, Prolog, Java, Perl, C, C++ desirable; *must be available for limited travel.* **GRADE:** P7/P8; **RANGE:** \$36,050-46,814/\$39,655-52,015; 10-24-97 Center for Bioinformatics

PROJECT MANAGER II (101690AM) Participate in research design & development of study materials; hire, supervise & train study nurses; oversee & coordinate field operations; develop & maintain project records & documentation; prepare progress reports; assure quality & completeness of data. **QUALIFICATIONS:** MS degree in Epidemiology or related field; 5 years experience in research methodology; experienced in computer applications & software; skilled in managing diverse research team; strong verbal & written communication skills; attention to detail; ability to work under pressure. **GRADE:** P7; **RANGE:** \$36,050-46,814; 10-24-97 CCEB

RESEARCH COORDINATOR (101685LW) Coordinate database management activities for clinical & laboratory research of families with genetic susceptibility to breast cancer; design, implement & maintain data system; coordinate data exchange between PI and clinical areas, including file formation, verification checks & conversion of data; collect & enter retrospective & prospective clinical data on all breast cancer patients. **QUALIFICATIONS:** BA/BS or equivalent; 3 years experience in academic & health care setting; extensive computer hardware & software experience on Macs & PCs; experience with word processing packages, spreadsheets & databases; knowledge of medical terminology & experience working with clinicians in outpatient setting required; knowledge of Internet resources; strong communication & organizational skills; attention to detail. **GRADE:** P3; **RANGE:** \$24,617-31,982; 10-22-97 Cancer Center

RESEARCH LAB TECH II (40 HRS) (101664LW) Assist with subject recruitment in compliance with multiple research protocols; administer interviews, questionnaires & assessment instruments; score test batteries; ensure data completeness; monitor subject compliance to protocol; collect/enter data into established database; maintain research files; provide info to clients regarding research protocols/procedures. **QUALIFICATIONS:** HS diploma with some college courses in Social Science/related field; exposure to science research required; interviewing skills desirable; attention to detail/accuracy in data collection required; *must be available for evenings/weekends; position contingent upon grant funding.* **GRADE:** G8; **RANGE:** \$16,171-20,240; 10-21-97 Psychiatry/Addictions

RESEARCH LAB TECH III (101691LW) Under general supervision, perform variety of routine lab duties to assist PI in maintaining/managing laboratory; operate standard & complex lab equipment, including autoclave; prepare media, stock solutions & reagents; wash glassware; pour gels for electrophoresis; maintain inventory & order lab supplies; perform general topical library bibliographic searches. **QUALIFICATIONS:** HS diploma required; BA/BS in scientific field preferred; some chemistry/biochemistry & some lab experience required. **GRADE:** G8; **RANGE:** \$16,171-20,240; 10-22-97 Institute for Medicine & Engineering

RESEARCH SPECIALIST JR (101662LW) Process virologic & immunological specimens from HIV patients for PBMCs, cryopreservation & other protocol-related assays; perform data entry; analyze data to generate computer reports; order supplies & maintain inventories of reagents & supplies; ship specimens according to hazardous specimens shipping regulations; library searches. **QUALIFICATIONS:** BA/BS degree; basic knowledge of routine laboratory techniques; must be detail-oriented & not be afraid to work with HIV contaminated blood. **GRADE:** P1; **RANGE:** \$20,291-26,368; 10-20-97 Infectious Diseases

RESEARCH SPECIALIST JR (02163RS) Assist in planning experiments; perform routine experiments & assist in analysis & writing of research reports; attend lab meetings; monitor equipment; maintain logs & records; order supplies. **QUALIFICATIONS:** BA/BS in scientific field; previous tissue culture & lab experience desired; must work independently. **GRADE:** P1; **RANGE:** \$20,291-26,368; 10-24-97 Pathology

RESEARCH SPECIALIST I (06790RS) Perform general molecular biology; make recombinant adenoviruses; generate & screen polyclonal antibodies; perform tissue culture & some animal work;

perform light & confocal microscopy; supervise students & techs; order supplies. **QUALIFICATIONS:** BA in Biology or related field required; 1 year of experience in molecular biology lab preferred; good organizational skills; highly motivated; ability to work independently. **GRADE:** P2; **RANGE:** \$22,351-29,098; 10-21-97 Neuroscience

RESEARCH SPECIALIST I (40 HRS) (101686LW) Perform experiments in molecular biology including, but not limited to, DNA, RNA & protein isolation & analysis, DNA cloning & sub-cloning, PCR, gel electrophoresis, tissue culture of mammalian cells, dissection of rodents for tissues & analysis of transgenic mice; assist in experimental design & perform data analysis; maintain scientific notebook; present work at weekly laboratory meetings, maintain reagents related to studies. **QUALIFICATIONS:** BA/BS in scientific field with course work in molecular biology; 1 to 3 years laboratory experience with molecular biological techniques; ability to work independently; excellent organizational skills & ability to maintain records & logs; computer literate; attention to detail; good communication skills; *position contingent upon grant funding.* **GRADE:** P2; **RANGE:** \$22,351-29,098; 10-22-97 Gastro-Intestinal

RESEARCH SPECIALIST IV (101663LW) Independently direct & implement development of multi-step purification systems for adeno-associated virus, adenovirus vectors & other vectors; processes will be utilized for production of clinical grade materials that will be used in human clinical trials treating genetic diseases & cancer; independently implement & evaluate wide variety of chromatographic separation systems; evaluate number of different vectors with different resins & different equipment; initiate & develop procedures for multiple steps of purification, including DNase purification processes & for vector concentration; analyze purified & partially purified vectors for infectivity & biological activity; develop multiple step, complex processes for purification & monitor removal of contaminants; work with Associate Director of the Translational Research Program (TRP) & production manager of Human Applications Laboratory (HAL) to implement vector purification processes for AAV, Adeno & other vectors as needed using GMP regulations as required by FDA. **QUALIFICATIONS:** MS in Virology, Biology, Biochemistry or related field; minimum 5 years experience or other significant training; or PhD & 2 years experience; proven track record of research & development in chromatography of proteins and/or viral vectors; knowledge of regulatory issues related to GLP & GMP important; excellent organizational, verbal & written communication skills required; ability to thrive in challenging & fast-paced environment; *position contingent upon grant funding.* **GRADE:** P6; **RANGE:** \$32,857-42,591; 10-20-97 Institute for Human Gene Therapy

RESEARCH SPECIALIST IV (091580LW) Develop & coordinate interdisciplinary research projects; assist in, perform & develop test protocols, equipment & fixtures, as well as data collection, analysis & interpretation; responsible for execution of various research projects; act as technical expert in mechanical testing; assist in writing grant proposals, book chapters, peer reviewed journal articles & presentation of research at national meetings; select lab personnel & equipment for specific research projects. **QUALIFICATIONS:** MS in Biomedical Engineering or related discipline required; 3 years additional research experience in Orthopaedic Biomechanics or related field. **GRADE:** P6; **RANGE:** \$32,857-42,591; 10-22-97 Orthopaedic Surgery

RESEARCH SPECIALIST IV (40 HRS) (091543LW) Molecular Biologist or Immunologist to become Technological Director of Morphology Core to manage daily operations; support its development; assist investigators in developing protocols for antibodies & *in situ* hybridization; perform independent & collaborative research pertinent to Core; instruct Core investigators on imaging system for light & fluorescent microscopy; supervise core technicians in processing & cutting tissues; collect tissues to establish tissue bank with database. **QUALIFICATIONS:** MS or PhD in related field plus 2 to 4 years work experience; applicants should have extensive experience in above tech-

niques; ability to work independently essential; good organizational, writing & computer skills required; *position contingent upon grant funding.* **GRADE:** P6; **RANGE:** \$32,857-42,591; 10-23-97 Medicine/GI

NURSING

Contact: Sue Hess

FISCAL COORDINATOR I/II (101680SH) (101681SH) Perform financial & administrative duties for multiple academic divisions as member of service group team; includes purchasing, accounts payable, budgetary & payroll transactions; assist in oversight of budgets & ensure integrity of financial transactions; perform duties under detailed policies & procedures; interact with faculty, staff & other departments; interact extensively with off-campus vendors; ensure highest level of customer service to faculty, students & staff; provide back-up supervision & serve as lead resource for group. **QUALIFICATIONS:** BA/BS preferably in Accounting or Business or equivalent work experience; 1 to 3 years experience in fiscal operations or equivalent; FinMIS experience preferred; working knowledge of accounting practices & office standards & procedures; strong PC related skills, particularly (Microsoft Office); familiarity with University fiscal operations & applications; excellent organizational skills; strong verbal & written communication skills; ability to work with diverse group in fast-paced environment; commitment to customer service essential. **GRADE:** P1/P2; **RANGE:** \$20,291-26,368/\$22,351-29,098; 10-23-97 Nursing

RESEARCH COORDINATOR (40 HRS) (101682SH) Provide administrative & technical services in design & operation of multi-site health services research studies at Center for Health Services & Policy Research; coordinate grant-related activities; supervise work-study students; administer budgets of large Center-based research grants, international conference & overall Center budget; draft grant-related reports & participate in development of scientific publications; manage data collection from field study of 6 hospitals located throughout country on AIDS care & hospital nursing workforce; train & supervise staff; maintain bibliographic data base; assist, summarize & present study data; direct & maintain all grant-related correspondence between Center, US, Europe & Latin America; solve procedural problems & maintain Center equipment. **QUALIFICATIONS:** BA/BS; 2 years professional experience required, including prior administrative & technical support experience; supervisory experience preferred; demonstrated ability to handle multiple projects, maintain budgets & work independently; ability to write & edit technical reports; excellent interpersonal & communication skills; ability to work effectively with interdisciplinary research team; thorough knowledge of microcomputers, word processing, graphics & database management & data entry software programs essential; familiarity with population studies & health services research preferred; knowledge of social research methodology; familiarity with implementation of research protocols & development of data codebooks desired; *end date 6-30-98.* **GRADE:** P3; **RANGE:** \$24,617-31,982; 10-23-97; Nursing

PRESIDENT

Contact: Sue Hess

ADMINISTRATIVE ASSISTANT I (101683LW) Provide clerical & administrative support to Planned Giving staff, word process, edit & proofread correspondence, reports & estate trust summary sheets; prepare mailings; maintain databases; prepare gift transmittals & post payments; answer telephones & respond to inquiries & redirect as necessary; schedule appointments for directors; make travel arrangements; prepare itineraries & reconcile travel expenses; maintain office files; order office supplies; open, stamp & sort mail. **QUALIFICATIONS:** HS diploma; minimum 3 years secretarial experience; experience with use of dictaphone & other office equipment; thorough knowledge of office practices & procedures; proficiency in WordPerfect; familiarity with Excel, FileMaker Pro & other computer programs. **GRADE:** G9; **RANGE:** \$17,614-21,991; 10-23-97 Gift Planning, Development & Alumni Relations

ASSOCIATE DIRECTOR, UNIVERSITY ARCHIVES/RECORDS CENTER (101661SH) Responsible for resource planning & day-to-day administration of comprehensive institutional archives & records management program; oversee Archives public & technical services & Records Center active, inactive & medical records services; supervise staff, including project staff; develop & implement departmental resources; prepare fiscal plans & departmental budgets; manage physical plant. **QUALIFICATIONS:** MA in American History, American Studies or Archival Administration and/or MLS degree; 7 to 10 years professional experience with minimum 4 years in supervisory capacity in institutional archives & records management program; excellent interpersonal & communication skills. **GRADE:** P8; **RANGE:** \$39,655-52,015; 10-20-97 University Archives

INFORMATION SYSTEMS SPECIALIST III (101667SH) Provide information system support, including data analysis, system planning, selection, software/hardware configuration & troubleshooting, programming & training; perform project & strategic planning; oversee computing environment; take lead in establishing & coordinating standards & technical directions; serve as liaison to University offices; administer departmental Novell LAN including server, workstations, peripherals & applications. **QUALIFICATIONS:** BA/BS required, MS/MIS or equivalent experience preferred; 5 to 7 years experience with variety of computer systems with at least 5 years supporting end-user computing in Novell environment, including programming, preferably in academic setting; 5 years working knowledge & programming experience with relational DBMS. **GRADE:** P7; **RANGE:** \$36,050-46,814; 10-24-97 University Archives

SECRETARY IV (01684LW) Provide secretarial & clerical support to Director of Communications for School of Veterinary Medicine; type & proofread general correspondence, media copy & other documents; maintain mailing lists, media clip files, photo files, slide files & office files; maintain & update web page & search Internet for related articles & information; assist with major mailings & public affairs programs; answer phones & route calls; respond to general inquiries; distribute department mail; assist with media & other special events; provide receptionist support for entire department; greet visitors; pick up & distribute materials within school & hospital. **QUALIFICATIONS:** HS diploma or equivalent; 2 years clerical/secretarial experience & previous experience in university setting preferred; knowledge of & previous experience with Internet; proficient typing/computer skills; thorough knowledge of Windows & WordPerfect for Windows; strong verbal & written communication skills. **GRADE:** G9; **RANGE:** \$17,614-21,991; 10-22-97 Development & Alumni Relations

PROVOST

Contact: Ronald Story

ADMINISTRATIVE ASSISTANT II (101675RS) Coordinate flow of artwork, proof & packages; prepare typesetting, printing & binding specifications; log & track typeset proof & artwork; update & maintain report of book manufacturing schedules & departmental files; process invoices for payment; process incoming & outgoing mail; prepare packages for shipment to typesetters & book manufacturing vendors; communicate with authors, vendors & other members of Press staff. **QUALIFICATIONS:** BA/BS or equivalent experience; experience with Microsoft Excel & Microsoft Word in Macintosh environment is essential; book publishing experience desired; must be well organized & detail-oriented. **GRADE:** G10; **RANGE:** \$19,261-23,999; 10-23-97 University Press

The following posting for Fiscal Coordinator II was posted incorrectly as Fiscal Coordinator I on 10-16-97 & 10-22-97. What follows is the corrected posting:

FISCAL COORDINATOR II (101638RS) Under general direction of Business Manager, assist in budget preparation; perform accounting/bookkeeping duties; process all purchase orders, "C" forms, travel expense reports, journal entries & cash deposits; supply finan-

cial data for compilation of financial statements on monthly basis; monitor University accounting reports on monthly basis & report irregularities to Business Manager; maintain internal accounting systems (Peachtree); reconcile general ledger to University's accounting statements monthly; reconcile accounts receivable & cash receipts; process weekly payroll & maintain salary & time off records; maintain contract/royalty files & process payments to Press authors for over 800 titles; process costs for all Press titles & maintain inventory records. **QUALIFICATIONS:** AA/AS or BA/BS in Accounting preferred, or equivalent experience; experience in University accounting environment & FinMIS a plus; strong computer skills in PC environment, Windows 95, Microsoft Excel & Word required; working knowledge of Peachtree Accounting software desirable. **GRADE:** P1; **RANGE:** \$20,291-26,368; 10-24-97 University Press

HEALTH PHYSICS TECH (101698RS) Responsible for radiation measurements with portable & laboratory instruments; propose methods for removing contamination; calibrate instruments; effluent monitoring on roof tops; maintain sampling equipment; prepare reports of survey & monitoring results; collect & process radioactive waste; perform compliance testing of energized equipment; respond to spills/incidents (24 hours on call) & questions by radiation workers; distribute radionuclides; perform other duties as needed to support radiation safety program; also provide support to University's biosafety & chemical safety programs. **QUALIFICATIONS:** BA/BS in Science or equivalent; experience handling radioactive materials & operating energized equipment; HP Technology Certification or Board eligible; good math, computer & electronics skills; must be able to work with diverse cross-section of laboratory personnel; must be able to tolerate heights, move about freely & carry heavy materials/equipment (40-60 lbs.); must have valid driver's license; 24 hours on call. **GRADE:** G13; **RANGE:** \$25,132-33,270; 10-24-97; Radiation Safety

OFFICE ADMINISTRATIVE ASSISTANT III (101699RS) Support work of Director & manage work flow of central office; supervise paraprofessional staff & progress on projects; coordinate staff support for section heads; maintain records including confidential materials; implement strategies for marketing programs or providing information about APRL processes; arrange meetings; perform scheduling; work with budget & payroll systems; draft correspondence; update databases & filing systems. **QUALIFICATIONS:** BA/BS preferred; 3 to 5 years relevant experience; able to work independently & manage several projects at once; strong written & organizational skills; knowledge of Macintosh software packages, FinMIS & payroll systems desirable; strong customer service skills. **GRADE:** G11; **RANGE:** \$20,497-26,008; 10-24-97 Academic Programs & Res. Life

RECEPTIONIST III (071006RS) Receive visitors in pleasant, courteous & helpful manner; answer routine questions, ascertain nature of visit & refer to appropriate staff; respond to informational questions; work with On-Campus Program to effectively implement the servicing of prospective candidates, their parents & visitors to Undergraduate Admissions. **QUALIFICATIONS:** HS diploma, some college preferred; 2 years receptionist experience or general clerical/administrative experience; desktop computer experience required, preferably on Macintosh; WordPerfect & Excel experience desirable; strong public relations skills essential; demonstrated capacity to communicate with persons of diverse backgrounds; ability to work well under pressure. **GRADE:** G8; **RANGE:** \$16,171-20,240; 10-22-97 Undergraduate Admissions

VET TECH II (LAB ANIMAL CARE) (40 HRS) (101656RS) Coordinate & implement shipping, receiving & quarantine of rodents; assist with University-wide colony health monitoring surveillance program; serve as backup; assist in implementation & coordination of animals undergoing rederivation; evaluate & update procedures for shipping, receiving & quarantine of rodents. **QUALIFICATIONS:** HS diploma plus AA/AS or equivalent; 2 to 3 years experience in lab animal science; LAT certification; strong communication & organizational skills;

demonstrated ability to manage time, space & units (animals) months in advance; basic computer skills (WordPerfect, spreadsheets); animal handling skills; valid driver's license required; some weekends, holidays & after hours. **GRADE:** G10; **RANGE:** \$22,013-27,427; 10-23-97 ULAR

VETERINARY SCHOOL

Contact: Ronald Story

RESEARCH SPECIALIST I/II (101660RS) Manage nutrients in food animal sector to benefit both producers & environment; perform experiments investigating animal farm nutrient flows & losses; analyze & evaluate experimental data with computer programs; assist with implementing projects; carry out operation tasks & process information obtained; coordinate efforts from various parties involved in research & implementation; related duties as assigned. **QUALIFICATIONS:** BA/BS in crop/soil science or related field required, MS degree preferred; 1 to 3 years relevant experience; experience with field experiment design, sample collection & treatment, lab analysis techniques, data processing & summary preferred; broad working knowledge of cropping/tilling systems, soil fertility, nutrient management, soil/crop relationship, production agriculture & environment; familiarity with animal agriculture nutrient cycling; Position located in Kennett Square—No public transportation available; position lasts 1 year; contingent upon grant funding. **GRADE:** P2/P3; **RANGE:** \$22,351-29,098/\$24,617-31,982; 10-20-97 Clinical Studies

WHARTON SCHOOL

Contact: Anna Marcotte

FISCAL COORDINATOR I (101666AM) Provide accounting & administrative support; oversee budgets; analyze, prepare & monitor reports; process procurements & disbursement forms; support preparation of research grant budgets; maintain office equipment, records & filing system; supervise staff & students; manage course scheduling; order textbooks & syllabi; maintain grade reporting. **QUALIFICATIONS:** BA/BS in business related field; experience in administration/management in academic/research environment; experience with Penn policies & procedures preferred; computer proficiency & experience in relational databases & reports; basic accounting skills; strong communications, organizational & interpersonal skills. **GRADE:** P1; **RANGE:** \$20,291-26,368; 10-22-97 Real Estate Unit

INFORMATION MANAGEMENT SPECIALIST II (101695AM) Provide system administration for multiple Novell NetWare & Microsoft NT servers; develop procedures for preventive maintenance, software/hardware evaluation & upgrades & disaster recovery; enforce network security; maintain vendor relationships; assist in long-term strategic planning; assess & implement new technology; provide backup support to lab technical staff & helpdesk assistance to faculty, staff & students. **QUALIFICATIONS:** BA/BS, 2 to 3 years experience in system administration; experience with lab environment; specific experience with IPX, TCP/IP, WINS, DHCP desired; working knowledge of Novell NetWare & Microsoft Windows NT (workstation & server); ability to manage multiple projects simultaneously; ability to communicate effectively with wide variety of clients. **GRADE:** P6; **RANGE:** \$32,857-42,591; 10-23-97 Wharton Comp & Info Tech

Classified

FOR RENT

Beautiful, two-bedroom, modern, porch-front home; finished basement. Five minutes from Penn. Clean, quiet block. Must see. \$525./mo.; 338-7787.

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

News vs. Entertainment: Has the Line Been Crossed?

Broadcast journalist Maury Povich, C'62, will discuss *News vs. Entertainment: Has the Line Been Crossed?* at a program cosponsored by the College Alumni Society and the World Affairs Council of Philadelphia. The program will be held on Thursday, October 30, with a reception at 5:30 p.m. and the talk at 6:30 p.m., at the Warwick Hotel, 17th and Locust Streets. Tickets are \$18 each and will be held at the door.

Mr. Povich is the host and executive producer of "The Maury Povich Show," a daily interview program that entered its seventh season this year. Mr. Povich graduated from Penn in 1962 and began his broadcast career in 1966 as a reporter and sportscaster at WTTG-TV in Washington, DC. The following year, he became the original host of the midday talk show "Panorama." During the next ten years, Mr. Povich went on to news programs and talk shows in Chicago, Los Angeles, San Francisco, and Philadelphia, where he hosted "People Are Talking." In 1983 he returned to Washington TV news and "Panorama," and went on to win an Emmy for best co-anchor. From 1986 to 1991, Mr. Povich hosted "A Current Affair." Today, his "Maury Povich Show" is seen in more than 10 million homes per week.

For more information or reservations for this program, please contact Anita Mastroieni at the College Alumni Society at 898-5262 or mastroie@ben.dev.upenn.edu.

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **October 13, 1997 through October 19, 1997**. Also reported were **Crimes Against Property**, including **39 total thefts (including 9 burglary & attempt, 4 thefts from autos, 15 thefts of bikes & parts, 7 criminal mischief & vandalism, 2 forgery & fraud, 1 trespassing & loitering, and 2 thefts of auto)**. Full crime reports are in this issue of *Almanac* on the Web (www.upenn.edu/almanac/v44/n10/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 **October 13, 1997 through October 19, 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: Robberies (& Attempts)—1; Threats & Harassment—4;

10/13/97	3:51 PM	Nichols House	Unwanted phone calls received
10/15/97	10:08 PM	3430 Sansom St.	US currency taken by male with gun
10/16/97	11:07 AM	Law School	Threat from parent
10/16/97	7:59 PM	Cleeman Dorm	Unwanted messages received.
10/19/97	8:50 PM	E.F. Smith Dorm	Unwanted phone calls received

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

10/13/97	4:10 PM	Harrison House	Unwanted messages left on voice mail
10/14/97	5:51 PM	3800 Blk. Chestnut	Actor grabbed complainant/demanded US currency/Arrest
10/19/97	7:07 PM	4000 Blk. Walnut	Student vs. Student/injury to chin.

41st to 43rd/Market to Baltimore: Rapes (& Attempts)—1; Threats & Harassment—1

10/13/97	3:53 PM	4300 Walnut St.	Complainant reported being harassed by males
10/17/97	2:12 AM	4222 Chestnut St.	Complainant fought off actor/ppd handled

Outside 30th to 43rd/Market to Baltimore: Aggravated Assaults—1

10/18/97	4:01 PM	34th & Race	Complainant assaulted
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Crimes Against Society

38th to 41st/Market to Baltimore: Disorderly Conduct—4; Weapons Offenses—1

10/16/97	8:05 PM	41st & Spruce	Actor cited for disorderly conduct
10/18/97	1:26 AM	4000 Blk. Spruce	Illegally parked vehicle/gun, drugs found/2 Arrested
10/18/97	6:17 PM	106 S. 38th St	Male cited for disorderly conduct
10/19/97	2:00 AM	Pi Kappa Phi	Male cited for disorderly conduct
10/19/97	2:28 AM	Penn Police HQ	Male causing disturbance

41st to 43rd/Market to Baltimore: Disorderly Conduct—1

10/16/97	12:21 AM	St. Marks/Walnut	Male cited/resisted/Arrest
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30th to 34th/Market to University: Disorderly Conduct—1

10/13/97	6:19 PM	3300 Blk. Smith	Disturbance/male cited
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18th District Crimes Against Persons

11 Incidents and 3 Arrests were reported between **October 13, 1997, and October 19, 1997**, by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

10/13/97	2:07 PM	3800 Chestnut	Robbery/Arrest
10/14/97	5:20 PM	4800 Locust	Aggravated Assault
10/15/97	3:15 PM	4831 Baltimore	Robbery
10/15/97	9:07 PM	4006 Market	Robbery
10/15/97	9:45 PM	4600 Spruce	Robbery
10/15/97	10:16 PM	3430 Sansom	Robbery
10/16/97	11:03 PM	500 Melville	Robbery
10/16/97	11:07 PM	607 48th St.	Robbery/Arrest
10/17/97	12:05 AM	4322 Walnut	Robbery
10/17/97	5:00 PM	4612 Walnut	Robbery
10/18/97	6:53 AM	4525 Pine	Aggravated Assault/Arrest

Update

OCTOBER AT PENN

TALKS

28 *Folklore, Ancient Jewish Literature, and Contemporary Israel Scene*; Galit Hasan-Roken, folklore and Hebrew literature; 5 p.m.; Bowl Room, Houston Hall (SAS, Jewish Studies, Folklore and Folklife).

Political Science Faculty Undergraduate Reception; discuss course offerings; 4-5 p.m.; Undergraduate Lounge, Stiteler Hall (Political Science).

31 *Middle East Water Issues: A Development Perspective*; Peter Gubser, Georgetown University; 12:15-1:45 p.m.; Room 1203, Steinberg Hall-Dietrich Hall (Institute for Environmental Studies).

Deadlines: The deadline for the December at Penn calendar is November 11. The deadline for the update is the Monday prior to the week of publication.

Banking Services

Do you ever wonder....

what PC Banking is....

what Bank by Phone is....

what bank services are available to you....

The Office of the Treasurer invites you to join us on Thursday, November 13, 11 a.m. until 2 p.m. for an informative day on banking services available to you. Local banks, and credit unions will be represented at the event at the Faculty Club, Alumni Hall, 200 S. 36th Street. Light refreshments will be served. For more information, please call 898-7256.

—Office of the Treasurer



Almanac

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

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

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BENCHMARKS

Improving Graduation Rates for Undergraduates

by Stanley Chodorow

As part of the *Agenda for Excellence* and its focus on undergraduate education, the Office of the Provost and the undergraduate deans have been looking at a variety of measures to improve the undergraduate experience and Penn's educational outcomes. The Office of the Provost is announcing several new initiatives to improve Penn's graduation rate and advising system for undergraduates. Although Penn's graduation rate is already very high, many students who come close to satisfying all of their graduation requirements do not graduate because of academic and financial difficulties.

The establishment of these initiatives caps a nine-month effort led by Deputy Provost Michael Wachter with the undergraduate deans, Frank Claus and Bill Schilling from SFS, Institutional Research Director Barney Lentz, and advisers from the undergraduate schools and SFS. Working together, the group has formed an integrated academic and financial advising system for undergraduate students.

Penn's current graduation rate of 87.6% is far in excess of the national average of 70% for private universities. At the same time, while it is on a par with that of Columbia and Cornell, it falls somewhat below that of the other Ivies. Penn students who do not graduate fall into several categories: some transfer to other universities; some fail to satisfy academic requirements and are dropped from the rolls; and some decide that university education is not for them.

Yet, what the study showed was that nearly a quarter of the 12.4% who do not graduate either have satisfied all of their degree requirements but are on financial hold or have completed thirty courses but have not completed all of their degree requirements. These are the students the new initiative will concentrate on at the outset. They have made a large academic, financial, and time commitment to Penn as the University has to them. The University needs to help them complete their undergraduate education.

The heart of the new initiative is a system in which senior members of the school advising offices will be designated as liaisons to Student Financial Services (SFS). The new liaison system will enable students who face financial and academic hurdles to meet with teams of specially trained individuals who can handle both sets of problems. Working with the students, the senior advisers will identify the remaining requirements facing the students on the academic and financial fronts. Thus, the University will make important advising resources available to students in a more coordinated and effective way than ever before.

With the liaison system in place for the first time this academic year, Penn expects to provide early warning systems for students who intend to graduate and to direct the students with combined academic and financial problems to the specially trained liaisons. But the efforts that led to the creation of the new system have already produced some positive results. A number of students who had completed all of their requirements but remained on financial hold have now been given their diplomas. Just solving those cases moved Penn ahead of Columbia in the undergraduate retention rate.

The University's commitment to enhance undergraduate retention rates is further intensified by current findings that graduation rates for African-American and Hispanic students are lower than for other groups of students. One significant reason for this is the financial difficulty that too often burdens students in underrepresented minority groups. Such burdens can severely and understandably affect academic performance or prevent students from graduating.

Over the next year, Penn expects to deliver diplomas to most African-American and Hispanic students from past graduating classes who have fulfilled their academic requirements but still have financial debts to the University. Penn intends to provide assistance to all students facing this dilemma by extending to them a new, more flexible loan arrangement. Indeed, favorable terms have already been worked out for a number of students under this new arrangement. This initiative alone should improve the African-American graduation rate by three to five percentage points by next year.

The University believes its new innovative, integrated academic-financial advising system will make a noteworthy difference in the lives and success of undergraduates at Penn. For academically or financially vulnerable students, the University will turn the odds more in their favor by working with them to ensure that they are given the best possible chance to graduate with the Penn degree that they have labored so hard to attain. Everyone who has been involved in building this system deserves our deepest appreciation.

Provost Chodorow heads both the 21st Century Project and the Perelman Quad Project which includes the renewal of Logan Hall (see text, upper right).

The New Phonebook: In Print & On-Line

The 1997-98 Faculty and Staff Telephone Directory will be delivered on campus in its traditional paper format with both perfect-bound and spiral-bound the week of November 3—with the cover, below and page 1, a sepia representation of Logan Hall, c.1880.

Information in the *white pages* is also available on-line, via the University's Directory Services web page at <http://www.upenn.edu/computing/directory>. The on-line directory information will be updated biweekly. Corrections, omissions, or changes to the 1997-98 Faculty and Staff Telephone Directory should be *typed* and *faxed* to the Business Services Office at 898-0488 or submitted via email: bui@pobox.upenn.edu. To order additional copies of the Telephone Directory or inquire about orders please contact Corinne Bui at 898-9155.

Historic Logan Hall: As Penn reoccupies the second oldest building on this "new" campus—in the spring semester 1998—it will celebrate the fourth phase of a landmark building by Thomas Webb Richards, Penn's first professor of architecture. Built in 1874 as Medical Hall, it became the first home of the Wharton School in 1906, and was named Logan (for a founding trustee of the University who had been William Penn's colonial officer). In 1952 it was transformed again, to house the College and other offices. Now, with its five-year restoration nearly complete, Logan Hall is *not* changing hands again, but awaits the return of the College Office and the SAS Departments of Classical Studies, History and Sociology of Science, Philosophy, and Religious Studies, along with the Women's Studies Program.

ACADEMIC CALENDAR

3 Advance registration for Spring Term; through November 16.
8 Homecoming weekend.
26 Thanksgiving recess begins at close of classes.

CHILDREN'S ACTIVITIES

1 Fun With Fans: Archaeologists in the Making; explore diverse world cultures and discover fans from Korea; includes tour of the new *Fragrance of Ink* exhibition, fan-making and design. For ages 8-12; 10 a.m.-noon; University Museum; \$5 materials fee. Pre-registration required; call 898-4015.
9 Let's Build a Bird-feeder; learn about birds; build a wooden bird-feeder; cookies and drink provided; for elementary-age children; 1-3 p.m.; Morris Arboretum; members family fee \$14.50; non-members family fee \$17; (family fee includes one feeder) extra feeders \$5/ea.; to register: 246-5777, ext. 156.
21 Sleeping Beauty ... With a Twist; musical; for kids of all ages; 7 p.m.; Houtson Hall Auditorium; \$5, adults; \$2, children; call 382-5360. Also playing November 22, 2 and 7 p.m.; and November 23, 2 p.m. (Stimulus Children's Theater).

CONFERENCE

10 The Art and Science of Obtaining Federal Funding; Dunlop Auditorium; Ground Floor, Stemmler Building; 1-4 p.m.; to register, e-mail Ameena Al-Amin at alamin@mail.med.upenn.edu or call 898-1205 (Office of the Vice Dean for Research and Research Training).

EXHIBITS

Admission donations and hours
Arthur Ross Gallery, Fisher Fine Arts Library: free, Tues.-Fri., 10 a.m.-5 p.m., Sat. & Sun., noon-5 p.m.
Burrison Gallery, Faculty Club: free, Mon.-Fri., 9 a.m.-6 p.m.
Esther Klein Gallery, 3600 Market: free, Mon.-Fri., 9 a.m.-5 p.m.
Institute of Contemporary Art: \$3, \$1/ students, artists, seniors, free/members, children under 12, w/ PENNCard, and on Sundays 10 a.m.-noon; Thurs., 10 a.m.-7 p.m.; Wed.-Sun., 10 a.m.-5 p.m.
Meyerson Hall Galleries: free, Mon.-Sat., 9 a.m.-5 p.m.
Morris Arboretum: \$4, \$3/seniors, \$2/ students, free w/ PENNCard, children under 6; Mon.-Fri., 10 a.m.-4 p.m.; Sat. & Sun., 10 a.m.-5 p.m.
University Museum: \$5, \$2.50/seniors and students w/ID, free/members, with PENNCard, children under 6; Tues.-Sat., 10 a.m.-4:30 p.m., Sunday (free), 1-5 p.m.

Upcoming
3 Gertrude Fishman: Paintings and Rochelle Sherman: Family Album; Fishman was awarded a McDowell Fellowship in 1981, and is an active member of Artists Equity. Sherman, a fine arts coordinator in Penn's Graduate School of Fine Arts, exhibits her collection of "Life Cycles and Recycles", a series of posed family photographic portraits to which colorful backgrounds have been added. Reception; November 4; 4:30-6:30 p.m.; Burrison Gallery. Through November 26.
7 Cultural Readings: Spanish Representations of the New World from the Jay Kislak Foundation; a series of perspectives on the ways in which the Spanish understood the new world in the 16th and 17th centuries; Rosenwald Gallery; 6th Floor, Van Pelt-Dietrich Library Center. Through February 28. (Friends of the Library).
8 Inside Out: Four Artists From Korea; contemporary artists whose work reflects the personal and political issues of Korean identity. Lim Young-Sun, Kim Young-Jin, Bae Bien-U, and Park Hwa Young work in installation, photography and video; Institute of Contemporary Art; through January 4; Preview reception, November 7, 9-11 p.m.

Undergraduate Photography Exhibit, Meyerson Hall Dean's Alley; through November 19.
12 The First Juried Exhibition of Clay Monoprints: Guest Curator Mitch Lyons; Esther Klein Gallery; through January 2.
20 Undergraduate Fine Arts Exhibit; Meyerson Lower Gallery; through December 7.
27 Amy Meehan and Hee Kyeong; Meyerson Upper Gallery; through December 7.
Computer Art/Large Print Exhibit; Meyerson Dean's Alley; through December 7.

Now
2nd Year MFA Exhibit; fine arts masters students' work; Meyerson Galleries. Through November 19.
Eggi's Village: Life Among the Minangkabau of Indonesia; 45 ethnographic photographs and commentary on the largest, most modern matrilineal society today; by anthropologist Peggy Reeves Sanday; 1st floor, Sharpe Gallery, University Museum. Through December 7.
The Fragrance of Ink: Korean Literati Paintings of the Choson Dynasty (1392-1910); from Korea University Museum. Traditional scholar paintings from Korea's last dynasty; 16th to 20th-century silk paintings; hanging scrolls and screens; Arthur Ross Gallery. Through January 18.
Roman Glass: Reflections on Cultural Change; more than 200 examples of Roman glass, pottery and bronze from the 1st century B.C. through the 6th century A.D.; 2nd floor, Dietrich Gallery; University Museum. Through January 1998.



Moving Experience
Montreal choreographer-dancer Margie Gillis, with her distinctive waist length red hair, has been touring her solo program internationally for over 20 years. She comes to the Annenberg Center on November 10 for an evening performance that marks the opening of the Montreal Festival which will include a year-long series of events at the Center. See ON STAGE and visit Almanac's website, www.upenn.edu/almanac for more photos of November's performances.

Ongoing
Ancient Greek World; Living in Balance: Universe of the Hopi, Zuni, Navajo & Apache; Ancient Mesopotamia: Royal Tombs of Ur; The Egyptian Mummy: Secrets & Science; Raven's Journey: World of Alaska's Native People; Buddhism: History and Diversity of a Great Tradition; University Museum.
Healing Plants: Medicine Across Time and Cultures; Works by Harry Gordon; massive sculpture in wood, small pieces in granite; Butcher Sculpture Garden, Morris Arboretum.

ICA Tours
13 Gretchen Worden; Mütter Museum, College of Physicians of Philadelphia; 6 p.m.; free, with admission.
20 Junmo Chung; National Museum of Contemporary Art in Seoul; 6 p.m.; free, with gallery admission.

University Museum Tours
Meet at the main entrance; 1:30 p.m. Free with Museum admission donation. For info., visit www.upenn.edu/museum.
1 Mesoamerica
2 Africa
8 Southwest
9 Mesopotamia
15 Egypt
16 Classical/Roman Glass
22 China
23 Raven's Journey

FILMS

7 Germany Year Zero & The Red Balloon; Streets of Childhood Film Stories; 6 p.m.; Rm. B-1, Meyerson Hall (Architecture).
19 J.M. Coetzee: Passages; screening about the South African novelist presented by Rita Barnard, English department; 5-7 p.m.; brief presentations to follow; 3805 Locust Walk (Writers House).
11 All Over Me; (Alex Sichel); Writers House Talking Film Series; followed by Q & A session; International House; 7:30 p.m.; to RSVP, call 573-WRIT (LGB Center; Neighborhood Film/Video Project).
14 Salaam Bombay!; Streets of Childhood Film Stories; 6 p.m.; Room B-1, Meyerson Hall; (Architecture).
21 Leolo; Streets of Childhood Film Stories; 6 p.m.; Room B-1, Meyerson Hall; (Architecture).

FITNESS/LEARNING

CGS Special Programs; Registration required. For more information, call 898-6479, or visit: www.sas.upenn.edu/CGS/.
Jazzercise; 5:30-6:30 p.m.; Mon., Tues. & Thurs.; Philadelphia Child Guidance Center; first class free; \$3.50/class, \$2.50 students; Carolyn Hamilton, 662-3293 (days), (610) 446-1983 (evenings).

1 Bagel Brunch & Poetry Performance Workshop; Actors from the London Stage (starring in Measure for Measure) teach fundamental techniques on delivery/performance; bring poetry (original work preferred); 12-2 p.m. (Annenberg Center).
3 Direct Marketing Tactics; 6:30-9 p.m.; 3 Mondays through November 17; \$185; call 898-4861 (Wharton SBDC).
6 Customer Satisfaction & Retention Strategies; 6:30-9 p.m.; 3 Thursdays through November 20; \$185; call 898-4861 to register (Wharton SBDC).
11 Film Workshop with Alex Sichel; Writers House Talking Film Series; learn about film; International House; 4:30-6 p.m.; film screening to follow. to RSVP, call 573-WRIT (LGB Center; Neighborhood Film/Video Project).
12 School of Medicine Postdoctoral Orientation Program; for SOM postdocs appointed since July '97; 3-5 p.m.; Austrian Auditorium, Clinical Research Bldg.; call 573-4332 for information (School of Medicine).
15 Botanical Drawing; 10 a.m.-3 p.m.; also November 22; Morris Arboretum; \$81; members, \$68; to register: 247-5777.
NEW Radio Drama!; FM-Theater with WXPB 88.5; workshop reading with an audience; 4-10 p.m.; 3805 Locust Walk (Writers House).
20 Publishing Workshop; with Edwin Barber, W.W. Norton Co.; 3:30-5 p.m.; Rm. 218, Williams Hall; to RSVP: 573-WRIT (Writers House). See also TALKS.
23 Screenwriting Workshop with Andy Wolk; Penn alumnus; 1996 artistic director for the Sundance Institute; 12-6 p.m.; 3805 Locust Walk; to RSVP, call 573-WRIT (Writers House).

MEETINGS

3 PPSA Meeting; meeting with EVP John Fry on "the State of the Campus"; 11 a.m.-1 p.m; Bodek Lounge, Houston Hall.
6 Trustee Meeting; Fall Full Board Meeting; Faculty Club; through November 7; call 898-7005 for information.
12 Council Meeting; 4-6 p.m. , McClelland Hall, Quad.

MUSIC

2 Andy Statman Jazz Quartet; Statman is a klezmer musician; the Quartet performs Chassidic melodies drawing upon the improvisational sensibility of jazz; part of the InterGalactic Jewish Music Festival; 7 p.m.; International House; call 895-6588 for tickets (International House Folklife Center).
6 Virgin House Band; jazz quartet; 8-10 p.m.; 3805 Locust Walk (Writers House).
9 Voices of Korea; chants, folk songs and aria's from the 12-member group on their US tour; 3:30 p.m.; International House; call 895-6588 for tickets (Inter-

national House Folklife Center).
12 The Free Jazz Project; 7-8 p.m.; 3805 Locust Walk (Writers House).
14 University Choir; performs J.S. Bach, Johannes Ockeghem, Joaquin des Prez and William Billings; 8 p.m.; Cathedral Church of the Saviour, 38th & Chestnut (Music).
16 Munier Mandolin Orchestra; Sunday Concerts in the Galleries; Italian folk music in conjunction with Roman Glass exhibit; 2:30 p.m.; University Museum.
Penn Composers Guild; Penn grad. student composers' new music; 8 p.m.; Curtis Institute, 1726 Locust St. (Music).
18 Early Music at Penn; works by Telemann and a performance by the Madrigal Singers; 8 p.m.; Bodek Lounge, Houston Hall (Music).
20 Julian Pressley; alto saxophonist, with the Virgin House Band. 9:30 p.m.-12 a.m.; 3805 Locust Walk (Writers House).
22 University Wind Ensemble; music and painting; works by Dello Joio, Husa and Penn composer Jay Reise; 8 p.m.; Cathedral Church of the Saviour, 38th & Chestnut (Music).
23 Ancient Voices; Christmas music of the Middle Ages and Renaissance; 3 p.m.; Cathedral Church of the Saviour, 38th & Chestnut; \$8; \$4 for students/seniors; call 898-6244 for info. (Music).

ON STAGE

Writers House
Located at 3805 Locust Walk. For more information, call 573-WRIT or visit: <http://dept.english.upenn.edu/~wh>.
4 Jackson MacLow; poet, painter, composer, and performance artist reads; 5 p.m.
5 Andrew Levy; visiting poet reads, 5 p.m.; panel discussion with Jackson MacLow and Andrew Levy, 5:45 p.m.
12 Speakeasy: Poetry, Prose, and Anything Goes; open-mic night; 8:30 p.m.
13 Poetry Reading: Nate Mackey; 8 p.m.
19 Full Circle: Cecily Kellogg and Charlie O'Hay; host an open-mic reading for Philadelphia poets; 8:30 p.m.

Annenberg Center
Call Annenberg box office, 898-6791 for tickets; schools and groups, call 898-6683.
10 Moving Experience: Margie Gillis & Guest Artists; solo dance performance including special guest, Robert LaFosse, principal dancer, New York City Ballet; 8 p.m. (Montreal Dance Festival).
13 The Fire & Passion: Maria Benitez Teatro Flamenco; presents music and Spanish dance with the rhythms of flamenco at its core; 7 p.m.; also November 14, 8 p.m.; and November 15, 2 p.m. and 8 p.m. (Dance Celebration '98)
14 Once on this Island; (Lynn Ahrens and Stephen Flaherty); musical; also playing November 16 and 20 through

22, 8 p.m.; and November 15 through 16, 2 p.m.; Harold Prince Theater, Annenberg Center; \$6; call 898-7570 for info. (Penn Players).

18 Les Enfants Terribles/Children of the Game; (Philip Glass and Susan Marshall); a dance-opera based on the works of Jean Cocteau; 8 p.m.; Zellerbach Theatre. Through November 19.

RELIGION

Christian Association
The CA Chapel is open 9 a.m.-9:30 p.m. for private prayers and meditation.
Holy Communion; 12-1 p.m., Mondays. Orthodox Christian Fellowship: Vespers and Discussion Series; 7:30-8:45 p.m., Tuesdays, 3rd floor, Chapel Quaker Meetin' and Eatin'; 12-1 p.m., Wednesdays, Auditorium, Buddhist Meditation; 1-2 p.m., Wednesdays Early Morning Prayers; 8-8:55 a.m., Thursdays, Conference Room Sister Circle; 12-1 p.m., Thursdays, Conference Room
Unitarian Universalists; 7-9 p.m., first and third Thursdays; Lounge
Buddhist Meditation; 12-1 p.m., Fridays Muslim Student Association; prayers, 1-5 p.m., Mon., Tues., Thurs., Fri.

Graduate Christian Fellowship
PGCF, an interdenominational group for grad students, faculty and staff, meets Wednesdays, 7 p.m. at the Newman Center. No meeting on November 26.
5 Guest speaker: William Gipson, University Chaplain.
12 Guest speaker: Barb Weidman, InterVarsity Christian Fellowship Urban Philadelphia Area Director.
19 Worship night.

SPECIAL EVENTS

3 Penn Women's Center: 25th Anniversary Open House; 11 a.m.-1 p.m.; 3643 Locust Walk; RSVP: 898-8611 (Penn Women's Center, VPUL).
4 Star Gazing Nights; witness the magnificent rings of Saturn; 8-9:30 p.m.; DRL Observatory, 33rd & Walnut; call 898-5995 to check weather conditions. (Physics and Astronomy)
8 Homecoming at the Library; learn more about the Internet. Free events at Van Pelt Library: Internet 101; 10-11 a.m.; Class of '55 Conference Rm. Hands-On Internet Lab; Patricia and Bernard Goldstien Electronic Classroom (Office/ Special Events Library Development).
Locust Walk Mile; 10 a.m.; start/ finish at Van Pelt Library; Registration: \$5, cash or check, at Hutchinson or Gimbel Gymnasias; 9 a.m.-7 p.m. Monday-Friday (Recreation).
10 A Celebration of Scientific Innovation: Reception and Open House; honoring the Dedication of the Roy & Diana Vagelos Laboratories of the Institute for Advanced Science and Technology; 8:30 a.m.-6:30 p.m.; see reverse side for details.
11 Veteran's Day Ceremony; 7:45-8:15 a.m.; War Memorial, 33rd St. and Smith Walk (Navy/Army ROTC)
16 World Culture Day: The Roman World: Ancient and Modern; tour the new exhibition Roman Glass: Reflections on Cultural Change. Spend the day like a Roman and sample Roman cookery, listen to stories of the gods, play games and make Roman crafts; 1-4 p.m.; University Museum.

Faculty Club
Call 898-4618 for reservations and info.
5 French Dinner; 5:30-7:30 p.m.
8 Homecoming Brunch; 11a.m.-1:30 p.m.
12 Chef's Showcase Dinner; 5:30-7:30 p.m.
19 Seafood Extravaganza; 5:30-7:30 p.m.
22 Football Bruch; 11 a.m.-1:30 p.m.

SPORTS

For tickets to football games call 898-6151. For info, call 898-4519, or visit: www.upenn.edu/athletics.
4 Women's Soccer vs. Monmouth; 2:30 p.m.
Volleyball vs. Lehigh; 7 p.m.
6 Men's Tennis: ITA Rolex Regional; 9 a.m.; through November 10.
7 Field Hockey vs. Princeton; 7 p.m.
8 Women's Soccer vs. Princeton; 12p.m. Football vs. Princeton; 1:30 p.m. Men's Soccer vs. Princeton; 2:30 p.m. Men's Basketball: Red & Blue Scrimmage; 5 p.m.
22 Football vs. Cornell 1:30 p.m. Men's Basketball vs. Rice; 4:45 p.m.
23 Men's Wrestling: Keystone Classic; 9 a.m.

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Unless otherwise noted all events are open to the general public as well as to members of the University. For building locations, call 898-5000 between 9 a.m. and 5 p.m. Listing of a phone number normally means tickets, reservations or registration required.
This November calendar is a pull-out for posting. Almanac carries an Update with additions, changes and cancellations if received by Monday noon prior to the week of publication. Members of the University may send notices for the Update or December at Penn calendar.

TALKS

3 *Déjeneur-Causerie*; lunch and discussion with Jean-Marie Roulin, Romance languages; noon-1:30 p.m.; Meeting Room, Lauder Fischer Hall (French Institute).

Molecular Modeling for Engineering Design and Materials Development; Paul M. Mathias, Aspen Technology; 3:30 p.m.; Room 337, Towne Building (Chemical Engineering).

Mission Accomplished? The Odyssey of Western Medicine in China; Bridie Andrews Mellon, postdoc; 4 p.m.; Suite 500, 3440 Market St.; (HSSC).

What Makes Face Recognition Special? Studies on a Person with Agnosia; Morris Moscovitch, University of Toronto; 4 p.m.; Room B-26, Stiteler Hall (Psychology).

The States' Role in Urban Policy; Michael Dukakis, Northeastern University; 6 p.m.; B-1, Meyerson Hall (GSFA).

4 *Determinants of Managed Care Penetration*; William White, University of Illinois, Chicago; noon-1:30 p.m.; 4th floor Boardroom, Colonial Penn Center (Leonard Davis Institute of Health/ Economics Center for Research).

Reciprocal Signaling Between Plasmalemmal and Intracellular Calcium Channels; Kurt Beam, Colorado State University; noon; Austrian Auditorium, Clinical Research Building (Biochemistry and Biophysics).

Negotiable Property: Making Claims and History in Africa; Sara Berry, Johns Hopkins; 4:30 p.m.; History Lounge, 329A, 3401 Walnut St. (Annenberg, History, African Studies).

Le Testament Francais; Andrei Makine, author; 6-7 p.m.; Meeting Room, Lauder-Fischer Hall (French Institute).

Recent Excavations in Troy; Brian Rose, University of Cincinnati; 6 p.m.; Admission: \$10; \$8 Members, senior citizens and full-time students with Penn ID; Rainey Auditorium, University Museum.

5 *Cosmic Architecture, Mythic Architecture: Two Modes of Architectural Legitimation in Medieval South India*; Phillip Wagoner, Wesleyan; 11 a.m.-1 p.m.; Room 329A, 3401 Walnut St. (South Asia).

Molecular Dissection of the Flagellar Axoneme Using Chlamydomonas Genetics; Peter Lefebvre, University of Minnesota; noon; Hirst Auditorium, Dulles Building (CRRWH).

6 *Lecture de Textes*; Jacques Roubeaud, poet; 4 p.m.; Cherpack Lounge, Williams Hall (French Institute).

Early Christian Interpretation;

TALKS



Detail from: Martin Fernandez de Enciso. Suma de geographia (1546). Courtesy of the Jay Kislak Foundation. See also EXHIBITS.

David Dawson, Haverford College; 7-9 p.m.; Woody Room, Van Pelt Library (PSCO).

7 *TBA* ; Bruce Buchanan, University of Pittsburgh, Carnegie Mellon University; noon-2 p.m.; Suite 400A, 3401 Walnut (SAS, IRCS);

Boccioni's The City Rises: Urban Labor, Eletrification, and the Engendering of Matter; Christine Poggi, history of art; 3:30 p.m.; Rich Seminar Room, 201 Jaffe Building (History of Art).

Colonial Dialogues: Indians and Spaniards in 16th-century America; Sabine MacCormack, University of Michigan; Louise Burkhart, SUNY Albany; 3-5 p.m.; Rosenwald Gallery, Van Pelt-Dietrich Library (Friends of the Library).

10 *Thermodynamics of Hydrocarbon Polymers*; Sanat Kumar, Penn State; 3:30 p.m.; Room 337, Towne Building (Chemical Engineering).

Owen J. Roberts Memorial Lecture; Ronald Dworkin, NYU and Oxford; 4-9 p.m.; Room 214, Law School (Law).

Pleasure; Daniel Kahneman, Princeton University; 4 p.m., Room B-26, Stiteler Hall (Psychology).

Transparent Connections; Brian Healy, Architect, Boston; 6 p.m., B-1, Meyerson Hall (GSFA).

11 *Getting to Know the Channel and Gate of the Acetylcholine Receptor*; Arthur Karlin, Columbia University; noon; Austrian Auditorium, Clinical Research Building (Biochemistry & Biophysics).

Before the Scythians: The Bronze Age Origins of Nomads on the Eurasian Steppe; Natalia Shishlina, curator, Bronze Age Collections, State Historical Museum, Moscow; 6 p.m.; reservations 898-4890; Rainey Auditorium, University Museum (Hagop Kevorkian Fund).

Eastern Orthodoxy in Japan; Rev. John Udies; 8 p.m.; Chapel, Christian Association (Orthodox Christian Fellowship).

12 *The Rise of Deccani Cultures*; Richard Eaton, University of Arizona; 11

TALKS

a.m.-1 p.m.; Room 329A, 3401 Walnut (South Asia).

Targeted Anti-Estrogens to Treat and Prevent Breast Cancer; V. Craig Jordan, Northwestern University; 12-1:30 p.m.; Reunion Hall Auditorium, John Morgan Bldg. (Penn Cancer Center).

Signal Transduction During Egg Activation at Fertilization; Laurinda Jaffe, University of Connecticut; noon; Hirst Auditorium, Dulles Building (CRRWH).

When Culture Matters (And When It Doesn't); Michael C. Desch, Harvard; noon; Anspach Lounge, Stiteler Hall (PENNCIP).

Gender of Drink in Edo Fiction; Paul Schalow, Rutgers University; 4:30 p.m.; Room 421, Williams Hall (Center for East Asian Studies).

Community Approaches to the Epidemic of Violence; Geoffrey Canada, President & CEO, Rheedlen Centers for Children; 5 p.m.; Room 109, Annenberg School (Grad. School of Education).

1997 Honorable A. Leon Higginbotham, Jr. Lecture; Charles J. Ogletree, Jr., Harvard Law School; 5 p.m.; Rm. 214, Law School (Afro-American Studies).

Learning from Everything; Steve Izenour, Venturi Scott Brown Associates, Philadelphia; 6 p.m.; B-1, Meyerson Hall (GSFA).

13 *A Unique Depiction of Jonah's Fish in a 13th Century Illuminated Manuscript*; Shmaryahu Talmon, Hebrew University; 5:15 p.m.; Room 103-5, Williams Hall (Jewish Studies; History of Art; Asian and Middle Eastern Studies; Religious Studies).

Civil Rights in the 21st Century; Gilbert F. Casellas, Chairman, U.S. Equal Employment Opportunity Commission; 4:30- 6 p.m.; 351 Steinberg Hall-Dietrich Hall (Public Policy and Management).

The Capacity of CDC's to Revitalize Cities; Gavin Shatkin, Rutgers; 4:30-6:30 p.m.; Rm.103, McNeil Bldg. (SAS; Urban Studies).

14 *TBA*; Janet Fodor, CUNY; noon-2 p.m.; Suite 400A, 3401 Walnut St. (Linguistics).

450th Anniversary of the First Lithuanian Book, Catechismus; Leonardas V. Gerulaitis, Oakland University; Dainora Pociute-Abukeviciene, University of Vilnius; William R. Schmalstieg, Penn State; 1-4 p.m.; Bodek Lounge, Houston Hall (Penn Language Center; Lithuanian-American Community Inc.).

From Luxury to Restraint: Preliminary Remarks on the Material Culture of Medieval Jerba; Renata Holod, history

TALKS

of art; 3:30 p.m.; Rich Seminar Room, 201 Jaffe Building (History of Art).

15 *Korea's Intellectual Heritage*; G. Cameron Hurst, Japanese and Korean studies; *Korea's Kayageum Folk Tradition*; Jocelyn Clark, Harvard; 1-3 p.m.; Rainey Auditorium, University Museum (Museum).

17 *Will Philadelphia Be a Coastal Community in the 21st Century?*; Michael McCabe, Regional Director, EPA Region III; 12:15-1:45 p.m.; 1203 Steinberg Hall-Dietrich Hall (Environmental Studies).

What's New in Developmental Biology; Nancy Bonni, biology; 4 p.m.; Room B-26, Stiteler Hall (Psychology).

Writing the History of the Shoah: Some Old/New Dilemmas; Saul Friedlander, UCLA, Tel-Aviv University; 4:30- 6 p.m.; Lynch Lecture Hall, Chemistry Building (SAS).

Urban Diaries; Walter Hood, University of California, Berkeley; 6 p.m.; B-1, Meyerson Hall (GSFA).

18 *I-CRAC, I-CRAN, I-CRAP: Sorting Out the Calcium Release Activated Currents in Insulin-Secreting Cells*; Illani Atwater, NIH; noon; Austrian Auditorium, Clininical Research Building (Biochemistry and Biophysics).

Is NATO Enlargement in the National Interest?; Alvin Rubinstein, political science; 1 p.m.; Faculty Club (Women's Club).

Women, Divorce and Family Values; Demie Kurz, women's studies; noon-1:30 p.m.; Bowl Room, Houston Hall (AWFA).

Roland Barthes, Michel Foucault, Jacques Lacan: l'auteur et la structure; François Dosse; 4 p.m.; Cherpack Lnge., Williams Hall (French Institute).

A Matter of Choices: Memoirs of a Female Physicist; Fay Ajzenberg-Selove, physics; 5:30 p.m.; Alumni Hall, Faculty Club; admission: \$13; reservations 898-5262 (College Alumni Society and Association of Alumnae).

19 *The Mughals and Early Modernity*; John Richards, Duke; 11 a.m.-1 p.m.; Room 329A, 3401 Walnut (South Asia).

Managed Behavioral Health Care: Impact on Access, Costs, and Outcomes; Aileen Rothbard, School of Social Work; noon-2 p.m.; 3701 Locust Walk (School of Social Work).

Reflective Levels in Remembering Intimate Violence; Guy Enosh, Ph.D. student; noon-2 p.m.; 3701 Locust Walk (School of Social Work).

The Role of the Winged Helix Gene MF3 in the Mouth Embryo Genesis and Beyond; Patricia Labosky, cell and de-

TALKS

velopmental biology; noon; Hirst Auditorium, Dulles Building (CRRWH).

In the Works; Adele Naude Sanatos, University of California, Berkeley; 6 p.m.; B-1, Meyerson Hall (GSFA).

20 *Injustice, Human Rights and Hope*; David Aikman, former senior foreign correspondent, *TIME* magazine; 12-1 p.m.; Bodek Lounge, Houston Hall; RSVP lunch reservation 898-6428 (Penn Faculty/Staff Christian Fellowship).

The Martian Enigma; Mark J. Carlotto, author; 4-6 p.m.; B1, Meyerson Hall (Bioengineering).

The Politics of Adoption and Marriage: The Case of Tokugawa Yoshimune; Celcilia Seigle, AMES; 4:30 p.m.; Woody Conference Room, Van Pelt Library (Center for East Asian Studies).

Cinq à sept; meeting point of Penn's francophones and francophiles; 5-7 p.m.; Smith Penniman, Houston Hall (French Institute).

Edwin Barber (Informal lecture); W.W. Norton Co.; 7:30 p.m.; RSVP required; call 573-WRIT (Writers House).

21 *Hearing Voices: Vignettes of Early Modernity from South Asia*; Sanjay Subrahmanyam, Centre d'Etudes de l'Inde; noon; Room 329A 3401 Walnut St. (South Asia).

TBA; Larry Shapiro, University of Wisconsin; noon- 2 p.m.; Suite 400A, 3401 Walnut St. (SAS; IRCS).

From Two to Three Dimensions: A Case Study from Long-Ago (3,000 B.C.) and Far-Way (Mesopotamia); Holly Pittman, history of art; 3:30 p.m.; Rich Seminar Room, 201 Jaffe Building (History of Art).

24 *Some Successes and Failures of Distributed Memory Models*: Michael Kahana, Brandeis University; 4 p.m.; Room B-26, Stiteler Hall (Psychology).

UNIVAC Computers, Business and War, 1945-1951; Pap Ndiaye, history and sociology of science; 4 p.m.; Suite 500, 3440 Market St. (HSSC).

Recent Projects; Ben vanBerkel, van Berkel & Bos Architectuur Bureau, Amsterdam; 6 p.m., B-1, Meyerson Hall (GSFA).

25 *Modifiers of Breast Cancer Risk Among BRCA1 Mutation Carriers: Poly-gene Interactions*; Anne Blackwood, Hematology-Oncology; noon-1 p.m.; Rhoads Conference Room, Rhoads Pavillion (PennMed).

Regulation of Inositol Trisphosphate Receptors; Suresh Joseph, Thomas Jefferson University; noon; Austrian Auditorium, Clinical Research Building (Biochemistry and Biophysics).

Celebrating Scientific Innovation: Penn Opens the IAST with a Reception and Open House

The Roy & Diana Vagelos Laboratories of the IAST

From early experiments with electricity to today's pioneering work in gene therapy, the University of Pennsylvania has a distinguished record of innovative research across a broad scientific spectrum. On November 10, 1997, this history of scientific progress at Penn opens a new chapter with The Roy & Diana Vagelos Laboratories of the Institute for Advanced Science and Technology.

The Vagelos Laboratories provide Penn with 102,000 square feet of new, critically needed space for cutting-edge research in bioengineering, chemistry, chemical engineering, and medicine. The facility will house two interdisciplinary research centers: The Institute for Medicine and Engineering on the lower level and the first floor, and The Center for Excellence in Chemistry and Chemical Engineering on the second through fifth floors. The infrastructure of the Vagelos Laboratories has been designed to adapt to fast-changing technologies: It features modular lab units within large open spaces and the capacity to easily reconfigure services, systems, and equipment as knowledge and technology advance.

The Institute for Advanced Science and Technology (IAST) embodies Penn's ambitious strategy to maintain unparalleled leadership in scientific and technological research in the next century. The IAST is an invaluable resource for the nation and the world, speeding the pace of scientific and technological discovery and the conversion of new knowledge to practical use.

Postdoctoral, graduate, and undergraduate students will have expanded interdisciplinary research opportunities in these new laboratories. They will work with state-of-the-art equipment using the most modern methods and techniques. They will also have greater access to the senior researchers who manage the major research projects in the IAST. As a training ground for young scientists, health researchers, and engineers, the IAST begins—through The Roy & Diana Vagelos Laboratories—to launch tomorrow's research today.

—from the souvenir invitation to the University community

Monday, November 10

34th Street and Smith Walk
8:30 a.m.—5 p.m.
Symposia in Honor of the Dedication
5—6:30 p.m.
Reception and Open House
Remarks, 5:30 p.m.
Morning Symposium
Basic Science Contributions to World Health: A Case Study at Merck
8:30 a.m.—12:45 p.m.
Chemistry Lecture Hall, Room 102, Chemistry Building
Moderated by Ralph F. Hirschmann, Chemistry
Opening remarks, 8:30 a.m.
Featuring from Merck & Co., Inc. William C. Campbell, *Ivermectin: The Emergence of a New Class of Anti-parasitic Drug*, 8:45 a.m.
Burton G. Christensen, *Round Five: The Battle Against Infectious Disease*, 9:15 a.m.
Alfred W. Alberts, *Discovery and Development of Lovastatin and Simvastatin*, 9:45 a.m.
Arthur A. Patchett, *Enalapril*, 10:15 a.m.
Maurice R. Hilleman, *The Conquest of Hepatitis Through Vaccination*, 11 a.m.
Gary H. Rasmusson, *Of Pimples, Pates and Prostates ? the Path to Proscar*,@ 11:30 a.m.
Emilio A. Emini, *The Treatment of HIV-1 Infection: Crixivan® and the New Paradigm*, 12 p.m.
Ralph F. Hirschmann, *Closing Remarks* , 12:30 p.m.
Afternoon Symposium
Horizons at the Institute for Advanced Science and Technology
3:15—5 p.m.
Alumni Hall, Towne Building
Moderated by Ralph D. Amado, Vice Provost for Research
Featuring
Michael S. Brown, University of Texas
Heart Attacks —Gone With the Century? 3:15 p.m.
Mildred S. Dresselhaus, MIT
Carbon Nanotubes: A New and Old Direction for Materials Science,3:45 p.m.
George M. Whitesides, Harvard
University, *Determining the Charge of Proteins —Electrostatic Effects in Biochemistry*, 4:30 p.m.

W.E.B. DuBois College House 25th Anniversary

Celebrating the First 25 Years of Preserving and Developing African Consciousness, Presence and Scholarship



Archives of the University of Massachusetts at Amherst

Saturday, November 8

4:30-6:30 p.m, DuBois College House
Black Alumni Society
Post-Game Reception
(Free Event)
9 p.m.-1 a.m., First District Plaza Ballroom, 3801 Market Street
Black Tie Ball: food,music & live entertainment

Sunday, November 9

noon-2 p.m., DuBois College House
Closing Ceremony/Jazz Brunch
Keynote: Lorene Cary, author of *Black Ice*, Penn lecturer & alumna.

Program Fees:

- Opening Ceremony/Gala Reception= \$15 per person.
- Friday Workshops= \$15 per person.
- Saturday Ball= \$35 per person/\$60 per couple.
- Sunday Jazz Brunch= \$20 per person.
- Package cost= \$70 per person.

Current Penn Student ID Holders:
All events free of charge *except* Black Tie Ball = \$15 per person/ \$25 per couple.
Tickets for Black Tie Ball are by reservation only. *No tickets will be sold at the door.*
For ticket reservations, please send a check payable to "Trustees of the University of Pennsylvania/DuBois College House" along with your name, address, telephone number, e-mail address, and the number of tickets you want for each event to Sonia Elliott, DuBois College House, 3900 Walnut Street, Box #44, Philadelphia, PA 19104. For more information call 898-3677.
Partial proceeds to the W.E.B. DuBois Scholarship Program for talented students in the area of community, social change and academic scholarship.

November AT PENN

Photo by James Mann, Facilities Planning



IAST as seen from Smith Walk, looking southward.