OF RECORD: Campus-Wide Policy for Parking Nights and Weekends

Access to parking on the campus of the University of Pennsylvania is provided through the Department of Transportation and Parking which operates a series of visitor and permit parking facilities. Penn's visitor (cash) lots located in the area public to the general public for daily fees ranging from $4.00 to $9.00 (visitor lots include lots #5, 6, 7, 13, 30, 37, 40, 48). Most of these lots operate between the hours of 6:00am-10:45pm on weekdays and at various times on weekends. The balance and majority of Penn's parking lots are restricted to permit parking only and are reserved primarily for university faculty, staff and students.

The demand for parking on campus during regular (weekday) business hours has always been far greater than the supply of available spaces which is why parking has been strictly regulated and enforced. Conversely, the availability of parking during nights and weekends is more than sufficient for the demand and, therefore, regulation and enforcement has been minimal. However, illegal parking in the core areas of campus has caused considerable safety for emergency vehicle access and the subsequent need for parking regulation and enforcement.

In an effort to contribute to a safer and more secure campus environment while meeting the access needs of the community, the Department of Transportation and Parking is implementing the following night and weekend parking policy. This new policy will become effective and enforced beginning March 1, 1997.

Night and Weekend Parking Policy

On nights (Monday-Friday) and weekends (Saturday and Sunday) many of Penn’s parking lots are available for permit only (issued parking permit only) parking. The permits described below are issued by the Department of Transportation and Parking and are the only permits honored in University parking lots designated with the “N” (night/weekend) symbol posted next to the lot number on the large red and blue parking signs located at the entrance to each parking lot. All valid and current permits are honored on a first-come, first-served basis provided space is available and vehicles are parked in legitimate striped parking spaces.

• Night Parking Permits are honored in “N” designated parking lots between the hours of 4:00pm-6:00am on weekdays and all day Saturday and Sunday, provided space is available. Night Parking Permits may be purchased by faculty, staff, students and the general public per semester (Sept-Dec, Jan-May) or annually (Sept-Aug). Permit fees are prorated on a bi-weekly basis (FY 97 Rates = $125 one semester, $243 two semesters, $300 annually)

• Faculty, staff and students who have been issued daily parking permits in assigned University parking facilities and who work late or stay for evening classes may as an additional safety measure move their vehicles after 6:00pm on weekdays and all day Saturday and Sunday, provided space is available. Research Parking Permits (FY 97 Rates = $125 one semester, $243 two semesters, $300 annually)

• Night Parking Permits are honored in “N” designated parking lots between the hours of 6:00pm-6:00am on weekdays and all day Saturday and Sunday, provided space is available. Research Parking Permits are available only to Graduates Students who are required to utilize various Penn facilities for university related research. A letter (verification of need) must be obtained before a research parking permit and a nominal fee per semester (Sept-Dec, Jan-May) or annually (Sept-Aug) will be assessed at the time of issuance (FY 97 Rates = $20 one semester, $40.00 two semesters, $50.00 annually)

What’s a McClelland Market?

On Monday, March 4 when the Proivcional team ends its presentation on the Perelman project (page 1), the audience will adjourn not to nibble but to nosh, moving a few steps away in the grand opening of a new Quad eatery called the McClelland Market. It is in three instalations:

1. Italiania Cafe (varieties of pizza/panis/bombolli, including a breakfast pizza, fourteen sodas and coffees).
2. Block & Barrel (fresh sandwiches, salads, yogurt and fruit, with designe soft drinks; to come hot breakfast items and cook-at-home en-
3. Debb’s Concessions (beef hotdogs and the sausage of many ethnicities, plus nachos, pretzels, popcorn and candy, cookies and pastries).

A project of the USA’s Committee for Tandable Change led by Samantha Barno, the Market was planned by a Dining Services team including Dining’s Bill Canny, Pam Lampitt, Addie Flow-
ever, Wayne Town, and Adam Shver. VPUL, Valerie Swain-Cade McCollum; Rebecca Pena, Campus Safety, and Kathy Podeexter of McClelland Hall.

Although particularly convenient for Quad residents who needn’t take to the public streets to get there, the Market is open to anyone who has access to Dining Services in any of the four standard dining hall locations. Micro-

Night Parking Permits are honored in "N" designated parking lots between the hours of 4:00pm-6:00am on weekdays and all day Saturday and Sunday, provided space is available. Research Parking Permits are available only to Graduates Students who are required to utilize various Penn facilities for university related research. A letter (verification of need) must be obtained before a research parking permit and a nominal fee per semester (Sept-Dec, Jan-May) or annually (Sept-Aug) will be assessed at the time of issuance (FY 97 Rates = $20 one semester, $40.00 two semesters, $50.00 annually)

FACILITIES

Parking on private property owned by the University of Pennsylvania is by permit only. Parking permits may be obtained from the Department of Transportation and Parking. Permit holders agree to abide by the rules and regulations governing permit parking. The University has contracted with apprivate towing company which patrols campus and all floor locations including parking lots, private streets, walkways, loading docks, etc., 24-hours per day, seven days per week. Vehicles that are parked in University parking lots under the following conditions will be subject to towing at the owner’s expense: 1) vehicles displaying expired and valid permits issued by the Department of Transportation and Parking; 2) vehicles that are parked in areas other than in legitimate striped parking spaces; 3) vehicles that are blocking the right-of-way of any vehicle or facility, 4) vehicles that are parked in restricted areas. Vehicles that are parked are prohibited to University buildings are regularly instructed not to park in University parking lots, but they are afforded a one-time (15) minute courtesy time if they are parked in legitimate striped parking spaces.

Town Meeting: The Perelman Qua

On Tuesday, March 6 at McClelland Hall’s South Lounge, President Stanley Chodorow will hold a Town Meeting to report on progress-to-date toward the Perelman Quadrangle — the ambitious project that calls for renovating some of Penn’s oldest and most central buildings to create a unified student activities center. Based on the remodeling of the most student-centered, the 100-year-old Houston Hall. With Dr. Chodorow will be the Vice Provost for University Life, Ruth M. Simmons, and an undergraduate who has been closely involved in the planning. Slides will show the overall design, space uses, and the physical changes being made in College Hall, Logan Hall, Houston Hall, Williams Hall, and Art Auditorium. Dr. Chodorow will also outline contingency plans for any transitional space needed during construction.

All members of the University are invited to attend the Town Meeting, which begins at 7 p.m. and concludes at 8:30 p.m., when the audience is invited to join President Judith Rodin and the Quad community at the grand opening of McClelland Market, the new late-night food complex in McClelland (see back page).

Inside Irvine Auditorium

In this century, Irvine Auditorium is seen from the west, facing the stage of the central performance hall—one compact than the present hall but acoustically improved and far more functional. The design by Architects Venturi, Scott Brown and Associates retains the venerable Curtis Arms of the world’s largest and most elegant recital space on one side of the hall, a café on the other.

In this Issue

 academics & Responsibility: Proposed Principles for School CAFRS

1. Message from Nine SCAFR Chairs; St. Agnes Alumni Group—Open Enrollment: April 21-30, with Updated on Benefits Calculations

2. PPSA: Q&A on Benefits Designation


4. Compass Features

10 ‘Red Flags’ Save Students from Failure

11 OPPORTUNITIES

16 OF RECORD: Campus-Wide Policy for Parking Nights and Weekends

Pullout: March on Penn

Drawing courtesy of Venturi, Scott Brown and Associates
TO: The Faculty

FROM: Senate Committee on Academic Freedom and Responsibility

SUBJECT: Procedural Principles for Handling Complaints Concerning Academic Freedom and Responsibility

Since the Fall of 1995 the Senate Committee on Academic Freedom and Responsibility (SCAFR) has been engaged in drafting a set of procedural principles to guide the activities of the school Committees on Academic Freedom and Responsibility (CAFRs). In these principles SCAFR has sought to capture the long-established consensus concerning the fundamental elements of such procedures. The development and planned dissemination of these principles is in accord with SCAFR’s responsibility to “advise and consult with each faculty’s CAFR, and with administrative officers, on the establishment of appropriate procedures to be followed in the event of a claim of violation of academic freedom or responsibility” (Handbook for Faculty and Academic Administrators, Section A2, p. 20).

SCAFR is submitting the statement of procedural principles to the Senate Executive Committee (SEC) for its consideration and endorsement, and requesting that, in order to call attention to these principles and their annual dissemination, SEC approve the insertion of a footnote in section A2 of the Handbook, “Academic Freedom and Responsibility,” (p. 20), following the second sentence in the second paragraph (“This Committee shall advise and consult . . . .”). The text follows:

“At the beginning of each year, the Senate Committee on Academic Freedom and Responsibility shall distribute the ‘Procedural Principles for Handling Complaints Concerning Academic Freedom and Responsibility’ to the members of each faculty’s Committee on Academic Freedom and Responsibility.”

The statement of principles is at right, for faculty consideration and comment. The absence of such a statement presenting the long-standing principles that have governed SCAFR and CAFR proceedings contributed, in our view, to a challenge to SCAFR’s jurisdiction and procedures that arose in the context of a case considered in 1995-96. In response to the claims by several faculty members and a senior administrator in one school that SCAFR was acting in a fashion inconsistent with prior practice and unsupported by statutory authority, Faculty Senate Chair Peter Kuriloff, at the request of SCAFR convened an ad hoc committee of all available former SCAFR chairs, and asked them to consider the challenges against SCAFR’s operations and jurisdiction. The statement by the former SCAFR Chairs is on the next page.

Comments may be sent to Larry Gross, either by mail to the Faculty Senate, Box 12 College Hall/6303 or by e-mail at flg@asc.upenn.edu.

— Larry Gross (communication), Chair, SCAFR, 1996-97

Academic Freedom and Responsibility: Procedural Principles for School Committees

A Special Report of the Senate Committee on Academic Freedom and Responsibility

February 10, 1997

The purpose of a procedure for handling complaints of violations of academic freedom is to give all parties a fair, impartial hearing. There has long been a general consensus concerning the fundamental elements of such a procedure, a consensus that is reflected in the principles that follow. Each school faculty should establish and disseminate standing procedures for handling complaints concerning academic freedom and responsibility that are consistent with these principles.

1. The procedures should assure impartiality. The school Committee on Academic Freedom and Responsibility (CAFR) and any body that the CAFR constitutes must both be impartial and appear to be impartial. This requires recusal in cases where a member of the CAFR has been involved in the controversy, has a special relationship with one of the parties, or otherwise is not able, or does not appear to be, impartial. The school CAFR should establish standing procedures allowing complainants and respondents to challenge the members of the school CAFR, for cause, and for replacing members who are successfully challenged or who recuse themselves. We recommend that a pool of potential replacements be constituted of former members of the school CAFR who do not hold administrative positions and are otherwise in a position to be impartial in the matter;

2. The procedures should allow the complainant an opportunity to state succinctly and in non-technical language the facts that form the basis of the complaint, the policies, regulations, and traditions of the University that have been allegedly violated, and the remedy sought;

3. The procedures should allow the person(s) complained against an opportunity to respond to the complaint, setting out their views of the facts or the policies, regulations, and traditions of the University;

4. The procedures should provide that the school CAFR will carry out a preliminary investigation of the complaint to determine whether there is reasonable cause to believe that a violation may have occurred. The school CAFR, where consistent with academic responsibility, may explore the possibility of mediation in order to reach a resolution of the dispute to the satisfaction of the parties that is not offensive to principles of academic freedom and responsibility;

5. The school CAFR should establish standing procedures that will be followed at a hearing, if the matter cannot be resolved amicably. They should include an opportunity for both sides to testify, present witnesses and documentary evidence, and cross-examine the witnesses of the other side. The rules should make clear that no evidence will be considered without disclosure to both sides. If a witness does not wish such disclosure, he or she will not be permitted to testify and the proffered testimony will not be considered by the CAFR. Proceedings should be tape-recorded, and the recordings made available to the parties;

6. The CAFR should prepare a written decision setting forth the facts upon which it is based, the policies, regulations or traditions of the University that are at issue, and its conclusions with the reasoning underlying the conclusions reached. Subsequently, both sides should have an opportunity to respond to the opinion, giving their reasons for believing that it is erroneous, if any exist. The CAFR should disseminate its decision, or a summary report thereon, if doing so would promote the goals of academic freedom and responsibility;

7. The school CAFR should make clear to the various parties that full participation in the dispute resolution processes of the CAFR and SCAFR is an important obligation of faculty members and constitutes a central responsibility under the system for faculty self-governance that is in effect at the University;

8. The school CAFR shall maintain confidentiality to the fullest extent possible, consistent with carrying out its duties.

1996-97 Senate Committee on Academic Freedom and Responsibility

Charles Bosk (sociology) Vicki Mahaffey (English)
David Brownlee (history of art) Ruth J. Muschel (pathol & lab med)
Larry Gross (communication), Chair Samuel H. Preston (sociology)
Robin C. Gur (psychiatry) Susan Sturm (law)
John C. Keene (city & regional plng.) Vivian Selzter (social work) ex officio

_____________________

1 Members of school Committees on Academic Freedom and Responsibility should be elected for staggered terms so as to provide continuity from one year to the next.

2 Other resources are available, such as the Faculty Grievance Commission, the Senate Committee on Academic Freedom and Responsibility, the Ombudsman, and other dispute-resolving bodies at the University and in the school.
To the University Community

A case considered by the Senate Committee on Academic Freedom and Responsibility (SCAFR) in 1995-96 gave rise to a challenge to the committee’s authority and jurisdiction that we believe requires a clear and firm response. In the case in question SCAFAR determined that a school Committee on Academic Freedom and Responsibility (CAFR) had not afforded the complainant due process, in that it had (1) failed to conduct a hearing at which the parties would have an opportunity to hear (or read), cross-question, and respond to one another’s oral or written testimony; and (2) failed to provide the complainant with an adequately explicated rationale for its finding that his academic freedom had not been infringed.

SCAFR requested the school CAFR to reopen the case and afford the parties the hearing previously denied them. When the school CAFR declined to do this, SCAFAR proceeded to hold the hearing de novo. The three faculty members named in the complaint refused to participate in SCAFAR’s proceedings. Writing individually they also challenged SCAFAR’s authority, jurisdiction and procedures, and they were joined in this challenge by a senior administrator of the school. The refusal of these faculty members to participate in the hearing process (though they requested, and were permitted to send an “observer” and to hear the tape recording of the proceedings), materially hampered SCAFAR’s fact-finding process.

As former chairs of SCAFAR we wish to state unequivocally that the 1995-96 SCAFAR actions in this case were consistent with SCAFAR’s long-standing practices and procedures and well within its authority under the Statutes of the University. Article 10 of the Statutes authorizes SCAFAR to “make investigations, reports and recommendations on any matter relating to academic freedom and responsibility within the University” (Handbook for Faculty and Academic Administrators, page 20). The power to make investigations necessarily includes the power to conduct evidentiary hearings in individual cases; otherwise both SCAFAR and the school CAFRs (whose statutory authority is framed in the same terms) would be precluded from using the method fairest to all the parties and best calculated to ascertain the truth. Further, what is anomalous about this case is the refusal of University faculty to participate in the hearing of the case. In past cases University faculty and administrators, including the President and Provost, have participated in SCAFAR proceedings when requested, and have not challenged the Committee’s authority. The breadth of the authority given to SCAFAR by the trustees and the Faculty Senate stands in considerable contrast to the much more detailed procedures for other governance bodies (e.g., the Faculty Grievance Commission). We assume that the University community deliberately distinguished between issues of academic freedom and responsibility and those that come before other bodies. While SCAFAR has generally not conducted de novo hearings, whenever circumstances suggested that this was appropriate, SCAFAR has done so.

Over the past year SCAFAR has drafted a statement of procedural principles to guide the proceedings of school CAFRs, reflecting the long-standing, albeit tacit practices that have governed SCAFAR’s proceedings. These principles will be disseminated at the beginning of each academic year to the newly elected CAFRs in each school. We hope that these principles will be widely respected and will preclude the repetition of the problems that engendered this letter. The viability of our system of University governance depends on the cooperation by all members of our community with the duly constituted bodies as the Senate Committee on Academic Freedom and Responsibility.

Chairs, Senate Committee on Academic Freedom and Responsibility

Regina Austin (law), 1986-87
Helen C. Davies (microbiology/med), 1970-71
Frank Goodman (law), 1992-94
Larry P. Gross (community studies), 1996-97
Peter J. Kuriloff (education), 1990-91
Phoebe S. Leboy (biochemistry/med), 1975-77
Seumour J. Mandelbaum (city & regional planning), 1984-86
Jack Nagel (political science), 1994-95
James R. Ross (philosophy), 1991-92

SENETE: From the Senate Office

The following agenda is published in accordance with the Faculty Senate Rules. Questions may be directed to Carolyn Burdon either by telephone at 895-6043 or by e-mail at burdon@pobox.upenn.edu.

Agenda of the Senate Executive Committee Meeting
Friday, February 28, 1997, 9:10:30 a.m.

1. Approval of the minutes of January 15, 1997
2. Chair’s Report
3. Past Chair’s Report on activities of the Academic Planning & Budget Committee and on the Capital Council
5. Proposed nominees from the Senate Committee on Committees for 1996-97 vacancies
6. Discussion on proposed Faculty Exit Questionnaire
7. Other new business
8. Adjournment by 10:30 a.m.

Benefits & Timing: Open Enrollment April 21-30

Open Enrollment, when University faculty and staff have a one-week window for choosing among benefits options, will be April 21 through 30 this year, and detailed, personalized information for each faculty and staff member is to be mailed by the first week in April, Human Resources Vice President Clint Davidson announced last week. That timeline drives the schedule for decision-making on elements of the new package proposed by the Benefits Advisory Committee (Almanac February 11), Provost Stanley Chodorow said earlier this month in urging Council to put the document on the agenda for March 5. Other consultations about the report are in progress now.

Over 200 attended the Penn Professional Staff Assembly’s Q & A session last week (see detailed report, pp. 4-5).

The Senate Executive Committee has scheduled a discussion for Friday, February 28 (see above), and the deans of the schools are expected to announce consultation meetings directly to their faculties.

The A-3 Assembly will hold an open meeting for support staff on Thursday, February 27 (see p.14 for a sampling of members’ advance questions). Additional A-3 and A-1 staff presentations are scheduled by the Human Resources Office (see p.15 for a list to date).

Individual faculty/staff are invited to send their questions by email to benefits@pobox, Associate Provost Barbara Lowery reminded; or, they may address questions to her or to Mr. Davidson at their campus offices.

AAUP: Call for Nominations

The nominating committee of the University of Pennsylvania Chapter of the AAUP (American Association of University Professors) has proposed the following slate for the Executive Board for 1997-98.

President: Elsa Ramsden
Vice-President: Morris Mendelson
Secretary: Ira M. Cohen
Treasurer: Erling Boe
Board members: Helen Davies, Janet Deattrick, Marten Estey, Peter Freyd, Reuben Kron, Charles Mooney.

Nominations will be open for Board or Officer positions for two weeks following the publication of this notice. Nominations must be submitted to the Secretary via e-mail at icohen@eniac.seas.upenn.edu by phone at 8-7076. If no other nominations are received by March 11, this slate will be declared elected. If other nominations are received an election will be held.

— Ira M. Cohen, Secretary, AAUP Penn Chapter

[Red Flags] for Early Warning

Dear Colleagues,

Spring term is well under way: the deadline for finishing last semester’s incomplete has just passed; first midterms or assignments are completed. Now is just the time to catch students who are showing signs of trouble so that they can turn themselves around.

One might think that a poor grade would be warning enough, but often a more appropriate signal is needed to help students change poor study habits or to deal with personal problems that are interfering with success. Do speak to those whose work seems in any way shaky.

Refer them to student services (see my home page http://dept.english.upenn.edu/~kelley/ for the Faculty Resource Guide); notify the School advising offices (forms for each school should be available in your department’s office); or drop me a line. Here is one of those situations in which a stitch in time really does save nine.

— Alice Kelley, Faculty Liaison to Student Services
PPSA Questions and Answers on Benefits Redesign

The following exchanges took place Monday, February 17, at a membership meeting of the Penn Professional Staff Assembly. Some 200 members attended the meeting where Human Resources Vice President Clint Davidson and members of the HR staff responded to questions. Part I below shows a compilation of questions shown as overhead slides at the meeting. Part II gives questions that members sent to the podium on cards during the meeting. Some questions have been condensed for space. The answers in Part II are based on notes taken by several PPSA members, and may not be verbatim but have been reviewed with members of HR for technical accuracy. Brackets are used where there has been significant editorial paraphrase, or updating after review. —Ed.

Part I: Advance Queries

1. Are there decisions about my benefits I need to make now? If not, when?
   Answer: You do not have to make any decisions about your benefits until open enrollment.

2. I’m interested in understanding, in detail, what my benefit options will be and what decisions will be best for me. When will I receive that information?
   Answer: Detailed and personalized information will be mailed to all faculty and staff during the first week of April. In advance of the open enrollment period of April 21st to April 30th, numerous workshops and information sessions will be held so that employees can make informed decisions by April 30th.

3. This is a lot of information and some of it seems complex, particularly the health care options. How do I get detailed information?
   Answer: You will get detailed information during the first week of April when the materials for open enrollment are released.

4. If I have questions or feedback for consideration, what do I do?
   Answer: You should send all your questions and feedback to the e-mail address given in the Almanac article. While much study, analysis and consideration went into the review and resultant recommendations, other insights and perspectives are welcome and will be considered in making final decisions.

5. When will these changes become effective?
   Answer: All of the changes will be effective by July 1, 1997 except for the changes to the graduate tuition benefit which will apply to those not enrolled in the program by the fall semester of 1998.

6. Will I have a chance to consider changing my health care option before July 1, 1997?
   Answer: All changes in the health care options will be effective on July 1, 1997.

7. When will the salary increase that is equivalent to the increase in network flex credits be implemented, and how do I know how much it will be?
   Answer: Your salary increase will be equivalent to what would have been your net flex credits on July 1, 1997. We are still evaluating alternative ways of processing the additional pay.

8. Will this increase reduce my annual salary increase due July 1, 1999?
   Answer: This one-time adjustment will not affect your annual merit increase.

9. Will there be further benefit changes and additional cost increases next year?
   Answer: Benefit programs are subject to annual reviews because of legal and market changes as well as budget considerations. It is difficult to predict the changes that may be recommended for next year.

10. Is there a relationship between these changes and the staff classification and pay study?
    Answer: These changes, as well as the staff classification and pay study, will be reviewed in the context of total compensation.

11. Are part-time benefits competitive with the regional market?
    Answer: An extensive review of local employers determined that, in fact, Penn is generally competitive when compared with local employers, both profit and non-profit.

12. Has a phasing approach been considered for implementation of these benefit changes?
    Answer: Yes, this was reviewed and considered by the committee. However, in light of health care trends, it was recognized that future cost increases could exacerbate the problem and make it more difficult rather than less.

13. Will any one group of individuals be affected more than others?
    Answer: The committee extensively sought to balance the impact of these changes over all groups. Every effort has been made to provide both choices and low-cost options, including costs for health care that are on the low side of the competitive market.

Part II: From the Floor

1. Why didn’t you grandfather the tuition remission, graduate level, for dependent children?
   Answer: This tuition was partially grandfathered, in that admission open until September 1, 1998, and students have until 2002 to finish. The federal government will end any funding of graduate tuition remission as overhead recovery in the year 2000, placing the full cost—now at $1.7 million/year—on the University. Moreover, few others offer such a benefit.

2. What were the criteria for your comparisons with other nonprofit and profit institutions/companies? Did you consider benefits and salaries?
   Answer: If we were to give the local companies we included, it would be a list of all the major employers in the region; we didn’t ask the same things of every one, however. We asked a whole range of universities, large and small, and all of the Ivies; and we found we were competitive with all of them.

3. What is going to happen to New Jersey HIP? It is not mentioned. How many are in it?
   Answer: We are keeping the plan. [From Finna Maniaci, Benefits Accounting: "It has about 30 people in it."]

4. Will the 40% tuition remission for children of staff not attending Penn remain in effect?…the 75% tuition for children attending Penn?
   Answer: Yes to both. Those are undergraduate, and not affected.

5. In my department there is no Masters Degree program and one must be a full-time student to work on a Ph.D.; but Ph.D. students cannot be full time employees. So there’s no benefit unless I wished to study in Education or Wharton, which would lead to my leaving Penn. No benefit to Penn?
   Answer: That is true. There is not necessarily a program readily available in every field, so the benefit is not an advantage to everyone.

6. Why is PennCare going to be more expensive than an HMO? Aren’t Penn’s health-care facilities cost competitive?
   Answer: The differences in premium costs reflect differences in levels of benefit and the degree of managed care. When PennCare was set up about 18 months ago, it wasn’t clear how they should price it; but the idea was to adjust cost in the light of experience; it was felt that in the future the cost could come closer to that of the HMOs. We’re not sure what the pricing may be in the future; it’s complicated. But basically, the more choice you have, the more you pay.

7. What happens to the FlexDollars for medical benefits? [A separate question “What tax liability will occur when flex credit dollars are added to income?” is also covered here.]
   Answer: There will be no more FlexDollars; it all returns to pay, where it is subject to taxation unless you put it in a before-tax health care account or use it to buy additional life insurance [Ms. Maniaci adds that about 700 faculty/staff presently take no health care through Penn, and receive the cash equivalent already.]

8. As a result of benefit cuts, will there be an increase in yearly salaries? Benefits were closely tied to salary increase.
   Answer: Only what comes from the life insurance change, when Flex Dollars are converted to cash and added to base pay.

9. Did you discuss the possibility of “selling” back a week’s vacation for medical benefits costs? What about unused vacation? [A later question about donating unused sick leave to others received an answer similar to this one.] Answer: That’s a very creative suggestion, and we will take a look at it. The federal government is considering some new legislation for buyback of vacation in the retirement program, and a suggestion was made [Speaking Out, Almanac January 28] for being able to donate time to a colleague who had run out of disability; we should look at that seriously.

10. Will specific coverages be changed, particularly with PennCare, Blue Cross or POS plans—i.e., will we have to read the fine print to find out that “xyz” is no longer covered [cites other examples]?
    Answer: Absolutely not. We are changing the materials to increase the clarity: they are hard to understand. Bruce Fisher [Employee Communications] is redesigning all of them to make them easier to use.

11. The party line when hiring has always been “Penn may not pay as well as other institutions, but our benefits are better than most.” Now that our benefits are decreasing, e.g., time off, what is the benefit to working at Penn now? How are
we staying competitive? Will we be getting more holidays to compete with other institutions?

Answer: This is not about equity, point by point, with the competition; but when you balance it all out our package is superior one, and even with the changes Penn will still be competitive in the marketplace.

12. If life insurance changes from approximately 3.5 times annual salary to 1 times annual salary, is salary being increased to make up the difference? Will the amount increase annually as you get older and insurance goes up?

Answer: No. Present employees get the old plan, new employees get the new plan.

13. Now that time off is being simplified, will Penn keep track of time balances for monthly paid employees and print it on pay stubs like HUP does?

Answer: At Penn this whole program of timekeeping and tracking needs to be upgraded—for monthly and for hourly-paid as well. Systems are in place but are not used. We see departments where there is no leave time recorded all year. If records are not kept properly people who are ready to leave the institution find that they can't be credited for vacation days.

14. Is there a possibility of grandfathering QualMed? Or setting criteria for them to improve?

Answer: We’ve had many, many discussions with them about faculty and staff complaints; and I know there are people who are very satisfied with QualMed, but we were unable to get the reassurance or change of behavior we felt we should have. [He later clarified that the service has been dropped.]

15. How many employees are affected by the termination of QualMed?

Answer: 1100.

16. Can we access the list of institutions with which Penn was compared in your studies?

Answer: I can give the names but not the information. You provided. We asked different things of different institutions. (See also Q#2.)

17. I currently get FlexDollars for not enrolling in any of the University’s health-care plans. Will I lose this money?

Answer: No. You’ll get it all back.

18. I am an A-1 employee who started this year. I will have accrued 22 vacation days as of July 1. Will I receive fewer days in years 2 through 5 of my employment at Penn?

Answer: No. Present employees get the old or new, whichever is better. New hires will only get the new plan.

19. Can you clarify the time limitation for the graduate tuition for dependents?

Answer: By June 30, 2002, wherever you are, this benefit ends. September 1, 1998, is the last date you can enroll. If you are in the program, you have until June of 2002 to finish.

20. How long before the part-time employee benefits program will be implemented?

Answer: July 1, 1997.

21. Please discuss the University’s policy regarding flex-time for work hours. Is this a formal policy for Penn? What are the options?

[Answer was to the effect that supervisors have always had the option to consider flexible schedules where workable, and these may be a variety of arrangements more suitable to individual needs than summer hours. It’s to the benefit of both the University and the employee that those who value flexible work schedules look at this. But there’s a lot to worry about, including system interface problems. It should be a higher priority.]

22. Why, when tuition is cheaper at local schools such as Temple, is Penn not taking advantage of potential savings by making tuition transferable for employees?

Answer: That would mean letting real dollars go out of the institution, and that is different, from internal transfers; we try not to write checks to other institutions.

23. Why doesn’t Penn offer a discount if we decide for PennCare? K-Mart gives discounts to their employees!

PennCare may or may not be recovering all its costs even now [see also Q #6]. PennCare rates are actually very attractive, but if you start with no charge and go to some charge you see a real cost increase.

24. Why does Plan 100 go up by $5-$6, and PennCare from $0 to $10? Is there anything in place that will help offset this cost?

Answer: [See under Q #23.] As for offsetting: Pre-tax health care accounts could help. We hope some of our health promotion and wellness programs will help reduce medical plan costs in the long run. These are things Marilyn Kraut [HR Faculty/Staff Recognition Programs] is working on.

25. Will the Benefits-at-a-Glance booklet be updated soon?

Answer: Yes. We are redesigning all the material, and it should be out by late March.

26. Why doesn’t Penn give employees more affordable child care options? Why is this not part of the benefits package?

Answer: I can’t tell you historically, but it is one of the options that ought to be there.

27. There appears to be a “flattening” of benefits to A1s and A3s. A3s are the winners as they still are eligible for overtime pay and compensatory time. A1s get less [time off] but aren’t compensated for routine 10 to 14-hour days.

Answer: We may have to take a look at this, but we tried not to think in terms of who’s winning or losing so much as making the best benefits package for all.

Speaking Out

Why Not Pro-rata for Part-Time?

I find it disappointing that the University, in revising its benefit, did not provide pro-rata benefits for permanent part time employees. The explanation that the University benefits match those of “peer institutions” is inadequate. The “peer institutions” appear to be private employers who predominately provide few if any benefits to part-time employees.

University pay policies should not be narrowly conceived to simply mirror the private labor market, but should be shaped by important considerations of fairness. At the present time, the prevailing practices in the private labor market are grossly unfair to part-time employees.

It is important to recognize the unfair characteristics of the labor market which University policies would use as a guide. Part-time employees are generally paid fifteen percent less than full time workers doing the same work, and they are commonly denied benefits given to full time employees, such holiday pay, sick leave, medical insurance and pensions. Many employers use part-time employees rather than full-time employees simply because they are cheaper. In some cases, employers have dismissed their full-time employees and replaced them with part-time employees, sometimes hiring back previous full time employees at lower rates and without benefits. Two-thirds of part-time workers are women—housewives, and mothers with small children. The disparity in wages and benefits of part-time employees thus has a disparate impact on women. I suspect, though I do not know, that this is also true in the University. This is the market which the University would use as a guide.

The University pay policies, I believe, should not mirror such an unfair market, but should seek to treat its employees fairly and equally. Part-time employees should be paid on the same basis for the hours they work as full-time employees, and they should share all of the benefits on a pro-rata basis. If the University is to budget for employee benefits, the money budgeted should be fairly distributed among all its employees.

Some employers in the private sector provide benefits to part-time employees on a pro-rata basis. We should look to these as our “peer institutions”.

— Clyde Summers, Professor of Law, Emeritus

Ed. Note: In response to an offer of space to reply to Professor Summers, Almanac has been advised that all comments are being considered seriously as final decisions are made.
Compass
Compass
Compass
Compass
Compass
Listed below are the job opportunities at the University of Pennsylvania. To apply please visit:

University of Pennsylvania Job Application Center
Funderburk 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—Funderburk Center, 3401 Walnut Street (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—34& Spruce St. (Basement-near the elevators)
Wharton—Steinberg Hall-Dietrich Hall (next to Room 303)

Job Opportunities and daily postings can also be accessed on the Human Resources web page (www.upenn.edu/hr). A position must be posted for seven (7) calendar days before an offer can be made. Full descriptions of jobs posted prior to this week can also be found on the H.R. web page.

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.

ANNENBERG SCHOOL

Specialist: Clyde Peterson

ADMINISTRATIVE ASSISTANT I (121508CP) G9; $17,614-21,991 Annenberg School

ADMINISTRATIVE ASSISTANT I (02185CP) G9; $17,614-21,991 2-14-97 Annenberg School

OFFICE SYSTEMS TECH (02153CP) End date: 7/99 G10; $19,261-23,999 2-10-97 ASC

ARTS AND SCIENCES

Specialist: Sue Hess

TECHNICIAN, COMPUTER ELECTRONICS (02212SH) Assemble and test complex high density circuitry for particle detectors. Design, code and fabricate test jigs, fixtures and other support devices for this circuitry. Provide technical support for faculty/staff, provide training for undergraduate/graduate students. On occasion, travel to remote locations to work on the final detectors to install or repair Penn provided systems. Qualifications: 2 to 3 years experience (and/or training) in working with high speed integrated circuits, circuit density and in the design and debugging of digital and analog circuitry. Must understand basic electrical techniques, transistor theory and use, RF theory and practice, use of operational amplifiers and must have extensive familiarity with surface mount technology, automated test equipment and basic digital logic design and debugging techniques. Must also be facile in one or more real time data acquisition programming environments and C or C++. Extensive experience debugging and repairing complex systems is a significant plus. Experience in laboratory work and scientific measurements is also a plus. Grade: G12; Range: $20,497-26,008 2-21-97 Physics and Astronomy

DENTAL SCHOOL

Specialist: Clyde Peterson

DENTAL ASSISTANT I (022002CP) Sterilization and instrument control; assist in surgeries, ordering supplies, and students in clinic; maintain X-ray processor; backup to other assistants. Qualifications: High school diploma; vocational training in dental assisting; Certified Dental Assistant; Certified Radiology required; experience in endodontics helpful; ability to work in fast-paced environment; 1-2 years direct experience may be substituted for formal education; Grade: G8; Range: $16,171-20,240 2-18-97 Endodontics

DEVELOPMENT/ALUMNI RELATIONS

Specialist: Janet Zinser

ASSOCIATE DIRECTOR IV (022272F) Plan and design programs and events to involve and engage alumni classes with emphasis on quinquennial reunions. Identify, recruit and provide staff to a network of volunteers involved with organizing class-focused initia-tives and activities. Develop and oversee a calendar of communications, meetings and events with emphasis on Homecoming and Alumni Weekend. Qualifications: BA/BS; Knowledge of the University and its alumni programs preferred. 5 to 7 years experience in alumni relations, public affairs, teaching, hospitality, marketing or related fields. Experience in managing volunteer organizations preferred. Capacity to deploy technologi-cal tools and electronic communications. Demonstrated knowledge of WordPerfect or similar software programs. Desk top design and publications experience desirable. Demonstrated ability to manage staff and resources for effective performance; excellent experience helpful; excellent organizational and oral and written commu-nication skills and demonstrated ability to provide service under pressure. (Evening and weekend work and periodic travel required) Application deadline: One week from posting date. Grade: P6; Range: $32,857-42,591 2-21-97 Alumni Relations

ASSOCIATE DIRECTOR IV (022217Z) Lead, plan, design and implement a series of programs, events and communications which involve and engage segments of the alumni constituency with special emphasis on tar-geted leadership groups. Identify, recruit and provide staff service to alumni relations, admissions and development. Serve as chief administrative liaison between alumni groups and the various campus departments and offices. Develop and manage budget for affinity and interest groups. Qualifications: BA/BS; Knowledge of Penn’s alumni program preferred. 5 to 7 years experience in alumni relations, public affairs, marketing, teaching or hospitality. Demonstrated experience in volunteer management, events/project/conference planning and management. Strong financial acumen to oversee revenue and expense budgets for disparate groups and events. Excellent organizational and interpersonal skills. Capacity to deploy technology enhanced performance. Demonstrated knowledge of WordPerfect for Windows or similar software programs and database packages. Excellent communications skills, both oral and written. (Evening/weekend work and periodic travel required) Applications deadline: One week from posting date. Grade: P6; Range: $32,857-42,591 2-21-97 Alumni Relations

ENGINEERING/APPLIED SCIENCE

Specialist: Clyde Peterson

ASSISTANT TO CHAIRMAN I (101225CP) P1; $20,291-26,368 12-11-96 Electrical Engineering

DIRECTOR VI (02158CP) P9; $43,569-57,217 2-11-97 Dean’s Office

FISCAL COORDINATOR II (11122CP) P1/ P2; $20,291-26,368/22,351-29,098 1-14-97 Moore Business Office

RESEARCH SPECIALIST IV (0146CP) P6; $32,857-42,591 1-17-97 MSE

TECHNICAL, ELECTRONIC (101303CP) G10; $19,261-23,999 1-16-97 Computer & Education Tech Services

SYSTEMS ANALYST II (0145CP) P8; $39,655-52,015 1-21-97 CIS

EXECUTIVE VICE PRESIDENT

Specialist: Sue Hess

TELECOMMUNICATIONS Service Assistant Sr. (111451SH) (37.5 Hrs.) Provide customer support and implement assistance for telephony and voice processing products and services. Qualifications: HS diploma and some college or equivalent; minimum 2 years experience in telephony and/or voice processing; computer literacy, strong oral and written communications; experience with Octel voice processing systems strongly desired. Grade: G11 Range: $21,961-27,866 2-9-97 Telecommunications

OFFICE SYSTEMS COORDINATOR (02210SH) Use MAC based software to import data from billing program; manage data for activation, deactivation and transfer of student telephone services; assist system administrator with monthly billing process; provide technical support for telecommunications management software programs desktop applications and hardware and local area network; coordinate Customer Direct application provided by AT&T for off-campus program; develop and run reports to track errors, revenue, expenses and related data; handle customer service requests and questions generate by walk-in and telephone; assist with high volume of student transactions during move-in and move-out; some overtime, evening and weekend work required, especially during August and September. Qualifications: degree in Computer Science, Business or related field or equivalent experience; advance MAC skills with background in UNIX and networking highly desirable; strong skills w/ desktop applications such as spreadsheets and relational database management; previous experience with billing applications or financial systems preferred; strong communications and customer skills a must. Grade: G11; Range: $21,961-27,866 2-18-97 Pennex

TELECOMMUNICATIONS Service Assistant Sr. (111451SH) Provide support for voice processing and telecommunications systems installation, training, and system management. Qualifications: High School graduate required; some college education or equiva-lent experience required; minimum 2 years responsible customer service experience with telecommunications experience required; minimum 1 year experience as Telecom Services Assistant I, or equivalent experience in telephony required; experience with Octel voice processing systems, Norstar key systems and Centrex strongly desired; excellent demonstrated customer relations skills required; project management and organizational skills required; attention to detail and good computer literacy required with knowl-edge and use of spreadsheet, word processing and database applications; strong verbal and written communications skills required. Grade: G11; Range: $21,961-27,866 2-18-97 Telecommunications

ALMANAC February 25, 1997 11
OPPORTUNITIES at PENN

GRAD SCHOOL OF EDUCATION

Specialist: Clyde Peterson
COORDINATOR II (02156CP) (One year contingent fund) Grade: P10; $22,351-26,008 2-20-97 CDB
COORDINATOR III (01363CP) Grade: P11; $24,997-26,008 1-23-97 IRHE
ADMINISTRATIVE ASSISTANT III (01363CP) Grade: P11; $24,997-26,008 1-23-97 IRHE

GRADSCHOOL OF FINE ARTS

Specialist: Clyde Peterson
COORDINATOR II (02203CP) Act as chief-of-staff for graduate programs, providing the director with appropriate & timely management information; manage program office; develop & maintain annual program calendar & related schedules of appointment & events; coordinate with central office in areas of budget, admissions, financial aid, registration, records, development, public relation & facilities management; coordinate with teaching staff; communicate with applicants, sponsors, current students & graduates; track & assist current students & graduates; coordinate internship & placement initiatives. Qualifications: BA/BS or equivalent; minimum of one-two yrs. experience in administration involving planning, scheduling, organization & analysis; proficient with Microsoft Excel, Access & Word required; familiarity with University of Pennsylvania systems & procedures preferred. Grade: P2; Range: $22,351-29,098 2-17-97 Fels Center of Government
COORDINATOR II (01383CP) End date: 1/30/98 Grade: P2; $22,351-29,098 1-29-97 Architectural Archives

LAW SCHOOL

Specialist: Clyde Peterson
DIRECTOR IV (02187CP) P7; $36,050-46,814 2-12-97 Law Development & Alumni Relations
INFORMATION SPECIALIST II (0105CP) P5; $29,664-38,677 1-97 Computer Services
INFORMATION SPECIALIST II (0105CP) P5; $29,664-38,677 1-97 Computer Services

MEDICAL SCHOOL

Specialists: Ronald Story/Janet Zinner
RESEARCH SPECIALIST II (02213RS) Under general supervision, perform histochemical tissue staining and specialized microdissection of human tissue using microtome. Study cell adhesion, angiogenesis and tumor biology. Develop and implement protocols for experiment design as well as present and attend lab meetings. Qualifications: BA/BS/BA degree required; experience in biochemistry, parasitology, anatomy and physiology; thorough understanding of laboratory practices and procedures. Grade: P3; Range: $24,617-31,982 2-21-97 Pulmonary Vascular
FISCAL COORDINATOR I (01071Z) Perform financial & administrative duties; assist in budget preparation of initial projections; monitor budgets & reallocate funds; prepare summary activity reports, prepare & authorize financial forms & reports; exercise resource stewardship; serve as liaison with Business Services, Comptroller’s, Budget Office & vendors; process payroll; coordinate service center billing. Qualifications: BA/BS, preferably in business or equivalent; strong accounting principles & experience with computerized accounting systems/ Lotus 1-2-3; familiarity with University policies & FinMis system preferred; strong communication & interpersonal skills. Grade: P1; Range: $20,291-26,365 2-20-97 CDB
DIRECTOR VII (02214Z) Overseer network and computer system operations at five practice locations, supervise network and computer system personnel, serve as primary liaison with HSSD, DCCS and Ven dor Service Management, serve on applicable HSSD and DCCS committees, prepare disaster response plan and oversee annual budgeting, implement new software requirements and make recommendations, support treatment planning network development activities, supervise response to hardware/software problems, oversee the monitoring of network performance, reliability and integrity, provide hardware/software training, create and modify user accounts, establish and maintain systems’ security, prepare and maintain network architecture, management & utilization documentation, facilitate intradepartmental and WAN communications using existing and new technologies. Qualifications: BA/BS; MS preferred in a computer related field; 7-10 years experience in information systems; Windows NT 3.51 & 4.00, experience with UNIX, Windows 95, 98 & NT; familiarity with e-mail, word processing & database programs, knowledge of e-mail and SRS or equivalent. Ability to type at least 50 wpm. Familiarity with database programs, knowledge of e-mail and SRS or related tracking system. Grade: P10; Range: $24,617-31,982 2-20-97 Institute on Aging
RESEARCH SPECIALIST II (111479RS) Perform spectroscopic and physiologic research. Qualifications: MS in related topic required; communication & interpersonal skills essential; knowledge in software applications. (End date: 3/1/98) Grade: P5; Range: $29,664-38,677 2-19-97 Institute on Aging

RESEARCH SPECIALIST II (111479RS) Perform spectroscopic and physiologic research. Qualifications: MS in related topic required; communication & interpersonal skills essential; knowledge in software applications. (End date: 3/1/98) Grade: P5; Range: $29,664-38,677 2-19-97 Institute on Aging

NURSING

Specialist: Ronald Story
ADMINISTRATIVE ASSISTANT II (111393SH) (40 Hrs.) Coordinate administrative clerical support for the BSN/MSN Program. Respond to inquiries from undergraduate through PhD program, schedule interviews, facilitate application process and interface with program directors and other offices. Prepare mass mailing for registration and orientation. Collect student related data, compile statistics and prepare reports. Participate in on-campus recruiting events. Qualifications: HS diploma or related training. 2-3 years at the Administrative Assistant level for comparable. Experience in a fast-paced environment. Strong organizational and interpersonal skills, both written and oral. Excellent telephone skills. Strong PC related skills including word processing experience at the intermediate level or above. Working knowledge of Windows 6.1 preferred. Ability to type at least 50 wpm. Familiarity with database programs, knowledge of e-mail and SRS or related tracking system. Grade: G10; Range: $22,013-27,427 2-21-97 Nursing

PRESIDENT

Specialists: Sue Hess/Janet Zinner
ALUMNI DIRECTOR MEDICAL DIVISION (02219Z) Responsible for planning and implementing activities with Medical School alumni including cultivation and solicitation of major gifts, annual giving, and planned gifts; directly responsible for a top campaign priority, The Twenty-First Century Endowed Scholars Fund; interact with institutional admissions office, faculty to stay abreast of priorities and needs; identify, enlist, motivate, and support volunteers in the overall fundraising process; direct the preparation of major proposals, solicitation letters and other cultivation and information materials for alumni and faculty to use; coordinate of student aid programs, Medical School annual giving, alumni major gifts and alumni donors relations. Qualifications: BA/BS, advanced degree desirable; 7-10 years development experience including individual major gift solicitation, preferably in an academic medical center or large scientific/health care research institution; experience with alumni cell mass production; design and implement other steps in purification of AAV, Adenovirus and other viruses, such as Dnase treatment, column chromatography, and other viral purification methods; perform analysis on vectors produced, including genotyping records; prepare tissue culture and mouse embryo dissection. Qualifications: BA/BS in biology or science related field; coursework in Genetics and Cell Motility; previous experience in laboratory is not required, but is preferred. Grade: G10; Range: $19,261-23,999 2-20-97 Cell & Dev. Biology

GRADUATE SCHOOL OF THE搭边
fundraising, preferably for a professional school; ex-
perience in the management of a comprehensive de-
velopment program and capital campaign preferable;
excellent oral and written skills, and communication
skills - both oral and written; solid administrative
skills, and capacity to work in an intensely goal-
oriented environment; travel and valid driver’s li-
cense required. Grade: P10; Range: $48,822-64,066
2-20-97 Development & Alumni Relations

STAFF ASSISTANT II (02202Z) Support the Of-
fice of the Associate Executive VP for Med Center Development and Alumni relations; organize projects;
staff campaign committees; schedule meetings; pre-
pare agenda; take minutes; draft comments; prepare
written materials; oversee production of slide presen-
tations; research, write and produce presentations and
reports for AEVP; in conjunction with Executive Secretary coordinate all activities involving Exec VP for
Med Center and Health System and top volun-
teers; organize paper flow to ensure timely review and
response on key items received; draft correspondence
for AEVP and EVP as appropriate; serve as primary
contact person for requests made by other offices;
work with and support both executive directors on
special projects. Qualifications: BA/B.S.; three years
in an academic development setting with primary
writing and special project responsibilities; excellent
organization skills; ability to work in a fast-paced,
oral and written; demonstrated ability to function independently, and participate in contributing to a
team effort; solid computer skills; knowledge of soft-
ware programs such as Word Perfect, Excel, Filemaker Pro,
Label Maker, Microsoft Office - Word and Excel);
personal skills; proficient in the use of Macintosh computers
and related database/office software (Filemaker Pro,
Label Maker, Microsoft Office - Word and Excel);
willings to work certain weekends. Grade: G9; Range:
$20,130-25,133 2-20-97 Development & Alumni Relations

ADMINISTRATIVE ASSISTANT I (02200Z) Provide administra-
tive clerical support to the Director of Med Alumni Events and Financial Administrator for Med Center Development 
Office; proof and edit correspondence; schedule and coordinate meetings; coordinate event meetings; establish guidelines for receipt of event registrations; coordinate and process financial
paperwork and purchasing requests using FinMis; pro-
cess telecommunications and facilities requests; order and maintain office supplies; answer telephones.
Qualifications: High school diploma: 2 years of administra-
tive clerical experience; knowledge of University finan-
cial policies and procedures a plus; sensitivity to confi-
dential material; ability to handle more than one project
simultaneously; excellent organizational and interper-
sonal skills; proficient in the use of Macintosh computers
and related database/office software (Filemaker Pro,
Label Maker, Microsoft Office - Word and Excel);
willings to work occasional evenings and weekends. Grade: G9; Range: $20,130-25,133 2-20-97 Development & Alumni Relations

PROVOST

Specialist: Clyde Peterson

CUSTODIAL WORKER (0226RS) Perform variety of
custodial tasks under supervision of contractual
supervisor; keep floor equipment, operating rooms,
recovery areas clean; maintain laboratories, offices, and public areas etc; report
malfuctioning equipment; work schedule 3-11 pm.
Qualifications: High school grad or equivalent; familiar
arity with all types of cleaning equipment; experiences in hospital cleaning environment preferred; able to lift up
50 lbs; able to work flexible schedule; valid driver’s license required; ability to tolerate post surgical clean-up
required; on-call duties and occasional weekends may be required. Grade: G5; Range: $14,714-18,069 2-20-
97 Large Animal Hospital

ASSOCIATE DIRECTOR (02190CP) Assist in the management & production of the statistical ana-
lyze of the Office of Institutional Research & Analy-
sis; consult with users & providers to assess their specific data needs & availability of data; lead com-
puter programming of three research analysts & re-
view results of this work; supervise activities of AA in
the assembly, printing & distribution of financial, and communication analysts; assist in preparing budget for the Office & suggest ways to improve resource utilization; engage in original research using an array of scholarly statis-
tical software; responsible for leading the staff in preparing reports for senior managers & external
agencies. Qualifications: Master's degree; PhD preferred;
five or more yrs. experience in higher educa-
tion preparing analyses in support of institutional
planning; extensive knowledge of University admin-
istration; ability to analyze & present data & representa-
tion required; strong skills in research methods & data
analysis including use of descriptive & inferential statistcs & statistical forecasting; strong writing & oral communication skills required; managerial expe-
rience, organizational, & writing skills; general
knowledge of SAS or other statistical packages, ability to use graphical software on variety of platforms; previous
work with large relational databases & extracted flat
files. Grade: P10; Range: $48,822-64,066 2-17-97
Institute for Conflict Resolution

COORDINATOR I (02186CP) Assist with general organizational & maintenance of the collections in
storage; facilitate movement of collection between museum departments; supervise on-going collection
management of the Argus database; be proficient in the use of Macintosh computers & related database/office
software (Filemaker Pro, Label Maker, Microsoft Office - Word and Excel); personal skills; proficient in the use of Macintosh computers and related database/office software (Filemaker Pro, Label Maker, Microsoft Office - Word and Excel); willingness to work occasional
weekends. Grade: G6; Range: $10,500-13,180 2-20-97 Development & Alumni Relations

PROVOST

Head Coach: Ronald Story

LARGE ANIMAL ATTENDANT (02209RS) Performs various duties such as veterinary medical care & feeding of animals & the cleaning and upkeep of stall facilities; assist in moving large animal patients; feed animals & assist in monitoring of general health condition; assist in positioning animals in operating room; assist w/ removal of down or dead animals; operate motorized equip-
ment, including fork lift, tractor, & standard dump truck; related duties as assigned. (Position located in Kennett Square - No public transpor-

ALMANAC February 25, 1997 13
tation available) Qualifications: HS grad; 1-3 years experience working with large animals; mechanical aptitude; flexibility in hours as overtime may be required; valid driver’s license required; ability to perform strenuous work. Grade: G5; Range: $14,714-18,069 2-18-97 Large Animal Hospital-NBC

VICE PROVOST/UNIVERSITY LIFE

Specialist: Clyde Peterson

PLACEMENT COUNSELOR SR. (02052CP) Advise students on career interests and admissions criteria for graduate & professional schools (pre-health/pre-law); keep abreast of information on these fields and requirements for admission; organize and lead seminars; counsel students and alumni; interact with University personnel and graduate school representatives to learn information and to advocate for Penn affiliates; participate in the writing of Health Professions Advisory Board letters. Qualifications: Masters degree required; strong counseling skills, with sensitivity to the needs of diverse student populations; excellent written and analytical skills are a must; computer experience desirable; willingness to learn essential; knowledge about law and health professions desirable; experience in student services or academic advising; knowledge of other graduate programs a plus. Grade: P5; Range: $26,926-35,123 2-21-97 Wharton Computer and Information Technology ASSOCIATE DIRECTOR V (02217IIZ) Responsible for the design, development & implementation of customized executive education programs; work with client & Academic Director to develop a program & ensure fulfillment of its objectives; manage program delivery team & ensure smooth implementation of program. Qualifications: BA/BS; advance degree in education or business related field or equivalency; five-seven yrs. experience in designing & teaching programs for senior level executives; innovative approach to educational & management problems; strong business & computer skills. Grade: P7; Range: $36,050-46,814 2-20-97 Aresty Institute COORDINATOR III (01411IIZ) Develop on-line day-to-day management of a significant new research program being jointly sponsored by two of Wharton’s research Centers, Risk Management & Decision Processes Center & Financial Institutions Center; administrative logistic support including budgets, data bases & conferences; coordinate internal & external communications, new publications. Qualifications: BA/BS; two-four yrs. administrative experience; previous Wharton or university of Pennsylvania work experience a plus. (On-going contingent upon grant funding.) Grade: P3; Range: $24,617-31,982 2-5-97 WFIC PROGRAMMER ANALYST II (02216IIZ) Develop & maintain On-line Tracking System in support of Trailing Programs to identify & maintain high profile school-wide applications to enhance the value of computing environment; interact with high level students & faculty; provide high level, expert problem solving for other technical professionals. Qualifications: BA/BS in Information or related field, demonstrated ability to work in a team; creative ability to take full advantage of new technologies; demonstrated self-starter; ability to work independently. PROG. ANA. II: Two-three yrs. progressively responsible experience. PROG. ANA. III: Four yrs. progressively responsible experience. (Grade level will depend on expertise & years of experience) Grade: P6/P7; Range: $32,857-42,591/$36,050-46,814 2-30-97 WCIT RESEARCH SPECIALIST I (01401IIZ) Participate in research teams & support preparation of related research papers, industry presentations & academic convocations; perform searches & data analysis. Qualifications: BA/BS in economics, business or engineering; one yr. related experience or equivalent; strong quantitative (some data-estimation-calculations) & computer skills (WordPerfect & Excel) familiarity with Lexis/Nexis, ABI & Internet a plus. (On-going contingent upon funding) Grade: P2; Range: $22,351-29,098 2-17-97 Finance Institution Center

WHARTON SCHOOL

Specialist: Janet Zinser

INFORMATION SYSTEMS SPECIALIST II/III (92227IIZ) Provide computing consulting support for faculty in the Legal Studies Department. Assist faculty in the use of computing systems, software and hardware, including PCS and UNIX workstations. Manage local area network for department, Novell with migration to NT. Supervise student workers. Plan and deploy computing resources to support faculty and augment existing computing environment. Formulate and implement computing solutions and strategies for computer inventory. Provide computing support for Wharton faculty and student instructional requirements. Assist students and faculty in the use of computing systems, software and hardware, including PCS, Local Area Networks and UNIX workstations, laboratory and classroom applications. Qualifications: Strong interpersonal skills. Ability to work and communicate with users with a wide range of technical expertise. Strong organization and leadership aptitude. Ability to deliver quality service while working independently. P5 position: 4 years progressively responsible experience required. P7 position: 5 years progressively responsible experience in many facets of computing support and/or programming, with an end-user computing requirements in a teaching and research environment. BA/BS degree or equivalent. Operating Systems: MS-DOS, UNIX, MAC OS, Windows; Networking Systems and Standards: TCP/IP, IP, X-windows, Ethernet; Languages: C++, Visual Basic; PC Applications: Extensive experience with many PC applications, eXceed/DV or other X server software; Statistical and Modeling Software: SAS. Mathematics, Gauss, Matlab; Hardware: Knowledge of IBM PCS compatible, Windows PCs, Macintosh computers, UNIX workstations, including peripherals. Grade: P5/P7; Range: $29,664-38,677/$36,050-46,814 2-21-97 Wharton Computer and Information Technology INFORMATION MANAGEMENT SPECIALIST I (02229IIZ) Provide technical support for classroom technology to faculty, students and corporations. Resolve desktop, network and multimedia hardware and software problems. Evaluate and recommend new technology. Ensure systems function properly on a daily to day basis. Train faculty on the use of classroom systems. Qualifications: Bachelor’s degree preferred. 2-3 years experience in computing and multimedia support. In-depth knowledge of Windows95/98/NT operating systems, working knowledge of word processing, spreadsheet, electronic mail and WWW. Demonstrated skill in computer troubleshooting and diagnostics. Knowledge of data networks, telecommunications and electronics helpful. Experience with projections and video editing useful. Excellent customer service skills. Exceptional organizational and communication (both oral and written) skills. Ability to work independently and as a member of a team. Ability to work well under stress, extended hours and occasional weekends. Physical able to lift 50 pounds (Due to academic calendar, vacation may not be taken from August through September) Grade: P4; Range: $26,986-35,123 2-21-97 Wharton Computer and Information Technology OPPORTUNITIES at PENN

For the February 27 Meeting, Some Members’ Questions on the Benefits Redesign Plan

Following are some of the questions and comments received by A-3 Assembly Chair Karen E. Wheeler in advance of the open membership meeting scheduled for Thursday, February 27, noon to 1:30 in the Bowl Room of Houston Hall. See also school and center meetings scheduled for staff, page 15. —Ed.

• Do how the proposed changes in the benefits redesign plan fit into President Rodin’s Agenda for Excellence plan?

• How is it that the high level of current employee benefits cost negates Penn’s ability to meet such priorities as...competitive salaries for faculty/staff?

• I’m concerned about the phrase used with regard to making benefits “more cost-effective.” It’s used many times when referring to downsizing/restructuring.

• The report mentions...employee payroll contributions for all health insurance plans returning to the University’s policy in effect between 1980 and 1994. Exactly what was the University’s policy at that time?

• What are the “special qualifying courses” being developed regarding CGS/Wharton? And what is meant by “developed”?

• Who will mandate/oversee these special qualifying courses? The Deans of Wharton/CGS, academic advisors?

• How many courses will be required to take before acceptance into CGS or Wharton? And, will there be a required sequence of classes to take in order to meet the qualifications of acceptance into these two schools?

• Why are graduate tuition benefits for spouses and dependents being eliminated? Why not “grandfather” the benefits...? [Ed. note: This question was also among those asked at PPSS; see p. 4.]

• On page S-3 top right, what is meant in the wording “tuition benefits should be available only to employees whose salary is subject to the University’s employee benefits rate”?

• Why are “summer hours” being eliminated? The elimination of summer hours in the long run is not in the best interest of employees, but more so to the University.

• On page S-3...it is stated that “summer hours” has contributed to the costly administrative complexity of accounting for employee time off. In plain English what does this mean? Are you saying that the University is “losing” money? If so, how is that? If anything, I would think that this helped the University not lose money.

• Why are personal days and floating days being combined with regular vacation time off?

• Why has it been 15 years since the benefits package was reviewed? What is the “norm” with regard to a time frame in which the benefits package will be reviewed in a timely fashion for the future and not let another 15 years pass by?

• It’s mentioned...that employee contribution (to health benefits) in the private sector ranges up to 20% or higher with limited choices. In that case, let’s be mindful that private sector salaries in comparison to salaries of A-3’s at Penn are higher too!

Classified

Benefits Redesign Briefing Schedule for Staff *

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Group</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>2/13</td>
<td>3:00-4:00 PM</td>
<td>A-1 Executive Council</td>
<td>Business Services Conference Room</td>
</tr>
<tr>
<td>2/17</td>
<td>12:00-1:00 PM</td>
<td>A-1 staff (PPSA)</td>
<td>Houston Hall, Bodek Lounge</td>
</tr>
<tr>
<td>2/18</td>
<td>12:00-1:30 PM</td>
<td>A-3 Executive Council</td>
<td>Franklin Bldg., 1st Floor</td>
</tr>
<tr>
<td>2/18</td>
<td>1:30-3:00 PM</td>
<td>Development staff</td>
<td>Faculty Club, Alumni Hall</td>
</tr>
<tr>
<td>2/19</td>
<td>9:00-10:30 AM</td>
<td>Development staff</td>
<td>Faculty Club, Alumni Hall</td>
</tr>
</tbody>
</table>

Upcoming Meetings (as scheduled 2/24; groups will be notified if changes are made)

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Group</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>2/25</td>
<td>3:00-4:30 PM</td>
<td>VP Finance staff</td>
<td>Faculty Club, Alumni Hall</td>
</tr>
<tr>
<td>2/26</td>
<td>2:00-3:00 PM</td>
<td>GSE staff</td>
<td>213 Steinberg Conference Center</td>
</tr>
<tr>
<td>2/27</td>
<td>9:00-10:30 AM</td>
<td>CGS staff</td>
<td>TBA</td>
</tr>
<tr>
<td>2/27</td>
<td>12:00-1:30 PM</td>
<td>A-3 staff (A-3 Assembly)</td>
<td>Houston Hall, Bowl Room</td>
</tr>
<tr>
<td>2/27</td>
<td>9:00-10:00 AM</td>
<td>Facilities Management</td>
<td>Faculty Club, Alumni Hall</td>
</tr>
<tr>
<td>2/28</td>
<td>9:30-11:00 AM</td>
<td>Law School staff</td>
<td>TBA</td>
</tr>
<tr>
<td>2/28</td>
<td>3:00-4:30 PM</td>
<td>School of Social Work staff</td>
<td>TBA</td>
</tr>
<tr>
<td>TBA</td>
<td>TBA</td>
<td>Presidents Office staff</td>
<td>TBA</td>
</tr>
<tr>
<td>3/03</td>
<td>3:00-4:00 PM</td>
<td>School of Nursing staff</td>
<td>Room 216 NEB, 2nd Floor</td>
</tr>
</tbody>
</table>

* School briefings for faculty members are being announced to the faculties by their deans.

The University of Pennsylvania Police Department
Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for February 10 through February 16, 1997. Also reported were Crimes Against Property, including 26 thefts (including 2 burglaries, 2 thefts of auto, 5 of bicycles & parts, 5 incidents of criminal mischief & vandalism; 1 incident of trespassing & loitering. Full crime reports are in this issue of Almanac on the Web (www.upenn.edu/almanac/v43n23/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 10 and February 16, 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 898-4482.

**Crimes Against Persons**

**34th to 38th/Market to Civic Center:** Threats & harassment-3
02/13/97 6:22 PM Grad B 6453 Market St Grad B Unwanted phone calls received
02/14/97 2:44 AM Grad B 3423 Walnut St Unwanted phone calls received
02/14/97 5:28 PM 3423 Walnut St. Gang/employee threatened by patrons.

**38th to 41st/Market to Baltimore:** Robberies (& attempts)-1; Threats & harassment-3
02/13/97 1:14 AM 3900 Blk Sansom Various items taken
02/13/97 4:07 AM Harrison House Unwanted phone calls received
02/13/97 4:25 AM Low Rise North Unwanted e-mails received
02/13/97 10:20 AM Harnwell House Unwanted phone calls received

**41st to 43rd/Market to Baltimore:** Robberies (& attempts)-1
02/15/97 11:57 PM 4201 Chestnut Ave Diner & customers robbed/4 apprehensions

**30th to 34th/Market to University:** Threats & harassment-1
02/10/97 11:15 AM LRSM Complainant reports threat note left in desk

**Outside 30th - 43rd/Market to Baltimore:** Sexual assaults-1; Robberies (& attempts)-1; Simple assaults-1; Threats & harassment-1
02/10/97 5:23 AM College of NJ Unwanted e-mail sent from Penn account
02/11/97 2:21 AM 20th-Walnut Male assaulted by bouncer
02/11/97 1:45 PM 4311 Locust St. Complainant reports being assaulted
02/14/97 11:16 AM 1300 Blk Spruce Wallet taken

**Crimes Against Society**

**38th to 41st/Market to Baltimore:** Disorderly conduct-1
02/14/97 11:42 PM 230 s 40th St. Male arrested/transported to 18th/ released

**41st to 43rd/Market to Baltimore:** disorderly conduct-1
02/12/97 10:38 PM 43rd & Pine Male assaulted by suspect

18th District Crimes Against Persons

6 Incidents, 2 Arrests reported between February 10 and 16, 1997, by the 18th District; covering Schuylkill River to 49th Street, Market Street to Woodland Avenue.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>02/11/97</td>
<td>9:00pm</td>
<td>4838 Spruce</td>
</tr>
<tr>
<td>02/12/97</td>
<td>2:59pm</td>
<td>808 47th</td>
</tr>
<tr>
<td>02/13/97</td>
<td>1:14am</td>
<td>3900 Sansom</td>
</tr>
<tr>
<td>02/15/97</td>
<td>11:00pm</td>
<td>3300 Market</td>
</tr>
<tr>
<td>02/15/97</td>
<td>12:01pm</td>
<td>4201 Chestnut</td>
</tr>
<tr>
<td>02/16/97</td>
<td>7:30pm</td>
<td>1300 Melville</td>
</tr>
</tbody>
</table>

Gyms' Special Schedules

Gimbel Gym and Sheerr Pool will be closed to users all day Friday, February 28 and Saturday, March 1 (for the PIAA Swimming Championship), but the Hutchinson pool will be open Friday, February 28, 7-8:30 a.m. and noon-7 p.m. On March 1, both the gym and pool at Hutchinson will be open noon-7 p.m.

Reminder: Spring Break

Spring Break 1997 begins with the close of classes on Friday, March 7, and concludes with the start of classes Monday, March 18. Almanac will publish during the break this year.

ALMANAC Update

FEBRUARY AT PENN

TALKS

26 What Is A Narrative Fact?: Jerome S. Bruner, NYU: 5 p.m.; Room 110, Annenberg School (Annenberg Scholars Conference).

27 The New Consensual Banality; Joe Klein, C'68; New Yorker columnist; author of Primary Colors: 4 p.m.; Room 110, Annenberg School (SAS Alumni Lecture Series).

Acts of the Apostles Philip, the Story of a Recent Discovery; François Bovon, Harvard; 7-9 p.m.; Woody Room, Van Pelt Library (Religious Studies).

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

CLASSIFIEDS: (215) 898-3632
Phone: (215) 898-1426 or 898-1427 FAX: 898-1203
Email: almanac@pobox.upenn.edu
URL: http://www.upenn.edu/almanac

The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic, or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Howard Arnold, Interim Director, Office of Affirmative Action, 1133 Blockley Hall, Philadelphia PA 19104-6021 or (215) 898-6993 (Voice) or 215-898-7803 (TDD).

The Compass pages are written and edited by the Office of University Relations, University of Pennsylvania. ACTING MANAGING EDITOR: Libby Rooft
NEWS STAFF: Jon Caroulis, Phyllis Hoffman, Carl Maugeri, Esai Sanchez, Kirby F. Smith, Sandy Smith
DESIGNER: Brad Barth
Gym's Special Schedules

Gimbel Gym and Sheerr Pool will be closed to users all day Friday, February 28 and Saturday, March 1 (for the PIAA Swimming Championship), but the Hutchinson pool will be open Friday, February 28, 7-8:30 a.m. and noon-7 p.m. On March 1, both the gym and pool at Hutchinson will be open noon-7 p.m.

Reminder: Spring Break

Spring Break 1997 begins with the close of classes on Friday, March 7, and concludes with the start of classes Monday, March 18. Almanac will publish during the break this year.

**ALMANAC** February 25, 1997
CHILDREN'S ACTIVITIES


3 February 27: Born to Play: Children's Dance Workshops with Robin Wiener and Karen E. Reeder, DiFeliciantonio, 1996); with the director, Mar. 1-3 p.m.; Mar. 1-4 p.m.; Levy/Lott Courts.

4 Thursday Night at the Folklife Center: Singsing Tumbuan/Mask Dance (Klimov, 1980) and Bontoc Eulogy (Hitchcock, UK, 1941); with the director, March 1-4 p.m.; March 2, 7:30 p.m.

5 libraries: 8 a.m.-noon; Thurs., 10 a.m.-7 p.m., Wed., 10 a.m.-10 p.m.; Sun., 12:30 p.m.-5:30 p.m.; closed Mon. and holidays.

6 temporal traditions of the Middle East and the United States. See Exhibits.

7 On Boys, Girls, and the Veil (Perlson, 1996); with the director, March 1-4 p.m.; March 2, 7:30 p.m.

8 Martin S. Gottlieb; 10 a.m.-4 p.m.; register by February 28.


10 National Women's History Museum; registration: 898-4016; www.libertynet.org/~ihouse; None (Berman, 1995), a Great Tradition; Buddhism: History and Diversity of the Great Traditions; Through June 1997.

11 Wexler, 1996), Reevaluating Traditional Roles; Back in Time: People, Place and Politics; video; $2/students, free/with PennCard, children under 6; Mon.-Fri., 10 a.m.-4 p.m.; $3, $2/Museum members, $1/ages 6-18. Information: 898-4965 (AfroAmerican Studies).

12 Bengal: A Voice Like Egypt (Golden, USA, 1996), with the director, March 1-4 p.m.; March 2, 7:30 p.m. Information: 898-4965 (AfroAmerican Studies).

13 Hopes Soaring High by Marsha Morgan of the American Research Center in Egypt; Egypt: The Land of the Pharaohs. Free, Mon.-Fri., 9:30 a.m.-7:30 p.m., Sat. & Sun., 12-5 p.m.

14 Singsing Tumbuan/Mask Dance (Klimov, 1980) and Bontoc Eulogy (Hitchcock, UK, 1941); with the director, March 1-4 p.m.; March 2, 7:30 p.m.

15 University Museum (Museum; Center for Bioarchaeology); $3, $2/Museum members, full-time students, senior citizens, $1/ages 6-18, $1/ages 5 & under.


17 Academic Society).

18 Winifred Lutz; Maureen Connor, Tony Oursler and Felice Schachter; information: 898-4965 (AfroAmerican Studies).

19 Arthur Ross Gallery, Fisher Fine Arts Library.

20 University Museum (Museum; Center for Bioarchaeology); $3, $2/Museum members, full-time students, senior citizens, $1/ages 6-18, $1/ages 5 & under.

21 ancient music of the Near East: vocal and instrumental music. Show on March 16, two performances only. See Music.

22 Children's Activities

23 Special Events

24 Mardella Lowry Jones, folklorist, storyteller, and on Sundays 10 a.m.-noon; Thurs., 10 a.m.-7 p.m., Wed., 10 a.m.-10 p.m.; Sun., 12:30 p.m.-5:30 p.m.; closed Mon. and holidays.

25 Time and Rhythm at Biblical; Ancient Egyptian Medicine and Healing Plants, Medicine across Time and Culture: Morris Arboretum.

26 University Museum Tours

27 Morris Arboretum; registration: 898-4016; www.libertynet.org/~ihouse; None (Berman, 1995), a Great Tradition; Buddhism: History and Diversity of the Great Traditions; Through June 1997.


29 campus workshops in traditional dance. See Exhibits.


31 Please check with the individual performers for age restrictions.


34 Philadelphia Tours—Eubie Blake’s Treasures: photographs by Jeanette Flamme, former chief of visual communications of the University Museum. Exposition closes on Sunday, 26 February. Information: 898-4016.

March 20 to April 23, 2007
Mon-Fri 10-5, Sat 10-4 (except Feb 17 & 18)
Free and open to the public
For more information, call 898-8611
or stop by the Center.