The Exhibit and the Symposium

City into Country: Nineteenth-Century French Paintings is more than an exhibition of impressionist work on loan from the Philadelphia Museum of Art’s Charlotte Dorrance Wright Bequest and other collections. The 44 paintings on view through March 31 at the Arthur Ross Gallery were selected, and the show curated, to examine the rise of urbanism—and the consequent reshaping of the country—through the works of Edouard Manet, Auguste Renoir, Claude Monet, Vincent Van Gogh, Paul Gaugin, Henri Fantin-Latour, Camille Corot, Camille Pissaro, Mary Cassatt, and Charles Daubigny.

Philadelphia Museum of Art Associate Curator Christopher Riopelle prepared the material for the exhibition along with six graduate students: Rachael Abrav, Julie Dolkart and Heather Grossman from Bryn Mawr College, Rachael Arauz, Jude Dolkart and Heather Grossman from Penn and Libby Karlinger, Marta Munoz and Joanne Payson from Bryn Mawr College, whose roles are described more fully in a Compact feature on page 8.

In conjunction with the exhibition, there will be a three-day symposium, City Into Country: Making French Landscapes, to be held March 3-5 at the Penn Tower Hotel in cooperation with the French Institute for Culture and Technology. Penn faculty from the departments of art history, literature, and landscape architecture will be joined by speakers from both French and American universities. They will focus on the changing definitions of city and country as the 19th century gave way to the 20th—as represented in painting, landscape architecture and gardening, and literature. With support from Leonard A. Lauder, the Compagnie financière de CIC et de l’Union européenne, and CertainTeed Corporation, the symposium is open to the public free. All sessions are in English.

**Session 1: CityScape/LandScape**

**Sunday:**
- 9-10 a.m. Virtual Realities and Real Virtues: French Landscape Architecture During the 19th Century, John Dixon Hunt, Penn Landscape Architecture and Regional Planning
- 10-11 a.m. Toward the Non-Place: Dis-localisation and Dislocation of the Urban Space from Hugo to Apollinaire, Françoise Chemet Fauré, Université d’Aix-Marseille III, U. Standish-Grenoble 3
- 11:20 a.m.-12:20 p.m. Impressionism and Mythologies of the Seine, Richard Robson Bretell, independent scholar
- 2-3 p.m. Renoir in the City, Christopher Riopelle, Philadelphia Museum of Art
- 3:30 p.m.-4:30 p.m. Public Private Space in 18th Century Parisian Gardens, Susan Taylor-Lodice, Bryn Mawr College

**Monday:**
- 9-10 a.m. From Ancestral Property of Gabrielle d’Estrées (Le Lapin Agile),” by Maurice Utrillo, oil on panel, 1913, at the Arthur Ross Gallery.
- On loan from The Philadelphia Museum of Art, Bequest of Charlotte Dorrance Wright.
TO: Members of the Faculty Senate  
FROM: William L. Kissick, Chair  
SUBJECT: Senate Nominations 1996-97

1. In accordance with the Faculty Senate Rules, official notice is given of the Senate Nominating Committee’s slate of nominees for the incoming Senate Officers. The nominees, all of whom have indicated their willingness to serve, are:

   Chair-elect: Vivian Seltzer (prof social work)  
   Secretary-elect: Jack Nagel (prof political sci)

At-large Members of the Senate Executive Committee (to serve a 3-year term beginning May, 1996):
- Laura L. Hayman (assoc prof nursing)
- Robin L. Leidner (assoc prof sociology)
- Harvey Rubin (assoc prof medicine)
- Jorge Santiago-Aviles (assoc prof electrical engineering)

One Assistant Professor Member of the Senate Executive Committee (to serve a 2-year term beginning May, 1996):
- Wanda Mohr (asst prof nursing)

Senate Committee on Academic Freedom and Responsibility (to serve a 3-year term beginning May, 1996):
- Rubin C. Gur (prof psychiatry)
- Samuel H. Preston (prof sociology)
- Susan Sturm (prof law)

Senate Committee on Conduct (to serve a 2-year term beginning May, 1996):
- John A. Lepore (prof civil systems)
- Barbara Woodhouse (prof law)
- Sally H. Zigmond (prof biology)

Senate Committee on the Economic Status of the Faculty (to serve a 3-year term beginning May, 1996):
- Joseph Gyourko (assoc prof real estate)
- Bruce J. Šenker (prof pathol/dental)

2. Again in accord with the Senate Rules you are invited to submit “additional nominations, which shall be accomplished by petitions containing at least twenty-five valid names and the signed approval of the candidate. All such petitions must be received no later than fourteen days subsequent to the circulation of the nominees of the Nominating Committee. Nominations will automatically be closed fourteen days after circulation of the slate of the Nominating Committee.” Pursuant to this provision, petitions must be received by mail at the Faculty Senate, Box 12 College Hall/6303, or by hand at the Faculty Senate Office, 210 Houston Hall by 5 p.m., Tuesday, March 19, 1996.

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

The guiding principle for all administrative restructuring comes from Agenda for Excellence, where Strategic Goal 3 reads The University will manage its human, financial and physical resources effectively and efficiently to achieve its strategic goals, Executive Vice President John Fry said at Council last Wednesday in his second report on restructuring. But, he added later: “When you say ‘administrative restructuring’ it’s more than saving money or generating new resources. It’s also quality of life; it’s also managing and controlling risk.”

He began with three aspects of the vision for restructuring:

First, “to improve the quality and cost-effectiveness of service across Penn and establish measures to evaluate services delivered, so that we know whether or not we are doing well and doing it in a cost-effective way.” As earlier indicated, Penn intends to:

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<td>reduce the cost of center and school administration by $50 million over the next 5 years, and reinvest savings in strategic priorities;</td>
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<td>generate at least $10 million centrally in new revenues through entrepreneurial ventures and better management of University assets:</td>
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<td>“We have huge assets at our disposal; maximizing the utilization of those assets is an important fiduciary responsibility of this administration.”</td>
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<td>—improve the delivery of administrative services to students, faculty and staff members by measuring attitudes and preferences (“asking people what they think rather than managing by anecdote”) and providing those who deliver services at all levels with the knowledge and techniques to do better—“physical plant worker, police officer, senior administrator.”</td>
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<td>—provide employees with greater opportunities to improve their skills, grow professionally, and enhance their careers.</td>
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Extensive discussion on training plans is going on with the A-3 Assembly’s Karen Wheeler and others, Mr. Fry said.

A second, and longer-term, aspect of the vision is to “dramatically improve the quality of life on campus” through such measures as:

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<td>—reduce crime and enhance the security of people and property on campus and in adjacent neighborhoods;</td>
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<td>—upgrade existing residential facilities (both infrastructure and service) and provide new residential options to support the 21st Century plan;</td>
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<td>—attract “a more exciting mix” of retail entities to campus to “bring more life into the neighborhood, particularly in the evening”; and</td>
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<td>—acquire strategic properties to help accomplish these goals, with an eye on what the campus will look like physically in 20 or 30 years.</td>
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A third aspect calls for upgrading internal controls and compliance mechanisms to better anticipate and manage business risks—which are “considerable in a $2.5 billion-a-year University”; increasing stewardship and accountability at all levels (“not just a comptrollership function or internal audit, but to see that anyone who has anything to do with managing money, managing a building, managing people, be given the training and time to learn that responsibility”); and preparing people to navigate through “a very tricky regulatory and political environment that is changing all the time.”

Accomplishments So Far

Highlighting a series of “key initiatives,” Mr. Fry gave examples of progress in six areas—the first three of them “non-personal” items that may be able to yield half the $50 million savings sought.

Energy Management: Energy conservation strategies have begun to deliver annual savings of $4.16 million, and this will be increased by another $4.14 million through upgrades in capacitor installations. The result is recurring, annual savings of $8.3 million by 1998-99, with more to come through such initiatives as a “green light” idea that was proposed by students.

Purchasing: On its base of $640 million of goods and services purchased annually, Penn takes advantage of size and market prominence, and works with minority vendors to improve business in West Philadelphia. “I think we do a solid job in purchasing,” Mr. Fry said, “but significant opportunities still exist in a number of commodity groups.” In four recently targeted areas—travel, publications, office equipment and supplies, and temporary services—specific savings of $5 million a year were identified. “If we look at all commodity groups, this could reach $12-15 million, by a conservative estimate, “if we take an institutional approach to negotiating, and resist the temptation to go off in different directions,” he added. His aim is the $25 million range, and “the only thing that separates us from that goal is institutional will.” He also mentioned such streamlining as electronic ordering and payment through credit cards and Web purchasing, which will reduce the effort going into purchasing by $500,000.

Insurance: Changes in analysis and practice could save $2.4 million over ten years, based on market tests.

Information Technology: A major project just completed is to outline a new strategy and delivery system for computing, with academic innovation and support in residence among the goals. Proposed is a user-centered model in Information Systems and Computing, he said Penn should form its size, look, feel, and breadth of products and services. “Do we need to run it ourselves?” and “acquire strategic properties to help accomplish these goals, with an eye on what the campus will look like physically in 20 or 30 years.

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Public Safety: A Public Safety Master Plan is to be published For Comment in March, and a reorganized command structure has already been announced. Penn has joined the National Accreditation Program; connected the campus’s police communications with the Philadelphia Police emergency radio system; and begun a dozen projects—in Nursing, Engineering, Athletics, and Residences among others—to upgrade security technology. Also planned: increased use of Allied Security on foot patrol, and upgrade of the blue line.

Human Resources. So far, providing support to units in the process of restructuring has meant “a focus on orderly and fair processes,” including competitive severance, placement/outplacement, and incentives for internal rehiring. But there’s more ahead (see below ).

Next Initiatives

Human Resources: Giving samples rather than an exhaustive list, Mr. Fry started with the “total compensation” package and its components. The need is to reduce costs of the benefits system while maintaining total compensation at competitive levels, he said—and to track the effects through such measurements as success in recruitment, particularly from competitor institutions and the corporate sector. Specifically, he said, Penn needs to drive down the Employee Benefits (EB) rate from 33% into the 20’s.

Compensation problems include frozen pay scales, with 300 staff over maximum; an outmoded job evaluation system, unchanged in 15 years; 200 positions ungraded; lack of clear performance variables for bonuses or clear incentive mechanisms.

Problems in benefits are escalating costs (a 27.4% increase over 3 years, to a total of $131 million); too many options, which increases costs but diminishes the management of benefits; and a “richness in plans that has no clear market linkage”—with tuition reimbursement and retirement plans as examples.

A comprehensive look at all benefits is next on the schedule. “We are launching a consultative process in March to begin to put changes in place by July, 1997,” Mr. Fry said.

Bookstore: The questions are how to transform its size, look, feel, and breadth of products and services. “Do we need to run it ourselves?” Mr. Fry asked. “How do we leverage expertise and replicate the success of super-stores?”

Finance: A ‘benchmarks’ project centrally and in selected schools, (SAS, SEAS, Dental, Wharton, Nursing, Graduate Education) looks at cost, productivity, cycle time, and other factors in Penn financial management, using the KPMG database of 300 companies. Mr. Fry anticipates $1.3 million in central cost savings
Factors Critical to Success  
Mr. Fry again focused on the institutional will to work together as a university, to utilize buying power, reduce energy consumption, and manage attrition. He acknowledged that “hard choices” would be made as programs and services that no longer add value are revamped and perhaps eliminated.

But he also stressed “meaningful consultation...and constructive input, such as that of the Computing Task Force, the tri-chairs of Senate, the Senate Committee on Administration, the A-3 and A-1 leadership groups, the senior business administrators and the deans,” he said, adding a long list of individual contributors of ideas and expertise. The bottom line? “Restructuring is inevitable; we must slow growth in tuition. What isn’t inevitable is that we have to turn Penn inside out,” he said, reiterating the place of attrition and systems changes such as those in purchasing. The important thing is that “when jobs are eliminated—which they will be—we have a fair, humane approach to support our displaced employees.”

—K.C.G. 

**Speaking Out** 

**What Are Your Plans for Us?** The Board of the A-3 Assembly addresses the following Open Letter to the Administration of the University.

**Tuition Benefits:** Penn as an institution places an emphasis on building and supporting the Penn community. This is clear from the rhetoric, from the thick booklet of training and development opportunities we receive each semester, and from Penn’s tuition benefits allowing staff to take courses at Penn. It is both good community building and good business practice for Penn to encourage skill acquisition among its staff—it both promotes staff retention and improves staff productivity.

But what happens to this “commitment” to staff improvement when employees don’t have the academic background to be admitted to Penn? Penn’s tuition benefits only apply to course work at Penn. Staff members applying for part-time course work at Penn, through CGS or Wharton evening may be told to look elsewhere. “If we’re willing to pare how others build buildings vs. how Penn does it. A paper contest is envisioned, with the developers vs. the University costing out a hypothetical $5,000 net sq. ft. and making detailed comparisons at every stage. “If we’re willing to discipline ourselves, it appears that material cost savings per square foot are obtainable,” Mr. Fry said. “Again, it’s a matter of institutional will.”

**Public Safety:** After the initial reorganization, the next phase would be to develop an integrated safety and security delivery system; improve the professional standards and performance of Police through training and career development and accreditation; and develop a command center with centralized reporting and deployment of all police, safety and security technology. Penn can improve the performance of contract guard services while reducing costs, Mr. Fry said, and can partner with external providers to build a state-of-the-art electronic security infrastructure. He also intends to “clarify and standardize the working relationship with Philadelphia Police and neighborhood groups,” and “encourage a high level of service provision from City departments” including Special Housing Needs, L&I, and LGA costs.

**General Strategies:** Mr. Fry touched on a number of other areas of potential, including corporate partnerships in areas from instructional technology to professional development. In the key area of “managing attrition,” he said that in 1995, 775 people left Penn for various reasons, many of them for other opportunities—and 899 external hires were made. However, he reiterated support for the strategy of attrition with controlled rehiring: “It takes longer but is much less stressful to the organization.” It has savings potential of $7 million to $17 million, depending on how “frugal we are in filling vacant positions,” but “takes real commitment.”

New University-wide reengineering initiatives in the works are in Research Administration, and Student Services (from student recruitment through young alumni development stages). Also expected to build a state-of-the-art electronic security infrastructure. He also intends to “clarify and standardize the working relationship with Philadelphia Police and neighborhood groups,” and “encourage a high level of service provision from City departments” including Special Housing Needs, L&I, and LGA costs.

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Special Announcement on Retiree Health Benefits for Faculty and Staff

On April 6, 1993, the University announced a modification to retiree health benefits. Effective July 1, 1996, faculty and staff eligible for retiree health benefits will be required to cost-share, in other words, to contribute toward their health insurance premiums. Copies are available from the Benefits Office of the announcement published in the April 6, 1993, Almanac. Currently faculty and staff are eligible for retiree benefits if they are:

- age 55 or older with 15 years or more of full-time service, or
- age 62 or older with 10 years or more of full-time service.

Payroll records indicate that as of June 30, 1996 you meet the age and service requirements to retire before July 1, 1996. Thus, while the University reserves the right to make changes to your retiree health benefits in the future, if you retire by June 30, 1996, under the plan provisions currently in effect, the University will pay the full premiums for pre-Medicare and Medicare supplement health benefits. The University does not pay Medicare Part B premiums. You must contact the Benefits Office at 898-7282 for confirmation of eligibility.

The chart at right provides examples of the estimated cost-sharing — the share of premiums to be paid by retirees who retire after June 30, 1996. The actual cost-sharing will be determined by:

- the employee’s age at retirement;
- the medical plan and coverage elected (single or family); and
- if applicable, the age of the covered dependent.

The cost-sharing amounts shown on the chart are based on the current (1995-1996) costs of the medical plans and the current level of University contributions. Premiums for the medical plans and University contributions will change on July 1, 1996 and each year thereafter. Also, as stated in the Almanac announcement, two other changes will take effect on July 1, 1996:

- the 15-year or 10-year service period must be continuous (i.e., there will be no bridging of service for the purpose of determining eligibility for life, health, and tuition retiree benefits); and
- no new dependent can be covered after an employee retires.

The Benefits Office will be sponsoring Question & Answer sessions at the Faculty Club on:

- February 29 from 11:30 a.m. to 12:30 p.m.
- March 4 from noon to 1 p.m.
- March 5 from 1 to 2 p.m.

We urge you to attend one of these sessions and learn about your alternatives before you make a decision about retirement.

—Benefits Office

### Estimated Retiree Cost-Sharing Effective July 1, 1996

(based on 1995-1996 medical costs and University contributions)

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<th>Your monthly premium for <strong>single</strong> medical coverage will be...</th>
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<td>Options Up To Age 65</td>
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<td>65 or later</td>
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Thank you to all the wonderful Penn people who worked so hard and so enthusiastically to deal with the complexity of a Vice-President visit and make the ENIAC Celebration “a picture perfect Wednesday, as the University captured the national spotlight”. (The Daily Pennsylvanian 2/16/96).

If we still missed your name because of the short press deadline, please send an email note to sbrown@eniac.seas.upenn.edu or call 8-5568. We in SEAS want to personally thank everyone who helped make the ENIAC 50th such a great success.

— Greg Farrington, Dean
School of Engineering and Applied Science

From the Center for Community Partnerships:

Summer Course Development Grants

Deadline: April 2, 1996

The Center for Community Partnerships has funds available for faculty members to apply for summer course development grants. Grants will be for no more than $3,000 per project. Criteria for selection will include:

1. Academic excellence
2. Integration of research, teaching and service
3. Partnership with schools, community groups, service agencies, etc.
4. Focus on Philadelphia, especially West Philadelphia

Proposals should provide evidence as to how the course activity will involve participation or interaction with the community as well as contribute to improving the community.

Proposals should include the following:

1. Cover Page
2. 100-word abstract of the proposal (include a description of how the course will involve interaction with the community and benefit the community)
3. A one-page biographical sketch of the applicant
4. A three to five page mini-proposal
5. Amount of the request and budget

An original and five copies of the proposal should be submitted to the Center for Community Partnerships, 133 S. 36th Street, Suite 519, Philadelphia, PA 19104-3246. The application deadline is April 2, 1996.

— Francis E. Johnston, Professor, Anthropology
Co-Chair, Faculty Advisory Committee,
Center for Community Partnerships
— Albert Stunkard, Professor Emeritus, Psychiatry
Director, Obesity Research
Co-Chair, Faculty Advisory Committee

Note on Previous CCP Grants

A list of the Summer Course Development Grants awarded for 1995 was published in Almanac, February 21, 1995. That issue can be accessed through the Almanac Archives on PennInfo via the Almanac homepage at http://www.upenn.edu/almanac.
Roof Rentals and Other Revenues

When seeking ways to generate new sources of revenue, institutions may employ a number of different strategies, including outsourcing, developing new fund-raising techniques, and exploring new investment opportunities.

But the creative manager might also pose the question: “What assets do we already have that could produce income?”

At Penn, that question is being asked—and answered—with some innovative new programs that turn existing resources into money makers.

“Our administrative restructuring effort is not only about reducing the costs of running the University,” said Executive Vice President John Fry. “It is also about using the existing resources of the University innovatively to produce new revenue. We have a lot of opportunities to do that at Penn, and we are seeing some exciting possibilities and early results.”

One example is the new roof rental program recently developed by the Division of Facilities Management. Taking advantage of the explosive growth in telecommunications, the program will enable Penn to lease the roofs of its buildings to telecommunications companies badly in need of new transmitting locations.

“As technologies change more and more, the demand for transmitting locations will continue to grow,” said Art Gravina, vice president for facilities management. “As a result, we have an opportunity to provide Penn with new revenue sources at no cost to the University.”

In developing its new program, Penn entered into an arrangement with Apex Site Management, a Philadelphia-based real-estate management company. The company specializes in marketing “rooftop real estate” that can be leased for antennas, transmitters and satellite dishes.

“In exploring this new venture, we decided it would be more efficient and cost-effective to contract with a professional firm to run the program,” Mr. Gravina said.

“That way, we don’t exhaust our resources, and at the same time we get the best value and expertise.”

Mr. Gravina said that Apex will receive a percentage of the revenue generated from the leases they obtain, thereby avoiding any “up front” costs to the University.

“We anticipate netting approximately $400,000 in fees annually over the next several years,” he said. “There is no cost to the University with this program. All costs and risks are assumed by the leasee.”

Under the new program, Apex provides technical, management and marketing services. The primary goal of the technical services is to assure Penn that the structural integrity, appearance and security of its properties are not jeopardized.

“This is important to us,” Mr. Gravina noted. “We need the program to be administered in such a way that we have access to the roofs at all times. And, we are concerned with aesthetics. It’s important that anything we undertake in this program be in accordance with our aesthetic guidelines, as well as all safety codes, and, most importantly, that security is not breached.”

Apex’s management services will assure that the University receives the best value possible for any arrangement it enters into with a telecommunications company, Mr. Gravina explained. Because of the company’s telecommunications expertise, he noted, Apex is well-positioned to negotiate the best pricing and terms for the University.

The demand for transmitting locations is expected to grow by more than 20 percent over the next decade, according to industry analysts. The burgeoning industry in wireless personal communications services, or PCS, will largely spur this growth. To accommodate the nation, PCS companies will have to build 100,000 cell sites.

“This is where Apex’s marketing expertise will be invaluable,” Mr. Gravina said. “They know how to tap the market, and how to make the best match for Penn. It allows us to maintain value and increase our revenues while we let the experts do the work.”

Other examples of what Mr. Fry calls “innovative asset management” include renting The Class of 1923 Ice Rink facilities to other organizations; “recycling” outdated computers from Business Services for the Penn Children’s Center, where they have become learning tools for 4-year-olds; aggressive cash management; and the Center for Technology Transfer’s patent and licensing initiatives.

“This institution has significant capacity to generate additional income,” Mr. Fry noted. “This kind of creative asset management is an integral part of our long-range restructuring efforts. Not only does it increase revenue and help us meet our objectives, but it fosters creativity and a spirit of entrepreneurship.”

—Phyllis Holtzman
Taking Art History to the Canvas

By Kirby F. Smith

Three art-history graduate students recently had a unique opportunity to move away from the slides-in-the-classroom approach to studying Monets and Van Goghs and organize an exhibition with a professional curator.

In conjunction with the current show of 41 French paintings of the 19th and early 20th century at the Arthur Ross Gallery, Christopher Riopelle, associate curator at the Philadelphia Museum of Art, is teaching a course in French Impressionism at the museum rather than in a Penn classroom.

The Penn students, Melanie Rachael Arauz, Jude Dolkart and Heather Grossman, along with students from Bryn Mawr College, assisted Mr. Riopelle in selecting paintings from the permanent collections of the Philadelphia museum for “City Into Country: Nineteenth-Century Paintings from the Charlotte Dorrance Wright Bequest and other Philadelphia Museum of Art Collections” now at the Arthur Ross Gallery in the Fisher Fine Arts Library through March 31.

The paintings range from Corot to Monet, Van Gogh to Utrillo, and represent the Barbizon School, Impressionism and Early Modernism.

Next week (March 3-5) the gallery and Penn’s French Institute for Culture and Technology will present a related symposium, “City Into Country: Making French Landscapes,” which will bring together experts in art history, literature and landscape architecture from the United States and France. More information can be obtained by calling (215) 573-3551.

The “City Into Country” show is a result of a decade of discussions between the Philadelphia Museum of Art and the Arthur Ross Gallery concerning a loan of works. “We hope that students will make their way over to the museum as a result of our show,” said Dilys Winegrad, director of the gallery. The exhibition enables the University community and the general public to see these paintings on the Penn campus, and admission is free.

Charlotte Dorrance Wright assembled a small but representative collection of French paintings—mainly Impressionist, but with works from other schools, ranging from Barbizon to Early Modern. The collection was bequeathed to the Philadelphia Museum of Art in 1977. The Arthur Ross show includes works from this collection as well as other lesser-known but related works in the museum’s collections.

“There’s a current trend for exhibitions to relate the Impressionists to other painters of the time,” said Dr. Winegrad. “So it’s most satisfying to find a Philadelphia collector doing much the same thing in a private way, earlier this century.”

The Penn and Bryn Mawr students, under Arthur Ross Gallery auspices, worked with Mr. Riopelle to bring the latest in art-historical scholarship to bear on a portion of the museum’s collection. This show represents the first cooperative effort between Penn’s art-history department and the museum’s European department, and the presentation at university gallery is particularly appropriate. The exhibition poster was designed by a Moore College of Art student, using the images chosen by Mr. Riopelle and the students.

“These works span a broad spectrum of imagery, from scenes of public life to representations of the most private experiences,” said Mr. Riopelle. “The paintings depict city life, especially the ‘new’ Paris of the Third Republic transformed by decades of building and road-building; suburban life; the life of the leisure resorts; and, finally, life in the countryside. As a whole, the paintings show labor and leisure, the lot of the urban poor, and the pleasures of wealth and ease both in country and town.”

According to Mr. Riopelle, the six graduate students of art history brought to bear a knowledge of new directions in the art scholarship of that period along with new methods of analysis.

“Each student organized a section of the exhibition,” said Mr. Riopelle. “By working with color Xeroxes of the paintings in the gallery, and later the paintings themselves, and by stepping back and looking at the works and the syncopation between them, they were able to experience for themselves what every curator has to think about when mounting a show.”

The gallery is open Tuesdays through Fridays, 10 a.m. to 5 p.m.; Saturdays and Sundays, 12 p.m. to 5 p.m. It is closed Mondays and some holidays.
Crime, Race and Philadelphia’s TV News

By Martha Jablow

“Film at 11.” The action-cam is on the scene to capture the sheathed body pushed into an ambulance, the suspect with head down and hands cuffed, neighbors reacting with shock and grief.

The city is crime-ridden. The neighborhood is going to hell ...

Freeze that frame and rewind. That’s what Daniel Romer, research associate with the Annenberg Public Policy Center (PPC), would like viewers to do—take a harder look at televised news stories and consider how those images affect conclusions about crime and criminals, racial and ethnic biases, neighborhood tensions, and how they promote what he calls “a discourse of blame.”

With funding from the Ford Foundation, the PPC is conducting a multifaceted research and application project to examine and reduce racial tension through a media campaign.

Even “before the Rodney King incident, which polls showed changed a lot of people’s thinking about crime and race,” Dr. Romer explained, “we went to the Philadelphia Human Relations Commission about 1991 and developed a proposal with Philadelphia as a test case. We suggested that the research should be done in cities that are the most multi-ethnic, and Philadelphia is half white and half nonwhite.”

Local television news was an early and integral component of the PPC research. How does coverage of local crime affect residents’ attitudes and actions? Does it promote racial stereotypes?

Graduate and undergraduate students began the elaborate and somewhat tedious task of coding TV reports of crime, race and ethnicity of both perpetrator and victim.

Working in pairs, students watched random news programs together, but each coded stories according to the type and number of crimes, as well as the race of the victim and the criminal. The task required “interrater reliability,” Dr. Romer explained: The two viewers must be in agreement 95 percent of the time, or the data wouldn’t be counted.

The PPC study, “The Treatment of Persons of Color in Crime Stories on Television News in Philadelphia,” found that local television often paints a distorted picture of crime. People of color are twice as likely to appear in local crime stories than in noncrime stories; they appear more often as perpetrators than victims; stories with nonwhite perpetrators and white victims are given greater emphasis on local news programs.

The findings, however, clashed with crime statistics, which reveal that intragroup crime—black-on-black; white-on-white—is more prevalent than local television news indicates.

“None of the stations think they’re doing it purposely. They say it just turns out that way,” Dr. Romer noted. “But it reinforces stereotypes of African-American and Hispanic residents.” And that, in turn, can promote racial conflict.

“Tension is a serious problem,” he added. “There are about 25 complaints of [racial and ethnic] bias to the police per month in Philadelphia, and the Human Relations Commission gets about the same number of complaints.” In addition to these numbers, tension and bias are underscored by a survey that the PPC has been conducting in Philadelphia’s neighborhoods.

“When we did the interviews,” Dr. Romer said, “people made comments like ‘All I see is African-American crime.’”

Philadelphians also are getting the impression that crime is more widespread than it actually is, he pointed out: “Philadelphia has a very low crime rate. It’s not even in the top 50 cities for overall kinds of crime in small and large cities. In cities with over 1 million residents, Philadelphia is in the lowest third in terms of violent crimes. Philadelphia is really not that crime-ridden.”

Dr. Romer doesn’t expect local TV news directors suddenly to revamp their story budgets and broadcast only light-bright, feel-good stories. That would be “too Pollyannaish,” he recognizes, but he would like to see more stories that feature intergroup cooperation.

Until that happens—and Dr. Romer isn’t holding his breath—the PPC is developing a media campaign in conjunction with the Philadelphia Human Relations Commission to counter tensions that are exacerbated by racial and ethnic stereotypes, which, in turn, are heightened by TV crime coverage.

The campaign uses the acronym NABER for Neighborhood Alliance for Better Ethnic Relations. The acronym was created specifically to provide a phone number for a help-line “to let people know they can do something about neighborhood tensions.” Dr. Romer noted. Planned to be operational later this spring, the line will refer callers to multi-ethnic organizations, neighborhood resources, and the Human Relations Commission.

With the free help of Earle Palmer Brown, a leading Philadelphia ad agency, the PPC also is creating a series of public service ads. The first one features NASA footage of a satellite dish and the deep voice-over of Michael Dorn (Worf of “Star Trek: The Next Generation”), who donated his time. The spot uses Star Trek humor to encourage people to call the help-line.

The media campaign, which will eventually extend to local newspapers and radio stations, offers recommendations about

(continued on page 10)
Features

what residents can do to reduce neighborhood tensions. “Different ethnic groups often have different ideas about each other,” Dr. Romer said. “One group will think the other ‘will ruin our neighborhood,’ and that affects the way they talk.”

That distrust of others is expressed in a “discourse of blame,” he said. “They blame each other if, for example, there’s more trash in the neighborhood, while the real problem may be that the city isn’t picking up the trash, or someone is illegally dumping. A lot of discourse has become selfish, moralizing, not conducive to intergroup cooperation. And TV can add to that idea that you can’t trust other people.”

A prime goal of the media campaign is to strengthen cooperation and problem-solving within neighborhoods. “How cooperative a neighborhood is usually depends on its organizations. When tension arises, are there core structures in place in the neighborhood to deal with them?”

“What since World War II, there’s been a deterioration in neighborhood organizations. We don’t join as much. But local control—that’s where you tend to get all the turf issues,” Dr.Romeren continued. The media campaign will highlight ways that local residents can take control of turf issues and ease tensions. He hopes that the campaign that will air first in Philadelphia will go national.

“The neighborhood is the ideal place to cooperate because everyone has a stake in it. People moving in want it to be safe, clean and attractive. So they’re willing to cooperate and work together,” he noted. “It’s a little-known fact, but going back to the 1940s, property values rise faster in integrated neighborhoods than in all-black or all-white neighborhoods.”

Dr. Romer has been at Penn for five years. He formerly taught psychology and worked in advertising in Chicago for 20 years. This spring semester, he and Dr. Hillard Pouncy, a political scientist and Ford Foundation consultant, are teaching a research-based seminar in which students conduct research on campus and in West Philadelphia neighborhoods about racial and ethnic tensions. The course is Urban Studies 324: Strategies to Reduce Intergroup Tension in Multi-Cultural Settings: West Philadelphia and Penn as a Test Case.

Crime and TV News

(continued from page 9)

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Listed below are the job opportunities at the University of Pennsylvania. To apply please visit: University of Pennsylvania Job Application Center Funderburg Information Center, 3401 Walnut Street, Ground Floor Phone: 215-898-7285

Application Hours: Monday through Friday, 9 a.m.-1 p.m.
Positions are posted on a daily basis. Monday through Friday, at the following locations: Application Center—Funderburg Information Center, 3401 Walnut St. (Ground level) 9 a.m.-1 p.m.
Blockley Hall—418 Guardian Drive (1st Floor and 2nd Floor)
Dental School—40th & Spruce St. (Basement across from B-30)
Houston Hall—34th & Spruce St. (Basement near the elevators)
Wharton—Steinberg Hall-Dietrich Hall (next to Room 303)

Job Opportunities and daily postings can also be accessed through the Human Resources Home Page (http://www.upenn.edu/hr/). A position must be posted for seven (7) calendar days before an offer can be made. The Job Opportunities Hotline is a 24-hour interactive telephone system. By dialing 898-J-O-B-S and following the instructions, you can hear descriptions for positions posted during the last three weeks. You must, however, have a push-button phone to use this line.

The University of Pennsylvania is an equal opportunity employer and does not discriminate on the basis of race, color, sex, sexual or affectional preference, age, religion, national or ethnic origin, disability or veteran status.

WHERE THE QUALIFICATIONS FOR A POSITION ARE DESCRIBED IN TERMS OF FORMAL EDUCATION OR TRAINING, PRIOR EXPERIENCE IN THE SAME FIELD MAY BE SUBSTITUTED, POSITIONS WITH FULL DESCRIPTIONS ARE THOSE MOST RECENTLY POSTED.

ARTS AND SCIENCES
Specialist: Nancy Salvatore

BUSINESS ADMIN. II (10513NS) Responsible for personnel/payroll for dept.; assist in preparation of research proposals; prepare budgets, monthly reports and close-outs of research grants; budget and monitor service center activity. Qualifications: College degree pref. in accounting, business or equiv.; at least two yrs. exp. in accounting or business administration or equiv.; working knowledge of departmental & University policies & procedures, accounting systems & Human Resources policies & procedures preferred; knowledge & experience with computerized accounting & managerial admin. software packages pref. Grade: P3; Range: $23,900-31,000 2-21-96 Chemistry

BUSINESS ADMIN. III (10615NS) MS/BS/BA in business admin. or equivalent; one yr. secretarial exp. preferred; ability to type at least 55 wpm; familiarity with word processing packages & office automation equipment; ability to work independently; var. hours; Grade: G8; Range: $8,626-10,769 2-22-96 Student Affairs

CLINICAL RECEPTIONIST 40HR (0173CP) (Work schedule: 8:30 a.m.-5:30 p.m., possible Saturday) Grade: G8; Range: $15,761-20,686 2-22-96 Dental Medicine

DENTAL ASSISTANT I (0142CP) Grade: G7; Range: $16,571-20,686 7-24-95 Dental Medicine

DENTAL ASSISTANT II (0143CP) Grade: G8; Range: $17,943-22,400 2-3-96 Dental Care Center

RECEPTIONIST/TELEPHONE OPERATOR (02133CP) (Work schedule: 9:30 a.m.-5:30 p.m.) Grade: P7; Range: $19,600-23,500 2-1-96 Penn Children’s Center

ENGINEERING/APPLIED SCIENCE
Specialist: Clyde Peterson

RESEARCH SPEC. IV (02150CP) Performs mechanical testing using dynamic mechanical & long term test equipment; performs microscopic analyses on Polymethylmethacrylate; optical microscopic; collect & interpret data; write reports for publication in technical journals & for sponsors; maintain liaison with principal investigator & other project personnel; design & maintain research equipment; conduct thermal analyses with differential scanning calorimeter; measure residual stresses in pipes. Qualifications: PhD in Polymers & optics or equiv. exp.; min. four-sys. related exp.; initiative, attention to detail; must be able to independently initiate a research program; firm understanding & expertise using the literature on polycarbonate. (Ongoing contri. on grant funding) Grade: P6; Range: $31,900-40,600 9-12-96 IRIS

ASSOCIATE ADMINISTRATIVE ASSISTANT (0110NS) Grade: G10; Range: $10,275-12,802 6-8-95 Institute for Law & Economics

SECRETARY IV (0176CP) Grade: G9; $17,100-21,400 1-31-96 Computer & Information Sciences

EXECUTIVE VICE PRESIDENT

Specialist: Nancy Salvatore/Susan Curran

DISPATCHER, SR. (40 HRS) (02157NS) Receive & dispatch requests for escorts; assist in scheduling of student drivers; maintain vehicle & radio equipment; provide security for particularly vulnerable student vital information into computer; compile statistics; practice customer service relations; evaluate & train new drivers.

Qualifications: High school graduate, college prefer.; valid driver’s license; good driving record; Penn escort exp. pref.; strong customer service skills; dispatch exp. pref.; willingness to work flexible hours. (Work schedule: 3 p.m.-3 a.m.) Grade: R8; Range: $13,700-17,000 2-20-96 Parking

ASSISTANT COMPTROLLER II (10305NS) P11; $54,500-68,200 11-6-95 Comptroller

ASSOC. DIR., INFORMATION SYSTEM (11603NS) P11; $53,400-62,200 11-29-95 Internal Audit

AUDITOR, SR. INFO. SYSTEMS (12632NS) P8; $38,500-48,100 12-2-95 Internal Audit

ADVANCED SPECIALIST (10502NS) P9; $42,300-52,900 10-27-95 Internal Audit

COORDINATOR III (0134NS) P3; $23,900-31,000 1-16-96 Public Safety

DIR., CENTER TECHNOLOGY TRANSFER (0285NS) Blank 2-2-96 Ctr. for Technology Transfer

DIR., CENTER TECHNOLOGY TRANSFER (0286NS) Blank 2-2-96 Ctr. for Technology Transfer

DIRECTOR, INTELLECTUAL PROPERTY (12673NS) P11; $54,500-68,200 1-5-96 Ctr. for Technology Transfer

DIRECTOR, START-UP BUSINESS DEVELOPMENT (12674NS) P10; $47,400-59,200 1-5-96 Center for Technology Transfer

MGR., ACCOUNTING OPERATION II (11609NS) P9; $28,000-34,100 10-11-95 Comptroller’s Office

MGR., MARKETING & ADMIN. (0287NS) P8; $38,500-48,100 2-2-96 Ctr. for Technology Transfer

PROGRAMMER ANALYST II (11516NS) P6; $28,000-34,100 11-29-95 Internal Audit

ADMINISTRATIVE ASSISTANT II (0280NS) Blank 2-2-96 Ctr. for Technology Transfer

ASSISTANT COMPTROLLER (10289NS) Blank 2-2-96 Ctr. for Technology Transfer

PLUMBER (0170NS) Blank 1-30-96 Physical Plant Teacher, Penn Children’s Center (0133NS)(Work schedule: variable, 7:30 a.m.-6 p.m., possible Saturdays) Grade: G11; $19,900-25,300 11-15-96 Penn’s Children Center

DENTAL SCHOOL
Specialist: Clyde Peterson

REGULAR P-T (DENTAL ASST)” II (0292CP) Assist at chairside utilizing 4-handed techniques; assist with preparation of materials; exp. develop, & mount radiographs; dispense & mix materials; assist in management of special children; stock clinic supplies; assist in reception area duties; other duties as requested. Grade: P6; Range: $18,300-25,000 8-31-95 H.S. grad. completion of accredited dental assistant program; one-two yrs. exp.: PA X-Ray certification desired. Grade: G8; Range: $8,626-10,769 2-7-96 Pediatric Dentistry

P-T (SECRETARY III) (28 HRS) (02161CP) Back-up secretary/receptionist for Dean, Associate

SECRETARY IV (0176CP) G9; $17,100-21,400 1-31-96 Computer & Information Sciences

GRAD SCHOOL OF EDUCATION
Specialist: Clyde Peterson

COORDINATOR ADMINISTRATIVE (12638CP) P4; $26,200-34,100 1-4-96 CUEC/FCDRE

ASSOCIATE DIRECTOR NCGS (08267CP) Blank 8-30-95 National Center on Adult Literacy

SECRETARY IV (12628CP) G9; $17,100-21,400 1-3-96 CFDCR

SECRETARY IV (0174CP) (End date: Contingent on funding) G9; $17,100-21,400 1-31-96 CPRE

GRAD SCHOOL OF FINE ARTS
Specialist: Clyde Peterson

P-T (OFFICE ADMINISTRATIVE ASSISTANT) (28 HRS) (End date: 6-30-96) G9; $9,396-11-758 12-7-95 Architecture

LAW SCHOOL

Specialist: Clyde Peterson

ANNUAL GIVING OFFICER II (11582NS) P5; $28,800-37,600 11-22-95 Law Development

FINANCIAL ADMINISTRATOR II (0124CP) P6; $31,900-40,600 12-29-95 Pennsylvania Relations

PART-TIME (ADMINISTRATIVE ASSISTANT) II (28 HRS) (05003CP) Blank 11-2-96 Ctr. for Law & Economics

SECRETARY IV (0176CP) G9; $17,100-21,400 1-31-96 Computer & Information Sciences
MEDICAL SCHOOL

Specialist: Ronald Story/Janet Zinser

CERTIFIED REGISTERED TUBE TECHNICIAN (0120JZ) Obtain birth histories & perform physicals; diagnose/manage common medical conditions for acute & chronically ill clients in a drug & alcohol treatment facility; assess/manage real/potential health hazards for substance abusers; teach, counsel, & assist clients in prevention of illness; consult/provide patient referrals; participate in research activities; provide educational conferences to clients; order supplies, maintain & organize lab work. (May involve early mornings & some evening work) (On-going contingent upon funding) Grade: P5; Range: $31,900-40,600 2-8-96 Psychiatry RESEARCH COORDINATOR (02114RS) Participate in the review & preparation of protocol for original & pharmaceutical clinical trials; organize & participate in site visits & participate in budget preparation & monitoring; plan & implement patient recruitment into studies; coordinate scheduling of trials participants with study investigators; plan, direct & assess overall medical & nursing management of patient in independent lab work. (On-going contingent on grant funding) Qualifications: RN with current licensure required; at least two yrs. research experience in Ob/Gyn experience; articulate individual with a strong counseling & teaching background in Ob/Gyn; ability to work independently & also as part of a team; demonstrates competence in assessment, treatment & care of patients. (End date: two yrs. from start) Grade: P3; Range: $23,900-31,000 2-19-96 OB/GYN RESEARCH COORDINATOR JR. (02153RS) Responsible for data collection & entry; functions as part of a clinical research team; work with a principal investigator (MD); extreme attention to detail & an ability to relate well to patients; must assist with blood-drawing & handling of other samples; review patient information & select for study inclusion; maintain & administer records. Qualifications: BA/BS required; at least one yr. experience with a research project. Required: computer experience; phone calls required, including Word, Excel & DOS. (Position requires time flexibility; hours vary between 6 a.m.-9 p.m., depending upon study demands & patients availability.) Grade: P2; Range: $21,700-28,200 2-20-96 Anesthesia RESEARCH SPECIALIST, JR. (02152RS) Perform molecular biology studies & biochemical assays; maintain & organize mouse breeding experiments; keep logs & prepare reports; maintain equipment & order lab supplies. Qualifications: BA/BS in scientific field; no molecular biology & exposure to independent lab work. (End date: 7/31/97) Grade: P1; Range: $19,700-25,700 2-20-96 Psychiatry RESEARCH SPECIALIST JR. I (02158RS) Prepare samples for sequencing; run sequencing gels & genescan gels; analyze results; consult with faculty members; manage large projects. Qualifications: BA/BS in biological field. RES. SPEC. I: Same as above, as well as one-two yrs. experience. Grade: P1/P2; Range: $19,700-25,700 2-20-96 Psychiatry RESEARCH SPECIALIST III (02159RS) Develop new automated tests for genetic screening; perform computer analysis of data; develop assays for large scale protein purification; perform PCR & enzyme-linked immunosorbent assay (ELISA) of dideoxynucleotide sequencing; perform statistical analysis. Qualifications: BA/BS in scientific or related field, PhD pref.; five-seven yrs. exp. with radiation biology, protein biology, microbiology & enzymeology; experience in the design & edging of computer-based informatics necessary. Grade: P4; Range: $26,200-34,100 2-21-96 Genetics ADMIN. ASS'T I (37.5 HRS) (02153Z) Coordinate pharmaceutical courses & classes for medical students; provide administrative support to course director, department faculty & graduate student; coordinate class, registration, & team support to department. Qualifications: High school grad., some college pref.; min. two yrs. admin. exp.; good grammar & spelling essential; medical or scientific terminology helpful; ability to work with limited supervision, plan work & set priorities; demonstrated word processing skills, preferably Microsoft Word on Mac. (Work schedule: 30, 35 a.m.-p.m. / Grade: G9; Range: $18,321-22,929 2-20-96 Pharmacology ADMIN. ASS'T II (37.5 HRS) (02156ZI) Provide administrative clerical duties for division head; receive, distribute & process information; ensure adherence to schedules; purchase materials; compose & summarize data; perform preliminary analysis of information regarding various issues. (Ongoing contingent pending funding) Qualifications: High school grad., some college pref.; min. two yrs. admin. exp.; must have good grammar & spelling skills; medical & scientific terminology helpful; good organizational skills; ability to work in fast paced environment; demonstrated word processing skills, preferably Microsoft Word on Mac. (Work schedule: 8:30 a.m.-5 p.m. / Grade: G9; Range: $18,321-22,929 2-20-96 Pharmacology ADMIN. ASS'T III (37.5 HRS) (02156Z) Provide administrative, secretarial & receptionist support to the Chair’s office; compose, type & proofread corre- spondence; answer phones; maintain & organize files; answer & forward faxes; maintain lab chemical inventory, order supplies, & provide customer service & team support to department. Qualifications: High school grad., some college pref.; min. two yrs. admin. exp.; must have good grammar & spelling skills; medical & scientific terminology helpful; good organizational skills; ability to work in fast paced environment; demonstrated word processing skills, preferably Microsoft Word on Mac. (End date: 8/31/96) Grade: G10; Range: $21,700-28,200 12-24-96 Psychology RESEARCH LAB TECHNICIAN II (40 HRS) (02135RS) Maintain cell cultures for in vivo & in vitro investigations; evaluate viral vector gene therapy modalities for in vitro transduction; perform animal surgical & implantation surgeries; perform subsequent surgery for experimental therapies; processing animal tissue for histologic analysis. Qualifications: BS/BA in biomedical sciences; previous cell culture & animal surgical experience. Grade: G10; Range: $21,700-28,200 2-13-96 Surgery/Neurosurgery RESEARCH LAB TECHNICIAN III (40 HRS) (02131RS) Perform assessment of brain damaged patients with clinical & experimental neuropsychological test; score tests, collate data, database & assist with data analysis; assist in recruiting & scheduling & screening potential research subjects; assist in library research & new test development; draft & edit manuscripts. Qualifications: BS/BA in Psychology or closely related field; familiarity with word processing data base &/or statistical PC programs; practical experience in clinical & experimental research. Grade: G10; Range: $21,700-28,200 1-21-96 Ophthalmology TECH, OPHTHALMIC CERTIFIED MED (40 HRS) (11570RS) Provide technical/mechanical assistance to optometrist, optician; pre-test patients, including vision testing, performing specialized tests; perform specialized instrumentation & diagnostic techniques. Qualifications: High school graduate or equivalent; completion of two year optometric technologist/ophthalmic exp.; Ophthalmologic Technologist Certification. Grade: G2; Range: $25,371-32,682 2-19-96 Ophthalmology PART-TIME (LAB ASS'T. I) (28 HRS) (02113RS) Perform various clerical, housekeeping, laboratory & administrative functions. Grade: P7; Range: $17,943-22,400 2-1-96 Psychiatry PART-TIME (OPHTHALMIC ASS'T/OPHTHALMIC TECH CERTIFIED) (17.5 HRS) (02132RS) Provide technical/mechanical assistance to ophthalmologist; call/excort patients to exam rooms; document completion of certified one-year ophthalmic clinical & experimental neuropsychological test; score tests, collate data, database & assist with data analysis; assist in recruiting & scheduling & screening potential research subjects; assist in library research & new test development; draft & edit manuscripts. Qualifications: High school graduate or equivalent; completion of two year optometric technologist/ophthalmic exp.; Ophthalmologic Technologist Certification. Grade: G2; Range: $17,943-22,400 2-19-96 Ophthalmology PROGRAMMER ANALYST III (11620JZ) (40 HRS) (02113RS) Perform various clerical, housekeeping, laboratory & administrative functions. Grade: P7; Range: $17,943-22,400 2-19-96 Ophthalmology PROGRAMMER ANALYST I (11620JZ) (40 HRS) (02113RS) Perform various clerical, housekeeping, laboratory & administrative functions. Grade: P7; Range: $17,943-22,400 2-19-96 Ophthalmology FISCAL COORDINATOR II (11620JZ) (40 HRS) (02113RS) Perform various clerical, housekeeping, laboratory & administrative functions. Grade: P7; Range: $17,943-22,400 2-19-96 Ophthalmology BUILDING ADMINISTRATOR (02102Z) (2112JZ) (P7) $23,900-31,000 2-8-96 Architecture & Facilities Management PROGRAMMER ANALYST III (10447Z) P7; $35,000-43,700 10-25-95 General Medicine PROGRAMMER ANALYST III (10447Z) P7; $35,000-43,700 10-25-95 General Medicine PROJECT MANAGER II (10445Z) P7; $35,000-43,700 10-25-95 General Medicine
SECRETARY, SR. (05083ZJ) G11; $19,900-25,300 10-26-95 Vice Dean for Education
P-T (RESEARCH LAB TECH I) (28 HRS) (0168RS) (Ongoing contingent on funding) $7,497-9,495 2-16-96 Radiology
P-T (SCIENTIFIC EQUIPMENT STERILIZATION ATTENDANT) (20 HRS) (11622RS) G5; $6,868-8,412 1-22-96 Nursing
P-T (SECURITY OFFICER/SOM) (22 HRS) (02119IZ) (Position considered "essential" personnel) (Work schedule: Sat-Sun, 9 p.m.-9 a.m.) G8; $8,139-10,309 2-12-96 Architecture & Facilities Management

NURSING
Specialist: Ronald Story

DIRECTOR V (0108RS) Supervise research and community-based staff to ensure fidelity of research implementation and coordinate multifaceted research activities; manage and supervise participants recruitment, retention, tracking procedures; develop and implement a protocol for managing intervention sessions and data collection; exercise resource stewardship; ensure compliance with related University policies and procedures. Qualifications: Master’s degree in nursing, psychology, public health, social work, or related field; five or more yrs. of professional experience working in African American communities; driver’s license, access to car, ability to work on Saturday’s and if proficiency with Macintosh. Range: $21,371-26,629 2-8-96 Psychiatry

RESEARCH LAB TECH II (40 HRS) (01044RS) (Ongoing contingent upon funding) $8,150-10,161 1-15-95 Psychiatry

SECRETARY, SR. (05083ZJ) G11; $19,900-25,300 10-26-95 Vice Dean for Education
P-T (RESEARCH LAB TECH I) (28 HRS) (0168RS) (Ongoing contingent on funding) $7,497-9,495 2-16-96 Radiology
P-T (SCIENTIFIC EQUIPMENT STERILIZATION ATTENDANT) (20 HRS) (11622RS) G5; $6,868-8,412 1-22-96 Nursing
P-T (SECURITY OFFICER/SOM) (22 HRS) (02119IZ) (Position considered "essential" personnel) (Work schedule: Sat-Sun, 9 p.m.-9 a.m.) G8; $8,139-10,309 2-12-96 Architecture & Facilities Management

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RESEARCH LAB TECH II (40 HRS) (01044RS) (Ongoing contingent upon funding) $8,150-10,161 1-15-95 Psychiatry

SECRETARY, SR. (05083ZJ) G11; $19,900-25,300 10-26-95 Vice Dean for Education
OSHA Training

The following training programs are required by the Occupational Safety and Health Administration (OSHA) for all employees who work with hazardous substances including: chemicals, human blood, blood products, fluids, and human tissue samples. These programs are presented by the Office of Environmental Health and Safety (OEH&S). Attendees must complete one or more sessions, depending upon the employee's potential exposure.

Chemical Hygiene Training:

Provides a comprehensive introduction to laboratory safety practices and procedures at Penn and familiarizes the laboratory employee with the Chemical Hygiene Plan. This course is designed for employees who have not previously attended Chemical Hygiene training at the University. Required for all University employees who work in laboratories.

Date: February 27, 1:30 p.m.-2:30 p.m.
Location: John Morgan, Class of 1962

Occupational Exposure to Bloodborne Pathogens

This course provides significant information for employees who have a potential exposure to human bloodborne pathogens. Topics include a discussion of the Exposure Control Plan, free Hepatitis B vaccination, recommended work practices, engineering controls and emergency response.

Course is designed for employees who have not previously attended Bloodborne Pathogens training at the University. Required for all University employees potentially exposed to human blood or blood products, human body fluids, and/or human tissue.

Date: February 29, 10:30 am-11:30 am
Location: John Morgan, Class of 1962

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

OPPORTUNITIES at PENN

keeps guided informed of gallery changes; learn new exhibits; express interest of guides to the museum & work with Chair in planning activities; administer guides budget; recruit & train for volunteer information program; respond to public inquiries.
Qualifications:
BA/BS, pref. in anthropology &/or archaeology; good organizational skills & ability to work well with others; teaching exp. helpful.
Grade: P1; Range:
$19,700-25,700 2-21-96 Museum CHAPLAIN (08247CP) Ungraded 8-23-95 Provost's Office.

INFO. SYS. SPEC. I (02123JZ) (End date: funding for three yrs.) P3; $23,900-31,000 2-12-96 Museum JUDICIAL INQUIRY OFFICER (12665CP) P8; $58,500-62,100 (40 HRS) 1-25-96 Provost's Office.

PROGRAMMER ANALYST I (01217CP) P7; $35,000-43,700 01-31-96 Data Comm & Computing Srvs SYSTEMS ANALYST II (11558CP) P7; $35,000-43,700 11-10-95 UMS.

SYSTEMS PROGRAMMER IV (12633CP) P9; $42,300-52,900 12-7-95 DCCS TECHNOLOGY TRAINING SPECIALIST (06805CP) P5; $28,800-33,300 Monthly Learning Services.

VICE PROVOST/UNIVERSITY LIFE

Specialist: Clyde Peterson
BUSINESS ADMINISTRATOR III (02126CP) P4: $26,200-34,100 2-12-96 International Programs.

UPWARD BOUND COUNSELOR (12650CP) (Work schedule: Tuesday-Saturday) (End date: Grant supported, ongoing continuation contingent on funding) P3; $23,900-31,000 12-13-95 Academic Support ADMINISTRATIVE ASSIST. I (01509CP) G9; $17,100-20,400 1-22-96 Greenfield Intercultural Center

WHARTON SCHOOL

Specialist: Janet Zinser
COORDINATOR I (02891JZ) Responsible for planning & logistical support for undergraduate educational programs or customer service & management training programs or customer service; proven ability to: integrate ideas & concepts, work on several projects at once, plan ahead & speak in front of groups; strong organizational skills & attention to detail; friendly, flexible & service-oriented.
Grade: P2; Range: $21,700-28,200 2-7-96 Aresty Institute

INFORMATION SYSTEMS SPECIALIST III (02145JZ) Provide research & instructional computing support for faculty & the Wharton School; assist faculty in the use of computing systems, software & hardware, including PC's & UNIX workstations; manage Local Area Network for department; develop & implement procedures to ensure delivery of research & classroom technology services; maintain expertise with existing & emerging technologies & standards.
Qualifications: BA/BS or equivalent required; two-yrs. experience in coordinating conference, management training programs or customer service; proven ability to: integrate ideas & concepts, work on several projects at once, plan ahead & speak in front of groups; strong organizational skills & attention to detail; friendly, flexible & service-oriented.
Grade: G10; Range: $18,700-23,300 2-22-96 Animal Biology

RESEARCH SPEC. JR/ I (02162NS) (02110NS) P2; $21,700-28,200 8-25-95 Provost's Office.

P5;$28,800-33,300 Monthly Learning Services.

RESEARCH SPECIALIST I (08190NS) P2; $21,700-28,200 1-22-96 Greenfield Intercultural Center.

ADMINISTRATIVE ASSISTANT I (02797CP) G9; $17,100-20,400 1-22-96 Greenfield Intercultural Center.

VETERINARY SCHOOL

Specialist: Nancy Salvatore

TECH, RESEARCH III (02162NS) Purification of proteins & nuclear acids; electrophoresis of proteins & nuclear acids; prepare solutions & media; biochemistry & immunological analyses; data collection & analyses; prepare lab reports; operate standard & complex laboratory equipment; maintain supplies.
Qualifications: BA/BS in biological sciences. (ongoing contingent upon funding) Grade: G10; Range:
$18,700-23,300 2-22-96 Animal Biology

RESEARCH SPEC. JR/ I (12671NS) P1/P2; $19,700-25,700 1-22-96 Clinical Studies

RESEARCH SPECIALIST I (01260NS) P2; $21,700-28,200 1-3-96 Pathobiology

RESEARCH SPECIALIST I (01819NS) P2; $21,700-28,200 8-11-95 Pathobiology

RESEARCH LAB TECHNICIAN III (01070NS) G10; $18,700-23,300 2-9-96 Animal Biology

SECRETARY IV (40 HRS) (01414NS) (Work schedule: M-F, 8:30 a.m.-5 p.m.) G9; $19,543-24,457 1-18-96 Facilities Management.

SECRETARY V (11527NS) G10; $18,700-23,300 11-7-95 Small Animal Hospital

TECH, CLINICAL LAB (02110NS) (Work schedule: Will work every other weekend & have two days off during the week every alternate week 9:30 a.m.-5:30 p.m.) G10; $18,700-23,300 2-9-96 WHUP Radiology

TECH, HISTOLOGY I (01211NS) (Work schedule: 8-4) G7; $14,500-18,100 1-15-96 Pathobiology


TECH, VET ANESTHESIA II/III (40 HRS) (02111NS) (Position located in Kennett Square, PA; no public transportation) G12/G13; $25,371-32,686 $27,886-35,866 2-9-96 Large Animal Hospital

TECH, VET IMAGING/IV (01016NS) (Position located in Kennett Square, PA; no public transportation) G12/G13; $25,371-32,686 $27,886-35,866 2-9-96 Large Animal Hospital (Assigned to Emergency call evenings/weekends/holidays; may be assigned to weekends; involve work on weekends; five day work week) G8/G10; $17,943-22,400 $21,371-26,629 2-9-96 VHUP Radiology
The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society listed in the campus report for February 12, 1996 through February 18, 1996. Also reported were Crimes Against Property, including 30 thefts (including 1 burglary, 2 thefts of autos, 12 thefts from autos, 4 incidents of criminal mischief and vandalism. Full crime reports are in this issue of Almanac on the Web (http://www.upenn.edu/almanac/v42n02/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 February 12, 1996 and February 18, 1996. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 35th Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at 898-4482.

Crimes Against Persons

34th to 38th/Market to Civic Center: Robberies (& attempts)—2, Threats & harassment—2
2/12/96 11:02 PM 3600 Blk. Chestnut Robbery of purse/contents/injury
2/14/96 11:13 AM Civic Garage Parking attendant robbed of currency
2/15/96 12:19 PM Univ. Hospital Person stopped for harassing employee
2/15/96 9:12 AM 3600 Blk. Walnut Unknown male followed complainant

38th to 41st/Market to Baltimore: Robberies (& attempts)—1, Threats & harassment—1
2/14/96 2:43 PM High Rise North Complainant reports being harassed
2/14/96 10:00 PM 4041 Baltimore Vulgar phone calls received
2/16/96 5:43 AM 41st & Irving Robbery via simulated weapon
2/16/96 8:04 AM 3927 Walnut St. Complainant reports being harassed
2/17/96 12:41 PM 4040 Locust St. Complainant reports being threatened
Outside 30th to 43rd/Market to Baltimore: Threats & harassment—1
2/14/96 11:33 AM Annenberg Ctr. Complainant reports being harassed

Crimes Against Society

34th to 38th/Market to Civic Center: Disorderly conduct—1
2/16/96 8:38 AM Furness Bldg. Intoxicated male refused to leave/arrested

Dr. Miller on the jacket of the book that emerged from his popular BBC-TV series on the human body. (Vintage Books 1982, copyright © BBC Television)

Dean’s Forum: Jonathan Miller
For the Dean’s Forum on February 29, the School of Arts and Sciences brings to campus the writer-actor-director-physician and producer (of plays, operas and television) who will be known to some as the writer and performer in Beyond the Fringe—and to others for his BBC series on the human anatomy, The Body in Question. His topic at Penn is “The After-Life of Plays,” and the event starts at 8 p.m. in Harrison Auditorium at the Museum.

‘Swishes for Wishes’ at Penn
The unusual activity on College Green starting February 26 will be a fund-raiser for the Make-a-Wish Foundation in volun teers—including President Judith Rodin and Mayor Ed Rendell — will shoot baskets for the charity. Times will vary during the week; see Almanac on the Web (address in box, right).

**TALKS**

28 Cell Adhesion Molecules in Fertilization; Janice Evans, ob/gyn; noon; Grise Auditorium, Blockley Hall (UPMC Clinical Epidemiology Health Services).

29 Biomarkers and Cancer Risk Assessment; Christopher Dickey, Columbia; 9-10 a.m.; Rm. 701, Blockley Hall (UPMC Clinical Epidemiology Health Services).

29 The Construction of Literary Understanding by Young Children; Larry Sipe, PhD candidate, Ohio State; 11 a.m.-12:30 p.m.; Rm. C12, GSE (Reading/Writing/Literacy Search Committee).

30 The History of Black Women in the Work Place and Their Present Day Issues; Sofia Theophilus, Jenny Tran, Almanac on the Web (address in box, right).
CHILDCARE

CHILDREN'S ACTIVITIES: 2/27/96

ATTENTION!

This March calendar is a pullout for the March 1996 issue of the Philadelphia Inquirer. It contains listings of childcare events, including outings, classes and workshops for kids up to age 12. The calendar is compiled by the Philadelphia Inquirer and is intended to help parents find activities for their children during the month of March. The calendar includes information on age ranges, contact details, and event dates for various events. It is intended to provide a comprehensive guide to family-friendly activities in the Philadelphia area.