Birth of a New Degree

Through a new master's degree program in bioethics, Penn will "train 20th Century medical professionals for 21st Century problems," according to CGS Spokesman Luise Moskowitz. The new degree, M.Bioethics, has been developed by SAS/CGS in partnership with PennMed's Center for Bioethics. See page 4 for details.

The baby at left is from the website of the Center for Bioethics, where Dr. Glenn McGee's book, The Perfect Baby: A Pragmatic Approach to Genetics, was one of the readings used in the new Fireside Chats series, also noted on page 4.
News in Brief

Pretrial Events in Sled’ Murder Case
In a pretrial conference last week for attorneys in the murder case of biochemistry/biophysics research associate Dr. Vladimir Sled’, Philadelphia Court of Common Pleas Judge Carolyn Temin rejected defense attorney Lee Mandell’s motion to throw out the indictment of Yvette Stewart, the alleged driver of the getaway vehicle.

Earlier Ms. Stewart, along with Bridget Black and Eugene “Sultan” Harrison, pleaded not guilty at their arraignments.

The pretrial conference for Ms. Black, who is alleged to have stabbed Dr. Sled’ last Halloween night as he walked home with his fiancée on the 4300 block of Larchwood Avenue, has been re-scheduled to May 22 because her attorney reportedly cannot appear until then. Mr. Harrison, who was caught after he was recorded on bank surveillance cameras attempting to use ATM cards stolen from Dr. Sled’s fiancée, did not attend the pretrial conference and will be tried separately from the two women suspects.

According to District Attorney Dick Carroll, the trial is to begin in a matter of months.

Renters’ Housing Fair: April 8
Those planning to rent off-campus in the near future can meet property owners and managers at the Annual Housing Fair ‘97 Tuesday, April 8, from 11 a.m.—2 p.m. on Locust Walk. More than 50 realty companies will be represented, along with tenants’ right groups, utility companies and other organizations involved in off-campus living. More information: Office of Off-Campus Living, 898-8500.

Focus Groups on F/S Housing
As part of the University’s review of the residential housing system, the consulting firm of Biddison Hier will conduct focus groups this week to assess the need for, and interest in, either on-campus or near-campus housing specifically for faculty and staff. All interested faculty and staff are invited to participate in the focus groups, to be held April 2, 3, 7 and 8 at times and locations to be chosen, based on the number of faculty and staff who respond. To sign up, contact the Associate VPUL, Dr. Larry Moneta; his e-mail address is moneta@pobox.upenn.edu.

Ivy Stone Design: April 16
Any member of the University community can enter the competition to design the 1997 Ivy Stone, which carries an award of $50 and the placement of the stone in a campus location on Ivy Day.

Designs must be rectangular, 2’ x 1’, and must include the words “Ivy Day 1997” and a simulation of ivy leaves. The designer’s name, address, phone number, e-mail address and social security number must be on the back of the design. Submit by April 16 to the Office of Student Life, 110 Houston Hall.

Human Origins: April 8
Dr. Yves Coppens, the noted French paleoanthropologist most recently involved in the discovery and naming of Australopithecus fossil finds in the Republic of Chad, will lecture on “East Side Story: East Africa and Human Origins” April 8 at 6 p.m. in the Rainey Auditorium of the University Museum. Dr. Coppens is Professor of Anthropology at the Collège de France in Paris.

Admission is $5 (free to members and PennCard holders). Visitors should enter the Museum through the Kress (east side) entrance of the building.

SENATE From the Senate Office

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

Agenda of Senate Executive Committee Meeting
Wednesday, April 2, 1997, 3-5:30 p.m.

1. Approval of the minutes of March 19, 1997
2. Chair’s Report
3. Past Chair’s Report on activities of the Academic Planning and Budget Committee and on the Capital Council
5. Just Cause Revision
6. Informal discussion with Provost Chodorow
7. Progress report from the Senate Committee on the Economic Status of the Faculty
8. Progress report from the Senate Committee on the Faculty
9. Proposed Faculty Exit Questionnaire
10. Other new business
11. Adjournment by 5:30 p.m.

Greenfield Intercultural Center: Valerie De Cruz

Valerie De Cruz, former assistant dean for multicultural affairs at Princeton, became the new director of the Greenfield Intercultural Center last month. A 1986 graduate of the University of Calgary with a B.S. in Psychology, Ms. De Cruz received her Masters of Education in Counseling from the Wichita State University in 1988.

Previously, Ms. De Cruz had served as assistant dean of students at Oberlin College from January 1989 to July 1993. During her tenure, she also took on the roles of director of Asian American affairs and coordinator of the counseling component at the college.

Her goals for the Center involve “understanding the complexities which surround race in American societies, while actively supporting students and minority communities.” She also hopes to continue the Center’s role in “fostering collaborations among different minority organizations in organizing activities and programs and with graduate and undergraduate students working together on various minority issues.”

She succeeds the Rev. Lawrence Burnley, who served as the Center’s director from 1994-96 before leaving for Cleveland, Ohio, where he continues in the ministry as Secretary for Racial and Ethnic Constituency Education and Development for the Common Global Mission Board of the United Church of Christ and the Christian Church.

Inaugurating the Crystal Stair Award

The Alumni Association and the Board of Overseers of the School of Social Work have created a new prize, the Crystal Stair Award, to recognize “natural social workers”—volunteers and professionals from any discipline who have “worked passionately for social justice and the elimination of prejudice and oppression,” as the School defines it.

The Award is named for the central image in the Langston Hughes poem “Mother to Son”:

Don’t you fall now—
For I’se still goin’, honey,
I’se still climbin’
And life for me ain’t been no crystal stair.*

The award will be inaugurated at a reception Wednesday, April 16, honoring four recipients—Marian Wright Edelman, founder and president of the Children’s Defense Fund; C.B. Kimmins, executive director and chief of staff of Mantua Against Drugs; and the New York-based attorneys Jeffrey D. Lobach and Craig T. Treblilcock, who have provided pro bono advocacy for the past several years on behalf of Chinese refugees from the freighter Golden Venture.

The reception will begin at 5 p.m. in the Park Hyatt Philadelphia at the Bellevue. Attendance is limited and tickets, which begin at $125, must be purchased by April 8. For more information, call 898-5518.

HONORS & Other Things

For Work in Artificial Intelligence: Dr. Joshi

Dr. Aravind Joshi, co-director of the Institute for Research in Cognitive Science, is the 1997 recipient of the International Joint Conference on Artificial Intelligence (IJCAI) Award for Research Excellence. Dr. Joshi, the Henry Salvadori Professor of Computer and Cognitive Science as well as Professor of Linguistics, will accept the award at the 1997 IJCAI Conference in Nagoya, Japan. The award, given only once every two years, is the highest honor given in the field of artificial intelligence and was last received by Nobel Prize winner Herbert Simon in 1995; other past recipients include Ray Reiter (1993), Marvin Minsky (1991), Allen Newell (1989), and John McCarthy (1985).

Dr. Joshi was chosen for his fundamental contributions to computational linguistics and natural language processing. He particularly known as the inventor of tree-joining grammars (TAGs), and as a leader in the investigation of computationally tractable syntactic formalisms. He has also been a significant contributor to computational research on discourse, and he is extremely active in fostering interdisciplinary research and educational establishments in artificial intelligence and cognitive science in the United States and India.

International Programs Fund Awards

Three members of the faculty are winners of awards from the International Programs Fund, which supports area and international studies within the context of Penn’s Agenda for Excellence. The winners and their projects:

- Dr. Peter Berthold, professor of restorative dentistry, for “A Study of the incidence of HIV related oral lesions in pregnant women in selected antenatal clinics in Malawi”;
- Dr. Susan Gennaro, associate professor of nursing and director of the Pereinatal Nursing Program, for “Women teaching women—an evaluation of an educational intervention in Malawi”;
- Dr. Barbara Medoff-Cooper, professor of nursing, for “Nurtive sucking: physiological and behavioral correlates” (with Hadassah Hospital, Hebrew University).

For information on applying to this fund for 1998, please see page 5.

Gimbel Award to Dr. Carino

Dr. Constance Carino, the emeritus professor of nursing who founded The Wellness Community in Philadelphia, was the 1996 recipient of the Allegheny University/Gimbel Philadelphia Award. Through the Wellness Community, created in 1993 on the premise that “Cancer patients who participate in their fight for recovery along with their health care team will improve the quality of their lives and may enhance the possibility of their recovery,” over 1500 patients and family members have participated, free of charge, for a total of 14,450 visits.

Festschrift for Dr. Freyd

For the sixtieth birthday of Dr. Peter Freyd, professor of mathematics, the Journal of Pure and Applied Algebra (116, 1997) has published a Festschrift in his honor, citing his influence on category theory especially through two of his books, Abelian Categories and Categories, Allegories, as well as influential papers such as Aspects of Topoi—and for his “... unstinting support for young mathematicians who come up to his exacting standards (coupled with an eagerness to debunk those who do not).”

...Among Other Things

The Association of Collegiate Schools of Planning gave its annual educator award to Penn’s President Emeritus Martin Meyerson at the recent meeting in Toronto. Professor Meyerson, who chairs the Monell Chemical Senses Center, has also become chair of the Guggelmo Marconi International Fellowship Foundation and has been reappointed to the board of overseers of Turkey’s Koç University. In addition, he was named an honorary professor of Beijing University; and is one of the few Americans appointed to the advisory group for the Japan Foundation/Center for Global Partnership.

Dr. Neal Nathanson, professor emeritus of microbiology/med, has been named to the National Institutes of Health’s new AIDS vaccine committee, known as the Baltimore Committee for its head, the Nobel laureate David Baltimore. The 11-member body has a wide charge that includes “the possibility of creating a centralized AIDS vaccine institute,” according to Science February 21.

Note: Some foundations, such as the Guggenheim, notify the University centrally of awards made to Penn faculty, while others tell only the individual. Thus Almanac sometimes publishes piecemeal. Fulbright Awards are among those we cannot get from a central source unless we wait for a booklet due in August. We have been advised of one 1997 Fulbright Award to a faculty member (in neurosurgery) and are interested in knowing if there are others.—Ed.
From CGS and PennMed:
A Cross-Disciplinary Master’s Degree in Bioethics

The first national code of medical ethics was adopted in Philadelphia in 1847, but when the code’s 150th anniversary was celebrated last month in Philadelphia, the program looked at the present and future challenges even more than at the past.

Meanwhile, back on campus, the School of Arts and Sciences’ College of General Studies and PennMed’s Center for Bioethics were putting the finishing touches on a new professional master’s degree that is geared particularly to those challenges as they are faced by today’s health care professionals.

The new program, one of several innovative master’s degrees coming up for approval by the Trustees this spring, has an enrollment deadline of May 1.

The Master’s in Bioethics is not intended as a first professional degree, nor as a prelude to doctoral training in bioethics, the CGS course description notes carefully.

Instead, the program is designed to combine bioethics with another discipline or with professional practice. Bioethics is by its nature a subject that crosses traditional boundaries between academic disciplines. The advanced study of bioethics at Penn brings together liberal arts disciplines including philosophy, history and sociology of science, psychology, sociology, and anthropology, with the expertise of Penn’s professional schools including medicine, law and health economics. Thus the Master’s in Bioethics program is designed to provide its graduates with the interdisciplinary training they will need in order to address the moral challenges in health care today and tomorrow.

Who Can Enroll?
The new degree program is not open to undergraduates, but is open to:
— Mid-career and senior health care professionals, including physicians, nurses, health care administrators, social workers, other allied health professionals, and other practitioners and teachers;
— Students already enrolled or admitted to a graduate or professional degree program, such as medicine, law or a Ph.D. program, who want to combine bioethics with their primary training;
— Postbacalaureate students with a special interest in the field itself—but who understand that the degree is “not designed to be sufficient training for job placement.”

The Program Committee and the Graduate Studies Director will admit students based on their academic records, and on their professional experience where applicable. Preference will be given to students who bring some health care experience to the program. Admission to the M.Bioethics program requires a bachelor’s degree with a strong academic record from an accredited college or university. Students having only an undergraduate degree will be required to have at least a 3.5 g.p.a. Standardized tests like the GRE or the MCAT will not be required only an undergraduate degree will be required to have at least a 3.5 g.p.a. Standardized tests like the GRE or the MCAT will not be required for admission to the Master’s in Bioethics program. Students may be either part-time or full-time, and will pay regular SAS graduate tuition on a per-course basis. It should be possible for full-time students to complete the program in one calendar year, including summer. Part-time students may choose to complete the program over a more extended time (two-three years). Students will not be eligible for University fellowships or teaching assistantships. Full-time students may be eligible for limited guaranteed student loans; part-time students may be eligible for partial loans. University of Pennsylvania undergraduate students will not be admitted to the M.Bioethics program on a sub-major basis.

Inquiries should be directed to Dr. Glenn McGee, acting Graduate Studies Director at the Center for Bioethics, (215) 573-8103; or Dr. Monique Borque, Assistant Dean of the College of General Studies, (215) 898-7326; or by email to vgsr@sas.upenn.edu.

Program
Each student in the M.Bioethics program will work with the Graduate Studies Director who will guide student course selection and research, and develop student’s interest in research, and clinical ethics. Additional student supervision will be given by members of the Center faculty as well as other faculty at Penn working in various areas of bioethics. The program will seek to provide students with a broad range of experience, both in the classroom and in health care settings. In addition, we will be able to place particular emphasis on areas of special interest through work in elective courses or in the selection of a research or clinical internship.

‘Distance Learning’ in Bioethics
A measure of the growing public interest in bioethics is the website phenomenon brought about by PennMed’s Center for Bioethics at http://med.upenn.edu/bioethics. With information on genetics, bioethics for beginners, gene therapy and a virtual library, it has reportedly served over a million people throughout the world since its inception in 1993.

And just last month it expanded: The site now offers “Fireside Chat”: a four-part, state-of-the-art Internet Course about ethical issues in genetic testing, gene therapy, and the Human Genome Project. Combining live, one-on-one learning with a “virtual classroom,” written lectures and an email listserve, the site allows live conversation among geneticists, policy makers, Penn alumni and others— including Nobel prize winners and members of the media. Dr. Glenn McGee, assistant professor of bioethics and director of the Internet Project, calls it the beginning of distance learning in bioethics, a program that “allows students to enroll in a Penn course from where the live.” The most recent Fireside Chat was held March 22, led by Dr. Arthur Caplan, director of the Center.

Coming April 5 is “Threats to the Privacy of Information in a Genetic Era.”

A project involving either a substantial research paper or a clinical internship in a health care setting is also required for completion of the program.

Nine course units are required for the degree, including:
• A Proseminar which will be coordinated by the Graduate Studies Director and jointly taught by faculty from several disciplines within the University. The course is designed to acquaint students with the multiple approaches to issues in health care ethics and policy.
• One course in Ethical Theory (Conceptual Foundations of Bioethics), which surveys the philosophical tradition in ethics and deals with its relationships to medical ethics and health care policy.
• One course dealing with specific issues and topics in bioethics from a philosophical perspective.
• At least one contextual course dealing with the historical, sociological, or anthropological conditions of medicine.
• At least one policy course dealing with the legal background and economic conditions of health care provision.
• Two or three additional courses to be selected from a list of approved courses normally offered in SAS or other schools

A practicum and final project, which may take the form of either a clinical internship project or a research project, depending on the student’s background and interests; this project, to be approved by the Director of Studies, will be equivalent to one or two courses.

Program Leadership
The Center will shortly announce the appointment of a Graduate Studies Director who will work with Dr. Monique Borque, assistant dean of CGS, in administering the program.

Dr. Samuel Freeman of Philosophy chairs the Program Committee for the new degree, and is on the program faculty along with ten other members of SAS, nine from the Center, three from PennMed, two from Nursing, and one each from Law, Wharton and the Leonard Davis Institute. The complete faculty roster:
Mark Adams, History & Sociology of Science
Robert Aronowitz, Center for Bioethics
David Asch, School of Medicine
Jonathan Baron, Psychology
Charles Bok, Sociology
Arthur Caplan, Center for Bioethics
Mildred Cho, Center for Bioethics
Janet Deatrick, School of Nursing
Zoltan Domotor, Philosophy
Renee Fox, Sociology
Samuel Freeman, Philosophy
Alan Himmel, Leonard Davis Institute of Health Economics
David Hufford, Folklore and Folklore
Rebecca Huss-Ashmore, Anthropology
William Kissick, School of Medicine
Paul Lanken, School of Medicine
Susan Lindee, History & Sociology of Science
Richard G. Lonsdorf, Law School (emeritus)
Glenn McGee, Center for Bioethics
Jon F. Merz, Center for Bioethics
Jonathan Moreno, Center for Bioethics
Charles Rosenberg, History & Sociology of Science
Arnold J. Rosoff, Wharton School
Pamela Sankar, Center for Bioethics
Rosemary Stevens, History & Sociology of Science
Joyce Thompson, School of Nursing
Peter Ubel, Center for Bioethics
Paul Wolpe, Center for Bioethics

* On the panel on challenges in the 1990s were Drs. Rosemary Stevens of Charles Rosenberg of History & Sociology of Science and Paul Rosove of the Center for Bioethics. Dr. Arthur Caplan of the Center led the Roundtable on Future Challenges.
Call for Proposals: Research Pilot Projects in Community-Based Primary Care

Community-Based Primary Care

The Office of the Associate Dean for Health Services Research (OADHSR) encourages innovative patient-oriented research. By funding pilot studies, the OADHSR seeks to help UPHS researchers attract external support for large-scale studies. The OADHSR is requesting proposals for pilot research, demonstration, and evaluation projects examining issues of direct relevance to community-based primary care. This call for proposals is intended to stimulate projects that inform primary care practice and that will provide the pilot data necessary for subsequent peer-reviewed external grant funding. Up to five pilot projects of up to $20,000 each will be competitively awarded under this initial solicitation. The nine-month project period begins September 1, 1997. Projects must be completed by May 30, 1998.

Background

The Office of the Associate Dean for Health Services Research coordinates the UPHS Practice-Based Research Network. The network is composed of community physicians in Clinical Care Associates (CCA) and Clinical Practices of the University of Pennsylvania (CPUP). Our goal is to facilitate interdisciplinary research on the organization, delivery, and quality of health care, using its clinical practices as a model.

The Program

Proposals will be evaluated on their potential to inform and enhance patient care and to acquire future peer-reviewed external funding. No specific University investigators, topics, or type of research are excluded. However, proposals should address issues of importance to community-based primary care physicians.

Examples of issues that pilot projects might address are: 1) analysis of referral behaviors among community-based and hospital-based physicians; 2) differences in physician practice patterns in treating common chronic and acute conditions; 3) evaluating the feasibility of a clinical trial of a new technology; or 4) the relationships between primary care and specialty care practice. The investigator must collaborate with CCA or CPUP community practices in some way, such as recruiting community physicians as co-investigators and/or recruiting CCA and CPUP patients as study participants. (These examples are not exhaustive.)

Eligibility and Selection Criteria

Any UPHS clinician, UPHS-affiliated faculty member, or a faculty-sponsored UPHS Fellow is eligible to apply. Investigators who have already received funding for their proposed projects are not eligible for this solicitation.

For favorable consideration under this solicitation, proposals must examine important issues in community-based primary care (or in specialty care as they relate to primary care) and their effects on outcomes, quality, access and/or costs.

Proposals will be assessed using the following criteria:

• timeliness of the project for informing community-based primary care practice;
• quality and availability of the data to be used;
• strength of the proposed methodology;
• uniqueness of the study;
• project’s potential to attract future peer reviewed external funding;
• investigators’ experience and qualifications for conducting the proposed project.

Other Requirements

All investigators receiving Pilot Project grant funds must submit a final report to the Office of the Associate Dean for Health Services Research at the end of the funding period. Investigators must also present their findings at a Practice-Based Research Network CME event. All publications resulting from this study must acknowledge the Office of the Associate Dean for Health Services Research’s Pilot Projects Program and CCA/CPUP. Investigators should send a copy of these publications to the OADHSR.

Use of Grant Funds

Funds may be used to support project staff salaries and benefits (up to 0.5 FTE), consultant fees, data management, supplies and other direct expenses. Funds may not support faculty or fellow salaries.

How to Apply

UPHS investigators should submit 10 copies of a project proposal to the OADHSR. This proposal must contain the following items:

• Completed, signed OADHSR Pilot Projects Program cover sheet (download the cover sheet from our Web site at www.med.upenn.edu/hsr or call 898-9412);
• Project abstract (not to exceed 250 words);
• Project description (up to three pages) containing the following information:
  • description of the topic to be addressed and its significance;
  • statement of project’s principal objectives;
  • description of the research or evaluation methodology;
  • clear discussion of how the data will be collected;
  • timetable;
• Project budget (not to exceed one page);
• Principal Investigator’s C.V. or biosketch with selected relevant publications (not to exceed two pages);
• One copy of appendices (if included).

Do not send this proposal to the University Office of Research Administration before submitting it to the OADHSR.

The deadline for submitting applications is May 30, 1997. Send applications to:

Office of the Associate Dean for Health Services Research
Ralston House
3615 Chestnut Street, Room 247
Philadelphia, PA 19104-2676

For additional information, please contact the Office of the Associate Dean for Health Services Research by telephone (215) 598-9412, fax (215) 573-6423 or e-mail hsr@www.med.upenn.edu. You can also write to the OADHSR at 3615 Chestnut Street, Philadelphia, PA 19104-2676 or visit us on the World Wide Web at www.med.upenn.edu/hsr.

International Programs Fund: 1998 Applications

The University of Pennsylvania’s endowment fund for international programs provides support for area and international studies within the context of Penn’s Agenda for Excellence. The fund is used as seed money to initiate projects or experimental programs on a short-term basis, not to maintain ongoing programs. The International Programs Fund primarily supports faculty activities. Faculty are encouraged to conduct collaborative research with colleagues abroad, especially at institutions with which Penn has formal cooperative agreements. Awards are normally in the range of $10,000-15,000. For application guidelines, please see the announcement on the World Wide Web.

http://www.upenn.edu/provost/P_fund.html

The deadline for 1998 applications is January 20, 1998.

— Joyce M. Randolph, Director
Office of International Programs

Pennsylvania Muscle Institute Mini-Research Grants

Statement of Purpose

Motility of cells, organelles, membranes and molecules underlies the behavior of living systems. The proteins effecting this complex variety of motile events in cells range from motor proteins like kinesin, dynein and myosin, their filamentous partners, tubulin and actin, their regulatory and modulatory factors, controllers of spatial targeting within the cell, to mechanisms that coordinate motility with specific events such as mitosis and establishment of cell polarity. To encourage Penn researchers to explore novel approaches to studies of motility in their fields of interest, the Pennsylvania Muscle Institute (PMI) has initiated a new Mini-Research Grant Program.

The PMI will award one-year grants of seed funds up to $10,000 to successful proposals that explore novel aspects of skeletal, cardiac and smooth muscle, non-muscle cell motility, development, expression and assembly of contractile and motile organelles. Preference will be given to new initiatives, new collaborations and junior faculty.

The Application Process

The application consists of a three-page proposal, giving the background, objectives, experimental approach and discussion of expected results. In addition an abstract, budget (one page), brief curriculum vitae including recent publications, current research support and list of other pending proposals should be submitted. Applications are due by June 1, 1997. Successful applications will be funded as early as July 1, 1997, for a one-year period.

All applications involving human subjects, animals, and hazardous or radioactive materials must receive institutional approval prior to funding.

Please send the original and 4 copies of the grant application to Dr. Yae E. Goldman, Director, Pennsylvania Muscle Institute, D-700 Richards Building, School of Medicine, 19104-6083.
Compass
Compass
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NEW JOBS FOR THE WEEK OF APRIL 1, 1997

ARTS AND SCIENCES
Specialist: Sue Hess
RESEARCH SPECIALIST, JR. (03391SH) Assists in literature review & design of studies on thinking about contagion in human studies; carry out design studies (both laboratory & interview) & participate in data analysis; oversee functioning of laboratory. Qualifications: AB in psychology or biological basis of behavior; basic secretarial & computer skills; organized, interpersonal skills. Grade: P1; Range: $20,291-26,26,368 3-28-97

DENTAL SCHOOL
Specialist: Clyde Peterson
ANNUAL GIVING OFFICER I/II (03327CP) Administer annual fund program; along with Director, plan, organize & implement alumni special events using direct mail, telephone & personal solicitations for selected constituents; formulate program concepts & objectives & adopt procedures & guidelines; develop strong external contacts. Qualifications: BA/BS; excellent oral & written communication skills; excellent interpersonal & persuasive skills; ability to work with significant degree of independence; good organizational skills, ability to handle multiple tasks simultaneously; thorough knowledge of accepted fundraising principles, concepts & techniques. Annual Giving Officer I: one-three years of related experience; experience with University setting or direct sales/marketing desired. Annual Giving Officer II: three-five years of related experience; demonstrated ability to organize and administer annual fund program along with solicitation experience. Grade: F3/P5; Range: $24,617-31,982/52,664-58,677 3-25-97 Development & Alumni Relations

EXECUTIVE VICE PRESIDENT
Specialist: Sue Hess
INFORMATION MANAGEMENT SPECIALIST I (03380SH) Administer University’s Facilities Management Systems; maintain & develop improvements to computing network & database; organize & oversee collection of data on University buildings & rooms; prepare special reports on space usage to assist planning processes; collect information on developments, products & trends to improve departments operation & collection, storage & reporting of campus & facilities information. Qualifications: BA/BS in architecture or other design related discipline; three yrs. experience in using computer assisted drafting & design software; excellent oral & written communication abilities; ability to work with a variety of University staff. Grade: P4; Range: $26,986-35,123 3-27-97 Facilities Planning

INFORMATION MANAGEMENT SPECIALIST I (03387SH) Rewire/reconfigure hardware/software Ethernet connection for networking; set up client/server system & develop PC system for client/server environment; enhance office automation using Windows based software; maintain office computer hardware/software; consult with nontechnical customers on use of systems; existing mainframe FOCUS & PC FOCUS reporting & reporting requirements; determine modification needs; write reports; trouble shoot network/PC problems; document software changes; maintain lab computer/weight system & develop PC system for client/server environment; perform statistical analyses. Qualifications: BA/BS in computer science or management information system or equivalent exp.; thorough knowledge of office computer related equipment, incl. maintenance; exp. with mainframe & PCFOCUS programming; management &or accounting background helpful. Grade: P4; Range: $26,986-35,123 3-27-97 Construction Finance & Real Estate

LICENSED ASSOCIATE (02274SH)(02275SH) Assist technology managers in the marketing and licensing of the intellectual property assets of the University; assist in the determination of commercial potential of invention disclosures and the development of commercialization strategies and marketing plans; assist in the negotiation and drafting of agreements. (Positions are one year, entry level, term appointments with possibility of renewal). Qualifications: BA/BS in life, physical or engineering science; advanced degree or three to five yrs. experience in business, law or a technical field; excellent communication and interpersonal skills; independent self-starter with a strong work ethic. (End date: 3/98) Grade: P6; Range: $32,857-42,591 3-28-97 Center for Technology Transfer

OFFICE ADMIN. ASSISTANT I (03381SH) Organize & process capital project development; create purchase orders through FinMis; process charges for printing documents; maintain database for tracking expense information; process & track capital project budget approval & funding process; process & track invoices; type & proofread materials; compose standard correspondence; schedule & coordinate meetings; respond to standard inquiries; maintain departmental procedures & policies; receive, distribute & process information & communications to include phone calls & correspondence. Qualifications: HS grad; post HS training desirable; three yrs. admin/clerical exp.; able to type 35 wpm; Mac computer & related database/office software: Mail/Write Pro, Panorama, Excel, Nov U/P to Date Calendar pref.; knowledge of Univ. financial policies & procedures a plus; (FinMis Purchasing/General Ledger); able to handle multiple projects simultaneously; creative problem solving; proven communication & organizational skills; demonstrated interpersonal & phone skills. Grade: G9; Range: $17,614-21,991 3-27-97 Facilities Planning

GRAD SCHOOL OF EDUCATION
Specialist: Clyde Peterson
P-T (PSYCH TECH I) I (25 HRS) (03352CP) Assist in organization & maintenance of large computer-based data files; draft grief reports of statistical out (procedures & findings); write & perform statistical analyses. Qualifications: BA/BS; post-grad training in social science field; two yrs. of statistical exp. using SAS for OS2; or equivalent; excellent organizational skills; experience with WordPerfect 6.1; good interpersonal skills for team project. (End date: 6/30/97) Grade: G1; Range: $11,262-14,290 3-25-97 GSE

MEDICAL SCHOOL
Specialist: Ronald Story
RESEARCH SPECIALIST, JR. (01888RS) Perform biochemical assays; prepare immunohistochemical slides; raise monoclonal antibodies; keep inventory & order supplies; maintain lab records & computer data files; write papers; make photomicrographs & handle other darkroom procedures. Qualifications: BA/BS; research & computer experience (Mac & PC). Grade: P1; Range: $20,291-26,368 3-25-97 Neurology/Medicine
RESEARCH SPECIALIST, JR. (03372RS) Perform transfections to create vectors; expand vectors; use combination of virological, immunological, histological & molecular biology techniques to characterize vectors; maintain Vector Core inventory; perform quality control analysis; assist in maintenance of equipment & reagents in Vector Core; maintain, catalogue & cryopreserve viral vectors, cell lines & plasmid.

Qualifications: BA/BS required; lab work exposure in cell culture desired; experience in virology & molecular biology preferred. Grade: P1; Range: $20,291-26,368 3-25-97 Med/Renal

RESEARCH SPECIALIST, JR. (03374RS) Perform routine cell cultures & immunological studies; work with post-doctoral fellow in flow cytometry. Qualifications: BA/BS with major in biologic science; experience with cell culture useful, but not required. Grade: P1; Range: $20,291-26,368 3-25-97 Med/Renal

RESEARCH SPECIALIST, JR. (03375RS) Perform laboratory procedures using standard molecular biological, cell culture & immunological protocols; maintain purchase & radioactive isotopes; maintain lab records & general lab equipment. Qualifications: BA/BS, preferably in science; one-two yrs lab experience; previous experience in cell culture & molecular biology. (On-going contingent upon grant funding) Grade: P1; Range: $20,291-26,368 3-25-97 Med/Renal

RESEARCH SPECIALIST, JR. (03383RS) Perform protein purification, DNA preparations & experiments, using liquid chromatography, electrophoresis, cell culture, basic enzymology & basic molecular biology; maintain records; order supplies; present results at research meetings & maintain lab equipment. Qualifications: BA/BS in related scientific field; previous lab exp. required; basic knowledge of molecular biology, cell bio. & cell culture are required. Grade: P1; Range: $20,291-26,368 3-26-97 Physiology

RESEARCH SPECIALIST I (03361RS) Perform experiments & develop new techniques as directed by PI; assist PI in mouse husbandry; maintain a safe & efficient laboratory; order supplies & equipment; use references, teach rotating students & undergraduates. Qualifications: BA/BS with science major required; previous working laboratory experience; one-three yrs. working experience. Grade: P2; Range: $22,351-29,098 3-25-97 Medicine

RESEARCH SPECIALIST II (03382RS) Perform morphological techniques, histochemistry, immunohistochemistry, in situ hybridization & microscopy; assist in maintenance of equipment & facilities; assist during necropsies & dissection; provide technical support in Cell Morphology Core; interface with faculty & staff; assist with developing & implementing scientific protocols; perform general lab duties; maintain accurate logs & records techniques as needed; assist with project planning & protocol development. Qualifications: BA/BS in scientific field required; minimum experience in histopathology and laboratory techniques; one-two yrs. experience in accounting or finance; familiarity with University purchasing & ordering; one-year experience in FinMIS required; knowledge of University financial policies & procedures, ability to use MS Excel & data entry pref.; excellent organizational & communication skills necessary. (On-going contingent upon grant funding)

HISTOLOGY TECHNICIAN III (40 HRS) (03370RS) Maintain function of pathology laboratory; participate in routine staining and sectioning of histology specimens; perform special stains as requested, cut animal specimens and perform immunohistochemistry as required; complete laboratory paper work; maintain quality control and follow safety standards necessary for licensure; maintain all laboratory functions; update and maintain laboratory manual; utilize computer database for specimen logging and tracking; provide assistance in budget formulation for long-term projects. Qualifications: Board certification as histotechnologist; three-five years minimum experience in histopathology and laboratory techniques; ocular experience preferred. Grade: G11; Range: $23,425-29,723 3-25-97 Ophthalmology

OFFICE ADMINISTRATIVE ASSISTANT II (40 HRS) (03317RS) Review purchase request; perform purchase order completion & FinMIS data entry, obtain bids from vendors; confirm pricing commitments, follow up on variances; prepare monthly account summary reports; perform key assistance to new labs for startup supply & equipment requirements; ensure payment of all non-P.O. expenses; inform employees methods of procurement & reimbursements; train & oversee clerical staff; prepare & input journal entries; verify budget transactions & funds availability. Qualifications: HS graduate; BA/BS preferred; two-three yrs. experience in accounting or finance; familiarity with University purchasing & ordering; one-year experience in FinMIS required; knowledge of University financial policies & procedures, ability to use MS Word & Excel & data entry pref.; excellent organizational & communication skills necessary. (On-going contingent upon grant funding)

Opportunities continue on page 12

How to Apply

• Current Employees can call 988-7285 to obtain the name of the hiring officer for the available position. (please provide your social security number for verification and the position reference number). Internal applicants should forward a cover letter and resume directly to the hiring officer. A transfer application is no longer needed!

• External Applicants should come to the Application Center to complete an application. Applicants interested in secretarial, administrative assistant, or other office support positions, will have an appointment scheduled for a technology assessment as part of the application process.

Schools and Centers

Penn is a large community made up of many schools and centers which have their own character and environment. The openings listed here are arranged by School or Center.

Staff Recruiters have been assigned to Schools and Centers as follows:

Alicia Brill: Wharton School
Susan Hess: School of Arts & Sciences, Executive Vice President, and Nursing School
Clyde Peterson: Annenberg School, Dental School, Graduate School of Fine Arts, Graduate School of Education, Law School, Provost, School of Engineering & Applied Science, School of Social Work, and Vice Provost for University Life
Ronald Story: Medical School

The initials of the Staff Recruiter are indicated at the end of the position reference number.

Human Resources

Q & A

• Do you have a question about employment at Penn?

You can e-mail your question to askhr@pobox.upenn.edu. We hope to answer the most frequently asked questions in this space soon in order to keep you up-to-date about Employment at Penn!

• Interested in temporary employment? Or, temporary employment while you look for a full-time position at Penn?

Contact Today’s Penn Temps, the sole-source provider of temporary services at Penn. Contact Today’s Penn Temps at 573-9600, or stop by their office in the Funderburg Information Center.
ASSOCIATE DIRECTOR CORPORATE & FOUNDATION RELATIONS (03359SH) Along with Director, identify funding sources for Medical Center geared toward institutional donors, i.e. corporations, foundations, associations & other organizations; define annual funding goals form institutional donors; create annual schedule for proposal submission to key donors; coordinate stewardship activities; meet with faculty/directors to define funding priorities & to plan outreach; draft proposals; collaborate efforts with other development officers & with central development; scheduled plan visits to prospects; maintain personal portfolio of prospects. Qualifications: BA/BS; 3-5 years experience in development setting; excellent oral & written communication skills; ability to interact effectively with senior level corporate & foundation officials; ability to travel both locally & nationally; valid driver’s license. Grade: P10; Range: $48,822-64,066 3-24-97 Development & Alumni Relations

ASSOCIATE SECRETARY/SPECIAL PROJECTS COORDINATOR (03360SH) This position is shared between the Offices of the President and the Secretary; responsibilities include: strategic planning; develop, prepare & grant applications & partnerships agreements for community development; research & report on various University’s funding sources; Qualifications: MBA or related Master’s degree required; seven years or more experience in area directly related to budgeting, resource planning & strategic planning; excellent verbal & written communication skills; ability to interact effectively with senior administration & partners; PC skills, including accounting & word processing; database experience required. EOE/ADA. Send cover letter, resume to: American Musicological Society: Secretary/Receptionist (part-time, temporary). Duties: receptionist (telephone, mail, general inquiries); basic accounts payable/receivable; routine correspondence; publications preparation; sales fulfillment. Qualifications: high school diploma or equivalent; one year secretarial experience; excellent communication skills; PC skills, including accounting and word processing; database experience preferred. OEO/ADA. Send cover letter, resume to: American Musicological Society, 211 S. 34th St., Philadelphia, PA 19104-6313.

FOR SALE — Home for Sale! 6 BR, 2.5 BA, updated kitchen, 2 car garage, first floor study, dark-room, security system, an ideal home in University City, $129,900 with 3% SA. Call Todd (610) 394-6688

WANTED — University of Pennsylvania—American Musicological Society: Secretary/Receptionist (part-time, temporary). Duties: receptionist (telephone, mail, general inquiries); basic accounts payable/receivable; routine correspondence; publications preparation; sales fulfillment. Qualifications: high school diploma or equivalent; one year secretarial experience; excellent communication skills; PC skills, including accounting and word processing; database experience preferred. EEO/ADA. Send cover letter, resume to: American Musicological Society, 211 S. 34th St., Philadelphia, PA 19104-6313.

WANTED — Native Chinese looking for students studying Chinese language for conversational and language partner. (302) 292-8821 or qwang@hopi.dtcc.edu

SERVICES — Upstart Lawn and Landscape Maintenance Service looking for new clients in Delaware County. Will meet or beat your present lawn maintenance costs. For service and attention to detail call 215-386-3136. Hurry spring clean up and fertilizing time is here!
OCCUPATIONAL OPPORTUNITIES at PENN

fundraising principles & exp. using computer databases desirable; strong communications, both oral & written; good analytical & interpersonal skills. Grade: P2; Range: $22.351-29.096 3-28-97 Development & Alumni Relations

ADMIN. ASS'T II (03369SH) Under limited supervision, provide secretarial & administrative support to two senior level administrators; receive, screen & handle inquires & respond &/or redirect as appropriate; compose, word process, proofread & edit correspondence; greet visitors; develop & maintain filing system & correspondence log; compile complex briefing materials for meetings & conferences; prepare travel arrangements, incl. transportation & lodging accommodations, meeting schedules & itineraries; prepare expense forms; monitor & reconcile expenditures & generate reports; prepare agendas, minutes, notices, charts & reports; compile & summarize data; do preliminary analysis of reports. Qualifications: HS grad; post-HS training; min. 2 yrs. exp. as AA I or equivalent exp.; proficiency in WordPerfect/Windows, Microsoft Word/Windows & Excel essential; willingness to learn new technologies as needed; accurate typist; ability to organize & prioritize assignments; work effectively with diverse groups; detail oriented; flexible & productive under pressure; willingness & availability to work extended hours as needed. Grade: G10; Range: $20,637-25,713 3-24-97 Development & Alumni Relations

ADMIN. ASS'T II (03379CP) Provide administrative support of Athletic Dept. & Marketing; process donation & acknowledgments; handle confidential materials & inquiries, design & implement office procedures; maintain files regarding special funds, events, prospects & budget information; oversee 4 work study students. Qualifications: HS grad required; minimum four yrs. progressive clerical training or exp., demonstrated knowledge of office procedure, detail oriented; knowledge of WordPerfect 6.1 for Windows & Draw Perfect; excellent communication & organizational skills; ability to deal effectively, professionally with variety of constituents. Grade: G11; Range: $20,497-26,008 3-25-97 Development

SUPERVISOR ANIMAL LAB (03341CP) Supervise daily activities of techs, instructing & evaluating for results; maintain schedules of weekly, weekend & holiday staff; order feed, bedding & all other animal care supplies & equipment; report all facilities repair needs to operations; maintain census, payroll, cost accounting records; interact with researchers, providing service; ensure compliance with all sops & regulations. Qualifications: HS diploma or equiv.; AALAS Certification as Lab Animal Technology or 8 years in lab animal care with supervisory exp.; able to communicate effectively both verbally & written; computer literacy preferred; must have a valid driver’s license. Grade: G13; Range: $28,723-38,022 3-24-97 ULAR School of Medicine

VETERINARY SCHOOL

Specialist: Sue Hess

P-T (SECRETARY TECH/MED SR.) (25 HRS) (03388RS) Perform secretarial duties requiring use of specialized/technical or medical terminology; type standard & complex materials; maintain records & files; answer telephones & handle inquiries, schedule meetings & conferences; handle purchase orders & mail compose correspondence. Qualifications: Completion of HS business curriculum or equivalent; at least one yr. of secretarial experience; demonstrate an understanding of punctuation & grammar; computer literate (Windows, WordPerfect) FinMis experience a plus; excellent communication skills. Grade: G10; Range: $10,583-13,186 3-25-97 Pathobiology

WHARTON SCHOOL

Specialist: Alicia Brill

ADMINISTRATIVE ASSISTANT II (37.5 HRS) (03378AB) Responsible for frontline duties of Wharton Dean’s office; answer calls, greet visitors, handle mail; data entry, word processing, scheduling, filing, proofreading & distributing. Qualifications: HS graduate; Assoc. BA preferred; one-two years of responsible AA level experience or equivalent; excellent organizational, professional & interpersonal skills; use of MS WIN95 req. (Work schedule: Monday-Friday, 10 a.m.-6:30 p.m.) Grade: G10; Range: $20,637-25,713 3-27-97 Deans Office

A-3 ASSEMBLY

Nominations: A-3 Employee of the Month

The A-3 Assembly’s Employee Recognition Committee is looking for excellent employees to be honored.

To nominate an A-3 staff member, please complete this form and send nominations to: Ms. Stephanie Perkins-Lane, chair of the A-3 Assembly’s Employee Recognition Committee, 119 Bennett Hall/6273.

Deadline for submissions is April 25, 1997.

Nominee’s Name________________________Nominee’s Position________________________
Nominee’s Campus Address________________________Ext.________________________
Your name________________________Your Position________________________
Your Campus Address________________________Ext.________________________

Do you supervise the nominee? Yes________No_______

Please provide specific examples for the questions listed below of your nominee’s actions, attitudes, and abilities which you feel qualify that person for this award. Attach a separate sheet with the answers to these questions.

1. How has the nominee shown dedication to their position and their office/department?
2. How does the nominee demonstrate teamwork skills?
3. How does the nominee demonstrate a high level of communication skills?
4. How does the nominee demonstrate dedication to personal and/or work-related self-involvement?
5. How does the nominee contribute, outside of work, to helping others outside work?
6. Please write one to two paragraphs stating why you feel this individual should be honored by the A-3 Assembly Employee Recognition Committee.

ALMANAC April 1, 1997 13
Penn Summer Camps for Children: Sports and Theatre

To help parents plan ahead, here are camps and programs available this summer for children who enjoy sports or performing arts.

**Performing Arts Camps**

**June 23-August 15:** Gwendolyn Byne Dance Center; Full Day Tuition (morning and afternoon sessions): $170/wk, $870/6 weeks, $1,150/8 weeks (single session tuition also available); tuition must be paid in full by May 23; free day care for campers between 8:30 a.m. & 4:30 & 5 p.m.; parents must provide a brown bag lunch, drink machines are available; “Big” camp performance August 1, campers must be registered between July 21 and August 1 to participate; “Mini” camp performance August 15 for campers who are registered for the last two weeks of camp; info: 898-2881.

**Morning Sessions:** 9 a.m.-noon

**Dance I,** ages 7-12; This program is designed for students with no prior training. Classes include classical ballet, modern dance and jazz.

**Dance II/IA,** ages 10-12; This more intensive program is for students who have prior training. Daily classes in classical ballet, pointe (or pre-pointe), modern dance and jazz further develop their technique.

**Theater Arts,** ages 7-12; Students participating in this program will study all aspects of movement theater which include mime, movement for actors, improvisation, set design, comedy, mask making and storytelling.

**Afternoon Sessions:** 1:40-3:30 p.m.

**Creative & Performing Arts I,** ages 7-9; Campers will work on an original musical production which will be presented in the camp performances. This program blends acting, singing, tap and stage dancing. Campers will also have classes in arts and crafts, games and outdoor recreation.

**Creative & Performing Arts II,** ages 10-12; Campers will work on an original musical production which will be presented in the camp performances. This program blends acting, singing, tap and stage dancing. Campers will also have classes in arts and crafts, games and outdoor recreation.

**2-Week Intensive Dance Program:** August 4-15 (full day); ages 12-18; This intensive extension program is for students with extensive dance training. Dancers are required to take daily classes in classical ballet, pointe, modern dance, jazz and special guest teacher workshops.

**Sports Camps**

**Basketball:**

**Quaker Camp:** June 23-28; 9 a.m.-3:30 p.m.; The Palestra; campers ages 7 & older; University rate: $135; includes shirt and basketball; info: Steve Donahue, 898-6142.

**Red & Blue Camp:** Father-Son Weekend: 9 a.m.-June 15, 1 p.m.; A special camp where basketball instructions are available for both the father and son; June 14, $75/person, includes camp shirt, meals and prizes; *Overnight Program,* July 27, 4 p.m.-August 1, 11:30 a.m.; Featuring NBA players: Matt Maloney, Jerome Allen and Tim Legler; each day includes breakfast, lunch and dinner, basketball fundamental sessions, swimming, horseback riding, cross training, water sports; $375/person (family and team rates available), includes camp shirt, basketball, meals and prizes; info: Steve Donahue, 898-6142. At the Sandy Hill Camp, located near North East, Maryland, on the Elk River at the head waters of the Chesapeake Bay.

**Gymnastics:**

**Summer Gymnastics Camp:** Session dates: June 9-13, June 16-20, June 23-27 and July 7-11; 9 a.m.-5 p.m.; activities include: gymnastic instruction, floor exercises, tumbling, art exercise instruction, on Olymipic apparatus, swimming, activities at Franklin Field, arts and crafts, children’s movies, a visit to the University Museum and more; Hutchinson Gym; $190/session; info: Tom Kovic, 898-5316.

**Tennis:**

**Junior Tennis Camp:** 10 one-week sessions run from June 9 to August 15; 9 a.m.-3 p.m.; a United States Tennis Association certificate will be awarded to every camper upon completion of each session; swim periods are offered daily; cafeteria-styled lunches are provided daily; Levy Indoor Tennis Pavilion; kids ages 6-16; $210/ per one-week session; extended hours fee (after 3:30 p.m.) is $5/day; info: Hal Mackin, 898-4741.

**OEHS Safety Training Courses in April**

The following training programs are required by the Occupational Safety & Health Administration (OSHA) for all employees who work with hazardous substances including: chemicals, human blood, blood products, fluids, and human tissue. These programs are presented by the Office of Environmental Health & Safety (OEHS). Attendance is required at one or more session, depending upon the employee’s potential exposures.

Introduction to Laboratory Safety at Penn (Chemical Hygiene Training): Provides a comprehensive introduction to laboratory safety practices and procedures at Penn and familiarizes the laboratory employee with the Chemical Hygiene Plan. This course is designed for employees who have not previously attended Laboratory Safety at the University. Required for all University employees who work in laboratories. April 8, 1:30-2:30 p.m., John Morgan, Reunion Auditorium.

Introduction to Occupational Exposure to Bloodborne Pathogens: This course provides significant information for employees who have a potential exposure to human bloodborne pathogens. Topics include a discussion of the Exposure Control Plan, free Hepatitis B vaccination, recommended work practices, engineering controls and emergency response. This course is designed for employees who have not previously attended Bloodborne Pathogens Training at the University. Required for all University employees potentially exposed to human blood or bloodborne body fluids, and/or human tissue. April 14, 10:30 a.m.-11:30 a.m., John Morgan, Reunion Auditorium.

Occupational Exposure to Bloodborne Pathogens (In a clinical setting): *Required for all University faculty and staff who have potential clinical exposures to blood and other human source material. It is intended for employees with direct patient contact, or those who handle clinical specimens, and administrators who routinely work in a clinical environment. Topics include: risks, protection, work practice controls and emergency procedures. This course is designed for employees who have not previously attended Bloodborne Pathogens Training at the University. April 24, 1:30-2:30 p.m., 104 Stemmell Hall. *Registration is required for this course. Please call Bob Leonzio 898-4453.

Laboratory Safety—Annual Update: This program is required annually for all laboratory employees who have previously attended Chemical Hygiene Training. Topics include chemical risk assessment, recommended work practices, engineering controls and personal protection as well as an update of waste disposal and emergency procedures. Faculty and staff who work with human source materials, HIV or hepatitis viruses must attend the Laboratory Safety and Bloodborne Pathogens—Annual Update (see course description). April 10, 1:30-2:30 p.m., John Morgan, Reunion Auditorium.

Laboratory Safety and Bloodborne Pathogens—Annual Update: This program is required annually for all faculty and staff who work with human source material, HIV or hepatitis viruses and have previously attended Occupational Exposure to Bloodborne Pathogens. Issues in general laboratory safety and bloodborne pathogens are discussed. Topics include bloodborne diseases, risk assessment, recommended work practices, engineering controls and personal protection as well as an update of waste disposal and emergency procedures. Participation in Laboratory Safety—Annual Update is not required if this program is attended. April 16, 10:30-11:30 a.m., John Morgan, Reunion Auditorium.

Attendees are requested to bring their PENNCards to facilitate course sign in. Additional programs will be offered on a monthly basis. Check OEHS website for dates and time. If you have any questions, please call Bob Leonzio at 898-4453.

Wanted: Volunteer Field Hockey Coach

The Women’s Club Field Hockey team is in search of a volunteer coach to help the team a few hours per week. We are looking for someone enthusiastic, organized & knowledgeable of the game. The time commitment is relatively little, approximately four to six hours per week. If interested, please contact Sara Stinger or Ariella Rosenberg at 417-8099 or e-mail Melissa at matro@mail.sas.upenn.edu. We look forward to hearing from you.

— Melissa Tatro, Col. ’97
CGS Personal Enrichment Trips and Tours: From Art to Wine

In addition to the many Special Programs that CGS offers on campus throughout the month (see April at Penn) there are also several trips and tours to taste wines of specific regions and to see art in galleries in Philadelphia and New York.

A New York Art Adventure: A Tour of SoHo Galleries. There are two trips, one on April 12 and the other on April 26. A charter bus will depart from the Penn campus at 8 a.m. and will return at 8 p.m. on both dates. Dozens of galleries will be visited where representatives will discuss their current exhibits. After the gallery visits there will be time to explore the area’s shops and restaurants. The cost of this trip is $85 per person. Enrollment is limited to 35.

Tour of Philadelphia Galleries: Galleries in both Center City and Olde City will be visited where gallery owners and artists will be available for discussions. There are two sections, section A is on April 5 and section B is on May 3. They both depart from the Penn campus at 1 p.m. and return at 5:30 p.m. The cost is $45 per person. Enrollment is limited to 35 per session.

Wines of Germany and Italy: During two Mondays, April 7 and 14, the best of German and Italian wines will be served at the London Restaurant. The group will meet from 6:30 to 9 p.m. The cost of the activity is $100 per person. Enrollment is limited to 50.

Great Wines of France: Wines from the six greatest wine producing areas: Alsace, Bordeaux, Burgundy, Champagne and the Loire and Rhine Valleys are examined in this course which will meet three Mondays, April 28-May 12, at the London Restaurant. The course hours are from 6:30 to 9 p.m. The cost is $150 per person. Enrollment is limited to 50.

To register for any of the above trips and tours contact the College of General Studies at 898-6479 or at http://www.sas.upenn.edu/CGS/.
Examining the Politics of Respectability in African American Studies by Kali N. Gross

The upcoming conference, *The “Black Image” in the “Black Mind,”* has been organized by the Fontaine Society to critique the bias toward “respectability” within African American Studies. The conference has two additional goals: to build academic community across disciplines, and to address the limitations of past analytical paradigms with examples of innovative scholarship.

The Fontaine Society is a fellowship program at the University of Pennsylvania designed to increase the numbers of doctoral students from minority groups that are least represented nationally—encompassing the humanities and the social, natural, and physical sciences. The Fontaine Fellowships were established and named in honor of Dr. William Fontaine, a professor of philosophy at the University of Pennsylvania for twenty-one years, and the first African American to become a fully-affiliated professor of the University. Along with increasing the numbers of academics of color, the Fontaine Society is committed to expanding diversity within academic discourses. With this tradition of transcending boundaries, graduate students in the Fontaine Society, in conjunction with Afro-American Studies, have organized this ambitious conference to further academic endeavors and to showcase the talent that exists at Penn, as well as to contextualize the phenomenon of respectability.

Historically, as form of resistance to the negative stigmas and caricatures about their morality, African Americans adopted a “politics of respectability.” Claiming respectability through manners and morality furnished an avenue for African Americans to assert the will and agency to redefine themselves outside the prevailing racist discourses. Although many deployed the politics of respectability as a form of resistance, its ideological nature constituted a deliberate concession to mainstream societal values. The self-imposed adherence to respectability that permeated African American women’s lives, as well as African American culture, also later impacted African American activism and the course of scholarship in African American Studies. This strict adherence to what is socially deemed “respectable” has resulted in African American scholars’ confining their scholarship on African Americans to often the most “heroic,” and the most successful attributes in African American culture; it has also resulted in the proliferation of analyses which can be characterized as culturally defensive, patriarchal, and heterosexist.

Given the circumstances of racial oppression in the United States, it is no surprise that African American scholars used academe as a medium to showcase positive African American achievements. Since the late nineteenth century Harvard-educated William Edward Burghhardt DuBois and Carter G. Woodson pioneered the professionalization and popularization of African American history and sociology. At his death in 1950, not only was Woodson referred to as the father of African American history, but it was believed that the importance of his work was that it revised American history and provided resources for African Americans to combat negative caricatures. American historians frequently ignored the African American past, and at points denied African American contributions to the development of their nation.

The Civil Rights and Black Power movements brought the struggles of African Americans to the forefront of American culture and politics, and revived a need to understand the African American past. These social movements and the increased numbers of African Americans in universities have created a wealth of research. The expansion of African American Studies that proceeded up through the 1970s remained largely male-centered. This scholarship often translated into glorified tales of strong African American men, and their non-“emasculating” female appendages. Even with the explosion of women’s studies, the voices of African American women lay dormant underneath innuendo and implication. As one group of scholars cleverly acknowledged, *All the Women Are White, All the Blacks Are Men, But Some of Us are Brave.*

However, since the 1980s and 1990s African American women’s studies has begun carving out its own genre and expanded African American Studies. As Dr. Mary Francis Berry explained, “Without the pioneering work of Gerda Lerner and younger scholars such as Rosalyn Terborg-Penn, little would be available in print to begin the quest for knowledge concerning Black women’s experiences.” With groundbreaking texts of Jacqueline Jones, *Labor of Love, Labor of Sorrow* (1985), Paula Giddings, *When and Where I Enter* (1984), and Deborah Gray White, *Ar’n’t I A Woman?* (1985), the stories of African American women’s enslavement, emancipation, reconstruction, club movements, social work, suffrage activism, Civil Rights and Black Power leadership gained representation in the academy. And while these works have called attention to the plight of African American women, for the most part African American scholarship has attempted to argue that despite undergoing brutal enslavement, racial segregation, and continued discrimination, the humanity of African Americans was somehow unscathed, and that the survival of strong African American families and communities are testimonies to this triumph.

This need to affirm our humanity and the “heroic” aspects of our culture has been in part been accomplished to our own detriment. African American scholars have furnished a discourse that is “respectable,” and in effect reified elitism, sexism, and heterosexism. This scholarship has also contributed to the proliferation of culturally defensive patriarchal forms of analysis.

These culturally defensive patriarchal analyses operate through the canon of omission. They afford a history and culture that is complacent with revealing only half the story—one that often only explores the masculine, the heterosexual, and the victorious. This promotion of sanitized narratives and scholarship disrespects the memory of those who suffered and could not be Harriet Tubman or Frederick Douglass; it implies that the experiences and practices of the masses of African Americans are not worthy of our attention.

The pioneering work of such scholars as Farah Jasmine Griffin, Regina Austin, Herman Beavers, Mary Frances Berry, and Elijah Anderson have begun to challenge the narrow constructs of respectability. By doing work on men and women who are socially deemed “unrespectable,” these scholars have begun to broaden African American Studies. We Fontaine Fellows hope to continue Penn’s tradition of academic excellence by facilitating a conference that will not only critique the limited paradigms, but also create avenues for expansion. On April 5–6, 1997, *The “Black Image” in the “Black Mind”* will be held at Steinberg Hall-Dietrich Hall. For more information and the full conference program, please visit our website: [http://www.upenn.edu/VPGE/Fontaine WWW.html](http://www.upenn.edu/VPGE/FontaineWWW.html).

Ms. Gross is a doctoral student in history at the University.