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Change at Federal Relations

In a reorganization of the Office of Federal Relations at Penn, Carol Scheman, Vice President for Government, Community and Public Affairs, has assumed direct oversight and responsibility for the Federal Relations office.

Dr. Ed Abrahams, who has been Assistant Vice President for Federal Relations, has left his position to pursue other interests. He continues to teach Public Policy in U.S. Higher Education for the Penn in Washington Semester Program.

Ms. Scheman expressed appreciation for Dr. Abraham's work on behalf of the University and his leadership to increase federal funding for research. "The University will miss his service and his colleagues all wish him well."

In addition to Ms. Scheman, the Office of Federal Relations (which can be reached at 898-1532) has an Associate Executive Vice President, Russ Molloy, who focuses on Health System issues; two Associate Directors—Micheline Murphy-McManus and one to be named; and an Administrative Coordinator, Franca Jenkins.

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Mary Amanda Wood Chair: Dr. Tom Lubensky

Dean Samuel H. Preston has announced the selection of Dr. Tom C. Lubensky, a longtime member of the faculty who is an international leader in condensed-matter physics, as the Mary Amanda Wood Professor in Physics in the School of Arts and Sciences.

Dr. Lubensky is a 1964 alumnus of CalTech who took his M.A. from Harvard in 1965 and his Ph.D. there in 1969. After an NSF postdoctoral fellowship to the University of Paris, and another at Brown, he joined the Penn physics department in 1971 as assistant professor of physics. Promoted to associate professor in 1975 and to full professor in 1980, Dr. Lubensky was named to the Patricia M. Williams Term Chair in 1995.

Dr. Lubensky's research in condensed-matter physics focuses on "soft" materials such as liquid crystals, membranes, vesicles, Langmuir films, and the many realizations of complex fluids such as microemulsions. Among other honors for his work, he has been named a Sloan Fellow and a Guggenheim Fellow; a visiting professor at the École Normale Supérieure; coordinator of institutes in his field at Santa Barbara and Aspen; and member of several editorial boards. Since 1993 he has also been on the executive committee of Penn's Laboratory for Research in the Structure of Matter.

In addition to publishing numerous articles in his field, he coauthored with P. M. Chaikin the textbook *Principles of Condensed Matter Physics*.

The Wood chair in physics was established in 1947 through a bequest from James L. Wood, a 1887 alumnus who became a well-known landscape artist and who named the chair in memory of his mother. Initially held by Dr. Gaylord Hamwell, who was president of the University from 1953-1970, the chair was then held by Dr. Keith Brueckner, Dr. Robert Schrieffer, Dr. Elias Burstein and, most recently, Dr. Paul Steinhardt.



Thomas Lubensky

Almanac photo by Gregory Krykewycz



Relocating Redwoods

How do you move a 20-foot redwood tree? In the case of seven hefty young trees at the Morris Arboretum, it's done with a "tree spade," an enormous tree-moving machine with giant digging arms. In December, arborists at the Penn arboretum in Chestnut Hill supervised the replanting of the young dawn redwoods—a tree once believed to have been extinct for 20 million years—to a memorial grove below the Arboretum's popular Sculpture Garden. The young trees were scooped up from their homes in the Arboretum's research facility, Bloomfield Farm, and moved to an existing grove of dawn redwoods, or *Metasequoia*. The mechanical arms of the tree spade dug up each tree along with seven feet of surrounding soil and roots. Each tree was then deposited into a six-foot-deep hole joining twelve older dawn redwoods from China. (Please see back page for more details.)



Photos by Andrea D'Asaro

Penn National Commission: Celebrating the Conversation

In a series of dinnertime discussions starting Monday, February 8, President Judith Rodin will open the campus phase of the National Commission on Society, Culture and Community's work.

The PNC, convened by Dr. Rodin in 1996, has brought together 46 scholars, political leaders, and shapers of public opinion whose goal is to address in their periodic national meetings "problems of intolerance, fragmentation of community, and leadership failure in American society" and to promote the "reasoned and reasonable" discourse essential to a democracy.

The February 8 gathering—a dinner and discussion on *Celebrating the Conversation: Public Discourse and Democracy*—is the first of five thematic conversations that will bring the work of the Commission to the Penn community.

All five discussions will be held at the White Dog Cafe on Sansom Street. Monday's initial session begins at 6 p.m. with a dinner and discussion that has a set price of \$30 including tax and gratuity (\$25 for full-time students with advance notification; call [215] 386-9224 for reservations).

In succeeding sessions, the meetings will be on Tuesdays, at 8 p.m., and à la carte dinner will be optional.

The schedule in full:

February 8, 6 p.m.: *Celebrating the Conversation: Public Discourse and Democracy* with President Judith Rodin

March 9, 8 p.m.: *On Leadership* with Michael Useem, Professor of Management and Director of the Center for Leadership and Change at Wharton; includes videotaped Commission presentation by former N.J. Senator Bill Bradley on *Government and Public Behavior*

April 13, 8 p.m.: *Diversity, Immigration and the American Population in the 21st Century* with Drew Gilpin Faust, Annenberg Professor of History and Director of Women's Studies; includes videotaped Commission presentation by PBS Commentator Richard Rodriguez on *Immigration and the Fracturing of Community*.

April 27, 8 p.m.: *Community and Cyberspace* with Michael B. Strong, Assistant Director of the PNC; participants will be encouraged to think about how computer-mediated modes of communication (Internet, e-mail) affect ideas of community and democracy; issues include impact on political movements, class barriers, privacy, freedom of speech, and copyrights.

May 4, 8 p.m.: *Public Talk: How Can We Do Better?* with Stephen P. Steinberg, PNC Executive Director and Assistant to the President, on the Commission's research findings, ideas for improving public discourse, and future activities; participants' responses and suggestions will be elicited.

SENATE From the Senate Office

The following statement is published in accordance with the Senate Rules. Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Senate Chair John Keene or Executive Assistant Carolyn Burdon, Box 12 College Hall/6303, 898-6943 or burdon@pobox.upenn.edu.

Actions Taken by the Senate Executive Committee Wednesday, January 20, 1999

1. Chair's Report.

a. Actions of University Council January 13, 1999. The Chair summarized University Council's discussion and acceptance of SEC's Consultation Policy (previously approved by SEC and published in *Almanac December 8, 1998*), and thanked Professor Howard Lesnick for his fine work. He emphasized the importance of this step in creating a framework for discussion in the University community and in establishing the principle that faculty have a special responsibility in the shared governance of the University. The Chair assured SEC that the Senate leadership would follow through to insure that the policy is embraced by the administration.

The University Council also adopted a policy on closed circuit television monitoring on campus (*Almanac January 19, 1999*). The policy was developed jointly by the Committee on Open Expression, chaired by Professor Dennis Culhane, and the Council Committee on Safety and Security, chaired by Professor Sean Kennedy. Professor Keene acknowledged Professor Culhane's and Kennedy's important contributions.

University Council also endorsed a structure and procedure for employee charitable giving next year at Penn (*Almanac January 19, 1999*).

b. Faculty Club Move. The Chair described two draft agreements currently under negotiation, a Faculty Club Transfer Agreement and a Management and Operations Agreement.

Discussion centered upon language in the Transfer Agreement that created a four-step termination procedure. First, if, in any succeeding fiscal year, there is a 20% decline in membership, gross revenue, or food orders from inflation-adjusted figures for 1998-1999, the University would be authorized to commence the termination procedure for the Faculty Club. (The "20%" replaces the word "significantly" in earlier drafts.) Second, the Faculty Club would have one year to rebuild its operations. If the Club were unable to do so, the University would then move to the third step, the appointment of a committee comprised of three each from the Faculty Club Board, the Faculty Senate, and the administration, which would review and comment on the appropriateness of termination. The committee would not have the power to veto termination of the Faculty Club's use of space in the Inn at Penn. A decision would be required within sixty days, after which the trustees of the University would make the final determination. The Chair stated that, under the draft agreement, the University could also close the Faculty Club if the University changes the function of the Inn at Penn. He pointed out that the operator of the Inn at Penn is not a party to the two agreements even though they impose obligations on it. The draft agreements affirm that both the University and the Faculty Club Board acknowledge the importance of having a thriving Faculty Club on campus.

A SEC member noted that there is normally a dip in participation in any new arrangement like this one, and that a 20% dip in any one of the three categories listed is a narrow margin that might be exceeded next year. Discussion centered on: the University has the right to close the Club while the faculty have no voice in food quality, service, or maintenance; the Faculty Club Board has responsibility for Club membership, programs and events, but limited responsibility for day-to-day operations; there is no Faculty Club bar; there is no provision for keeping some rooms in the Inn available for last minute reservations for faculty use; the administration should agree to find a new home for the Faculty Club should it fail; and, concern over possible loss of Faculty Club staff, with whom many faculty and staff have enjoyed a special relationship.

Discussion continued with a suggestion that SEC state that it strongly believes the University of Pennsylvania should have a Faculty Club. Other SEC members recommended raising the 20% to 30% or replacing the percentage figure with "substantial or significant." At the end of the discussion it was moved and seconded that

"The Senate Executive Committee recommends to the Faculty Club Board that the Faculty Club be given three years within which to establish itself at the Inn at Penn, and that the evaluation of its performance be based on the experience in the fourth fiscal year after the move. At that time, if the gross revenues, number of members, or food orders were more than 20% below the inflation adjusted figures for 1998-1999, the University could then begin the four-step termination procedure contained in the present draft Transfer Agreement."

The motion was adopted by an overwhelming majority.

2. Past Chair's Report on Academic Planning and Budget Committee and on Capital Council. The Past Chair reported that the committee heard a report from Undergraduate Admissions Dean Lee Stetson. Capital Council has not met since the last SEC meeting.

3. Faculty Senate Committee on Committees. SEC appointed seven members to the committee. The Senate Chair and Chair-elect serve as ex officio members.

4. University Council Committee on Committees. The five required faculty were selected. The Senate Chair-elect serves as an ex officio member. The Chair, Past Chair and Chair-elect were authorized to add faculty to the list, should any of those selected decline.

5. Dental School Proposal on Clinical Faculty. SEC members from the Dental School apprised the committee that a proposal is under discussion in the Dental School that would allow appointment of full-time faculty in the clinical track at all sites of faculty practice. *(continued next page)*

6. Faculty Gifts for Undergraduate Scholarship Funds. The Chair-elect briefly described a proposal under discussion by faculty and the Development Office that would involve the entire faculty. It was agreed that the faculty working on this would be invited to SEC for a full discussion and for possible action by SEC.

7. Development for Graduate Financial Aid. It was moved and adopted that SEC invite a member of the Development Office to meet with SEC to discuss how faculty could assist in effort.

8. Faculty Club Employees. Several SEC members expressed concerns regarding the Faculty Club employees when the Club is transferred to the Inn at Penn later this year. The Chair agreed to obtain information on this subject and to place it on the agenda for the next SEC meeting.

The letter below, and the message on page 4 from Executive Vice President John Fry, were submitted independently of each other and of the SEC Actions of January 20, above.—Ed.

A Letter to the Penn Community on the Faculty Club

by *Elsa L. Ramsden, Chair of the Board of Governors*

Recent events and many conversations prompt me to add my perspective about the move of the Faculty Club into new quarters at the Inn at Penn when it opens next fall. First I will give a bit of history that may put the current situation into context. Then I will outline the basic ingredients of the two documents that have been developed: one to set the terms of agreement for the move, and the other a basic management and operating framework for the relationship among the three players: the manager of the Inn (Doubletree), the University, and the Board of Governors. And finally I will identify those on the Board with whom you should discuss your questions and concerns.

When I first become a member of the Board in 1994, I learned about some of the problems attendant to operating the building with a full-time union staff for a part-day income-producing activity, about the indirect costs of maintaining the facility, and about the direct costs of day-to-day activities. All of that takes place while trying to meet the wide range of interests and tastes of faculty and staff who range in age from 20 to 90. And all of that is set within the framework of social change that has taken place since the '60s when the second half of the building was completed.

I learned that the Faculty Club lease expires in 2009, and I was convinced that the University would not extend it beyond that time. When I first learned about plans for the Inn at Penn I "knew" that once the Inn was up and running the University would no longer cover any portion of the deficit. (Please realize that *no* faculty club in the country has a balanced budget—with the exception of one that is heavily endowed, and a few that have hotel operations as part of their activity. Every club is subsidized by the institution within which it sits.) It proved prudent that we had already begun a long-range planning process with Steve Murray and Marie Witt in the Office of Business Services.

The results of all the studies have been reported in the past and are available on the website. They confirmed the observations of many on the Board and across campus—that many people were eating lunch at their desks and in meetings, in a shortened lunch hour; they were not walking to the Faculty Club to have a discussion with colleagues. The suggestion was posed to the Board that the Faculty Club move to the Inn, into new quarters, with new decor with no overhead or maintenance costs to the Club. After much discussion and thought the Board agreed in principle to such a move. An Ad Hoc Committee* was selected to work with Steve and Marie on terms for the move, and on a separate document related to management and operations of the facility.

The Board agreed in principle to the terms of the first document, contingent upon approval of the second. Meanwhile, a subcommittee worked with the consultant responsible for interior design and decor to plan the appointments of the Club space, including details that ranged from the grain and color of the wood paneling to the design and colors of all fabrics, style of furniture and fixtures and window treatments. With expert advice from faculty talented in these areas, we arrived at a final result that we all believe to be quite special.

The Ad Hoc Committee worked long and hard crafting language—making a compromise here and a gain there—to get to the point where attorneys for the University and for the Board could critique it. Many iterations have gone back and forth to arrive where we are today. This week the drafts of both documents [summarized at right] go to the Board for discussion.

In another arena, but related to the discussion about the future of the Faculty Club, is the issue of union staff employed at the Faculty Club, some of whom have been there many years. Both the Board and the Office of Business Services have stated publicly and often that the employees at the Club should and will have priority opportunity to interview for positions at the Inn. The University negotiator has been working for many months to come to terms with the union. I am not in a position to represent that process in any way. The Board is concerned about the long and loyal service of its employees. With ample precedent, those are realistic concerns. The corporate nature of running large academic institutions has caused many faculty to worry about the values inherent in the academy that we think are important.

When the Board has studied and voted on the documents, their contents will be made available through a special meeting of the membership. If anyone wishes to discuss those matters with me or any Board member, please feel free to contact us, or Peter Conn who is the SEC liaison to the Board.

The Board members are:

Elijah Anderson	Michael Cohen	Nicholas Constan	Peter Freyd
Morris Mendleson	Elsa Ramsden	Robert Regan	Anthony Santomero
Edward Shils	Jerome Singerman	Albert Stunkard	Anthony Tomazinis
D-LWormley	<i>SEC Liaison: Peter Conn; Board's Attorney: Leonard Saner</i>		

* *Ad Hoc Committee members are Peter Conn (SEC liaison), Saul Katzman, Morris Mendleson, Elsa Ramsden, Anthony Santomero, Jerome Singerman, Terri White, and Marie Witt*

Dr. Ramsden's Summaries of Two Agreements to be Signed

A. On the Basic Relocation Agreement

After a background discussion and several "Whereases" statements, the gist of this agreement is in eight sections that say, in sum:

1. The University recognizes and acknowledges the Club as an integral entity within the University; agrees to relocate the Club to the Inn for the term of this agreement, as it may be extended, and provides for contingencies that may require relocation at some unforeseen time to comparable premises under comparable financial terms.

2. No rent will be charged to the Club for a space of 5,240 square feet—consisting of à la carte and cafeteria dining space; a small dining room; art gallery, and reception space—to be used exclusively for Club members and guests under terms identified in the Management Agreement.

3. The Club acknowledges that the University has entered into an agreement with the Inn operator for overall management and operation of the Inn, which shall have responsibility for day-to-day control of Club space and operations, subject to the Management Agreement. The operator shall provide food and beverages for the Club using operator's own employees. Specific terms appear in the Management Agreement.

4. The Club's Board of Governors continues to have exclusive authority related to membership, dues, program, monitoring quality of food and services, display of art, special functions, and business systems related to these activities.

5. The Club is responsible for hiring and compensation of a Club coordinator and any other employees it chooses to have, plus telephone and toll charges.

6. The University retains all gross revenues from the performance of services, and provides all building upkeep and renovations; requires the Inn operator to staff Club functions with sufficient experienced and qualified employees to provide quality food and service to members, with a view to providing a consistent cadre of staff for the Club; has sole responsibility for payment of real-estate and use and occupancy taxes if applicable; assumes responsibility for preparing and filing appropriate tax returns; and provides Club members and their guests with meeting room and sleeping accommodations as set forth in the Management Agreement.

7. Any property that the Club may own and disposition of such, and account for it if moved to the Inn.

8. The Lease will extend to 2019 and automatically be extended for additional one-year periods on the same terms and conditions (with usual terms of advance notice to the contrary). If, prior to 30 June 2019, the University determines based upon monthly reporting of the operator, that the Club has, for a period of not less than 12 months, failed adequately to fulfill its purpose and mission by reason of a decline of 20% or more in membership, gross revenues or food orders from comparable data in FY '98-'99, the University may notify the Club in writing of its determination to terminate the agreement. Specific definitions are identified to clarify terms for calculation. Such an action would involve a 6-month advance notification with the following provisions: a Club review committee including 3 members from University administration, 3 members of the Club Board, and 3 from the Faculty Senate; and a 60-day review period, followed by a report to the Trustees, who will make the determination whether to approve the University recommendation. In the absence of a

Summary of Agreements *continued*

decline of 20% and 6 months prior to the expiration of this Agreement the University and the Club shall consider the extension of the agreement or relocation.

B. On the Management/Operating Agreement

Again following "Whereas" statements, seven sections cover the basics of this agreement:

1. A long section identifies the space and definitions of use—à la carte, cafeteria, small dining room, art gallery, reception, approach and entry to the Club space, location immediately next to the University Living room [which is not dedicated to use by the Club but available to the University community and guests in the Inn]. Meeting and conference rooms priced at the University discount rate may be reserved through the Club coordinator or the Inn. It goes on to define the exclusivity of Club space during normal Club hours with the exception of the cafeteria breakfast in the morning, which will be available to hotel guests and the public between 5 and 10 a.m. The Inn may use Club space for non-Club purposes during such hours that the Club is not open for operation [discussed further in #5 below].

2. Inn cost and expense definitions for all staff

and services. Methods of payment are outlined to include all those presently available plus PennCard/Penn cash. Menu selection and general management of Club programs and activities are made subject to the policy governance of the Board. The Board and the Inn will review quality and pricing parameters at least annually to consider necessary changes for the succeeding year. The fixed price of lunch in the cafeteria will remain the same for FY 2000. Pricing in the à la carte dining room will remain competitive with the prevailing market. A review mechanism is identified. Dress of staff serving in the Club will be distinctive and different from that worn elsewhere in the Inn; it will have a Club logo, and will not have an Inn logo or identification.

3. Customer service standards are set, with accountability for cost to the Inn; reporting mechanisms and time frame are given, with periodic surveys specified.

4. Special privileges are specified, including a 10% discount in the Inn restaurant and bar and the University Living room.

5. Hours of operation are detailed, with the exclusive use by Club members and their guests during specified hours and other hours as may be necessary or appropriate to meet the needs of the

membership activity. Specifics include: morning coffee and baked goods at no cost Monday through Friday, 8-11 a.m. in the à la carte dining room; breakfast in the buffet area, 5-10 a.m. (as noted in Section 1, this one mealtime is shared with Inn guests and general public); lunch, 11:30 a.m.-1 p.m. excluding holidays; Wednesday evening dinners, 5-9 p.m. excluding holidays. This section also outlines rental charges by the Club for use of rooms during the hours identified; makes regular hours subject to expansion supported by reliable demand and Club activity; and gives conditions for special functions and events. It provides a first right of Club to schedule events in Club space; gives terms for Inn use of space with approval of the Club coordinator; and provides that the nature of promotional materials for events in Club space not sponsored by the Club are conditional on Board approval.

6. This section is devoted to the Club coordinator and responsibilities of the Club for that position.

7. This specifies the Inn operator's reporting, which includes monthly statements on food orders, special functions, and use of space, and monthly revenue and expense reports to the Board and University.

—E.L.R.

EVP's Statement on Negotiations with Employees at the Faculty Club

Various articles, opinions and letters-to-the-editor published last week in campus media paint an incomplete picture, at best, of the differences between the University of Pennsylvania and the union representing Faculty Club workers.

The fact is, the Faculty Club also is staffed by managers and administrative staff (non-union). Doubletree, who will operate the Inn at Penn, is prepared to offer employment to 70 percent of those full-time eligible managers and administrative staff who apply to work at the Inn at Penn. In addition, those managers and administrative staff hired to work at the Inn at Penn will be eligible for a tuition benefit for a ten-year period with provisions substantially comparable to the University tuition benefit in effect at the time it is used as long as they are employed by Doubletree at the Inn at Penn. For those choosing not to apply, or who are not hired, the University severance program would apply.

The Faculty Club is a non-profit corporation whose membership consists of a number of faculty and administrators. The University of Pennsylvania had a collective bargaining agreement with Local 274, Hotel Employees and Restaurant Employees (HERE), AFL-CIO, which expired on July 31, 1998. The University and the union have agreed to extend the term of the contract. This agreement covers certain employees who provide food and beverage services to the Faculty Club at the facility located at Skinner Hall on campus. The union is the *exclusive* representative of the employees in question, and it is our obligation under the National Labor Relations Act to deal *only* with the union regarding terms and conditions of employment. Those are undeniable facts.

More than six months ago, both prior to and during negotiations for a new agreement, the University advised the union that the Faculty Club functions would be served in the newly-constructed hotel to be known as the Inn at Penn, which will open in September 1999. At the Inn at Penn, food and beverage service for the Faculty Club would be provided by the hotel operator, Doubletree, using its own employees. The Doubletree employees providing this service

would be part of a much larger food and beverage operation in connection with its overall hotel operation. Did the University consult with the appropriate representative groups? Yes, consultation has been, in fact, an important part of this decision, and we have consulted extensively with both the Faculty Club Board of Governors and the leadership of the Faculty Senate. The fact is that this issue has been public since November 1997. The union employees and the campus community at large will have been notified at least one year prior to the planned closing of the Faculty Club in Skinner Hall this summer. These, too, are undeniable facts.

The University and the union have been in formal negotiations since the expiration of the collective bargaining agreement; the union has not presented its economic proposals as of this writing. Indeed, we have been waiting almost six months for its proposal. On numerous occasions, the Penn negotiating team has invited the union to discuss proposals about economic issues or the effect of the closure (severance, etc.) on its membership. The union has *refused to do so* in each instance. The University asked a Federal Mediator to help facilitate an agreement. And, even though the union has not requested an economic package, the University, in an effort to settle the contract, made what we believe is a very competitive offer via the Federal Mediator to the union on October 5, 1998, with the specifics as follows:

1. Three percent (3%) wage increases to all non-tipped Club employees.
2. A \$500 lump sum signing bonus to each employee, if the proposed contract was ratified by 5 p.m., Oct. 19, 1998.
3. A union pension fund increase (most staff are under the terms of the Union's pension plan).
4. Two unpaid days for union shop steward education.
5. One week severance pay for each full year of service.
6. Interviews for staff interested in working at the Inn at Penn, which will be facilitated by Doubletree at the request of the University.

This offer—an offer we believe to be fair—remains on the table. But, the fact is the union has not responded as of this writing. Again, we are waiting for a response; it's now been more than three months. The union has demanded, however, that its current contract apply to employees at the Inn at Penn, where the number of employees will be much greater than the current Faculty Club staff. The fact is, Doubletree, not Penn, will be the employer at the Inn at Penn. Doubletree will run a much different business—a 250-bed hotel, not simply a private club. We simply cannot, indeed it's *improper*, for the University to force terms and conditions of employment and a pre-determined staff on Doubletree and its many other employees.

Unhappily the union will move no further and has refused to make even the most basic economic demands. It is rigid in its stand that its contract apply to present staff who work for Doubletree at the Faculty Club's new location. The union has refused to discuss any "effects" issues such as severance.

Last fall, the University notified the union that Doubletree indicated that it may offer positions to a number of the current Faculty Club employees. Since then, Penn has informed the union that Doubletree will hire at least 70 percent of the current full time Faculty Club staff who apply to work at the Inn at Penn. In addition, despite the union's refusal to bargain, the University has recently supplemented its basic offer in an attempt to reach an amicable resolution. Penn has offered, for current full time Faculty Club employees hired by Doubletree to work at the Inn at Penn, eligibility for a tuition benefit for a ten-year period, with provisions substantially comparable to the University tuition benefit in effect at the time it is used, as long as they are employed by Doubletree at the Inn at Penn.

We think it is most unfortunate that the union will not respond to Penn's proposals but instead is engaging in misleading communication. Nevertheless, we will continue to bargain in good faith to reach a fair and equitable agreement for its employees. That is our commitment to this campus community.

—John A. Fry, Executive Vice President

Academic Jobs, Academic Life:

Faculty Conversations With Doctoral Students & Post-docs

A series of *Conversations on the Academic Job Search and Academic Life* begins today under the auspices of Career Services and the Vice Provost for Graduate Education. All sessions will meet from noon until 1 p.m., in the McNeil Building, at the rooms shown below. Participants may bring lunch. To sign up, send e-mail to vick@pobox.upenn.edu or call 898-7530.

January 26 *Negotiating an Academic Job Offer—Humanities/Social Sciences*, Dr. Vicki Mahaffey, professor of English; Room 103.

January 29 *Behind the Scenes with a Search Committee*, Dr. Walter Licht, SEAS associate dean for graduate studies/professor of history; Room 285-86.

February 2 *Negotiating an Academic Job Offer—Science/Engineering*, Dr. Dwight Jaggard, SEAS associate dean for education and research/professor of electrical engineering, Room 103.

February 12 *Maintaining Relationships with Advisors and Other Faculty Members*, Dr. Eduardo Glandt, SEAS interim dean/professor of chemical engineering, Room 285-86.

February 16 *Having a Life: Balancing Professional and Personal Responsibilities*; Dr. Peter Conn, professor of English, Room 103.

February 19 *Dual Career Couples and Academic Jobs*, Dr. Kathy Edin, assistant professor of sociology; Dr. John Crawford, assistant professor of psychology, Room 285-86.

March 19 *The First Year in a New Faculty Position: Getting Started Right*, Dr. Caroline Weber, assistant professor of Romance languages, Room 285-86.

Deaths

Sheila Clibbon, Architectural Research

At presstime *Almanac* was advised that Sheila Clibbon, a British architectural scholar who was affiliated with Penn during the 'sixties and early 'seventies, died last week at St. Christopher's Hospice outside London, at the age of 71.

Dr. Marvin Sachs, a PennMed internist who worked with Ms. Clibbon on a project to identify successful architectural approaches to health care facilities, recalls Ms. Clibbon as an innovative researcher who secured major grants to create, in the University City Science Center, an architectural research unit that was the first of its kind.

Dr. Paul Nemir, Surgeon and Visionary

Dr. Paul Nemir, Jr., a professor emeritus of surgery who was chief of surgery and dean of the Graduate School of Medicine died on January 17 at the age of 78.

Born in Navasota, Texas, Paul Nemir graduated from the University of Texas and took his M.D. there in 1944. He interned at Graduate Hospital—then part of the Penn health system—and, after military service in World War II, returned to Graduate in 1947 to complete a surgical residency and to do research in the Harrison Department of Surgical Research on the main campus.

Named assistant professor of surgery in 1953, he rose through the ranks to full professor in 1969 while also spending five of those years as dean, in 1959-1964. In 1973 he was named the the Emilie and Roland T. DeHellenbranth Chairman of Surgery at Graduate Hospital, a chair he held until 1986. As an emeritus professor Dr. Nemir continued to write and do research at Graduate.

Dr. Nemir was known for his training of young surgeons, many of whom entered academic surgery, and for his combination of surgical practice and research. Caring for patients with a wide variety of disorders (his expertise included vascular, thoracic and gastrointestinal surgery), he shared with the late Dr. Henry Bockus the care of many patients with inflammatory bowel disease, the area in which he made some of his most significant contributions to research. Some of his seminal papers came from work on parenteral nutrition and the relationship between intestinal bacteria and intestinal disorders—one of them, in 1948, anticipating the most commonly cited pioneering work in parenteral nutrition by some 20 years. In the late 1940s, a longtime colleague recalls, he also made the observation that when the intestinal wall is affected by an illness, enteric bacteria can invade the body—a phenomenon extensively studied in the 1980s and now known as bacterial translocation.

The common denominator of his studies has been linking principles of physiology to surgical procedures—and this, his colleague said, makes him “part of a select group of visionaries in American surgery.”

A member of the nation's most prestigious professional societies, Dr. Nemir was president of the Philadelphia Academy of Surgery, the Pennsylvania Association for Thoracic Surgery, and the Delaware Valley Vascular Society. He also chaired the Foreign Scholar Committee of the Society of University Surgeons and served on the Board of Governors of the American College of Surgeons.

Dr. Nemir is survived by his wife of 50 years, Helen Powel Pratt; by three daughters, Virginia Nemir Lukefahr, Paula Nemir Atlee and Helen Nemir Hanson; and nine grandchildren.

Donations to the Nemir Surgical Foundation are being accepted at The Graduate Hospital, 1100 Pepper Pavilion, One Graduate Plaza, Philadelphia PA 19142. Donations may also be made to the Quadrangle Residents Assistance Fund in Haverford PA 19041.



Dr. Paul Nemir

BULLETINS

Campus Blood Drives

The American Red Cross will hold a blood drive for faculty and staff at the Faculty Club on Wednesday, January 27. The blood drive will operate between the hours of 9 a.m. and 2:30 p.m. For an appointment call Diane at the Red Cross (215) 451-4987.

On Monday, February 1 there will be a blood drive at Hillel House, from 11 a.m. until 4:30 p.m. For an appointment, e-mail arielp@pobox.upenn.edu.

For medical questions, call 1-800-GIVE-LIFE. Blood donors are asked to bring their PENNCARD or another photo ID.

Bonus Program for Referrals 'Temps' Pool

Today's Penn Partnership is in its third year of providing temporary office support help to the University of Pennsylvania. For example, last month there were approximately 175 “temps” servicing Penn departments. Penn departments call upon Today's for temporary office support for a variety of reasons—to cover for leaves of absence or until a vacancy is filled, during peak cycles, and for special projects. Today's Penn Partnership offers discounted rates, and there is no fee for departments that hire temporaries into regular positions. In November 1998, 21 temporaries were offered regular office support positions at Penn.

Finding good talent, for both temporary and regular positions, has become increasingly more difficult in today's tight labor market. Research has proven that one of the best ways to find talent is to ask employees for their help, and reward them for their efforts.

Therefore, Human Resources is pleased to announce that effective January 1, 1999, Today's Penn Partnership will offer a \$25 American Express gift certificate bonus to Penn regular employees who refer applicants for temporary office support to Today's Penn Partnership.

Who is eligible to participate?

All Penn regular full-time, part-time, and limited service staff are eligible to take part in this program. Temporary staff, consultants, and student workers are ineligible.

Who is a qualified referral?

A qualified referral designates on their Today's Penn Partnership application the name of the Penn employee who referred them. The referred applicant must be a new applicant (not in the Today's Penn Partnership database) and successfully work 40 hours or more “temping” in a Penn department.

How do I receive my bonus?

Twice a month, Today's Penn Partnership will automatically search their database for eligible employees and will generate an American Express certificate. This will be mailed to the employee's home department address via intramural mail.

Please contact Today's Penn Partnership at the Penn Job Center at 3550 Market Street, Suite 110, Philadelphia, 222-3400, upenn@today's.com for more information. Hours of operation are 8 a.m. to 5 p.m.

— Division of Human Resources

For Junior Faculty:

TCPW Summer Stipends

The Trustees' Council of Penn Women offers three \$3,000 summer research stipends to female faculty, or faculty members whose research is centrally concerned with the role of women in society, science, or arts and letters.*

These awards are given to assist in the promotion of standing faculty to the permanent rank of Associate Professor. The Trustees' Council has decided that those who have already won an award are eligible to apply again. Those who have previously applied and did not receive an award are also encouraged to apply again.

If you are interested in applying for the stipend, please submit a 2-page summary of the research you wish to undertake, an explanation of how the stipend will facilitate the research, a curriculum vitae, and the name of a University reference. In your application please stress how you will use the award and why it would be particularly useful to you at this time. The summary should be sent by *Friday, February 26*, to:

Professor Ann Matter, Acting Director
The Alice Paul Research Center
411 Logan Hall
249 S. 36th St./6403

Research proposals will be reviewed, and the stipend awarded, through a peer review process. It is expected that the research, or a significant subset thereof, will be concluded during the summer of 1999, and a written report will be submitted to the review panel and to the Trustees' Council. Any subsequent publication of the research results should acknowledge the support of the Council.

* The amount of the award varies according to whether the recipient chooses to receive it as salary or to use it for research expenses.

1999 HERS Summer Institute for Women in Higher Education

The University will sponsor the nomination of two women to the Summer Institute for Women in Higher Education Administration, sponsored by Bryn Mawr College and Higher Education Resources (HERS) Mid-Atlantic. If they are accepted into the program, the University will fund their participation in the program. Over the years, Penn has supported the enrollment of over 50 women faculty and administrators from schools and departments across the campus. As in the past, a review committee of several HERS alumnae and Penn faculty will select the two nominees.

To provide prospective applicants with more information and an opportunity to speak with HERS graduates, a HERS information meeting will be held Wednesday, February 3, from 4 to 5:30 p.m. in Room 4 of the Faculty Club. Please join us!

Q. What is the purpose of the Summer Institute?

A. The Institute offers women faculty and administrators intensive training in education administration pertinent to the management and governance of colleges and universities. It is designed to improve the status of women in middle and executive levels of higher education administration, areas in which women traditionally have been under represented.

Q. What are the main curricular areas?

A. The curriculum focuses on four areas: academic environment, external environment, institution environment and professional development. Specific work includes strategic planning, budgeting and accounting, financing higher education, and leadership skills, to name only a few areas.

Q. Who makes up the faculty?

A. The faculty is comprised of women and men from government, foundations, professional associations, and the diverse sectors of North American higher education.

Q. Who is eligible to apply?

A. Application for admission is open to women faculty and administrators whose background, experience and present responsibilities indicate a potential for professional advancement in higher education administration.

Q. When and where will the program be held?

A. The Institute, a residential experience in its 24th year, will be held from June 27 to July 23, 1999 on the campus of Bryn Mawr College. Although most women live on campus, it is possible to commute. Classes are held from approximately 8 a.m.-4 p.m., Monday - Friday and from 8 a.m.-noon on Saturday. There are programs and group discussions scheduled for a number of the evenings.

Q. What is the application process?

A. Applicants must complete an application form and submit a letter of recommendation. For administrators, this letter should be from the department head or supervisor; for faculty, it should be from a faculty member who is knowledgeable of the candidate's administrative abilities. Submit the materials no later than *Wednesday, February 24*, to:

Diane-Louise (D-L) Wormley
Managing Director, Community Housing
748 Franklin Building/6293

Applications for those selected by the internal committee will be forwarded to HERS for final review in March.

For an application or more information, contact D-L Wormley by e-mail wormley@pobox.upenn.edu.

National Women of Color Day: Awards Luncheon March 5

The National Institute for Women of Color (NIWC) has designated the first day of Women's History Month as National Women of Color Day. For the twelfth consecutive year, Penn, UPHS, Presbyterian and now Pennsylvania Hospital seek to increase our awareness of the talents and achievements of women of color. We hope you will join us for this uplifting and inspirational celebration.

The Planning Committee is finalizing plans for the 1999 Awards Luncheon which will be held at the Penn Tower Hotel, Friday, March 5, from 12 noon until 2:00 p.m.

As in past years, we will recognize women in our community whose special commitment, and dedicated service to their workplace or the Delaware Valley have made a difference in the lives of women of color. If you would like to nominate someone from Penn, UPHS, Presbyterian and Pennsylvania Hospital for this distinction, please contact from Penn, Ms. Pamela Robinson (215) 898-9531, from University of Pennsylvania Health Systems, Ms. Toni Woodley-Chambers (215) 662-3688, or Ms. Paulette Cleveland, (215) 662-6600.

Tickets are \$22 per person. To order, please complete the form below and send it with a check to the address below no later than February 2, 1999:

Women of Color Day Planning Committee
c/o Pat Ravenell, Office of the VPUL
3611 Locust Walk, Philadelphia PA 19104-6222

For information about scholarship tickets, please call Ms. Tiffany Anderson Purvy, (215) 898-3357 or Dwaune Latimer, (215) 573-4930. A limited number of scholarship tickets will be available.

Name _____ Daytime Phone _____

Mailing Address _____

Number of Reservations _____ at \$22 each; Total Reservations _____
(If you require a vegetarian meal, or have other dietary requirements, please let us know.)

I would like to provide an opportunity for someone to attend who cannot afford to pay.
I am enclosing an additional \$ _____ (\$5, \$10, \$20, etc.) to support a student or employee.

Total Amount of Check Enclosed \$ _____
(Call Pat Ravenell at 898-6081 for information to journal voucher)

All tickets must be picked up in person from Paulette Cleveland (662-6600) in Suite 118, Blockley Hall, 418 Guardian Drive (UPHS) or, on Wednesdays and Thursdays between 12 noon and 1 p.m. only, from the ticket office at 133 S. 36th St., Rm. 514 (Mellon Bldg., 36th & Walnut Street).

— Dwaune Latimer, Chair of Luncheon Planning Committee

To Join MR/DD Research Center

The Mental Retardation and Developmental Disabilities Research Center at the Children's Seashore House of the Children's Hospital of Philadelphia was founded in 1990 through a grant from the National Institute of Child Health and Human Development. The Center is now recruiting potential new members.

Qualified faculty are those with appointments in any of the Schools of the University who are performing investigations in the area of brain development and function, genetics, or behavioral sciences as applied to developmental disabilities. Membership results in access to one or more of five research core facilities:

- Molecular Genetics (a centralized nucleic acid/protein research facility, tissue culture and cytogenetics);
- Cellular Neuroscience (cellular imaging, confocal microscopy, neuronal cell cultures, neuropathology, and cytoarchitectural studies);
- Analytic Neurochemistry (mass spectrometry unit for stable isotope studies and HPLC biogenic amine and amino acid assays);
- Functional Neuroimaging (PET scanning and volumetric analysis of MRI imaging, and compliance training); and
- Study Design and Statistical Analysis (provides consultation on study design including biomedical ethics and assistance in data management and statistical analysis).

Interested individuals who hold federally-funded grants (preferably NIH or NSF) may contact: Marc Yudkoff, M.D., Children's Seashore House, 3405 Civic Center Blvd., Philadelphia, PA 19104, or call Linda C. Pomenti at 895-3636 for an application.

From the extensive list of Trustee actions on appointments, reappointments, secondary appointments, leaves and terminations, Almanac gleans those actions reflecting movement into or within the Standing Faculty. These include new appointments and promotions, and chair designations with or without promotion, in all schools. In the health schools, where reappointments sometimes include movement from the associated faculty (not in standing faculty) to the clinician-educator track (standing faculty, but not tenure-accruing), those actions are published. Note that clinician-educator titles are recognizable by the form of title, "Professor of _____ at (affiliated institution)." The following list shows actions from Trustees minutes of December 12, 1997, through December 11, 1998, representing actions approved at Provost's Staff Conferences leading up to those meetings. Actions marked (*) involve additions to tenured ranks through appointment, promotion, or conversion.

Faculty Appointments and Promotions, December 1997 through December 1998

Non-Health Schools

Annenberg School for Communication

Appointment

Dr. Vincent Edward Price as Associate Professor of Communications*

School of Arts and Sciences

Appointments

Dr. Asif Agha as Associate Professor of Anthropology *

Dr. Yongsung Chang as Assistant Professor of Economics

Dr. Camille Zubrinsky Charles as Assistant Professor of Sociology

Dr. Mark Chiang as Assistant Professor of English

Dr. Irma T. Elo as Assistant Professor of Sociology

Dr. Marie Gottschalk as Assistant Professor of Political Science

Dr. Tina Lu as Assistant Professor of Asian and Middle Eastern Studies

Dr. Carol Ann Muller as Assistant Professor of Music

Dr. Kaiwan D. Munshi as Assistant Professor of Economics

Dr. Mechthild Pohlschroder as Assistant Professor of Biology

Dr. Guthrie P. Ramsey, Jr. as Assistant Professor of Music

Dr. Simon J. Richter as Associate Professor of Germanic Languages and Literatures*

Dr. David L. Rousseau as Assistant Professor of Political Science

Dr. P. Thomas Schoenenmann as Assistant Professor of Anthropology

Dr. Frank Schorfheide as Assistant Professor of Economics

Dr. Brent D. Shaw as Professor of Classical Studies*

Dr. Eric J. Steig as Assistant Professor of Earth and Environmental Science

Dr. Sharon L. Thompson-Schill as Assistant Professor of Psychology

Dr. Martin Uribe as Assistant Professor of Economics

Promotions

Dr. Jonathan Block to Associ-

ate Professor of Mathematics*

Dr. Kathleen M. Brown to Associate Professor of History*

Dr. Eugene Buckley to Associate Professor of Linguistics*

Dr. Stephen N. Dunning to Professor of Religious Studies

Dr. Joseph R. Ecker to Professor of Biology

Dr. Joseph A. Farrell, Jr. to Professor of Classical Studies

Dr. Farah J. Griffin to Associate Professor of English*

Dr. Nigel S. Lockyer to Professor of Physics

Dr. Jeremy McInerney to Associate Professor of Classical Studies*

Dr. Stephen Morris to Professor of Economics

Dr. Philip Nelson to Professor of Physics

Dr. Elisa New to Professor of English

Dr. Peter S. Petraitis to Professor of Biology

Dr. Lawrence C. Rome to Professor of Biology

Dr. Nancy Shatzman Steinhardt to Professor of Asian and Middle Eastern Studies

School of Engineering and Applied Science

Appointments

Dr. Konstantinos Daniilidis as Assistant Professor of Computer and Information Science

Dr. Keith J. Gooch as Assistant Professor of Bioengineering

Dr. Roch Guerin as Professor of Electrical Engineering*

Dr. Benjamin C. Pierce as Associate Professor of Computer and Information Science

Dr. Barry G. Silverman as Professor of Systems Engineering*

Dr. Sergio Turteltaub as Assistant Professor of Mechanical Engineering and Applied Mechanics

Dr. Enver Yücesan as Associate Professor of Systems Engineering

Dr. Shiyu Zhou as Assistant Professor of Computer and Information Science

Promotions

Dr. Susan B. Davidson to Pro-

fessor of Computer and Information Science

Dr. Leif H. Finkel to Professor of Bioengineering

Dr. Daniel A. Hammer to Professor of Chemical Engineering

Dr. Howard H. Hu to Associate Professor of Mechanical Engineering and Applied Mechanics*

Dr. Vijay Kumar to Professor of Mechanical Engineering and Applied Mechanics

Dr. Susan S. Margulies to Associate Professor of Bioengineering*

Dr. Dimitri Metaxes to Associate Professor of Computer and Information Science*

Dr. Max Mintz to Professor of Computer and Information Science

Dr. Pedro Ponte-Castañeda to Professor of Mechanical Engineering and Applied Mechanics

Dr. Wen K. Shieh to Professor of Systems Engineering

Dr. John M. Vohs to Professor of Chemical Engineering

Dr. Tandy J. Warnow to Associate Professor of Computer and Information Science*

Graduate School of Fine Arts

Appointments

Dr. Eugenie Ladner Birch as Professor of City and Regional Planning*

Mr. Scot Kaylor as Assistant Professor of Fine Arts

Law School

Appointments

Dr. Anita L. Allen-Castellitto as Professor of Law*

Mr. David A. Skeel, Jr. as Professor of Law*

Promotions

Dr. Sarah B. Gordon to Professor of Law*

Mr. Eric Posner to Professor of Law*

School of Social Work

Appointment

Dr. Richard James Gelles as Professor of Social Work*

Wharton School

Appointments

Dr. David R. Bell as Associate Professor of Marketing

Dr. Marguerite L. Bishop as Assistant Professor of Accounting

Dr. Michael W. Brandt as Assistant Professor of Finance

Dr. Gavan J. Fitzsimons as Assistant Professor of Marketing

Dr. Joao F. Gomes as Assistant Professor of Finance

Dr. Wayne R. Guay as Assistant Professor of Accounting

Dr. Withold Henisz as Assistant Professor of Management

Dr. Teck Ho as Associate Professor of Marketing

Dr. Patrik Sandas as Assistant Professor of Finance

Dr. Nicolaj Siggelkow as Assistant Professor of Management

Dr. Kent Smetters as Assistant Professor of Insurance and Risk Management

Dr. Philip C. Stocken as Assistant Professor of Accounting

Mr. Edward T. Swaine as Assistant Professor of Legal Studies

Dr. Joel Waldfoegel as Associate Professor of Public Policy and Management

Dr. Abraham J. Wyner as Assistant Professor of Statistics

Dr. Amir Yaron as Assistant Professor of Finance

Promotions

Dr. J. Scott Armstrong to Professor of Marketing

Dr. David F. Babbel to Professor of Insurance and Risk Management

Dr. Philip G. Berger to Associate Professor of Accounting*

Dr. Lawton R. Burns to Professor of Health Care Systems

Dr. Steven O. Kimbrough to Professor of Operations and Information Management

Dr. Daniel A. Levinthal to Professor of Management

Mr. Philip M. Nichols to Associate Professor of Legal Studies*

Ms. Georgette Poindexter to Associate Professor of Real Estate*

Dr. Harbir Singh to Professor of Management

(continued next page)

School of Dental Medicine

Appointments

Dr. Amer A. Abu-Hanna as Assistant Professor of General Restorative Dentistry

Dr. Zahra Afsharzand as Assistant Professor of General Restorative Dentistry

Dr. Scott S. De Rossi as Assistant Professor of Oral Medicine

Dr. Shoukefeh Emamian as Assistant Professor of General Restorative Dentistry

Dr. Zuhair Sayany as Assistant Professor of Pediatric Dentistry

Reappointments

Dr. Joan Gluch-Scranton as Assistant Professor of Dental Care

Systems

Dr. Lawrence M. Levin as Assistant Professor of Oral Surgery/Pharmacology

Dr. Vicki C. Petropoulos as Assistant Professor of General Restorative Dentistry

Dr. Olivia Sheridan as Assistant Professor of Dental Care Systems

Promotions

Dr. Sherrill L. Adams to Professor of Biochemistry

Dr. Howard M. Rosenberg to Associate Professor Pediatric Dentistry

School of Medicine

Appointments

Dr. Daniel A. Albert as Associate Professor of Medicine at HUP

Dr. Elizabeth R. Alpern as Assistant Professor of Pediatrics at CHOP

Dr. Ron L. Alterman as Assistant Professor of Neurosurgery at HUP

Dr. David A. Asch as Associate Professor of Medicine*

Dr. Linda J. Bagley as Assistant Professor of Radiology at HUP

Dr. Laura J. Balcer as Assistant Professor of Neurology at HUP

Dr. Christina A. Bandera as Assistant Professor of Obstetrics and Gynecology at HUP

Dr. Kurt T. Barnhart as Assistant Professor of Obstetrics and Gynecology

Dr. Jeffrey M. Bergelson as Assistant Professor of Pediatrics

Dr. Jeffrey W. Berger as Assistant Professor of Ophthalmology

Dr. Wade H. Berrettini as Professor of Psychiatry; Secondary appointment as Professor of Psychiatry in Genetics*

Dr. Erfei Bi as Assistant Professor of Cell and Developmental Biology

Dr. Anne M. Blackwood as Assistant Professor of Medicine

Dr. Gerd A. Blobel as Assistant Professor of Pediatrics

Dr. Christopher G. Burd as Assistant Professor of Cell and Developmental Biology

Dr. Raymond J. Carroll as Professor of Biostatistics in Biostatistics and Epidemiology*

Dr. Lesley Sloan Carson as Assistant Professor of Medicine at HUP

Dr. Debu Chakravarti as Assistant Professor of Pharmacology

Dr. Benjamin Chang as Assistant Professor of Surgery at HUP

Dr. David J. Chang as Assistant Professor of Medicine at the Presbyterian Medical Center of Philadelphia and HUP

Dr. Vivian G. Cheung as Assistant Professor of Pediatrics

Dr. Susan E. Coffin as Assistant Professor of Pediatrics

Dr. Meryl S. Cohen as Assistant Professor of Pediatrics at CHOP

Dr. Mary Beth Connolly as Assistant Professor of Psychology in Psychiatry at HUP

Dr. James W. Cornish as Assistant Professor of Psychiatry at the Veterans Administration Medical Center

Dr. G. Paul Dabrowski as Assistant Professor of Surgery at HUP

Dr. William M. DeCampli as Assistant Professor of Surgery at CHOP

Dr. Mary Lynn Dell as Assistant Professor of Psychiatry at the Child Guidance Center

Dr. Nicholas A. DeMartinis, III as Assistant Professor of Psychiatry at HUP

Dr. Edward T. Dickinson, III as Assistant Professor of Emergency Medicine at HUP

Dr. Robert W. Downie as Assistant Professor of Rehabilitation Medicine at the Presbyterian Medical Center of Philadelphia and HUP

Dr. Jeffrey D. Edelman as Assistant Professor of Medicine at HUP

Dr. Douglas J. Epstein as Assistant Professor of Genetics

Dr. Dwight L. Evans as Professor of Psychiatry*

Dr. Gary D. Foster as Assistant Professor of Psychology in Psychiatry at HUP

Dr. David B. Freiman as Associate Professor of Radiology at the Presbyterian Medical Center of Philadelphia

Dr. Dorothy E. Grice as Assistant Professor of Psychiatry

Dr. Norman B. Hecht as Professor of Human Reproduction in Obstetrics and Gynecology*

Dr. Janet M. Hines as Assistant Professor of Medicine at HUP

Dr. William C. Holmes as Assistant Professor of Medicine

Dr. Richard A. Hsi as Assistant Professor of Radiation Oncology at HUP

Dr. Steven G. Imbesi as Assistant Professor of Radiology at HUP

Dr. Jeffrey R. Jaeger as Assistant Professor of Medicine at HUP

Dr. Mark D. Joffe as Associate Professor of Pediatrics at CHOP

Dr. Gary D. Kao as Assistant Professor of Radiation Oncology

Dr. Jasvir S. Khurana as Assistant Professor of Pathology and Laboratory Medicine at HUP

Dr. Christian G. Kohler as Assistant Professor of Psychiatry at HUP

Dr. Sharon L. Kolasinski as Assistant Professor of Medicine at HUP

Dr. Joyann A. Kroser as Assistant Professor of Medicine at the Presbyterian Medical Center of Philadelphia

Dr. J. Richard Landis as Professor of Biostatistics in Biostatistics and Epidemiology*

Dr. Curtis P. Langlotz as Assistant Professor of Radiology

Dr. Terri M. Laufer as Assistant Professor of Medicine

Dr. Frank S. Lee as Assistant Professor of Pathology and Laboratory Medicine

Dr. Robert H. Lenox as Professor of Psychiatry*

Dr. Mary B. Leonard as Assistant Professor of Pediatrics

Dr. Robert J. Levy as Professor of Pediatrics*

Chair Designations

Annenberg School

Dr. Oscar H. Gandy, Jr., Information & Society Chair

Dr. Larry P. Gross, Annenberg Graduate Teaching & Advising Chair

Dr. Robert C. Hornik, Health Policy Chair

Dr. Carolyn A. Marvin, Annenberg Undergraduate Teaching & Advising Chair

SAS

Dr. William R. LaFleur, E. Dale Saunders Professor in Japanese Studies

Dr. Erle V. Leichty, Clark Research Professor of Assyriology

Dr. Tom C. Lubensky as the Mary Amanda Wood Professor of Physics

Dr. Lydie Moudileno, M. Mark and Esther K. Watkins Assistant Professor in the Humanities

Dr. John D. Skrentny, Janice and Julian Bers Assistant Professor in the Social Sciences

Dr. Herbert S. Wilf, Thomas A. Scott Professor of Mathematics

School of Social Work

Dr. Richard James Gelles, Joanne T. and Raymond B. Welsh Professor in Child Welfare and Family Violence

Wharton

Dr. Gary B. Gorton, Liem Sioe Liong/First Pacific Company Professor of Finance

Dr. Richard J. Herring, Jacob Safra Professor of International Banking

Dr. Donald Keim, John B. Neff Professor of Finance

Dr. Bruce Kogut, Dr. Felix Zandman Professor of International Management

Dr. Karen Lewis, Miller-Sherrerd Professor

Dr. Krishna Ramaswamy, Edward Hopkinson, Jr. Professor of Investment Banking

Dr. Jeremy Siegel, Russell E. Palmer Professor of Finance

Dental Medicine

Dr. Arnold S. Weisgold, Morton Amsterdam Professor of Periodontics

Medicine

Dr. Raymond J. Carroll, Fairhill Professor of Biostatistics in Biostatistics and Epidemiology*

Dr. William F. DeGrado, George W. Raiziss Professor

Dr. Gideon Dreyfuss, Isaac Norris Professor

Dr. Roderic G. Eckenhoff, Austin Lamont Associate Professor of Anesthesia

Dr. Rosalie Elenitsas, Sandra Lazarus Assistant Professor of Dermatology at HUP

Dr. Dwight L. Evans, Ruth Meltzer Professor of Psychiatry

Dr. Steven L. Galetta, Ruth Wagner Van Meter and J. Ray Van Meter Professor of Neurology at HUP

Dr. Norman B. Hecht, William Shippin, Jr. Professor of Human Reproduction in Obstetrics and Gynecology

Dr. Leonard Jarrett, Distinguished Professor of Pathology and Laboratory Medicine

Dr. Robert H. Lenox, Karl and Linda Rickels Professor of Psychiatry

Dr. Maureen Grace Maguire, Carolyn F. Jones Professor of Ophthalmology at the Presbyterian Medical Center of Philadelphia

Dr. Charles P. O'Brien, Kenneth E. Appel Professor of Psychiatry

Dr. H. Lee Sweeney, William Maul Measey Professor of Physiology

Dr. Linda Aiken, Claire M. Fagin Leadership Professor in Nursing

Dr. Charles P. O'Brien, Kenneth E. Appel Professor of Psychiatry

Dr. H. Lee Sweeney, William Maul Measey Professor of Physiology

Dr. Linda Aiken, Claire M. Fagin Leadership Professor in Nursing

Dr. Charles P. O'Brien, Kenneth E. Appel Professor of Psychiatry

Dr. H. Lee Sweeney, William Maul Measey Professor of Physiology

Dr. Linda Aiken, Claire M. Fagin Leadership Professor in Nursing

Dr. Charles P. O'Brien, Kenneth E. Appel Professor of Psychiatry

Dr. H. Lee Sweeney, William Maul Measey Professor of Physiology

Dr. Linda Aiken, Claire M. Fagin Leadership Professor in Nursing

Dr. Charles P. O'Brien, Kenneth E. Appel Professor of Psychiatry

Dr. H. Lee Sweeney, William Maul Measey Professor of Physiology

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Mr. A. Russell Localio as Assistant Professor of Biostatistics in Biostatistics and Epidemiology at HUP

Dr. Jess H. Lonner as Assistant Professor of Orthopaedic Surgery at HUP

Dr. M. Philip Luber as Assistant Professor of Psychiatry at HUP

Dr. David C. Magnus as Assistant Professor of Bioethics in Molecular and Cellular Engineering at HUP

Dr. Joseph A. Maldjian as Assistant Professor of Radiology at HUP

Dr. Susan J. Mandel as Assistant Professor of Medicine at HUP

Dr. Leo F. McCluskey as Assistant Professor of Neurology at the Pennsylvania Hospital

Dr. Robert K. McNamara as Assistant Professor of Psychobiology in Psychiatry

Dr. Jon Frederick Merz as Assistant Professor of Bioethics in Molecular and Cellular Engineering at HUP

Dr. Marcos E. Milla as Assistant Professor of Biochemistry and Biophysics

Dr. Jeffrey E. Ming as Assistant Professor of Pediatrics

Dr. Marc E. Mitchell as Assistant Professor of Surgery at the Presbyterian Medical Center of Philadelphia, the Veterans Administration Medical Center and HUP

Dr. Lyn Harper Mozley as Assistant Professor of Psychology in Psychiatry at HUP

Dr. Jeffrey A. Naser as Assistant Professor of Psychiatry at the Child Guidance Center

Dr. Charles L. Nelson as Assistant Professor of Orthopaedic Surgery at HUP

Dr. William R. Neuman as Assistant Professor of Medicine at the Presbyterian Medical Center of Philadelphia and Radnor Satellite facility

Dr. Robert W. Neumar as Assistant Professor of Emergency Medicine

Dr. Kevin C. Osterhoudt as Assistant Professor of Pediatrics at CHOP

Dr. Reynold A. Panettieri, Jr. as Associate Professor of Medicine*

Dr. Eric A. Pifer as Assistant Professor of Medicine at HUP

Dr. Alberto Pochettino as Assistant Professor of Surgery at the Presbyterian Medical Center of Philadelphia and HUP

Dr. Thomas J. Power as Assistant Professor of School Psychology in Pediatrics at CHOP

Dr. Kathleen Joy Probert as Assistant Professor of Biostatistics in Biostatistics and Epidemiology at HUP

Dr. Eric S. Rovner as Assistant Professor of Urology in Surgery at HUP

Dr. Amy B. Rowan as Assistant Professor of Psychiatry at the Child Guidance Center

Dr. Ronald C. Rubenstein as Assistant Professor of Pediatrics

Dr. Margaret M. Rukstalis as Assistant Professor of Psychiatry at the Veterans Administration Medical Center

Dr. Mary D. Sammel as Assistant Professor of Biostatistics in Biostatistics and Epidemiology at HUP

Dr. Rashmin C. Savani as Assistant Professor of Pediatrics

Dr. Helena M. Schotland as Assistant Professor of Medicine at the Presbyterian Medical Center of Philadelphia and HUP

Dr. Christopher F. Schultz as Assistant Professor of Medicine at HUP

Dr. Neil T. Shepard as Professor of Otorhinolaryngology: Head and Neck Surgery at HUP

Dr. Sharon G. Siegel as Assistant Professor of Radiology at HUP

Dr. Joseph B. Shrager as Assistant Professor of Surgery

Dr. Lynne R. Siqueland as Assistant Professor of Psychology in Psychiatry at HUP

Dr. Kim Smith-Whitley as Assistant Professor of Pediatrics at CHOP

Dr. Jeffrey P. Staab as Assistant Professor of Psychiatry at HUP

Dr. Martha W. Stevens as Assistant Professor of Pediatrics at CHOP

Dr. Margaret G. Stineman as Associate Professor of Rehabilitation Medicine*

Dr. Frank J. Strobl as Assistant Professor of Pathology and Laboratory Medicine at HUP

Dr. Charlie L. Swanson as Assistant Professor of Psychiatry at HUP

Dr. Philippe O. Szapary as Assistant Professor of Medicine at HUP

Dr. Sarah Tabbutt as Assistant Professor of Pediatrics at CHOP

Dr. Ronn E. Tanel as Assistant Professor of Pediatrics at CHOP

Dr. Jonathan W. Tanner as Assistant Professor of Anesthesia

Dr. Daniel von Allmen as Assistant Professor of Surgery

Dr. A. Joshua Wand as Professor of Biochemistry and Biophysics*

Dr. Elizabeth B. Weller as Professor of Psychiatry*

Dr. Alexander Steven Whitehead as Professor of Pharmacology*

Dr. Noel N. Williams as Assistant Professor of Surgery

Dr. Flaure K. Winston as Assistant Professor of Pediatrics

Dr. Xiaolu Yang as Assistant Professor of Molecular and Cellular Engineering

Dr. Paul J.L. Zhang as Assistant Professor of Pathology and Laboratory Medicine at HUP

Dr. Robert L. Zimmerman as Assistant Professor of Pathology and Laboratory Medicine at the Presbyterian Medical Center of Philadelphia and HUP

Dr. Joseph J. Zorc as Assistant Professor of Pediatrics at CHOP

Dr. Jonathan B. Zuckerman as Assistant Professor of Medicine at the Veterans Administration Medical Center and HUP

Reappointments

Dr. Raanan Arens as Assistant Professor of Pediatrics at CHOP

Dr. Amy R. Brooks-Kayal as Assistant Professor of Neurology at CHOP

Dr. Lawrence W. Brown as Assistant Professor of Neurology at CHOP

Dr. Louis P. Bucky as Assistant Professor of Surgery at HUP, CHOP, and the Presbyterian Medical Center of Philadelphia

Dr. Douglas A. Canning as Assistant Professor of Urology in Surgery at CHOP

Dr. Victor Caraballo, Jr. as Assistant Professor of Emergency Medicine at HUP

Dr. Benjamin Chang as Assistant Professor of Surgery at HUP and CHOP

Dr. James W. Cornish as Assistant Professor of Psychiatry at the Veterans Affairs Medical Center

Dr. David DeNofrio as Assistant Professor of Medicine at HUP

Dr. Francis J. DeRoos as Assistant Professor of Emergency Medicine at HUP

Dr. Guy S. Diamond as Assistant Professor of Psychology in Psychiatry at the Philadelphia Child Guidance Center

Dr. Scott E. Edwards as Assistant Professor of Obstetrics and Gynecology at HUP

Dr. Rosalie Elenitsas as Assistant Professor of Dermatology at HUP

Dr. Gary D. Foster as Assistant Professor of Psychology in Psychiatry at HUP

Dr. Daniel K. Fram as Assistant Professor of Radiation Oncology at Mercer Medical Center

Dr. David F. Friedman as Assistant Professor of Pediatrics at CHOP

Dr. Christopher J. Gallagher as Assistant Professor of Radiation Oncology at Frankford Hospital

Dr. Jonathan P. Garino as Assistant Professor of Orthopaedic Surgery at HUP

Dr. Laszlo Gyulai as Assistant Professor of Psychiatry at HUP

Dr. M. Patricia Harty as Assistant Professor of Radiology at CHOP

Dr. Allen C. Ho as Assistant Professor of Ophthalmology at the Presbyterian Medical Center of Philadelphia

Dr. Kevin D. Judy as Assistant Professor of Neurosurgery at HUP

Dr. Alireza Kassaei as Assistant Professor of Radiation Physics in Radiation Oncology at HUP

Dr. Dusan Kocovic as Assistant Professor of Medicine at HUP

Dr. Daniel M. Kolansky as Assistant Professor of Medicine at HUP

Dr. Mark J. Kotapka as Assistant Professor of Neurosurgery at HUP

Dr. Thomas H. Kramer as Assistant Professor of Anesthesia at HUP

Dr. Leslie A. Litzky as Assistant Professor of Pathology and Laboratory Medicine at HUP

Dr. Laurie A. Loevner as Assistant Professor of Radiology at HUP

Dr. Albert M. Maguire as Assistant Professor of Ophthalmology at the Presbyterian Medical Center of Philadelphia and HUP

Dr. David J. Margolis as Assistant Professor of Dermatology at HUP

Dr. Maria R. Mascarenhas as Assistant Professor of Pediatrics at CHOP

Dr. Laura F. McNicholas as Assistant Professor of Psychiatry at the Veterans Affairs Medical Center

Dr. Emma A. Meagher as Assistant Professor of Medicine at HUP

Dr. Patricia T. Molloy as Assistant Professor of Neurology at CHOP

Dr. Jonni S. Moore as Assistant Professor of Pathology and Laboratory Medicine at HUP

Dr. Jeanmarie Perrone as Assistant Professor of Emergency Medicine at HUP

Dr. Patrick M. Reilly as Assistant Professor of Surgery at HUP

Dr. Larry A. Rhodes as Assistant Professor of Pediatrics at CHOP

Dr. Keith M. Robinson as Assistant Professor of Rehabilitation Medicine at HUP

Dr. Nancy C. Rose as Assistant Professor of Obstetrics and Gynecology at HUP

Dr. Robin D. Rothstein as Assistant Professor of Medicine at HUP

Dr. Richard J. Schwab as Assistant Professor of Medicine at HUP

Dr. Michael B. Shapiro as Assistant Professor of Surgery at HUP

Dr. Sharon G. Siegel as Assis-

(continued next page)

tant Professor of Radiology at HUP
 Dr. Curtis W. Slipman as Assistant Professor of Rehabilitation Medicine at HUP, the Presbyterian Medical Center of Philadelphia and Pennsylvania Hospital

Dr. Perry W. Stafford as Assistant Professor of Pediatric Surgery at CHOP

Dr. Alan H. Stolpen as Assistant Professor of Radiology at HUP

Dr. Edward J. Vresilovic as Assistant Professor of Orthopaedic Surgery at HUP

Dr. Susan E. Wieggers as Assistant Professor of Medicine at HUP
 Dr. Martin C. Wilson as Assistant Professor of Ophthalmology at the Presbyterian Medical Center of Philadelphia, CHOP, and HUP

Dr. Stephen A. Zderic as Assistant Professor of Urology in Surgery at CHOP

Richard D. Zorowitz as Assistant Professor of Rehabilitation Medicine at HUP

Promotions

Dr. Frederic G. Barr to Associate Professor of Pathology and Laboratory Medicine*

Dr. Paul F. Bates to Associate Professor of Microbiology*

Dr. Joseph E. Bavaria to Associate Professor of Surgery at HUP

Dr. Robert I. Berkowitz to Associate Professor of Psychiatry at the Philadelphia Child Guidance Clinic

Dr. Shawn J. Bird to Associate Professor of Neurology at HUP

Dr. Nancy D. Bridges to Associate Professor of Pediatrics at CHOP

Dr. Stanley N. Caroff to Professor of Psychiatry at the Veterans Administration Medical Center

Dr. Albert T. Cheung to Associate Professor of Anesthesia at HUP

Dr. Avital Cnaan to Associate Professor of Biostatistics in Pediatrics at CHOP

Dr. Ronald G. Collman to Associate Professor of Medicine*

Dr. Paul Crits-Christoph to Professor of Psychology in Psychiatry

Dr. David F. Dinges to Professor of Psychology in Psychiatry

Dr. Robert W. Doms to Associate Professor of Pathology and Laboratory Medicine*

Dr. Deborah A. Driscoll to Associate Professor of Obstetrics and Gynecology*

Dr. Amita Sehgal Field to Associate Professor of Neuroscience*

Dr. Paolo Fortina to Associate Professor of Pediatrics at CHOP

Dr. Ian Frank to Associate Professor of Medicine at HUP

Dr. Frederick M. Henretig to Professor of Pediatrics at CHOP

Dr. Bruce Kinoshian to Associate Professor of Medicine at HUP

Dr. Michael L. Kochman to As-

sociate Professor of Medicine at HUP

Dr. Robert M. Kotloff to Associate Professor of Medicine at HUP

Dr. C. Dean Kurth to Associate Professor of Anesthesia at CHOP

Dr. Joseph S. Lalli to Associate Professor of Behavioral Psychology in Pediatrics at CHOP

Dr. Paul N. Lanken to Professor of Medicine at HUP

Dr. Mitchell A. Lazar to Professor of Medicine

Dr. Grant T. Liu to Associate Professor of Neurology at HUP

Dr. David W. Low to Associate Professor of Surgery at HUP and CHOP

Dr. Maureen Grace Maguire to the Carolyn F. Jones Professor of Ophthalmology at the Presbyterian Medical Center of Philadelphia

Dr. Michael H. Malim to Associate Professor of Microbiology*

Dr. David C. Metz to Associate Professor of Medicine at HUP

Dr. P. David Mozley, Jr. to Associate Professor of Radiology at HUP

Dr. Ruth J. Muschel to Professor of Pathology and Laboratory Medicine

Dr. Susan Greenstein Orel to Associate Professor of Radiology at HUP

Dr. Stephen E. Orlin to Associate Professor of Ophthalmology at the Presbyterian Medical Center of Philadelphia

Dr. Graham E. Quinn to Professor of Ophthalmology at CHOP

Dr. Keith M. Robinson to Associate Professor of Rehabilitation Medicine at HUP

Dr. Robin D. Rothstein to Associate Professor of Medicine at HUP

Dr. Harvey Rubin to Professor of Medicine

Dr. Richard M. Rutstein to Associate Professor of Pediatrics at CHOP

Dr. Jack Rychik to Associate Professor of Pediatrics at CHOP

Dr. Abraham Shaked to Professor of Surgery

Dr. Nancy B. Spinner to Associate Professor of Genetics in Pediatrics at CHOP

Dr. Matthew B. Stern to Professor of Neurology at the Pennsylvania Hospital

Dr. H. Lee Sweeney to Professor of Physiology

Dr. Andrew M. Tershakovc to Associate Professor of Pediatrics at CHOP

Dr. Laurence A. Turka to Professor of Medicine

Dr. Keith N. Van Arsdalen to Professor of Urology in Surgery at HUP

Dr. Barbara L. Weber to Professor of Medicine

Dr. Victoria P. Werth to Associ-

ate Professor of Dermatology at HUP and the Veterans Administration Medical Center

Dr. Robert L. Wilensky to Associate Professor of Medicine at HUP

Dr. Gerald R. Williams to Associate Professor of Orthopaedic Surgery at HUP

Dr. David M. Yousem to Professor of Radiology at HUP

Dr. Fuad N. Ziyadeh to Professor of Medicine

School of Nursing

Appointments

Dr. Lenore H. Kurlowicz as Assistant Professor of Geropsychiatric Nursing at HUP

Dr. Barbara S. Levine as Assistant Professor of Gerontological Nursing at HUP

Dr. Marilyn Stringer as Assistant Professor of Women's Health Nursing at HUP

Dr. Nancy C. Tkacs as Assistant Professor of Physiology in Nursing

Reappointments

Dr. Margaret M. Mahon as Assistant Professor of Nursing

Dr. Freida H. Outlaw as Assistant Professor of Psychiatric Mental Health Nursing

Dr. Diane L. Spatz as Assistant Professor of Health Care of Women and Childbearing Nursing

Dr. Eileen Sullivan-Marx as Assistant Professor of Nursing

Promotions

Dr. Susan Gennaro to Professor of Nursing

Dr. Jennifer A. Pinto-Martin to Associate Professor of Nursing*

School of Veterinary Medicine

Appointments

Dr. Debra K. Baird as Assistant Professor of Radiology in Clinical Studies/New Bolton Center

Dr. Eric K. Birks as Assistant Professor of Exercise Physiology in Clinical Studies/New Bolton Center

Dr. Mary Beth Callan as Assistant Professor of Medicine in Clinical Studies/Philadelphia

Dr. Ina Dobrinski as Assistant Professor of Large Animal Reproduction in Clinical Studies/New Bolton Center

Dr. Ronald N. Harty as Assis-

tant Professor of Microbiology in Pathobiology

Dr. Amy Kapatkin as Assistant Professor of Surgery in Clinical Studies/Philadelphia

Dr. Jean-Pierre Saint-Jeannet as Assistant Professor of Developmental Biology in Animal Biology

Dr. Karin U. Sorenmo as Assistant Professor of Oncology in Clinical Studies/Philadelphia

Dr. Andrei T. Tikhonenko as Assistant Professor of Pathology in Pathobiology

Dr. Pamela A. Wilkins as Assistant Professor of Medicine in Clinical Studies/New Bolton Center

Reappointments

Dr. Perry L. Habecker as Assistant Professor of Large Animal Pathology in Pathobiology

Dr. Michaela A. Kristula as Assistant Professor of Medicine in Clinical Studies/New Bolton Center

Dr. Benson B. Martin as Assistant Professor of Equine Sports Medicine in Clinical Studies/New Bolton Center

Dr. Patricia M. McManus as Assistant Professor of Pathology in Pathobiology

Dr. Stuart A. Meyers as Assistant Professor of Large Animal Reproduction in Clinical Studies/New Bolton Center

Dr. Paul G. Orsini as Assistant Professor of Anatomy in Animal Biology

Dr. John R. Pehrson as Assistant Professor of Biochemistry in Animal Biology

Promotions

Dr. Sydney M. Evans to Associate Professor of Radiology in Clinical Studies/Philadelphia*

Dr. David E. Holt to Associate Professor of Surgery in Clinical Studies/Philadelphia

Dr. Erika L.F. Holzbaaur to Associate Professor of Biochemistry in Animal Biology*

Dr. Larry L. Laster to Professor of Epidemiology and Biostatistics in Clinical Studies/Philadelphia

Dr. H. Mark Saunders to Associate Professor of Radiology in Clinical Studies/Philadelphia

Dr. Eric P. Tulleners to the Lawrence Baker Sheppard Professor of Equine Surgery in Clinical Studies/New Bolton Center

Classifieds

THERAPY
 Shari D. Sobel, Ph.D. Psychotherapy (215) 747-0460.

VACATION
 Pocono Chalet, 3 BDR/1B, Near Jack Frost/BB. Firewood incl.
 \$400/weekend, (215) 898-9928.

Note: To place a classified ad call (215) 898-5274.

Update

JANUARY AT PENN

MUSIC

31 *David Olney*; Cherry Tree Music Co-op; 7:30 p.m.; Parish Hall, St. Mary's Church; for info call (215) 386-1640.

ON STAGE

29 *One Acts Festival*; 8 p.m.; Harold Prince Theatre, Annenberg Center (Performing Arts Council).

30 *Dance Arts Council Benefit Performance* to raise money for a dance gallery to be built in memory of Emily Rachel Sachs, a student who died in 1995; 8 p.m.; Iron Gate Theater (Dance Arts Council of Performing Arts Council).

SPECIAL EVENTS

27 *Faculty Club Showcase Dinner-Foods of the Forest*; 5:30-7:30 p.m.

28 *Law School Keedy Cup Competition*; Harrison Auditorium, University Museum; 4-5:30 p.m.

TALKS

26 *Negotiating an Academic Job Offer-Humanities/Social Sciences*; Vicki Mahaffey, English; noon-1 p.m.; Room 103, McNeil Building (Career Services). (See p. 5 of this issue)

27 *Ideology and Form in Satyajit Ray's "The Chessplayer"*; Henry Schwarz, Georgetown; 11 a.m.-12:30 p.m.; Classroom 2, University Museum (South Asia Regional Studies).

Behind the Scenes with a Search Committee; Walter Licht, History, director of Graduate School of Arts & Sciences, associate dean of Graduate Studies; noon-1 p.m.; Room 216, McNeil Building (Career Services).

The Classical Dynamical Yang-Baxter Equation: From Lie Bialgebras to Lie Bialgebroids; Yvette Kosmann-Schwarzbach, Ecole Polytechnique; 4:15-5:15 p.m., A6, David Rittenhouse Lab (French Institute for Culture and Technology).

28 *Hydroxyurea as Antiretroviral Therapy-Targeting a Cellular Enzyme to Stop HIV-1 Replication*; Ian Frank, Infectious Diseases; 4-5 p.m., Austrian Auditorium, Clinical Research Building (Penn Center for AIDS and HIV Research).

Cinq a Sept; vin, pate et bonne compagnie; 5-7 p.m., Terrace Room, Logan Hall (French Institute for Culture and Technology).

29 *Dissecting working memory using event-related functional MRI*; Mark D'Esposito, neuroscience; noon; Suite 400A, 3401 Walnut (IRCS).

Deadlines: The deadline for the Update At Penn is a week before the date of publication. The deadline for the March At Penn calendar is February 9.

Flexible Work Options Training Sessions

In support of flexible work options, (FWOs), Human Resources is offering the following training sessions for staff and managers/supervisors:

Flexible Work Arrangement Proposals (for Staff)

Coaching for staff on how to assess the appropriateness of flexible work arrangements considering work style, work responsibilities, and the needs of the organization. This program will also provide information on how to develop a proposal, negotiate for and work with a flexible work arrangement.

Program # 841 11:30 a.m. to 1 p.m.
Your choice: 1/29, 2/5, 2/8, 2/19 or 3/1

Managing A Flexible Workforce (for Managers and Supervisors)

This interactive program will offer preparation to managers and supervisors for introducing and utilizing FWOs to benefit the goals of the organization. This program will also provide insight into the subtleties of managing flexible work arrangements.

Program #840 9 a.m. to 11:30 a.m.
Your choice: 1/29, 2/5, 2/8, 2/19 or 3/1

All sessions will be held at the Training Center, 3624 Market St., Suite 1B South. To register, visit their web site at www.hr.upenn.edu/trainreg or call 898-3400.

OPPORTUNITIES

All open positions at Penn for qualified applicants in office support, research, computing, professional, and financial areas, among others, are posted on the Human Resources web site at www.hr.upenn.edu.

Penn's Job Application Center, at 3550 Market Street, Suite 110, is open 8 a.m.-6 p.m. weekdays where computer stations are available for you to browse and/or apply online.

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 *January 11, 1999 through January 17, 1999*. Also reported were **Crimes Against Property: 26 total thefts & attempts (including 1 burglaries & attempts, 3 thefts of autos & attempts, 1 thefts from autos, 4 thefts of bicycles & parts, 5 incidents of criminal mischief & vandalism, and 2 incidents of forgery & fraud.** Full reports on the Web (www.upenn.edu/almanac/v45/n18/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 *January 11, 1999* and *January 17, 1999*. 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: Aggravated assaults—1; Threats & harassment—2

01/16/99	8:03 PM	Sansom East	Unwanted calls received
01/17/99	4:14 PM	Univ Hospital	Security officer assaulted
01/17/99	8:56 PM	3409 Walnut St.	Male harassing other employees

38th to 41st/Market to Baltimore: Robberies (& attempts)—1; Threats & harassment—2

01/13/99	10:48 AM	3900 blk Delancey	Complainant robbed by unknown /cut on hand
01/13/99	4:40 PM	40th & Baltimore	Employee threatened with gun by unknown suspect
01/14/99	7:52 PM	Low Rise North	Threats received by phone

41st to 43rd/Market to Baltimore: Robberies (& attempts)—1

01/13/99	12:17 AM	42nd & Locust	Complainant's coat taken by suspects/3 arrested
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30th to 34th/Market to University: Threats & harassment—1

01/12/99	9:21 AM	Bennett Hall	Unwanted letters received
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Outside 30th to 43rd/Market to Baltimore: Simple assaults —1

01/13/99	3:36 PM	Walnut St. Bridge	Complainant assaulted by unknown suspect
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Crimes Against Society

38th to 41st/Market to Baltimore: Alcohol & drug offenses—1

01/13/99	4:12 AM	3900 blk Chestnut	Intoxicated driver/arrest
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18th District Crimes Against Persons

11 Incidents and 2 Arrests (including 9 robberies, 1 aggravated assault, 1 rape) were reported between January 11, 1999 through January 17, 1999 by the 18th District, covering the Schuylkill River to 49th Street and Market Street to Woodland Avenue.

01/12/99	11:58 PM	4300 Springfield	Rape
01/12/99	10:46 PM	200 Farragut	Robbery
01/13/99	8:30 PM	4400 Walnut	Robbery
01/13/99	12:17 AM	4200 Locust	Robbery/arrest
01/13/99	10:30 AM	3900 Delancey	Robbery
01/15/99	11:20 PM	4356 Market	Aggravated Assault/arrest
01/16/99	5:30 PM	4601 Chestnut	Robbery
01/16/99	10:59 PM	4401 Spruce	Robbery
01/17/99	7:30 PM	4300 Spruce	Robbery
01/17/99	7:39 PM	4600 Pine	Robbery
01/17/99	12:45 AM	4600 Locust	Robbery



Almanac

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

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

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Following is an update on the collaborative planning effort of the University of Pennsylvania, the School District of Philadelphia, and the Philadelphia Federation of Teachers, toward opening a new public school by September 2001.



The Penn-Assisted PreK-8 Neighborhood School: A January 1999 Update

If University City has excellent schools for children to attend in the years to come, the community will thrive. This is the consensus of a number of planning studies, community meetings, focus groups and surveys. As one important step toward school improvement, the University of Pennsylvania, the School District of Philadelphia and the Philadelphia Federation of Teachers have formed a unique partnership to pursue the construction of a new Penn-Assisted PreK-8 Neighborhood School, scheduled to open in September 2001. This new school will:

- Promote high student achievement and professional development for teachers from local schools and elsewhere;
- Offer a rich variety of community programming activities in the after-school, evening and weekend hours;
- Have a local governing board comprised of parents, teachers, the school's principal and Penn representatives;
- Serve a maximum of 700 children and be located on land Penn will contribute between 42nd and 43rd, Locust and Spruce streets;
- Receive an annual operating subsidy of \$1,000 per student from Penn.

What has been done to date?

A coordinating committee and three planning committees (i.e., Educational Programming, Facility/Site Planning and Community Programming) have been established. The committees include teachers, principals, parents, community residents, architects, Penn faculty, school district staff, and others. Supplementing the committees are various work teams, bringing the total level of participation to more than 70 people. A large number of the participants are University City residents.

Collectively, committee members have volunteered more than 1,000 hours since mid-October visiting other schools known for their outstanding educational and community programming; touring several newly-constructed schools to see examples of architectural innovation; talking with education, community programming, and school design experts; studying school reform; participating in a retreat to learn more about school design possibilities and the preservation of open space and historic buildings; and meeting regularly to discuss what has been learned, how it applies to the community and to consider the next steps.

What are the next steps?

In the coming months, committees will focus on refining a vision for the school; developing a curriculum framework; recommending specific community programming activities; crafting the professional development program; working out the details of the governance structure; and designing the site and the facility.

How can you keep informed about the initiative?

We will hold several community forums, and share committee updates periodically through local newspapers and monthly at Penn's web site at www.upenn.edu/president/westphilly/education.htm.

We would like to thank all who graciously and generously have given of their time and expertise. We eagerly look forward to the coming year.

*Nancy Streim, Associate Dean, Penn Graduate School of Education
(Educational Programming Chair)*

*Ted Skierski, Administrator, Design and Construction, School District of Philadelphia
(Facility/Site Planning Co-Chair)*

*Tom Lussenhop, Managing Director, Penn Institutional Real Estate
(Facility/Site Planning Co-Chair)*

*Larry Bell, Executive Director, West Philadelphia Partnership
(Community Programming Co-Chair)*

*Kate Ward-Gaus, Health Educator, Penn Student Health Services and local resident
(Community Programming Co-Chair)*

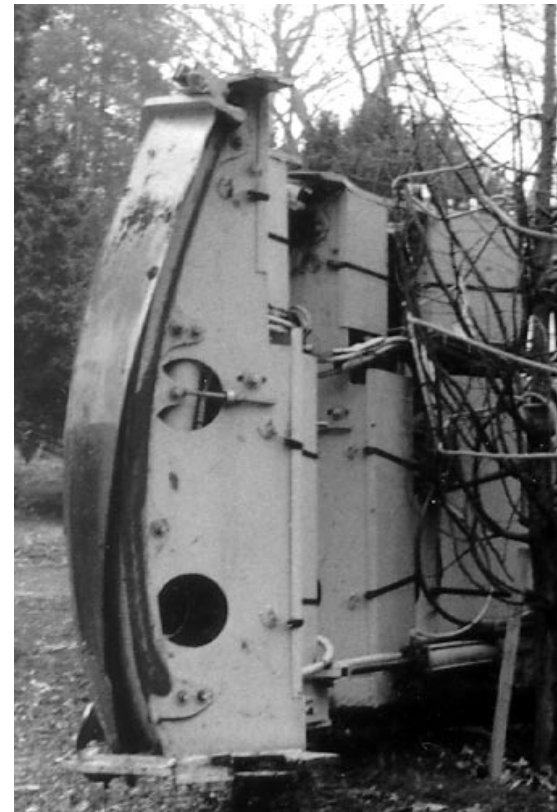
Majestic Dawn Redwoods in a New Memorial Grove

This spring, the renewed Metasequoia Grove at Morris Arboretum in Chestnut Hill will burst into bloom with 5,000 snowdrops, crocuses, and daffodils as part of a memorial to Steven Murray, the late Vice President of Business Services who was known for rejuvenating business divisions at Penn—including the Arboretum.

The grove of 12 Metasequoias, or dawn redwoods, will also have seven more examples of the Chinese tree, which had been special to Mr. Murray since his boyhood when his grandfather was given one of the first of the rediscovered sequoias. On campus, additional ones will be planted after the new road called Steve Murray's Way is finished at Sansom Common.

The dawn redwood was known to botanists as a fossil, dating back millions of years to an era when dinosaurs roamed the earth, until 1946, when Chinese botanists discovered a 400-year-old living tree which had been preserved by villagers as a "divine spirit." A subsequent U.S.-sponsored expedition collected seeds, which were distributed to scientific institutions including the Morris Arboretum.

The Arboretum's Metasequoia stand, one of the first such groves in the country, was planted in the early 1950s from these original Chinese seeds. Now popular in gardens and landscapes, most of the dawn redwoods in the U.S. trace their origin to only a few trees. This lack of genetic diversity could leave future progeny susceptible to diseases, sterility and lack of vigor. The trees that were moved to the redwood grove in the Morris Arboretum trace their origin to Hubei Province, China, and are part of a Rutgers University project to study their genetic differences. The Arboretum agreed to adopt the trees into its living collection, says Arboretum Director Paul Meyer, because "When we collect seeds in the wild, we can preserve the plant's genetic origin for research and future commercial use."



ACADEMIC CALENDAR

12 Drop period ends.

CHILDREN'S ACTIVITIES

6 **Rock Art**; children create their own rock art and learn more about the ancient art forms of pictograph and petroglyph; 10 a.m.-noon; University Museum; \$5 materials fee, preregistration required, info: 898-4015 (Museum).
 20 **Family Festival of Fun: Chinese New Year Celebration**; children's workshops, storytelling, cooking, arts & crafts, martial and healing arts demonstrations, dance performances, dragon dance and firecracker parade; 11 a.m.-4 p.m., University Museum (Museum).

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, \$2/students, artists, seniors, free/members, children under 12, with PENNCARD, and on Sundays 11 a.m.-1 p.m.; open: Wed.-Fri., noon-8 p.m.; Sat. & Sun., 11 a.m.-5 p.m.; tours available by appointment.
Meyerson Hall Galleries: free, Upper Gallery: Mon.-Fri., 9 a.m.-5 p.m.; Lower Gallery: Mon.-Fri., 10 a.m.-6 p.m., Sat., noon-5 p.m.
Morris Arboretum: \$4, \$3/seniors, \$2/students, free/with PENNCARD, children under 6; Mon.-Fri., 10 a.m.-4 p.m.; Sat. & Sun., 10 a.m.-5 p.m.
Rosenwald Gallery: free; 6th Floor, Van Pelt-Dietrich Library Center; open: Mon.-Fri., 9 a.m.-5 p.m., Sat., 10 a.m.-1:45 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.



Coneflower, by Delphine Poussot, will be on display at the Morris Arboretum.

Upcoming

1 **Deena Gu: Watercolors**; watercolors on silk and rice paper in the tradition of Chinese Art; opening reception: February 2, 4:30-6:30 p.m.; Burrison Art Gallery, Faculty Club. Through February 26.
 19 **Arboretum Flowers Bloom in Widener Gallery**; watercolors by Delphine Poussot depicting flowers and landscapes inspired by the gardens of the Morris Arboretum; opening reception: 5:30-7:30 p.m.; Widener's Upper Gallery, Morris Arboretum. Through June.

Now

Imagining the World Through Naive Painting: Popular Art from Ibero-America; organized by Meridian International Center and brought to Philadelphia by the Consulate General of Panama; showcases artworks from Central and South American cultures represented in



Momix—pictured here performing "Venus Envy"—brings its irreverent and entertaining dance style to the Annenberg Center this month.

the greater Philadelphia area; Esther Klein Gallery. Through February 27.

Sticker Shock: Artists' Stickers; self-adhesive decal images in a variety of media created by artists Astrid Bowlby, Shepard Fairey, Phil Frost, Barry McGee, Jeff Morris, Chris Negrette, Douglas Ruschhaupt, Jim Winters, Forrest Myers and Aaron Rose; curator: Alex Baker; Institute of Contemporary Art. Through March 7.

Three Stanzas: Mirosław Balka, Robert Gober and Seamus Heaney; exhibit is a meditation on memory and loss; central to the exhibition: poem by Seamus Heaney (b. Ireland 1939), 1995 Nobel laureate in literature; sculptures by Mirosław Balka (b. Poland 1958) who annotates minimalistic forms with personally symbolic substances to trace memories that make up a lifetime; and Robert Gober (b. Connecticut 1954), who combines banal handmade objects with parts of the human body; curator: Patrick Murphy; Institute of Contemporary Art. Through March 7.

The Work of L.N. Cottingham 1787-1847; drawings, watercolors and plans by this British architect of the Gothic Revival in England and Ireland; traveling exhibition curated by Janet Myles of De Montfort University, England; Arthur Ross Gallery. Through March 21.

Layers Through the Mist; more than 40 color photographs by Ellen Kaplowitz of life in the rapidly changing country of Vietnam; taken in 1994 during the Vietnamese New Year celebration, "Tet", and in 1998, in the remote northern region of Vietnam; first floor, Sharpe Gallery; University Museum. Through March 28.

Roman Glass: Reflections on Cultural Change; more than 200 examples of Roman glass from the first century BC, through the sixth century AD.; second floor, Dietrich Gallery; University Museum. Through May 9.

Ongoing

Ancient Greek World; Canaan and Ancient Israel; Living in Balance: Universe of the Hopi, Zuni, Navajo and Apache; Ancient Mesopotamia: Royal Tombs of Ur; The Egyptian Mummy: Secrets and 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.

University Museum Tours Meet at the main entrance; 1:30 p.m. Free with Museum admission donation. Info: www.upenn.edu/museum/.

- 7 Raven's Journey
- 13 The Classical World
- 14 Africa
- 21 Canaan and Ancient Israel
- 27 Mesoamerica
- 28 Southwest



Orchid, watercolor on silk, by Deena Gu at the Burrison Gallery, Faculty Club.

FILMS

2 **Body & Soul**; followed by discussion led by Barbara Savage, history; 7-9 p.m.; Writers House (Writer's House; GIC).
 26 **Margaret Mead Film & Video Festival**; 2:30 p.m. & 7:30 p.m.; Harrison Auditorium, University Museum; \$6; \$3-students, seniors & members. Through February 28 (Museum).

International House

All films are shown in Hopkinson Hall. Call 895-6542 for info/tickets.

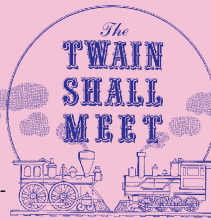
- 3 **Blue Collar** (P. Schrader, 1978); 6:30 p.m. Also February 6, 4 p.m. & February 7, 5:30 p.m.
 American Gigolo (P. Schrader, 1980); 8:45 p.m. Also February 5, 6:30 p.m. & February 7, 3 p.m.
- 4 **Cat People** (P. Schrader, 1982); 6:30 p.m. Also February 7, 8 p.m.
 Mishima: A Life in Four Chapters (P. Schrader, 1985, Japanese w/English subtitles); 8:45 p.m. Also February 6, 8:45 p.m.
- 5 **Light Sleeper** (P. Schrader, 1992); 8:45 p.m. Also February 6, 6:30 p.m.
- 12 **Slamnation: The Sport of the Spoken Word** (P. Devlin, 1997, Philadelphia Premiere); 6:30 & 8:30 p.m. Also February 13, 8:30 p.m.; February 14, 6:30 p.m.; February 17, 6:30 p.m. & February 18, 8:30 p.m.
- 13 **Slam** (M. Levin, 1998); 6:30 p.m. Also February 14, 8:30 p.m. & February 18, 6:30 p.m.
- 19 **Flames Of The Sun/Sholay** (R. Sippy, 1975, Hindi w/ subtitles); 7:30 p.m. Also February 24, 7:30 p.m.
- 20 **Master, Mistress, Servant/Sahib Bibi Aur Ghulam** (G. Dutt, 1962, Hindi Urdu w/ subtitles); 3:30 p.m. Also February 28, 4:45 p.m.
 The Jewel Of Shiva/Shankarabharanam (K. Vishwanath, 1979, Telugu w/ subtitles); 7 p.m.
- 21 **Mind Of Clay/Mati Manas** (Mani Kaul, 1984, Hindi w/ subtitles); 3 p.m.
 The Cloud-Capped Star/Meghe Dhaka Tara (Ritwik Ghatak, 1960, Bengali w/ subtitles); 5 p.m. Also February 25, 8:45 p.m.
 The Dispossessed/Vastuhara (G. Aravindan, 1990, Malayalam w/ subtitles); 8 p.m. Also February 25, 6:30 p.m.
- 26 **Mr. 420/Shri 420** (R. Kapoor, 1955, Hindi w/ subtitles); 7:30 p.m. Also February 28, 1 p.m.
- 27 **The Marketplace/Mandi** (S. Benegal, 1983, Hindi w/ subtitles); 4:30 p.m. Also March 3, 7:30 p.m.
 Chilly Spice/Mirch Masala (K. Mehta, 1985, Hindi w/ subtitles); 8 p.m.
- 28 **Once Upon A Time/Ondanodu Kaladalli** (G. Karnad, 1978, Kannada w/ subtitles); 8:15 p.m. Also March 4, 7:30 p.m.

MEETINGS

- 8 **PPSA Executive Board**; noon-1:30 p.m.; open to general membership. Info: 898-0810.
- 10 **University Council**; 4-6 p.m.; McClelland Hall, Quad; PENNCARD required. Observers must register in advance: 898-7005.
- 19 **Full Board of Trustees**; 2-3 p.m.; Alumni Hall, Faculty Club. Observers must register in advance: 898-7005.
- 22 **AWFA**; Kathy Engebretson, VP of Finance, on "Building Bridges Between Academics and Administrators at Penn"; noon-2 p.m.; Meyerson, B-13.

MUSIC

- 4 **Virgin House Band**; jazz; 8:30-10:30 p.m.; Kelley Writers House. Also February 18 (Writers House).
- 6 **Mike Higgins Performs "Perihelia"**; Mike Higgins, from New Ferry, northern England; his music is influenced by the phenomena of tree growth and the Beatles. This will be the first performance of *Perihelia* for solo piano (a 2 hour musically concatenating meditation preceded by an elucidation); 4-6:30 p.m.; Kelley Writers House; info: 573-WRIT (Writers House).
- 14 **Amherst Early Music Faculty Concert**; 8 p.m.; Cathedral Church of the Savior, 38th & Chestnut Streets; admission \$8, free with PennCard (Penn Music Department).
- 19 **The Twain Shall Meet—137th Annual Production**; Penn Glee Club; 8 p.m.; Zellerbach Theatre, Annenberg Center; also February 20.



ON STAGE

- 5 **Mask & Wig: "From Here to Maturity"**; 8 p.m.; M&W Clubhouse, 310 Quince St.; \$20-25; info/tickets: 898-6791 or 898-9999. Through March 19.
- 25 **Momix**; part of *Dance Celebration/Next Move Festival*; 7:30 p.m.; Zellerbach Theater, Annenberg Center; \$29-evening, \$27-matinee, \$15-students; info/tickets: 898-3900. Also February 26, 8 p.m. and 27, 2 p.m. and 8 p.m.
- Student Performing Arts** Curtain at 8 p.m. Info/tickets: 898-2312.
- 3 **Teatron**; Studio Theatre, Annenberg Center. Also February 4 & 6.
- 5 **Arts House Dance**; Harold Prince Theatre, Annenberg Center. Also February 6 & 11-13.

February

AT PENN

Whenever there is more than meets the eye, see our website, www.upenn.edu/almanac



Photo by Ellen Kaplowitz

Woman worker, Vietnam 1994, is one of 40 color photographs in the *Layers Through the Mist* exhibit by Ellen Kaplowitz on display at the University Museum.

ary 6 & 11-13.

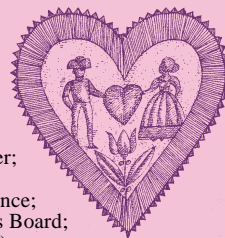
19 **Bloomers**; all-female comedy troupe; Iron Gate Theatre. Through February 20.

RELIGION

19 **Gathering with The Brothers of Taize**; songful worship, prayerful scripture reading and joyful fellowship; 7 p.m.; Cathedral Church of the Savior; info: 898-7575. Also February 20, 9 a.m. (Newman Center).

SPECIAL EVENTS

- 5 **Howard E. Mitchell Forum: Blacks in the Media: Perspective from Within**; 8-11 p.m.; Lower Egyptian Gallery, University Museum; info: 417-0293 or dolphin.upenn.edu/~bwua04/hemforum.html. Continues February 6; 9 a.m.-5 p.m.; University City Sheraton (Black Wharton Undergraduate Association).
- 7 **Tu B'Shevat Family Celebration**; Family activities to celebrate the Jewish New Year of Trees; 2-4 p.m.; Morris Arboretum; info: 247-5777, ext. 156 (Morris Arboretum).
- 10 **Faculty Club Showcase & Valentine's Dinner**; 5:30-7:30 p.m. Reservations/info: 898-3464 (Faculty Club).
- 13 **MTV's Loveline**; 8 p.m.; Zellerbach Theatre, Annenberg Center; tickets on Locust Walk (Connaissance; Sophomore Class Board; Tangible Change).
- 18 **Go West! Go International! 3rd Thursday: A Night in China**; celebrate Chinese New Year in the Museum's Chinese Rotunda; 4:30-8 p.m.; 3rd floor Galleries, University Museum.



Mississippi - Is This America (1962-64)?"; 7:30 p.m.; Van Pelt Manor (Gregory College House).

16 **Reading of Anti-Imperialist and Anti-Violence Writings**; 7 p.m.; Kelly Writers House (Kelly Writers House).

SPORTS

- 5 **M. Basketball vs. Dartmouth**; 7 p.m. *Wrestling vs. Brown*; 9 p.m.
- 6 **Wrestling vs. Harvard**; 2 p.m. *M. Basketball vs. Yale*; 7 p.m.
- 7 **M. Swimming and Diving vs. Harvard**; noon. *Fencing vs. Princeton*; 5 p.m.
- 9 **M. Basketball vs. Princeton**; 7:30 p.m.
- 10 **M. Squash vs. Navy**; 5 p.m.
- 12 **W. Basketball vs. Brown**; 7 p.m.
- 13 **M. Squash vs. Harvard**; 11 a.m. *W. Squash vs. Harvard*; 1:30 p.m. *W. Basketball vs. Yale*; 7 p.m.
- 14 **M. Squash vs. Dartmouth**; 11 a.m. *W. Squash vs. Dartmouth*; 1:30 p.m.
- 17 **Gymnastics vs. West Chester/Urstinus**; 6 p.m.
- 19 **W. Basketball vs. Harvard**; 7 p.m.
- 20 **W. Swimming and Diving vs. Harvard**; noon. *W. Basketball vs. Dartmouth*; 7 p.m.
- 21 **Wrestling vs. Princeton/George Mason**; 1 p.m.
- 26 **M. Basketball vs. Columbia**; 7:30 p.m.
- 27 **M. Basketball vs. Cornell**; 7 p.m.
- 28 **Gymnastics; Ivy Classic**; 1 p.m.

Almanac

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

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 February 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 *March At Penn* calendar.

1 *Titin (and maybe Nebulin)*; Siegfried Labeit, European Molecular Biology Laboratory, Heidelberg, Germany; 2 p.m.; Physiology Department Conference Room, 4th floor, Richards Building (Pennsylvania Muscle Institute).

Design and Processing of Piezoelectric Devices; James Vartuli, Princeton University; 3:30 p.m., Room 337, Towne Building (Chemical Engineering).

Lentiviral and Retroviral Generation of Peptide Therapeutics by Complementation Cloning: Apoptosis and T Cell Signaling; Garry Nolan, Stanford University School of Medicine; 4-5 p.m.; Austrian Auditorium, 1st floor, Clinical Research Bldg. (Institute for Human Gene Therapy).

Weimar Cinema and the Trauma of War; Anton Kaes, Berkeley University; 7-8:30 p.m.; Room 23, Moore School Bldg. (Germanic Languages).

2 *Getting Personal With Vision, the Mother of All Signaling Pathways*; Paul Liebman, medicine; noon; Austrian Auditorium, 1st floor, Clinical Research Bldg. (Biochemistry and Biophysics).

A Physical Analysis of Ion Permeation; Robert Eisenberg, Rush Medical Center; 4 p.m.; Department of Physiology Conference Room, 4th floor, Richards Bldg. (Physiology).

Talking Film: Barbara Savage; talks about film, race, and representation in *Body and Soul*; 7-9 p.m.; Writers House (Writers House; Robeson House; Greenfield Intercultural Center).

3 *The Ramlila of Ramnagar in Recent Historical Perspective*; Richard Schechner, New York University; 11 a.m.-12:30 p.m.; Classroom 2, University Museum (South Asia Regional Studies).

Déjeuner-causerie, "Traditions populaires"; Thérèse Saint-Paul, Wharton; noon-1:30 p.m.; Seminar Room, Ste. 300, 3440 Market St. (French Institute for Culture and Technology).

Probing Galactic Structure with Micro-Lensing; Reza Ansari, Laboratoire de l'accélérateur linéaire, Orsay; noon-1:30 p.m.; Seminar Room, suite 400, 3440 Market (French Institute; Physics & Astronomy).

Kelly Writers House Fellow Inaugural Lecture: Gay Talese; 7-9 p.m.; Writers House (Writers House).

4 *A Feasibility Study for Aquaculture conducted by Penn: A Progress Report*; Leon Weiss, School of Veterinary Medicine; 12:15-1:45 p.m.; Auditorium, Wistar Institute (Institute for Environmental Studies).

5 *Rabbit Diseases*; Neil Lipman, Memorial Sloan-Kettering CC&CUMC; 10 a.m.-noon; Medical Alumni Hall, HUP (Laboratory Animal Medicine).

Conversational Agents; James Allen, IRCS long-term visitor; noon; suite 400A, Room 470, IRCS (IRCS).

The Role of Garden History; John Dixon Hunt; 3 p.m.; Room 201, Jaffe Building (History of Art).

8 *Molecular Analysis of Cytokinesis: The Role of Rho and Beige-related Proteins*; Arturo De Lozanne, Duke University Medical Center; 2 p.m.; Physiology Dept. Conference Room, 4th floor, Richards Bldg. (PA Muscle Institute).

Britton Chance Distinguished Lecture in Engineering and Medicine: Biomaterials in Engineering Tissue Responses: Blocking, Presenting and Receiving Biological Information; Jeffrey Hubbell, director, Institute of Biomedical Engineering, University of Zürich; 3:30 p.m.; Alumni Hall, Towne Bldg. (Chemical Engineering; Institute for Medicine and Engineering).

Transcriptional Targeting of Vascular Smooth Muscle Cells; Michael Parmacek, medicine; 4-5 p.m.; Austrian Auditorium, Clinical Research Bldg. (Institute for Human Gene Therapy).

Celebrating the Conversation: Public Discourse and Democracy; Judith Rodin, president; dinner & discussion; 6 p.m.; White Dog Cafe; \$30; \$25-students; reservations: 386-9224 (Penn National Commission).

TBA; Franz Langlais, Centre Hospitalier Universitaire, Rennes; suite 400, 3440 Market. *Through February 11* (French Institute).

9 *IRS-2 Signaling is a Common Element in Insulin Action and Secretion*; Morris White, Joslin Diabetes Center; noon; Austrian Auditorium, Clinical Research Bldg. (Biochemistry and Biophysics).

Integrin-mediated Cell Adhesion: The Cytoskeletal Connection; David Critchley, University of Leicester, U.K.; 4 p.m.; Physiology Dept. Conference Room, 4th floor, Richards Bldg. (PA Muscle Institute).

Cultural Dispositions, Transitory Moods: Women and Visual Culture in Weimar Germany; Patrice Petro, University of Wisconsin; 7-8:30 p.m.; Rm. 23, Moore School Bldg. (Germanic Languages).

10 *Membrane Actin and Other Tangential Topics*; Catherine Picart, Université de Strasbourg; 1:30 p.m.; 5th floor Seminar Room, Vagelos Building (French Institute).

11 *Landscape and Japanese Identity*; Augustin Berque; 6 p.m.; Room B-1, Meyerson Bldg. (French Institute).

12 *Guinea Pigs: Biology, Care, Husbandry, Identification, Nomenclature, Breeding, Uses in Research*; Joan Cole, Fox Chase Cancer Center; 10 a.m.-noon; Medical Alumni Hall, HUP (Laboratory Animal Medicine).

Eliminating Race/Ethnicity Disparities in Health: Government as a Catalyst? Government as a Partner?;

Nicole Lurie, Dept. of Health & Human Services; noon-1:30 p.m.; 1st fl. Auditorium, Colonial Penn Center (Leonard Davis Institute of Health Economics).

Linguistic Complexity: Locality of Syntactic Dependencies; Edward Gibson, MIT; 2:30 p.m.; suite 400A, Room 470, IRCS (IRCS).

15 *Modeling Microdefect Formation in Crystalline Silicon Grown from the Melt*; Talid R. Sinno, MIT; 3:30 p.m., Room 337, Towne Building (Chemical Engineering).

TBA; Mike Knowles, University of NC at Chapel Hill; 4-5 p.m.; Austrian Auditorium, 1st floor, Clinical Research Bldg. (Institute for Human Gene Therapy).

"Like a Weed in a Vacant Lot?": The Black Arts Movement at the Grassroots; the Richard Wright Lecture Series; George Lipsitz, University of California, San Diego; 4:30 p.m.; 1206 Steinberg Hall/Deitrich Hall, 1st floor (Center for the Study of Black Literature and Culture).

16 *Molecular Pathogenesis of Early-Onset Type 2 Diabetes Mellitus*; Markus Stoffel, Rockefeller University; noon; Austrian Auditorium, 1st floor, Clinical Research Bldg. (Biochemistry and Biophysics).

17 *Phir Bhi Dil Hai Hindustani: The (H)Indianization of Hollywood by the Bombay Film Industry*; Teja Ganti, New York University; 11 a.m.-12:30 p.m.; Classroom 2, University Museum (South Asia Regional Studies Dept.).

"Sent For You Yesterday, Here You Come Today": Intergenerational Tensions and Black Cultural Production; the Richard Wright Lecture Series; George Lipsitz, University of California, San Diego; 4:30 p.m.; 1206 Steinberg Hall/Deitrich Hall, 1st floor (Center for the Study of Black Literature and Culture).

18 *Faunal Response to Marsh Restoration in Delaware Bay*; Kenneth Able, Tuckerton Field Station, Rutgers University; 12:15-1:45 p.m.; Auditorium, Wistar Institute (Institute for Environmental Studies).

Gerd Stern: "Take The No Out of Now"; 5 p.m.; Writers House; RSVP for dinner to follow, 573-WRIT (Writers House).

Find, Open, Read and Observe: Judaism in the Synagogues of Asia Minor during Late Antiquity; Steven Fine, Baltimore Hebrew University; 7-9 p.m.; 2nd floor lounge, Logan Hall (Philadelphia Seminar on Christian Origins).

Loosing the Word: Black Philadelphia Writers Series; Homer Jackson, performance artist; 7 p.m.; Multi-Purpose Room, DuBois College House (Afro-American Studies Program).

19 *Special Topics Seminar, TBA*; 10 a.m.-noon; Medical Alumni Hall, HUP

READINGS / SIGNINGS

The Penn Bookstore

4 *University Writing Group*; led by published writers; 6:30-8:30 p.m.; Music Dept. Info: 545-9356 or 242-6106. Also February 18.

11 *Monique Gordon*; reads a selection of her own poetry; 4 p.m.

26 *Book Signing: Mark Laird*; University of Toronto; authored *The Flowering of the English Landscape Garden*; 2 p.m.

Writers House

All events are at 3805 Locust Walk unless otherwise noted. Info: 573-WRIT or www.english.upenn.edu/~wh

1 *Penn and Pencil Club Presents Michael Swanwick*; Swanwick, a Philadelphian, authored *The Iron Dragon's Daughter, Jack Faust*, and a short story collection, *A Geography of Unknown Lands*; 7 p.m.

5 *Alpha Kappa Alpha Presents: Open Mic Poetry Night*; 7-9 p.m.

8 *LIVE at the Writers House*; airs on WXPB, 88.5 FM; 8 p.m. Also February 14, 10:30 p.m.

10 *Philly Talks Presents Melanie Nielson & Heather Fuller*; Fuller authored *perhaps this is a rescue fantasy* (Edge Books) and is poetry editor for *The Washington Review*; 6 p.m.

11 *African American Theater Aesthetics*; lecture & demonstration; Ed Shockley, playwright; part of "Loosing the Word"; *Black Philadelphia Writers Series*; 7 pm; reception to follow; info: 898-4965 (Afro-American Studies).

15 *Reading by Peter Rock*; 4:30 p.m.

17 *Speakeasy: Poetry, Prose and Anything Goes*; an open mic performance night; 8:30-10:30 p.m.

20 *Laughing Hermit Series Presents A.V. Christie*; Christie, Villanova University, was named for the 1996 National Poetry Series for her first collection *Nine Skies*; 2 p.m.

24 *Reading by Poet Mwatabu Okantah*; Okantah, Kent State University, authored *Afreeka Brass* (1983), *Collage* (1984), and the first epic poem published by an African American, *Cheikh Anta Diop: Poem for the Living* (1997); 6 p.m.

27 *Full Circle: Open Mic*; for regional poets; hosted by Cecily Kellogg and Charlie O'Hay; open reading to follow; 8-10 p.m.

28 *Alumni Writers Series Presents J. Robert Lennon*; authored *the funnies* (Riverhead Books) and *The Light of Falling Stars*, which won Barnes & Noble's 1997 Discover Great New Writers Award; 6 p.m.

(Laboratory Animal Medicine).

Market Reorganization - Competitive Markets; Shelley White-Means, University of Memphis; noon-1:30 p.m.; 1st floor Auditorium, Colonial Penn Center (Leonard Davis Institute of Health Economics).

Infants' Understanding of Human Action; Amanda Woodward, University of Chicago; noon; suite 400A, Room 470, IRCS (IRCS).

Resumptive Pronouns That Everybody Knows When They Should Occur; Cecille McKee, University of Arizona; 2:30 p.m.; suite 400A, Room 470, IRCS (IRCS).

Pop Art at the 1964/65 New York World's Fair; Kristin Fedders; 3 p.m.; Room 201 Jaffe Building (History of Art).

21 *Greenways: Good for the Community and the Pocketbook*; Ed McMahon, director of The Conservation Fund's "American Greenways Program"; 2 p.m.; Morris Arboretum; for reservations call 247-5777 ext. 169; members free, non-members \$5 (Arboretum).

22 *Molecular Thermodynamics of Hydrophobic and Hydrophilic Hydration: Applications to Self-assembly Phenomena in Water*; Shekhar Garde, Los Alamos National Laboratory; 3:30 p.m., Room 337, Towne Building (Chemical Engineering).

Gene Therapy for Hemophilia; Katherine A. High, CHOP; 4-5 p.m. (Reception 3:30-4 p.m.); Austrian Auditorium, Clinical Research Building (In-

stitute for Human Gene Therapy).

John Timpane; Philadelphia Inquirer commentary editor; 6 p.m.; Writers House (Writers House).

23 *The Role of Metabolic Signaling Pathways in Fuel Sensing of Pancreatic β -cell*; Franz Matschinsky, medicine; noon; Austrian Auditorium, Clinical Research Bldg. (Biochemistry and Biophysics).

The World Social Situation: Prospects for a New Century; Richard Estes, School of Social Work; 1 p.m.; Faculty Club (The University of Pennsylvania Women's Club).

Graduated Block of Single Sodium Channels by μ -Contoxins: Dependence on Charge, Size, and Local pH; Robert French, University of Calgary; 4 p.m.; Dept. of Physiology Conference Room, 4th floor, Richards Bldg. (Physiology).

Cinq à Sept; vin, pâté, et bonne compagnie; 5-7 p.m.; Terrace Room, Logan Hall (French Institute for Culture and Technology).

25 *The Millenium Forest: Community-Based Initiatives for Saving Urban Forest Habitat in the 21st Century*; Clare Billet, The Nature Conservancy; 12:15-1:45 p.m.; Auditorium, Wistar Institute (Institute for Environmental Studies).

26 *Perseverance, Inhibition, and the Prefrontal Cortex: Evolutionary and Developmental Insights*; Marc Hauser, Harvard University; 2:30 p.m.; suite 400A, Room 470, IRCS (IRCS).

FITNESS/LEARNING

CGS Special Programs; registration required. Info: call 898-6479, or visit www.sas.upenn.edu/CGS/ (CGS).

Class of 1923 Ice Rink; public skating sessions Monday & Wednesday 1:30-3 p.m., Tuesday, noon-1:30 p.m., Thursday, 7-9 p.m., Friday, 8-10 p.m. & midnight-2 a.m., Sunday 12:30-2:30 p.m.; 3130 Walnut Street; info: 898-1923 or www.upenn.edu/icerink.

Jazzercise; 5:30-6:30 p.m.; Tues. and Thurs.; call for location; first class free; \$3.50/class, \$2.50 students; Carolyn Hamilton, 662-3293 (days), (610) 446-1983 (evenings).

2 *Investment Strategies & Tax Planning*; seminar; 9:30-11 a.m.; 2-3:30 p.m.; registration: call (800) 220-2190, ext. 303 or william.b.carter@AEFP.com. Also February 3, noon-1:30 p.m., 4:30-6 p.m. & February 4, 9:30-1 a.m., 2-3:30 p.m. (Financial Planning Svcs.; American Express Financial Advisors).

10 *CGS Open House: Penn Part-Time: Study for Science and the Health Professions*; addressing post-baccalaureate and masters degree programs in science and healthcare; 6 p.m.; Suite 100, 3440 Market St.; reservations: 898-3524.

25 *Spring and Summer Gardening: A Basic Course*; a beginner's workshop to improve or create a garden of flowers and plants in the Delaware Valley; 10 a.m.-noon; Morris Arboretum; \$129/members, \$152/non-members, plus \$20 materials fee; registration: 247-5777 ext. 156. *Continues for 8 weeks* (Morris Arboretum).

Ethnohistory: Poland; 4:30-6:30 p.m.; History Lounge, 3401 Walnut St. (History Dept.).

English Language Programs 21 Bennett Hall. Info/registration: 898-8681 or www.sas.upenn.edu/elp.

1 *Grammar Practice*; Mondays; \$320; *Through April 12*.

2 *Pronunciation Improvement*; Tuesdays; \$320; *Through April 13*.

4 *Vocabulary Development*; Thursdays; \$320; *Through April 15*.

FWOs Training Sessions All sessions are offered by Human Resources and take place at the Training Center, 3624 Market, Suite 1B South.



Chinese witchhazel is one of 23 different kinds of winter-blooming witchhazels you'll discover on a special walking tour at the Morris Arboretum every Sunday at 2 p.m.

February

AT PENN

Go West! Go International!

3rd Thursday: February 18

As always, University City Districts offers free on-street parking after 6 p.m. from 30th to 50th Streets between Spring Garden & Woodland Avenue as well as \$5 parking at Penn garages at 34th & Chestnut and 38th & Walnut. UCD yellow jacketed Safety Ambassadors will be on hand to direct participants to restaurants and to the arts and cultural happenings such as those listed below.

Art Exhibits

Arthur Ross and Esther M. Klein Art Galleries; open 5:30-8 p.m. (See Exhibits).

Design Arts Gallery: Metaphor & Memory: Photographs by Robert Younger and Jeannie Pearce; 4-7 p.m.; Nesbitt College of Design Arts, Drexel University. Info: 895-2386.

ICA: The Art of Getting Over; Steve Powers, aka ESPO, presents his unique vision of public art. 6 p.m. Info: www.upenn.edu/ica. (See Exhibits)

University City Arts League: 2 exhibits: *Outside Artist*, by Faye Stanford; and *Masks*, by Bruce Gast; 6-8 p.m.; 4226 Spruce Street. Info: 382-7811.

Special Events & Performances

Class of '23 Ice Rink: Free skating, skate rental, hot chocolate and cookies. 7-9 p.m. (See Fitness/Learning).

University of Pennsylvania Museum of Archeology and Anthropology: A Night in China; special half price (2 for 1) admission. (See Special Events).

Bushfire Theatre of Performing Arts: Short pieces on African American

themes; 52nd and Locust Streets; Info: 747-9230.

Community Education Center: "Open Mike Night"; calling all aspiring singers poets, dancers, musicians and comedians; 7 p.m.; \$6; 3500 Lancaster Avenue. Info: 387-1911.

International House: Special admission price. (See Films).

Philadanco: Adult dance classes: *Ballet II*, 7:30-8:30 p.m.; *Jazz II*, 8:30-9:30 p.m.; \$5 for one class, \$6.25 for both; 9 North Preston Street (Philadanco Way). Info: 387-8202.

Dining & Shopping

The Shops at the Sheraton: Enjoy a 10% discount at the following businesses: *The Pulse, The Computer Fixer, Enterprise Rent-A-Car* and *Rose's Florist*. 3600 Chestnut Street. Info: 387-8600.

Area Restaurants: many offer specials on 3rd Thursday of each month. For a list of those participating, call 1-888-GO-WEST7 or check on-line at www.gowest.org.



Photo by Jennifer Gibson

The Museum's 18th Chinese New Year Celebration kicks off the Year of the Rabbit.