People born in the Year of the Ox (1913, 1925, 1937, 1949, 1961, 1973, 1985, 1997) are patient, speak little, and inspire confidence in others. They tend, however, to be eccentric and bigoted, and they speak little, when they do they are quite eloquent. Ox people are mentally and physically alert. Generally easy-going, they can be remarkably stubborn, and they hate to fail or be opposed. They are most compatible with Snake, Cock, and Rat people.

— from The Chinese Zodiac

People born in the Year of the Ox are bright, patient and inspiring to others. You can be happy by yourself, yet make an outstanding parent. Marry a Snake or Cock. The Sheep will bring trouble.

— from a local placemat (The Beijing)
The Senate Prepares to Meet the Benefits Redesign Challenge

Dear Faculty Colleagues:

In my welcome back column last September, I wrote that the University would be redesigning its benefits packages this year. In part, redesign is being driven by concern that Penn may not be in compliance with federal guidelines regarding comparability between its retirement plans for faculty and support staff, or among its plans and those of its hospitals. In part too, redesign is being pursued to determine if the University community wants its benefits package to accomplish as well as to make sure it remains competitive for attracting faculty without being overly costly.

Once the administration’s proposal for redesigned benefits is presented, it will be the job of the Senate Executive Committee to make sure that the faculty understands the proposed package and is clear about its implications for our well being. SEC must then provide a voice for the faculty to say whether the package meets our needs—as individuals and as a collective with a major stake in keeping Penn competitive among the premier research universities in the country. SEC must then help the faculty articulate what it wants in terms of benefits in such a reasoned and persuasive fashion that we can affect the shape of the redesign in an appropriate and responsible fashion.

Crunch time is fast approaching. The administration expects to go public with its redesign in January or February. To meet our duty to the faculty, SEC has authorized me to appoint a committee of faculty experts who have the intellectual background and skills to thoroughly examine the proposed benefits package. They will be asked to examine its premises, ferret out and test its underlying assumptions and then help us understand its implications for both our welfare and the long-term welfare of the University. The administration has been apprised of the charge of the committee and has agreed to give it sufficient time to do its work.

I am pleased to announce that a splendid group of faculty have agreed to serve on the Faculty Senate Ad Hoc Committee to Review the Benefits Redesign Report. The members include Mark Pauly, Bendheim Professor of Health Care Systems; Jerry Rosenbloom, Frederick H. Ecker Professor of Insurance and Risk Management; Eirling Boe Professor of Education and former member of the Academic Planning and Budget Committee and the Committee on the Economic Status of the Faculty; and Sheila Murnaghan, Associate Professor of Classical Studies and Chair, Senate Committee on the Faculty.

I believe we can all have confidence that this group of trusted colleagues will help us respond vigorously and appropriately to the administration’s proposed benefits package. They will keep us informed of their work. When their report is ready, SEC will review it and will then propose what further actions the faculty should take to guard both Penn’s interests and our own.

Cordially,

Peter J. Kuriloff

Al Beers to Associate VP . . . Ken Campbell to Comptroller

Vice President for Finance Stephen Golding has announced the appointment of Comptroller Alfred F. Beers to a new post, Associate Vice President for Finance, and the selection of Associate Comptroller Kenneth B. Campbell as Comptroller. The changes support the Division of Finance’s recently adopted strategic plan, Mr. Golding said, permitting the Division to “continue restructuring Penn business processes both centrally and in partnership with the schools and centers.”

In his new position Mr. Beers, Penn’s comptroller for 15 years, will serve as financial operations officer of the University, reporting directly to Mr. Golding and coordinating the day-to-day operations of school and central financial administrative offices as they relate to financial policies and prescribed business practices. He will also coordinate and integrate the business practices of the Office of the Comptroller, Office of Research Administration, Center for Technology Transfer, Acquisition Services, Risk Management, and Student Financial Services.

“Al will play a critical role in moving the Division forward with its plans to develop a service delivery and business model that will enable Penn to achieve its restructuring goals, and also serve as a model for higher education,” Mr. Golding said. “We are fortunate to have someone with Al’s exceptional abilities, proven record of success and breadth of knowledge of the University and higher education able to step into this important position.”

Mr. Beers is a Muhlenberg College alumnus who came to Penn in 1966 from KPMG Peat Marwick, where he had been a senior accountant on the audit staff. After a series of increasingly responsible positions he was named University Comptroller in 1982. He is a certified public accountant, and a member of the Pennsylvania Institute of Certified Public Accountants, the Society of Research Administrators, and past chairman of the Costing Policies Committee of the Council on Governmental Relations.

The New Comptroller: Ken Campbell to Comptroller

Mr. Campbell is a Penn alumnus who joined the staff in 1972 after three years in the U.S. Navy. Beginning as assistant manager of Sponsored Program Accounting, he moved through several posts to become associate comptroller in 1983. A key figure in the development and implementation of FinMIS, “Ken has done a tremendous job facilitating the development and implementation of a state-of-the-art financial management system at Penn,” Mr. Golding said. “Under his tireless stewardship, we have moved forward into a new business environment where we are now positioned for even greater achievement in the future. Ken’s expertise and innovative ideas make him the ideal person to carry the Comptroller’s Office forward as we continue to build on our progress.”

As Comptroller, Mr. Campbell will be the University’s chief accounting officer, reporting directly to the Vice President for Finance. His primary responsibilities will include establishing and maintaining policies and procedures with respect to internal accounting controls and University accounting and disbursement practices; coordinating the planning for and maintenance of the University’s financial management information systems; and monitoring and reporting on the University’s financial operations to both internal and external constituencies.
A Roiling and Robust Exchange of Ideas

Dear Colleagues:

Two years ago, I wrote in this space that “the University administration’s job is to support...dialogue and debate, not to cut it off; to create an environment in which we can educate each other, not one in which doctrine or orthodoxy is legislated from on high.” The start of a new semester is an especially appropriate time to reflect on the educational value of such a vibrant, ever-stimulating campus community, an environment in which the exchange of ideas is roiling and robust.

A diverse, excellent, and intellectually-engaged faculty and student body are essential elements of such an educational environment. As I wrote two years ago, “we are a community of different identities, and we must create a context in which a true diversity of views and opinions, persons and groups, politics and perspectives, is nurtured, valued and shared.” Creating together such a model community, in which individual and group differences form a mosaic (not a melting pot), enriches the education Penn offers.

Penn’s efforts to recruit and retain the most excellent and diverse students and faculty contribute directly to the vitality of campus discourse and the quality of the educational experience. Diversity in all its forms—diversity of academic interests, religious beliefs, political viewpoints, cultural heritages, social attitudes, geographic origins, races, and ethnicities—is an essential component of the collegiate experience of our students, the educational mission and resources of the University, and Penn’s strategic drive toward comprehensive excellence.

There are, of course, those who doubt that we should pursue this conjoined goal of excellence and diversity. I believe that they have failed to recognize the real, educational value of faculty and student diversity to Penn and to our students, today and into the next century. Diversity in the composition of the faculty and the student body is an educational asset of the first order. We all learn most from those who see the world differently than we do, from those whose life-experiences, heritage, beliefs, and attitudes may seem— at first—strange and inexplicable. Only in exploring those differences do we truly come to understand ourselves and our own heritage and beliefs. That is why our commitment to diversity is an essential component of Penn’s strategic commitment to educational excellence.

But even as we appreciate the value of a diverse and stimulating educational environment, it is important to remember that the goal of such diversity is not to achieve or impose some sort of politically-correct orthodoxy—of the left or the right. Quite the contrary. Diversity on campus will only achieve its full educational potential when it leads to intensified debate, engagement, and encounters across the boundaries of our differences. Ideally, such encounters should be occurring with greater frequency, not less, as the excellence and diversity of our faculty and student body continue to increase.

We do not seek an educational environment of bland conformity or cloying consensus, but a stimulating, challenging environment of civil, but energetic, contention and even confrontation, in which ideas and perspectives are robustly debated and compellingly argued, in which preconceptions are challenged, individual and social isolation impossible and experiential learning maximized. We seek to create an energetic educational environment, full of conflicting ideas and differing opinions.

To achieve this ambitious vision, we must all work together. Each of us has a role: I have made the institutional commitment as clear as I know how. The Deans and senior administrators are pledged to do their part. Our students play a critical role in telling the Penn story and bringing it to life on campus.

Every faculty member and department chair must also lend a hand: in identifying and recruiting outstanding and diverse colleagues and students; in making Penn a place where diversity is not only valued but put to work as an educational resource; and in overcoming cynicism and inertia. We all have a stake in this strategic commitment. We all stand to gain from Penn’s greater diversity of students and faculty; it does not have to be a zero-sum game in which we take from one group to give to another, but a “win-win” from which every student and faculty member stands to gain.

Last month, the Penn National Commission on Society, Culture and Community convened on campus to consider the deepening pattern of social fragmentation, ideological extremism, and “in-your-face” incivility that seems to have become a dominant feature of our culture, social interactions and politics as we close the 20th century. Though the Commission is only beginning its three-year investigation, it is already clear at this very early stage that alienation from institutions and isolation from those who are different from us play major roles in fostering the indifference and insensitivity that is expressed in hostility, incivility, extremism, and fearful absolutism.

On the other hand, cross-cultural contacts, shared experiences, and honest communication build a sense of community that leads—not necessarily to agreement or compromise—but to a “reasoned and reasonable discourse” in which substantive arguments can be made, reasons advanced, and new ideas generated. Such a discourse, in which mass participation, leadership, and academic expertise all have important roles to play, will be an essential feature of a successful democratic society in the complex, culturally-diverse world of the 21st century. And Penn must prepare its students for the dual roles of citizens and leaders that they will play in that world.

To that end, the Penn National Commission on Society, Culture and Community plans to sponsor activities during 1997-98 to demonstrate that campus diversity, robust competition of ideas, and civil discourse are necessary concomitants of the educational experience—not competing priorities subservient to a pragmatic, short-term interest in quietude and consensus. The Commission will then use the Penn experience as a model for a program of outreach to campuses across America.

This will be but one way in which Penn puts its growing faculty and student diversity to work in the service of its educational mission. I encourage each of you to think about other ways in which you can further that end, both within and outside the classroom. We will all be better educated for the experience.

To each of you, too, go my best wishes for a productive, safe, and successful semester.

— Judith Rodin
New Loan Program for Penn Students

The Trustees have agreed to a very exciting new loan plan for at least half-time graduate and professional students attending the University. When combined with Penn’s Keystone Direct Rewards Federal Stafford Loan, the “package” is likely the best loan program in the country. With the cost of attendance an important consideration when selecting a school, the new program should come as a welcome relief from the more expensive plans on the market.

Penn’s new loan plan will carry an interest rate of the 91-day U.S. Treasury bill plus 2.75%. It will have an origination fee of only 5% and have no fees when the student enters repayment. Depending on the amount borrowed, it will have repayment terms as long as 20 years. Most important, since the loan will be guaranteed by the University, Penn students will be approved for this loan up to the amount of the annual cost of attendance less federal loan eligibility and other financial aid, unless there is some serious previous negative credit history or the student’s level of accumulated debt is unreasonable.

The Office of Student Financial Services will manage reserves developed from the program itself which should be sufficient to offset losses. Therefore, schools will not be expected to absorb any losses as in previous programs.

The design of the program will minimize the administrative hassles students experience when borrowing. Loan notes and disclosure statements will be prepared on campus. This will shorten the time between application and disbursement.

For undergraduates, we are also implementing a new supplemental loan plan with the same interest rate but with no origination fee. Borrowing under this program will be limited to amounts approved in the student’s financial aid package.

Since 1984 when the Penn Plan was offered as the nation’s first comprehensive educational financing plan, Penn has been a leader in helping students and their families cope with the cost of attendance. Together with the outstanding parental loan programs still part of the Penn Plan, the new loan plans will set a new standard and be a benefit to students and the schools. Both plans will be available for the 97-98 academic year.
— Frank Claus, Associate VP, Finance

Returned Checks
Effective February 1, 1997, any department submitting a check for deposit that is returned by the issuing bank due to a “stop payment” or “account closed” status will be assessed a fee of $25 per returned item by the Cashier’s Office. This fee, assessed by journal entry through FinMIS, will be used to offset the fee charged by the bank and to cover the cost of processing by the University. This fee, which originally covered checks returned for insufficient or non-sufficient funds, will be expanded to include stop payment/account closed checks due to the significant increase in the number of these checks being received.

The Office of the Treasurer encourages departments to institute procedures that discourage their customers from writing “bad” checks. These procedures may include charging a returned check fee.
— D-L Wormley, Associate Treasurer

For Graduate and Professional Students: New Loan Plan Comparison

<table>
<thead>
<tr>
<th></th>
<th>Penn Guaranteed Loan Program</th>
<th>Access Loan Program (Competitive Program)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ELIGIBILITY</strong></td>
<td>A Graduate/Professional</td>
<td>A Graduate/Professional</td>
</tr>
<tr>
<td>student enrolled at</td>
<td>half-time in a degree</td>
<td>half-time in a degree</td>
</tr>
<tr>
<td>least</td>
<td>program</td>
<td>program</td>
</tr>
<tr>
<td>No negative credit</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PGL aggregate limit</td>
<td>according to University</td>
<td>Aggregate debt cannot exceed</td>
</tr>
<tr>
<td>set</td>
<td>division</td>
<td>$120,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td>May borrow with a credit worthy</td>
</tr>
<tr>
<td></td>
<td></td>
<td>cosigner to reduce origination fee</td>
</tr>
<tr>
<td><strong>ANNUAL LIMIT</strong></td>
<td>91 Day TBill + 2.75%</td>
<td>117 Day TBill + 3.25% up to</td>
</tr>
<tr>
<td></td>
<td>same</td>
<td>repayment</td>
</tr>
<tr>
<td></td>
<td></td>
<td>91 Day TBill + 3.40% during</td>
</tr>
<tr>
<td></td>
<td></td>
<td>repayment</td>
</tr>
<tr>
<td><strong>INTEREST RATE</strong></td>
<td>5%</td>
<td>Interest capitalized at repayment</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7% Student borrower without</td>
</tr>
<tr>
<td></td>
<td></td>
<td>cosigner</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6% Student borrower with cosigner</td>
</tr>
<tr>
<td><strong>ORIGINATION FEE</strong></td>
<td>0%</td>
<td>2% interest rate reduction after</td>
</tr>
<tr>
<td></td>
<td></td>
<td>9 month grace period: up to 20 years to</td>
</tr>
<tr>
<td></td>
<td></td>
<td>repay</td>
</tr>
<tr>
<td></td>
<td></td>
<td>9 month grace period: up to 20 years to</td>
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<tr>
<td><strong>FEE AT REPAYMENT</strong></td>
<td></td>
<td>repay</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>REPAYMENT TERMS</strong></td>
<td>6 month grace period; up to 20 years to repay</td>
<td>6 month grace period; up to 20 years to repay</td>
</tr>
</tbody>
</table>

For Graduate and Professional Students: Stafford Loan Comparison

<table>
<thead>
<tr>
<th></th>
<th>Penn Stafford Loan Program</th>
<th>Federal Stafford Loan Program Eligibility</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ELIGIBILITY</strong></td>
<td>A Graduate/Professional</td>
<td>Same</td>
</tr>
<tr>
<td>student enrolled at</td>
<td>half-time in a degree</td>
<td></td>
</tr>
<tr>
<td>least</td>
<td>program</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ANNUAL LIMIT</strong></td>
<td>Up to $18,500 per year with a $8,500 per year</td>
<td>Same</td>
</tr>
<tr>
<td></td>
<td>maximum subsidized loan of</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$127,650 including undergraduate borrowing</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Aggregate limit is</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$127,650</td>
<td></td>
</tr>
<tr>
<td><strong>INTEREST RATE</strong></td>
<td>91 day TBill + 3.1% with 8.25% cap</td>
<td>Same</td>
</tr>
<tr>
<td></td>
<td>91 day TBill + 2.5% on unsubsidized</td>
<td></td>
</tr>
<tr>
<td></td>
<td>loans during in-school, grace and</td>
<td></td>
</tr>
<tr>
<td></td>
<td>deferment periods</td>
<td></td>
</tr>
<tr>
<td><strong>FEES</strong></td>
<td>Subsidized:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2% origination fee</td>
<td>3% origination up to 1% insurance</td>
</tr>
<tr>
<td></td>
<td>75% insurance fee</td>
<td>up to 1% insurance fee</td>
</tr>
<tr>
<td></td>
<td>3% origination fee</td>
<td>3% origination up to 1% insurance</td>
</tr>
<tr>
<td></td>
<td>0% insurance fee</td>
<td>up to 1% insurance fee</td>
</tr>
<tr>
<td><strong>REPAYMENT TERMS</strong></td>
<td>6 month grace period</td>
<td>Same</td>
</tr>
<tr>
<td></td>
<td>up to 10 years to repay</td>
<td>Same</td>
</tr>
<tr>
<td></td>
<td>$50 minimum monthly payment</td>
<td>Same</td>
</tr>
<tr>
<td></td>
<td>2% interest rate reduction after</td>
<td>Not available from all lenders</td>
</tr>
<tr>
<td></td>
<td>48 consecutive on time payments</td>
<td></td>
</tr>
<tr>
<td></td>
<td>25% interest rate reduction for</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ACH payments</td>
<td></td>
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</tbody>
</table>

For Undergraduate Students: Stafford Loan Comparison

<table>
<thead>
<tr>
<th></th>
<th>PHEA Keystone Direct rewards</th>
<th>Federal Stafford Loan Program</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ELIGIBILITY</strong></td>
<td>An undergraduate student</td>
<td>Same</td>
</tr>
<tr>
<td>enrolled at least</td>
<td>half-time in a</td>
<td></td>
</tr>
<tr>
<td>half-time in a degree</td>
<td>degree program</td>
<td></td>
</tr>
<tr>
<td>making satisfactory</td>
<td>making satisfactory</td>
<td></td>
</tr>
<tr>
<td>academic progress</td>
<td>academic progress</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ANNUAL LIMIT</strong></td>
<td>From $2,625 - $5,500 in</td>
<td>Same</td>
</tr>
<tr>
<td></td>
<td>subsidized loan eligibility based on financial need and grade level</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Students ineligible for subsidized loans may received unsubsidized loan up to the grade level maximum</td>
<td>Same</td>
</tr>
<tr>
<td></td>
<td>funds may received unsubsidized loan up to the grade level maximum</td>
<td></td>
</tr>
<tr>
<td></td>
<td>91 day TBill + 3.1% with 8.25% cap</td>
<td>Same</td>
</tr>
<tr>
<td></td>
<td>91 day TBill + 2.5% on unsubsidized loans during in-school, grace and deferment periods</td>
<td></td>
</tr>
<tr>
<td><strong>FEES</strong></td>
<td>Subsidized:</td>
<td>3% origination fee</td>
</tr>
<tr>
<td></td>
<td>1% insurance fee</td>
<td>2% origination fee</td>
</tr>
<tr>
<td></td>
<td>Unsubsidized:</td>
<td>3% origination fee</td>
</tr>
<tr>
<td></td>
<td>3% origination fee</td>
<td>1% insurance fee</td>
</tr>
<tr>
<td></td>
<td>0% insurance fee</td>
<td>1% insurance fee</td>
</tr>
<tr>
<td><strong>REPAYMENT TERMS</strong></td>
<td>25% interest rate reduction for</td>
<td>Not available from all lenders</td>
</tr>
<tr>
<td></td>
<td>ACH payments</td>
<td></td>
</tr>
</tbody>
</table>

Note: The TBill rates may vary according to University division $120,000 PGL aggregate limit set. Aggregate debt cannot exceed $120,000. Penn students will be approved for this loan up to the amount of the annual cost of attendance less federal loan eligibility and other financial aid, unless there is some serious previous negative credit history or the student’s level of accumulated debt is unreasonable.
More on INS/IRS Red Tape

I have just finished reading the letter from Dr. David White of the Chemistry Department concerning his nightmarish experience in trying to pay the travel costs of a French scientist who agreed to come to Penn for a lecture and conference. We are in the midst of a similarly incredible and frustrating experience in our department.

Early last spring we invited a noted British urban designer to visit Penn, in October, for a lecture/seminar on the latest developments in the UK and Europe. We promised him a nominal honorarium of $150 for all his expenses and efforts. In the fall just before the lecture, the INS entered the picture, it seems, with new regulations, the complexity of which no one could fathom. These new regulations, imposed with the help of our tax office, succeeded in producing an immense level of embarrassment and frustration for all who had obligations of the department. In vain, we sought help from our own legal eagles. If anything, we only experienced indifference to the plight of our department in carrying out its obligations and in meeting its mission.

The situation is really dire. It seems that Washington’s technical bureaucrats are determined to define educational and social policies in the country. In their parochialism they can, with a stroke of their pen, prevent all the universities in the country from deriving any benefit from lectures, seminars, and personal interaction with visiting foreign scholars and scientists. The letter Mr. John Butler sent addressing Dr. White’s complaints makes it perfectly clear that even some of our colleagues have very limited understanding of the mission of the University and see nothing wrong with federal bureaucratic mischief, even when it is as obvious as in this case. His concluding paragraph reveals the true spirit of our own tax office. “We intend to review our policies, procedures, and practices in consultation with the Provost’s Office and key school personnel, to determine what relief, if any, is available within the current INS/IRS regulations and we will keep the University community informed of the result of those deliberations.”

The purpose of this letter is not, of course, to respond to Mr. Butler, an individual who seems to be from another planet, but to inform our colleagues that any ideas that they may have of inviting any foreign scholars and scientists for a lecture/seminar at Penn should be forgotten, lest an immense amount of grief befall them. Second, this letter seeks to alert the Provost and the President that the plans and aspirations they have announced recently for an “international,” “global” university don’t have much of a chance to succeed with the kind of regulations the INS and IRS want to implement. To paraphrase, they seem to be ready to burn down the house in order to catch a tiny mouse. There surely must be simpler ways to collect the taxes due on the $150 honorarium our visitor was going to receive.

—Anthony R. Tomazinis, Professor and Chair of City & Regional Planning

Penn’s Westward Planning

President Rodin and her associates should be commended for tackling the challenging job of the Campus Master Plan. A dynamic view of planning, one that recognizes the changing character of the University’s needs and of the surrounding community, is central to Rodin’s thinking.

Despite the best intentions, in my view, the proposed plan is sadly lacking from that perspective. The proposed development of the campus fails to take into account the University’s most serious current problem: the wave of crime that reflects the University’s inadequate integration to the poor areas of West Philadelphia. Unless we are to be a disembodied presence there, separated from it by walls, we must seek to build the West Philadelphia community and to integrate the western edges of the campus into it.

Today’s need is not to visibly link Center City with West Philadelphia, stressing the importance of the Schuylkill River as the University’s Eastern boundary” (Almanac November 19/26). Frankly, I can’t imagine what that statement can possibly mean. Center City is a long way away, separated from us not only by the river, but by the expressway and railway tracks. The University is unavoidably a part of West Philadelphia. That is precisely the problem. If there is to be a visible linkage, it must be with West Philadelphia.

The plan proposes to expand the campus to the East and South. To the North and West the target is only enhancement. This strategy follows the path of least resistance, using land that is vacant or becoming vacant to the East or South. That may indeed be the way to avoid controversy: no need to deal with community groups, no need to pay high prices for occupied land. But is it the wisest? In the North, East and South, there are natural boundaries to the campus. Our problem lies to the West.

A cursory look at the map published in the Inquirer suggests that the University’s crime problem is largely to the West, along 40th Street and then along the residential blocks in a southwesterly direction. We may never be able fully to explain the reasons for the crime wave nor to do away with crime entirely. But I believe it is caused by the rapid deterioration of economic and social conditions in West Philadelphia. People lacking in economic opportunity have little choice but to exploit the middle-class population of students, staff, faculty, and other residents. As crime increases, faculty and students have left the area for Center City and the suburbs. Street life has diminished, especially at night. The University’s Escort Service takes still more people off the street. The housing stock deteriorates. Streets are not cleaned properly. Property values decline. Thieves are no longer there; they seem to be ready to burn down the house in order to catch a tiny mouse. There surely must be simpler ways to collect the taxes due on the $150 honorarium our visitor was going to receive.

—Anthony R. Tomazinis, Professor and Chair of City & Regional Planning

The University is damaged—directly in terms of losses to students and faculty, and the murder of a researcher! More generally, the University is seen as a dangerous place to be avoided—with the result a 10% decline in early admission applications.

What can be done about it? We can turn the University to the East and to the South as the Master Plan proposes. We can rely on still more police or even build a wall around the University as was suggested to me by an earlier University provost—indeed, I hope! The message of the Master Plan to faculty and staff is “move to Center City.”

What ever happened to older schemes to expand the westward reach of the University and to use this expansion to upgrade the West Philadelphia community? To create a lively middle-class community this area? Only a multipronged plan will work. We need to infiltrate University life into the community by:

• extending University buildings along Locust Street for example, where the University already owns the magnificent Divinity School block and where the Acme property is vacant. (also southwest of 40th/Pine, another University-owned property).
• rebuilding the middle-class population of West Philadelphia. More than thirty years ago, Provost Goddard and President Harnwell must have had such ideas in mind when they encouraged the construction of the University Mews. It is still a good idea. Yale University, faced with similar problems, has taken decisive action to encourage its faculty and staff to live in New Haven. The rehabilitation of the area is possible the “beige block” is a good example. This will call for financial support, careful property purchases, and rebuilding.
• developing the commercial properties In the area to attract of high-class commercial tenants: craft shops, restaurants, clothing stores, antique dealers. This will require provision for parking and street protection.
• providing economic opportunity, employment and business to West Philadelphia. The fact is that the University and the Medical Center are already the largest employers in the city. It is not so much a question of providing more employment, as one of urging employees to live close by. (Special mortgage provisions should apply only in a limited area of West Philadelphia.) On the other hand, I am doubtful that efforts to order supplies in West Philadelphia are economically sound, either in terms of the interests of the University or of the surrounding community.
• upgrading the schools. The University is already making efforts in that direction. Education is one of the reasons that many live in the suburbs. Clearly, much more must be done for the schools.
• improving the infrastructure and public services in the area. Rehabilitation of the neighborhood; tearing down decrepit buildings, cleaning debris off the streets, better lighting are all efforts which should be encouraged as a part of a community special services district.

Building the University’s links to West Philadelphia calls for very different view
Death of Dr. Pritchard, Biblical Archaeologist

Dr. James B. Pritchard, the eminent Biblical archaeologist who excavated some of the major sites of the ancient Near East—and through his findings illuminated the daily lives of those who had lived in Old Testament times—died on New Year’s Day at the age of 87.

An Albany College and Drew College alumnus who took his Ph.D. at Penn in 1942, Dr. Pritchard became affiliated with the University Museum in 1950 as a research associate. In 1962 he became the Museum’s first curator of the Biblical Archaeology Section and also joined the SAS faculty as professor of religious thought. In 1967-76 he was also Associate Director of the Museum, and he served as Director in 1976-77. He became Emeritus Professor of Religious Studies and Emeritus Curator of Syro-Palestinian Section in 1978, a much-honored archaeologist whose writing and lectures were widely recognized in the field.

But James Pritchard had not set out to be an archaeologist.

After taking an A.B. in 1930 at Albany College near his birthplace of Louisville, Kentucky, he had enrolled for a bachelor of divinity degree at Drew College in New Jersey. There his intense interest in the Bible, its lands and people, led him to join a University of Wisconsin expedition to Bethel (at his own expense — $285 — a not inconsiderable sum in 1934). Though he returned to complete the divinity degree, served as pastor at two Philadelphia area churches, and was a professor of Old Testament Literature at both Crozier Theological Seminary and the Church Divinity School of the Pacific in Berkeley, he has been quoted as saying that “after Bethel, my career was in ruins.”

Among the best-known “ruins” of that distinguished career was his excavation of el-Jib, which he was able to document as Gibeon, the Biblical city where “the sun stood still.” He also unearthed what is believed to be the winter palace at Jericho where King Herod murdered his brother-in-law Aristobulus, and led excavations at Tell es-Sa’idiyeh, where he found an early example of city planning, and to Sarepta (Zarephath) in Lebanon, where the Bible locates King Solomon’s bronzeworks.

“Throughout his career he has related his findings to the literature of the Old Testament, breathing new life into its personalities and places and satisfying his own ambition to me more than a ‘textbook expert’,” said Lorraine Hannaway in a 1992 article for the Institute On Aging Newsletter. But, she went on, he “writes with equal clarity and grace for expert and general reader.” He published over 20 books and monographs as well as dozens of articles during his active career.

Two of his best-known works are The Ancient Near East in Texts and Pictures, two prime examples of work that is important to scholars but also accessible to the general reader. Two general works on his own excavations are Gibeon, Where the Sun Stood Still (1962) and...
Recovering Sarepta, a Phoenician City (1978).

To make Biblical archaeology scholarship accessible in other ways, Dr. Pritchard was advisor/participant in a 12-part BBC documentary series, and served as consultant on several projects of the National Geographic Society, Time-Life Books, and the Reader’s Digest. He was also Hays-Fulbright Professor of Archaeology at the American University of Beirut in 1967, and served as a trustee there in 1970-79.

Among his numerous honors have been a medal from King Hussein for the achievements made during his seven excavations in Jordan; the gold medal of the Archaeologists Institute of America, where he was once president; the Franklin Medal of the American Philosophical Society; the 500th Anniversary medallion of the University of Uppsala in Sweden; and an honorary degree from Penn.

More recently, SAS and the Museum named an endowed chair the James B. Pritchard Chair for Biblical Archaeology and Related Fields, a Curator/Professor position with Biblical archaeology on its curatorial side.

In retirement Dr. Pritchard continued to write and publish (Tell es-Sa’idiyeh, Excavations on the Tell and publish (1985 and Sarepta 4 in 1988) and to work on two Atlases of the Bible (a full-size one published in 1987, a concise edition in 1991). By the time the second came out, the first was appearing in five languages with more translations to come.

Dr. Pritchard is survived by his wife of more than 50 years, Anne Cassedy Pritchard; two daughters, Sally Hayman and Mary Mitchell; four grandchildren; and a sister.

The following was sent to Mrs. Ekaterina V. Sled’ in Moscow on December 10, 1996.

It is now over a month since the tragic death of your son. As you may have heard, Volodya’s death was met with outrage from the University and Philadelphia communities. Even though the assailants have been arrested, this gives no relief to the sense of loss felt by Volodya’s close friends and colleagues in the Johnson Foundation, the Department of Biochemistry and Biophysics, and the University. Many of us here feel especially bad when thinking about you, and how you must feel. All we can do is let you know how sorry we are that this tragedy has happened and to give you our deepest condolences.

Even though I am Chairman of this Department and, hence possibly removed from day-to-day research activities, it was in fact my privilege to know Volodya quite well in the laboratory. He regularly used the instrumentation in the laboratory next door to my office. Over the past two years, we worked together on an idea about how the proteins that he focused his research upon might work. This activity allowed me to get to know how his mind worked in a way that people that worked together in this way can know. The pleasure of interacting with Volodya did not arise from the fact that he was very clever and creative and neither was it his obvious intelligence when it came to passing ideas around. It was because he was a lot of fun, with a special dry sense of humor that I enjoyed immensely.

Volodya was a gentle man who affected all of his colleagues in the same way that he did me. This was clearly apparent and expressed by many people. His memorial service, held in November, was very, very moving, as one by one, his friends and colleagues expressed to the gathered assembly how Volodya had affected their lives. From the presentations made it was clear that he universally made this world a better place. I enclose several copies of the program.

Volodya’s memory and the time he spent here will be rekindled every year in this Department. Next year we shall start a special lecture in his name, the Vladimir Sled’ Memorial Lecture. We shall invite young scientists with similar promise of the kind displayed by Volodya to come to the University of Pennsylvania to speak on a topic that was close to Volodya’s heart.

We shall all miss Volodya and never forget that he had been an important part of our working family in the Johnson Foundation and the Department. To others with whom he had become close friends while here in Philadelphia, the sense of loss is even greater. Once again, we in this Department would like to send our condolences to yourself and other members of his family and his friends.

Yours sincerely,

P. Leslie Dutton, Eldridge Reeves Johnson Professor and Chair of Biochemistry and Biophysics

Dear Friends:

We have just sent the above letter to Volodya’s mother. I am sure that it speaks not just for myself, but for many of us. However, after one month it is now time to return our thoughts to Volodya’s son, Dima. Although Dima is living in the family of his mother, we are concerned about his future welfare here in the United States.

An account has been set up to which you can send a donation that will be put into a fund for Dima’s future education. Any contribution that you can afford to make will be greatly appreciated, no matter how small.

Please make your checks out to “Trustees of the University of Pennsylvania,” and send them to Juan Graña, Department of Biochemistry and Biophysics, 403 Anatomy-Chemistry Building, University of Pennsylvania, Philadelphia, PA 19104-6059. You should also write “Vladimir Sled’ Memorial Fund,” somewhere on the check.

— P. Leslie Dutton

Fundraiser: A HUP Staffer’s Son with Leukemia

A fundraiser has been organized to help defray medical expenses incurred by Jeffrey Mosser, Jr., a 10-year-old boy with leukemia whose father works at HUP in heating, ventilation and air conditioning.

Jeffrey has been house-bound for more than a year and is tutored at home. His mother, a nurse at another hospital, is on family leave and is spending time with her son. However, her paid leave will soon end.

Friends and colleagues of Jeff Mosser, Sr., invite the Penn community to attend the beef and beer fundraiser, complete with buffet, dancing and d.j. It will be held January 31, 8 p.m. until midnight at the Whitman Square Fire Hall in Washington Township, New Jersey.

Tickets are $25 per person and can be reserved by calling Michelle Buonastore at (609) 881-0401, Lorna Kershaw, (609) 228-6387, Rose Fazzio (609) 881-5612 or John Szczzerbinski at 228-6580.

Direct contributions are also being accepted. Send contributions to: Jeff Mosser Fund c/o John Szczzerbinski, 904 Acadia Drive, Turnersville, NJ 08012. The organizers hope to raise $4,000 for Jeffrey Mosser’s family.

Tickets for a basket of cheer will also be on sale now through the end of the month. Call Dick Haigh at 662-2549 or Tim Quinlin at 898-5160. The winning ticket will be drawn at the event.

— Dick Haigh, HUP Physical Plant
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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.

ANNENBERG SCHOOL
Specialist: Clyde Peterson
ADMINISTRATIVE ASSISTANT I (121508CP) G9; $17,614-21,991 Annenberg School

ARTS AND SCIENCES
Specialist: Sue Hess
ADMINISTRATIVE ASSISTANT III (121548SH) Responsible for entire departmental graduate admissions process; send applications; organize and maintain files; prepare required reports for faculty; register students and make arrangements for visiting students; create and maintain databases for graduate student files; greet public; answer telephones and type letters and memos. Qualifications: BS diploma and related post HS training or equivalent; AAII: At least two yrs. exp. at AAII level or comparable background; AAIII: At least 2 yrs. exp. at AAII level or comparable experience; knowledge of SRS system preferred and FileMaker Pro required; ability to work independently with all aspects of job; ability to deal with diverse constituencies. Grade: G10; GI1; Range: $19,261-23,999/20,497-26,008

DENTAL SCHOOL
Specialist: Clyde Peterson
RESEARCH SPEC. I (121604CP) Maintain animal colony; perform experiments using transgenic mice; maintain primary cell & organ cultures; perform molecular analysis of RNA and DNA; employ & develop analytical procedures; present results of experiments at research meetings. OR: RESEARCH SPECIALIST I (091102CP) P2; $22,351-29,098 9-24-96 Dental Care Center

RESEARCH SPECIALIST I (091393CP) (End date: 6/12/96) $22,351-29,098 9-24-96 Dental Care Center

RESEARCH SPECIALIST I (091102CP) P2; $22,351-29,098 9-24-96 Dental Care Center

RESEARCH SPECIALIST II (091439CP) (End date: 6/12/96) P3; $24,617-31,982 9-24-96 Dental Care Center

RESEARCH DENTAL SPEC. II (121525CP) office in Bryn Mawr. P3; $24,617-31,982 12-24-96 Dental Care Center

COORDINATOR II (121548SH) F2; $22,351-29,098 12-9-96 Penntrix


OFFICE SYSTEMS ADMINISTRATOR II (121564CP) G9/G10; $22,351-29,098 12-24-96 Data Center

ASSOCIATE DIRECTOR VI (091068SH) P12; $10,568-14,935 12-9-96 Purchasing

ASSOCIATE DIRECTOR (TELECOM. SVC. ASS'T, SR.) (121583SH) P12; $36,050-46,814 12-10-96 International Programs

EXECUTIVE VICE PRESIDENT
Specialist: Sue Hess
ACCOUNTANT ANALYST I (101045SH) Under supervision of Director of Accounting Operations, responsible for financial mgmt. of Univ. & fed. student loan programs; students account receivables & student income & liability accounts; do monthly reconciliations & reports & monitor operational processes; assist in analysis of new student loan prog. viability, through data modeling & projection of revenue & expenses. Qual.: BA/BS in acctg. or finance with min. three-five yrs. exp. in acctg. or fin. analysis & in prep. of financial statements; demonstrated knowledge of general acctg. principals, fin. models & acctg. principals; proficiency in Excel, Lotus, WP or Word; strong oral & written skills. Grade: P6; Range: $22,857-42,591 11-9-96 Federal Student Services

ACCOUNTANT JR. (111395RS) P1; $20,291-26,368 11-15-96 IME

ACCOUNTANT SPECIALIST I (121588CP) P6; $32,857-42,591 12-24-96 Materials Science & Engineering

COORDINATOR III (091677CP) G11; $20,497-26,008 9-26-96 Student Services

ENGINEERING/APPLIED SCIENCE
Specialist: Clyde Peterson
ASSISTANT TO CHAIRMAN I (121225CP) P1; $20,291-26,368 12-11-96 Electrical Engineering

INFORMATION SPECIALIST II
Specialist: Sue Hess

LEGAL SCHOOL
Specialist: Clyde Peterson

OPPORTUNITIES AT PFU
tion, contract negotiation, project team management, knowledge of federal products/services, acquisition processes, federal regulations, procurement organization, and strategic planning; exceptional communication skills and travel required; valid driver’s license required; ability to visit subcenter locations throughout the state on a routine basis. **Grade:** P5; **Range:** $29,664-38,677 1-10/97. 

**COORDINATOR III** (121578Z) Implement system for tracking donor records, handle gift & pledge processing, documentation, accurate recording keeping & file maintenance; participate in equitable process, reporting & monitoring; create reports (standard & ad hoc report generation); perform report analysis & data entry; develop expertise in fundraising donations guidelines; act as liaison with Central Office Processing. **Qualifications:** BA/BS or equivalent; three yrs. related experience; previous consulting experience; excellent public speaking skills; expertise in computers. **Grade:** P0; **Range:** $43,569-57,217 1-10/97. 

**ASSISTANT DIRECTOR IV** (121601Z) P5; $29,664-38,677 1-3-97. **PASBDC** 

**ASSOCIATE DIRECTOR** (091121Z) P8; $36,050-45,050 5-12/96. 

**ASSOCIATE DIRECTOR IV** (101219Z) P9; 5-1-97. 

**DIRECTOR VIII** (11535Z) P10; $48,822-64,066 11-8-96. 

**Director of Development Services** (02151JZ) G11; **TECHNICAL WRITER** (08954JZ) P6/P7; **SYSTEMS PROGRAMMER I/II** (05456JZ) P4/P6; **PROGRAMMER ANALYST I/II** (08873JZ) P5/P6; **MANAGING DIRECTOR** (111423Z) P10; **COORDINATOR III** (111425Z) P9. 

**About the Crime Report:** Below are all Crimes Against Persons and Crimes Against Society from the campus report for **December 9, 1996 through January 5, 1997.** Also reported were Crimes Against Property, including 88 thefts (including 6 burglaries, 3 thefts of auto, 19 thefts from auto, 7 thefts of bicycles & parts); 26 incidents of criminal mischief and vandalism; 6 of forgery & fraud, 4 of trespassing and loitering. Full crime reports are in this issue of **Almanac** (www.upenn.edu/almanac/v43/n17/crimes.html).—Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported on campus to the University Police Department between the dates of **December 9, 1996 and January 5, 1997.** The University Police actively patrol 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 889-4482.

**Crimes Against Persons**

**34th to 38th/Market to Civic Center:** Sexual assaults—1, Robberies (& attempts)—3, Purse snatches—1, Threats & harassment—11

12/09/96 10:01 AM Speakman Dorm Unwanted calls received

12/09/96 9:59 AM College Hall Offensive letters received in mail

12/10/96 2:05 PM Biddle Hall Unwanted calls received

12/10/96 9:04 AM Warwick Dorm Unwanted calls received

12/10/96 11:33 AM 3700 Blk Chestnut Complainant insulted in foreign language

12/11/96 11:27 PM Houston Hall Male assaulted by female worker

12/12/96 11:16 AM Hopkinson Dorm Unwanted calls received

12/12/96 6:24 PM Hopkinson Dorm Unwanted message received on computer

12/13/96 5:47 PM Butler Dorm Threat via computer

12/14/96 9:21 AM 3437 Walnut St. Attempted robbery at gunpoint

12/16/96 4:26 PM Irvine Auditorium Unknown suspect took wallet by force

12/17/96 3:09 PM Houston Hall Homeless male reported harassing staff

12/20/96 6:20 AM McKean Dorm Threats received on telephone

12/22/96 11:40 PM 38th & Chestnut Male threatened to stab guard/no charges

12/29/96 1:51 PM 3423 Walnut St. Attempted robbery/employees assaulted

12/30/96 12:09 PM 37th & Sansom Purse taken by force

**38th to 41st/Market to Baltimore:** Robberies (& attempts)—5, Purse snatches—1, Simple assault—1, Threats & harassment—7

12/10/96 3:16 PM 3900 Blk Spruce Unknown male following complainant

12/10/96 8:52 PM Pi Kappa Alpha Harassment by nonresident/removed

12/12/96 1:08 PM Penn police HQ Unwanted calls received

12/12/96 2:45 PM Harrison House Complainant harassed by ex-boyfriend

12/12/96 10:40 PM 39th & Baltimore Robbery by simulated weapon

12/14/96 5:56 PM 33 S. 40th St. Robbery at gun point/shoot in leg/arrest

12/14/96 7:45 PM 40th & Market Robbery by simulated weapon

12/19/96 1:03 PM 3943 Chestnut Robbery by unknown suspect

12/19/96 1:21 AM Mayer Hall Unwanted calls received

12/19/96 1:45 PM 4002 Chestnut Disturbance between male and female

12/25/96 3:37 PM 40th & Market 2 robbed by unknown person/s

12/28/96 12:26 PM 200 Blk 40th Confrontation btwn. Asian/white vendors

12/29/96 1:21 PM 41st & Walnut Male took purse/flid in vehicle

12/30/96 3:12 PM 200 Blk 40th Vendor harassed by store owner

**41st to 43rd/Market to Baltimore:** Purse snatches—1, Threats & harassment—1

12/10/96 6:22 PM 4221 Osage Unwanted phone calls received

12/23/96 10:01 AM 4200 Blk Spruce Purse taken by unknown person by force

**30th to 34th/University to Thrifts & harassment—2

12/17/96 9:01 PM Hill House Unwanted calls received

12/04/97 7:58 AM 34th & Spruce Complainant harassed by unknown male

**Outside 30th to 34th/Market to Baltimore:** Aggravated assaults—1, Simple assaults—1, Threats & harassment—7

12/12/96 4:29 PM 329 Colonial Dr. Unwanted items received in mail

12/12/96 11:45 PM 4417 Sansom St. Complainant shot in thigh area

12/20/96 4:57 PM 2501 Christian Disturbance between acquaintances

01/02/97 10:20 AM Narberth, PA Harassing phone calls received

**Crimes Against Society**

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

12/18/96 9:04 PM 3600 Blk Locust Disorderly male cited/arrest

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

12/14/96 5:14 AM 3900 Blk Baltimore Male cited for underage drinking

**41st to 3rd/Market to Civic Center:** Disorderly conduct—1

12/16/96 8:50 PM 4307 Walnut Male cited for disorderly conduct/arrest

**34th to 3rd/Market to University:** Disorderly conduct—2

12/27/96 12:01 AM 33rd & Market Disorderly conduct/vehicle operator cited

01/03/97 7:33 AM 3200 Blk Market Male cited for disorderly conduct

**The University of Pennsylvania Police Department Crime Report**
Modem update

Penn has taken the following steps to alleviate the number of busy signals that users receive when dialing-in to PennNet.

- Negotiated fee-based dial-in access with a local service provider; see Penn DCANet Dialup Program below.
- Added 128 modems to the 60-minute PPP modem pool, bringing the total in that pool to 384 modems.
- Revised Penn’s PPP software and documentation to allow modem users to switch easily between different modem pools. Software and documentation are available at the CRC, 3732 Locust Walk.

All modems in the 60-minute PPP pool (573-4777) and the 30-minute express PPP pool (573-9773) are now capable of speeds up to 33.6 Kbps. Further details can be found on the web page “Planning for Remote Access to PennNet via Modem” (www.upenn.edu/dccs/remote.html).

Penn DCANet Dialup Program

For-fee dial-up access to PennNet and the Internet is now available to the Penn community. The University has contracted with DCANet, a local Internet provider, to offer Penn users a full range of services and support at very attractive rates. The highlights of the Penn DCANet Dialup Program are:

- No session limits.
- No busy signals.
- No toll charges from Philadelphia and suburbs, South Jersey, and Delaware.
- Fast connection rates: modem speeds up to 33.6 Kbps and ISDN speeds up to 128 Kbps via a dedicated connection between PennNet and DCANet.
- Low prices: The regular access plan includes 90 hours of modem connect time per month at $14.95/month, and the extended access plan includes 180 hours of modem connect time per month at $14.95/month. ISDN connect times accrue at a different rate. A $14.95 startup fee is charged for each new account.
- Same PPP software that is used to access Penn’s modem services.

While the program provides an attractive alternative to those who wish to avoid Penn modem pool busy signals and session limits, or who have been paying long-distance charges to access PennNet, it does not currently permit access to all University services. FinMIS, NetNews via a graphical client, some Library services, and some School and departmental services cannot be accessed from a DCANet account. DCANet subscribers will need to dial in to a Penn modem pool whenever they need to access such services. Because the DCANet service and Penn’s modem services use the same PPP software, switching among services is easy. NetNews access to Penn newsgroups from DCANet is currently possible by telnetting to a Penn host computer and then using a host-based newsreader, such as tin.

Penn users can sign up for the Penn DCANet Dialup Program from DCANet’s Web site (http://upenn.dca.net/). Those who cannot sign up online should contact DCANet at 302/654-1019 or help@dca.net. A PennNet Network ID and password are required in order to sign up. Software and documentation are distributed at the CRC, 3732 Locust Walk. Technical support is provided by DCANet; please see the DCANet Web site for details and additional information.

ISC support services

ISC has reorganized and renamed several of its support services.

- ISC’s First Call help line and CRC walk-in support services have combined to form the ISC Client Services Group, headed by First Call’s founding Director, Michael Kearney. The new group consolidates all of ISC’s direct client contact operations, placing walk-in, telephone, and electronic-mail help services under one organizational umbrella. It completes a two-year plan to unify these activities across the ISC, streamlines client contact operations, and aligns these services for future development under the campus computing restructuring plan. The ISC Client Services Group will continue to provide services through existing channels. Clients will continue to receive telephone support at 573-4778 (57-FIRST), e-mail assistance from “help@isc”, and walk-in services at the Computing Resource Center, 3732 Locust Walk.

- ISC’s distributed staffing program, which places computing specialists at client sites under tailored contract arrangements, serves as the foundation of a new group, ISC Support-On-Site, headed by former CRC Director Don Montabana. The distributed staffing program has incubated within the CRC for the past two and one-half years under Don’s leadership. It now serves 1500 computer users in 4 organizations across campus. The campus computing restructuring plan emphasizes the benefit of placing computing support close to computer users, and campus units interested in exploring the possibility of contracting for support services at their location are encouraged to contact Don at 898-7205 or montaban@isc.

- ISC’s Technology Learning Services, or TLS, headed by James Gist, has changed its name to ISC Training Group. The group continues to provide a range of resources to assist individuals and organizations in acquiring and maintaining technology skills. Services include instructor-led courses and self-paced tutorials at the Computing Resource Center on Locust Walk, technology learning needs assessment, and customized training programs. Contact the Training Group at 573-3102 for further information.

Penn Printout Online

Penn Printout Online (www.upenn.edu/pennprintout/) features an article about Open Transport, a tip on getting Netscape to print the URL of the page you are viewing when you print the text, and a pointer to the newest web page from the Penn Web Providers, “Color Tags and Codes in HTML.” Also included is a selection of tips from ISC’s help line, for instance, the ever popular “What should I do if I forget my e-mail account password.” And the answer is:

If you have an e-mail account provided by one of Penn’s Schools, call the appropriate number below. Others should call the ISC help line, 573-4778 (57-FIRST).

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Hands On Courses for DOS/Windows Users
What you really need to know about DOS Introductory Windows
Introduction to Excel for Windows
Introduction to HTML

Hands On Courses for MAC Users
Introduction to Word for MAC
Introduction to Excel for MAC

Bits and Pieces Seminars
Accessing the Internet via PennNet
File Transfer using WS_FTP
Browsing Using Netscape

ALMANAC  January 14, 1997

Ring in the New Year with the Department of Recreation
The Department of Recreation would like to wish everyone a Happy New Year, and highlight some upcoming programs for faculty and staff:

1. Instructional Programs begin on Monday, January 27. Classes offered include Aerobics, Jazz Dance, Yoga, Squash, Tennis, Self-Defense, and Aquatics. You can register at either Gimbel or Hutch Gym. For more information, please call 898-6101.

2. Aerobics Open House. Come out and meet the Spring Semester Aerobics instructors at one of three Aerobics Open Houses:
   - Wednesday, January 30; 9:30 a.m.-12:30 p.m.
   - Saturday, January 24; 12-1 p.m.
   - Wednesday, January 21; 11 a.m.-1 p.m.
   All will take place at Gimbel Gym.

3. Wellness/FitnesProgram. The Penn Fitness Center is offering Body Composition testing in the Penn Fitness Center. Come and meet certified personal trainers. For information on the Penn Fitness Center, call 898-8331.

4. Intramural Sport Information. For all information on upcoming programs, tournaments, and events, please call the Intramural Office at 573-5330.

   — Stu Gelfond, Recreation

HERS Summer Institute: Information Session February 5
The 22nd annual Summer Institute for Women in Higher Education Administration (HERS) will be held Sunday, June 22, 1997, through Friday, July 18, 1997. HERS is a residential program on the Bryn Mawr College campus offering women faculty and administrators intensive training in educational administration. The curriculum prepares participants to work on issues currently facing higher education. An information session will be held on Wednesday, February 5, at 4 p.m. in the Faculty Club. Recent participants will be sharing their experiences and answering questions about the application process.

The Summer Institute accepts women who are actively seeking increased administrative responsibilities and provides training in the management and governance of institutions of higher education, with special attention to accounting and budgeting, strategic planning, information technology, decision-making processes and implementation. One objective of the Summer Institute is to foster a network of peers and mentors who provide information, resources, contacts and support for one another.

There are two ways for women at Penn to apply to the HERS Summer Institute. First, the University will sponsor two participants chosen in a campus-wide selection process. Second, individuals may be sponsored by their own deans or departments. The deadline for application through the University selection process is Monday, March 3, 1997. For more information about the HERS Summer Institute, please contact me at Ext. 8-7256 or you can send an e-mail to WORMLEY@POBOX.UPENN.EDU.
   — Diane-Louise (D-L) Wormley, Associate Treasurer

CrimeStats: The University Police’s Community Crime Report, normally on this page, is page 17 this week because of its length. It covers incidents that occurred over a 4-week period, December 9, 1996 through January 5, 1997.

Update  JANUARY AT PENN
TIME & LOCATION CHANGE
23 Martin Luther King, Jr. Interfaith Observance; 7:30 p.m.; Christian Association Auditorium; not 7 p.m. at the University Museum.

EXHIBIT
Now
Contemporary Art from Israel: Nine Women Artists; Esther Klein Fine Arts Gallery, 3600 Chestnut St. Through January 21

TALKS
15 myoD Regulation and Myogenic Lineage Determination; Charles Emerson, cell and developmental biology; 2 p.m.; Grossman Auditorium, Wistar Institute (Wistar).
An Employer Purchaser Perspective on Quality and Technology; Anthony Knettel, ERISA; 4:30-6 p.m.; Colonial PennCtr. Aud. (Leonard Davis Institute/Health Economics).
20 Trans*[homo]sexuality: Double Inversion, Psychiatric Confusion and Hetero-hegemony; Vernon Rosario, history and sociology of science; 4 p.m.; Suite 500, 3440 Market St. (H&SS).
21 Transport of Proteins Across the Endoplasmic Reticulum Membrane: Tom Rapoport, Harvard; Raiziss Rounds; noon; Austrian Aud., Clinical Research Bldg. (Biochemistry & Biophysics).
New Perspectives on Israeli History; Benny Morris, Ctr. for Judean Studies and Ben-Gurion Univ.  4:30-6 p.m.; Rm. 421, Williams (Middle East Ctr.).

Calendar deadline: Items for the February at Penn calendar are due today, January 14.

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ALMANAC January 14, 1997

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The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the PennWeb) include HTML, 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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